



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

UOG Station, Mangilao, Guam 96923
Telephone: (671) 735-2990 • Fax: (671) 734-2296

REGULAR MEETING
Thursday, September 15, 2022, 5:30 p.m., via ZOOM,
UOG, Mangilao, Guam

AGENDA

- 1.0 CALL TO ORDER**
- 2.0 MEETING MINUTES**
 - Action 2.1 Regular Meeting Minutes of April 21, 2022**
 - Action 2.2 Special Meeting Minutes of May 23, 2022**
- Information 3.0 CHAIRPERSON'S REMARKS**
- Information 4.0 PRESIDENT'S REPORT**
- 5.0 REPORTS FROM STANDING COMMITTEES**
 - 5.1 Student Affairs, Scholarship, Alumni Relations, and Honorary Degree (SASARHD) Committee**
 - Information 5.1.1 Committee Update**
 - Action 5.1.2 Resolution No. 22-21, Relative to Approving the Re-apportioned FY2023 SFAP Budget**

Request: SASARHD Committee.

Review Process: This request was submitted by the Director of Financial Aid and reviewed and endorsed by the EMSS Dean, SVP/P, VPAF/CBO, UOG President, and SASARHD Committee for approval. This was also reviewed by the BFA Committee for approval.
 - 5.2 Academic, Personnel and Tenure (AP&T) Committee**
 - Information 5.2.1 Revision of the Peer Institutions Selection Criteria and Establishment of a New Peer List**

Request: AP&T Committee.

Review Process: This request was submitted by the Vice Provost for Institutional Effectiveness and was reviewed by the AOC and the SVP/P.
 - Action 5.2.2 Resolution No. 22-22, Relative to Approving the UOG Policies on Compensation Guidelines for Academic Employees for Overloads, Buyouts, Closeouts, Indirect Distribution, and Indirect Rates**

Request: AP&T Committee.

Review Process: This request was submitted by the Office of Research and Sponsored Programs and reviewed and endorsed by the Admin Council, Faculty Union, SVP/P, VPAF/CBO, UOG President, and the AP&T Committee for approval. This was also be reviewed by the BFA Committee for approval.

Action

5.2.3 Resolution No. 22-23, Relative to Establishing a Permanent Water and Environmental Research Institute Director Position in the Administrator’s Salary Pay Scale

Request: AP&T Committee.

Review Process: This request was submitted by HRO, and reviewed and endorsed by the SVP/P, UOG President, and the AP&T Committee for approval.

Action

5.2.4 Resolution No. 22-24, Relative to Adopting the University of Guam’s Diversity, Equity, and Inclusion Policy Statement on Respect, Compassion, and Community

Request: AP&T Committee.

Review Process: This request was submitted by the SVP/P and reviewed and endorsed by the Admin Council, UOG President, and AP&T Committee for approval.

Action

5.2.5 Resolution No. 22-25, Relative to Expressing Appreciation to Anisa Topasna for her Service as a Member of the Board of Regents

Request: AP&T Committee.

Review Process: This request was submitted by the Office of the President and reviewed and endorsed by the SVP/P and UOG President, and AP&T Committee for approval.

Action

5.2.6 Resolution No. 22-26, Relative to Expressing Appreciation to Remedios “Remy” Cristobal for her Exemplar Service in Multiple Key Roles and as Associate Dean of Enrollment Management and Student Success and Registrar with UOG for Over 33 Years

Request: AP&T Committee.

Review Process: This request was submitted by the SVP/P and reviewed and endorsed by the UOG President and AP&T Committee for approval.

Action

5.2.7 Resolution No. 22-27, Relative to Expressing Appreciation to Annette Tajeron Santos, D.B.A. for her Exemplar Service in Multiple Key Roles and as Dean of

the School of Business and Public Administration with UOG for Over 35 Years

Request: AP&T Committee.

Review Process: This request was submitted by the SVP/P and reviewed and endorsed by the UOG President and AP&T Committee for approval.

Action

5.2.8 Resolution No. 22-28, Relative to Expressing Appreciation to Deborah “Dee” Leon Guerrero for her Exemplar Service as an Administrator with UOG for Over 20 Years

Request: AP&T Committee.

Review Process: This request was submitted by the SVP/P and reviewed and endorsed by the UOG President and AP&T Committee for approval.

Action

5.2.9 Resolution No. 22-29, Relative to Expressing Appreciation to John W. Jenson, P.h.D. for his Exemplar Service as Faculty and Director of the Water and Environmental Research Institute of the Western Pacific for 29 Years

Request: AP&T Committee.

Review Process: This request was submitted by the SVP/P and reviewed and endorsed by the UOG President and AP&T Committee for approval.

5.3 Physical Facilities (PF) Committee

Information

5.3.1 Committee Update

Action

5.3.2 Resolution No. 22-30, Relative to Authorizing and Approving the Up to Four Million Five Hundred Thousand Dollar Loan with the Bank of Guam

Request: Physical Facilities Committee.

Review Process: This request was submitted by the VPAF/CBO and reviewed and endorsed by the UOG President and the Physical Facilities Committee for approval. This was also reviewed by the BFA Committee for approval.

5.4 Budget, Finance, and Audit (BFA) Committee

Information

5.4.1 Financial Update

Information

5.4.2 Collections Report

Information

5.4.3 Procurement Transactions and Contracts Report

Information

5.4.4 Faculty Salaries

- Action** **5.4.5 Resolution No. 22-31, Relative to Approving the Re-apportioned FY2023 General Operations and Special Appropriations Budgets**
Request: BFA Committee.
Review Process: This request was submitted by the VPAF/CBO and reviewed and endorsed by the UOG President and the BFA Committee for approval.
- Action** **5.4.6 Resolution No. 22-32, Relative to Approving the FY2023 Non-appropriated Fund Budgets**
Request: BFA Committee.
Review Process: This request was submitted by the VPAF/CBO and reviewed and endorsed by the UOG President and the BFA Committee for approval.
- Action** **5.4.7 Resolution No. 22-33, Relative to Approving the FY2023 Auxiliary Fund Budgets**
Request: BFA Committee.
Review Process: This request was submitted by the VPAF/CBO and reviewed and endorsed by the UOG President and the BFA Committee for approval.
- Action** **5.4.8 Resolution No. 22-34, Relative to Establishing the UOG Advancement Initiative as a 501(c)3 Corporation**
Request: BFA Committee.
Review Process: This request was submitted by the VPAF/CBO and reviewed and endorsed by the SVP/P, UOG President and the BFA Committee for approval.
- Information 6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE**
7.0 OPEN PRESENTATION (3 Minute Limit Per Person)
8.0 EXECUTIVE SESSION
- Information 8.1 President’s Evaluation Review**
- Information 8.2 Recommendation for Tenure for Dr. Debra Marie T. Cabrera, Assistant Professor of Sociology, College of Liberal Arts and Social Sciences**
- Information 8.3 Recommendation for Tenure for Dr. Austin J. Shelton III, Associate Professor of Outreach and Extension, College of Natural and Applied Sciences**
- Information 8.4 Recommendation for Tenure for Dr. Ujwalkumar Patil, Associate Professor of Civil Engineering, School of Engineering**

- Information** **8.5** **Recommendation for Tenure for Dr. Bulan Wu, Associate Professor of Chemistry, College of Natural and applied Sciences**
- 9.0** **VOTING FILE**
- Action** **9.1** **President’s Evaluation Review**
- Action** **9.2** **Recommendation for Tenure for Dr. Debra Marie T. Cabrera, Assistant Professor of Sociology, College of Liberal Arts and Social Sciences**
- Action** **9.3** **Recommendation for Tenure for Dr. Austin J. Shelton III, Associate Professor of Outreach and Extension, College of Natural and Applied Sciences**
- Action** **9.4** **Recommendation for Tenure for Dr. Ujwalkumar Patil, Associate Professor of Civil Engineering, School of Engineering**
- Action** **9.5** **Recommendation for Tenure for Dr. Bulan Wu, Associate Professor of Chemistry, College of Natural and applied Sciences**
- Action** **10.0** **ADJOURNMENT**

1.0 CALL TO ORDER

2.0 MEETING MINUTES

2.1 Regular Meeting Minutes of April 21, 2022

2.2 Special Meeting Minutes of May 23, 2022



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**Regular Meeting Minutes
April 21, 2022**

1.0 CALL TO ORDER

The Regular Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Liza J. Provide on April 21, 2022 at 5:30 p.m., VIA ZOOM. Notice of such meeting have been duly and regularly provided by the BOR.

QUORUM:

Liza J. Provide	Chairperson
Sandra H. McKeever	Vice Chairperson
Mike W. Naholowaa	Treasurer
Agapito "Pete" Diaz	Member
Roland S. Certeza	Member
Janice Malilay	Member
Bernadette "Bernie" Valencia	Member
Anisa Topasna	Member

ALSO PRESENT:

Thomas W. Krise	Executive Secretary
Anthony Camacho	General Counsel
Chris Mabayag	Recording Secretary
David S. Okada	CPO/Interim Chief of Staff
Tessica Duenas	Host for Zoom Meeting

2.0 MEETING MINUTES

2.1 Regular Meeting Minutes of February 24, 2022

Chairperson Provide asked if there were any corrections or discussion regarding the regular meeting minutes as presented. She requested that a correction be made to the Physical Facilities Committee update to state that *"UOG is putting together a new construction RFP template and will include design standards that are being developed"*. Regent Diaz accepted the correction. Regent Naholowaa moved to approve subject to correction, which was duly seconded by Regent McKeever. The motion carried.

3.0 CHAIRPERSON'S REMARKS

Chairperson Provide welcomed everyone to the April Regular Meeting. She thanked everyone for keeping safe and healthy and is glad to see restrictions being loosened and moving towards

Board of Regents Regular Meeting Minutes of April 21, 2022

“normalcy” for our island and University. She added that it will be an exciting commencement ceremony next month.

She stated that we may be looking at a special BOR meeting on May 12, 2022 at 5:30pm, with a working session at 4:30pm. She asked to please save the date and time and that agenda items will be forthcoming.

She thanked Dr. Krise and the UOG team for a great Charter Day opening ceremony on March 31, 2022. She noted that although there were restrictions on the number of attendees for this event, it was well attended, to include our Governor, Senators, Congressman, Chief Justice, Student Government Association President, students, faculty, staff, and administrators. She also thanked the Regents who attended for their participation.

She then recognized and congratulated Student Regent Anisa Topasna who will be graduating this May 22nd. She stated that Regent Topasna’s term was supposed to end on May 2, 2022, but will be extended until May 20, 2022 to allow the Student Government Association time to complete the election process and certify the election results for her review. She asked the audience to extend a warm congratulations and best wishes on her next chapter in life to Regent Topasna with a round of applause.

Regent Topasna stated that it has been a pleasure working with the BOR and to serve as the Student Regent. She thanked the BOR for a great experience.

4.0 PRESIDENT’S REPORT

President Krise gave the President’s report, a copy of which is attached.

5.0 REPORTS FROM STANDING COMMITTEES

Due to a personal commitment, Regent Naholowaa moved that the agenda be amended to move item **5.5 Budget, Finance, and Audit (BFA) Committee** as the first report from the Standing Committees, which was duly seconded by Regent McKeever. The motion carried unanimously.

5.5 Budget, Finance, and Audit (BFA) Committee

Regent Naholowaa reported that the BFA Committee met on April 14th via zoom with a quorum present and provided a report summarizing the updates given at the BFA Committee Meeting.

5.5.1 Financial Update

He reported that the Department of Administration continues to pay allotments to the University on time. He stated there were three major issues reflected on the financial statements for the period ending February 28, 2022. He stated that tuition revenue was down by about \$1.9M, and that the University believes much of this is related to the pandemic and the student’s aversion to online learning. The second issue is the continued growth in research noting that research expenditures grew by \$1.9M. He stated some of the growth is the result of reduced expenditures for the same period in the prior year as some key grants had been renewed and there had been a slow start up. He stated that the rest of the growth is a reflection of the increased research activities at the University. He then stated that the third issue is the receipt

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of federal funds noting that federal grant revenue more than doubled to \$29.4M and that most of the growth is the result of pandemic assistance received by the University. He added that the funds are in the form of CARES Act funding, American Rescue Plan funding, and Minority Serving Institution funding. He further added the funding is reflected throughout the financial statements as increased aid to students, increased institutional support, etc.

He further reported that the balance sheet did not have any unusual variances noting that the budget to actual report showed a \$48M budget and \$24M received.

In closing, Regent Naholowaa stated the BFA Committee also reviewed the rules and regulations for the new class of Professional, Technical, Federal and Externally Funded Employees (PTE) and supports the resolution as presented to the full Board.

5.5.2 Collections Report

Regent Naholowaa reported that the Collections Report reflects \$75K in actual collections for the period ending February 28, 2022. He stated the targeted amount is \$250K for the year and that it looks like it will be difficult to reach the target. He added that Comptroller Abby Martin reported that a single payment of about \$60K was received in March and that the March report will look a little better.

5.5.3 Procurement Transactions and Contracts Report

Regent Naholowaa reported that the BFA committee reviewed the procurement transactions report. He stated that four large contracts were related to assistance provided by the Small Business Development Corporation to assist small businesses in managing through the pandemic. He added there was a purchase of air conditioning equipment for nearly \$600K that is being charged to the Higher Education Emergency Relief Funds. He further stated there was a change order in the amount of \$159K for construction management for the Cultural Repository whose completion date was extended, and that there were no cost changes to the contracts with Reliable Builders and the Office of the Governor to extend the time until completion of the Repository.

5.1 Student Affairs, Scholarship, Alumni Relations and Honorary Degree (SASARHD) Committee

5.1.1 Committee Update

Regent Diaz reported that the SASARHD Committee met on April 13th via zoom with a quorum present and presented and reviewed the proposed resolution for the Board's approval.

5.1.2 Resolution No. 22-13, Relative to Approving the Fañomnâkan 2022 Commencement Graduate Listing

Regent Diaz introduced Resolution No. 22-13 and moved to approve, which was duly seconded by Regent Certeza. He summarized the resolution explaining the purpose with brief discussion on the graduation data as provided in the Boardbook. The motion carried.

5.2 Academic, Personnel and Tenure Committee (AP&T) Committee

Board of Regents Regular Meeting Minutes of April 21, 2022

Chairperson Provido noted AP&T Committee Chairperson Regent Lesley Leon Guerrero is currently off-island and that Regent Malilay will be introducing the action items. Regent Malilay stated that the AP&T Committee met on April 13th via zoom with a quorum present and presented the proposed resolutions for the Board's approval.

5.2.1 Resolution No. 22-14, Relative to Approving the Master's in Accountancy Degree Program

Regent Malilay introduced Resolution No. 22-14 and moved to approve, which was duly seconded by Regent Diaz. She summarized the resolution explaining the purpose. The motion carried.

5.2.2 Resolution No. 22-15, Relative to Approving the Procedures, Regulations, and Policies Manual for Professional, Technical, Federal and Externally Funded Employees (PTE)

Regent Malilay introduced Resolution No. 22-15 and moved to approve, which was duly seconded by Regent Topasna. She summarized the resolution explaining the purpose. The motion carried.

5.2.3 Resolution No. 22-16, Relative to Adjusting the Administrator Salary Scale for the Position of Capital Projects Manager

Regent Leon Malilay introduced Resolution No. 22-16 and moved to approve, which was duly seconded by Regent McKeever. She summarized the resolution explaining the purpose. Regent Diaz stated the Physical Facilities Committee also reviewed the resolution and recommends approval. The motion carried.

5.2.4 Resolution No. 22-17, Relative to Approving and Authorizing the University of Guam (UOG) President to Sign/Submit all Documents and to Negotiate on Behalf of the UOG Grant Proposal "CHamoru Culture and Language Researchers Training Program" to the U.S. Department of Health and Human Services, Administration for Native Americans

Regent Malilay introduced Resolution No. 22-17 and moved to approve, which was duly seconded by Regent Valencia. She summarized the resolution explaining the purpose. The motion carried.

5.2.5 Resolution No. 22-18, Relative to Expressing Appreciation to Fr. Francis X. Hezel for his Service as a Member of the Board of Regents

Regent Malilay introduced Resolution No. 22-18 and moved to approve, which was duly seconded by Regent Diaz. She summarized the resolution explaining the purpose. The motion carried.

5.3 Physical Facilities Committee

5.3.1 Committee Update

Board of Regents Regular Meeting Minutes of April 21, 2022

Regent Diaz reported that the Physical Facilities Committee met on April 13th via zoom with a quorum present.

He reported on the USDA loan for the School of Engineering and Student Success Center stating that as previously reported there is a shortage and are looking at additional funding and stated that the Governor Leon Guerrero and the Legislature had committed \$5M each.

He stated that the Legislature was proposing a bill to increase the funding to 10M from the Earned Income Credit (EIC), but the funding from the source didn't materialize. He added that the Legislature is looking at other funds and revised Bill 197-36 from 10M to 5M and that it will come from surplus funds.

He reported on the Student Success Center stating that the Procurement Record has been reconstructed and that General Counsel Camacho has completed his review. He stated that USDA is making recommendations to update some of the AIA documents that are part of the procurement record. He added that once concurrence has been obtained, it will be communicated with Reliable Builders with the updated cost and the square footage.

He reported on the School of Engineering stating that the Request for Proposal (RFP) for the design-build project was issued on January 31, 2022. He stated the RFP was extended and closes on May 20, 2022.

He further reported on the Guam Cultural Repository stating that it should be completed by the end of April 2022. He noted that a Memorandum of Understanding is being discussed between UOG and the Department of CHamoru Affairs and that the transfer of assets is still undergoing negotiations and hopefully UOG will still be able to retain the assets.

He then reported on the Water and Environmental Research Institute (WERI) and School of Health (SOH) Building. He noted that a Notice to Proceed was issued earlier this year to RIM Architects and that the final design for the project is scheduled for September 2022. He further stated that an RFP for construction offers, for both buildings, should go out about Sept-Oct 2022 for a 24-month construction period.

He further reported on the life cycle/preventive maintenance around the University to include air conditioning systems, generator, and campus lighting. He also provided a brief report regarding Personnel, Safety and Security, UOG Green, and other ongoing projects and activities.

5.4 Investment Committee

5.4.1 Committee Update

Regent McKeever noted that the Investment Committee met on April 14th via zoom with a quorum present and that there are no action items.

She reported that the Triton Investment Club provided an update on the student investments. She stated that the balance in the account as of March 31st, 2022, was \$50,649.06 and noted the Year to Date (YTD) returns as of the March 31st was -4%, which was expected as the whole market is down.

She then reported that Amanda Gima of Raymond James and Associates walked through investment results through April 8, 2022. She stated the balance of the portfolio as April 8th, 2022, was \$26,148,624 and that the YTD return as of April 8th was -1.05% which is just above

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its benchmark performance of \$-1.25%. She further summarized the report as presented at the Investment Committee meeting.

In closing, she reported that a working session is being set for April 26 at 3 pm to review the short-term investments of the University.

6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE

Katrina Perez, Executive Director, provided the BOR with an update on the UOGEF projects and events. A copy of the update is attached.

7.0 OPEN PRESENTATION (3 Minute Limit per Person)

Chairperson Provide opened the floor for open presentations.

Lt. Colonel (LTC) Tom Anderson, Professor of Military Science and Director, UOG ROTC, thanked the BOR for supporting students in achieving their dreams of earning a college degree. He stated that each year the BOR sets aside 12 tuition free scholarships for ROTC cadets, which is the Major Henry San Nicolas Ofeciar Scholarship in honor of UOG ROTC graduate Major Ofeciar who died serving the island in Afghanistan in 2007. He noted the success of the officer cadets have in the Army when they leave the UOG ROTC program is that the typical rate for an officer to make the rank of LTC is 15%. He added that in the past research is that over 60% of UOG ROTC cadets that are commissioned retire as LTC or higher. He stated that he will be transitioning in the summer and that LTC Neil Armstrong will be taking over the ROTC program.

President Krise thanked LTC Anderson for the statistics he shared and for his service. He also congratulated him on his retirement.

8.0 ELECTION OF OFFICERS

Chairperson Provide opened the floor for nominations for the BOR Officer positions.

8.1 Chairperson

Regent Diaz nominated Regent Provide to continue as Chairperson. Regent Provide accepted the nomination.

8.2 Vice Chairperson

Regent Certeza nominated Regent McKeever to continue as the Vice Chairperson. Regent McKeever accepted the nomination.

8.3 Treasurer

Regent McKeever nominated Regent Naholowaa to continue as the Treasurer. Chairperson Provide confirmed that prior to Regent Naholowaa leaving the zoom meeting, he accepted the nomination.

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Chairperson Provideo asked if there were any further nominations or opposition to the slate, which there were none. Regent Certeza moved to close the nominations, which was duly seconded by Regent Valencia. The motion carried unanimously.

9.0 ADOPTION OF BOR MEETING SCHEDULE FOR AY2022-2023

The BOR Meeting schedule for AY2022-2023 is for informational and review purposes. The schedule is subject to change.

Regent Malilay moved to adopt the BOR meeting scheduled for AY2022-2023, which was duly seconded by Regent Diaz. The motion carried.

8.0 ADJOURNMENT

Regent McKeever moved that the zoom meeting be adjourned, which was duly seconded by Regent Valencia. The motion carried. Chairperson Provideo adjourned the meeting at 6:55 p.m., CHamoru Standard Time.

Liza J. Provideo, Chairperson

ATTESTED:

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

20220421 Prez Report to BOR Regular Meeting

In Memoriam (see slides)

Less than 2 months since our last meeting, which started just a few hours after the Russian invasion of Ukraine. Let's all keep peace—and the lives and welfare of the people of Ukraine in our prayers

I'd like to open with two pieces of recent happy news:

- UOG was officially awarded full institutional status as a Sea Grant University this week; the praise from NOAA and the review panel really shows that the UOG Sea Grant team didn't just reach the bar, it raised it!
- And congratulations to our SGA President Angelo Paule on his acceptance to the Georgetown University School of Foreign Service to pursue a Master of Science in Foreign Service!

Partnerships

- Mainland and Hawaii trip
 - UOG@70 Alumni gathering in Honolulu
 - UOG@70 Alumni gathering in Seattle
 - UOG@70 Alumni gathering The Wharf DC
 - UOG@70 Alumni gathering House of Chamorros in Balboa Park San Diego
 - MOU signed at the headquarters of the Department of Homeland Security (DHS) for help on cybersecurity and climate change adaptation
 - Cybersecurity Infrastructure Security Administration from DHS visited to help UOG improve cybersecurity
 - FAA to help advance the Guam Aviation Initiative
 - USDA to thank them for the \$21.7M loan for the SENG and SSC and to explore new options under the Infrastructure Act
 - Met with all three Pacific Delegates to Congress—all three of whom are UOG alumni
 - Met several times with Madeleine Bordallo who connected me with the National Governors Association education advocate
 - Met in Honolulu with UH-Manoa telemedicine office
 - Met with US Sen Brian Schatz's staff to push for stronger support for AANAPISI funding
- CIS Conference and Oceans Conference
 - Excellent participation in CIS's 13th annual conference
 - Strong new connections across the university with new East West Center (EWC) president Suzanne Vares-Lum, which reinforced the new Micronesian region push at EWC led by Dr Mary Hattori and a group of Guam and other Pacific Island fellows and staffers there
 - UOG was represented at the Palau Oceans Conference by a team from CIS, and many of the CIS Conference participants were involved, keeping the momentum

of our efforts on G3, CIS, Sea Grant, CNAS Extension and Outreach, Marine Lab, WERI etc all moving forward

Omnium and Gatherum:

- Thanks to VPAF Randy Wiegand and Budget Officer Rachel Cubacub and their teams for our successful audit, and our preparation for the Legislative Budget Hearing last week; thanks, too, to our BOR Chairperson Liza Provido, SVPP Dr Anita Enriquez, VPAF Randy Wiegand, Financial Aid Director Mark Duarte and Vice Provost Dr Rachael Leon Guerrero for a very positive and I think well received budget hearing
- We circulated a new organizational structure for the School of Education, which is designed to support new graduate degrees in line with our Para Hulo' strategic plan goals; we anticipate bringing EdS and EdD degrees to the board for review in the near future; this will add to the new Master of Accountancy that is before you at this meeting; the EdD will be UOG's first doctoral degree and we anticipate the careful development of others as the faculty assess local and regional need and our capacity for further growth in graduate education
- And at our Tiningo Tritons (all hands) meeting this morning, we highlighted our new FMX software for placing workorders for Facilities and Management Services; in just one quarter of use so far, it's improved customer service and the speed of service—and

UOG@70 and Charter Month+

- Well attended official Charter Day event on Mar 31st
- First F2F Charter Day celebration hosted by SGA
- CHamoru Language Competition once again kicked off our Charter Week
- CNAS Green Night last evening as part of 50th anniversary of our Land Grant Status
- UOG Endowment Foundation was honored at Adelup for its 40th anniversary
- 42nd Presidential Lecture with Neal Weare of Equally American and Attorney General Leevin Camacho last evening
- Monthly themed press releases and social media promotions on CHamoru heritage, Island Sustainability, Diversity and Inclusion, etc.
- And I can take this opportunity to praise MarCom for receiving now 18 national **and international** awards **this year** for excellence for our **70th Anniversary Branding, our research report, digital marketing recruitment campaign**, and other great projects at UOG.

Upcoming Events

- The Micronesian Culture & Traditions Day, Fri 6pm-8pm in the Calvo Field House
- CNAS STEM Conference on Saturday
- Marine Lab 50th Anniversary book launch event Sat, May 7, from 5:30pm
- Commencement, Sun May 22nd, at 2pm, with Dr. John Taitano (Distinguished Alumnus Award recipient) as Commencement Speaker; we are braced for having to hold multiple ceremonies (as we did in December), but expect that the governor will relax the rules enough to allow us to hold just one ceremony

- Thanks to the four regents who will be able to attend the Governing Board Training Workshop in Honolulu in June, conducted by the ACCT and involving fellow governing board members from across the Pacific Islands

Recently Tenured and Promoted Faculty present for the meeting

- Wai Yi Ma, University Libraries
- Michael Orr, Biology, CNAS
- Roland San Nicolas, University Libraries

In Memoriam

March 4, 2022

Catherine C. Ogo

Mother of Cecilia “Cil” Ogo, Library Technician II,
Robert F. Kennedy Memorial Library

In Memoriam

March 9, 2022

Amanda E. Arceo

Accounting Technician III (Retired June 2016)

College of Natural & Applied Sciences

In Memoriam

March 14, 2022

Daniel John Artero

Brother of Monica Medina, Accounting Technician Supervisor,
Comptroller's Office

In Memoriam

April 16, 2022

Mr. Kenneth V. Mendiola

Maintenance Custodian
Facilities Management Services

**UOG Endowment Foundation
Board of Regents Update
04/21/2022**

Håfa Adai, Madam Chair Provido and members of the Board of Regents. Thank you all for giving me the opportunity to speak.

- Fundraisings & Notable Events
 - On April 1st, Governor Lourdes Leon Guerrero proclaimed April 2022 in honor and recognition of the 40th anniversary of the UOG Endowment Foundation. Although this was announced via virtual ceremony, among the dignitaries that showed support in person in at the Governor’s Conference Room in Adelup were Acting Lt. Governor, Therese Terlaje, Senator Amanda Shelton, and Sen. Joe San Agustin. Among the 7 members of the Board of Directors present were 2 members that were key in the early development of the UOG Endowment Foundation: former Governor and current Board Director, Joseph F. Ada and former UOG President and UOGEF Board Chairman, Dr. Wilfred P. Leon Guerrero.
 - Lina’la-ta III – Fundraiser for the General Endowment in celebration of 40th Anniversary
 - This 3-part televised special will showcase CHamoru music history and heritage, featuring 45-minute shows with performances and interviews from the 2014 & 2015 Lina’la-ta concert events, a tribute to Patrick Palomo, and spotlights on a few current CHamoru music performers.
 - The third episode will be broadcast during a 2 week period after Memorial Day, May 30 airing on Thursdays, Saturdays, and Sundays on KUAM TV11/TV8, Docomo TV1 and GNN GTA Ch17.
 - Techstars Startup Weekend Micronesia “Solve 2day, Evolve 2morrow”– April 27 to 29th – Virtual event put together by the Entrepreneur Society to promote the entrepreneurial spirit and encourage students to actively pursue bringing their ideas to life.
 - UOG Marine Laboratory 50 Years of Science & Service – Pre-orders still being accepted online at give.uog.edu. A book launch event is planned for May 7th.
 - In honor of UOG’s 70th Anniversary, we will work with Norman Analista, Director of Development, Alumni Affairs & Foundation Relations office in continued outreach and fundraising for the Annual Fund among alumni, private companies, and foundations.
 - Special thanks go out to Jonas Macapinlac and his team with the Office for Integrated Marketing & Communications for their support in developing an online portal to support this effort
- Notable Donations received:
 - \$250,000 – from the Guam Board of Accountancy
 - \$100,000 – pledge from Calvo Enterprises associated with the Calvo UOG Fieldhouse
 - \$50,000 – from Dr. Lee Carter bolster for Student Scholarship in Support of Standard English in memory of UOG’s former President Rosa Roberto Carter (totaling \$100,000)
 - \$30,000 - from Takagi & Associates to support research projects related to Japanese immigration to Guam and MARC.
 - \$15,000 – CACI/Guam Army National Guard for Triton Esports

- \$10,000 – Bank of Guam – Co-presenter sponsorship of Lina'lata III
- \$10,000 – Anonymous – to bolster the Tanom Bernard Watson Scholarship to benefit students studying Agriculture and Food Science in the ALS Division



**UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN**

Board of Regents

UOG Station, Mangilao, Guam 96923
Telephone: (671) 735-2995 Fax: (671) 734-2296

**Special Meeting Minutes
May 23, 2022**

1.0 CALL TO ORDER

The Special Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Liza J. Provido on May 23, 2022 at 5:30 p.m., via Zoom. Notice of such meeting have been duly and regularly provided by the BOR.

QUORUM:

Liza Provido	Chairperson
Sandra McKeever	Vice Chairperson
Mike Naholowaa	Treasurer
Lesley Leon Guerrero	Member
Agapito "Pete" Diaz	Member
Roland Certeza	Member
Janice Malilay	Member
Bernadette Valencia	Member
Anisa Topasna	Member

ALSO PRESENT:

Thomas W. Krise	Executive Secretary
Anthony Camacho	General Counsel
David S. Okada	CPO/Interim Chief of Staff
Christine Mabayag	Recording Secretary
Tessica Duenas	Host for Zoom Meeting

2.0 NEW BUSINESS

2.1 Investment Committee

2.1.1 Resolution No. 22-19, Relative to Approving a Loan from the Internal Endowment Fund to Fund a Shortfall in the Budget for the Construction of the Planned Water and Environmental Research Institute Building and Nursing Annex for the School of Health

Regent McKeever introduced Resolution No. 22-19 and moved to approve the resolution, which was duly seconded by Regent Naholowaa. She briefly provided the BOR an overview of the report and noting that the University. She then summarized the resolution explaining the purpose. The motion carried.

2.2 Executive Committee

Board of Regents Special Meeting Minutes of May 23, 2022

2.2.1 Resolution No. 22-20, Relative to Approving the University of Guam Board of Regents' Amended Bylaws

Regent McKeever introduced Resolution No. 22-22 and moved to approve the resolution, which was duly seconded by Regent Diaz. She briefly provided the BOR an overview of the report and noting that the University. She then summarized the resolution explaining the purpose. The motion carried.

3.0 EXECUTIVE SESSION

Regent Leon Guerrero motioned to move to Executive Session, which was duly seconded by Regent McKeever. The motion carried. The Executive Session commenced at 5:57 p.m.

3.1 President's Evaluation Review

Regent Diaz motioned to end Executive Session, which was duly seconded by Regent McKeever. The motion carried. The Executive Session ended at 7:47 p.m.

4.0 VOTING FILE

4.1 President's Evaluation Review

Regent Leon Guerrero moved to table the President's Evaluation Review for the next BOR Regular meeting scheduled for September 2022, which was duly seconded by Regent Naholowaa. The motion carried unanimously.

5.0 ADJOURNMENT

Chairperson Provido requested a motion to adjourn the zoom special meeting. Regent Diaz moved to adjourn the meeting, which was duly seconded by Regent McKeever. The motion carried. The meeting adjourned at 7:49 p.m., Chamorro Standard Time.

Liza J. Provido, Chairperson

ATTESTED:

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

3.0 CHAIRPERSON'S REMARKS

4.0 PRESIDENT'S REPORT

5.0 REPORTS FROM STANDING COMMITTEES

5.1 STUDENT AFFAIRS, SCHOLARSHIP, ALUMNI RELATIONS, AND HONORARY DEGREE (SASARHD) COMMITTEE

5.1.1 Committee Update



UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents

Resolution No. 22-21

RELATIVE TO APPROVING THE RE-APPORTIONED FY2023 STUDENT FINANCIAL ASSISTANCE PROGRAM (SFAP) BUDGET

WHEREAS, the governance and control of the University of Guam (UOG) is vested in the Board of Regents (BOR) of UOG;

WHEREAS, the provisions of Title 17 of the Guam Code Annotated, Chapter 28, governing the Student Financial Assistance Fund, states that the Student Financial Assistance Fund shall be administered and granted by the BOR;

WHEREAS, in accordance with applicable provisions, the Student Affairs, Scholarship, Alumni Relations & Honorary Degree (SASARHD) Committee held a meeting on September 7, 2022 to address the Re-AppORTIONED FY2023 SFAP Budget;

WHEREAS, the Budget, Finance, and Audit (BFA) Committee reviewed the Re-AppORTIONED FY2023 SFAP Budget at its meeting on September 8, 2022;

WHEREAS, the Senior Vice President & Provost, Academic & Student Affairs; Dean, Enrollment Management & Student Services; and the Director, Financial Aid Office have all certified that the Re-AppORTIONED FY2023 SFAP Budget as recommended at the respective Board Committee meetings is consistent with appropriate Public Laws and the BOR's Rules and Regulations; and

WHEREAS, as a result of those meetings, the SASARHD Committee and the BFA Committee recommend to the BOR, approval of the enclosed Re-AppORTIONED FY2023 SFAP Budget.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the Re-AppORTIONED FY2023 SFAP Budget as attached hereto.

Adopted this 15th day of September 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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

**UNIVERSITY OF GUAM
GOVERNMENT OF GUAM
STUDENT FINANCIAL ASSISTANCE PROGRAMS**

FY 2023 BUDGET

	FY2022 Re-Apportioned Budget (Res. No. 21-15)	FY2023 Budget (Resolution No. 22-01)	FY2023 Re-Apportioned Budget (Res. No. 22-nn)
A. REVENUE			
Collections	\$ 200,000	\$ 200,000	\$ 200,000
SFAP Legislative Appropriation	\$ 3,565,285	\$ 4,000,000	\$ 3,565,285
First Generation Trust Fund	\$ 250,000	\$ 250,000	\$ 250,000
TOTAL REVENUE	\$ 4,015,285	\$ 4,450,000	\$ 4,015,285
B. EXPENDITURES			
<u>SFAP Awards</u>			
Merit Award	\$ 1,800,000	\$ 1,845,227	\$ 1,812,030
Health Professions Training Scholarship	\$ 375,652	\$ 450,000	\$ 225,000
J.U. Torres PROTECH Award	\$ 450,000	\$ 450,861	\$ 450,861
Pedro "DOC" Sanchez	\$ 125,000	\$ 150,000	\$ 150,000
Yamashita Teacher Corps	\$ 275,000	\$ 275,000	\$ 225,000
Access to Higher Ed Award (PL 31-237)	\$ 383,494	\$ 375,000	\$ 125,000
First Generation Trust Fund	\$ 250,000	\$ 250,000	\$ 250,000
Multi-Year BOR Scholarship Programs	\$ -	\$ 275,000	\$ 400,000
ROTC Program	\$ -	\$ -	\$ -
Graduate STEM Tuition Asst. Prog. (Beg. FA20	\$ -	\$ -	\$ -
Retention/Completion Scholarship	\$ -	\$ -	\$ -
Advance High School Placement	\$ -	\$ -	\$ -
Triton Athletics Scholarship	\$ -	\$ -	\$ -
Regent Scholar Program	\$ -	\$ -	\$ -
Marine Lab Scholarship	\$ -	\$ -	\$ -
<i>Sub-Total of SFAP Awards</i>	\$ 3,659,146	\$ 4,071,088	\$ 3,637,891
<u>Administrative Operations</u>			
<i>Sub-Total of Administrative Operations</i>	\$ 356,139	\$ 378,912	\$ 377,394
TOTAL EXPENDITURES	\$ 4,015,285	\$ 4,450,000	\$ 4,015,285
SURPLUS/DEFICIT SFAP AWARDS	\$ -	\$ (0)	\$ 0
C. LEGISLATIVE APPROPRIATION REQUEST			
TOTAL APPROPRIATION	\$ 4,015,285	\$ 4,450,000	\$ 4,015,285

**UNIVERSITY OF GUAM
GOVERNMENT OF GUAM
STUDENT FINANCIAL ASSISTANCE PROGRAM
FY 2023 BUDGET**

SFAP Continuing and New Obligations

PROGRAM	CONTINUING RECIPIENTS	NEW RECIPIENTS	COSTS (\$)
Advance High School Placement*	15	0	\$ -
Merit Award	161	52	\$ 1,812,030.00
Health Professions Training	25	65	\$ 225,000.00
Professional/Technical Award	5	10	\$ 450,861.00
Pedro "DOC" Sanchez	10	20	\$ 150,000.00
Yamashita Teacher Corps	25	35	\$ 225,000.00
Access to Higher Ed. Award	30	50	\$ 125,000.00
First Generation Trust Fund	0	175	\$ 250,000.00
Sub-Total	271	407	\$ 3,237,891.00

Board of Regent Scholars Fund Continuing and New Obligations

PROGRAM	RECIPIENTS*	COSTS (\$)
Regent Scholar Program	TBD	\$ -
ROTC Program	TBD	-
Graduate STEM Tuition Assistance	TBD	-
Triton Athletics Award	TBD	-
Marine Lab Scholarships	TBD	-
Sub-Total	0	\$ -

TOTAL	RECIPIENTS*	COSTS (\$)
AWARDS: SFAP	678	\$ 3,237,891.00
AWARDS: BOR Programs	0	\$ -
OPERATIONS	N/A	\$ 377,393.82
TOTAL	678	\$ 3,615,284.82

NOTE:

*Recipients can be a combination of continuing and new.

**UNIVERSITY OF GUAM
GOVERNMENT OF GUAM
STUDENT FINANCIAL ASSISTANCE PROGRAM**

FY 2023 OPERATIONS BUDGET

	FY 2022 Re- Apportioned Budget Res. 21-15	FY 2023 Budget Res. 22-01	FY 2023 Re- Apportioned Budget Res. 22-nn
CONTRACTUAL			
Communication/Duplicating (53231)	\$ -	\$ -	\$ -
Printing: Letterheads/Forms/Handbook/ Promissory Notes, etc (53236)			
Computer Maintenance (Software/Hardware)	-	-	-
Xerox Copies/Fax Lease & Maintenance (53235)	-	-	-
Office Equipment & Maintenance			
Advertising (53236)	-	-	-
Professional Org. Memberships (53237)	-	-	-
Web Maintenance (53233)			
Training & Maintenance (53239)	-	-	-
Imaging System Maintenance & Training	-	-	-
Security Alarm System (55250)	-	-	-
Collection Services	-	-	-
<i>SUB-TOTAL</i>	\$ -	\$ -	\$ -
SUPPLIES			
Office Supplies/Materials (S54240)	\$ 500	\$ 1,500	\$ 1,500
<i>SUB-TOTAL</i>	\$ 500	\$ 1,500	\$ 1,500
CAPITAL OUTLAY			
Computers/HardDrive/Monitors/Printers (55250)	\$ -	\$ 4,000	\$ 4,000
File Cabinets	-	-	-
Imaging System	-	-	-
Shredder	-	-	-
Multi Media Projector	-	-	-
Scanner	-	-	-
<i>SUB-TOTAL</i>	\$ -	\$ 4,000	\$ 4,000
OVERTIME			
Mileage			
PERSONNEL (Includes - Salaries/Benefits)			
Program Coordinator IV	\$93,835.03	\$104,270.43	\$107,398.54
Program Coordinator I (Vacant)	\$0.00	\$0.00	\$0.00
Program Coordinator II (Vacant)	\$71,434.42	\$60,000.00	\$51,000.00
Program Coordinator I	\$57,853.30	\$64,030.86	\$64,030.86
Program Coordinator I (YTC - Vacant)	\$0.00	\$0.00	\$0.00
Administrative Assistant	\$0.00	\$0.00	\$0.00
Program Coordinator I (Bursar's Office)	\$53,250.99	\$58,445.40	\$60,198.76
Accounting Tech 1 (Bursar's Office)	\$42,940.16	\$47,261.04	\$48,678.87
Accounting Tech 1 (Bursar's Office)	\$36,325.36	\$39,404.65	\$40,586.79
<i>SUB-TOTAL</i>	\$355,639.26	\$373,412.38	\$371,893.82
MISCELLANEOUS			
Contingency	\$0.00	\$0.00	\$0.00
<i>SUB-TOTAL</i>	\$0.00	\$0.00	\$0.00
GRAND-TOTAL	\$ 356,139	\$ 378,912	\$ 377,394

5.2 ACADEMIC, PERSONNEL, AND TENURE (AP&T) COMMITTEE

5.2.1 Revision of the Peer Institutions Selection Criteria and Establishment of a New Peer List



UNIVERSITY OF GUAM
UNIBETSEDAT GUÅHAN
Board of Regents

Resolution No. 22-22

RELATIVE TO APPROVING THE UNIVERSITY OF GUAM POLICIES ON COMPENSATION GUIDELINES FOR ACADEMIC EMPLOYEES FOR OVERLOADS, BUYOUTS, CLOSE-OUTS, INDIRECT DISTRIBUTION, AND INDIRECT RATES

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea 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 region;

WHEREAS, UOG must comply with federal and other sponsor/funder requirements for programmatic, regulatory, fiscal, and property stewardship for research activities, but also seeks to maximize opportunities for UOG programs and academic personnel;

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, current UOG policy on compensation of academic personnel for overload work on grants and contracts, and handling of buyouts and closeouts consist of a series of memorandums and directives, that often are not structured to take advantage of all benefits available to UOG or its academic personnel;

WHEREAS, UOG policy manuals need updated uniform policies on “*Overload Compensation Guidelines: Academic Employees Engaged in Extramural Grants and Contracts*”, and “*Guidelines for Academic Employee Buyouts, Close-Outs, Indirect Distribution, and Indirect Rates for Grants and Contracts*” that optimize opportunities available to UOG and its academic personnel;

WHEREAS, these policies were developed by an ad hoc working group with members from the Office of Research and Sponsored Programs, Faculty Union, President’s Office, Research Corporation of UOG, and Graduate Studies who contributed to the final draft of these proposed policies, and were reviewed and endorsed by the Administrative Council on August 10, 2022, and the UOG Faculty Union on September 2, 2022; and

WHEREAS, the Academic, Personnel, and Tenure and Budget, Finance, and Audit Committees have reviewed and recommend these policies to the BOR for approval, and be placed in the Faculty and Administrator Manuals.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the enclosed UOG Policies effective that date of the resolution, and that they be placed in the Faculty and Administrator Manuals.

Adopted this 15th day of September, 2022.

Liza J. Provido, Chairperson

ATTESTED:

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

University of Guam

Request for Official Action on a Policy or Regulation

1. **Date of this request:** 08/31/2022

2. **Destination of request:** (as per governance guidance or manual)

Board of Regents President SVP&P VPAF/CBO Other _____

BOR Committee: Academic, Personnel, and Tenure Budget, Finance, and Audit

Physical Facilities Student Affairs, Scholarship, Alumni Relations and Honorary Degree

3. **Originating organizational unit:** ORSP via Faculty Salary Committee via Faculty Union via AD HOC Working Group

4. **Action proponent name:** Rachael Leon Guerrero email: rachaeltlg@triton.uog.edu phone: 735-2170

5. **Action requested:** BOR Approval

6. **Justification supporting action request:** Increased Academic Personnel Grant Productivity

7. **Requested effective date of action, if approved:** / / on approval

8. **Manual or document to be altered:**

BOR Policy

RFK Library or MARC

Academics

Office of Information Technology

Auxiliary Services _____

Office of Marketing & Communications

Business Office _____

Office of Research & Sponsored Programs

Enrollment Management & Student Success

Safety & Security

Facilities Maintenance & Services

Triton Athletics

Graduate Studies

Other Faculty/Administrator Compensation

Human Resources Office

Location of proposed alteration in manual: Faculty and Administrator Manuals **Version dated:** / /

9. **Attach:**

a. Proposed Procedure, Regulation, or Policy language (*in unlocked finalized Word file only, no PDFs*).

b. Documentation showing reason and appropriate consultation with advisory and/or governance committees has been done.

c. Documentation of a public hearing, as applicable.

10. **Consultation Record** (as per governance guidance, manual, or courtesy)

Committee	Position	Name / Signature (use BLUE ink)	Date
Originating Unit AAC <input type="checkbox"/> NA	_____	_____ / _____	___/___/2022
Appropriate Dean/Director/ Admin <input type="checkbox"/> NA	_____	_____ / _____	___/___/2022
AD HOC Committee <input checked="" type="checkbox"/> NA	_____	_____ / _____	___/___/2022
Student Gov Association <input type="checkbox"/> NA	_____	_____ / _____	___/___/2022
Staff Council <input type="checkbox"/> NA	_____	_____ / _____	___/___/2022
Administrative Council <input checked="" type="checkbox"/> NA	_____	_____ / _____	___/___/2022
Faculty Senate <input type="checkbox"/> NA	_____	_____ / _____	___/___/2022
Faculty Union <input checked="" type="checkbox"/> NA	_____	_____ / _____	___/___/2022

11. **Administration Approvals** (as applicable)

_____, SVP&P _____ Approved Disapproved / / 2022

_____, VPAF/CBO _____ Approved Disapproved / / 2022

_____, UOG President _____ Approved Disapproved / / 2022

_____, Chair, BOR Comm _____ Approved Disapproved / / 2022

_____, Chair, Board of Regents _____ Approved Disapproved / / 2022

Overload Compensation Guidelines: Academic Employees Engaged in Extramural Grants and Contracts

Federally and non-appropriated grant funding to projects that involve University of Guam (UOG) and the Research Corporation of the University of Guam (RCUOG) are managed in ways that provide oversight, accountability, and compensation. Overload assignments, including grant based, are not an entitlement but may be allowed when the UOG administration determines it is necessary and when the academic employee's Plan of Work outcomes and effort continue unaffected. Grant funds also have requirements on how the financial management of the funding must be done. Academic Employees are defined as faculty and BOR-approved administrators.

Federal Grants and Contracts

The University of Guam and the Research Corporation of the University of Guam apply federal policy to the management of grants and contracts defined in the U.S. Office of Management & Budget (OMB) "Super Circular" or "Omni Circular" and is codified at 2 CFR Part 200.

UOG/RCUOG academic personnel effort, compensation, and benefits must be in compliance with these requirements when using federal funds. The President of the University of Guam is the recognized hiring authority for most federal grants and contracts awarded to UOG and RCUOG. Academic Employees, faculty and administrators, including federally-funded, may receive supplemental compensation under UOG policies and federal rules: Title 2 CFR Part 200.430 (e) Special consideration, (f) Incentive compensation, (h) Institutes of Higher Education (IHE) (1) Special considerations (i) Allowable activities, (ii) Incidental activities, (h) IHE (3) Intra-Institution of Higher Education Consulting (notes across departmental lines, remote operations, addition to regular responsibilities), (h) IHE (4) Extra service pay, (h) IHE (5) Periods outside academic year, and 200.431 Compensation-fringe benefits.

Institutional Base Salary

Institutional base salaries (IBS) for full-time Academic Employees (12-month, 9-month) are established in the UOG administrator and faculty salary scales, as approved by the University of Guam's Board of Regents. IBS establishes the rate of pay (monthly, daily, or hourly) for Academic Employees. OMB 2 CFR 200.430(h)(2) stipulates that charges for work performed on federal grants and contracts may be charged at a rate that does not exceed an employee's IBS. Additional compensation (using the employee's IBS), up to a maximum of .50 12-month FTE, is allowed by both UOG and RCUOG. An employee's IBS rate may change due to an annual increment, promotion, other permanent compensation, or other role/position changes.

Compensation on federal grants and contracts for work performed by an Academic Employee must be consistent with an employee's IBS. Where allowed by the funding source and included in funded proposal, additional compensation should include the cost of the full range of fringe benefits found in the Government of Guam system, or Social Security, as in the case of some RCUOG contracts.

Nominal Hours and Working Conditions

The annual Plan of Work (POW) of full-time academic employees establishes the 1.0 FTE (a nominal 2080 hours per year for a 12-month employee and a nominal 1440 hours per year for 9-month employee).

A 12-month Academic Employee may work on federal grants in one of three (3) ways:

- 1) Work on the grant as part of the academic employee's regular Plan of Work with no additional compensation (where activities align with existing Plan of Work); or
- 2) Buying out a percentage of the academic employee's annual salary and benefits on a Time and Effort basis, thereby replacing local funds for work performed within the regular 12-month employment period (see Buyout below). This work replaces the equivalent portion (in terms of time and effort) of the academic employee's planned work load; or
- 3) Adding to the annual plan of work beyond 2080 hours, with overload pay at IBS; with or without full benefits based on funding source rules/proposal budget. Thus, during the year, an academic employee's may work above their nominal 2080 hours per year (1.0 FTE) and work an additional 30%, or 624 hours, above 2080 hours with written permission by the UOG Dean/Director/Vice Provost of Research & Sponsored Programs (VPRSP) and Senior Vice President and Provost's (SVPP) approval. Or, up to an additional 50% above 2080 hours with permission by the UOG Dean/Director/VPRSP, SVPP, and the UOG President. When full benefits are paid, a revised UG1, will be generated to reflect this change in annual workload and compensation.

A 9-month academic employee, typically a faculty member, may work on federal grants in one of four (4) ways:

- 1) Work on the grant as part of the academic employee's regular Plan of Work with no additional compensation (where activities align with existing Plan of Work); or
- 2) Buying out a percentage of the academic employee's annual salary and benefits on a Time and Effort basis, thereby replacing local funds for work performed within the regular 9-month employment period (see Buyout below). This work replaces the equivalent portion (in terms of time and effort) of the academic employee's planned work load; or
- 3) Where allowed by funding source, supplementing the annual Plan of Work for 9-month faculty, to include periods outside the 9-month contract (fall intersession and summer/tinglo), with addition compensation (salary + benefits). So, during the year, a faculty may work above their required 1440 hours per academic year up to an additional 640 hours, to equal a total of 2080 hours per year, with permission/approval by the UOG Dean/Director/VPRSP, under a new UG1 reflecting increased salary, and benefits (when 2080 hours or more, movement to an annual 12 month scale); or
- 4) Supplementing the annual Plan of Work up to and beyond 2080 hours with overload pay at base salary rate (with or without full benefits based on funding source rules/proposal budget), so that during the year a faculty may work above the 12-month cap of 2080 hours per year (1.0 FTE) and work an additional 30% or 624 hours above 2080 hours with permission by the UOG Dean/Director/VPRSP and SVPP approval, or up to an additional 50% above 2080 hours with permission by the UOG Dean/Director/VPRSP, SVPP and President. When full benefits are paid, a revised UG1, will be generated to reflect this change in annual workload and compensation.

An academic employee's annual Plan of Work on federal grants/contracts may incorporate more than one of these ways, however, the total compensated work effort may not exceed 1.5 12-month FTE or 3,120 hours per calendar year, and time and effort (% FTE) must be accurately reported. Work on federal grants and contracts must be consistent with UOG's policies governing academic employee employment. See: University of Guam's Annual Disclosure Form for Conflicts of Commitment/Interest (link will be provided here).

Guidelines for Academic Employee Buyouts, Close-Outs, Indirect Distribution, and Indirect Rates for Grants and Contracts

Buyouts

Buyouts are charges to extramural grants and/or contracts that replace some government of Guam appropriated funds (local funds) for salaried academic employees under local funds, or replace other federal funds for salaried academic employees under federal funds. These employees receive a commensurate load reduction, a percent of a nominal 40-hour work week, in order to perform work on extramural projects separate from their Plan of Work. Grants and contracts are invoiced for academic employees' services based on approved Time and Effort reports. In the case of government of Guam-funded academic employees, invoiced repayments are directed to non-appropriated funds (NAF) accounts. In the case of federally-funded academic employees (federally matched or grant funded), invoiced repayments go directly to the account funding the academic employees' salary

Buyouts of locally-funded academic employees are subject to cost recovery, to cover work under a load reduction, prior to a distribution of the remaining amount. UOG's distribution of remaining buyout funds after cost of covering work under load reduction is:

- 70% to the Unit and academic employee
- 30% to the Office of the Senior Vice President & Provost

The Unit/PI's 70% split, on buyouts, are distributed using the following protocol:

A maximum of 20% (of after cost recovery funds) to the Unit (and can be less) and a minimum of 50% (of after cost recovery funds) to the academic employee.

Reimbursements of locally-appropriated funds for academic employees' services on extramural grants and contracts can be deposited into academic employees' and Unit discretionary accounts at RCUOG for those grants running through the RCUOG or at UOG for those grants running through UOG Business Office.

One hundred percent of the buyout of federally-funded or federally-matched academic employee must be deposited into the account funding the employee.

Close-outs

Close-outs are unexpended funds remaining in fixed price, lump-sum contracts that have not been encumbered or expended by the date of the end of the contract. When a grant or contract authority acknowledges satisfactory completion of the project, the remaining funds are distributed using the approved close-out protocol. For reference, the 9/7/2016 UOG president's memo set rates at:

- 70% to the Unit and Principal Investigator (PI)
- 30% to the Office of the Senior Vice President & Provost

The Unit/PI's 70% split, on buyouts, are distributed using the following protocol:

A maximum of 20% (of unexpended funds) to the Unit (and can be less) and a minimum of 50% (of unexpended funds) to the PI.

Indirect Distribution

University of Guam Indirect Cost distributions adhere to the most recent BOR policy on Indirect Cost Allocation. For reference, the 2019 BOR Resolution No. 19-51 is provided:

- 30% President's Development Fund
- 12% Finance & Administration Fund
- 5% Capital Improvement/Facilities Fund
- 18% Research Corporation of the University of Guam
- 3% Office of Research & Sponsored Programs
- 10% Principal Investigator
- 22% Unit

Indirect Cost Rates

UOG's Indirect Cost rate may vary by a funding source and gets updated periodically. For reference, the 2021 University Facilities and Administration (F&A) Indirect Cost Rate for grants and contracts, approved by the U.S. Department of Health and Human Services, is:

- 39% of total project cost
- 16% for work conducted on grants and contracts off-campus

*These rates are subject to change.



UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents

Resolution No. 22-23

**RELATIVE TO ESTABLISHING A PERMANENT WATER AND ENVIRONMENTAL RESEARCH
INSTITUTE DIRECTOR POSITION IN THE ADMINISTRATOR'S SALARY PAY SCALE**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea 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) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel, defined as faculty and administrators;

WHEREAS, the BOR retains authority over Academic Personnel of the University including establishing personnel rules and regulations guiding selection, employment, salary and other compensation;

WHEREAS, the Water and Environmental Research Institute (WERI) was established in May 1975 and is one of 55 institutes established by U.S. Congressional legislation at each Land Grant University in the United States and in several territories;

WHEREAS, WERI changed its name in 1998 in line with expanding research interests in water related areas of other disciplines, e.g., meteorology, geology, hydrology, geohydrology, engineering, environmental toxicology, environmental chemistry, and mapping and modeling;

WHEREAS, UOG has been transitioning rotating administrator positions to permanent positions providing more stability and continuity to the organization's leadership, management, and operations;

WHEREAS, the WERI Director position was the next position reviewed for this transition and will work under the direction of the Vice Provost for Research and Sponsored Programs; and

WHEREAS, the Academic, Personnel and Tenure committee has reviewed this action and recommends this be sent to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the WERI Director position as a permanent position from its previous rotational nature.

Adopted this 15th day of September, 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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

University of Guam

Request for Official Action on a Policy or Regulation

1. **Date of this request:** 8 /26 /2022
 2. **Destination of request:** (as per governance guidance or manual)
 Board of Regents President SVP&P VPAF/CBO Other _____
 BOR Committee: Academic, Personnel, and Tenure Budget, Finance, and Audit
 Physical Facilities Student Affairs, Scholarship, Alumni Relations and Honorary Degree
 3. **Originating organizational unit:** Human Resources Office
 4. **Action proponent name:** Joseph B. Gumataotao/Dr. Rachael Leon Guerrero
 5. email: gumataotaoj@triton.uog.edu phone: 735-2350
 6. **Action requested:** Establishing a permanent WERI Director position
 7. **Justification supporting action request:** This action would create a permanent directorship. It will align with other administrator terms recently updated.
 8. **Requested effective date of action, if approved:** Effective upon adoption
 9. **Manual or document to be altered:**

<input type="checkbox"/> BOR Policy	<input type="checkbox"/> RFK Library or MARC
<input type="checkbox"/> Academics	<input type="checkbox"/> Office of Information Technology
<input type="checkbox"/> Auxiliary Services _____	<input type="checkbox"/> Office of Marketing & Communications
<input type="checkbox"/> Business Office _____	<input type="checkbox"/> Office of Research & Sponsored Programs
<input type="checkbox"/> Enrollment Management & Student Success	<input type="checkbox"/> Safety & Security
<input type="checkbox"/> Facilities Maintenance & Services	<input type="checkbox"/> Triton Athletics
<input type="checkbox"/> Graduate Studies	<input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Human Resources Office	
- Location of proposed alteration in manual:** Approved Administrator PD Listing **Version dated:** / /
10. **Attach:**
 - a. Proposed Procedure, Regulation, or Policy language (*in unlocked finalized Word file only, no PDFs*).
 - b. Documentation showing reason and appropriate consultation with advisory and/or governance committees has been done.
 - c. Documentation of a public hearing, as applicable.

11. **Consultation Record** (as per governance guidance, manual, or courtesy)

Committee	Position	Name / Signature (use BLUE ink)	Date
Originating Unit AAC <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Appropriate Dean/Director/ Admin <input checked="" type="checkbox"/> NA	<u>CHRO</u>	<u>J. Gumataotao</u> / _____	<u>8/26 /2022</u>
AD HOC Committee <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Student Gov Association <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Staff Council <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Administrative Council <input type="checkbox"/> NA	_____	_____ / _____	___/___/2022
Faculty Senate <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Faculty Union <input checked="" type="checkbox"/> NA	_____	_____ / _____	___/___/20__

12. **Administration Approvals** (as applicable)

____ [name] _____, SVP&P _____	<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	___/___/2022
_____, VPAF/CBO _____	<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	___/___/2022
_____, UOG President _____	<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	___/___/2022
_____, Chair, BOR Comm _____	<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	___/___/2022
_____, Chair, Board of Regents _____	<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	___/___/2022

**UNIVERSITY OF GUAM
POSITION DESCRIPTION
DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE
OF THE WESTERN PACIFIC (WERI)
SALARY RANGE: \$94,210 - \$141,314**

POSITION NARRATIVE:

The Director of the Water and Environmental Research Institute of the Western Pacific (WERI) leads, manages, and administers WERI under the direction of the Vice Provost for Research and Sponsored Programs. The WERI Directorship is a 12-month administrator position.

MINIMUM QUALIFICATIONS:

1. Ph.D. in a discipline of science or engineering related to water resources, e.g., hydrology, hydrogeology, water quality, or water resources economics or management; or a Ph.D. in a discipline of basic science, e.g., applied mathematics, physics, chemistry, earth science, life science with applications to the origin, occurrence, or uses of freshwater.
2. Ten years' practice in hydrologic scientific research or engineering, water resources management, or related fields.
3. Successful mid-career standing, at or above the academic rank of tenured associate professor or professional equivalent, with an established reputation for professional excellence and integrity.
4. Record of demonstrated success in acquiring research funding and managing projects, and in reporting, publishing, and facilitating outreach and applications of results.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

1. Understanding of WERI's mission, vision, and roles in Guam, the Commonwealth of the Northern Mariana Islands (CNMI), and the Federated States of Micronesia (FSM).
2. Leadership and management skills, including interpersonal skills to establish and maintain successful collegial relationships among WERI faculty, staff, and students; and UOG administrators.
3. Understanding of WERI's stake in the success of graduate education related to its research program, most especially the university's Environmental Science Program.
4. Interest and skills to identify mutual interests and initiate, foster, and maintain collaborative relationships with other institutions and with local and regional professional and civic leaders.¹

¹ In particular, the Director works closely with the administrators of the US Geological Survey's (USGS) national *Water Resources Research Act (WRRA)* Program which provides core federal funding under section 104 of the national *Water Resources Research of 1984*; the Guam Legislature and Guam Waterworks Authority (GWA), which provide core local funding for the *Guam Comprehensive Water Monitoring Program (CWMP)* and *Guam Hydrologic Survey (GHS)* Program established in 1998 under *Guam Public Laws 24-161 and 247*, respectively; and with the USGS Pacific Islands Water Science Center (PIWSC), GWA, and Naval Facilities Engineering Systems Command Marianas (NFM) which share the funding and collaborate to administer the CWMP and associated analytical programs through the *One-Guam Water Resources Information Program (OGWRIP)* established under the *NFM-GWA Memorandum of Understanding of December 6, 2016*.

WERI Director Position Description

5. Working knowledge of university budget and procurement procedures and requirements.
6. Ability to institute and administer useful standard operating procedures, compile electronic reports and surveys, and manage timely submission of grant application packages.
7. Entrepreneurial and “out-of-the-box” approach to management.
8. Leadership by past and present example in research, teaching, and service.

DUTIES AND RESPONSIBILITIES:

Major duties and responsibilities include, but are not limited to, the following:

1. Achieve WERI’s mission to provide: a) Trustworthy and timely research, instruction, and advice to support scientifically informed development and effective management of the freshwater resources of Guam, CNMI, and FSM; and b) Basic research that leverages distinctive strengths through collaboration with strategic partners.
2. Supervise, advise, and support the WERI Water Quality Laboratory Manager.
3. Guide, mentor, supervise, and evaluate WERI faculty, laboratory personnel, and administrative staff in accordance with university requirements and procedures.
4. Promote collegiality and teamwork within the institute and forge mutually productive and mission-promoting collaborations with other scientific and academic institutions, public agencies, commercial enterprises, and professional organizations.
5. Ensure adequate institutional reach and impact by networking, bridging, partnering, and team-building.
6. With faculty and staff input, develop, implement, and periodically evaluate and update a strategic plan for the continued growth and development of WERI.
7. Ensure safe, comfortable, and productive work conditions, timely maintenance of facilities, and compliance of institute activities with local and federal laws and with university rules and regulations.
8. Foster the local, regional, national, and international reputations of WERI for useful, innovative, and significant science by leading, joining, and contributing to significant projects, expeditions, and documentaries and making results accessible through professional, educational, and popular media.
9. Provide administrative oversight of federal and local grants through correspondence and cooperation with principal members and staffs of agencies that appropriate, allocate, dispense, and manage funding, including the preparation of annual budgets and routine reports.
10. Promote designated community outreach, teaching, and training activities, and respond to outside enquires relating to WERI’s expertise and services.
11. Serve as the point of contact for contract and survey work (e.g., Environmental Impact Studies) and as principal investigator (PI) or co-PI with faculty on such contracts, as appropriate.
12. Coordinate with the university’s Telecommunication and Distant Education Operation,

T: +1 671.735.2350 F: +1 671.734.6005 W: www.uog.edu

Mailing Address: 303 University Drive UOG Station Mangilao, Guam 96913

The University of Guam is a U.S. Land Grant Institution accredited by the Western Association of Schools and Colleges Senior College and University Commission and is an equal opportunity provider and employer.

WERI Director Position Description

Marketing and Communications Office, and Global Learning and Engagement Center to promote quality and participation in workshops and field trips, and maximize visibility and access to WERI's institutional websites, technical reports, journal articles, and scientific advisory papers.

13. To the extent that administrative duties allow, engage in research and graduate instruction to lead by example, foster teamwork, and contribute to WERI's research and teaching missions.
14. Carry out other duties assigned by the Vice Provost for Research and Sponsored Programs.

Approved:

Thomas W. Krise, Ph.D., President

Date: _____

**UNIVERSITY OF GUAM
POSITION DESCRIPTION
DIRECTOR, WATER AND ENVIRONMENTAL RESEARCH INSTITUTE
OF THE WESTERN PACIFIC (WERI)
SALARY RANGE: \$107,744 - \$161,616**

POSITION NARRATIVE:

The Director of the Water and Environmental Research Institute of the Western Pacific (WERI) leads, manages, and administers WERI under the direction of the Vice Provost for Research and Sponsored Programs. The WERI Directorship is a 12-month administrator position.

MINIMUM QUALIFICATIONS:

1. Ph.D. in a discipline of science or engineering related to water resources, e.g., hydrology, hydrogeology, water quality, or water resources economics or management; or a Ph.D. in a discipline of basic science, e.g., applied mathematics, physics, chemistry, earth science, life science with applications to the origin, occurrence, or uses of freshwater.
2. Ten years' practice in hydrologic scientific research or engineering, water resources management, or related fields.
3. Successful mid-career standing, at or above the academic rank of tenured associate professor or professional equivalent, with an established reputation for professional excellence and integrity.
4. Record of demonstrated success in acquiring research funding and managing projects, and in reporting, publishing, and facilitating outreach and applications of results.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

1. Understanding of WERI's mission, vision, and roles in Guam, the Commonwealth of the Northern Mariana Islands (CNMI), and the Federated States of Micronesia (FSM).
2. Leadership and management skills, including interpersonal skills to establish and maintain successful collegial relationships among WERI faculty, staff, and students; and UOG administrators.
3. Understanding of WERI's stake in the success of graduate education related to its research program, most especially the university's Environmental Science Program.
4. Interest and skills to identify mutual interests and initiate, foster, and maintain collaborative relationships with other institutions and with local and regional professional and civic leaders.¹

¹ In particular, the Director works closely with the administrators of the US Geological Survey's (USGS) national *Water Resources Research Act* (WRRRA) Program which provides core federal funding under section 104 of the national *Water Resources Research of 1984*; the Guam Legislature and Guam Waterworks Authority (GWA), which provide core local funding for the *Guam Comprehensive Water Monitoring Program* (CWMP) and *Guam Hydrologic Survey* (GHS) Program established in 1998 under *Guam Public Laws 24-161 and 247*, respectively; and with the USGS Pacific Islands Water Science Center (PIWSC), GWA, and Naval Facilities Engineering Systems Command Marianas (NFM) which share the funding and collaborate to administer the CWMP and associated analytical programs through the *One-Guam Water Resources Information Program* (OGWRIP) established under the *NFM-GWA Memorandum of Understanding of December 6, 2016*.

WERI Director Position Description

5. Working knowledge of university budget and procurement procedures and requirements.
6. Ability to institute and administer useful standard operating procedures, compile electronic reports and surveys, and manage timely submission of grant application packages.
7. Entrepreneurial and “out-of-the-box” approach to management.
8. Leadership by past and present example in research, teaching, and service.

DUTIES AND RESPONSIBILITIES:

Major duties and responsibilities include, but are not limited to, the following:

1. Achieve WERI’s mission to provide: a) Trustworthy and timely research, instruction, and advice to support scientifically informed development and effective management of the freshwater resources of Guam, CNMI, and FSM; and b) Basic research that leverages distinctive strengths through collaboration with strategic partners.
2. Supervise, advise, and support the WERI Water Quality Laboratory Manager.
3. Guide, mentor, supervise, and evaluate WERI faculty, laboratory personnel, and administrative staff in accordance with university requirements and procedures.
4. Promote collegiality and teamwork within the institute and forge mutually productive and mission-promoting collaborations with other scientific and academic institutions, public agencies, commercial enterprises, and professional organizations.
5. Ensure adequate institutional reach and impact by networking, bridging, partnering, and team-building.
6. With faculty and staff input, develop, implement, and periodically evaluate and update a strategic plan for the continued growth and development of WERI.
7. Ensure safe, comfortable, and productive work conditions, timely maintenance of facilities, and compliance of institute activities with local and federal laws and with university rules and regulations.
8. Foster the local, regional, national, and international reputations of WERI for useful, innovative, and significant science by leading, joining, and contributing to significant projects, expeditions, and documentaries and making results accessible through professional, educational, and popular media.
9. Provide administrative oversight of federal and local grants through correspondence and cooperation with principal members and staffs of agencies that appropriate, allocate, dispense, and manage funding, including the preparation of annual budgets and routine reports.
10. Promote designated community outreach, teaching, and training activities, and respond to outside enquires relating to WERI’s expertise and services.
11. Serve as the point of contact for contract and survey work (e.g., Environmental Impact Studies) and as principal investigator (PI) or co-PI with faculty on such contracts, as appropriate.
12. Coordinate with the university’s Telecommunication and Distant Education Operation,

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WERI Director Position Description

Marketing and Communications Office, and Global Learning and Engagement Center to promote quality and participation in workshops and field trips, and maximize visibility and access to WERI's institutional websites, technical reports, journal articles, and scientific advisory papers.

13. To the extent that administrative duties allow, engage in research and graduate instruction to lead by example, foster teamwork, and contribute to WERI's research and teaching missions.
14. Carry out other duties assigned by the Vice Provost for Research and Sponsored Programs.

Approved:

Thomas W. Krise, Ph.D., President

Date: _____

UOG Administrator's Salary Scale

Amended by Board of Regents' Resolution 22-nn, Sept 15, 2022

Position Title		CUPA * Position No.	BOR Reference	Quartile 1 80%-90% Range	Quartile 2 90%-100% Range	Quartile 3 100%-110% Range	Quartile 4 110%-120% Range
Office of the President							
1	President			<i>Salary Negotiated</i>			
2	Chief Marketing and Communications Officer	#1048	03-09, 03-16	\$86,544 \$97,362	\$97,362 \$108,180	\$108,180 \$118,998	\$118,998 \$129,816
3	Director, Auxiliary Services	#3050	03-09, 03-16	\$58,464 \$65,772	\$65,772 \$73,080	\$73,080 \$80,388	\$80,388 \$87,696
4	Web Master	#5015	05-28	\$57,926 \$65,167	\$65,167 \$72,408	\$72,408 \$79,649	\$79,649 \$86,890
5	Chief Planning Officer	#1033	03-09, 03-16	\$90,116 \$101,381	\$101,381 \$112,645	\$112,645 \$123,910	\$123,910 \$135,174
6	Chief of Staff and Board Liaison	#1004	20-02	\$90,464 \$101,772	\$101,772 \$113,080	\$113,080 \$124,388	\$124,388 \$135,696
7	Director, Development, Alumni Affairs, and Foundation Relations	#8006	03-09, 03-16, 11-01	\$61,248 \$68,904	\$68,904 \$76,560	\$76,560 \$84,216	\$84,216 \$91,872
8	Director, Global Learning and Engagement	#1208	20-02	\$91,694 \$103,156	\$103,156 \$114,618	\$114,618 \$126,080	\$126,080 \$137,542
9	Associate Director, Global Learning and Engagement	#2010	09-01	\$65,209 \$73,360	\$73,360 \$81,511	\$81,511 \$89,662	\$89,662 \$97,813
10	(Associate) Director, Professional International Programs (International Program Development)	#2008	03-09, 03-16, 09-01, 12-10	\$60,630 \$68,208	\$68,208 \$75,787	\$75,787 \$83,366	\$83,366 \$90,944
11	Director, University Events Office (UEO)	(#8030+#8054)/2	20-02	\$59,573 \$67,019	\$67,019 \$74,466	\$74,466 \$81,913	\$81,913 \$89,359
12	General Counsel	#1036	03-09	\$122,400 \$137,700	\$137,700 \$153,000	\$153,000 \$168,300	\$168,300 \$183,600
Office of Academic and Student Affairs							
13	Senior Vice President and Provost		03-09, 03-16	<i>Salary Negotiated</i>			
14	Dean, College of Liberal Arts and Social Sciences	#1204	03-09, 03-16	\$109,102 \$122,739	\$122,739 \$136,377	\$136,377 \$150,015	\$150,015 \$163,652
15	Associate Dean, CLASS	#1404	06-06	\$82,763 \$93,109	\$93,109 \$103,454	\$103,454 \$113,799	\$113,799 \$124,145
16	Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106 \$148,619	\$148,619 \$165,132	\$165,132 \$181,645	\$181,645 \$198,158
17	Associate Dean, Instruction	#1409	06-06	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
18	Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
19	Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
20	Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000 \$112,500	\$112,500 \$125,000	\$125,000 \$137,500	\$137,500 \$150,000
21	Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767 \$85,238	\$85,238 \$94,709	\$94,709 \$104,180	\$104,180 \$113,651
22	Athletics and Field House Director [Director, Athletics and Field House, Athletics Director]	#6001	14-19	\$62,351 \$70,145	\$70,145 \$77,939	\$77,939 \$85,733	\$85,733 \$93,527
23	Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346 \$69,014	\$69,014 \$76,682	\$76,682 \$84,350	\$84,350 \$92,018
24	Director, Residence Halls	#7076	15-16	\$57,418 \$64,595	\$64,595 \$71,772	\$71,772 \$78,949	\$78,949 \$86,126
25	Director, Student Resource Center (One-Stop Center)		03-09, 03-16				
26	Director, Student Services / Student Life	#7026	03-09, 03-16	\$48,001 \$54,001	\$54,001 \$60,001	\$60,001 \$66,001	\$66,001 \$72,001
27	Director, Summer School and Off-Campus Programs	#7026	03-09, 03-16	\$48,001 \$54,001	\$54,001 \$60,001	\$60,001 \$66,001	\$66,001 \$72,001
28	Dean, School of Business and Public Administration	#1206	08-11	\$119,727 \$134,693	\$134,693 \$149,659	\$149,659 \$164,625	\$164,625 \$179,591
29	Dean, School of Education	#1212	08-11	\$108,669 \$122,252	\$122,252 \$135,836	\$135,836 \$149,420	\$149,420 \$163,003
30	Dean, School of Engineering	#1213	16-27	\$124,794 \$140,394	\$140,394 \$155,993	\$155,993 \$171,592	\$171,592 \$187,192
31	Dean, School of Health	#1230	05-34, 14-01	\$115,244 \$129,650	\$129,650 \$144,055	\$144,055 \$158,461	\$158,461 \$172,866
32	Dean, University Libraries	#1226	18-14	\$104,190 \$117,213	\$117,213 \$130,237	\$130,237 \$143,261	\$143,261 \$156,284
33	Director, RFT Micronesian Area Research Center (MARC)	#1409	12-11	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
34	UOG Press Director and Publisher	#3006*.9	21-20	\$75,538 \$84,981	\$84,981 \$94,423	\$94,423 \$103,865	\$103,865 \$113,308
35	Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
36	Director, Marine Laboratory	#1205		\$95,578 \$107,525	\$107,525 \$119,472	\$119,472 \$131,419	\$131,419 \$143,366
37	Director, Water and Environmental Research Institute (WERI)	#1417	Sept XX 2022 BOR	\$94,210 \$105,986	\$105,986 \$117,762	\$117,762 \$129,538	\$129,538 \$141,314
38	Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
39	Associate Director, Telecommunication & Distance Education Operation (TADEO)	#2012	09-01	\$59,994 \$67,494	\$67,494 \$74,993	\$74,993 \$82,492	\$82,492 \$89,991
40	Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
41	Vice Provost for Research & Sponsored Programs	#8027	16-36	\$109,769 \$123,490	\$123,490 \$137,211	\$137,211 \$150,932	\$150,932 \$164,653
41	Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000 \$72,000	\$72,000 \$80,000	\$80,000 \$88,000	\$88,000 \$96,000
Office of Administration and Finance							
42	Vice President, Administration and Finance and Chief Business Officer		14-19	<i>Salary Negotiated</i>			
43	Associate Budget and Administrative Process Officer	#3026	03-09, 03-16, 21-03	\$82,469 \$92,777	\$92,777 \$103,086	\$103,086 \$113,395	\$113,395 \$123,703
44	Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200 \$93,600	\$93,600 \$104,000	\$104,000 \$114,400	\$114,400 \$124,800
45	Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015 \$81,017	\$81,017 \$90,019	\$90,019 \$99,021	\$99,021 \$108,023
46	Chief Information Officer (benchmarked to CUPA 2013/2014 for effective recruitment)	#1038	15-20	\$99,184 \$111,582	\$111,582 \$123,980	\$123,980 \$136,378	\$136,378 \$148,776
48	Director, Computer Center/Technology Resources	#5001	03-09, 03-16	\$84,410 \$94,961	\$94,961 \$105,512	\$105,512 \$116,063	\$116,063 \$126,614
49	Senior Manager, Infrastructure Services and Information Security	#5004	17-08	\$77,793 \$87,517	\$87,517 \$97,241	\$97,241 \$106,965	\$106,965 \$116,689
50	Comptroller	#1040	03-09, 03-16	\$82,072 \$92,331	\$92,331 \$102,590	\$102,590 \$112,849	\$112,849 \$123,108
51	Associate Comptroller / Bursar	#3027	10-30	\$60,011 \$67,513	\$67,513 \$75,014	\$75,014 \$82,515	\$82,515 \$90,017
52	Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360 \$93,780	\$93,780 \$104,200	\$104,200 \$114,620	\$114,620 \$125,040
53	Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16	\$92,358 \$103,903	\$103,903 \$115,448	\$115,448 \$126,993	\$126,993 \$138,538
54	Director, Campus Facilities		03-09, 03-16	\$50,984 \$57,357	\$57,357 \$63,730	\$63,730 \$70,103	\$70,103 \$76,476
55	Director, Campus Construction Projects		04-06	\$50,923 \$57,289	\$57,289 \$63,654	\$63,654 \$70,019	\$70,019 \$76,385
56	Risk Officer (Internal Auditor)	#1050	16-07, 20-16	\$76,287 \$85,823	\$85,823 \$95,359	\$95,359 \$104,895	\$104,895 \$114,431

Scale managed by UOG Human Resources Office.

Originating Resolution for many positions 03-09 (confirmation or establishment) and 03-16, and 15-20 for this salary framework.

* CUPA 2008-2009, unless otherwise stated.

UOG Administrator's Salary Scale

Amended by Board of Regents' Resolution 22-nn, Sept 15, 2022

Position Title		CUPA * Position No.	BOR Reference	Quartile 1 80%-90% Range	Quartile 2 90%-100% Range	Quartile 3 100%-110% Range	Quartile 4 110%-120% Range
Office of the President							
1	President			<i>Salary Negotiated</i>			
2	Chief Marketing and Communications Officer	#1048	03-09, 03-16	\$86,544 \$97,362	\$97,362 \$108,180	\$108,180 \$118,998	\$118,998 \$129,816
3	Director, Auxiliary Services	#3050	03-09, 03-16	\$58,464 \$65,772	\$65,772 \$73,080	\$73,080 \$80,388	\$80,388 \$87,696
4	Web Master	#5015	05-28	\$57,926 \$65,167	\$65,167 \$72,408	\$72,408 \$79,649	\$79,649 \$86,890
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6	Chief of Staff and Board Liaison	#1004	20-02	\$90,464 \$101,772	\$101,772 \$113,080	\$113,080 \$124,388	\$124,388 \$135,696
7	Director, Development, Alumni Affairs, and Foundation Relations	#8006	03-09, 03-16, 11-01	\$61,248 \$68,904	\$68,904 \$76,560	\$76,560 \$84,216	\$84,216 \$91,872
8	Director, Global Learning and Engagement	#1208	20-02	\$91,694 \$103,156	\$103,156 \$114,618	\$114,618 \$126,080	\$126,080 \$137,542
9	Associate Director, Global Learning and Engagement	#2010	09-01	\$65,209 \$73,360	\$73,360 \$81,511	\$81,511 \$89,662	\$89,662 \$97,813
10	(Associate) Director, Professional International Programs (International Program Development)	#2008	03-09, 03-16, 09-01, 12-10	\$60,630 \$68,208	\$68,208 \$75,787	\$75,787 \$83,366	\$83,366 \$90,944
11	Director, University Events Office (UEO)	(#8030+#8054)/2	20-02	\$59,573 \$67,019	\$67,019 \$74,466	\$74,466 \$81,913	\$81,913 \$89,359
12	General Counsel	#1036	03-09	\$122,400 \$137,700	\$137,700 \$153,000	\$153,000 \$168,300	\$168,300 \$183,600
Office of Academic and Student Affairs							
13	Senior Vice President and Provost		03-09, 03-16	<i>Salary Negotiated</i>			
14	Dean, College of Liberal Arts and Social Sciences	#1204	03-09, 03-16	\$109,102 \$122,739	\$122,739 \$136,377	\$136,377 \$150,015	\$150,015 \$163,652
15	Associate Dean, CLASS	#1404	06-06	\$82,763 \$93,109	\$93,109 \$103,454	\$103,454 \$113,799	\$113,799 \$124,145
16	Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106 \$148,619	\$148,619 \$165,132	\$165,132 \$181,645	\$181,645 \$198,158
17	Associate Dean, Instruction	#1409	06-06	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
18	Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
19	Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
20	Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000 \$112,500	\$112,500 \$125,000	\$125,000 \$137,500	\$137,500 \$150,000
21	Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767 \$85,238	\$85,238 \$94,709	\$94,709 \$104,180	\$104,180 \$113,651
22	Athletics and Field House Director [Director, Athletics and Field House, Athletics Director]	#6001	14-19	\$62,351 \$70,145	\$70,145 \$77,939	\$77,939 \$85,733	\$85,733 \$93,527
23	Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346 \$69,014	\$69,014 \$76,682	\$76,682 \$84,350	\$84,350 \$92,018
24	Director, Residence Halls	#7076	15-16	\$57,418 \$64,595	\$64,595 \$71,772	\$71,772 \$78,949	\$78,949 \$86,126
25	Director, Student Resource Center (One-Stop Center)		03-09, 03-16				
26	Director, Student Services / Student Life	#7026	03-09, 03-16	\$48,001 \$54,001	\$54,001 \$60,001	\$60,001 \$66,001	\$66,001 \$72,001
27	Director, Summer School and Off-Campus Programs	#7026	03-09, 03-16	\$48,001 \$54,001	\$54,001 \$60,001	\$60,001 \$66,001	\$66,001 \$72,001
28	Dean, School of Business and Public Administration	#1206	08-11	\$119,727 \$134,693	\$134,693 \$149,659	\$149,659 \$164,625	\$164,625 \$179,591
29	Dean, School of Education	#1212	08-11	\$108,669 \$122,252	\$122,252 \$135,836	\$135,836 \$149,420	\$149,420 \$163,003
30	Dean, School of Engineering	#1213	16-27	\$124,794 \$140,394	\$140,394 \$155,993	\$155,993 \$171,592	\$171,592 \$187,192
31	Dean, School of Health	#1230	05-34, 14-01	\$115,244 \$129,650	\$129,650 \$144,055	\$144,055 \$158,461	\$158,461 \$172,866
32	Dean, University Libraries	#1226	18-14	\$104,190 \$117,213	\$117,213 \$130,237	\$130,237 \$143,261	\$143,261 \$156,284
33	Director, RFT Micronesian Area Research Center (MARC)	#1409	12-11	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
34	UOG Press Director and Publisher	#3006*.9	21-20	\$75,538 \$84,981	\$84,981 \$94,423	\$94,423 \$103,865	\$103,865 \$113,308
35	Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
36	Director, Marine Laboratory	#1205		\$95,578 \$107,525	\$107,525 \$119,472	\$119,472 \$131,419	\$131,419 \$143,366
37	Director, Water and Environmental Research Institute (WERI)	#1409	Sept 15, 2022 BOR	\$107,744 \$121,212	\$121,212 \$134,680	\$134,680 \$148,148	\$148,148 \$161,616
38	Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
39	Associate Director, Telecommunication & Distance Education Operation (TADEO)	#2012	09-01	\$59,994 \$67,494	\$67,494 \$74,993	\$74,993 \$82,492	\$82,492 \$89,991
40	Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941 \$111,308	\$111,308 \$123,676	\$123,676 \$136,044	\$136,044 \$148,411
41	Vice Provost for Research & Sponsored Programs	#8027	16-36	\$109,769 \$123,490	\$123,490 \$137,211	\$137,211 \$150,932	\$150,932 \$164,653
41	Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000 \$72,000	\$72,000 \$80,000	\$80,000 \$88,000	\$88,000 \$96,000
Office of Administration and Finance							
42	Vice President, Administration and Finance and Chief Business Officer		14-19	<i>Salary Negotiated</i>			
43	Associate Budget and Administrative Process Officer	#3026	03-09, 03-16, 21-03	\$82,469 \$92,777	\$92,777 \$103,086	\$103,086 \$113,395	\$113,395 \$123,703
44	Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200 \$93,600	\$93,600 \$104,000	\$104,000 \$114,400	\$114,400 \$124,800
45	Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015 \$81,017	\$81,017 \$90,019	\$90,019 \$99,021	\$99,021 \$108,023
46	Chief Information Officer (benchmarked to CUPA 2013/2014 for effective recruitment)	#1038	15-20	\$99,184 \$111,582	\$111,582 \$123,980	\$123,980 \$136,378	\$136,378 \$148,776
48	Director, Computer Center/Technology Resources	#5001	03-09, 03-16	\$84,410 \$94,961	\$94,961 \$105,512	\$105,512 \$116,063	\$116,063 \$126,614
49	Senior Manager, Infrastructure Services and Information Security	#5004	17-08	\$77,793 \$87,517	\$87,517 \$97,241	\$97,241 \$106,965	\$106,965 \$116,689
50	Comptroller	#1040	03-09, 03-16	\$82,072 \$92,331	\$92,331 \$102,590	\$102,590 \$112,849	\$112,849 \$123,108
51	Associate Comptroller / Bursar	#3027	10-30	\$60,011 \$67,513	\$67,513 \$75,014	\$75,014 \$82,515	\$82,515 \$90,017
52	Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360 \$93,780	\$93,780 \$104,200	\$104,200 \$114,620	\$114,620 \$125,040
53	Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16	\$92,358 \$103,903	\$103,903 \$115,448	\$115,448 \$126,993	\$126,993 \$138,538
54	Director, Campus Facilities		03-09, 03-16	\$50,984 \$57,357	\$57,357 \$63,730	\$63,730 \$70,103	\$70,103 \$76,476
55	Director, Campus Construction Projects		04-06	\$50,923 \$57,289	\$57,289 \$63,654	\$63,654 \$70,019	\$70,019 \$76,385
56	Risk Officer (Internal Auditor)	#1050	16-07, 20-16	\$76,287 \$85,823	\$85,823 \$95,359	\$95,359 \$104,895	\$104,895 \$114,431

Scale managed by UOG Human Resources Office.

Originating Resolution for many positions 03-09 (confirmation or establishment) and 03-16, and 15-20 for this salary framework.

* CUPA 2008-2009, unless otherwise stated.



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

Resolution No. 22-24

RELATIVE TO ADOPTING THE UNIVERSITY OF GUAM'S DIVERSITY, EQUITY, AND INCLUSION POLICY STATEMENT ON RESPECT, COMPASSION, AND COMMUNITY

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

WHEREAS, the governance and well-being of the University is vested in the Board of Regents (BOR);

WHEREAS, UOG's Courageous and Critical Conversation Series after the murder of George Floyd exposed institution gaps in addressing Equity and Inclusion, including the absence of a policy;

WHEREAS, the WSCUC stands for diversity, equity, inclusion, and social justice and reaffirmed this commitment in a new Statement of Commitment to Equity & Inclusion adopted in June 2021;

WHEREAS, UOG's *Inadahí yan Inagofli'e'* Council on Diversity, Equity, and Inclusion (DEI) proposed the policy statement on Respect, Compassion, and Community to the Academic Officers Council on February 28, 2022;

WHEREAS, the Senior Vice President & Provost presented the proposed DEI policy statement to the 21st Faculty Senate on March 17, 2022;

WHEREAS, the proposed DEI policy statement was reviewed and endorsed for adoption by the Administrative Council on July 6, 2022; and

WHEREAS, Academic, Personnel, and Tenure Committee has reviewed the proposed DEI policy statement and recommends the proposed DEI policy statement to the BOR for adoption.

NOW, THEREFORE, BE IT RESOLVED, that the BOR adopts the attached DEI policy statement.

Adopted this 15th day of September 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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

UOG DEI Statement on Respect, Compassion, and Community

In the spirit of *Inadahi yan Inagofli'e' yan bendision ginen i manmo'fo'na*, the University of Guam promotes values of respect, compassion, and community rooted in Micronesia and her history. Through these principles, we foster equitable access, thriving engagement, robust scholarship, and innovative solutions to meet local, regional, and global needs. These Micronesian values strengthen the intellectual, emotional, and spiritual well-being of individuals, respecting the dignity of our peoples and all humanity.

*This institutional statement more accurately, and with greater precision, reflect Micronesian culturally relevant, enduring, and meaningful concepts and values embedded in *Inadahi* meaning “taking care of myself, others, and environment around me” and *Inagofli'e'* meaning “harmonious way to proceed, operate, and live together.”

- Proposed by *Inadahi yan Inagofli'e'* Council on Diversity, Equity and Inclusion
- Endorsed by Academic Officers Council (AOC), February 28, 2022
- SVP&P presented to UOG Faculty Senate, March 17, 2022
- Approved by Administrative Council, July 6, 2022



UNIVERSITY OF GUAM
UNIBETSEDĀT GUĀHAN
Board of Regents

Resolution No. 22-25

RELATIVE TO EXPRESSING APPRECIATION TO ANISA TOPASNA FOR HER SERVICE AS A MEMBER OF THE BOARD OF REGENTS

WHEREAS, on the completion of her term as a student member of the Board of Regents (BOR), the University of Guam (UOG) community wishes to express its sincere gratitude to Anisa Topasna;

WHEREAS, Anisa Topasna is the daughter of Joseph and Laura Topasna, and graduated from Southern High School in 2018;

WHEREAS, Anisa Topasna began attending UOG in August 2018 and graduated in May 22, 2022 with a degree in Biology, minor in CHamoru Studies;

WHEREAS, Anisa Topasna served as student regent from February 1, 2021 to May 2, 2022, succeeding former Student Regent Mebric S. Navisaga via appointment by the 59th Student Government Association (SGA), and further extended by the BOR Chairperson to May 20, 2022 due to a delay in the student regent election process;

WHEREAS, Anisa Topasna dedicated her time to serve the students as an SGA Senator and took initiative to be the Co-Chair for the Welcome Back event and Emcee for the Fall Assembly in Fanuchånan 2019; Chair for the SGA Loves You event and Entertainment Chair for the 52nd Charter Day activities in Fañomnåkan 2020; and Chair for the Halloween Giveaway event in Fanuchånan 2020;

WHEREAS, Anisa Topasna served with the AmeriCorps participating in (1) Environmental Stewardship to plant trees in barren terrains of southern Guam to encourage the growth and survival of native plant species, remove invasive plant species from Litekyan Wildlife Refuge, and conduct presentations and outreaches to educate on and encourage recycling amongst school-aged children at youth fairs and intermediate schools throughout the island; (2) Educational Outreach to mentor and assist at-risk children in partner middle schools to improve academic understanding of math and reading, mentor and assist clients at Sanctuary Inc. of Guam through schoolwork and team building activities, and assist in Sanctuary Inc. Guam youth shelters for abused, neglected, and homeless children and young adults as well as adolescents with drug or alcohol addictions; and (3) COVID-19 Outreach/Assistance to assist in the distribution of free food plates to children and families in need through GDOE Grab and Go Program, help in the repair of damaged N-95 masks for Guam healthcare professionals, and assist at COVID-19 community vaccination centers to maintain order and flow of patient vaccinations;

WHEREAS, Anisa Topasna, while a member of the American Medical Student Association, served as the Chair for the “Be The Match Recruitment Drive” in Fañomnåkan

2021 as well as worked at the Oka Pay-Less Superdrug Pharmacy as a Pharmacy Technician Assistant since November 2021 to present;

WHEREAS, Anisa Topasna has been a member of the American Medical Student Association from Fañomnåkan 2019 to present, BUILD EXITO from Summer 2019 to present, and the AmeriCorps Ayuda Para I Komunidåt from August 2018 to February 2022;

WHEREAS, Anisa Topasna played with the UOG Lady Tritons Soccer Team from Fanuchånan 2019 to Fañomnåkan 2020;

WHEREAS, Anisa Topasna served as a member of the Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee and the Academic, Personnel and Tenure (AP&T) Committee from February 1, 2021 to May 20, 2022; and

WHEREAS, the AP&T Committee has reviewed the recommendation and recommends approval of this resolution expressing appreciation to Anisa Topasna to the BOR.

NOW THEREFORE, BE IT RESOLVED, that the BOR of UOG, the administration, faculty, staff, and students, convey to Anisa Topasna, their sincerest gratitude for her dedication to the University and the people of Guam, for her service as a student member of the BOR, and for her devotion to the growth and prosperity of our island; and

BE IT FURTHER RESOLVED, that copies of this resolution be sent to Anisa Topasna, to the UOG SGA, to the Governor of Guam, and to the Speaker and members of the thirty-sixth (36th) Guam Legislature.

Adopted this 15th day of September, 2022.

Liza J. Provido, Chairperson

ATTESTED:

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



UNIVERSITY OF GUAM
UNIBETSEDĀT GUĀHAN
Board of Regents

Resolution No. 22-26

**RELATIVE TO EXPRESSING APPRECIATION TO
REMEDIOS “REMY” BABAUTA CRISTOBAL
FOR HER EXEMPLAR SERVICE IN MULTIPLE KEY ROLES AND AS
ASSOCIATE DEAN OF ENROLLMENT MANAGEMENT & STUDENT SUCCESS AND
REGISTRAR WITH THE UNIVERSITY OF GUAM FOR OVER 33 YEARS**

WHEREAS, upon the retirement of Remedios “Remy” Babauta Cristobal on June 3, 2022, the University of Guam (UOG) community wishes to express its sincere gratitude for her dedication and exemplar service;

WHEREAS, Mrs. Cristobal graduated from Oceanview High School in Guam in 1986, and earned a Bachelor of Science in Public Administration degree in 1999 and Master of Public Administration degree in 2001 from UOG;

WHEREAS, Mrs. Cristobal began her career at UOG as a Clerk Typist III from 1990 to 1991, served as Administrative Aide at the UOG Triton Bookstore in 1991, was promoted to Word Processing Secretary I from 1993 to 1994 at the former College of Education, promoted to Word Processing Secretary II in 2001 and Program Coordinator I, promoted to Program Coordinator II in 2002, promoted to Program Coordinator IV in 2004 at the Senior Vice President of Academic and Student Affairs Office; advanced to Registrar in 2008, and was promoted as Associate Dean of Enrollment Management and Student Success and Registrar in 2015;

WHEREAS, Mrs. Cristobal, while assigned to the Office of the Senior Vice President for Academic and Student Affairs, provided administrative support to the Senior Vice President, and administered all aspects of curriculum management, faculty information, and the Building and Facilities Module for UOG via the institution’s network Colleague System;

WHEREAS, Ms. Cristobal advanced UOG’s technology to improve student services support such as online admissions applications, National Student Clearinghouse membership for online enrollment certification, self-services modules One-Stop services, and international student authorizations and tracking;

WHEREAS, Ms. Cristobal served as the Interim Dean of Enrollment & Student Services while maintaining her role as Registrar (2013 and 2017);

WHEREAS, Mrs. Cristobal grew as a professional at UOG dedicating her experience and knowledge as a responsible leader; provided exceptional customer service to students, faculty, and the local community; and provided valuable influence in working with both the Administration and students in addressing issues impacting UOG;

WHEREAS, Mrs. Cristobal is highly regarded for her solid problem-solving and decision-making skills, humility, good nature, and tireless commitment to student success and the University’s mission of *Ina, Deskubre, Setbe*; and

WHEREAS, the Academic, Personnel, and Tenure Committee has reviewed this resolution and recommends approval of this resolution expressing appreciation to Remedios “Remy” Babauta Cristobal for her exemplar service as the Associate Dean of Enrollment Management & Student Success and Registrar with UOG for over 33 years to the Board of Regents (BOR).

NOW THEREFORE, BE IT RESOLVED, that the BOR, the administration, faculty, staff, and students, convey to Remedios “Remy” Babauta Cristobal their sincerest gratitude for her dedication to UOG’s student success and the people of Guam, for her service as a valued member of the University community, and for her devotion to the growth and prosperity of our island; and

BE IT FURTHER RESOLVED, that copies of her resolution will be sent to Remedios “Remy” Babauta Cristobal, to the Governor of Guam, and to the Speaker and members of the Guam Legislature.

Adopted this 15th day of September 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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



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

Resolution No. 22-27

**RELATIVE TO EXPRESSING APPRECIATION TO ANNETTE TAIJERON SANTOS, D.B.A.
FOR HER EXEMPLAR SERVICE IN MULTIPLE KEY ROLES
AND AS DEAN OF THE SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION
WITH THE UNIVERSITY OF GUAM FOR OVER 35 YEARS**

WHEREAS, upon the retirement of Dr. Annette Taijeron Santos on July 20, 2022, the University of Guam (UOG) community wishes to express its sincere gratitude for her dedication and exemplary service;

WHEREAS, Dr. Santos earned a Bachelor of Arts in Psychology degree in 1994 and a Master of Business Administration degree in 1999 from UOG, and a Doctor of Business Administration degree in Strategic Management from Alliant International University in San Diego, California in 2004;

WHEREAS, Dr. Santos has worked in public sector where she began her career as a Clerk Typist III in 1989 with the former UOG College of Arts & Sciences, promoted to Secretary I in 1990, served as Word Processing Secretary in 1992, promoted to Secretary II in 1992 and Technical Assistant - Administrative Service Coordinator in 1996, advanced to Projects Manager and Executive Assistant to the President in 1997, entered UOG as tenure-track Assistant Professor in 2004, received tenure and was promoted in 2010;

WHEREAS, Dr. Santos was appointed as Interim Dean of the School of Business and Public Administration (SBPA) in 2013, and was appointed through a competitive search as Dean of SBPA in 2015 where she served until her retirement in July 2022;

WHEREAS, Dr. Santos served in numerous community and professional committees, as president, member, speaker and consultant since 2005, including leadership positions with the Rotary Club of Pago Bay as Inaugural President, Soroptimist International of the Marianas, President of Local First, Guam (non-profit), member of the Guam Chamber of Commerce Small Business Focus and Development Committee, Co-Chair of the University's Island Wisdom Group, and 2014 member of the U.S. Scholar Delegation to Republic of China-Taiwan;

WHEREAS, Dr. Santos served as Interim Dean for the UOG SBPA (2013-2015) where she was overseeing curriculum, development, program review, student learning outcomes, and faculty program for all programs within the School, the accountability for the academic health of the school and collaborating regularly with administrators across the campus to ensure academic quality and student success;

WHEREAS, Dr. Santos, as an administrator of UOG, served as a member of various committees such as the Academic Officers Council, Administrative Council, WASC Steering Committee, Teach Out Policy Ad Hoc Committee, and was Co-chair for the WASC Writing Team, and during her time as a faculty she was a member as the Chair, SBPA-AAC, Reappointment Committee, Human Research Subjects, Secretary of the Promotion & Tenure Committee, UOG General Education Review Committee, WASC Capacity and Preparatory

Review Team, Program Chair, MBA Program, advisor of the UOG Student Government Association;

WHEREAS, Dr. Santos successfully expanded the portfolio of SBPA to include the establishment of the Regional Center for Public Policy, the establishment of the Center for Entrepreneurship and Innovation, collaboration with the Center for Island Sustainability to establish a localized, comprehensive Guam Green Growth Initiative Badge Program based on the United Nations Sustainability Goals, launched the Startup Weekend Micronesia which ran seven simultaneous startup events throughout Micronesia: Guam, Palau, Chuuk, Kosrae, CNMI, Yap, and Pohnpei in the same weekend UOG Board of Regent's (BOR's) Administrator Emeritus Nomination, launched the 3+1 Bachelor of Science in Criminal Justice Articulation Agreement with Northern Marianas College (NMC), CNMI, initiated the 3+1 Bachelor of Science in Criminal Justice Articulation Agreement with Palau Community College (PCC), initiated the promotion of customized master's degree programs at NMC and PCC, approved the Master of Accountancy Online Degree Program to be launched in November 2022, initiated NASPAA Accreditation Process and earned successful awarding of the Global Standard for Masters in Public Service for UOG MPA program, established the International Accounting Institute in Shanghai, launched the MPA Hybrid Degree program in CNMI in partnership with NMC, approved hosting of the American Samoa Small Business Development Center at SBPA, created the first Satellite office for SBPA in Hagåtña, created the Tritonpreneur Directory of Triton Owned Businesses, and established Academic Advisement and Assessment Coordinator positions to support student success initiatives;

WHEREAS, Dr. Santos successfully maintained professional accreditation for SBPA's business administration programs through the International Accreditation Council for Business Education (IACBE), and secured the professional accreditation designation for the graduate public administration degree program with the National Association of Schools of Public Affairs and Administration (NASPAA);

WHEREAS, Dr. Santos successfully led the Pacific Islands Small Business Development Center (SBDC) Network, American Samoa SBDC, Guam Procurement Technical Assistance Center, Center for Entrepreneurship and Innovation, and the Regional Center for Public Policy;

WHEREAS, Dr. Santos was awarded UOG Supervisor of the Year in 2020, where she was recognized for her outstanding people-management skills, contributions, and achievements of supervisors, commitment to professional standards and responsive customer service, and excellent administrator capabilities;

WHEREAS, Dr. Santos grew as a professional at UOG dedicating her experience and knowledge as a responsible leader; provided exceptional customer service to students, faculty, and the local community; and provided valuable influence in working with both the Administration and students in addressing issues impacting UOG; and

WHEREAS, Dr. Santos served as Inaugural President of the Rotary Club of Pago Bay Guam; Past President of Soroptimist International of the Marianas; President of Local First Guam; Board Member of the Guam Women's Chamber of Commerce; Member of the Guam Chamber of Commerce Small Business Focus and Development Committee; Co-Chair of UOG's Island Wisdom Group; Member of the U.S. Scholar Delegation to the Republic of China-Taiwan; and alumna of the FBI Citizens Academy;

WHEREAS, Dr. Santos was recognized for numerous awards, including one of Guam's 25 Most Influential Women, nominee of the 2012 First Hawaiian Bank Business Woman of the Year Award, nominee for the 2017 Guam Executive of the Year Award, Triton Awardee for 2020 Supervisor of the Year; and was among the inaugural speakers for TEDx Hagåtña in 2021; and

WHEREAS, the Academic, Personnel, and Tenure Committee has reviewed this resolution and recommends approval of this resolution expressing appreciation to Dr. Annette Taijeron Santos to the BOR.

NOW THEREFORE, BE IT RESOLVED, that the BOR, the administration, faculty, staff and students, convey to Dr. Annette Taijeron Santos their sincerest gratitude for her dedication to UOG and the people of Guam, for her exemplary service as a valued member of the University community, and for her devotion to the growth and prosperity of our island; and

BE IT FURTHER RESOLVED, that copies of this resolution will be sent to Dr. Annette Taijeron Santos, to the Governor of Guam, and to the Speaker and members of the Guam Legislature.

Adopted this 15th day of September, 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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



UNIVERSITY OF GUAM
UNIBETSEDÅT GUÅHAN
Board of Regents

Resolution No. 22-28

**RELATIVE TO EXPRESSING APPRECIATION TO DEBORAH "DEE" LEON GUERRERO
FOR HER EXEMPLAR SERVICE AS AN ADMINISTRATOR
WITH THE UNIVERSITY OF GUAM FOR OVER 20 YEARS**

WHEREAS, upon the retirement of Deborah "Dee" Leon Guerrero on September 29, 2022, the University of Guam (UOG) community wishes to express its sincere gratitude for her dedication and exemplar service as an administrator;

WHEREAS, Ms. Leon Guerrero graduated from the Academy of Our Lady on Guam (1981); earned her Bachelor of Science in Computer Science degree (1985) from Colorado State University; and Master of Business Administration degree (1990) from University of Hawaii at Manoa;

WHEREAS, Ms. Leon Guerrero served as an Adjunct Instructor for the UOG College of Business & Public Administration from 1999 to 2002 and taught the "Introduction to Computer Operations" postsecondary course;

WHEREAS, Ms. Leon Guerrero joined UOG full-time in 2002 and served as Registrar for the Enrollment Management and Student Success (EMSS) division until 2008, served as Director for Academic and Assessment/Institutional Researcher from 2008 to 2017, and was promoted to Vice Provost for Institutional Effectiveness, in Academic and Student Affairs, from 2017 to 2022;

WHEREAS, Ms. Leon Guerrero served as Acting Director, EMSS (2003-2004) where she administered the EMSS functions including Admissions, Student Records, Financial Aid, Career Development, Counseling, Student Health, Residence Halls, and Student Life; and she participated and organized on-island and off-island student recruitment to grow enrollment;

WHEREAS, Ms. Leon Guerrero served as the Acting Senior Vice President and Provost and Acting UOG President as needed;

WHEREAS, Ms. Leon Guerrero launched and institutionalized fifteen (15) editions of the annual publication of the *University of Guam Fact Book* which represents yearly academic statistics and a primary source for important metrics including enrollment, student retention and degree completions, faculty demographics, and instructional resources which provides understanding of the comprehensive health of UOG;

WHEREAS, Ms. Leon Guerrero was the first female Pacific Islander Institutional Researcher for UOG in academic assessment and institutional research, focusing on monitoring, reporting institutional accreditation compliance, and supporting UOG's overarching Good to Great initiatives;

WHEREAS, Ms. Leon Guerrero sustained continuous authorization from the U.S. Department of Homeland Security and the U.S. Department of State for UOG's F visa and J visa visitor exchange programs, as the Designated School Official responsible Officer which allowed enrollment of international students, and access to numerous research scholars;

WHEREAS, Ms. Leon Guerrero sustained twenty (20) years of annual compliance with U.S. Department of Education reporting to the National Center for Educational Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS) Surveys, which is mandatory for all institutions that participate in any federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended, and in the past five (5) years, served as UOG's IPEDS Keyholder to coordinate the submission of all IPEDS surveys;

WHEREAS, Ms. Leon Guerrero reactivated, chaired, and institutionalized the University Assessment Committee (UAC) for ten (10) years that led to the establishment of UOG's Institutional Learning Outcomes (ILOs) and clarifying statements;

WHEREAS, Ms. Leon Guerrero implemented the Annual Assessment Inventories, the Nuventive system to capture assessment plans and reports; the assessment and reporting of critical thinking skills, quantitative reasoning, information literacy, and oral communication skills, that serve as four of the five (5) core competencies of all UOG graduating seniors;

WHEREAS, Ms. Leon Guerrero implemented the WebAdvisor for students to view their grades, conduct degree audits, and register for classes online, and the CollegeNet for online admissions application and online evaluations of courses and faculty;

WHEREAS, Ms. Leon Guerrero over the past fourteen (14) years, coordinated the submission of annual reports, interim reports, and progress to the WASC Senior College and University Commission (WSCUC);

WHEREAS, Ms. Leon Guerrero, in partnership with the Guam Department of Education, Guam Community College (GCC), and UOG, secured multi-year grant funding for the historic USDOE State Longitudinal Data System (SLDS) (dubbed Guam One Stop Data Village-GOSDV) to collect at a minimum a 10-year dataset of student matriculation to focus research on the transition of GDOE students to postsecondary enrollment at GCC and UOG to measure and analyze student success;

WHEREAS, Ms. Leon Guerrero, secured grant funding from APIA Scholars to research Pacific Islander transfer student experience to identify institutional strengths and areas for improvement for the matriculation and completion of transfer students;

WHEREAS, Ms. Leon Guerrero secured grant funding from the Western Interstate Commission of Higher Education (WICHE) to research the impact of administrative or non-academic holds on student accounts as they relate to student success;

WHEREAS, Ms. Leon Guerrero administered national surveys to raise visibility of UOG, such as the "Best for Vets", U.S. News Colleges, Petersons, College Board, National Institute of Health (NIH) Graduate & Postdoc Survey, National Survey of Student Engagement (NSSE), and Outcomes Survey;

WHEREAS, Ms. Leon Guerrero grew as a professional at UOG dedicating her experience and knowledge as a strong responsible leader; provided exceptional customer service to students, faculty, and the local community; and provided valuable influence in working with the Administration, faculty, staff and students in addressing issues impacting UOG;

WHEREAS, Ms. Leon Guerrero is highly regarded for her sound decision-making and team-building abilities, collegiality, humility, good nature, and tireless commitment to the University's mission of *Ina, Deskubre, Setbe*; and

WHEREAS, the Academic, Personnel, and Tenure Committee has reviewed this resolution and recommends approval of this resolution expressing appreciation to Deborah "Dee" Leon Guerrero for her service as a Vice Provost of Institutional Effectiveness with UOG for over 20 years to the Board of Regents (BOR).

NOW THEREFORE, BE IT RESOLVED, that the BOR, the administration, faculty, staff, and students, convey to Deborah "Dee" Leon Guerrero their sincerest gratitude for her dedication to UOG and the people of Guam, for her service as a valued member of the University community, and her devotion to the growth and prosperity of our island; and

BE IT FURTHER RESOLVED, that copies of her resolution will be sent to Deborah "Dee" Leon Guerrero, the Governor of Guam, and the Speaker and members of the Guam Legislature.

Adopted this 15th day of September 2022.

Liza J. Provido, Chairperson

ATTESTED:

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



**UNIVERSITY OF GUAM
UNIBETSEDĀT GUĀHAN
Board of Regents**

Resolution No. 22-29

**RELATIVE TO EXPRESSING APPRECIATION TO JOHN W. JENSON, PH.D. FOR HIS
EXEMPLAR SERVICE AS FACULTY AND DIRECTOR OF THE WATER AND ENVIRONMENTAL
RESEARCH INSTITUTE OF THE WESTERN PACIFIC FOR 29 YEARS**

WHEREAS, upon the retirement of Dr. John W. Jenson on September 30, 2022, the University of Guam (UOG) community wishes to express its sincere gratitude for his dedication and service;

WHEREAS, Dr. Jenson received his Bachelor of Science in Economics degree as a distinguished graduate from the U.S. Air Force Academy in 1975, a Master of Arts degree in Applied Economics from University of Michigan, Ann Arbor, Michigan in 1976, and a Ph.D. in Geology with minors in Civil Engineering and Water Resources from Oregon State University, Corvallis, Oregon, in 1995;

WHEREAS, Dr. Jenson joined the faculty of the UOG's Water and Environmental Research Institute of the Western Pacific (WERI) on October 1, 1993, as hydrogeologist and groundwater modeler;

WHEREAS, Dr. Jenson joined the faculty of the graduate Environmental Science Program, administered by the College of Natural and Applied Sciences, in which he taught courses in Hydrogeology, Pacific Island Geologic and Climatic History, and Scientific Competence and Integrity;

WHEREAS, Dr. Jenson served as graduate advisor to twenty (20) of the sixty-nine (69) students who have completed theses in the program since 1997, five (5) who have went on to earn Ph.D.'s, and three (3) who won the UOG Presidential Thesis Award for the Outstanding Graduate Thesis of the year;

WHEREAS, during his career at UOG, Dr. Jenson collaborated with various colleagues on more than fifty (50) Journal articles; thirty (30) Technical Reports, thirty (30) Conference Proceedings, and seventy (70) Abstracts and Presentations;

WHEREAS, Dr. Jenson was tenured and promoted to Associate Professor at UOG and to Colonel by the U.S. Air Force in 1997; and was promoted to Professor by UOG in 2002, and has served as a Professor of Environmental Geology ever since;

WHEREAS, Dr. Jenson's research encompassed both basic and applied aspects of island groundwater hydrology and environmental science, of which his research portfolio, including the thesis work of his students, included: mapping the Northern Guam Lens Aquifer (NGLA); numerical modeling of the NGLA, Pacific Island atoll aquifers; the evolution of limestone island aquifers in general, and NGLA in particular; hydrologic characteristics of the NGLA, including percolation, recharge, discharge, hydraulic properties, and long-term salinity patterns and trends in Guam's production wells; and the reconstruction of the prehistoric climatic conditions of Guam and the west Pacific region; and management of the NGLA and protection of groundwater quality;

WHEREAS, from 1997 to 2013, Dr. Jenson collaborated with Dr. John Mylroie of Mississippi

State University to develop and apply the *Carbonate Island Karst Model* to the region's tectonically active limestone- capped islands. Dr. Jenson's basic scientific research activities also include collaborative work with Dr. Jay Banner of the University of Texas Austin to characterize Guam paleoclimate from speleothems and corals, along with other related topics, including sea-level history, costal speleogenesis and the hydrogeological evolution of the aquifer. Dr. Jenson also worked with Dr. Peter Clark and his students at Oregon State University, building on his own doctoral dissertation, to modeling dynamic behavior of the southern lobes of the Pleistocene North American ice sheet;

WHEREAS, Dr. Jenson's applied work on Guam's drinking water includes assessment of sinkholes and other drainage features on new construction sites, evaluation of newly drilled and rehabilitated wells, evaluation of rehabilitation potential for long-out-of-service wells, and reconnaissance of promising sites for new production wells. Recently completed work includes a hydrogeologic study of Santa Rita Spring to provide engineering design recommendations to Guam Waterworks Authority for rehabilitation. He is currently working with the Guam Environmental Protection Agency to develop an updated approach to aquifer protection, which will account for economic constraints as well as hydrologic conditions;

WHEREAS, Dr. Jenson's service to UOG includes service as Chair of the Faculty Council Executive Committee and member of the Faculty Senate Organizing Committee, (1999-2000); member of the UOG Presidential Search Committee, 2001; and President of the First (1st), Second (2nd), and Fourth (4th) Faculty Senates, and at other times as Senate Parliamentarian and Chair of its Standing Committees on Institutional Excellence and Faculty Excellence during a total of fifteen (15) years of service in the Faculty Senate;

WHEREAS, Dr. Jenson continued his military service in the U.S. Air Force Reserve while assigned as an Individual Mobilization Augmentee to Headquarters U.S. Force Japan, Yokota Air Base from 1986 to 2002; and to Headquarters 13th Air Force, Andersen Air Force Base, Guam from 2002 to 2005, when he retired from the Air Force at the rank of Colonel;

WHEREAS, as Director of WERI from 2016 to the present, Dr. Jenson fostered interagency working relationships, internal and external scientific collaborations, strategic planning, quality management, and continued commitment to providing reliable and objective scientific support for the benefit of Guam and the Western Pacific region. WERI retained its place as one of the top-rated among the nation's fifty-four (54) water resources research institutes, with the USGS rating it as one (1) of the twelve (12) outstanding institutes in the latest five (5)-year review. Dr. Jenson's term as WERI Director also saw the rehabilitation and expansion of the Comprehensive Water Monitoring Program, along with the implementation of the One Guam Water Resources Information Program and the acquisition of funding for a new building for WERI, with expanded laboratory and teaching facilities;

WHEREAS, Dr. Jenson is highly regarded for his sound decision-making and team-building abilities, collegiality, humility, good nature, passion for student success and delivering public value, and tireless commitment to the University's mission of *Ina, Deskubre, Setbe*; and

WHEREAS, the Academic, Personnel, and Tenure Committee has reviewed this resolution and recommends approval of this resolution expressing appreciation to Dr. Jenson for his service with UOG for 29 years to the Board of Regents (BOR).

NOW THEREFORE, BE IT RESOLVED, that the BOR, the administration, faculty, staff, and students, convey to Dr. John W. Jenson their sincerest gratitude for his dedication to UOG and the

people of Guam, for his exemplar service as a valued member of the University community, and his devotion to the growth and prosperity of our island and region; and

BE IT FURTHER RESOLVED, that copies of his resolution will be sent to Dr. John W. Jenson, the Governor of Guam, and the Speaker and members of the Guam Legislature.

Adopted this 15th day of September 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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

5.3 PHYSICAL FACILITIES (PF) COMMITTEE

5.3.1 Committee Update



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

Resolution No. 22-30

RELATIVE TO AUTHORIZING AND APPROVING THE UP TO FOUR MILLION FIVE HUNDRED THOUSAND DOLLAR LOAN WITH THE BANK OF GUAM

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea 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 UOG Board of Regents (BOR) has general supervision and control over the financial affairs of the University;

WHEREAS, the BOR previously authorized the Administration and BOR Committees to finance certain energy efficiency projects in Resolution 21-36, adopted on November 18, 2021;

WHEREAS, UOG has engaged in procurement and has secured a commitment from the Bank of Guam (“BOG”) to extend a loan to UOG in the amount of up to Four Million Five Hundred Thousand Dollars (\$4,500,000.00) to finance the costs of the Energy Efficiency (the “Loan”);

WHEREAS, the Loan will be repaid with funds from the UOG’s revenues as authorized by 17 G.C.A. § 1638 and 17 G.C.A. Chapter 17, and UOG’s obligation to repay the Loan will be secured by a Pledge and Assignment of UOG’s Revenues and Pledge and Assignment of a UOG Deposit Account to BOG;

WHEREAS, UOG has been presented the Credit Agreement, Promissory Note, including the exhibits and attachments thereto, the Pledge and Assignment of UOG’s Revenues and Pledge and Assignment of a UOG Deposit Account to BOG, to Secure UOG’s repayment of the Loan to BOG, and other related documents;

WHEREAS, the UOG BOR has determined that the terms of the Loan and purposes of the funds to be extended under the Loan will benefit UOG, and further that such terms and conditions are compliant with the applicable provisions of law allowing UOG to secure financing to benefit UOG; and

WHEREAS, the Physical Facilities and Budget, Finance and Audit Committees have reviewed and seek the authorization to exercise the loan with BOG and recommends to the BOR for approval.

NOW THEREFORE, BE IT RESOLVED, by the UOG BOR as follows:

1. The Loan extended by the Bank of Guam, the Credit Agreement, the Note and the Pledge and Assignment UOG’s Revenues and the Pledge and Assignment

of UOG's Deposit Account to secure repayment of the Loan are hereby approved;

2. UOG hereby approves and authorizes the use of the proceeds of the Loan to finance the cost of the Energy Efficiency Projects identified in Resolution 21-36;
3. UOG hereby authorizes and directs Chairperson Liza J. Provide and President Thomas K. Krise, Ph.D. to do any and all things and to execute and deliver any and all documents, and certificates whether referenced herein or not which they or BOG may deem necessary or advisable in order to consummate the Loan and otherwise to effectuate the purposes of this resolution.
4. All actions heretofore taken, and those authorized herein, by the officers, representatives or agents of UOG in connection with the Loan are hereby authorized, ratified, confirmed, and approved.
5. This Resolution shall take effect from and after its adoption.

BE IT FURTHER RESOLVED, that the Chairman certify and the Secretary attest to the adoption of this resolution,

Adopted this 15th day of September, 2022.

Liza J. Provide, Chairperson

ATTESTED:

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

5.4 BUDGET, FINANCE, AND AUDIT (BFA) COMMITTEE

FY 2022 ALLOTMENT REPORT
Allotment 7.31.22

Programs	Fund Source	P.L. 36-054 Appropriation	Net Appropriation	Amount Requested	Amount Paid	Unpaid from Amount Requested (Q = K - N)	Unpaid from Total Appropriations (R = E - N)
UOG Operations (10-2A)							
DOA Payments							
Total for DOA Payments	General Fund	25,056,761.00	25,056,761.00	20,720,023.00	20,720,023.00	-	4,336,738.00
Total UOG General Operations		25,056,761.00	25,056,761.00	20,720,023.00	20,720,023.00	-	4,336,738.00
					100%	0%	17%
Special Appropriations (10-30/51/61/67)							
Student Financial Assistance Program (67)	General Fund	3,565,285.00	3,565,285.00	2,948,209.00	2,948,209.00	-	617,076.00
First Generations Trust Fund Initiative (90-902061)	General Fund	250,000.00	250,000.00	206,744.00	206,744.00	-	43,256.00
Aquaculture Development and Training Center (61)	General Fund	109,661.00	109,661.00	90,687.00	90,687.00	-	18,974.00
WERI - Guam Hydrologic Survey (10-30)	General Fund	159,956.00	159,956.00	132,268.00	132,268.00	-	27,688.00
WERI - Comprehensive Water Resource Monitoring Program (10-30)	General Fund	136,262.00	136,262.00	112,660.00	112,660.00	-	23,602.00
UOG Capital Improvements Fund - Debt Service (51)	Guam Educational Facilities Fund	500,000.00	500,000.00	375,003.00	333,336.00	41,667.00	166,664.00
Guam Cancer Trust Fund (10-30)	Healthy Futures Fund	3,000,000.00	3,000,000.00	2,250,000.00	1,861,161.00	388,839.00	1,138,839.00
Total Special Appropriations		7,721,164.00	7,721,164.00	6,115,571.00	5,685,065.00	430,506.00	2,036,099.00
					93%	7%	26%
Agency Funds (90)							
Northern & Southern Soil and Water Conservation Districts (90-902059)	General Fund	133,466.00	133,466.00	110,381.00	110,381.00	-	23,085.00
KPRG (Public Radio) (90-902002)	General Fund	109,442.00	109,442.00	90,515.00	90,515.00	-	18,927.00
Guampedia Foundation (90-902003)	General Fund	150,000.00	150,000.00	124,055.00	124,055.00	-	25,945.00
Total Agency Funds		392,908.00		324,951.00	324,951.00	-	67,957.00
Grand Total PL 36-054		33,170,833.00		27,160,545.00	26,730,039.00	430,506.00	6,440,794.00
Total		33,170,833.00		27,160,545.00	26,730,039.00	430,506.00	6,440,794.00
Difference		-		-	98%	2%	19%

UNIVERSITY OF GUAM				
Statement of Revenues, Expenses, and Changes in Net Position				
For the month ending July 31, 2022 (UNAUDITED)				
	7/31/22	7/31/21	Variance	
A - OPERATING REVENUES				
Student tuition and fees, net	24,063,758	27,791,027	(3,727,269)	
Scholarship Discounts and Allowances	(7,674,738)	(9,004,285)	1,329,547	
FEMA Disaster recoveries				
Federal grants/contracts	49,449,151	34,885,949	14,563,202	
GovGuam grants & contracts	1,390,113	2,346,532	(956,419)	
Nongovt. grants & contracts	1,236,060	737,749	498,311	
Sales & services of education dept.	353,809	771,386	(417,577)	
Auxiliary enterprises	911,666	610,452	301,214	
Other revenues	14,486,172	4,681,198	9,804,974	
Total operating revenues	84,215,992	62,820,008	21,395,984	
B - OPERATING EXPENSES				
Educational and general:				
Instruction	17,025,167	16,313,698	711,469	
Research	17,894,180	15,102,554	2,791,626	
Public service	10,321,925	9,862,015	459,910	
Academic support	8,957,311	8,615,679	341,632	
Student services (net of allowance)	8,857,225	6,760,155	2,097,070	
Institutional support	17,842,777	11,084,167	6,758,610	
Operations and maintenance plant	5,900,180	4,378,724	1,521,456	
Depreciation	3,998,754	3,855,750	143,004	
Scholarships & fellowships	4,909,322	6,904,924	(1,995,602)	
Auxiliary enterprises	1,388,065	1,174,896	213,169	
Health Care Recovery	0	0	0	
Total operating expenses	97,094,906	84,052,562	13,042,344	
Operating income (loss)	(12,878,914)	(21,232,554)	8,353,640	
C - NON-OPERATING REVENUES (EXPENSES)				
GovGuam appropriations FY 2022	25,278,108	25,625,668	(347,560)	
Net investments gain (loss)-net of expense	(2,467,345)	5,240,833	(7,708,178)	
Interest on capital assets - debt related	(368,763)	(625,050)	256,287	
Net nonoperating revenues	22,442,000	30,241,451	(7,799,451)	
Income before other revenues/expenses	9,563,086	9,008,896	554,190	
D - OTHERS				
Expended for plant facilities, net	(4,760,439)	(2,261,722)	(2,498,717)	
Total other revenues/expenses	(4,760,439)	(2,261,722)	(2,498,717)	
Change in net position	4,802,647	6,747,174	(1,944,527)	
E - NET POSITION				

UNIVERSITY OF GUAM				
Statement of Revenues, Expenses, and Changes in Net Position				
For the month ending July 31, 2022 (UNAUDITED)				
	7/31/22	7/31/21	Variance	
Net Position beginning (Per Audit Report)	(97,512,590)	(103,117,272)	5,604,682	
Net Position ending YTD FY2022 Unaudited	(92,709,943)	(96,370,098)	3,660,155	
SCH-B				
Note 1:				
\$4.6M INCREASE in net assets using ACCRUAL BASIS; GOV GUAM is \$617K in arrears for FY 2022 allotment.				
	APPROPRIATION			
Breakdown of General Operations Appropriation Request:	PL 36-054	Requested	Received Pd.	Balance Due
General Operations (from General Fund)*	25,056,761	20,720,023	20,720,023	0
Capital Improvement Fund - Debt Service	500,000	375,003	333,336	41,667
Special Appropriations (excludes CIP, KPRG & Guampedia & Soil, NSSW, First Generation, Guam Green Growth)	6,971,164	5,533,824	5,144,985	388,839
Total Appropriations	32,527,925	26,628,850	26,198,344	430,506
Less: PMP Bond payment			0	

UNIVERSITY OF GUAM
Statement of Net Position

	Unaudited	Audited	
	7/31/2022	09/30/21	Variance
ASSETS			
Cash in Bank/On Hand	14,290,428	19,812,539	(5,522,111)
Short Term Investments*	15,239,115	2,937,885	12,301,230
Accounts Receivable, tuitions net	6,864,002	5,825,036	1,038,966
Accounts Receivable, others- net	216,076	410,485	(194,409)
Accounts receivable grants/contracts	4,196,681	6,752,000	(2,555,319)
Inventories	666,236	666,236	-
Investment**	16,697,969	7,833,278	8,864,691
Investments, endowments***	15,804,308	31,249,296	(15,444,988)
Capital assets, net	65,266,649	68,241,254	(2,974,605)
Other current assets	1,206,591	500,535	706,056
Deferred Outflows from pension	50,499,577	50,499,577	-
Total assets	190,947,632	194,728,121	
LIABILITIES			
Current portion of long term	301,721	301,721	-
Accounts payable & accrued liabilities	5,424,946	6,273,425	(848,479)
Unearned Revenue	359,769	7,872,581	(7,512,812)
Advances from the University of Guam Endowment Foundation	1,400,000	1,400,000	-
Deferred revenue GovGuam Appro	-	-	-
Current portion of accrued annual leave	785,677	785,677	(0)
Accrued annual leave, net of current portion	1,608,391	1,608,391	0
Deposits agency	298,045	263,602	34,443
Net pension liability	96,684,167	96,684,167	-
Long Term debt	9,702,565	9,958,853	(256,288)
DCRS sick leave liability	2,211,627	2,211,627	0
Net OPEB liability	118,284,474	118,284,474	-
Deferred inflows of Resources	46,596,193	46,596,193	-
Total liabilities and deferred inflows of Resources	283,657,575	292,240,711	
FUND BALANCES			
Invested capital assets, net related debts	55,262,363	57,980,680	(2,718,317)
Restricted	3,155,000	9,777,293	(6,622,293)
Non expendable:			
Institutional support			
Capital project maintenance			
Scholarships and fellowships			
Student service			
Expendable	16,635,702	25,333,573	(8,697,871)
Institutional support			
Capital proj maintenance			
Scholarships and fellowships			
Student services			
Research and public service			
Loans			
Capital projects			
Debt service			
Others			
Unrestricted	(167,763,008)	(190,604,136)	22,841,128
Total fund balance end, 5.31.22	(92,709,943)	(97,512,590)	4,802,647
Total liabilities and fund balances	190,947,632	194,728,121	

INVESTMENT DETAILS as of July 31, 2022

Short Term Investments

Bank of Guam

Savings I	SOH	\$	1,183,897.32
Savings II	Fund 10		-
BOG Money Concepts	Fund 10		2,970,987
BOG Money Concepts	Tobacco Settlement		2,236,364
Investment Account	Fund 10	\$	1,175,458
TCD	ISLA		129,699

\$ 7,696,405

Coast 360

6 months Jumbo Share	Fund 10	\$	1,057,718
6 months Jumbo Share	Fund 10		532,074
6 months Jumbo Share	Fund 10		1,265,983

2,855,776

Bank Pacific	IAI		4,278,940
First Hawaiian Bank	Auxilliary (SGA)		49,975
Bank of Guam	Auxilliary (SGA)		12,459

FHB	Debt Service Fund		1,600,000
Community First	Guam Cancer Trust Fund		3,577,347
	Other Investment		-
	Interest		-

Subtotal

\$ 20,070,902

Raymond James Investment

True Endowment	LRGE (Land Grant)	\$	16,697,969
Current Fund Unrest	UOG-CPBA		1,471,972
Current Fund Unrest	UOG-Common		1,816,137
	Faculty & Staff, Dorm, Campus Maintenance, Self- Insurance		6,015,561
QUASI Endowment	Planetarium Maintenance		10,356
True Endowment	Student Scholarship (Tan, Taitano, MACS SNAH, DeLeon, Ho, Daniel, Guthertz)		1,658,494

Subtotal

\$ 27,670,489

TOTAL INVESTMENTS

\$ 47,741,391

University of Guam
 Budget to Actual Statement
 FY 2022 General Operations Local Appropriation
 As of July 31, 2022

	Budget	Actual	Variance
Revenues	Total	as of 7/31/21	
GovGuam Appropriations (cash)	25,056,761	20,720,023	4,336,738
Tuition, net (accrual)	14,848,118	14,834,144	13,974
Recovery from HEERF	5,748,953	3,991,638	1,757,315
Federal Matching Funds	1,719,376	1,432,813	286,563
NAF Contributions	674,067	561,723	112,345
Total Revenues	48,047,275	41,540,341	6,506,934
General Operations Expenses			
Personnel Expenses	\$ 38,828,247	29,935,205	8,893,042
Operating (Non-Personnel) Expenses			
Travel (faculty search)	80,000	34,072	45,928
Contracts	2,064,267	2,052,441	11,826
Supplies	250,000	140,246	109,754
Equipment	-	9,129	(9,129)
Repairs		19,275	(19,275)
Capital Outlay	168,000	-	168,000
Miscellaneous	21,000	20,218	782
Utilities	4,000,000	3,424,025	575,975
SSC-EA	1,158,283	957,811	200,472
BOR Scholarships	210,000	-	210,000
WERI GHS-CWMP	267,478	221,184	46,294
G3/Sea Grant	1,000,000	826,923	173,077
Subtotal Operating (Non-Personnel) Expenses	9,219,028	7,705,325	1,513,703
Total General Operations Expenses	\$ 48,047,275	\$ 37,640,530	\$ 10,406,745
Surplus (Deficit)	-	3,899,811	

SFAP Receivables Data				
	Principal \$	Interest \$	Paid \$	Balance
Service Credit	17.85M	N/A	6.76M	11.09
Paying	1.56M	261K	768K	1.05M
Non-Paying	3.23M	558K	571K	3.22M
				4.27M

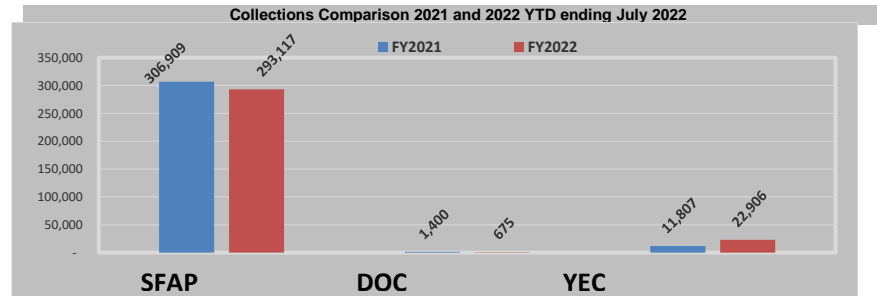
	ACTUAL COLLECTIONS				Forecast	Actual
	FY2018	FY2019	FY2020	FY2021	FY2022	FY2022
SFAP	534,038	361,345	376,968	459,768	182,500	293,117
DOC	2,000	8,104	14,955	1,550	5,000	675
YEC	36,045	51,738	27,230	14,272	62,500	22,906
	572,083	421,187	419,153	475,590	250,000	316,698
PROJECTION:	400,000	350,000	350,000	300,000	250,000	127% Actual
					208,333	83% Forecast FY20

1.a. Monthly Aging Summary (Paying/Non-Paying)						1.a. Combined Total Outstanding										
TOTAL	Paying			No. Students	Non-Paying				No. Students	1.a. Combined Total Outstanding						
	0-30	31-60	61-90		90+	120+	180+	365+		July-22	June-22	May-22	April-22			
YEC	820,043	189,294.10		1,500.00	12				629,248.93	64	YEC	820,043	817,143	818,943	823,723	
Merit	1,480,350	336,642.66		41,250.27	27				1,102,456.80	42	Merit	1,480,350	1,480,602	1,413,397	1,453,193	
Nurses	116,344	58,533.51			7				57,810.51	7	Nurses	116,344	116,344	117,621	119,640	
DocFell	326,794	119,959.23			2				206,835.24	3	DocFell	326,794	326,794	327,794	328,944	
DocSanc	29,498	24.00			1				29,473.96	5	DocSanc	29,498	29,498	29,573	29,648	
Protech	694,474	185,062.79			8				509,410.81	9	Pro-Tech	694,474	695,524	676,966	700,494	
GGSL	709,531	87,670.81			9				621,860.61	75	GGSL	709,531	709,825	711,009	692,778	
ROTC	26,821	0.00			0				26,821.30	8	ROTC	26,821	26,821	26,821	26,821	
AHEG	14,208	1,792.54			3				12,415.00	7	AHEG	14,208	14,208	14,355	14,557	
UOG Retention	1,000	1,000.00			1					0	UOG Retention	1,000	1,000	1,000	1,200	
Soc Work	50,058	11,014.08		20,035.54	2				19,008.00	1	Soc Wrk	50,058	50,058	30,302	50,898	
Total	\$4,269,121	\$990,994	\$0	\$62,786	72	\$0	\$0	\$0	\$3,215,341	221	Total	4,269,121	4,267,817	4,167,781	4,241,896	
	Paying>>>			\$1,053,780	Non-Paying>>>				\$3,215,341							

	FY2021 Month July FY 21	FY2022 Month July	FYTD FY2021 July	FYTD FY2022 July
1 SFAP	21,051	46,977	306,909	293,117
2 DOC	85		1,400	675
3 YEC	2,172	100	11,807	22,906
Total	\$ 23,308	\$ 47,077	\$ 320,116	\$ 316,698

Balances paid in full

Chua, Vanessa	SID:131298	Yamashita	\$10,200.53
Torres, Vejohn	SID:98352	Merit	\$15,891.43
Duarosan, Blanche	SID:104287	Protech	\$22,188.36
Fegurur, Carlos	SID: 0121233	Merit	\$41,544.70



UOG Faculty Salary
Committee Presentation to
the UOG Board of Regents
Sept 8, 2022



Study on Faculty Compensation: Core Issues

- This is a University and Government of Guam labor equity and market competitiveness issue.
 - Internal to UOG, since 1991 Faculty have been left behind while Administrators and Staff have had significant scale increases.
 - External to UOG, since 1991 Faculty have been not received the increases that GDOE and GCC and other Government of Guam employees received.
 - In 2004 Faculty were more than 20% behind peer and aspirant institutions, unlike Administrators, this was not corrected and now is closer to 40% behind.
 - There are also structural problems with the Faculty Salary Schedule that need to be fixed.

Internal to UOG: History

- **History of Staff, Faculty, and Administrator Salary within the Gov. Guam Context**
 - 1991 - complete restructuring of the Guam Civil Service Scale
 - 1991 - Faculty & Administrator scales also significantly restructured for equity within Gov. Guam (BOR Approved)
 - By 2001 average changes in top 21 Admin Positions' salaries = 19% (not BOR Approved)
 - Documented 1991 to 2001 inflation eroded both scales by 28%
 - 2003 - Administrators' scale formally changed/increased (BOR approved)
 - 2021 - Administrators' scale increased again (BOR approved)
 - 2014 - Competitive Wage Act changed the Civil Service staff scale.
 - 2014 - UOG updated Non-Civil Service staff scale to give comparable salary changes.
 - It is important to note, for these increases for Administrators and Staff, UOG adjusted budget and absorbed these increases, *but not for Faculty*.
- **From 1991-2022 average cumulative underlying faculty scale change = 11% despite studies since 2001 showing faculty more than 20% behind then, and falling further every year.**
 - National inflation for this period (1991 to present) has been more than 110%
 - Average. senior administrator's (President and 2 VPs) increase 1991-2022 = 76%
 - Average of 5 College and School Deans' increase 1991-2022 = 71%
- **The Faculty Union believes all these increases were justified, what is inexcusable is how faculty were left behind repeatedly.**

1991-2022 Faculty Scale Changes

From 1991-2022 average underlying faculty scale change = 11%.

- Prior to, and following, the 2003 Administrator scale change, on an annual basis, the Faculty Salary committees have recommended changing the Faculty scale.
- 2004-5 - “hard to hire” and additional steps were added to the scale, but the underlying scale remained unchanged.
- In examining 2005-2006 CUPA data, 16 years ago, faculty salary report noted that faculty were more than 20% behind the low-medium comparative level.
- Significant salary realignment did not take place, resolutions were made to incrementally address faculty scale, but implementation was stopped.
 - Budget cuts to UOG were perceived to force non-implementation of faculty increases.
- All these efforts have only seen a cumulative 11% average change in the underlying scale from the 1991 scale to present.
 - Note this 11% is not even equal to the UOG Administrators’ pre-2003 increases.

External to UOG: Government of Guam Peers

- 2010 - Hayes Study found Government Guam civil service scale behind in terms of market competitiveness and equity
- 2014 - Competitive Wage Act changed the Civil service scale including for GDOE teachers.
- Now in 2022, GDOE educators just received an across the board 20% increase in the Educator Pay Plan (EPP) Scale.
- Guam Community College recently upgraded all faculty and administrators to the 2019 CUPA scale.
- Comparing starting steps on UOG faculty scale and GDOE EPP scale pre-20% increase: for entry with a Bachelors, Masters, or terminal academic degree (PhD, EdD, or other), UOG faculty scale is 12%, 13%, and 11% *less* than equivalent on GDOE EPP.
- Comparing UOG Faculty scale to GDOE EPP scale post 20% increase UOG scale is 35%, 36%, 33% *less*.
- Comparing UOG Faculty scale to the equivalent of Guam Community College Faculty scale: GCC currently pays those same categories of employees 17%, 26%, and 21% *more* than their UOG equivalents.

Faculty Compensation: Market Competitiveness

- Multiple studies of Faculty pay at UOG since 1991, show that UOG Faculty are significantly under paid compared to faculty at similar size and types of universities on the U.S. mainland.
- Lack of competitive wages impacts UOG’s ability to attract, keep and motivate highly qualified faculty, who, provide UOG’s teaching, research, and service. The Para-Hulo’ Strategic Plan and accreditations hinge on Faculty.
- UOG salaries compared to the proposed list of peer and aspirant institutions, using 2018-19 Chronical of Higher Education data, show UOG Faculty salaries are behind 30-40%.

Average 9-Month Faculty Salary Adjusted to Cost of Living.

	Professor	Associate Professor	Assistant Professor	Instructor
Peer & Aspirational Institutions	\$125,843	\$100,052	\$84,599	\$66,912
University of Guam	\$97,631	\$75,067	\$64,002	\$47,888
% Difference	29%	33%	32%	40%

- The UOG Faculty scale needs to be increased by 40% to attain labor equity, with UOG Administrators, GDOE and GCC educators, and to approach market competitive salaries with peer Universities.

Faculty Salary Scale Structural Issues

- The Faculty salary scale has five ranks: Assistant Instructor, Instructor, Assistant Professor, Associate Professor, and Professor.
- The rank of Assistant Instructor only has 9 steps, all the others have 20. Steps 10-20 should be added.
- For more than 30 years, HRO guidelines on how to place new hires on the faculty scale were followed - until the most recent 7 years.
 - Due to the scale being so outdated (low), in recent years these guidelines for placement have been ignored. New hires have been placed much higher on the scale and in seniority, than the rules allow.
 - This has resulted in “salary scale inversion,” where new Faculty hires are coming in at higher pay and seniority, over Faculty with similar/higher qualifications and more years of loyal service to UOG.
- Because the scale is so outdated, except for 4-5 positions in the lowest ranks, there are no Faculty in steps 1-6 across the ranks.
- Cost of % change in scale – it is important to note what the recommendations will cost:

Amount of Funding Needed to Support Different % Increases in the UOG Faculty Scale

	10%	20%	30%	40%
University of Guam Faculty Scale	\$1,746,181	\$3,492,361	\$5,238,542	\$6,984,722

Faculty Compensation - Steps to Address - 1

1. Union/Administration Faculty Salary Committee recommends the immediate addition of Steps 10-20 to the Assistant Instructor/Agent I rank. Fiscal impact will only involve an increment for one or two faculty.
2. Also recommend, the BOR commits to seeking a 40% increase in the Faculty Salary Schedule through a planned two prong approach over the upcoming years:
 - First by, the BOR, Administration and Faculty Union committing to work together to actively meet with both members of the Guam Legislature and with the Governor and Lt. Governor to seek special appropriation legislation for UOG that matches the legislation recently passed for DOE Educator Pay Plan increase of 20%, so UOG may increase Faculty Salary Schedule in a similar manner.
 - Second by, the BOR and Administration committing to increasing Faculty Salary Schedule by 20% in the upcoming years independent of legislated changes starting FY 2024 budget.
 - While very leery of phased plans, given budget realities, possibly through two years of line item 10% increases over FY 2024 and FY2025 each costing roughly \$1,800,000 additional salary cost (includes both salary and fringe).
 - If this is not possible then recommend planned four years of line item 5% increase over FY 2024, 2025, 2026, and 2027 costing roughly \$900,000 to \$1,000,000 additional each year.

Faculty Compensation - Steps to Address - 2

3. Also recommend, that with the first significant increase in the Faculty Salary Schedule, a cost saving approach be utilized, by HRO applying adjustments for faculty salary inversion. This would be applied positions hired in the past 7 years not following guidelines, as faculty are placed on the new scale using methodology currently being developed by Salary Committee, HRO and Faculty Union.
4. Also recommend, for HRO's placement guidelines for the new Faculty Salary Schedule, that HRO and the faculty salary committee develop guidelines for multiple-step increase if "hard to hire" can be documented for specific advertised faculty position.
5. Also recommend, following a 20% increase in the scale, by one of the above methods, the removal of steps 1-6 for all ranks of the Faculty Scale and redesignation of current steps 7-20 to steps 1-14 and addition of new steps 15-20 to this adjusted Schedule. With those faculty at Assistant Instructor or Instructor rank below the current step 7 being moved to the new step 1 of their rank. For ranks below Professor no fiscal impact for 4-5 years. Impact is 15 Professors will be able to receive an increment in the following year.



UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents

Resolution No. 22-31

**RELATIVE TO APPROVING THE RE-APPORTIONED FY2023
GENERAL OPERATIONS AND SPECIAL APPROPRIATIONS BUDGETS**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea 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 UOG Board of Regents (BOR) is responsible for approving and adopting budgets and plans that together serve as the primary controls to ensure the effectiveness and financial well-being of the University;

WHEREAS, the University's general operations budget addresses government and University generated funding for personnel, operational expenditures;

WHEREAS, on February 24, 2022, the BOR approved Resolution No. 22-11, approving the FY2023 general operations and special appropriations budgets for submittal to the Guam Legislature;

WHEREAS, the Guam Legislature passed Bill 276-36 on August 31, 2022 and identified the FY2023 level of appropriations for UOG's general operations, special appropriations, and Student Financial Assistance Program (SFAP) and is pending the Governor of Guam's approval to be signed into law;

WHEREAS, UOG's Rules, Regulations and Procedures Manual requires that after a budget bill becomes law, if the appropriated sum is different than requested, the President shall submit a proposal to the BOR on the re-apportionment of UOG's allocation;

WHEREAS, the University has demonstrated commitment to a stable, balanced budget in an atmosphere of declining resources related to the problems facing the economies of the island and the region; and

WHEREAS, based upon an assessment of the priority needs of the University and the recommendations of the University Planning and Budget Advisory Committee and the Administration, the President and the Budget, Finance, and Audit Committee reviewed and recommend the attached re-apportioned FY2023 General Operations Budget for BOR approval.

NOW, THEREFORE BE IT RESOLVED, that the BOR approves the University's re-apportioned FY2023 General Operations and Special Appropriations Budgets as attached hereto.

BE IT FURTHER RESOLVED, that if there are further changes to the FY2023 budget legislation before it is enacted into law, the President is authorized to re-apportion the budget and present the changes to the Board of Regents at the next subsequent meeting.

Adopted this 15th day of September, 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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

FY 2023 Budget Summary	
General Operations Budget	
	Reapportioned
Personnel	
Existing Personnel	36,679,567
Open Searches/Vacancies	<u>383,188</u>
Total Personnel	37,062,755
Non-Personnel	
Contracts	2,202,726
Supplies	250,000
Equipment	-
Miscellaneous Expenses	22,000
Utilities	4,500,000
Library Capital Outlay	50,000
Capital Outlay, Repairs & Maintenance	<u>100,000</u>
Total Non-Personnel	7,124,726
Total General Operations Budget	
	44,187,481
Net Tuition Revenue	14,404,853
Federal Match	1,719,376
University Generated Revenue	674,067
Remaining HEERF Recovery	1,600,000
NAF funds retained	1,000,000
General Operations Appropriation	<u>24,789,185</u>
Total	44,187,481
Special/Other Appropriations	
WERI - Guam Hydrologic Survey (GHS)	398,959
WERI - Guam Comprehensive Water Monitoring Prog (CWMP)	178,839
GADTC Hatchery	114,000
Guam Green Growth	500,000
Sea Grant Special Fund	<u>500,000</u>
Total Special/Other Appropriations	1,691,798
Capital Improvements Fund	
Student Success Center-School of Engineering (TEFF)	-
SBPA LG Building (TEFF)	<u>500,000</u>
Total Capital Improvements Fund	500,000

FY23 General Operations Detail	Vac FTE	Vacant Positions	Filled FTE	PERSONNEL	CONTRACTS	SUPPLIES	EQUIP	MISC EXP	UTILITIES	CAPITAL OUTLAY	TOTALS	%
EXECUTIVE OFFICES												
President's Office	-	-	5.0	666,613	89,565	-	-	-	-	-	756,178	1.71%
Integrated Marketing and Communications	-	-	3.0	280,913	-	-	-	-	-	-	280,913	0.64%
Alumni Relations Office	-	-	1.0	132,644	-	-	-	-	-	-	132,644	0.30%
Legal Counsel	-	-	2.0	235,814	-	-	-	-	-	-	235,814	0.53%
Office of Sponsored Programs	-	-	5.0	519,385	-	-	-	-	-	-	519,385	1.18%
Executive Office Expenses	-	-	16.0	1,835,369	89,565	-	-	-	-	-	1,924,934	4.36%
ACADEMIC AND STUDENT AFFAIRS												
Senior Vice President's Office	-	-	3.0	519,420	1,200	-	-	22,000	-	-	542,620	1.23%
Institutional Effectiveness/Assessment	-	-	3.0	263,256	-	-	-	-	-	-	263,256	0.60%
CEDDERS	-	-	1.0	159,214	-	-	-	-	-	-	159,214	0.36%
Academic Excellence/Graduate Studies	-	-	1.0	163,061	-	-	-	-	-	-	163,061	0.37%
School of Business and Public Administration	-	-	26.5	2,631,642	12,000	-	-	-	-	-	2,643,642	5.98%
School of Education	-	-	19.5	1,757,038	15,000	-	-	-	-	-	1,772,038	4.01%
School of Health	-	-	16.0	1,636,586	9,544	-	-	-	-	-	1,646,130	3.73%
College of Liberal Arts and Social Sciences	-	-	61.5	6,003,170	44,000	-	-	-	-	-	6,047,170	13.69%
College of Natural and Applied Sciences	-	-	81.0	7,840,711	12,000	-	-	-	-	-	7,852,711	17.77%
School of Engineering	-	-	5.0	527,002	7,000	-	-	-	-	-	534,002	1.21%
Enrollment Management & Student Services-Dean	-	-	2.0	235,897	14,299	-	-	-	-	-	250,196	0.57%
Triton Express-One Stop	-	-	2.0	109,751	-	-	-	-	-	-	109,751	0.25%
Student Life Office	-	-	1.0	65,930	-	-	-	-	-	-	65,930	0.15%
Student Counseling (includes ADA student services)	-	-	5.0	442,792	-	-	-	-	-	-	442,792	1.00%
Career Placement	-	-	1.0	89,967	-	-	-	-	-	-	89,967	0.20%
Admissions and Records	-	-	13.0	781,570	11,473	-	-	-	-	-	793,043	1.79%
Student Health	-	-	1.0	50,821	-	-	-	-	-	-	50,821	0.12%
Financial Aid Office	-	-	5.0	360,072	5,000	-	-	-	-	-	365,072	0.83%
Recruitment	-	-	-	-	-	-	-	-	-	-	-	0.00%
UOG Library	-	-	17.0	1,261,178	25,680	-	-	-	-	50,000	1,336,858	3.03%
Marine Lab	-	-	15.0	1,560,918	-	-	-	-	-	-	1,560,918	3.53%
Micro Area Res Center (MLI, Cham Lang & Culture)	-	-	12.0	1,138,421	3,500	-	-	-	-	-	1,141,921	2.58%
Water and Environmental Research Institute	-	-	10.0	879,822	-	-	-	-	-	-	879,822	1.99%
Academic and Student Affairs Expenses	-	-	301.5	28,478,239	160,696	-	-	22,000	-	50,000	28,710,935	64.98%
ADMINISTRATION AND FINANCE												
Vice President's Office	-	-	4.0	447,711	-	-	-	-	-	-	447,711	1.01%
Office of Information Technology	-	-	12.0	1,003,473	-	-	-	-	-	-	1,003,473	2.27%
Comptroller's Office	-	-	21.0	1,421,964	8,385	-	-	-	-	-	1,430,349	3.24%
Facilities Management Services	-	-	42.8	2,134,545	5,000	-	-	-	-	-	2,139,545	4.84%
Safety and Security	-	-	1.0	64,678	-	-	-	-	-	-	64,678	0.15%
Human Resources Office	-	-	9.0	671,422	13,100	-	-	-	-	-	684,522	1.55%
EEO (includes ADA services)	-	-	1.0	64,702	4,584	-	-	-	-	-	69,286	0.16%
Auxilliary	-	-	1.0	67,465	-	-	-	-	-	-	67,465	0.15%
Administration and Finance Expenses	-	-	91.75	5,875,959	31,069	-	-	-	-	-	5,907,028	13.37%
Staffing Pattern												
			409.25	36,189,567								
Other Personnel Costs												
Current Vacancies	-	383,188									383,188	0.87%
Annualized FY22 increments												0.00%
Salary Increments (FY22)				260,000							260,000	0.59%
HRO-Recruitment Costs				130,000							130,000	0.29%
Other Personnel Costs				100,000							100,000	0.23%
Total Other Personnel Costs		383,188		490,000							873,188	1.98%
UTILITY COSTS, CAMPUS SUPPLIES AND BUILDING SAFETY IMPROVEMENTS												
Plant Maintenance (custodial/maintenance)					-	250,000					250,000	0.57%
Security Guard Services/Elevator Maint/Fire Alarm					495,000						495,000	1.12%
Property and Liability Insurance Coverage/ Audit					822,769						822,769	1.86%
Ellician Software Maintenance Costs					533,627						533,627	1.21%
Capital Outlay and ADA Safety Improvements										100,000	100,000	0.23%
Power									3,050,000		3,050,000	6.90%
Water / Wastewater									700,000		700,000	1.58%
Telephone									550,000		550,000	1.24%
Hazardous/Metallic Waste/Trash Removal									200,000		200,000	0.45%
Total	-	-	-	-	1,851,396	250,000			4,500,000	100,000	6,701,396	15.17%
ITAC Priorities				-	70,000						70,000	0.16%
											-	0.00%
											-	0.00%
											-	0.00%
Grand Total	-	383,188	409.25	36,679,567	2,202,726	250,000		22,000	4,500,000	150,000	44,187,481	100%

UNIVERSITY OF GUAM FY2023 Special Appropriations Fund Budget

Account Name: WERI GUAM HYDROLOGIC SURVEY Signature-Dept Head: Dr. John Jenson
 Account Number: 10-30-430002-R-5

Quarterly Breakdown
 Oct-Dec Jan-Mar Apr-June Jul-Sept

Revenue (Please list sources)

SPECIAL APPROPRIATION FUNDED BY THE GUAM LEGISLATURE	398,959				
	\$ 398,959	99,740	99,740	99,740	99,740

A. SALARIES AND BENEFITS

FACULTY/RESEARCH ASSISTANT(S) SALARY AND FRINGE BENEFITS (Please attach staffing pattern)	\$ 317,175	79,294	79,294	79,294	79,294
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B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total
None	
Justification / Notes:	Total FY23 \$ -

C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total
CONTRACTUAL SERVICES FOR RESEARCH/WEBSITE			27,000
Justification / Notes: GLE, Dr. Heitz, Dr. Williams, GHS Website and MS Visio	Total FY23	\$ 27,000	6,750 6,750 6,750 6,750

D. SUPPLIES

Item	Qty	Cost	Total
OTHER SUPPLIES & MATERIALS: SOFTWARE			13,373
Justification / Notes: Computers, GIS license, Aquaveo	Total FY23	\$ 13,373	3,343 3,343 3,343 3,343

E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total
MAINTENANCE			1,515
Justification / Notes:	Total FY23	\$ 1,515	379 379 379 379

F. MISCELLANEOUS Expense

Item	Qty	Cost	Total
Justification / Notes:	Total FY23	\$ -	0 0 0 0

G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs & Renovations

Item	Qty	Cost	Total
Justification / Notes:	Total FY23	\$ -	0 0 0 0

H. UTILITIES: Power, Water, Telephone

Item	Total
None	-
Total FY23	\$ -

I. Transfer for F & A Fees: 10%

	\$ 39,896	9,974	9,974	9,974	9,974
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Annual Surplus (Deficit) \$ 0 0 0 0 0

UNIVERSITY OF GUAM FY2023 Special Appropriations Fund Budget

Account Name: WERI - Comprehensive Water Monitoring Program

Signature-Dept Head: Dr. John Jenson

Account Number: 10-30-430003-R-5

Quarterly Breakdown			
Oct-Dec	Jan-Mar	Apr-June	Jul-Sept

Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
SPECIAL APPROPRIATION FUNDED BY THE GUAM LEGISLATURE	173,839				
	\$ 173,839	43,460	43,460	43,460	43,460

A. SALARIES AND BENEFITS

(Please attach staffing pattern)		0	0	0	0
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B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
Justification / Notes:	Total FY23	\$ -			

C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
CONTRACTUAL SERVICES FOR RESEARCH WITH US GEOLOGIC SURVEY			173,839				
Justification / Notes:	Total FY23	\$ 173,839		43,460	43,460	43,460	43,460

D. SUPPLIES

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs & Renovations

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	-				
Telephone					
	Total FY23	\$ -			

I. Transfer for F & A Fees: 10%

Annual Surplus (Deficit)		\$ -	0	0	0

UNIVERSITY OF GUAM FY2023 Special Appropriations Fund Budget

Account Name: Guam Aquaculture Dev and Training

Signature-Dept Head: Lee S. Yudin

Account Number: 61-30-20004-R5

Quarterly Breakdown

Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Special Appropriations from Gov Guam	114,000				
	\$ 114,000	28,500	28,500	28,500	28,500

A. SALARIES AND BENEFITS

Graduate Student Scholarships	\$ 100,000	25,000	25,000	25,000	25,000
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B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
Justification / Notes:	Total FY23	\$ -			

C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

D. SUPPLIES

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
General Mics	1		14,000				
Justification / Notes:	Total FY23	\$ 14,000		3,500	3,500	3,500	3,500

G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs & Renovations

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	-				
Telephone					
	Total FY23	\$ -			

I. Transfer for F & A Fees: 10%

Annual Surplus (Deficit)		\$ -	0	0	0	0	

UNIVERSITY OF GUAM FY2023 Special Appropriations Fund Budget

Account Name: Sea Grant Special Appropriations Signature-Dept Head: Dr. Austin Shelton

Account Number: _____

Quarterly Breakdown			
Oct-Dec	Jan-Mar	Apr-June	Jul-Sept

Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Local Appropriation	500,000				
	\$ 500,000	125,000	125,000	125,000	125,000

A. SALARIES AND BENEFITS

(Please attach staffing pattern)	\$ 472,600	118,150	118,150	118,150	118,150
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B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
N/A					
Justification / Notes:	Total FY23	\$ -			

C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
N/A							
Justification / Notes:	Total FY23	\$ -					

D. SUPPLIES

Item	Qty	Cost	Total				
Office and field supplies	1	\$17,000	17,000				
Justification / Notes:	Total FY23	\$ 17,000		4,250	4,250	4,250	4,250

E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
			-				
Justification / Notes:	Total FY23	\$ -					

F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Printer/Copier Lease	1	\$2,600	2,600				
Fuel, repair and maintenance (vehicles)	1	\$6,600	6,600				
Telephone service	1	\$1,200	1,200				
Justification / Notes:	Total FY23	\$ 10,400		5,800	2,000	1,600	1,000

G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs & Renovations

Item	Qty	Cost	Total				
Justification / Notes:	Total FY23	\$ -					

H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	-				
Telephone					
	Total FY23	\$ -			

I. Transfer for F & A Fees: 10%

Annual Surplus (Deficit)	\$ -	-3,200	600	1,000	1,600

UNIVERSITY OF GUAM FY2023 Special Appropriations Fund Budget

Account Name: Guam Green Growth Special Appropriations
 Account Number: _____

Signature-Dept Head: Dr. Austin Shelton

Quarterly Breakdown

Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Local Appropriation	500,000				
	\$ 500,000	125,000	125,000	125,000	125,000

A. SALARIES AND BENEFITS

(Please attach staffing pattern)	\$ 181,258	45,315	45,315	45,315	45,315
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B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
N/A					
Justification / Notes: _____	Total FY23	\$ -			

C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Recycle Cooperative Agreement - Education and Recycling Collections	1	20000	20,000				
UOG Global Learning and Engagement Cooperative Agreement- 6months Coordination of G3 Conservation Corps	1	10000	10,000				
Justification / Notes: _____	Total FY23	\$ 30,000		7,500	7,500	7,500	7,500

D. SUPPLIES

Item	Qty	Cost	Total				
Monthly Gas for G3 Conservation Corps Van	5	\$600	3,000				
G3 Conservation Corps Supplies, Materials	1	\$15,000	15,000				
Supplies and Materials for public participation and outreach projects and gasoline	1	\$4,583	4,583				
Justification / Notes: _____	Total FY23	\$ 22,583		5,646	5,646	5,646	5,646

E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
			-				
Justification / Notes: _____	Total FY23	\$ -					

F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Conservation Corps Crew Leader Stipend	10	\$13,000	130,000				
Conservation Corps Crew Supervisor Stipend	2	\$15,000	30,000				
SPREP Annual Membership	1	\$20,360	20,360				
GLISPA Annual Membership	1	5000	5,000				
Justification / Notes: _____	Total FY23	\$ 185,360		46,340	46,340	46,340	46,340

G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs & Renovations

Item	Qty	Cost	Total				
Justification / Notes: _____	Total FY23	\$ -					

H. UTILITIES: Power, Water, Telephone

Item	Total				
Chamoru Village Annual Rent and Utilities	30,799				
	Total FY23	\$ 30,799	7,700	7,700	7,700

I. Transfer for F & A Fees: 10%

	\$ 50,000	12,500	12,500	12,500	12,500
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Annual Surplus (Deficit) **\$ -** 0 0 0 0



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

Resolution No. 22-32

**RELATIVE TO APPROVING THE FY2023
NON-APPROPRIATED FUND (NAF) BUDGETS**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea 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 UOG Board of Regents (BOR) is responsible for annually approving and adopting budgets and strategic plans for non-appropriated funds (NAF) that derive their revenues from self-generated funds, indirect costs, tuition revenue sharing, and fees that meet the following guidelines: accounts that spend or plan to spend \$25,000 or more annually and accounts with salary expenses, even if the total annual expenditure level falls below \$25,000;

WHEREAS, the University's NAF budgets are an important source of University-generated funding for the operational needs of the academic, student services and administrative departments in performance of the University mission, and that the budgets focus upon the highest priorities of the academic and business plan objectives;

WHEREAS, the BOR received recommendations on areas of resource needs and opportunities of non-appropriated funds from the University Planning and Budget Advisory Committee (UPBAC) with representation from the Faculty Senate, Deans' Council, Administrative Council, Faculty Union, Staff Council, and Student Government Association;

WHEREAS, the UPBAC has recommended for an exemption to Resolution 08-41 and allow for FY2022 unrestricted non-appropriated fund balances to be carried forward at 79% due to government appropriation reductions;

WHEREAS, based upon an assessment of the priority needs of the University and the recommendations of the UPBAC and the Administration, the President recommends the attached FY2023 NAF Budgets for BOR approval; and

WHEREAS, the President has recommended, the Budget, Finance, and Audit Committee has reviewed, and together recommend that the BOR approve the following FY2023 budgets attached hereto:

SBPA- IAI Strategic Initiatives/ Inst. Course Admin Allowance	Marine Lab- Coastal Resources
SOE- Inst. Course Admin Allowance	WERI- Water Quality
SOH- Inst. Course Admin Allowance	CEDDERS Indirect Cost
SOH- Lab Fees	EMSS – SGA Support
SW – Inst. Course Admin Allowance	EMSS – Application Fee
CLASS – Inst. Course Admin Allowance	EMSS – Graduation Fee
CLASS – Course Fees	EMSS-A & R Catalog/Transcript Account
CLASS Miscellaneous	EMSS- Indirect Cost (TRIO)
CNAS – Inst. Course Admin Allowance	EMSS – PMBA Administrative Allowance
CNAS – Science Lab Fees	EMSS – A&R IAI
CNAS – Math & Computer Science Lab Fees	Learning Resources- Library Acquisition & Fees

CNAS – ALS Fees
CNAS – Math Development Fees
CNAS – Natural Science Fees
SVP-Discretionary

Computer Center – Internet/IT Fee
President's Development Fund
Facilities and Administrative Support (F&A)
Comptroller's Office-Bursar & Business Office
On-Line Learning Fee

NOW, THEREFORE BE IT RESOLVED, that the BOR approves the University's FY2023 NAF Budgets as attached hereto and will be effective immediately.

Adopted this 15th day of September, 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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



University of Guam Non-Appropriated Funds
 FY 2023 Budget Summaries
 Per BOR 22-32

Fund	Revenue/Transfers	Salaries & Benefits	Travel	Contracts	Supplies	Equipmt	Misc.	Capital Outlay	Utilities	Transfer to F&A	Annual Surplus (Deficit)
SBPA - Adm Allowance	343,711	137,514	80,500	26,050	20,000	35,000	9,665	-	-	34,371	611
SOE - Adm. Allowance	133,000	55,000	18,200	26,000	6,500	4,000	-	10,000	-	13,300	-
SOH- Adm Allowance	41,000	-	-	24,060	5,800	2,000	7,500	-	-	1,640	-
SOH - Lab Fees	28,000	-	-	8,000	20,000	-	-	-	-	-	-
SW - Adm Allowance	15,000	-	3,528	7,372	2,500	-	1,000	-	-	600	-
CLASS - Adm Allowance	336,938	120,550	88,000	35,000	14,500	40,194	-	5,000	-	33,694	0
CLASS - Misc.	34,578	-	-	-	10,000	11,120	-	10,000	-	3,458	0
CLASS Course Fees	118,561	105,000	-	5,500	5,000	3,050	-	-	-	-	11
CNAS - NatSci Adm Allowance	140,000	50,000	-	4,000	29,000	2,000	-	41,000	-	14,000	-
CNAS - ALS Adm Allowance	21,000	9,000	-	2,000	5,900	2,000	-	-	-	2,100	-
CNAS - Math/CS Adm Allowance	170,000	86,000	-	5,000	44,000	6,000	-	12,000	-	17,000	-
CNAS - ALS Fees	25,000	6,000	-	5,000	4,000	6,000	4,000	-	-	-	-
CNAS - CS Fees	25,000	22,000	-	-	3,000	-	-	-	-	-	-
CNAS - NatSci Fees	188,000	70,000	-	8,000	75,000	20,000	15,000	-	-	-	-
CNAS - MathDev Fee	35,000	35,000	-	-	-	-	-	-	-	-	-
SVP Disc	365,619	162,000	32,000	42,900	5,000	5,000	94,700	-	-	18,281	5,738
Academic Excellence-Grad Studies	28,500	-	4,000	5,500	-	17,000	-	-	-	1,425	575
ML - Coastal Resources	85,500	-	-	11,700	11,650	4,200	1,200	43,925	-	12,825	-
WERI	215,000	40,000	3,000	60,500	31,100	5,000	17,000	18,150	8,000	32,250	-
CEDDERS-Indirect Costs	55,915	-	14,500	-	5,857	-	558	35,000	-	-	-
CEDDERS-Discretionary	36,166	-	15,000	7,960	9,213	-	1,100	-	-	2,893	(0)
EMSS - SGA Support	40,000	-	9,000	16,892	5,000	500	7,000	-	-	1,600	8
EMSS - Application Fee	70,000	-	6,000	-	-	-	61,200	-	-	2,800	-
EMSS - Graduation Fee	92,000	30,000	-	32,400	20,000	-	5,920	-	-	3,680	-
EMSS - Cat/Transcript Revenue	80,000	41,953	5,000	26,800	3,047	-	-	-	-	3,200	-
EMSS - Indirect (FAO)	45,000	-	15,000	2,000	10,000	5,000	8,350	-	4,650	-	-
EMSS - IAI A&R	34,000	-	10,500	5,000	9,870	7,000	-	-	-	1,630	-
EMSS-Esports	144,000	63,000	-	54,000	-	-	-	-	12,000	14,400	600
LR - Acquisitions & Library Fees	425,835	-	-	64,740	8,000	20,000	17,500	273,000	-	42,584	12
UOG Press	270,000	61,844	8,156	130,000	-	-	43,000	-	-	27,000	-
Comp Ctr - Internet/Comp Fee	1,150,000	225,000	-	733,500	59,000	-	75,000	-	-	57,500	-
Pres Develop. Fund	853,500	82,000	86,000	81,210	-	-	604,290	-	-	-	-
MarCom	30,000	10,000	15,000	-	-	-	-	-	-	-	5,000
F&A	751,606	194,129	29,334	509,643	14,500	4,000	-	-	-	-	0
Comptroller	108,700	-	25,000	20,848	19,502	6,000	14,800	-	-	10,870	11,680
TADEO - OLL	291,000	92,154	-	132,646	8,000	-	-	-	-	58,200	(0)
Total	6,827,129	1,698,144	467,718	2,094,221	464,939	205,064	988,783	448,075	24,650	411,300	24,234



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

Resolution No. 22-33

RELATIVE TO APPROVING THE FY2023 AUXILIARY BUDGETS

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea 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 UOG Board of Regents (BOR) is responsible for approving and adopting budgets and plans for auxiliary units that derive their revenues from self-generating funds and fees;

WHEREAS, the BOR received recommendations on areas of resource needs and opportunities of auxiliary units from the University Planning and Budget Advisory Committee (UPBAC) with representation from the Faculty Senate, Deans' Council, Administrative Council, Faculty Union, Staff Council, and Student Government Association;

WHEREAS, the BOR received recommendations from the UPBAC on the goals articulated in the plans of the auxiliary units and on focusing auxiliary unit revenues and spending on the highest priorities within their business plan objectives;

WHEREAS, the University continues to demonstrate a commitment to deficit elimination and the seizing of opportunities in an atmosphere of declining resources related to the problems facing the economies of the island and the region;

WHEREAS, the University has implemented initiatives that enhance the institution, strengthening its commitment to institutional efficiency and effectiveness, revenue growth and cost savings; and

WHEREAS, the President has recommended, and the Budget, Finance, and Audit Committee has reviewed the budgets, and together recommend that the BOR approve the following FY2023 Auxiliary Fund Budgets attached hereto:

Triton Store
Food Services
Calvo Fieldhouse
Athletics
Recreation

Student Government Association
Student Health
Student Housing
Global Learning and Engagement (includes English Learning Institute and English Adventure Program)


NOW, THEREFORE BE IT RESOLVED, that the BOR approves the University's FY2023 Auxiliary Budgets as attached hereto and will become effective immediately.

Adopted this 15th day of September, 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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



University of Guam
Auxiliary Funds
FY 2023 Budgets

	<i>Triton Store</i>	<i>Food Services</i>	<i>Athletics</i>	<i>Calvo Fieldhouse</i>	<i>Recreation</i>	<i>SGA</i>	<i>Student Health</i>	<i>Residence Hall</i>	<i>GLE</i>	<i>ELI</i>	<i>EAP</i>	<i>Total</i>
Revenue	400,000	30,000	213,029	282,091	173,880	166,500	83,696	521,875	1,230,000	71,682	400,000	3,572,753
Salaries & Benefits	289,827	5,000	93,029	191,118	145,880	-	73,696	146,263	432,648	63,328	92,500	1,533,289
Travel	7,173	10,000	-	-	-	-	-	6,000	40,000	-	25,000	88,173
Contractual Services	15,000	-	67,000	12,000	8,500	15,000	-	36,000	389,852	854	136,000	680,206
Supplies	1,000	-	35,500	12,023	5,000	127,000	-	16,612	-	-	10,500	207,635
Equipment	2,500	10,000	2,500	600	6,000	5,000	-	2,000	1,500	-	-	30,100
Miscellaneous	1,000	-	5,000	1,500	3,500	2,000	-	40,000	-	-	30,000	83,000
Capital Outlay	-	-	-	-	-	-	-	70,000	-	-	-	70,000
Utilities	33,500	-	10,000	39,850	5,000	7,500	-	175,000	26,000	7,500	-	304,350
Transfer to F&A	50,000	-	-	25,000	-	10,000	10,000	30,000	340,000	-	100,000	565,000
Annual Surplus (Deficit)	-	5,000	-	-	-	-	0	-	0	0	6,000	10,999



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

Resolution No. 22-34

**RELATIVE TO ESTABLISHING THE UNIVERSITY OF GUAM ADVANCEMENT INITIATIVE
AS A 501(C)3 CORPORATION**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea 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 all activities of the University;

WHEREAS, the President has determined that the University has not been taking advantage of all of its opportunities to solicit donations for the benefit of the University and a major area of opportunities lies within the relations with UOG alumni as well as others;

WHEREAS, the President has created an Advancement Initiative which is being led by the Senior Vice President and Provost in order to develop an enhanced fundraising capability within the University;

WHEREAS, the Advancement Initiative will consist of at least two funds: 1) an Annual Fund for projects that would normally be completed inside of a given fiscal year and, 2) an Advancement Fund which would hold funds endowed to the University and affecting multiple fiscal years;

WHEREAS, in BOR Resolution No. 18-18 the President was authorized to spend up to \$250,000 of internal endowment funds for the purpose of enhancing the fundraising capabilities within the University;

WHEREAS, the University has learned that some Universities accept donations and offer tax exemptions based on some general exemptions in the Internal Revenue Service code while others prefer to pursue the added security of establishing a 501(c)3 and offer tax exemptions based on that status;

WHEREAS, the University has determined it would like to pursue the route of establishing a 501(c)3 for purposes of receiving donated funds; and

WHEREAS, the President, together with the Budget, Finance and Audit Committee have reviewed and recommends to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves of the attached Articles of Incorporation and authorizes the President to establish the University of Guam Advancement Initiative as a 501(c)3 corporation operating under the control of the University.

Adopted this 15th day of September, 2022.

Liza J. Provideo, Chairperson

ATTESTED:

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

UNIVERSITY OF GUAM ADVANCEMENT FUND
ARTICLES OF INCORPORATION

Article 1

The name of the corporation is the University of Guam. The function for which tax exemption is sought is the creation of the University of Guam Advancement Fund.

Article 2

The corporation is a public corporation of the Government of Guam.

Article 3

The University of Guam is a continuous corporation as is the University of Guam Advancement Fund.

Article 4 – Purpose of the corporation

The University of Guam – a public corporation of the government of Guam desires to initiate a fundraising function within the corporation and desires to ensure that all donations received will not create a taxable event for the University and provide a tax deduction, to the maximum extent allowed by law, for the benefit of donors to function. The University has created an Advancement initiative to improve its relations with alumni, improve alumni tracking, and engage with alumni for the purposes of developing this critical fundraising source. The Advancement Initiative is also to develop other fundraising capabilities of the University.

The function shall be known as the University of Guam Advancement Fund. The purpose of the fund is to raise funds for the activities of the University. The University of Guam Advancement Fund shall include two funds for two donation types. The first fund will be known as the Annual Fund. This fund will contain funds that are not restricted by donors for any purpose and will be used to supplement the University's annual budget which funds the operations and maintenance of the University. The second fund shall be known as the UOG Advancement Endowment and will hold funds restricted by donors, funds given for a specific purpose, funds restricted by the University, funds received in which the donor intended for a corpus to be built with earnings to be used for specific purposes, and other funds received from the efforts of the Advancement Initiative and not suitable for the Annual Fund.

Article 5 - Location

The University of Guam Advancement Fund is located on the campus of the University of Guam in the village of Mangilao, Guam. The address of the Fund is as follows:

303 University Drive
Mangilao, GU 96913

The University of Guam Advancement Fund shall be overseen by a Board of Trustees.

The names and residences of the initial Trustees are as follows:

By-Laws

Trustees. The Guam Advancement Fund Board of Trustees shall consist of the following:

The President of the University of Guam

The Senior Vice President and Provost of the University of Guam

The Director of Development, Alumni Affairs & Foundation Relations

The Director of the Research Corporation of the University of Guam

The Director of the Office of Research and Sponsored Programs

Five at large positions to be approved by the President of the University of Guam

The term of the position-based members will end when they vacate the positions they hold. The President will appoint five other at-large members who are not officers of the University. The term of each person appointed by the President shall be three years. If a vacancy is created, the President may appoint a replacement for a new three-year term.

Duties of Trustees. The Duties of the Trustees are to exercise fiduciary powers over the use of the funds collected. All funds will be expended for the purpose of furthering the mission and vision of the University of Guam.

6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE

7.0 OPEN PRESENTATION (3 Minute Limit Per Person)

8.0 EXECUTIVE SESSION

- 8.1 President's Evaluation Review
- 8.2 Recommendation for Tenure for Dr. Debra Marie T. Cabrera, Assistant Professor of Sociology, College of Liberal Arts and Social Sciences
- 8.3 Recommendation for Tenure for Dr. Austin J. Shelton III, Associate Professor of Outreach and Extension, College of Natural and Applied Sciences
- 8.4 Recommendation for Tenure for Dr. Ujwalkumar Patil, Associate Professor of Civil Engineering, School of Engineering
- 8.5 Recommendation for Tenure for Dr. Bulan Wu, Associate Professor of Chemistry, College of Natural and applied Sciences

9.0 VOTING FILE

9.1 President's Evaluation Review

9.2 Recommendation for Tenure for Dr. Debra Marie T. Cabrera, Assistant Professor of Sociology, College of Liberal Arts and Social Sciences

9.3 Recommendation for Tenure for Dr. Austin J. Shelton III, Associate Professor of Outreach and Extension, College of Natural and Applied Sciences

9.4 Recommendation for Tenure for Dr. Ujwalkumar Patil, Associate Professor of Civil Engineering, School of Engineering

9.5 Recommendation for Tenure for Dr. Bulan Wu, Associate Professor of Chemistry, College of Natural and applied Sciences

10.0 ADJOURNMENT