Gmail

BENJAMIN CRUZ <speaker@senatorbjcruz.com>

MC Fwd: UOG Board of Regents Regular Meeting of March 29, 2018 and Regular Meeting of April 26, 2018 for Reporting Purposes

1 message

BENJAMIN CRUZ <speaker@senatorbjcruz.com>
To: 34th Guam Legislature Clerks <clerks@guamlegislature.org>
Cc: Rennae Meno <rennae@guamlegislature.org>

Thu, May 3, 2018 at 2:31 PM

05/03/18	05/03/18	University of Guam	Boardbooks for the March 29, 2018 and April 26, 2018 University of Guam Board of Regents Regular Meeting, submitted in compliance with PL 31-233.	34-18-1843

---------- Forwarded message ---------
From: **Christine Mabayag** <ckamm@triton.uog.edu>
Date: Thu, May 3, 2018 at 2:20 PM
Subject: RE: UOG Board of Regents Regular Meeting of March 29, 2018 and Regular Meeting of April 26, 2018 for Reporting Purposes
To: Hermina Certeza <hermina.certeza@senatorbjcruz.com>, sandra.miller@guam.gov, "Flora A. Weilbacher" <flora.weilbacher@guam.gov>, BENJAMIN CRUZ <speaker@senatorbjcruz.com>
Cc: Victorina Renacia <vrenacia@triton.uog.edu>, Jonas Macapinlac <jmac@triton.uog.edu>, David Okada <dsokada@triton.uog.edu>

Hafa Adai,

Please find the attached Boardbooks for the March 29, 2018 and April 26, 2018 University of Guam Board of Regents Regular Meeting, submitted in compliance with PL 31-233.

Should you have any questions, please do not hesitate to contact me.

Thank you,

GL# 34-18-1843
Speaker Benjamin J.F. Cruz

MAY 03 2018
Time 2:31 [ ] AM [ ] PM File No.
Received By

Chris

Christine M.K. Mabayag

Office of the President
University of Guam
303 University Drive

UOG Station
Mangilao, Guam 96923

Tel: 671-735-2990 ~ Fax: 671-734-2296

2018 MAY -3 PM 3:06

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1843

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OFFICE OF SPEAKER BENJAMIN J.F. CRUZ
Committee on Appropriations and Adjudication
I Mina'trentai Kuattro na Liheslaturan Guahan
Guam Congress Building | 163 Chalan Santo Papa | Hagatna, GU 96910
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2 attachments

UOG Board of Regents Regular Meeting of March 29, 2018-For Reporting Purposes.pdf

601K

UOG Board of Regents Regular Meeting of April 26, 2018- For Reporting Purposes.pdf
3569K

Doc. No. 24 Gl. 18 Pg. 1843

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
Board of Regents
UOG Station, Mangilao, Guam 96923
Telephone: (671) 735-2995 ● Fax: (671) 734-2296

REGULAR MEETING
Thursday, March 29, 2018, 5:30 p.m., AV Room 1, RFK Library
Tan Siu Lin Building, UOG Campus, Mangilao, Guam

AGENDA

	1.0	CALL TO ORDER
	2.0	MEETING MINUTES
Action	2.1	Regular Meeting Minutes of February 22, 2018
Information	3.0	CHAIRPERSON'S REPORT
Information	4.0	PRESIDENT'S REPORT
	5.0	REPORTS FROM STANDING COMMITTEES
	5.1	Academic, Personnel and Tenure Committee
	5.2	Student Affairs, Scholarship, Alumni Relations and Honorary Degree Committee
	5.3	Budget, Finance, Investments and Audit Committee
Action		5.3.1 Resolution No. 18-11, Relative to the Governor's Executive Order to Initiate a 32-Hour Work Week
	5.4	Physical Facilities Committee
	6.0	AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE
	7.0	NEW BUSINESS
	8.0	OPEN PRESENTATION (3 Minute Limit Per Person)
	9.0	EXECUTIVE SESSION
	10.0	ADJOURNMENT

Chairperson Elizabeth Gayle will call the meeting to order.

The BOR will vote on approving the meeting minutes presented.

UNIVERSITY OF GUAM
UNIBETSEDÅT GUAHAN

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

Regular Meeting Minutes
February 22, 2018

1.0 CALL TO ORDER

The Regular Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Elizabeth Gayle on February 22, 2018 at 5:30 p.m., in AV Room #1, University of Guam RFK Library, Tan Siu Lin Building. Notice of such meeting have been duly and regularly provided by the BOR. She noted that Regent Terlaje is unable to attend due to illness and Regent Leon Guerrero is off-island and are therefore excused from attending the BOR meeting.

QUORUM:

Elizabeth Gayle	**Chairperson**
Elvin Chiang	**Treasurer**
Christopher Felix	**Member**
Mariflor Herrero	**Member**
Hyo Sang Ji	**Member**
Jerold Filush	**Member**
Liza Provido	**Member**

ALSO PRESENT:

Robert A. Underwood	**Executive Secretary**
Christine Mabayag	**Recording Secretary**
David Okada	**Exec Asst. to the President**
Victorina Y. Renacia	**Legal Counsel**

2.0 MEETING MINUTES

2.1 Regular Meeting Minutes of October 26, 2017

Regent Felix moved for the approval of the Regular Meeting Minutes of October 26, 2017, which was duly seconded. The motion carried.

2.2 Special Meeting Minutes of January 10, 2018

Regent Filush moved for the approval of the Special Meeting Minutes of January 10, 2018, which was duly seconded. The motion carried.

3.0 CHAIRPERSON'S REMARKS

Board of Regents Regular Meeting Minutes of February 22, 2018

Chairperson Gayle reported that the 50th Charter Day Celebration will be held on March 13, 2018 and the theme is "Green is the New Gold". She encouraged the BOR members to attend the opening ceremony at 9 a.m. at the UOG Center Court area. She also noted that there will be a Proclamation signing scheduled for February 23, 2018, at 2:30 p.m. at the Adelup Main Conference Room.

She announced the recent passing of several University of Guam employees and family members. Dr. John C. Salas passed away January 26, 2018. He was the Vice President of Academic Affairs from 1992-1993, then as President of UOG from 1994-1996. Dr. Salas also served as UOG Professor of Tourism from January 2001 to May 2010. Dr. Donald Shuster passed away on February 10, 2018. He was a long-time faculty member of the former College of Education and the Micronesian Area Research Center. Karl Champaco Quitano, Sr. passed away on January 22, 2018. He was a former Student Regent from 1994-1996. Alan Villagomez passed away on October 22, 2017. He was a Grounds Worker for the Plant Maintenance Division and brother of Edwin Villagomez who is also from Plant Maintenance Division.

Juan S. Blas passed away on January 14, 2018. He is the father of Janet B. San Nicolas from Admissions and Records, EMSS. Serafina P. Tajalle passed away on December 13, 2017. She retired from UOG in 1996 and is the grandmother of Brianne Dunstan from the UOG Endowment Foundation. Paul Wayne Muna Terlaje passed away on November 27, 2017. He is the brother of Janet T. Dirige from the Office of Research and Sponsored Programs. Delfina Cruz Castro passed away on November 23, 2017. She is the grandmother of Bruce San Nicolas from the Office of Research and Sponsored Programs. Louise S. Harper passed away on November 10, 2017. She is the mother of Kristina Sayama from the Office of Academic and Student Affairs. Liliana Marie Aguon Sablan passed away on October 23, 2017. She is the daughter of June A. Aguon from the School of Education. She then asked for a moment of silence to remember all those that have passed away.

She reported that the International Assembly for Collegiate Business Education (IACBE) conducted a site visit on February 6-7, 2018 for School of Business and Public Administration, and the Accreditation Commission for Education in Nursing (ACEN) on February 12-14, 2018 for the School of Nursing for their professional accreditation reviews. She noted that the preliminary report was positive and favorable in nature. She extended the Board of Regents' congratulations to the leadership and the employees of both schools for their hard work and preparation, and that they look forward to an update once the decision and final report is received from their accrediting bodies.

She further reported that she attended a lunch meeting with Engineers, Architects and Land Surveyors to celebrate E-Week. She stated that Captain Stephanie Jones was the guest speaker and that she spoke about the NavFac Marianas partnership with the UOG School of Engineering. Chairperson Gayle noted that CAPT. Jones was positive and that we need to continue to grow the partnership.

She ended her report by thanking Chris Mabayag and David Okada for recently handling Board of Regents duties and matters.

She then asked President Underwood to proceed with his report.

Board of Regents Regular Meeting Minutes of February 22, 2018

4.0 PRESIDENT'S REPORT

President Underwood recognized Dr. Michal Orr, Professor of Biology, for his participation in the rescue of four people who were stranded on the reef in Agat.

He reported that the School of Nursing program has had two years of a passing rate of 100% for the NCLEX. He stated it was a remarkable achievement and is consistent with the recent review by the accrediting agency.

He also reported on the recent Presidential Lecture which featured the Czech Ambassador to the U.S., Hynek Kmonicek. He noted part of the Ambassador's visit included the Franz Kafka and Prague Exhibit which is now being displayed at the RFK Library.

He further reiterated the purpose and significance of the Charter Day celebration. He stated that in 1968 the College of Guam became the University of Guam and was also Chartered. He further stated that it was the first year when graduate degrees were issued.

5.0 REPORTS FROM STANDING COMMITTEES

5.1 Academic, Personnel, and Tenure Committee

5.1.1 Resolution No. 18-02, Relative to Establishing a Diving Control Board in Direct Support of the University of Guam Marine Laboratory and its Operations

Regent Filush introduced Resolution No. 18-02, which was duly seconded. Regent Filush briefly explained the purpose of the resolution. The motion carried.

5.2 Student Affairs, Scholarship, Alumni Relations and Honorary Degree Committee

5.2.1 Resolution No. 18-03, Relative to Amending the University of Guam Student Government Association Constitution

Regent Herrero introduced Resolution No. 18-03, which was duly seconded. Regent Herrero briefly explained the purpose of the resolution. The motion carried.

5.2.2 Resolution No. 18-04, Relative to Approving the Student Financial Assistance Program FY2019 Budget

Regent Herrero introduced Resolution No. 18-04, which was duly seconded. Regent Chiang noted for the record that the BFIA committee also recommended the resolution. Brief discussion followed. The motion carried.

5.3 Budget, Finance, Investments and Audit Committee

5.3.1 Financial Update

Board of Regents Regular Meeting Minutes of February 22, 2018

Regent Chiang gave a brief report on the Investment Committee meeting. He reported that the unaudited statements for fiscal year end September 30, 2017 indicates a $9.2M increase of net assets, which is due to the previous allotments in arrears of $10.4M and is now reduced to $3.1M. He stated the audit is still on going and that the 9.2M is expected to be reduced by certain reserves and adjustments as recommended by the auditors. He further reported on the unpaid allotments that, as of February 6, 2018, they were approximately $3.5M, and that $1.6M was from DOA.

5.3.2 Collections Report

Regent Chiang reported on the collection of the student loans that, as of January 31, 2018, it was $246K which represented 62% of the forecast for the entire year.

5.3.3 Procurement Transactions and Contracts Report

Regent Chiang reported that there were four purchase orders over $100,000 executed in October and November 2017, and ten contracts over $100,000 from October 2017 to January 2018. He noted that they are reimbursable.

5.3.4 Resolution No. 18-05, Relative to Approving the FY2019-2020 General Operations Budgets

Regent Chiang introduced Resolution No. 18-05, which was duly seconded. Brief discussion followed. The motion carried.

5.3.5 Resolution No. 18-06, Relative to Approving the FY2019 Auxiliary Budgets

Regent Chiang introduced Resolution No. 18-06, which was duly seconded. The motion carried.

5.3.6 Resolution No. 18-07, Relative to Approving the 2019 Non-Appropriated Fund Budgets

Regent Chiang introduced Resolution No. 18-07, which was duly seconded. The motion carried.

5.3.7 Resolution No. 18-08, Relative to Approving the Increase of the Threshold for Small Purchases

Regent Chiang introduced Resolution No. 18-08, which was duly seconded. Regent Chiang explained the purpose of the resolution. The motion carried.

5.3.8 Resolution No. 18-09, Relative to Approving Changes to UOG Endowment Accounts

Regent Chiang introduced Resolution No. 18-09, which was duly seconded. Regent Chiang explained the purpose of the resolution. The motion carried.

Board of Regents Regular Meeting Minutes of February 22, 2018

5.4 Physical Facilities Committee

Regent Felix reported that there were no action items for the committee. He stated that he and Regent Chiang met informally with the Facilities staff.

5.4.1 Plant & Facilities Update

Regent Felix reported that there was an incident at the Nursing building that would need restructuring at Plant and Facilities Unit in replacing the current work order system with a maintenance management system. He then reported that Plant Management and VPAF had to reconsider contractual expenses to outsource cleaning services for the dorm. He stated the lowest bid was $120K and that the budget was $80K. He further stated that the Procurement office recommended to reduce the scope of work and to re-bid.

He also reported that the bid for the SBPA air conditioning system replacement closed on February 5th and that there were four bidders who submitted proposals, with the lowest bid of $525K and highest of $1.2M. He also noted that one bidder filed a protest and that a response is being prepared.

He then provided a brief report on the status of Capital Improvement projects.

He also provided an update on the Student Success Center and Engineering Science Annex. A vendor was selected in early December, and that the vendor requested a deviation from the performance bond language, which UOG was unable to accept. He added that changes were requested for a period of time and that the negotiations were unsuccessful as the vendor refused to accept the standard bonding requirements of the law. So, negotiations with the vendor was terminated. He also stated that we are now waiting for the second most responsive contractor to determine if they have the willingness and ability to accept the contract. He further stated that it was requested with USDA to proceed with the review of the Engineering Science Annex project.

He further reported on all other projects under the Physical Facilities Committee.

6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE

UOG Endowment Foundation (UOGEF) Executive Director Melanie Mendiola provided an update. She reported that the "G" is for the Giving Campaign which raised a total of $22K and that the largest single giver was Emeritus Professor Kathleen Owings Jones. She added that the largest group of givers were the Society of Professor Emeritus and the UOG Administrative Council.

She also reported that an event was held last Friday to benefit the Micronesian Area Research Center entitled "How to Say I Love You-Love Traditions in Micronesia" with over 200 people attending. She then provided a brief report about upcoming events. She stated that at the last UOGEF Board of Directors (BOD) Special Meeting, the BOD designated funding from the recent land sale for outfitting the School of Education with smart boards for all the classrooms and for the Regional Center for Public Policy, which will go toward an annual economic report sponsored by various organizations.

President Underwood added that the 9th Annual Conference on Island Sustainability is a signature event for the institution. He noted the conference highlights issues on environmental and energy sustainability.

7.0 NEW BUSINESS

7.1 Resolution No. 18-10, Relative to Amending the Presidential Search Committee Membership and the University of Guam President's Contract in Support of BOR Resolution No. 17-19 "Relative to the 2017 Presidential Search Process"'

Regent Chiang introduced Resolution No 18-10, which was duly seconded. Regent Chiang briefly explained the purpose of the resolution. The motion carried.

8.0 OPEN PRESENTATION (3 Minute Limit per Person)

Chairperson Gayle opened the floor for open presentations. No presentations were made.

9.0 EXECUTIVE SESSION

Executive session was not held as there was no business to address.

10.0 ADJOURNMENT

Regent Felix moved that the meeting be adjourned, which was duly seconded and passed. Chairperson Gayle adjourned the meeting at 6:20 p.m., Chamorro Standard Time.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Chairperson Gayle will give her report.

President Robert Underwood will give his report.

Reports will be given for each of the standing committees, if any.

AP&T Chairperson Regent Jillette Leon-Guerrero will provide a report on the AP&T Committee, if necessary.

SASARHD Chairperson Regent Mariflor Herrero will provide a report on the SASARHD committee, if necessary.

Acting BFIA Chairperson Jerold Filush will report on the BFIA Committee meeting.

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 18-11

RELATIVE TO THE GOVERNOR'S EXECUTIVE ORDER TO INITIATE A 32-HOUR WORK WEEK

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

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

WHEREAS, the Governor of Guam has issued two executive orders (No. 2018-04 and No. 2018-03) mandating the implementation of a 32-hour work week throughout the government of Guam – the second of which is a very broad and far reaching order and includes federally funded positions and classified positions within the University; and

WHEREAS, in order to avoid a deterioration of morale, the University desires to ensure fair treatment across employment classifications and thus, the University would only implement a 32-hour work week for classified personnel if there were similar reductions for other classifications of workers throughout the campus; and

WHEREAS, the University's policies and procedures require notice to be given before the implementation of a workload, salary reduction or furlough – 30 days for classified staff and reasonable notice for faculty, administrators, and non-classified personnel; and

WHEREAS, the University was faced with a similar crisis in 2003 which pay reductions and a 32-hour work week was implemented and had a significant negative impact on the campus; and

WHEREAS, the University has been shorted approximately $5 million in allotment payments in each of the last two fiscal years and has adapted with a financial management plan that has reduced budgets throughout the campus, strategically deferred the filling of vacant positions, and de-funded all but emergency capital projects while focusing on minimizing disruption to the classroom; and

WHEREAS, the University has limited options with regards to a 32-hour work week in that it has made commitments and obligations to students and to grantors with respect to the performance of much of its mission and failure to meet these commitments could have a significant long term negative impact on the University; and

WHEREAS, the University is concerned that the implementation of a 32-hour work week would cause significant disruption on campus, have a negative impact on the classroom, and affect its ability to achieve grant objectives; and

WHEREAS, the President wishes to work with the administration to find alternative measures such as a reduced allotment target, other than placing University employees under a 32-hour work week.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents authorizes the President to work with the administration to achieve a reduced allotment target and only implement a 32-hour work week as a last resort; and

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Regents authorizes the President, if necessary as a last resort, to issue notices of the implementation of a 32-hour work week throughout the campus.

Adopted this 29th day of March 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

UNIVERSITY OF GUAM
UNIBETSEDÅT GUAHAN
OFFICE OF THE PRESIDENT
UOG Station, Mangilao, Guam 96923
Telephone: (671) 735-2990 • Fax: (671) 734-2296

March 23, 2018

Transmitted electronically to:
edward.birn@doa.guam.gov
shane.ngata@doa.guam.gov
francis.flisco@doa.guam.gov

Mr. Edward Birn
Acting Director
Department of Administration
P.O. Box 884
Hagatna, GU 96932

Dear Mr. Birn:

We are in receipt of your memorandum dated March 20, 2018 requesting the position of the University with respect to the implementation of Executive Order No. 2018-04 concerning the 32- hour work week.

The University has scheduled a meeting with the Board of Regents to take place on March 29, 2018 to discuss this matter. We will have a more complete picture of the University's response after we receive input from our Board.

As you are aware, the University has faced appropriation shortfalls of approximately $5 million during each of the last two fiscal years which has been significant in relation to our operations budget of approximately $30 million per year. The University has been impacted disproportionately as compared to other government of Guam agencies. This has forced the University to implement strict financial controls that have affected every area of the University. We have virtually eliminated our capital improvement program, adopted a program of strategically deferring hiring, cutting back funding to all the schools and colleges and units of the University. These actions have enabled the University to continue providing service to our students while minimizing the impact on the quality of education provided to our students. As an institution of higher education, we have accepted tuition payments from students in return for the provision of classes all day long from Monday thru Saturday. This obligation makes the implementation of a shortened work week very challenging. We believe it is likely the Board of Regents will desire to continue with the current spending constraints and avoid the implementation of the 32-hour work week if at all possible.

Sincerely,

Robert A. Underwood, Ed.D.
President

cc: Shane Ngata, DOA Personnel Services Administrator
Francis Flisco, DOA Personnel Specialist IV

Eddie Baza Calvo
Governor
Ray Tenorio
Lieutenant Governor

Government of Guam
(Gubetnomention Guahan)
Department of Administration
(Dipattamenton Atmenestration)
Post Office Box 884 Hagatña, Guam 96932
Tel: (671) 475-1221/1250 * Fax: (671) 477-3671

Edward M. Birn
Acting Director
Vincent P. Arriola
Deputy Director

MAR 2 0 2018

HRD No.: 18-182

To: Heads of:
Guam Department of Education
Guam International Airport Authority
Guam Power Authority
Guam Waterworks Authority
Port Authority of Guam
Guam Housing & Urban Renewal Authority
Guam Economic Development Authority
Guam Memorial Hospital Authority
Guam Visitors Bureau
Guam Community College
University of Guam

From: Acting Director, Department of Administration

Subject: Governor of Guam's Executive Order No. 2018-04
Re: Request for Information

Buenas Yan Hafa Adai! This is written in reference to the Governor of Guam's Executive Order No. 2018-04 relative to amending Executive Order 2018-03 and to implement a 32-hour work week for the Entire Executive Branch.

In light of the fiscal crisis facing the government of Guam as a result of the *Tax Cuts and Jobs Act of 2017*, Governor Eddie Baza Calvo issued Executive Order No. 2018-04. Our non-autonomous departments and agencies have, or will be implementing various cost cutting measures which may result in furloughing employees. In recognition of the fact that your organization is either a semi-autonomous, or autonomous department, or a public corporation that may be adversely affected financially, we respectfully request that you inform us if your organization will be implementing a 32 hour work week pursuant to E.O. 2018-04. If your organization plans to implement a furlough, may you please let us know your target date to begin your furlough and a point of contact in the event we have further questions.

We appreciate your response by the close of business of Friday, March 23, 2018. You may email your response to Mr. Shane Ngata, Personnel Services Administrator at shane.ngata@doa.guam.gov and Mr. Francis Flisco, Personnel Specialist IV at francis.flisco@doa.guam.gov. *Dangkolo Na Si Yu'us Ma'ase!*

Sincerely,

EDWARD M. BIRN, Acting Director
Department of Administration

cc: Office of the Attorney General of Guam
Office Public Accountability
Regulatory & Compliance Branch

OFFICE OF THE GOVERNOR
HAGÅTÑA, GUAM 96910
U.S.A.

EXECUTIVE ORDER NO. 2018-04

RELATIVE TO AMENDING EXECUTIVE ORDER NO. 2018-03 AND TO IMPLEMENT A 32-HOUR WORK WEEK FOR THE ENTIRE EXECUTIVE BRANCH

WHEREAS, on February 28, 2018, Executive Order No. 2018-03 relative to implementing a 32-hour work week for executive branch agencies funded or partially funded by the General Fund was signed; and

WHEREAS, Executive Order No. 2018-03 provided for an implementation date to be effective on Tuesday, March 6, 2018; and

WHEREAS, on March 1, 2018, the Attorney General of Guam advised that the Governor "may implement a furlough program by Executive Order across the government of Guam provided the due process and other procedural requirements of Appendix H of the DOA Personnel Rules and Regulations are complied with.";

WHEREAS, unless and until the 34th Guam Legislature takes decisive and effective action to resolve the very real financial crisis that is facing the government and the island, no alternative remains but to institute whatever austerity measures are necessary and available; and

WHEREAS, Section § 1422 of the Organic Act of Guam (Title 48, United States Code) provides that the executive power of Guam is vested in the Governor of Guam "who shall have general supervision and control of all the departments, bureaus, agencies, and other instrumentalities of the executive branch of the government of Guam."

NOW, THEREFORE, I, EDDIE BAZA CALVO, Governor of Guam, by the authority vested in me by the Organic Act and laws of Guam, do hereby order and direct as follows:

(1) **Furlough and Layoff Procedures to Begin**. In accordance with the requirements of Appendix H of the DOA Personnel Rules and Regulations and the laws of Guam, the Department of Administration shall begin the furlough and layoff procedures set forth therein.

(2) **Across the Board Application.** This Executive Order shall apply, regardless of the funding source, to all Government of Guam departments, bureaus or agencies, including autonomous and semi-autonomous agencies or other instrumentalities of the Executive Branch of the government of Guam based on their respective furlough and layoff personnel rules and regulations; and shall further apply to federally-funded positions, whether fully or partially funded.

SIGNED AND PROMULGATED at Hagåtña, Guam, this 2nd day of March, 2018.

EDDIE BAZA CALVO
I Maga'Låhen Guåhan
Governor of Guam

OFFICE OF THE GOVERNOR
HAGÅTÑA, GUAM 96910
U.S.A.

EXECUTIVE ORDER NO. 2018-03

RELATIVE TO IMPLEMENTING A 32-HOUR WORK WEEK FOR ALL EXECUTIVE BRANCH AGENCIES THAT ARE FUNDED OR PARTIALLY FUNDED BY THE GENERAL FUND

WHEREAS, on December 22, 2017, President Donald Trump signed a new national tax reform plan, the *Tax Cuts and Jobs Act* [H.R.1 - AN ACT TO PROVIDE FOR RECONCILIATION PURSUANT TO TITLES II AND V OF THE CONCURRENT RESOLUTION ON THE BUDGET FOR FISCAL YEAR 2018], into law as U.S. P.L. No. 115-97; and

WHEREAS, P.L. No. 115-97 amends the Internal Revenue Code to lower income tax rates, including the lowering of private corporate tax rates to about 50% or less, and to provide for the modification of certain existing tax credits, deductions, and policies; and

WHEREAS, it is estimated that under the new national tax reform plan, the Government of Guam may not be able to collect approximately $67 million or more in revenue, thus significantly affecting government operations and the ability to provide critically necessary services related to health, safety, and welfare; and

WHEREAS, despite days of session to consider and plan for the inevitable impact to government operations, including the establishment of a dedicated funding source to preserve and sustain the Guam Memorial Hospital, the 34th Guam Legislature failed to take any meaningful action to resolve the looming financial crisis; and

WHEREAS, it is critical that aggressive austerity measures be immediately undertaken in order to stabilize and safeguard the government and the island community as a result of the severe financial shortfall; and

WHEREAS, Section § 1422 of the Organic Act of Guam (Title 48, United States Code) provides that the executive power of Guam is vested in the Governor of Guam "who shall have general supervision and control of all the departments, bureaus, agencies, and other instrumentalities of the executive branch of the government of Guam."

NOW, THEREFORE, I, EDDIE BAZA CALVO, Governor of Guam, by the authority vested in me by the Organic Act and laws of Guam, do hereby order and direct as follows:

(1) **Mandatory 32-Hour Work Week.** Effective Tuesday, March 6, 2018, and subject to the following terms and conditions, a mandatory thirty-two (32) hour work week is implemented for all Executive Branch departments, agencies, and offices that are funded or partially funded by the General Fund:

(a) Such reduction of hours shall not exceed nor be less than eight (8) hours per week.

(b) No full-time employee whose hours are reduced will lose any benefits the employee received prior to the implementation of the reduction of the work week hours.

(c) The change shall not affect the employee's accrual of years of service for the purposes of retirement.

(2) **Department and Agency Heads to Determine Work Schedules.** The head of each department, agency and office affected by this Executive Order shall review and coordinate the schedules of their respective employees and make the necessary adjustments to comply with this Executive Order while minimizing disruptions in service.

(3) **Guam Memorial Hospital Exempt from Application.** This Executive Order shall not apply to the Guam Memorial Hospital Authority.

(4) **Federally-Funded Positions Exempt from Application.** This Executive Order shall not apply to job positions that are either 100% federally funded or are funded by federal matching grants.

SIGNED AND PROMULGATED at Hagåtña, Guam, this 28th day of February, 2018.

EDDIE BAZA CALVO
I Maga'Låhen Guåhan
Governor of Guam

Physical Facilities Chairperson Regent Christopher Felix will provide a report on the Physical Facilities Committee. if necessary.

An update will be provided regarding UOG Endowment Foundation activities.

New Business will be introduced at this time, if any.

The floor is now open for presentations by the public. Presentations are limited to 3 minutes per person.

The BOR will enter Executive Session at this time if necessary.

Chairperson Elizabeth Gayle will adjourn the meeting.

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
Board of Regents
UOG Station, Mangilao, Guam 96923
Telephone: (671) 735-2995 ● Fax: (671) 734-2296

REGULAR MEETING
Thursday, April 26, 2018, 5:30 p.m., AV Room 1, RFK Library,
Tan Siu Lin Building, UOG Campus, Mangilao, Guam

AGENDA

1.0 CALL TO ORDER

2.0 MEETING MINUTES

Action **2.1 Regular Meeting Minutes of March 29, 2018**

Information **3.0 CHAIRPERSON'S REPORT**

Information **4.0 PRESIDENT'S REPORT**

5.0 REPORTS FROM STANDING COMMITTEES

5.1 Academic, Personnel and Tenure Committee

Action **5.1.1 Resolution No. 18-12, Relative to Updating the University of Guam's Intellectual Property Policy**

Action **5.1.2 Resolution No. 18-13, Relative to Revising the List of Administrative Positions and Salary Schedule**

Action **5.1.3 Resolution No. 18-14, Relative to Changing the Title of Director of Learning Resources and Revising the List of Administrative Positions and the Administrative Salary Schedule to Include the Dean of University Libraries**

5.2 Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee

Action **5.2.1 Resolution No. 18-15, Relative to Approving the Fañomnåkan 2018 Commencement Graduate Listing**

Action **5.2.2 Resolution No. 18-16, Relative to Approving the Amended Rules and Regulations for the Research/Teaching Assistantship Program Under the Student Financial Assistance Programs**

Action **5.2.3 Resolution No. 18-17, Relative to Approving the Rules and Regulations for the Fine'nana Award Program Under the Student Financial Assistance Programs**

Action **5.2.4 Resolution No. 18-18, Relative to Approving the Process for Establishing the Career Priority Listing for the Jesus U. Torres Professional/Technical Award**

Action **5.2.5 Resolution No. 18-19, Relative to Awarding the Honorary Degree of Doctor of Laws to Mr. Hidenobu "George" Takagi**

Action **5.2.6 Resolution No. 18-20, Relative to Awarding the Honorary Degree of Doctor of Laws to the Honorable Amua Amata Coleman Radewagen**

5.3 Budget, Finance, Investments and Audit Committee

Information **5.3.1 Financial Update**

Information **5.3.2 Collections Report**

Information **5.3.3 Procurement Transactions and Contracts Report**

Action **5.3.4 Resolution No. 18-21, Relative to Accepting the Results of the Deloitte and Touche LLP Financial Statements Audit and Compliance Audit for the Fiscal Year Ended 30 September 2017**

5.4 Physical Facilities Committee

Information **5.4.1 Plant & Facilities Update**

6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE

7.0 NEW BUSINESS

7.1. Election of Officers

Action **7.1.1 Election of Chairperson**

Action **7.1.2 Election of Vice Chairperson**

Action **7.1.3 Election of Treasurer**

Action **7.2 Election of the Board of Regents Representative to the Regent Nominating Council**

Action **7.3 Resolution No. 18-22, Relative to Expressing Appreciation to Austin R. Terlaje for his Service as a Member of the Board of Regents**

Action **7.4 Resolution No. 18-24, Relative to Expressing Appreciation to Dr. Robert Anacletus Underwood for his Dedicated and Outstanding Service to the University of Guam as the 10th President**

Information **7.5 Proposed BOR 2018-2019 Calendar (meetings)**

8.0 OPEN PRESENTATION (3 Minute Limit Per Person)

9.0 EXECUTIVE SESSION

9.1 Tenure Recommendation from the Academic, Personnel and Tenure Committee for Dr. George Curt Fiedler, Professor of Biology

9.2 Resolution No. 18-23, Relative to the President's Term of Office and Appointment as Interim President

10.0 VOTING FILE

10.1 Tenure Application for Dr. George Curt Fiedler, Professor of Biology

10.2 Resolution No. 18-23, Relative to the President's Term of Office and Appointment as Interim President

11.0 ADJOURNMENT

Chairperson Elizabeth Gayle will call the meeting to order.

The BOR will vote on approving the meeting minutes presented.

UNIVERSITY OF GUAM
UNIBETSEDÅT GUAHAN

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

Regular Meeting Minutes
March 29, 2018

1.0 CALL TO ORDER

The Regular Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Elizabeth Gayle on March 29, 2018 at 5:30 p.m., in AV Room #1, University of Guam RFK Library, Tan Siu Lin Building. Notice of such meeting have been duly and regularly provided by the BOR. Chairperson Gayle noted that Regent Elvin Chiang is off-island.

QUORUM:

Elizabeth Gayle	**Chairperson**
Jillette Leon Guerrero	**Vice Chairperson**
Christopher Felix	**Member**
Mariflor Herrero	**Member**
Hyo Sang Ji	**Member**
Jerold Filush	**Member**
Liza Provido	**Member**
Austin Terlaje	**Member**

ALSO PRESENT:

Robert A. Underwood	**Executive Secretary**
Christine Mabayag	**Recording Secretary**
Victorina Y. Renacia	**Legal Counsel**
David S. Okada	**Chief Planning Officer**

2.0 MEETING MINUTES

2.1 Regular Meeting Minutes of February 22, 2018

Regent Filush moved for the approval of the Regular Meeting Minutes of February 22, 2018 as amended, which was duly seconded. The motion carried.

3.0 CHAIRPERSON'S REMARKS

Chairperson Gayle welcomed everyone to the second BOR meeting of the year. She thanked Regent Leon Guerrero for speaking on her behalf on the successful Charter Day 50th anniversary celebration on March 13th and all other BOR members that were able to attend.

She congratulated the UOG Endowment Foundation and President Underwood for the well-attended School of Engineering Site Dedication ceremony on March 19th. She stated that we look forward to the signing of the contract, the start of construction and the ribbon cutting ceremony.

She reported that she attended the Center for Island Sustainability Conference and congratulated the President, CIS and the UOG team for a successful event. She noted that the conference was extremely educational and inspiring.

She expressed a very hearty si yu'os ma'ase to the EMC2 club for providing 10 volunteer graders for the Guam Chapter and the State MATHCOUNTS competition. They provided much valued onsite grading and scoring volunteerism during the competition and that they were able to finish in a punctual and error free manner.

She then asked for a moment of silence to express condolences for losses of family of the UOG Community.

Antonio C. Guiao passed away Feb 9, 2018. He retired from UOG in Sep 1999 as the General Accounting Supervisor from the Comptroller's Office, Administration and Finance.

Jovita Leon Guerrero passed away on Mar 1, 2018. She is the mother of Deborah Leon Guerrero, Assistant Vice President, Institutional Effectiveness; Arline Leon Guerrero, Senior Academic Counselor, Enrollment Management and Student Success; and Brenda Leon Guerrero, former CEDDERS employee.

Ivan Borja Carbullido passed away on Mar 19, 2018. He is the father of Kathleen Duenas, Administrative Assistant of Cooperative Extension Service, College of Natural and Applied Sciences.

Oscar Duarte passed away on Mar 17, 2018. He is the father of Mark Duarte, Director of the Financial Aid Office, EMSS.

She then asked President Underwood to proceed with his report.

4.0 PRESIDENT'S REPORT

President Underwood reiterated about the Charter Day celebration noting that it was very well attended, and that the use of student guides was remarkable. He stated that we were able to reflect on some of the traditional cultures that were represented.

President Underwood reported that the Center for Island Sustainability Conference featured a Presidential dialogue in partnership with Western Philippines University, University of Ryukyus and Jeju University, Palau Community College, Northern Marianas College and Guam Community College to form a unique island sustainability network.

5.0 REPORTS FROM STANDING COMMITTEES

5.1 Academic, Personnel, and Tenure Committee

Regent Leon Guerrero reported that since the committee did not meet this month, there is no report from the committee.

5.2 Student Affairs, Scholarship, Alumni Relations and Honorary Degree Committee

Regent Herrero reported that since the committee did not meet this month, there is no report from the committee.

5.3 Budget, Finance, Investments and Audit Committee

5.3.1 Resolution No. 18-11, Relative to the Governor's Executive Order to Initiate a 32-Hour Work Week

Acting BFIA Chairperson Regent Filush reported that the BFIA committee met earlier today which included Regent Chiang on conference call to discuss the resolution presented.

Regent Filush introduced Resolution No. 18-11, which was duly seconded. He read portions of the resolution and briefly explained the purpose of the resolution. The motion carried.

President Underwood indicated that the 32-hour work week will be taken if needed, and that he will return to the BOR on a general plan on how to deal with the remaining employees of the University so that there is a shared sacrifice.

5.4 Physical Facilities Committee

Regent Felix reported that since the committee did not meet this month, there is no report from the committee.

6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE

No update provided.

7.0 NEW BUSINESS

There was no business to address.

8.0 OPEN PRESENTATION (3 Minute Limit per Person)

Chairperson Gayle opened the floor for open presentations. No presentations were made.

9.0 EXECUTIVE SESSION

Executive session was not held as there was no business to address.

Board of Regents Regular Meeting Minutes of March 29, 2018

10.0 ADJOURNMENT

Regent Felix moved that the meeting be adjourned, which was duly seconded and passed. Chairperson Gayle adjourned the meeting at 5:46 p.m., Chamorro Standard Time.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Chairperson Elizabeth Gayle will give her report.

President Robert Underwood will give his report.

Reports will be given for each of the standing committees.

AP&T Chairperson Regent Jillette Leon-Guerrero will give her report.

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 18-12

RELATIVE TO UPDATING THE UNIVERSITY OF GUAM'S INTELLECTUAL PROPERTY POLICY

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

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

WHEREAS, the creation and dissemination of intellectual property is one of the primary activities of UOG to ensure that the public receives the benefit of research and innovation in accordance with its public service mission; and

WHEREAS, Article II.I of the BOR-approved Rules, Regulations, and Policy Manual contains a policy on intellectual property that require updating to meet current needs and demands; and

WHEREAS, the grants portfolio of the university has tripled in the past 10 years requiring that appropriate steps and policies are put in place to secure and protect innovations developed at the University; and

WHEREAS, the Research Corporation of the University of Guam has been created that makes an efficient managerial environment to compete for and manage grants and contracts; and

WHEREAS, the University is building new public-private partnerships to contribution to the economic well-being of Guam and surrounding region; and

WHEREAS, a new policy has been drafted, based on successful models from peer and aspirant institutions, and passed the rigorous review of the Research Council, Administrative Council, Faculty Senate, and Faculty Union; and

WHEREAS, the President and the Academic, Personnel and Tenure Committee have reviewed the administration's proposal and recommend it to the Board.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the updated revised Intellectual Property Policy, which is herein attached.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

UNIVERSITY OF GUAM
POLICIES AND REGULATIONS CHANGE REQUEST FORM 5798

1. Subject: **Intellectual Property Policy**

2. Purpose:

As the University's activities have expanded, a more contemporary, comprehensive, and enforceable policy for intellectual property issues is required. The revised policy improves the Creator's potential share from 33% to 40-45% as an incentive for faculty to create more intellectual property. A comparison with peer institutions (University of Hawaii and University of Puerto Rico) and an aspirant institution (John Hopkins) shows that our new percentages are reasonable, while still improving on existing rates.

The existing policy does not include very specific guidance on how to handle these issues, relying on an overly-large 12 person intellectual property committee to have sufficient expertise to address any situation. The new policy calls for an Intellectual Property Procedures document and empowers the Office of Research and Sponsored programs to manage IP matters.

This attached policy is based primarily on the State University of New York's "Patents, Inventions, and Copyright" policy, except for the Copyright section, which is based on the University of Arizona's Intellectual Property Policy.

The policy was created by an ad hoc committee consisting of faculty and administrators. It was reviewed by Research Council and Administrative Council. The RFK Academic Affairs Committee also reviewed the Copyright section.

3. Attach Complete Statement of Policy or Regulation (photocopy) and New /Amended Policy (complete), specifying exactly what the changed wording and where it should be inserted in the policy document.

4. Requested Effective Date: May 2018

5. Publication Document (Reference section and/or page number): This is an entire replacement of the Intellectual Property Policy approved in 2000 found on page 29 of the **Rules, Regulations and Procedures Manual.**

UNIT	SIGNATURE (use BLUE pen please)	DATE
Ad Hoc IP Committee	FOR DANIEL McKAY	2/13/18
Research Council		2/12/18
RFK Academic Affairs Committee	FOR COURTNEY Marshall	2/13/18
Administrative Council		2/12/18
Faculty Senate		15 March 2018

APPROVED/DISAPPROVED:

SENIOR VICE PRESIDENT, Academic and Student Affairs	3/23/18 DATE	PRESIDENT	DATE
CHAIR, BOARD OF REGENTS	4.26.18 DATE		

Revised: SVP 08/10 jsn – Academic Policies and Regulations Form

INTELLECTUAL PROPERTY POLICY

5798

(A) Purpose

1. The University of Guam (UOG) fosters the development of Intellectual Property as well as the unrestricted dissemination of research activities. UOG works actively to ensure that its academic community may freely publish the results of scholarly research. In conformance with this principle, all concerned shall cooperate so that essential rights to Intellectual Property shall not be lost.

2. UOG recognizes that the three primary missions of an educational institution are teaching, research, and public service. UOG further recognizes that, in the course of performing its mission, patentable inventions and copyrightable products will be developed under its auspices. UOG encourages such innovation and will take appropriate steps to aid Creators and to ensure that the public receives the benefit of such innovation in accordance with its public service mission. Appropriate steps include securing research support, identifying and encouraging disclosure of the Intellectual Property, securing appropriate protections, marketing Intellectual Property through licensing and other arrangements, and managing royalties and other related income, such as litigation proceeds. These activities are undertaken in a spirit of cooperation with governmental agencies and private industry as part of UOG's contribution to the economic well-being of the island and surrounding region.

3. All Net Proceeds realized from the commercialization or other monetization of UOG Intellectual Property, after payment of the Creator's share as defined in *Section (E)* of this Policy and other appropriate costs associated with the evaluation, marketing, development, protection, maintenance, or enforcement of Intellectual Property, shall be used for the support of UOG research programs in a manner consistent with the *Bayh-Dole Act* and its implementing regulations. Net Proceeds shall be applied in a manner consistent with Intellectual Property Procedures. Upon the request of a Creator, UOG shall provide an accounting of the distribution of royalties earned from Intellectual Property of the Creator.

(B) Definitions

1. **Affiliate**: For purposes of this Policy, Affiliates include The Research Corporation of the University of Guam, all campus auxiliary units, and all campus foundations.

2. **Created**: Having conceived, researched, authored, reduced to practice, designed, developed, or otherwise having contributed to the making of Intellectual Property.

3. **Creative and Course Content**: Academic course content and materials Created by Personnel including, but not limited to these examples of Intellectual Property: syllabi, course materials and textbooks; other scholarly or creative works of authorship; instructional, dramatic, musical and artistic works; and manuscripts, articles, poetry, prose, short stories, digital shorts, novels, plays, screenplay.

4. **Creative Content of Grants and Grant Proposals**: The research agendas, applications, proposals, protocols, and/or results of grant proposals submitted and/or awarded.

5. **Creator**: One who has Created Intellectual Property, in whole or in part.

6. **Incidental Use of UOG Resources** ("Incidental Use"): Any use of publicly or routinely-available UOG resources, such as residence halls, common areas, meeting rooms, Research & Education Centers, laboratories, cafeterias, gymnasiums, libraries, office spaces, furnishings, office supplies, photocopiers, telephones, fax machines and other standard office equipment, personal-type

computers, and commercially available software in use on such computers, computer and communications networks, including internet access and data storage, that is nonessential to the creation of Intellectual Property, and any use of UOG resources by a Student in accordance with assigned coursework pursuant to that Student's academic curriculum.

7. **Intellectual Property**: Copyrightable Creative and Course Content and Patentable Inventions such as: tangible research materials, computer software, and any unique or novel innovation in the technical arts or any new and useful improvements thereof, including methods or processes for creating an object or result (a way of doing or making things), machines, devices, products of manufacture, product designs, or composition, layout designs for printed circuit boards or integrated circuits, compositions of matter, materials, any variety of plant, and any know-how essential to the practice or enablement of such innovations and improvements, whether or not patentable or patented.

8. **Intellectual Property Procedures**: A set of guidelines for interpreting and following the Intellectual Property Policy. A supplement to the policy, this document is provided to personnel and students and maintained by the Office of Research and Sponsored Programs. The procedures are periodically reviewed and revised by the Research Council or other duly appointed committee, under the authority of the President

9. **Inventor**: One who contributes to the conception of a Patentable Invention under the patent laws of the United States or other relevant jurisdiction.

10. **Net Royalty**: Royalty less reasonable expenses incurred by UOG and not reimbursed by licensees for the evaluation, marketing, development, protection, maintenance, and enforcement of the subject Intellectual Property.

11. **Partner**: Any entity or individual who is neither Personnel nor Student, who engages with UOG or a UOG Affiliate through a contract or other business transaction that facilitates the research, teaching, or public service missions of UOG.

12. **Patentable Invention**: Any art or process (way of doing or making things), machine, manufacture, design, or composition of matter, or any new and useful improvement thereof, or any variety of plant, which is or may be patentable under the patent laws of the United States or other relevant jurisdiction, and the patent applications or patents that embody them.

13. **Personnel**: All full-time and part-time employees of UOG and UOG Affiliates, Student employees (including, but not limited to, research assistants/associates, teaching assistants, extension assistants/associates, fellows, post-doctoral scholars, and Students providing services under sponsor agreements), and other persons holding any paid appointment or position with UOG. Contract Employees are not Personnel in this case.

14. **Royalty**: Cash, equity, or other value received by UOG as consideration for use of rights to UOG Intellectual Property.

15. **Students**: Individuals enrolled in UOG, including, but not limited to, continuing education, undergraduate, graduate and professional students, non-degree students, and not-for-credit students.

16. **Substantial Use of UOG Resources** ("Substantial Use"): Any use of UOG resources that is more than Incidental Use, including, but not limited to, use of: financial support, funds and grants administered by UOG or a UOG Affiliate; inter-institutional collaborations facilitated by UOG; equipment, facilities, services, laboratories, or space; computers and computer or communications networks not publicly or routinely-available; research, clinical, or other scientific instruments; time

spent by Personnel, including secretarial, clerical, administrative staff, and research/extension assistants/associates and teaching assistants; confidential information; Inventions and other proprietary or intellectual property owned by UOG; and any privileged access as a result of a person's affiliation with UOG.

17. **The University of Guam** ("UOG"): References to "UOG" in this Policy may include Affiliates where appropriate under the contexts, whether or not specifically stated. In addition, at the request of UOG, UOG Ownership of Intellectual Property, *Section (E)1* of this Policy, may include ownership, management, promotion, licensing and other transfers, commercialization, and monetization of certain Intellectual Property by the Research Corporation of the University of Guam.

(C) **Scope**

1. This Policy applies to Intellectual Property Created, in whole or in part, by UOG Personnel, Students, Affiliates, and Partners using UOG resources.

2. This Policy sets forth the rights and responsibilities of UOG and UOG Personnel, Students, Partners, and Affiliates in the development, creation, ownership, protection, maintenance, dissemination, marketing, licensing, and monetization of Intellectual Property.

3. Copyrightable products are covered in *Section (I)* of this policy.

(D) **Ownership of Intellectual Property**

1. UOG Ownership: Subject to the exceptions of *Section (D)2* of this Policy, UOG shall own, and Creator shall promptly disclose and assign to UOG, Intellectual Property Created, in whole or in part:

    a. Within the scope of the Creator's employment by UOG; or
    b. Through the Substantial Use of UOG Resources, unless otherwise agreed upon in writing prior to the undertaking of the project.

2. Creator Ownership: Ownership rights to Creative and Course Content shall be governed by *Section (I) of this Policy*. A Creator who is Personnel may retain ownership rights to Intellectual Property that is not Creative and Course Content if:

    a. The Intellectual Property was Created exclusively outside the scope of the Creator's employment by UOG; and
    b. The Intellectual Property was Created through no more than Incidental Use of UOG Resources; and
    c. Creators of Intellectual Property satisfying *Section (D)2.a* and *Section (D)2.b* [above] shall submit a disclosure form as prescribed in UOG's Intellectual Property Procedures.

3. Student Ownership: A Creator who is a Student, and not also Personnel, may retain ownership rights to Intellectual Property Created through no more than Incidental Use of UOG resources, subject to those restrictions that may be required by an external sponsor, if any. A Student shall own the copyright to his or her thesis unless an agreement supporting the underlying work specifies otherwise. Under all circumstances, UOG shall have an unrestricted royalty-free license to reproduce and disseminate Student theses.

    For Students who conduct a thesis project that is tied to a faculty member's ongoing research/outreach (through a grant, funded project, or institutional grant or contract) authorship of publications generated as a result of this research/outreach may be subject to institutional and

Principle Investigator (PI) prerogative as well as conditions established by funding agency/agencies. Any thesis project that is supported fully, or in part, by institutional and or federal funds is subject to joint authorship and other conditions. Prior to embarking upon a thesis that is fully, or in part, funded by UOG and or federal grant funds, considerations regarding authorship and other conditions must be agreed upon in writing by the Office of Research and Sponsored Programs, the PI/Thesis Chair, Dean, and the Student.

Students are strongly encouraged to publish their thesis research. However, there may be occasions when a Student who conducts independent research, without any funding from UOG or through federal funds, is not interested in publishing their own research findings. In this case, a Student may, in writing, grant permission to their faculty chair and/or other committee member(s) to publish findings from the research project/thesis. The resulting publication(s) must acknowledge the Student.

4. Partner Ownership: Where UOG intends that a Partner engage in Substantial Use of UOG Resources, the ownership of Intellectual Property Created by, or for the Partner, in connection with the use or sponsorship of UOG Resources, shall be formalized in a written agreement between the Partner and UOG or an Affiliate prior to commencement of the project.

5. Joint Ownership: Intellectual Property may be subject to exercise of ownership rights by two (2) or more parties, including UOG Affiliates, Personnel, Students, and Partners, in which case joint ownership, may be appropriate.

6. Questions as to Ownership: Where any dispute is raised as to ownership of Intellectual Property, patents, or patent applications under these provisions, the matter shall be referred to the Innovation Policy Board in a manner consistent with UOG's Intellectual Property Procedures.

(E) **Royalty Income**

1. Patentable Inventions: With respect to any Patentable Invention obtained by, or through, UOG or assigned to or as directed by UOG in accordance with the foregoing provisions, UOG, in recognition of the meritorious services of the Inventor and in consideration of the Inventor's assignment of the Patentable Invention to UOG, will make provision entitling the Inventor and the Inventor's heirs or legatees to share in the proceeds from the management and licensing of such Patentable Invention to the extent of forty-five percent (45%) of the first $100,000 of Net Royalty received by UOG and forty percent (40%) of Net Royalty thereafter, unless the Inventor and UOG agree otherwise in a written and duly executed instrument, or if these amounts exceed the limits fixed by applicable regulations of the relevant sponsoring agency; which will control in such cases.

2. Computer Software and Intellectual Property Other Than Patentable Inventions: With respect to any Intellectual Property that is not a Patentable Invention, including Computer Software that is not a Patentable Invention nor subject to copyright, Created in the performance of academic or research/outreach activities and obtained by, or through, UOG or assigned to or as directed by UOG in accordance with the foregoing provisions, UOG, in recognition of the meritorious services of the Creator and in consideration of the Creator's assignment to UOG, will make provision entitling the Creator and the Creator's heirs or legatees to share in the proceeds from UOG's management and licensing to the extent of forty-five percent (45%) of the first $100,000 of Net Royalty received by UOG and forty percent (40%) of Net Royalty thereafter, unless:

    a. The Intellectual Property is a work for hire or subject to a conflicting obligation to a sponsor or a Partner; or
    b. The Creator and UOG agree otherwise in a written and duly executed instrument; or
    c. This distribution amount exceeds limits fixed by applicable regulations of the relevant

sponsoring agency; sponsoring agency regulations will take precedent in such cases.

(F) **Release and Waiver**

1. UOG shall make decisions regarding evaluation, marketing, development, protection, maintenance, or enforcement of Intellectual Property in consultation with the Creator(s). At the Creator's (or Creators') written request, UOG may release its ownership rights to the Intellectual Property to the Creator(s), subject to those restrictions that may be required by an external sponsor, if any.

2. UOG shall make an initial determination regarding whether to retain title to Intellectual Property within one (1) year of UOG's acceptance of the Creator's fully disclosed, assigned, and properly executed disclosure statement. UOG shall proceed with patenting, developing and marketing of the Intellectual Property by UOG as soon as practicable thereafter. If UOG elects not to retain title or fails to make such an election within one (1) year, all of UOG's rights to the Intellectual Property shall be released upon written request to the Creator, subject to those restrictions that may be required by an external sponsor, if any.

3. For any Intellectual Property so released to its Creator(s), UOG shall receive ten (10) percent of the Net Proceeds (paid) to the Creator(s), in recognition of the contribution of UOG and the people of Guam to the support of the research that resulted in the Intellectual Property. "Net Proceeds" as referenced in this subpart, *Section (F)3,* means income realized by the Creator from commercialization or other monetization of the Intellectual Property, less reasonable costs incurred directly by the Creator for the evaluation, marketing, development, protection, maintenance, or enforcement of the subject Intellectual Property.

(G) **Innovation Policy Board**

1. The UOG President shall establish and appoint an Innovation Policy Board of the University of Guam and designate the chair thereof in accordance with UOG's Intellectual Property Procedures. The Innovation Policy Board shall have full powers of the organization to undertake periodic review of this Policy and to create, revise and enhance guidelines, procedures, and forms to interpret and implement this Policy.

(H) **Applicability**

1. Intellectual Property which is fully disclosed and assigned in a properly executed disclosure statement before the effective date of these regulations shall be subject to UOG's prior Intellectual Property Policy.

(I) **Copyright**

1. Title 17 of the U.S. Code on copyrights is the foundation for this section. Where jurisdictional disputes arise, private international law may apply. Copyright may be subject to terms and conditions of external funding agencies and those conditions supersede UOG policy.

2. This section shall apply to all publishable materials, including academic course content and materials, as well as materials created for online delivery using technology adopted by UOG. Creators must not copyright items, in whole or in part, in the public domain or for which there is existing copyright owned by another party.

3. In general, UOG *does not* claim copyright (i.e., the tangible expression) of Intellectual Property defined in *Section (D)2*. This means that Creators of scholarly or creative works may research, craft,

publish, reproduce, distribute, perform, and display their works without prior authorization of, or interference by, the University, assuming that any non-UOG use is Incidental and reasonable and does not place an unreasonable burden on UOG resources or the employee's time. Faculty time equivalent to a one-semester load allocation or course release or less would be considered incidental use.

4. UOG *does* claim ownership of said content, as listed above, if a Creator has been paid to produce a specific product, including through "Substantial Use" of UOG resources, unless otherwise stated in writing and approved by the UOG President.

5. Course or other salable materials produced by personnel and commercialized by an outside institution are subject to a 5-percent return to the University on gross sales or as otherwise negotiated with the University. Whenever possible, any commercialization is encouraged via the UOG Press and in-house technologies.

6. The Dean of the respective unit from which the course content or materials arises shall manage intellectual property issues related to this section. The Senior Vice President, or designee, shall serve as the appellate authority.

Attachment to Res. 5798 (Existing)

Approved by the Board of Regents, February 17, 2000

The University of Guam encourages and supports the development of intellectual property. The University Research Council will serve as an advisory body on matters pertaining to University intellectual property.

1. INTELLECTUAL PROPERTY SUBCOMMITTEE

Membership

The Intellectual Property Committee shall consist of twelve (12) members. Six (6) shall be faculty members chosen to reflect a diversity of expertise, appointed to three (3) year staggered terms. Three (3) members shall be appointed by the Vice President, Academic Affairs; and three (3) by the Faculty Council. One (1) additional faculty member shall be appointed to a three (3) year term by the President. The remaining five (5) shall be administrators appointed by the President. The Committee shall elect its Chair.

Functions

The Intellectual Property Committee shall represent and act for the University in intellectual property policy matters subject to the approval of the President of the University.

INTELLECTUAL PROPERTY POLICY

Intellectual Property is defined as any original idea or data subject to competing claims and legal protection. It includes patents, copyrights, trade marks, trade secrets and plant protection certificates.

All members of the University including faculty, research associates, staff, students, graduate assistants and research assistants in any combination of study, research and teaching shall be subject to the provisions of this policy.

Members of the University shall retain the right and responsibility to develop intellectual property, and in every case complete freedom of publication by the creator in both time and scope shall be maintained, unless agreements with outside sponsors provide otherwise. Three (3) separate relationships between the creator and the University are recognized.

Class I

If intellectual property is developed wholly with University support in time, personnel, money, materials, or facilities, said intellectual property is the property of the University and the creator is responsible for disclosing in full to the IPC the nature of the invention and for providing documentation as to those who participated in its development. If the author of a manuscript believes that it contains legally protectable material and wishes University assistance in marketing it, a copy of the manuscript should be submitted to the IPC prior to its submission for publication. The IPC may advise deferral of publication to protect intellectual property rights of both the creator and the University, but no prior submission of any manuscript nor any delay of publication shall be imposed by the University.

Class II
If intellectual property is developed under an agreement with an outside sponsor and/or is developed with partial support from the University, the rights with respect to intellectual property created in the course of such work shall be governed by the provisions of that agreement only to the extent the provisions do not conflict with this policy. Unless waived, the University shall have the right to elect whether or not it will retain intellectual property rights for any such invention. Where the University retains intellectual property rights the exercise of those rights will be carried out in accordance with other provisions stated herein, subject to any restrictions imposed by the sponsor.

Class III
If intellectual property is developed without University support or where the University has waived or forfeited its rights to Class I or II intellectual property, all rights belong to the creator. Such intellectual property may be voluntarily submitted for consideration, but the creator is under no obligation to do so.

Class I and II Creator Rights
The University may exercise its right to undertake the registering, patenting, development, and marketing of the intellectual property and shall bear all related costs. The creator shall receive, on an annual basis, 33 1/3% of any royalties or other payments derived directly from the marketing of the intellectual property received by the University after expenses related to the registering, development, patenting, and marketing have been paid. The other two-thirds of the income shall be allocated to the Dean of the college(s), or Director of the Research Unit of the creator(s), for support of research.

Class III Creator Rights
A creator who personally obtains legal protection for his or her intellectual property may nevertheless submit his or her creation to the Committee for consideration of its commercial potential. The Committee and the creator may enter into an agreement whereby the University assists in the marketing of the intellectual property in consideration of the sharing of royalties for such other payments to the University as may be appropriate.
The University shall not enter into any agreement with any outside party which fails to safeguard the rights of the University community members as outlined in this policy.
In situations where the invention is the product of joint creative effort, the IPC shall, upon consultation with the creator, determine an equitable division of any creator's share payable under this policy.

Procedures

After the disclosure to the IPC of the nature of a creation, the Committee shall, within forty-five (45) business days, advise the creator whether it wishes to take initial steps to register, develop, patent, and market the creation. If the creator agrees, the IPC may choose to only register, develop, and market but not patent intellectual property. Within ninety (90) business days thereafter the IPC shall inform the creator of its decision whether or not to register, develop,

patent, market, and otherwise commercially exploit the intellectual property. If the IPC decides not to register, develop, patent, market, and otherwise commercially exploit the intellectual property or if it fails to meet the deadlines outlined here, all intellectual property rights to the intellectual property, save the right of the University to a non-exclusive use of Class I and II intellectual property shall pass to the creator.

The University will promptly make every reasonable effort to promote commercially intellectual property to which the University has acquired rights. To this end the University may employ the services of a qualified intellectual property management organization, business organization experienced and competent in the field of the intellectual property involved, or the University of Guam Foundation with the objective of making available to the public the related processes and products at reasonable prices and of appropriate quality. The University shall be responsible for providing adequate funding, shall provide for the promotional work, and is empowered to enter into negotiations with outside agencies to accomplish this work. If after three years the creator is dissatisfied with or questions the development efforts of the University, he or she may review such dissatisfaction with the IPC. In such cases the Committee shall respond within sixty (60) business days by finding the complaints to be unwarranted, by assuring the creator that corrective steps will be taken or by returning all intellectual property rights to the creator. If the Committee does not meet this deadline, legal rights to the intellectual property, save a non-exclusive use for the University, shall pass to the creator automatically.

Notwithstanding any language contained herein to the contrary, the copyright of all textbooks and scholarly works, including those of pictorial art and music, but excluding computer software other than that produced outside the line of University duty and on the creator's own time and without the use of University facilities, shall be the property of the creator(s). Works specifically commissioned by or through the University, however, will be deemed a work made for hire as defined in 17 U.S.C. § 101.

Professors who create intellectual property and assign the same as required reading for their UOG classes shall assign all royalties earned thereby to the Dean of their college for the support of research.

Notwithstanding any language to the contrary, the time deadlines set forth above may be expanded by the President for the good of the University.

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 18-13

RELATIVE TO REVISING THE LIST OF ADMINISTRATIVE POSITIONS AND SALARY SCHEDULE

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

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

WHEREAS, pursuant to GCA 16112, the BOR is authorized to adopt rules and regulations governing the compensation of academic personnel; and

WHEREAS, on May 22, 2003, the BOR approved Resolution No. 03-09, Relative to Establishing Administrative Positions at the University of Guam, and on June 19, 2003, approved Resolution No. 03-16, Relative to Establishing and Adopting the Policy for Administrative Salary and a Revised Salary Schedule at the University of Guam; and

WHEREAS, the University administration has adopted the College and University Professional Association (CUPA) for Human Resources administrative compensation surveys as its benchmark for best practice in establishing academic administrator positions and salaries; and

WHEREAS, the position of Director of Office of Research and Sponsored Programs is currently operating as a 9-month position and must be converted to a 12-month position due to increasing time commitment responsibilities; and

WHEREAS, based upon an assessment of the priority needs of the University, of the responsibilities of the positions, and of comparable CUPA-HR salary benchmarks, the President met with the Academic, Personnel and Tenure Committee at their meeting on April 18, 2018 to review the position and salary schedule of the Director of the Office of Research and Sponsored Programs; and

WHEREAS, the President and the Academic, Personnel and Tenure Committee now recommend to the Board the attached list of Administrative Positions and Administrative Salary Schedule, which has been revised to reflect the 12-month position and recommended 12-month salary scale for the Director of Research and Sponsored Programs.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby approves the revised list of Administrative Positions and Administrative Salary Schedule, which is herein attached.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Administrator's Salary Scale
Approved by Board of Regents Resolution No. 18-XX
Amended on 04/26/2018

POSITION TITLE	Quartile 1 80%-90% Range		Quartile 2 90%-100% Range		Quartile 3 100%-110% Range		Quartile 4 110%-120% Range	
Office of the President								
President				Salary Negotiated				
Legal Counsel	$ 96,914	$ 109,029	$ 109,029	$ 121,143	$ 121,143	$ 133,257	$ 133,257	$ 145,372
Director, Integrated Marketing Communications	$ 61,599	$ 69,299	$ 69,299	$ 76,999	$ 76,999	$ 84,699	$ 84,699	$ 92,399
Executive Assistant to the President	$ 68,050	$ 76,556	$ 76,556	$ 85,062	$ 85,062	$ 93,568	$ 93,568	$ 102,074
Director, Planning and Assessment (Director, Chief Planning Officer)	$ 84,402	$ 94,952	$ 94,952	$ 105,502	$ 105,502	$ 116,052	$ 116,052	$ 126,602
International Program Development (Coordinator, Director)	$ 53,454	$ 60,135	$ 60,135	$ 66,817	$ 66,817	$ 73,499	$ 73,499	$ 80,180
Web Master	$ 32,973	$ 37,094	$ 37,094	$ 41,216	$ 41,216	$ 45,338	$ 45,338	$ 49,459
Director, Development and Alumni Affairs	$ 58,682	$ 66,018	$ 66,018	$ 73,353	$ 73,353	$ 80,688	$ 80,688	$ 88,024
Office of Academic and Student Affairs								
Senior Vice President, Academic and Student Affairs				Salary Negotiated				
Assistant Vice President of Academic Excellence / Director of Graduate Studies	$ 88,278	$ 99,313	$ 99,313	$ 110,348	$ 110,348	$ 121,383	$ 121,383	$ 132,418
Assistant Vice President of Institutional Effectiveness	$ 80,212	$ 90,239	$ 90,239	$ 100,265	$ 100,265	$ 110,292	$ 110,292	$ 120,318
Dean, School of Engineering	$ 125,514	$ 141,203	$ 141,203	$ 156,892	$ 156,892	$ 172,581	$ 172,581	$ 188,270
Dean, College of Liberal Studies and Social Sciences	$ 84,278	$ 94,812	$ 94,812	$ 105,347	$ 105,347	$ 115,882	$ 115,882	$ 126,416
Dean, University Libraries	$ 82,438	$ 92,742	$ 92,742	$ 103,047	$ 103,047	$ 113,352	$ 113,352	$ 123,656
Dean, College of Natural and Applied Sciences	$ 99,150	$ 111,543	$ 111,543	$ 123,937	$ 123,937	$ 136,331	$ 136,331	$ 148,724
Dean, School of Education	$ 91,509	$ 102,947	$ 102,947	$ 114,386	$ 114,386	$ 125,825	$ 125,825	$ 137,263
Dean, School of Business and Public Administration	$ 97,046	$ 109,176	$ 109,176	$ 121,307	$ 121,307	$ 133,438	$ 133,438	$ 145,568
Dean, School of Nursing and Health Sciences	$ 88,482	$ 99,543	$ 99,543	$ 110,603	$ 110,603	$ 121,663	$ 121,663	$ 132,724
Associate Director, Western Pacific Tropical Research Center	$ 87,252	$ 98,159	$ 98,159	$ 109,065	$ 109,065	$ 119,972	$ 119,972	$ 130,878
Associate Director, Cooperative Extension Service	$ 79,320	$ 89,235	$ 89,235	$ 99,150	$ 99,150	$ 109,065	$ 109,065	$ 118,980
Dean, Enrollment Management and Student Success	$ 82,438	$ 92,742	$ 92,742	$ 103,047	$ 103,047	$ 113,352	$ 113,352	$ 123,656
Associate Dean, EMSS and Registrar	$ 70,014	$ 78,766	$ 78,766	$ 87,518	$ 87,518	$ 96,270	$ 96,270	$ 105,022
Associate/Assistant Deans	$ 75,666	$ 85,125	$ 85,125	$ 94,583	$ 94,583	$ 104,041	$ 104,041	$ 113,500
Grants Officer	$ 56,000	$ 63,000	$ 63,000	$ 70,000	$ 70,000	$ 77,000	$ 77,000	$ 84,000
Director/Coordinator	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Research and Sponsored Programs (2009 CUPA)	$ 107,056	$ 120,438	$ 120,438	$ 133,821	$ 133,821	$ 147,203	$ 147,203	$ 160,585
~~Learning Resources~~	~~$ 50,538~~	~~$ 56,855~~	~~$ 56,855~~	~~$ 63,172~~	~~$ 63,172~~	~~$ 69,489~~	~~$ 69,489~~	~~$ 75,806~~
Graduate Studies	$ 90,944	$ 102,312	$ 102,312	$ 113,680	$ 113,680	$ 125,048	$ 125,048	$ 136,416
Centers of Excellence and Research Institutes			*Based on Faculty Salary and RRPM, Article IV Section A1.a.(6)					
Financial Aid	$ 51,932	$ 58,424	$ 58,424	$ 64,915	$ 64,915	$ 71,407	$ 71,407	$ 77,898
Residence Halls	$ 51,665	$ 58,123	$ 58,123	$ 64,581	$ 64,581	$ 71,039	$ 71,039	$ 77,497
Student Resource Center (one-stop center)								
Student Services / Student Life	$ 42,128	$ 47,394	$ 47,394	$ 52,660	$ 52,660	$ 57,926	$ 57,926	$ 63,192
Summer School and Off-Campus Programs	$ 53,107	$ 59,746	$ 59,746	$ 66,384	$ 66,384	$ 73,022	$ 73,022	$ 79,661
Micronesian Area Research Center (MARC)	$ 62,929	$ 70,795	$ 70,795	$ 78,661	$ 78,661	$ 86,527	$ 86,527	$ 94,393
Professional and International Programs	$ 66,996	$ 75,371	$ 75,371	$ 83,745	$ 83,745	$ 92,120	$ 92,120	$ 100,494
Associate Dir, PIP Telecommunications and Distance Education and Outreach	$ 45,613	$ 51,314	$ 51,314	$ 57,016	$ 57,016	$ 62,718	$ 62,718	$ 68,419
Associate Dir, PIP Professional Development and Lifelong Learning Center	$ 44,898	$ 50,510	$ 50,510	$ 56,122	$ 56,122	$ 61,734	$ 61,734	$ 67,346
Office of Administration and Finance								
Vice President, Administration and Finance				Salary Negotiated				
Chief Information Officer	$ 110,978	$ 124,851	$ 124,851	$ 138,723	$ 138,723	$ 152,595	$ 152,595	$ 166,468
Director, Computer Center/Technology Resources	$ 66,430	$ 74,734	$ 74,734	$ 83,038	$ 83,038	$ 91,342	$ 91,342	$ 99,646
Sr. IT Manager, Infrastructure Services and Information Security	$ 66,590	$ 74,913	$ 74,913	$ 83,237	$ 83,237	$ 91,561	$ 91,561	$ 99,884
Associate Budget and Administrative Process Officer	$ 52,762	$ 59,358	$ 59,358	$ 65,953	$ 65,953	$ 72,548	$ 72,548	$ 79,144
Chief Human Resources Officer	$ 67,050	$ 75,431	$ 75,431	$ 83,812	$ 83,812	$ 92,193	$ 92,193	$ 100,574
Director, EEO and Title IX/ADA Coordinator	$ 60,424	$ 67,977	$ 67,977	$ 75,530	$ 75,530	$ 83,083	$ 83,083	$ 90,636
Comptroller/Chief Financial Officer	$ 65,099	$ 73,237	$ 73,237	$ 81,374	$ 81,374	$ 89,511	$ 89,511	$ 97,649
Associate Comptroller / Bursar	$ 52,600	$ 59,175	$ 59,175	$ 65,750	$ 65,750	$ 72,325	$ 72,325	$ 78,900
Chief Plant and Facilities Officer	$ 65,802	$ 74,027	$ 74,027	$ 82,252	$ 82,252	$ 90,477	$ 90,477	$ 98,702
Director/Manager/Coordinator							$ -	
Campus Facilities	$ 45,024	$ 50,652	$ 50,652	$ 56,280	$ 56,280	$ 61,908	$ 61,908	$ 67,536
Campus Construction Projects	$ 43,660	$ 49,118	$ 49,118	$ 54,575	$ 54,575	$ 60,033	$ 60,033	$ 65,490
Bookstore and Auxiliary Services	$ 52,047	$ 58,553	$ 58,553	$ 65,059	$ 65,059	$ 71,565	$ 71,565	$ 78,071
Athletic Director	$ 54,058	$ 60,816	$ 60,816	$ 67,573	$ 67,573	$ 74,330	$ 74,330	$ 81,088
Internal Auditor	$ 58,835	$ 66,190	$ 66,190	$ 73,544	$ 73,544	$ 80,898	$ 80,898	$ 88,253

** Scale is managed by UOG Human Resources Office; last updated on April 20, 2017 by BOR Resolution No. 17-08*

BOR Regular Meeting of April 26, 2018 -For Reporting Purposes - Reports from Standing Committees

UNIVERSITY OF GUAM
UNIBETSEDAT GUÅHAN
BOARD OF REGENTS

RESOLUTION NO. 18-14

RELATIVE TO CHANGING THE TITLE OF DIRECTOR OF LEARNING RESOURCES AND REVISING THE LIST OF ADMINISTRATIVE POSITIONS AND THE ADMINISTRATIVE SALARY SCHEDULE TO INCLUDE THE DEAN OF UNIVERSITY LIBRARIES

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

WHEREAS, the governance and well-being of UOG is vested in its Board of Regents (BOR) which has oversight over the creation and designation of administrative academic titles, positions, and salaries; and

WHEREAS, pursuant to 17 GCA 16112, the BOR is authorized to adopt rules and regulations governing the compensation of academic personnel; and

WHEREAS, on May 22, 2003, the BOR approved Resolution No. 03-09, Relative to Establishing Administrative Positions at the University of Guam, and on June 19, 2003, approved Resolution No. 03-16, Relative to Establishing and Adopting the Policy for Administrative Salary and a Revised Salary Scale at the University of Guam; and

WHEREAS, the UOG administration has adopted the 2003 College and University Professional Association for Human Resources (CUPA-HR) administrative compensation surveys as its benchmark for best practice in establishing academic administrator positions and salaries; and

WHEREAS, the creation of the Dean of University Libraries positions to lead, plan, organize, manage its library and archival services including the RFT-Micronesian Area Research Center, is critical in delivering the University's mission, Good to Great and other strategic initiatives, infrastructure support and controls, and ensuring the protection of UOG library/library research resources; and

WHEREAS, based upon an assessment of the priority needs of UOG, the responsibilities of the position, and CUPA-HR salary benchmarks for comparable positions, the associated position description and recommended salary scale was developed; and

WHEREAS, the Academic, Personnel and Tenure Committee reviewed the administration's recommendations, and together with the President, recommend

to the BOR for approval the creation of the Dean of University Libraries position and the revised list of administrative positions and Administrator Salary Scale, as attached.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby approves the creation of the Dean of University Libraries position to replace the Director, Learning Resources position and revised Administrator Salary Scale.

Adopted this 26th day of April, 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

UNIVERSITY OF GUAM
POSITION DESCRIPTION
DEAN OF UNIVERSITY LIBRARIES
Proposed Salary Range: $82,438- $123,656

POSITION NARRATIVE:

The Dean of University Libraries is responsible for the overall administration, planning and development of the RFK Memorial Library and the RFT-Micronesian Area Research Center, and reports directly to the Senior Vice President for Academic and Student Affairs. The Dean provides leadership in coordinating campus-, island-, and region-wide access to information resources. The Dean is a member of the University's Administrative Council, and serves in other administrative service functions

DUTIES AND RESPONSIBILITIES:

Major duties and responsibilities shall include, but will not be limited to, the following:

- Provide leadership in coordinating campus-, island-, and region-wide access to information resources.
- Promote the mission and strategic plan of the University.
- Develop plans and policies collaboratively with library staff personnel, Senior Vice President, and/or campus constituents.
- Coordinates with library personnel and campus constituents on the assessment of student learning of core competencies, including information literacy and co-curricular learning.
- Develop policies, plans, and programs collaboratively with MARC personnel, Senior Vice President, and/or regional stakeholders that help to preserve regionally-significant historical records and promote a scholarly exchange of ideas about the Micronesian region.
- Develops policies and plans collaboratively with MARC Cultural Repository personnel, campus constituents and regional stakeholders for the operation and management of the Guam Cultural Repository.
- Monitors the Guam Cultural Repository's compliance with local and federal regulations related to the proper care and protection of cultural resources and historic collections.
- Participate as a member of the University's Administrative Council, Academic Operations Committee, Research Council, and other administrative service functions.
- Enforce library policies, budget management and community relations.
- Collect and analyze statistical data to evaluate the efficiency and effectiveness of the University's Library and RFT-Micronesian Area Research Center.
- Prepare, administer and justify budgets, including requests for additional funding that reflects changes to the University's Library, RFT-Micronesian Area Research Center, and University's academic programs.
- Review and approve expenditures and regularly track controls expenditures against the approved budget.
- Maintain a continuous and successful record of scholarly activity, teaching and grantsmanship.

- Pursue applicable avenues of research and develop strategies for RFT-MARC public relation activities in local, regional and international arenas.
- Perform other duties as assigned by the Senior Vice President, Academic and Student Affairs.

MINIMUM QUALIFICATIONS:

- Earned doctorate in a social science discipline, e.g., library science, anthropology, geography, history, linguistics, political science, etc., from a U.S. accredited institution or foreign equivalent AND an ALA-accredited Master of Library Science or equivalent degree from an accredited institution.
- Three (3) years of relevant administrative and supervisory experience in academic library of comparable size utilizing current technological and telecommunications applications, including formulation and enforcement of library policies, budget management, and communication relations.
- Experience in academic and research administration.
- Understanding of current and broad trends and issues in higher education.
- Strong organizational, interpersonal, written and oral communication skills.
- Knowledge of regional accreditation.
- Knowledge of continuous improvement processes.
- Good report writing skills.
- Knowledge of the institution.
- Good interpersonal, teambuilding, and leadership skills.
- Good quantitative and analytic thinking skills.

PREFERRED QUALIFICATIONS:

- Five (5) years substantial and progressively responsible administrative and supervisory experience in academic library or an earned doctorate degree from a U.S. accredited institution or foreign equivalent.
- Record of research and publications.
- Successful experience with securing and administering external funding through grants and/or private contributions.
- Proven ability to articulate and implement an imaginative, flexible vision that incorporates and understanding of the changing scholarly use of information resources and services.
- Experience in an academic library environment with innovative technologies and Internet telecommunication capabilities.
- Experience working with multicultural populations.
- Experience in the Western Pacific region of Micronesia.

4-26-18

Anita Borja Enriquez Date
Senior Vice President
Academic and Student Affairs

APR 26 2018

Robert A. Underwood Date
President

Administrator's Salary Scale
Approved by Board of Regents Resolution No. 18-XX
Amended on 04/26/2018

POSITION TITLE	Quartile 1 80%-90% Range		Quartile 2 90%-100% Range		Quartile 3 100%-110% Range		Quartile 4 110%-120% Range	
Office of the President								
President				Salary Negotiated				
Legal Counsel	$ 96,914	$ 109,029	$ 109,029	$ 121,143	$ 121,143	$ 133,257	$ 133,257	$ 145,372
Director, Integrated Marketing Communications	$ 61,599	$ 69,299	$ 69,299	$ 76,999	$ 76,999	$ 84,699	$ 84,699	$ 92,399
Executive Assistant to the President	$ 68,050	$ 76,556	$ 76,556	$ 85,062	$ 85,062	$ 93,568	$ 93,568	$ 102,074
Director, Planning and Assessment (Director, Chief Planning Officer)	$ 84,402	$ 94,952	$ 94,952	$ 105,502	$ 105,502	$ 116,052	$ 116,052	$ 126,602
International Program Development (Coordinator, Director)	$ 53,454	$ 60,135	$ 60,135	$ 66,817	$ 66,817	$ 73,499	$ 73,499	$ 80,180
Web Master	$ 32,973	$ 37,094	$ 37,094	$ 41,216	$ 41,216	$ 45,338	$ 45,338	$ 49,459
Director, Development and Alumni Affairs	$ 58,682	$ 66,018	$ 66,018	$ 73,353	$ 73,353	$ 80,688	$ 80,688	$ 88,024
Office of Academic and Student Affairs								
Senior Vice President, Academic and Student Affairs				Salary Negotiated				
Assistant Vice President of Academic Excellence / Director of Graduate Studies	$ 88,278	$ 99,313	$ 99,313	$ 110,348	$ 110,348	$ 121,383	$ 121,383	$ 132,418
Assistant Vice President of Institutional Effectiveness	$ 80,212	$ 90,239	$ 90,239	$ 100,265	$ 100,265	$ 110,292	$ 110,292	$ 120,318
Dean, School of Engineering	$ 125,514	$ 141,203	$ 141,203	$ 156,892	$ 156,892	$ 172,581	$ 172,581	$ 188,270
Dean, College of Liberal Studies and Social Sciences	$ 84,278	$ 94,812	$ 94,812	$ 105,347	$ 105,347	$ 115,882	$ 115,882	$ 126,416
Dean, University Libraries	$ 82,438	$ 92,742	$ 92,742	$ 103,047	$ 103,047	$ 113,352	$ 113,352	$ 123,656
Dean, College of Natural and Applied Sciences	$ 99,150	$ 111,543	$ 111,543	$ 123,937	$ 123,937	$ 136,331	$ 136,331	$ 148,724
Dean, School of Education	$ 91,509	$ 102,947	$ 102,947	$ 114,386	$ 114,386	$ 125,825	$ 125,825	$ 137,263
Dean, School of Business and Public Administration	$ 97,046	$ 109,176	$ 109,176	$ 121,307	$ 121,307	$ 133,438	$ 133,438	$ 145,568
Dean, School of Nursing and Health Sciences	$ 88,482	$ 99,543	$ 99,543	$ 110,603	$ 110,603	$ 121,663	$ 121,663	$ 132,724
Associate Director, Western Pacific Tropical Research Center	$ 87,252	$ 98,159	$ 98,159	$ 109,065	$ 109,065	$ 119,972	$ 119,972	$ 130,878
Associate Director, Cooperative Extension Service	$ 79,320	$ 89,235	$ 89,235	$ 99,150	$ 99,150	$ 109,065	$ 109,065	$ 118,980
Dean, Enrollment Management and Student Success	$ 82,438	$ 92,742	$ 92,742	$ 103,047	$ 103,047	$ 113,352	$ 113,352	$ 123,656
Associate Dean, EMSS and Registrar	$ 70,014	$ 78,766	$ 78,766	$ 87,518	$ 87,518	$ 96,270	$ 96,270	$ 105,022
Associate/Assistant Deans	$ 75,666	$ 85,125	$ 85,125	$ 94,583	$ 94,583	$ 104,041	$ 104,041	$ 113,500
Grants Officer	$ 56,000	$ 63,000	$ 63,000	$ 70,000	$ 70,000	$ 77,000	$ 77,000	$ 84,000
Director/Coordinator:	$ -	$ -	$ -		$ -	$ -	$ -	$ -
Research and Sponsored Programs (2009 CUPA)	$ 107,056	$ 120,438	$ 120,438	$ 133,821	$ 133,821	$ 147,203	$ 147,203	$ 160,585
~~Learning Resources~~	~~$ 50,538~~	~~$ 56,855~~	~~$ 56,855~~	~~$ 63,172~~	~~$ 63,172~~	~~$ 69,489~~	~~$ 69,489~~	~~$ 75,806~~
Graduate Studies	$ 90,944	$ 102,312	$ 102,312	$ 113,680	$ 113,680	$ 125,048	$ 125,048	$ 136,416
Centers of Excellence and Research Institutes			*Based on Faculty Salary and RRPM, Article IV Section A1.a.(6)					
Financial Aid	$ 51,932	$ 58,424	$ 58,424	$ 64,915	$ 64,915	$ 71,407	$ 71,407	$ 77,898
Residence Halls	$ 51,665	$ 58,123	$ 58,123	$ 64,581	$ 64,581	$ 71,039	$ 71,039	$ 77,497
Student Resource Center (one-stop center)								
Student Services / Student Life	$ 42,128	$ 47,394	$ 47,394	$ 52,660	$ 52,660	$ 57,926	$ 57,926	$ 63,192
Summer School and Off-Campus Programs	$ 53,107	$ 59,746	$ 59,746	$ 66,384	$ 66,384	$ 73,022	$ 73,022	$ 79,661
Micronesian Area Research Center (MARC)	$ 62,929	$ 70,795	$ 70,795	$ 78,661	$ 78,661	$ 86,527	$ 86,527	$ 94,393
Professional and International Programs	$ 66,996	$ 75,371	$ 75,371	$ 83,745	$ 83,745	$ 92,120	$ 92,120	$ 100,494
Associate Dir, PIP Telecommunications and Distance Education and Outreach	$ 45,613	$ 51,314	$ 51,314	$ 57,016	$ 57,016	$ 62,718	$ 62,718	$ 68,419
Associate Dir, PIP Professional Development and Lifelong Learning Center	$ 44,898	$ 50,510	$ 50,510	$ 56,122	$ 56,122	$ 61,734	$ 61,734	$ 67,346
Office of Administration and Finance								
Vice President, Administration and Finance				Salary Negotiated				
Chief Information Officer	$ 110,978	$ 124,851	$ 124,851	$ 138,723	$ 138,723	$ 152,595	$ 152,595	$ 166,468
Director, Computer Center/Technology Resources	$ 66,430	$ 74,734	$ 74,734	$ 83,038	$ 83,038	$ 91,342	$ 91,342	$ 99,646
Sr. IT Manager, Infrastructure Services and Information Security	$ 66,390	$ 74,913	$ 74,913	$ 83,237	$ 83,237	$ 91,561	$ 91,561	$ 99,884
Associate Budget and Administrative Process Officer	$ 52,762	$ 59,358	$ 59,358	$ 65,953	$ 65,953	$ 72,548	$ 72,548	$ 79,144
Chief Human Resources Officer	$ 67,050	$ 75,431	$ 75,431	$ 83,812	$ 83,812	$ 92,193	$ 92,193	$ 100,574
Director, EEO and Title IX/ADA Coordinator	$ 60,424	$ 67,977	$ 67,977	$ 75,530	$ 75,530	$ 83,083	$ 83,083	$ 90,636
Comptroller/Chief Financial Officer	$ 65,099	$ 73,237	$ 73,237	$ 81,374	$ 81,374	$ 89,511	$ 89,511	$ 97,649
Associate Comptroller / Bursar	$ 52,600	$ 59,175	$ 59,175	$ 65,750	$ 65,750	$ 72,325	$ 72,325	$ 78,900
Chief Plant and Facilities Officer	$ 65,802	$ 74,027	$ 74,027	$ 82,252	$ 82,252	$ 90,477	$ 90,477	$ 98,702
Director/Manager/Coordinator:							$ -	
Campus Facilities	$ 45,024	$ 50,652	$ 50,652	$ 56,280	$ 56,280	$ 61,908	$ 61,908	$ 67,536
Campus Construction Projects	$ 43,660	$ 49,118	$ 49,118	$ 54,575	$ 54,575	$ 60,033	$ 60,033	$ 65,490
Bookstore and Auxiliary Services	$ 52,047	$ 58,553	$ 58,553	$ 65,059	$ 65,059	$ 71,565	$ 71,565	$ 78,071
Athletic Director	$ 54,058	$ 60,816	$ 60,816	$ 67,573	$ 67,573	$ 74,330	$ 74,330	$ 81,088
Internal Auditor	$ 58,835	$ 66,190	$ 66,190	$ 73,544	$ 73,544	$ 80,898	$ 80,898	$ 88,253

** Scale is managed by UOG Human Resources Office; last updated on April 20, 2017 by BOR Resolution No. 17-08*

SASARHD Chairperson Regent Mari Flor Herrero will give her report.

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 18-15

RELATIVE TO APPROVING THE FANOMNAKAN 2018 COMMENCEMENT GRADUATE LISTING

WHEREAS, the Registrar is responsible to certify completion of courses for degree requirement; and

WHEREAS, according to policy, degree requirements mean all courses and credits needed to graduate, including general education requirements, college requirements, university-wide requirements, and major course requirements; and

WHEREAS, according to policy, students must apply early in the semester prior to the semester in which the student plans to complete their degree requirements; and

WHEREAS, if a student fails to file this request for graduation, the actual awarding of the diploma may be delayed; and

WHEREAS, if the student fails to complete degree requirements after having filed the necessary application, the student must then submit a new application and pay the graduate reapplication fee.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approve that all students who have submitted an application for completion, whose names are on the attached list or subsequent revised list, and have been certified to have met all degree requirements shall have conferred upon them a diploma signed by the Dean/Director, the Senior Vice President for Academic and Student Affairs, the President and the Chairperson of the Board of Regents at Commencement on May 20, 2018.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Candidates for Degree in Course

COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES

Dr. James D. Sellmann, Dean

Bachelor of Arts (B.A.)

Madelaine Michelle Fernandez
Anthropology
Dededo

Danton Marcel Calvo Cruz
Anthropology
Yona

Alan Seid, Jr.
Communication: Public Relations Track
Mangilao

David Michael Malon Jr.
Communication: Communication Studies and Public Relations Tracks
Mangilao

Maricia Lee Mariano
Communication: Mass Media and Journalism Track
Mangilao

Calvin DaeHyun Cho
Communication: Mass Media Studies and Journalism Tracks
Tamuning

Andrew Benjamin Mazzei
Communication: Mass Media Studies Track
Agana Heights

Corey L. Santos
Communication: Mass Media Studies Track
Agana Heights

Zhedryk D. Zacarias
Communication: Public Relations and Communication Studies Tracks
Sinajana

Alex R. Aguon
Communication: Public Relations and Mass Media Studies Tracks
Talofofo

Robert Jo Miyasaki
Communication: Public Relations Track
Yigo

Michaela Marie Torres Pangilinan
Communication: Public Relations Track
Piti

Annalyn Sablan Tenorio
English: English for Education and Linguistics/ESL Emphasis
Mangilao

Cassandra Genesis Santos
English: English for Education Emphasis
Yigo

Samantha Patayon Acosta
English: Linguistics/ESL Emphasis
Mangilao

Nikki Marie Pama Java
English: Linguistics/ESL Emphasis
Dededo

Jericha Courtney Daga Javier
English: Linguistics/ESL Emphasis
Yigo

Sharlene Yabut Mercado
English: Linguistics/ESL Emphasis
Dededo

Brittney Kay Natividad
English: Linguistics/ESL Emphasis
Mangilao

Belly Glenn Simeon Sumaria
English: Linguistics/ESL Emphasis
Dededo

Brian Christopher Guzman Villanueva
English: Linguistics/ESL Emphasis
Yona

Via Justine F. De Fant
English: Literature Emphasis
Toto

Candidates for Degree in Course

Reba Buw Ourun
English: Literature Emphasis
Tamuning

Aubrey James Yatar
English: Literature Emphasis
Santa Rita

Da Eun January Choe
Fine Arts: Art Track
Dededo

Joannie Dabugsiy
Fine Arts: Art Track
Mangilao

Danielle Desiree Garces Espinosa
Fine Arts: Art Track
Yona

Min Kyung Kim
Fine Arts: Art Track
Tamuning

Christyana Teresa Borja Pangelinan
Fine Arts: Art Track and Secondary Education
Talofofo

Michelle Zacarias Carpio
Fine Arts: Art Track with a double major in Marketing Concentration
Yigo

Benjamin David Hardy
Fine Arts: Music Track
Yigo

Hannah Elmore
Fine Arts: Theater Track
Mangilao

Ean Taijeron
Fine Arts: Theater Track
Chalan Pago

Raymart Keh Pontemayor
History
Dededo

Maria Faith Snively
History
Dededo

JanaDarlyn Aflleje Mendiola
Pacific-Asian Studies: Chamorro Studies Track
Dededo

Fred Naputi San Nicolas, Jr.
Pacific-Asian Studies: Chamorro Studies Track
Yigo/Inarajan

Joseph Jude Uncangco Garrido
Pacific-Asian Studies: Chamorro Studies Track with a double major in Social Work
Dededo

Joycelynn Violy Y. Atalig
Political Science
Talofofo

Anthony Jonah Taitingfong Aguon
Psychology
Tamuning

Johnson Brian Ancheta
Psychology
Mongmong

Calvin Macneil Ilisari Deleon Guerrero
Psychology
Mangilao

Amber Jewel Robles Henricksen
Psychology
Yigo

Marie France Abat Jao
Psychology
Yigo

Jermaine Cruz Lizama
Psychology
Yona

Krystle Joan Quemado Malong
Psychology
Dededo

Christina Ye Sil Oh
Psychology
Anigua

Casiana Lenae Ceraos Reyes
Psychology
Agana Heights

Joseph Delfin Certeza
Sociology: Social Problems and Development Studies Concentrations
Yona

Taylor Matthew Concepcion
Sociology: Social Problems Studies Concentration
Agana Heights

Candidates for Degree in Course

Journey Breanna Carino
Palaganas
Sociology: Gender and
Family, and Social Problems
Studies Concentrations
Tamuning

COLLEGE OF NATURAL AND APPLIED SCIENCES
Dr. Lee S. Yudin, Dean

Bachelor of Science (B.S.)

Reina Angelica Baldeo
Biology
Dededo

Jerilyn Jean Macalalag Calaor
Biology
Dededo

Niel Carlo M. Concepcion
Biology
Mangilao

Carla Bianca Puno Dizon
Biology
Yigo

Joshua Edward Isobe
Fernandez
Biology
Yigo

Jennifer Ha
Biology
Tamuning

Marcel Kate Guarin Jardeleza
Biology
Santa Rita

Khanh Truong Ly
Biology
Mangilao

Ajette Joyce F. Manabat
Biology
Mangilao

Bertina Marie Mendiola
Biology
Dededo

Amn Michael Garcia Nacpil
Biology
Dededo

Joanna Ignacio Panaguiton
Biology
Dededo

Marc Vandyke C. Sabangan
Biology
Inarajan

Alana Jeanne T. Santana
Torres
Biology
Mangilao

Ami Leanne Shull
Biology
Chalan Pago

Jamaal Boisek Tewid
Biology
Mangilao

Liezel April Vidad Tiples
Biology
Mangilao

Niel Ingalla Tirador
Biology
Agat

Lynette F. Yutuc
Biology
Dededo

Justin Ulloa Heath
Chemistry
Toto

Lourdes C. C. Mafnas
Chemistry
Dededo

Claire Marie Orca Perez
Chemistry
Sinajana

Mark Anthony Baluyot Santo
Domingo
Chemistry
Dededo

Ashley Janette Perez Mitchell
Chemistry
Santa Rita

Candidates for Degree in Course

Althea Jem Darbin Tapales
Chemistry-Biology Dual Degree Track
Mangilao

Arvin Jason Ong Carlos
Computer Information Systems
Yigo

Jose-Peter Manibusan Charfauros
Computer Information Systems
Yigo

Erin Bryce SN Duenas
Computer Information Systems
Mongmong

Joey S. Amalei
Computer Science
Dededo

Jason Bacani
Computer Science
Mangilao

Medwin Salomes De Castro
Computer Science
Dededo

John Tristan Palanca
Computer Science
Dededo

Marco Lorenzo Rubio
Computer Science
Dededo

Jacob B. Aquiningoc II
Mathematics
Agat

Kristin Rose Manaig Artero
Mathematics
Yigo

Dany Bou Downing
Mathematics
Yigo

Louis Jane Bautista Dulana
Mathematics
Yigo

Ji Woon Kim
Mathematics
Barrigada

Jayson Oribello Morales
Mathematics
Tamuning

John Lawrence D. Palacios
Mathematics
Santa Rita

Ronald Torres Marfega
Mathematics and Computer Science
Dededo

Raymond Gerard Camacho Chargualaf
Tropical Agriculture: Research Emphasis
Mongmong

SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION
Dr. Annette Taijeron Santos, Dean

Bachelor of Business Administration in Accounting (B.B.A.A.)

Regine Dimla Alcoran
Dededo

Harold S. Aranda
Yigo

Jhezaryn Joy Manuel Azicate
Dededo

Candidates for Degree in Course

Bartola Lynne Borja
Sinajana

Judy Boy T. De Leon Jr.
Dededo

Al John Lopez Manlucu
Dededo

Chelsie Miranda
Tamuning

Clayton Joachim Iseke Okada
Santa Rita

Juna Otani
Mangilao

Rosa Angela D. Pugay
Yigo

Engelica Espulgar Ventura
Dededo

RizaJoy G. Vinluan
Harmon/Tamuning

Bachelor of Business Administration (B.B.A.)

Austin R. Terlaje
Behavioral Strategy and Innovation Concentration
Yona

Alexander Ken Matsushima Aflague
Economics and Human Resource Management Concentrations
Barrigada

Emilee Marie Beachy
Entrepreneurship Concentration
Inarajan

Cameron Elliott Eusebio
Entrepreneurship Concentration
Yona

Nathaniel John L. Moses
Entrepreneurship Concentration
Mangilao

Dan Leonard B. Natividad II
Entrepreneurship Concentration
Mangilao

Tevyn L.G. Afaisen
Finance and Economics Concentration
Mongmong

Kaysie Marie M. Aguilar
Finance and Economics Concentration
Dededo

Christian Joseph Delgado
Finance and Economics Concentration
Chalan Pago

Shirlynnda Lebehn
Finance and Economics Concentration
Mangilao

Troy Joseph Stoicovy Manibusan
Finance and Economics Concentration
Tamuning

Camelle Misa
Finance and Economics Concentration
Mangilao

Precious April Guillergan Nagallo
Finance and Economics Concentration
Dededo

Shane Jay Quintanilla Perez
Finance and Economics Concentration
Sinajana

Daniel Carleton G.M. Raglmar
Finance and Economics Concentration
Yap

Kimberly Angay Redolozo
Finance and Economics Concentration
Yigo

Luisa Victoria Tenorio
Finance and Economics Concentration with a Double Major in Political Science
Agana Heights

Jonathan M.C. Pablo
Financial Planning Concentration
Maina

Candidates for Degree in Course

John Anthony I. Raz
Human Resource Management and Finance and Economics Concentrations
Yigo

Medolyn Hedson
Human Resource Management and International Tourism and Hospitality Management Concentrations
Barrigada

Colleen Elaine P. Bamba
Human Resource Management Concentration
Dededo

Justin Mafnas Cabrera
Human Resource Management Concentration
Barrigada

Kevin Jay Cabrera
Human Resource Management Concentration
Dededo

Celine Nicole A. Comia
Human Resource Management Concentration
Yigo

AnneMarie Joy Cruz
Human Resource Management Concentration
Agat

Aira Elizabeth S. David
Human Resource Management Concentration
Dededo

Michael Angelo Arapoc Gaitan
Human Resource Management Concentration
Mangilao

Amber Victoria Garcia
Human Resource Management Concentration
Tamuning

Apiken Inez Irons
Human Resource Management Concentration
Mangilao

Daryl Dan C. Manlangit
Human Resource Management Concentration
Yigo

Sharena Akoma Torres Ooka
Human Resource Management Concentration
Yona

Monique B. Pajaro
Human Resource Management Concentration
Mangilao

Shaeina Francine Torres
Human Resource Management Concentration
Yigo

Victor Edward K. Urbano
Human Resource Management Concentration
Tamuning

Sherrilyn Garrido Bautista
International Business Concentration
Dededo

Jaylene Elizabeth San Nicolas
International Business Concentration
Dededo

Ayuri Sugahara
International Business Concentration
Tumon

Risenta Cholymay
International Tourism and Hospitality Management Concentration
Mangilao

Young Ah Eum
International Tourism and Hospitality Management Concentration
Mangilao

Daisy Rose A. Manalac
International Tourism and Hospitality Management Concentration
Dededo

Elizabeth Marie Barcena Molina
International Tourism and Hospitality Management Concentration
Dededo

Yukina Naranjo
International Tourism and Hospitality Management Concentration
Dededo

Michael Gofigan Topasna
International Tourism and Hospitality Management Concentration
Dededo

Candidates for Degree in Course

Franqolene Jean Arnaiz
Marketing Concentration
Dededo

Derrick A. Calvo
Marketing Concentration
Sinajana

Austin L. Crisostomo
Marketing Concentration
Talofofo

Edward Muña Dela Cruz II
Marketing Concentration
Dededo

Nicolas N. Diaz
Marketing Concentration
Mangilao

Jeremy Kenneth Johnson
Marketing Concentration
Tumon

Loren Rayanne Taitano Magante
Marketing Concentration
Ordot

Ashley Nicole Nadler
Marketing Concentration
Asan

Jonathan Onedera
Marketing Concentration
Barrigada

Daniel Jay Sunga Ramos
Marketing Concentration
Chalan Pago

Christian Jonah Montero Sumalpong
Marketing Concentration
Harmon

Karen Ishizuka Urbano
Marketing Concentration
Dededo

Francis Cris Valencia
Marketing Concentration
Yona

Bachelor of Science (B.S.)

Iohaan Anjolok
Criminal Justice
Mangilao

Marcos Becerra
Criminal Justice
Tumon

Julian Mendiola Borja
Criminal Justice
Yigo

Jonah Franco Pangelinan Carbullido
Criminal Justice
Chalan Pago

John Gilbert F. Domingo
Criminal Justice
Dededo

Shane Edward Sablan Garcia
Criminal Justice
Barrigada

Eme Dianne N. Gettys
Criminal Justice
Dededo

Alexander Gonzalez
Criminal Justice
Dededo

Charles Dustin Valencia Leong
Criminal Justice
Dededo

Kevin Kazuyuki Matsumoto
Criminal Justice
Tumon

Peter Jerome Haggard Mesa
Criminal Justice
Dededo

JohnRoy Bernardo Perez
Criminal Justice
Chalan Pago

Willie Edward Cesar Prather
Criminal Justice
Yigo

Ringo John Cruz Reyes
Criminal Justice
Mangilao

Derek Sampayan Sagun
Criminal Justice
Yigo

Candidates for Degree in Course

Joshua L. Samonte
Criminal Justice
Yigo

Philip S.N. Taijeron III
Criminal Justice
Barrigada

Randy Jesse San Nicolas Taisacan
Criminal Justice
Tamuning

Artson Soloman Talley
Criminal Justice
Kosrae

Egan Olbiil Tewid
Criminal Justice
Palau

Richard Burns Valerio Jr.
Criminal Justice
Harmon

Athena Eva Su McNinch
Criminal Justice and Public Administration
Mangilao

Litasha Nichol Mortera Babas
Public Administration
Mangilao

Forrest Ceasar Anderson Chargualaf
Public Administration
Yona

Marvin Costa
Public Administration
Yigo

Mica Maureen Cepeda Perez
Public Administration
Ordot

Shannon Nicole Fernandez Reyes
Public Administration
Mongmong

SCHOOL OF EDUCATION
Dr. Michelle Santos, Interim Dean

Bachelor of Arts in Education (B.A.E.)

Jerydine Renae Guerrero
Early Childhood Education
Dededo

Anjoelais-Rose M. Mendiola
Early Childhood Education
Piti

Catherine Anne Sablan Terlaje
Early Childhood Education
Agat

April Grace Lujan Torres
Early Childhood Education
Mangilao

Ivym Marih L. Aldana
Elementary Education
Yigo

Deneesha Camarin Santos Blas
Elementary Education
Yigo

Vanessa Atienza Chua
Elementary Education
Dededo

Nikkole Delgado Cruz
Elementary Education
Agana Heights

DeBrum T. Melander
Elementary Education
Pohnpei

Meravelle San Pedro Duran
Elementary Education
Dededo

Charlene Ann Tina Dy
Elementary Education
Dededo

Ressa Alicaya Guevara
Elementary Education
Yigo

Candidates for Degree in Course

Graham Henry
Elementary Education
Pohnpei

Genessa Marie U. Manley
Elementary Education
Sinajana

Leanne Dollaga Parinas
Elementary Education
Yigo

Maria Theresa Ann L. Patricio
Elementary Education
Tamuning

Alicia Mai Perrin
Elementary Education
Tumon

Sophia Robert
Elementary Education
Pohnpei

Tatiana Patricio
Elementary Education
Pohnpei

Christian Singleton Yarowe
Elementary Education
Yap

Maile Ramirez Dolores
Secondary Education:
General Science
Barrigada

Anthony C. L. Gumataotao
Secondary Education:
General Science
Agana Heights

Kyle Daniel Camacho Quinata
Secondary Education:
General Science
Agana Heights

Charina Anne Banico Valencia
Secondary Education:
General Science
Yigo

Anjanette F. Dalida
Secondary Education: Social Studies
Yigo

Bachelor of Science (B.S.)

Nathan Y. Mercado
Physical Education/School Health (PK-12)
Dededo

Anthony Joseph Taianao
Physical Education/School Health (PK-12)
Agat

SCHOOL OF NURSING AND HEALTH SCIENCES
Dr. Margaret Hattori-Uchima, Dean

Bachelor of Science (B.S.)

Ardell A. Abrazado
Health Science: Exercise Science and Health Promotion Concentration
Dededo

Shane Alan Concepcion
Health Science: Exercise Science and Health Promotion Concentration
Tamuning

Edmund Espiritu Valencia
Health Science: Exercise Science and Health Promotion Concentration
Dededo

Candidates for Degree in Course

Noelle Amara Wilhite Bautista
Health Science: Pre-Physical Therapy Concentration
Mangilao

Lyvette Maei F. Lacsina
Health Science: Pre-Physical Therapy Concentration
Mangilao

Zarina T. Caliboso
Health Science: Public Health Concentration
Yigo

Claralyn Thomas Lekka
Health Science: Public Health Concentration
Pohnpei

Jonathan S. Olivares
Health Science: Public Health Concentration
Santa Rita

Virlene Joyce Echon Peralta
Health Science: Public Health Concentration
Dededo

Jaimee Villareal Wood
Health Science: Public Health Concentration
Yigo

Bachelor of Science in Nursing (B.S.N.)

Emiretha M. Aguilar
Dededo

Diana B. Alicto
Barrigada

Meghan Joy Custodio Amparo
Dededo

Alyssa Rochelle G. Barlongo
Dededo

John Christopher L. Bascon
Dededo

Jarren De Luna Bautista
Mangilao

John Patrick Cayanan Chua
Yigo

John Rafael P. Cortez
Yigo

Crystalline Marie Gloria Cristobal
Mangilao

Kamille Mendoza De Leon
Mongmong-Toto-Maite

Regine Retugal Dela Montanye
Dededo

Teresa Harris Flores
Mongmong

Herdel Kent B. Hermosura
Dededo

Mariana A. Sizemore
Asan

Mikilani Lynn Reyes Lujan
Ordot

Franco Faustino Madlangbayan
Dededo

Kristina Uncangco Mesa
Yigo

Jessamine Christel Cabuhat Mesa
Tamuning

Emmanuel Pascua
Dededo

Arielle Ardiente Primero
Dededo

Kasandra R. Quintal
Dededo

Luisa Joanne Camacho Rabon
Dededo

Ericson Nobero Sabanes
Agana Heights

Charlene Marie Samonte
Tamuning

Rowee Lord E. Samson
Dededo

Candidates for Degree in Course

Arlene Franchesca Doyle San Nicolas
Merizo

Brandon Jay Ugalino Savella
Dededo

Alyssa Marie Garin Soliva
Maite

Maegan Marie Mendoza Tudela
Dededo

Noël Victoria Tweed
Mangilao

Regine Zuleika Delos Reyes Vida
Dededo

Bachelor of Social Work (B.S.W.)

Michael Angelo Eligio Acosta
Dededo

Elizabeth Marie Delgado Aflague
Mongmong

Amber Rose Baynum
Talofofo

Emilani Marie Blas
Tamuning

Angelica M. Clark
Toto

Adrian E. Davis
Dededo

Julio J. Gomez
Mangilao

Kriana Roshawn Blas Le Velle
Mangilao

Bernalyn Mangune
Dededo

Tasi Anghet Martinez
Mongmong

Nathaniel Nanoto
Pohnpei

Mariecar Valera Patino
Dededo

Serene Mangloña Pecha
Yona

Leona Kotton Peter
Chalan Pago

Michael D. Petitte
Talofofo

Chelsea Resurreccion
Dededo

Alyssa Janene Roberto
Talofofo

Tanya Marie Naputi Simer
Chalan Pago

Onania O. Snively
Dededo

Anita P. Baranda Ulloa
Yigo

Cody San Nicolas Lizama
Social Work with a double major in Pacific-Asian Studies: Chamorro Studies Track
Yona

Candidates for Degree in Course

GRADUATE STUDIES

Dr. Troy McVey, Interim Assistant Vice President, Academic Excellence and Director of Graduate Studies

GRADUATE PROGRAMS IN THE COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES

Master of Arts in English (M.A.)

Christopher M. Cabrera
Dededo
BA University of Guam

Tamar B. Celis
Tamuning
BS University of Guam

Leiana San Agustin Naholowa'a
Dededo
BA California State University, San Marcos

Elizabeth Midil Rutun
Mangilao
BA Chaminade University of Honolulu

Master of Science in Clinical Psychology (M.S.)

Joleen Aguon Baza
Mangilao
BA University of Guam

Danielle Martin Concepcion
Yigo
BA University of Guam

Monique Sayaka Nakamura
Tamuning
BA University of Guam

Helen S. Onedera
Mongmong
BA University of Texas at San Antoinio

Brooke Ashley Flores Pangelinan
Mangilao
BA Seattle University

GRADUATE PROGRAMS IN THE COLLEGE OF NATURAL AND APPLIED SCIENCES

Master of Science in Biology (M.S.)

Nicole Marie Burns
Mangilao
BA Denison University

Jude Anthony Flores Martinez
Mangilao
BA Seattle University

Candidates for Degree in Course
Master of Science in Environmental Science (M.S.)

Christina Pham Nguyen
Dededo
BA University of Guam

Catherine Pham Nguyen
Dededo
BA University of Guam

Erin Spharler
Washington
BS University of Arkansas at Little Rock

GRADUATE PROGRAMS IN THE SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION

Master of Public Administration (M.P.A.)

Rebecca Guan Casimbon
Dededo
BBA University of Guam

Terry Lim Cuabo
Dededo
BS University of Phoenix

Kimberly B. Dela Cruz
Tamuning
BS University of Guam

Chance Skibang Douglas
Sinajana
BS University of Guam

Margret Nauta Duenas
Dededo
BS University of Guam

Genelyn Co Estur
Mangilao
BS University of Guam

Cynthia Taianao Guerrero
Dededo
BS University of Guam

Leonel Fuentes Llegado
Dededo
BS University of Guam

Maria Grace Basada Manalili
Dededo
BS University of Guam

Emilio M. Medina Jr.
Dededo
BA University of Guam

Sheena Joy B. Mitchell
Dededo
BBAA University of Guam

Josef Hart Rold
Mangilao
BS University of Guam

Amanda L. Shelton
Asan
BA University of Guam

Candidates for Degree in Course

GRADUATE PROGRAMS IN THE SCHOOL OF EDUCATION

Master of Arts in Counseling (M.A.)

Tiffany Ann Braray
Tamuning
BA University of Guam

Rosemarie Gabriel Hermoso
Dededo
BSW University of Guam

Kayla Marie Sablan
Chalan Pago
BA University of Guam

Jericho Michael Sangalang Tobias
Tamuning
BA University of Guam

Master of Arts in Teaching (M.A.T.)

Claire N. Carrera
Secondary Teaching: Researcher
Dededo
BSN Lyceum-Northwestern University

Julius Cesar Sotomayor Cena
Secondary Teaching: Researcher
Dededo
BA University of Guam

Elaine David Cortez
Secondary Teaching: Researcher
Tamuning
BA University of Guam

Jocelyn R. Delica
Secondary Teaching: Researcher
Harmon
BA University of Guam

Raymond David Gibson
Secondary Teaching: Researcher
Barrigada
BA University of Guam

Joleen Marie Toves Manibusan
Secondary Teaching: Researcher
Mangilao
BA University of Guam

Andrealline Fajardo Mayoyo
Secondary Teaching: Researcher
Yigo
BA University of Guam

Mya Gumabon Perez
Secondary Teaching: Researcher
Mongmong/Toto/Maite
BS University of Guam

Roselle Luriel Awa Romanes
Secondary Teaching: Researcher
Yigo
BA University of Guam

Jennifer lee Steffon
Secondary Teaching: Researcher
Barrigada
BBA University of Guam

Riza Jean Veloria Tugade
Secondary Teaching: Researcher
Dededo
BS University of Guam

Candidates for Degree in Course

Master of Education (M.Ed.)
With Specializations

Shawna Nichole Tainatongo Bamba
Administration and Supervision
Yona
BA University of Guam

Rico Sean Chaco
Administration and Supervision
Agat
BBA University of Guam

Joshua Camacho Damian
Administration and Supervision
Chalan Pago
BAE University of Guam

Rowena S. B. Guerrero
Administration and Supervision
Dededo
BBA University of Guam

Darwin Keichiro Joker
Administration and Supervision
Mangilao
BA Pacific Islands University

Maylene Manaois Milan
Administration and Supervision
Tamuning
BA University of Guam

Camalin R. M. Perez
Administration and Supervision
Yigo
BAE University of Guam

Kate Cristalyn D. Quiambao
Administration and Supervision
Yigo
BAE University of Guam

Joni Lynn F. Santos
Administration and Supervision
Agat
BAE University of Guam

Ryan Keith Esguerra
Secondary Education
Dededo
BAE University of Guam

Christian Anne Carreon Palomo
Secondary Education
Yigo
BAE University of Guam

Janice B. Pangelinan Toves
Secondary Education
Yigo
BAE University of Guam

Lorna Lynn Mendiola Manglona
Teaching English to Speakers of Other Languages
Malojloj
BAE University of Guam

Alyssa Rose Toves Posadas
Teaching English to Speakers of Other Languages
Mangilao
BAE University of Guam

As of 04/13/18

Every effort is made to ensure this printed program is accurate with respect to degrees and honors conferred. However, printing schedules make complete accuracy impossible. A certified transcript is the official proof of graduation.

University of Guam
Admissions and Records Office
Graduation Data

Graduates for Spring 2018 as of 04/13/18

COLLEGE	Undergraduate		Graduate		Total	
	17/SP	**18/SP**	17/SP	**18/SP**	17/SP	**18/SP**
CLASS	61	51	5	9	66	60
CNAS	51	42	5	5	56	47
SBPA	80	95	26	13	106	108
SOE	26	27	27	29	53	56
SNHS	44	62	--	--	44	62
TOTAL	262	**277**	63	**56**	325	**333**

Masters Degree Comparison

	MASTERS	FALL 15	FALL 16	FALL 17		SPRING 16	SPRING 17	SPRING 18
CLASS	Micronesian Studies	0	1	0		0	2	0
	English	0	1	0		2	2	4
	Art	0	0	0		0	0	0
	Clinical Psychology	2	0	0		1	1	5
CNAS	Biology	1	3	6		2	2	2
	Environmental Science	0	1	0		0	3	3
SBPA	Public Administration	17	9	14		18	26	13
	PMBA-Business Admin	14	14	16		0	0	0
SOE	Counseling	4	2	11		2	5	4
	MAT Secondary Teaching	6	9	1		7	4	11
	MED - specialization	28	18	16		8	18	14
TOTAL		**72**	**57**	**64**		**40**	**63**	**56**

Grad numbers

Spring	GR	UG	Total
2017	63	262	325
2016	40	279	319
2015	58	273	331
2014	46	245	291
2013	75	221	296
2012	68	215	283
Fall	**GR**	**UG**	**Total**
2017	64	216	280
2016	58	190	248
2015	72	190	262
2014	54	169	237
2013	63	169	232

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 18-16

RELATIVE TO APPROVING THE AMENDED RULES AND REGULATIONS FOR THE RESEARCH/TEACHING ASSISTANTSHIP PROGRAM UNDER THE STUDENT FINANCIAL ASSISTANCE PROGRAMS

WHEREAS, the governance and control of the University of Guam is vested in the Board of Regents of the University of Guam; and,

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

WHEREAS, in accordance with applicable provisions, the Student Affairs, Scholarship, Alumni Relations & Honorary Degree Committee held a public hearing on April 16, 2018 to address the amended Rules and Regulations for the Research/Teaching Assistantship Program and,

WHEREAS, the Senior Vice President for Academic and Student Affairs, the Dean of Enrollment Management and Student Success, and the Director of Financial Aid have all certified that the proposed amended Rules and Regulations for the Research/Teaching Assistantship Program complies with appropriate Public Laws and the Board of Regents' Rules and Regulations; and,

WHEREAS, the Student Affairs, Scholarship, Alumni Relations, & Honorary Degree Committee recommends to the Board, approval of the amended Proposed Rules and Regulations for the Research/Teaching Assistantship Program.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the amended Rules and Regulations for the Research/Teaching Assistantship Program.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

UOG RESEARCH/TEACHING ASSISTANTSHIP PROGRAM

Award Year Beginning 2018-2019

1.0. BACKGROUND AND STATUTORY AUTHORITY.

The Board of Regents of the University of Guam is authorized under Title 17 of the Guam Code Annotated to formulate rules and regulations to equitably and efficiently administer the UOG Research/Teaching Assistantship Program in accordance with Chapter 28 of Title 17 of the Guam Code Annotated.

2.0. DEFINITIONS.

As used in these rules and regulations, the following terms will have the following meaning:

(a) **Academic year**: As defined in the University of Guam Catalog, usually consisting of Fañomnåkan (Spring), Fanuchånan (Fall), and Finakpo (Summer) semesters.
(b) **Academic program**: The specific academic program of study, which will be undertaken to achieve the desired degree.
(c) **Board**: The Board of Regents of the University of Guam.
(d) **Bona fide resident**: A recipient who remains a resident of Guam from the initial award of the Assistantship and throughout the Assistantship period.
(e) **Cash Repayment**: Monetary cash repayment for the period the deficiency was made and no service credit allowed.
(f) **Fees**: General fees applied to all students including laboratory and course fees.
(g) **Full-time Status:** Enrollment in nine (9) or more credit hours for graduate students; six (6) or more credit hours for Finakpo (Summer) term (any combination of A, B, or C session). (Summer attendance in the program is optional.)
(h) **Graduate Council:** A university-wide committee consisting of graduate program chairs, the director of graduate studies, and student representatives with oversight over general graduate matters.
(i) **Promissory Note**: The document signed by student promising to repay the award in accordance with the rules and regulations specified under the program.
(j) **Service Credit**: Repayment of award obligation through employment service or through qualified research activity as determined by the school or academic unit where the Research/Teaching Assistants are assigned.
(k) **Teaching Assistant**: Students selected on the basis of scholarship and promise as teachers and serve an apprenticeship under the tutelage and supervision of regular faculty members who are responsible for curriculum and instruction at the University of Guam.
(l) **Research Assistants**: Students appointed to the title Student Researcher are selected on the basis of scholastic achievement and promise as creative scholars and serve an apprenticeship under the direction and supervision of a faculty member.

3.0. ELIGIBILITY.

To be eligible for the UOG Research/Teaching Assistantship Program, the applicant:

(a) must be a bona fide resident of Guam from the initial award of the Assistantship and throughout the Assistantship period and either be:

(1) a citizen of the United States; or
(2) a permanent resident alien; or
(3) a non-immigrant alien admitted into Guam under the Compacts of Free Association between the United States and the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau; and

(b) must have an overall grade-point average of at least 3.0 in the applicant's undergraduate studies, or 3.0 in the applicant's master's program;

4.0. SELECTION OF AWARDEE.

Procedures for the nominations for Research/Teaching Assistantships and the selection of the awardees shall be established by the Graduate Council and the Financial Aid Office with concurrence of the Senior Vice President for Academic and Student Affairs. Nominees shall apply to the Financial Aid Office no later than the prescribed deadline. The number of awardees are subject to availability of funds.

5.0. APPLICATION PROCEDURE AND REQUIREMENTS.

An applicant for an award must provide the following documents:

(a) A completed application for Research/Teaching Assistantship must be submitted to the University of Guam Financial Aid Office no later than the prescribed due date, along with the letter of nomination from their respective school or academic units where the Teaching/Research Assistants are assigned.

UOG RESEARCH/TEACHING ASSISTANTSHIP PROGRAM

Award Year Beginning 2018-2019

(b) Must submit proof of U.S. citizenship (Birth Certificate, Naturalized Certificate, or Passport) or proof of permanent resident alien status (Permanent Resident Alien Card and Passport). For citizens of the FSM, RMI, and Palau, a valid passport and/or birth certificate will be required.

(c) Must provide any one or a combination of the following documents as proof of residency on Guam:

(1) Copies of filed Guam income tax records or tax return transcripts from the most recent tax year.

(2) Certified statement from the Guam Election Commission on Voter registration for the past two (2) general elections.

(4) Most recent bank statement of mortgage on principal residence.

(5) Official transcripts from schools attended on Guam.

(6) Any other verifiable documentation that can demonstrate current Guam residency.

6.0. BENEFITS.

An award recipient is entitled to the following benefits:

(a) Tuition waiver of up to eighteen (18) credits per semester and fees per academic year for a period designated in the Research/Teaching Assistant contract but should not be more than two (2) academic years for graduate students.

(b) An annual stipend of not more than Eighteen Thousand Dollars ($18,000), Additional stipends may be offered to the Research/Teaching Assistant with funding from the school or academic unit where the Research/Teaching Assistants are assigned.

Awards are contingent on the availability of funds.

7.0. OBLIGATION OF AWARD RECIPIENTS.

The recipient of an Award must fulfill the following obligations:

(a) Comply with all award regulations established by the Board of Regents and the school or academic unit where the Research/Teaching Assistants are assigned.

(b) Maintain a cumulative grade-point average of not less than 3.0 for graduate students. A student who fails to comply with this regulation shall be placed on probation and must meet the academic standard prescribed herein by the end of the term immediately following the term in which the probationary status was incurred. Individual programs may set higher GPA standards when considering new and continuing awards.

(c) Obtain written approval by the Board before:

(1) Transferring to another institution; transfer(s) may be approved by the Board if such transfer(s) would not extend the length of time required to complete the program.

(2) Changing academic/technical program; change(s) may be approved by the Board if such change(s) would not extend the length of time required to complete the program. Such change must be within the established career priorities determined by the Board for the initial year the Award was approved.

(d) Be employed on Guam on the basis of one year (1:1) for each year that assistance was received by the recipient under the program. The recipient's employment on Guam shall commence within six (6) months after the completion of studies. If a recipient continues their education as a full-time student at a graduate or professional school, the recipient may defer employment on Guam until such additional studies are completed; provided, that written approval is obtained from the Board. A graduate requiring specialized training may postpone that person's employment on Guam while undergoing specialized training as long as the recipient is certified by the director of the training program on an annual basis and upon written approval from the Board.

Recipients have the option of fulfilling their service requirement by engaging in research while under the Assistantship Program. The research must be fully endorsed and authorized by the Dean of the school or academic unit where the Research/Teaching Assistants are assigned or by the relevant approving authority at the Office of Graduate Studies, Sponsored Programs, and Research.

Service credit may be postponed upon written approval from the Board, for up to six (6) years while the recipient is serving in active duty in a branch of the U.S. Armed Services; provided, however, that the student applies for postponement within ninety (90) days of entering the Armed Services and continues to maintain Guam as that person's place of residence;

UOG RESEARCH/TEACHING ASSISTANTSHIP PROGRAM

Award Year Beginning 2018-2019

(e) By accepting the award, the recipient agrees that the University of Guam may obtain any or all information from the recipient's respective institution as needed to comply with Board rules and regulations. Additionally, the recipient will be required to attend:

(i) A pre-award interview prior to disbursement of the award; and
(ii) an exit interview upon completion of degree with the Financial Aid Office.

8.0. PROMISSORY NOTE.

The recipient shall execute a promissory note with two (2) responsible co-signers who are financially able to repay the note in the event that the recipient fails to comply with the service obligation provided herein, within one hundred eighty (180) days from the required initial date of employment. The note becomes interest bearing on any amounts unpaid by service credit that are due and payable, which shall be subject to interest on the annual rate of ten percent (10%). The total amount of the note shall be determined upon completion of studies in which assistance was provided by the award. No funds under this Program shall be disbursed until the note has been complied with in accordance to the prescribed rules and regulations of this Program. This Note shall be executed by the Financial Aid Office, Student Financial Assistance Program.

9.0. CONDITIONS FOR CONTINUATION OF AN AWARD.

The conditions for continuation of the Award shall include the following:

(a) The recipient must have maintained that person's status as a regular full-time student and in the academic program for which the award was granted, unless a change of academic program has been authorized in writing in accordance with Board regulations.
(b) The recipient must maintain satisfactory academic standing in accordance with Regulations §7.0(b).
(c) The recipient must have complied with all other regulations governing the Award.

10.0. FORFEITURE OF AWARD.

Forfeiture of an award shall result from any of the causes listed below, and any award forfeited shall be immediately due and payable.

(a) Suspension or dismissal for academic deficiency, disciplinary reasons, or conviction of a felony.
(b) Withdrawal from the institution in anticipation of any action under (a), above or for any other reason(s) not authorized by the Board.
(c) Failure to maintain status as a full-time student, except a recipient may be allowed by the Board one-academic term to regain full-time status without cancellation of the award, or a recipient may be permitted to carry less than full-time load, if it would not result in the student's failing to graduate within the normal time for completing the program of study.
(d) Violation of other Board regulations.

11.0. SERVICE CREDIT.

For the purpose of repayment of the Award, the recipient shall receive:

(a) **Service Credit.**

(1) As a condition of selection in the program, each recipient shall agree to begin employment within six (6) months from completion of his/her degree program and to continue in such employment for a period of time equal to one (1) calendar year for each academic year the recipient receives a benefit from the program. If the recipient begins employment on Guam within six (6) months after graduation without interruption, the recipient is considered to have met the obligation to the Board and will receive credit beginning on the date of employment.

(2) Recipients who choose to fulfill the service requirement by performing research or teaching while under the Assistantship must provide a written statement to the Financial Aid Office at the end of each academic semester. Such written statement shall indicate the work performed and whether the recipient is in good academic standing as required by the University. This statement will confirm if the work completed is commensurate with the award given. The written statement must be from the Dean of the school or academic unit where the Research/Teaching Assistants are assigned or by the relevant approving authority at the Office of Graduate Studies.

(b) **Postponement.** If the recipient wishes not to begin employment on Guam within six (6) months after graduation to continue studies on a full-time basis at an accredited institution of higher education, the recipient may appeal in writing to the Board for permission. Should such permission be granted, the repayment obligation shall be deferred for the period granted to continue the recipient's studies. Without the prior approval of the Board, the recipient who does not begin employment on Guam within six (6) months shall be responsible for repaying all

UOG RESEARCH/TEACHING ASSISTANTSHIP PROGRAM

Award Year Beginning 2018-2019

funds disbursed during attendance under this program and shall be subject to an annual interest rate of ten percent (10%) in monthly installment payments. Such payments shall not exceed ten (10) years pursuant to the law. The University of Guam Collections Department / Bursar's Office will be charged with computing the recipient's monthly installment payments in the event of default.

(c) **Interruption.** If a person receiving service credit wishes to temporarily terminate employment on Guam to continue that person's studies on a full-time basis at an accredited institution of higher education as recognized by the Council on Higher Education Accreditation ('CHEA'), or an eligible foreign medical school, that person may appeal in writing to the Board for permission. Should such permission be granted, the repayment obligation shall be deferred for the period granted to continue that person's studies.

(d) **Ineligibility for Service Credit.** Any recipient who did not receive the degree that that person sought with assistance from Board, without prior written approval, shall be ineligible for service credit. All monies disbursed during attendance under this program will become due and payable under the note, and shall be subject to an annual interest rate of ten percent (10%) in monthly installment payments. Such payments shall not exceed ten (10) years pursuant to the law. The University of Guam Collections Department / Bursar's Office will be charged with computing the recipient's monthly installment payments in the event of default.

(e) **Leave of Absence.** It is the responsibility of the recipient to inform the University of Guam of their intended leave of absence if such leave is longer than forty-five (45) days. The recipient must remain employed on Guam to receive service credit while on off-Island leave status.

(f) **Death or Total Disability:** In the event the recipient should become totally disabled (physiological or psychological) or upon death, while completing service credit, any obligation on the note shall be terminated upon certification of two (2) physicians licensed to practice in the United States.

(g) **Annual Proof of Employment.** It is the responsibility of the recipient to provide the Board of Regents documentary evidence of such employment and, each year thereafter, until such obligation is fulfilled.

12.0. CONFLICT. _____

In the event any revised regulation herein is found to be in conflict with a previous regulation under which a student was awarded financial assistance, the regulation in effect at the time of the award shall continue to apply to the student for the remainder of the recipient's studies for which the award was made.

CHAPTER 28, TITLE 17, Guam Code Annotated
Approved by the Board of Regents: Resolution: 18-NN

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 18-17

RELATIVE TO APPROVING THE RULES AND REGULATIONS FOR THE FINE'NANA AWARD PROGRAM UNDER THE STUDENT FINANCIAL ASSISTANCE PROGRAMS

WHEREAS, the governance and control of the University of Guam is vested in the Board of Regents of the University of Guam; and,

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

WHEREAS, in accordance with applicable provisions, the Student Affairs, Scholarship, Alumni Relations & Honorary Degree Committee held a public hearing on April 16, 2018 to address the proposed Rules and Regulations for the Fine'nana Award Program; and,

WHEREAS, the Senior Vice President for Academic and Student Affairs, the Dean of Enrollment Management and Student Success, and the Director of Financial Aid have all certified that the proposed Rules and Regulations for the Fine'nana Award Program, complies with appropriate Public Laws and the Board of Regents' Rules and Regulations; and,

WHEREAS, the Student Affairs, Scholarship, Alumni Relations, & Honorary Degree Committee recommends to the Board, approval of the proposed Rules and Regulations for the Fine'nana Award Program.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the Rules and Regulations for the Fine'nana Award Program.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Fine'nana! Award Program

1.0 BACKGROUND AND STATUTORY AUTHORITY.
The Board of Regents of the University of Guam is authorized under Title 17 of the Guam Code Annotated, to formulate rules and regulations to equitably and efficiently administer the Fine'nana Award Program, in accordance with Chapter 28 of Title 17 of the Guam Code Annotated.

2.0 DEFINITIONS.
As used in these rules and regulations, the following terms will have the following meaning.

(a) ***Board***: the Board of Regents of the University of Guam.
(b) ***Fee***: student, general laboratory and course fees charged to all students.
(c) ***Commitment Agreement***: document signed by the student and one of their parents or legal guardians agreeing to commit to the rules and regulations specified under the program.
(d) ***Recipient:*** an applicant who was selected based on meeting all eligibility requirements of the Fine'nana Program, and approved by the Board of Regents.
(e) ***Resident***: a a United States citizen; or a permanent resident alien; or a citizen of the Republic of Palau; or the Republic of the Marshall Islands; or the Federated States of Micronesia; and a resident of Guam for a continuous period of at least one (1) year *prior to the beginning of the term the award is to be awarded.*
(f) ***Stipend***: a one-time payment to eligible students under this program for use in obtaining textbooks and/or other educational related supplies with provisions for forfeiture as defined in the Commitment Agreement.

3.0 LIMITATIONS AND PRIORITIES.
The number of students in the Fine'nana! Award Program shall be determined by the University of Guam and/or based on the availability of funds. The program is open to graduating seniors of Guam's public and private high schools.

4.0 APPLICATION PROCEDURE AND REQUIREMENTS.
An applicant for the Fine'nana program must comply with the following procedures and requirements:

(a) Applicants must submit the official admissions application, prescribed by the Board and obtainable at the University of Guam Admissions and Records Office, no later than March 30; and,
(b) Applicant must be admitted and matriculate in the Fanuchanan semester at the University of Guam in the same year the application in section 4 (a) above was submitted; and,
(c) Applicants must complete and submit the Free Application for Federal Student Aid (FAFSA) no later than March 30th of the same year the application in Section 4(a) above was submitted.

5.0 CRITERIA OF ELIGIBILITY.
The following are eligibility requirements for the Triton Summer Bridge Program:

(a) Applicant must have completed high school, have applied to the University of Guam as a degree seeking student by March 30, and have submitted a current Free Application for Federal Student Aid (FAFSA) application by March 30.
(b) Applicant must be a United States citizen; or a permanent resident alien; or a citizen of the Republic of Palau; or the Republic of the Marshall Islands; or the Federated States of Micronesia; and a resident of Guam for a continuous period of at least one (1) year *prior to the beginning of the fanuchanan semester at the University of Guam.*
(c) Applicant must be a first-time applicant to the University of Guam and will have graduated from an eligible Guam high school in the same year the applicant matriculates into the University of Guam.

Fine'nana! Award Program

6.0 SELECTION PROCEDURE. _____

(a) Each applicant will be reviewed by the Financial Aid Office and the Admissions and Records Office. A final list of eligible applicants will be prepared and forwarded to the Board of Regents for approval/denial.
(b) Notice of award shall be sent to each recipient. The recipient of the Fine'nana! Award Program must notify the Board of Regents within thirty (30) days from award notification indicating whether the recipient will accept the award. If the recipient fails to do so, the award is thereby forfeited and offered to the next eligible recipient (if applicable). If a recipient declines to accept the award after it has been offered, such recipient shall no longer be entitled to receive such award from the Board of Regents during the award period.
(c) All recipients shall attend a mandatory orientation to complete the award process. Failure to attend said orientation is cause to deny eligibility for the Fine'nana! Award Program. All documents required to complete the award process will be received and completed by the recipient during the orientation process.

7.0 ATTENDANCE. _____
Recipients are to attend the University of Guam.

8.0 COMMITMENT AGREEMENT. _____
(a) All Fine'nana! Award Program recipients and one parent or legal guardian shall execute a Commitment Agreement that outlines the responsibilities of each participant to the program.
(b) All Fine'nana! Award Program recipients will attend a mandatory orientation session prior to registering for classes.

9.0 AWARD BENEFITS. _____
Recipients are entitled to the following benefits, subject to availability of funds:

(a) A tuition credit of Five Hundred Dollars ($500.00) to be applied to recipient's account for the Fanuchanan semester.
(b) A one-time stipend of Five Hundred Dollars ($500.00) towards the purchase of textbooks and/or other education related materials at the Triton Bookstore at the University of Guam.
(c) Be eligible to register with University of Guam sophomores starting in July.

CHAPTER 28, TITLE 17, Guam Code Annotated

Approved by the Board of Regents on ___

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 18-18

RELATIVE TO APPROVING THE PROCESS FOR ESTABLISHING THE CAREER PRIORITY LISTING FOR THE JESUS U. TORRES PROFESSIONAL/TECHNICAL AWARD

WHEREAS, the governance and control of the University of Guam is vested in the Board of Regents of the University of Guam; and,

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

WHEREAS, in accordance with applicable provisions, the Student Affairs, Scholarship, Alumni Relations & Honorary Degree Committee held a public hearing on April 16, 2018 to address the proposed process for establishing the Career Priority Listing for the Jesus U. Torres Professional/Technical Award; and,

WHEREAS, the Senior Vice President for Academic and Student Affairs, the Dean of Enrollment Management and Student Success, and the Director of Financial Aid have all certified that the proposed process for establishing the Career Priority Listing for the Jesus U. Torres Professional/Technical Award, complies with appropriate Public Laws and the Board of Regents' Rules and Regulations; and,

WHEREAS, the Student Affairs, Scholarship, Alumni Relations, & Honorary Degree Committee recommends to the Board, approval of the proposed process for establishing the Career Priority Listing for the Jesus U. Torres Professional/Technical Award.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby approves the proposed process for establishing the Career Priority Listing for the Jesus U. Torres Professional/Technical Award.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Doc. No. 34-GL-18-1843.*

Student Financial Aid
Rationalizing the basis for professional technical awards
PA501 University of Guam class project, Fall 2017
Applied Research Methods

Background & Introduction

The University of Guam administers a variety of student financial assistance that are either authorized and funded by law (Section 28102, 17 GCA) or institutionally established by the Board of Regents, University of Guam. The focus of this class project, however, addresses the Jesus U. Torres Professional and Technical awards for graduate studies and the manner in which qualified applicants are selected to receive these awards.

Goal & Objectives

The goal of this study is to create an impartial, non-partisan, and even handed administration of the program by using objective, appropriate, and market sensitive criteria reflective of equitable policy intentions.

Key Objectives of this study are:

1. Ascertaining emerging factors that impact future supply and demand for human talent;
2. Identifying Guam's future need for critical positions that impact Guam's quality of life, health, safety, education, and infrastructure; and
3. Establishing an impartial and market sensitive approach in administering the Jesus U. Torres Professional Technical financial assistance program consistent with the prioritization of awards as required by law (Section 28111, 17 GCA).

Methodology

In setting up an objective and systematic process of selecting scholarship recipients, it was helpful to:

1. Review the global landscape to understand emerging trends in an increasingly disruptive business model environment;
2. Ascertain Guam's (USA) positioning with respect to future trends in the world supply and demand for talent;
3. Conduct employer surveys; and
4. Focus on post graduate studies

The study offers a macro perspective of the talent landscape confronting the island's need for post graduate degrees and (or) professionally certified job occupations. Findings and observations relied heavily on descriptive analysis and secondary data obtained and acknowledged in the literature cited. The extent, definition, and level of aggregated data were not uniform so that the information presented in the study were driven by time and resource convenience. The employer survey taken (Appendix 1), and an interview with the student financial aid director, were the only sources of primary (but limited) data.

In reviewing the talent landscape, the study took into account current and future occupations in demand, focused on post graduate studies, and adjusted the scope to a scale more realistic for Guam and the $520,000 annual budget allocation for the program. Essentially, there are about 20 or so new recipients each year added to the program, net of attrition and the availability of lapsed funds.

The scoring matrix proposed takes into account difficult to fill positions, global demand, and impact to the community using Maslow's hierarchy as a differentiating factor in setting funding priority.

Island Profile

Guam is an American community in East Asia. The island's $5.7 billion economy is service sector driven, heavily impacted by tourism and substantial federal spending for defense and social programs. The private sector accounts for 76% of the island's 63,250 jobs, the government of Guam 18%, and the U.S. government 6% (Guam BLS 2017). At 37%, the island's ethnic composition is predominately Chamorro, followed by 26% Filipino, 7%

Caucasian (Guam Wikipedia), and the rest an eclectic mix from countries in Asia, Europe, and the Americas.

Guam's current talent landscape was sampled using the targeted sectors of:

1. SHRM annual meeting in October 2017
2. Private employment agencies
3. Selected employers from the top 50 companies listed in the Deloitte & Touche ASC Trust Corporation 2016 top companies in Micronesia. (Guam Business Magazine);
4. Government departments (U.S. and Guam)

A Total of 31 survey respondents representing 8,408 employees provided information on various jobs, hiring difficulties by occupation, and reasons for difficulty, etc. Of the respondents, 78% work in the private sector, 19% government of Guam, and 3% U.S. government (Appendix 1).

Across all industries and employers surveyed, the most difficult occupations to fill were:

Accounting	49.4%
Information Technology	27.8%
Engineering	27.8%
Medical	16.7%

Positions of specific relevance to the Jesus U. Torres Professional Technical Scholarship program were those in the "professional" category. The majority of employers surveyed reported vacancies to fill.

For all job vacancies, 65% of respondents claimed the same level of difficulty in hiring as last year, but 23% reported having more difficulty than last year. Reasons given for hiring difficulty ranged from lack of education (31%) or certification and training to lack of experience (24%) and technical skills (21%). Other reasons include not accepting job offer, criminal record, and failed drug test. A complete summary of survey results in appended to this report (Appendix B).

The Emerging Talent Landscape

Competition for critically needed professional and technical talent is a reality that will continue to confront Guam because the island is not immune to the impact of global socioeconomic dislocations, disruptive technologies, and the ongoing transformation of the world's labor supply and demand. Clearly, the changing nature of jobs and the workplace is a phenomenon that has been experienced throughout modern human history.

The industrial revolution was a process that changed the economy from an agrarian, handcrafting, labor intensive work environment to one dominated by industry and machine manufacturing. The term "Industrial revolution" was used to describe Britain's economic development in the mid 18^{th} – 19^{th} centuries, and was largely driven by technological innovation in steel, coal energy, the steam engine, electricity, internal combustion engine, textile power looms and factory mass productions (Encyclopedia Britannica 2017).

The industrial revolution essentially economized use of human labor, increased productivity, and generated the demand for new products and services throughout the 19^{th} and 20^{th} centuries. This resulted in higher incomes and employment for displaced workers. In Britain, real incomes barely doubled on the eve of this revolution between the country's common era (CE) and 1570 (Economist 2014). However incomes tripled from 1570 to 1875, and then tripled yet again from 1875 to 1975. In essence, industrialization did not end up in eliminating human labor. It created employment opportunities that absorbed the 20^{th} century's exploding population (Ibid).

In a more recent report (World Economic Forum 2016), drivers of change in the work environment were elaborated and a case made for the "Fourth Industrial Revolution." Dunne (2016) alluded to this rapid pace of change in the job market. By 2020, office and administrative functions, along with manufacturing and production roles are projected to decline dramatically. Conversely, business and other operational roles associated with computers and mathematical functions are expected to rise steeply. Technological, demographic, and socioeconomic drivers of this changing landscape are summarized in Table 1.

Table 1:

Technological, Demographic, & Socioeconomic Drivers Times frame Impacting Industries and Business Models (WORLD ECONOMIC FORUM 2016)

Impact Already Felt	2015-2017	2018-2020
Computing Power & Big Data Advances	The internet of things	Advanced Robotics & Autonomous Transport
Mobile internet & Cloud Technology	Advanced manufacturing & 3D printing	Artificial Intelligence & Mechanical Learning
Crowd sourcing & Peer to Peer Platforms	New energy supplies & technologies	Advanced Material, Biotechnology & Genomics
Increasing Geopolitical Validity		
Young Demographics & Expanding middle class in emerging markets		
Rabid Urbanization		
Changing and flexible work arrangements		

Globally, only China, Argentina, and Mexico show trends in their labor supply and demand to be in balance by 2021. Talent shortage is generally worse in the industrialized world with the U.S. (includes Guam) clustered with other countries like South Korea, Canada, and the UK in a scale showing the strongest deficit trend (Cooper 2012).

Occupational Trends

The preponderance of job occupations in the foreseeable future center around STEM (science, technology, engineering, and mathematics), health care, and a sundry of business related specialties. In 2015, nearly 8.6 million or 6.2% of the U.S. employment were STEM related (Table 2). About 45% of these jobs represent computer occupations and 19% engineers (Fayer, Lacey, and Watson 2017). STEM occupations grew by 10.5% between May 2009 and May 2015, compared to the 5.2% net growth of non-STEM occupations (Ibid). The U.S. Bureau of Labor and Statistics project occupational growth rates for mathematical and computer sciences at 28.2% and 12.5%, respectively, by 2024.

Table 2: Stem Occupations (Listed in order of Job Numbers)
Computer Occupations
Engineers
Drafters & Engineering or Mapping Technicians
Stem Related Management
Stem Related Sales
Life and Physical Science Technicians
Life Scientists
Physical Scientists
Stem Related Post-Secondary Teachers
Architects, Surveyors, Cartographers
Mathematical Science Occupations

Despite these optimistic trends, however, it is important to balance these popular perceptions with actual realities in the employment market today. Harvard professor Michael Teitelbaum (2014) writes that the Unites States produces far more science and engineering graduates each year than there are jobs opening for them. His research found that concerns over widespread shortages of scientists and engineers were not supported by all available evidence. Similar claims in the past, he writes, were politically successful, but resulted in a series of booms and busts that made careers in these fields increasingly unattractive. Finally, he makes the point that signs of severe shortages in the U.S. workforce are structural in origin not simply cured by additional funding (an issue not lost in this study for financial aid).

Strong business and educational groups tend to lobby for nice sounding STEM supporting policies of benefit to them and paid for by public funding and unfortunate individuals who pay for credentials apt to become unmarketable. Indeed, there are some reports suggesting that there are more STEM workers than there are suitable jobs for them (Charette 2013.). Of the 7.6 million STEM workers today (U.S. Commerce Dept. Figure), only 3.3 million have STEM degrees, suggesting that the U.S. Labor force is more flexible than alarmists would have the public believe. Not only do many STEM educated workers have jobs that do not call for their degrees, but many work in STEM jobs who do not have the "right" degrees for them (Ibid).

Future Occupational Demand

By nature, forecasting is not an exact science because it is an attempt to quantify specific data in an environment of uncertainty. Given the study's time and resource limitations, the estimated number of post graduate occupations is, at best, an educated guess based on :

1. Population extrapolations (figure 1);
2. Information gleaned from employer interviews of the largest companies on island and;
3. Public source data (Table 3).

Table 3 lists 20 occupations requiring post graduate degrees that the U.S. Bureau of Labor Statistics has identified will have the most jobs openings by 2026. In reviewing these 20 fields of study, it is instinctive to note that the University of Guam is producing graduates in these same career fields at the baccalaureate level, and is providing an enriched pool of graduates eligible to apply for post graduate studies.

Table 3.
Most New Jobs with Graduate Degrees Projected by 2026 (Source: U.S. BLS Oct 17)

	Occupation	Additional Jobs	Median Wages
1.	Lawyers	74,800	$118,160
2.	Health Specialties, Post-Secondary Teachers	60,500	$99,360
3.	Physical Therapists	60,000	$85,400
4.	Nurse Practitioners	56,000	$100,910
5.	Physicians & Surgeons	49,600	$206,920
6.	Physician Assistants	39,700	$101,480
7.	Education Counselors (Vocational Guidance)	33,000	$54,560
8.	Health Care Social Workers	32,700	$53,760
9.	Mental Health Counselors	31,200	$42,840
10.	Occupational Therapists	27,700	$81,910
11.	Speech – Language Pathologists	25,400	$74,680
12.	Dentists	23,200	$153,900
13.	Family & General Practitioners	22,200	$190,490
14.	Mental & Substance Abuse Social Workers	22,200	$42,700
15.	Post-Secondary Teachers	22,200	$64,400

16.	Clinical & School Psychologists	20,900	$73,270
17.	Education Administrators Elementary & Secondary	19,700	$92,510
18.	Business Teachers, Post-Secondary	18,900	$77,490
19.	Education Administrators, Post-Secondary	18,000	$90,760
20.	Pharmacists	17,600	$122,230

The U.S. and Guam populations continue to grow unabated. Another factor which may increase Guam's population is the anticipated military build-up. As the population continues to grow, so does the need for qualified health care givers. The need to educate, train, and retain qualified health care professionals has never been so imperative. The expansion of healthcare accessibility coupled with advancements in technology and pharmaceuticals due to increased research, has contributed to not just an increase in the elderly population, but to those patients who would've been considered to have a permanent disability or a terminal diagnosis.

According to Robert Alemian's online article for MD Magazine, "By 2025, the U.S. will be short 90,000 physicians and 500,000 nurses. The Bureau of Labor Statistics projects that between 2014 and 2022 there will be over one million job openings for nurses because of growth and the need for replacements.' Additionally, a report released by Shumaker Clinical Partners stated the shortage of nurses is multi-faceted which includes the following factors: "55%" of the nursing workforce is over "50-years-old"; shortage of nursing faculty (due to age and low salaries) has contributed to turning away potential nursing school candidates; and due to imbalance of health care costs and hospital cost saving measures – nurses have increased workloads contributing to long hours and eventually fatigue.

Furthermore, the demand for not only routine health care but also specialized health care is increased. An article released by The Balance (2017) identified multiple occupations which require graduate degrees: industrial-organizational psychologists; genetic counselor; physician assistant; postsecondary health specialties teacher (laboratory technicians, dentistry & veterinary services); marriage and family therapists; orthotist and prosthetist; postsecondary nursing instructors; nurse

practitioners; physical therapists; and audiologists. These occupations strengthen the need to develop a workforce which will provide for the physical and mental health well-being for of Guam's growing population.

Hiring physicians and post graduates in health care and social work are likely to be a continuing challenge, although perhaps more acutely in the case of medical specialties. When combined with retirement age attrition, Guam's aging and growing population are likely to exacerbate this challenge.

Counter balancing this projected need, however, are certain trends that are likely to impact the future of certain healthcare and medical occupations on the island. These include three strategic trends worth nothing:

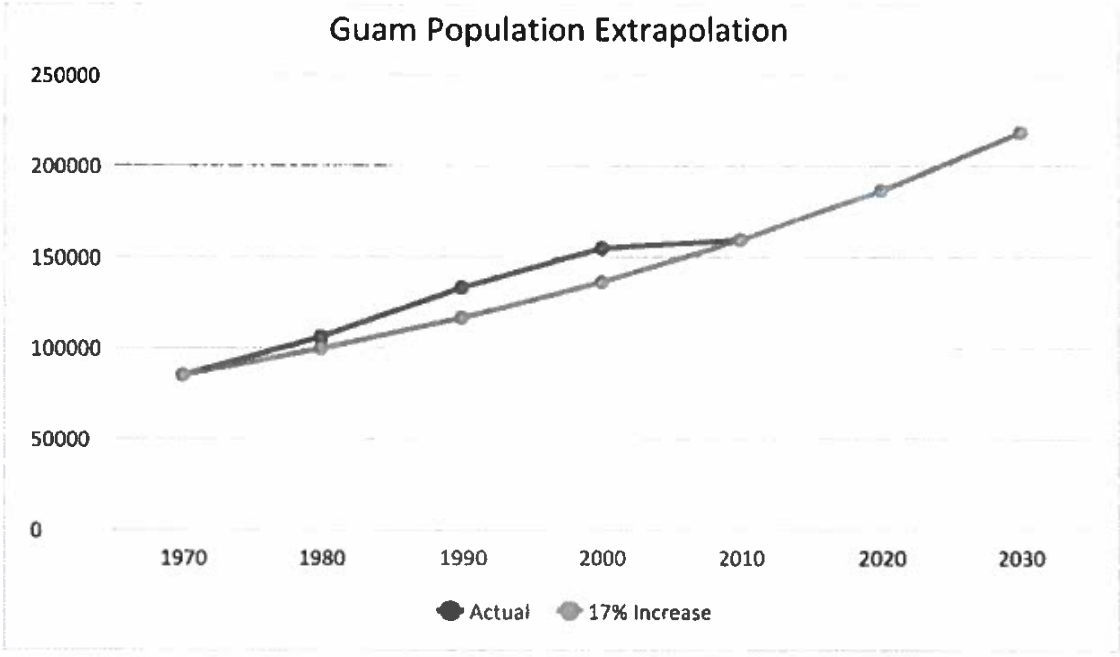
1. The disruptive technologies of robotics, artificial intelligence (AI) and genomics will eliminate certain healthcare and medical occupations. However, the good news is that these same technologies will be creating new jobs yet to be defund.
2. There will be a great demand for data scientists and deep learning experts in medicine, healthcare, and other fields. AI and other based algorithms will be needed to assist with medical decisions, how healthcare can be better organized, and how health insurance is actuarially determined.
3. Surgical robots, already in use today, will change even more on how surgeons operate. According to the medical futurist institute (2017), sales of surgical robotics will nearly double to $6.4 billion by 2020, and there will be high demand for surgical robotics and telesurgical specialists.

By 2020, chronic conditions such as cancer and diabetes will be diagnosed quickly, using cognitive systems and real time 3D images (Das, 2016). AI systems are expected to provide physicians clinically relevant, real time, quality information. This means that specific skills and qualifications for technology centric careers in medicine and healthcare are likely to grow in the future, diversify in line with expanding cognitive developments such as non-invasive liquid biopsy, immunotherapy, and health data analytics. Indeed, the AI market for healthcare applications is expected to grow at a 42% compounded annual growth rate until 2021 with AI

systems being implemented in 90% of U.S. and 60% of global hospitals and insurance companies by 2025 (Ibid).

Social workers are an important part of the island's wellbeing. The benefit of having a social worker with a master's degree is their practice in clinical settings and the ability to diagnose and treat behavioral, mental, emotional, and substance abuse issues.

The 2015 health center data for Guam revealed 5.15 physicians (full-time employees) had 15,961 clinical visits. Nurse practitioners, midwives, and physician assistants showed 2.6 (FTE's) conducting 9,503 clinic visits.



An emerging need gaining traction is the certification and training of Project Management Professionals (PMP's). The increasingly global economy has become more "project oriented" than had been the case within industries that have not traditionally required this specialty, such as in health care, publishing, and professional services (Project Management Institute 2017). Implementing strategic initiatives, driving change, and delivering innovation are among the growing need for PMP's. Uptick in demand for this practice will only intensify as the economies of India, China, and the emerging markets of ASEAN and BRIC countries expand.

According to the Project Management Institute (2017), there will be 2.1 million fewer PMP's in the U.S. by 2027 than there are today.

The legal profession is an entirely different matter and filled with mixed signals. In 2015, for instance, only 60% of law school graduates 10 months after graduation had found employment requiring the bar examination (Harper 2015). An ABA study looked at three for-profit law schools funded by an equity consortium (Infilaw) and found that 39.9% of Arizona summit, 34.5% of Florida Coastal, and 34.1% of Charlotte law school graduates did not find jobs requiring their degrees. Interestingly, despite languishing demand for lawyers between 2011 and 2014, graduating classes almost doubled from these three schools combined (Ibid). The ratio of law graduates to jobs in 2015 in the U.S. indicated an average 2.5 surplus

On the other hand, the 266 lawyers on Guam (ABA 2017) is far below the U.S. per capital average. The island's 16.3 lawyers per 10,000 residents is 60% below the national average of 40.3 (Leichter 2017), but comes closest to South Carolina's 20.6 for a state population (4.9 million) more than 30 times that of Guam.

The future outlook for lawyers also bears reason for pause in the context of AI. The legal profession is basically labor intensive and tradition bound in the review of litigation, contracts, and due diligence issues, as well as identifying potential frauds and misconduct. Much of these tasks are currently performed by people who are likely to be replaced by AI and how legal work gets done. The quickening pace of technology, shifts in workforce demographics and the need to offer clients more value for money are transforming this employment sector in a way that will automate 39% of jobs by 2020 (Deloitte, 2016). On the other hand, AI advocates believe that this technology will drive down costs and make legal services more affordable to greater numbers of people (Mangan, 2017).

The law firm Bakerhostetler, a large New York law firm with almost a thousand lawyers in more than a dozen cities coast to coast, hired its first "AI lawyer" for the firm's bankruptcy practice last year (Liberatore, 2016). Ross, the world's first AI attorney is built on Watson, IBM's cognitive computer. The Ross platform is asked questions in natural lawyer language and answers back with relevant, evidence based material after reading through the law, gathers evidence, draws inferences and cross checks relevant cases. It also keeps track of developments

in the legal system, especially if pertinent to attorney's specific case. Ross is capable of reading through an entire body of law, returning cited answers and relevant legislature history, case law, and secondary sources very quickly. It also monitors the law 24/7 and provides notification on new court decisions that can affect the firm's cases.

In reviewing the future occupations to be financially supported by J. U. Torres Protech Scholarships, three key assumptions were made:

1. Degree field will be needed in the future
2. Degree field is needed on Guam
3. Degree field sought is either a master's or PhD degree.

Top occupations were then identified from the eight sources listed below to classify categories that are applicable to the island's needs, and qualify for the J. U. Torres Scholarship.

1.	SHRM	Top 10 Job Occupations 2016
2.	Career Cast	Top 9 Job Occupations 2017
3.	Fast Company	Top 10 Jobs 2015
4.	Forbes	Top 10 Jobs 2016
5.	Forbes	Top 10 Hardest Jobs to Fill 2017
6.	J. B. Solis	Top 10 Jobs in the Philippines 2017
7.	Fast Company	Future Jobs by 2030
8.	U.S. BLS	Top 30 Jobs by 2020

Major fields dominating these sources were:

1. Medical – Physician assistants, nurse practitioners, physical therapists, health specialists
2. STEM – Information security analyst, software engineer, computer systems analyst, engineering
3. Business – Operations research, project management, financial analysts/accountants

Jobs anticipated, but not yet in existence, were reviewed. These included body part maker, nano-medic (subatomic treatments), memory augmentation surgeons, space pilots, and climate change specialists, to name a few. Only genetically modified agriculture and aquaculture (perhaps also vertical agriculture) would seem to have some potential for Guam post graduate studies.

By 2027, Guam will need 438 post graduates in varying fields (Table 4). These numbers were based on a very simplistic and proportional extrapolation based on population between the U.S. and Guam populations. Although different in scale and occupational diversity, this crude comparison was made only to illustrate the relative magnitude of Guam's needs in varying professions.

Table 4.

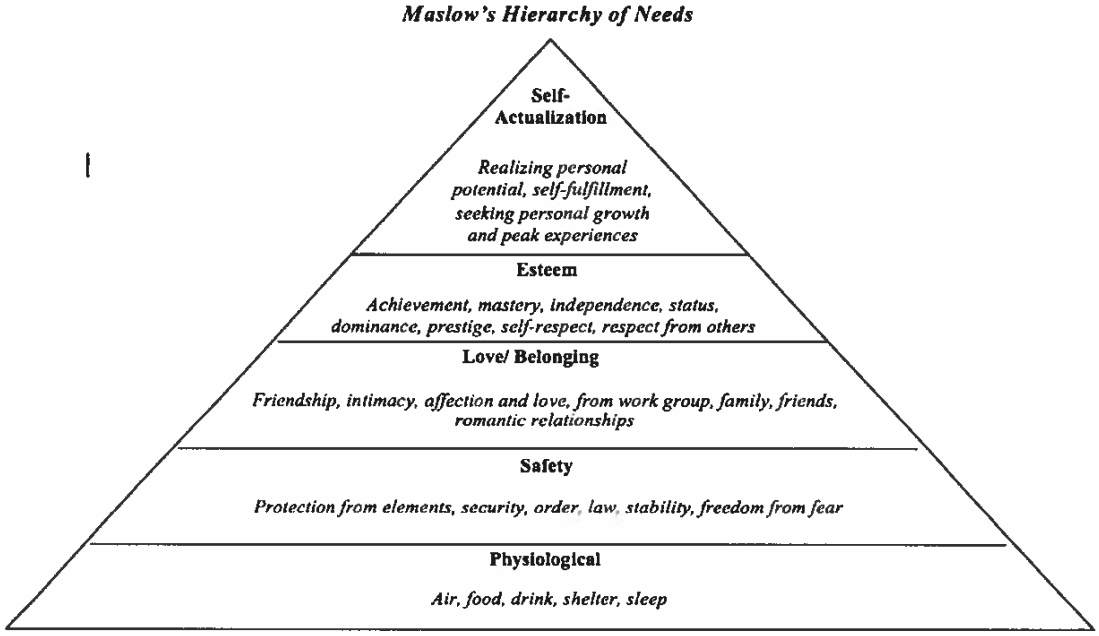
Estimated Post Graduates Needed in Selected Fields

	Occupation	USA 326 Million pop.	Guam 163,000 pop.
1.	STEM Shortage	8.6 million	4,303
	(1% of Econ) Adjusted		43
2.	Project Management Shortage	2.1 million	1,059
	(1% of Econ) Adjusted		10
3.	Physicians shortage (population driven)	90,000	48
4.	Social Worker Shortage (population driven)	195,000	98
5.	Lawyers (per 100,00 population)	40.3	16.3
	Additional need (BLS +9%)		24

Jesus U. Torres Professional/Technical Award Criteria for Selection

The following criterion is created to evaluate participants for selection for the Jesus U. Torres Professional/ Technical Award. The rubric conditions focus on three categories: difficulty to fill position, local/global demand, and impact on community. The positions can be ranked based on a scale from one to four, where four is recognized as highest priority and one being lowest priority, for each category. Occupations of interest are categorized based on Maslow's Hierarchy of Needs. Each level of need is given a particular set of points, such as occupations which are classified under the need of self-actualization earn a 1 and occupations in the need of physiological receive a 3. The level of priority score will then be multiplied to the rubric score.

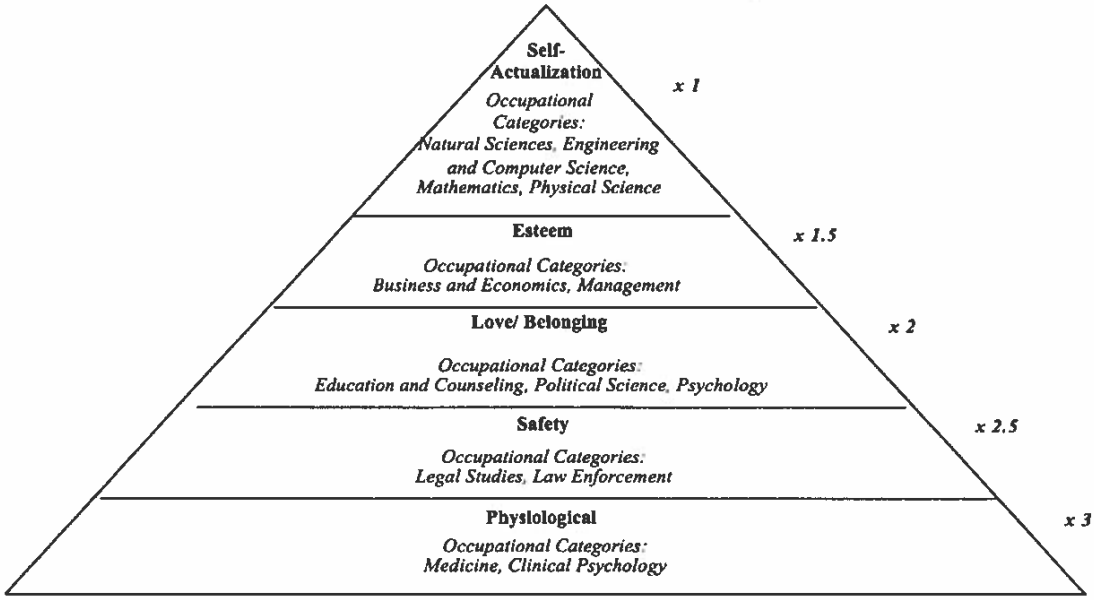
The highest possible score an applicant can achieve is a 36, given the occupational categories is classified under Maslow's Hierarchy of Physiological Need and is recognized as highly qualified on the rubric.



The rubric and hierarchy of needs matrix may be utilized as followed. In the case of three different occupations: Cardiologist, Civil Engineer and Social Worker. A Cardiologist may receive a 4 in each category, which totals to a score of 12 points. The Civil Engineer will receive 1 point in Difficulty to Fill Position, 1 point in Local/Global Demand and 2 points for Impact on Community, which results in a score of 4. In addition, the Social Worker received 1 point in Difficulty to Fulfill, 2 points in Local/Global Demand and 1 point for Impact in Community, which concludes to a score of 4 points. In the case of a tie, for instance between civil engineer and social worker, the Maslow's Hierarchy of Needs matrix will be multiplied to the rubric score and determine the occupation of higher priority. The hierarchy of need as well as the rubric will identify significant and needed occupations for the island of Guam.

Jesus U. Torres Professional/ Technical Award
Criteria for Selection

Maslow's Hierarchy of Needs



Category	Highest Priority - 4	High Priority - 3	Low Priority - 2	Lowest Priority - 1	Score
Difficulty to Fill Position	The position has been vacant for more than five years and less than five people hold this position.	The position has been vacant for five years and less than ten people hold this position.	The position has been vacant for three or more years and less than fifteen people hold this position.	The position has been vacant for a year and less than 20 people hold this position.	
Local/ Global Demand	The position takes on multiple responsibilities and is highly recommended to meet the needs and wants of the community.	The position is up and coming and supports new innovations.	The position focuses on meeting the needs of a specific group of people.	The position benefits the local and global demand, but is not high needs for employment.	
Impact on Community	The position provides a cumulative effect on the community. Viewed in the context of the total effect of other past, present, and reasonable foreseeable future actions.	The position provides a direct effect on the community, focusing on the present and future.	The position provides an indirect effect. These effects change land use patterns, population density or growth rate.	The position only affects a particular group of individuals and not as a whole.	
				Total x Need	

Appendix 1

Survey of Critical Professional Positions for Guam
School of Business and Public Administration
University of Guam, Mangilao, GU 96923

Dear Participant,

You are invited to participate in a voluntary survey to determine critical professional positions needed for Guam in the next 5-10 years with the expectation of a growing and aging population. We are defining critical position as those that are vital to the quality of life and health, safety, education and infrastructure of our island. This survey is part of a graduate class practicum collaboration with the UOG Public Policy Center and Guam Public Law 31-237. BY completing this survey, you have read and understood the purpose of the survey and have agreed to participate voluntarily.

1. What type of industry are you working for right now?
   - ☐ Private Sector (Job nature: _____)
   - ☐ Government of Guam
   - ☐ U.S. Government

2. How many employees (part time and full time) are in your organization? _____

3. Do you have professional vacancies for any positions in your organization at this time? Yes/No

4. How many different professional positions are you hiring? Please list the most difficult positions to fill (top 5).

5. How many job openings are there for each of these difficult positions?

6. Approximately how many professional positions has your organization tried to fill in the last 12 months?

7. Has your organization had difficulty filling any positions in the past 12 months? Yes / No
   If yes, please specify what occupation or job title.

8. What is your experience filling positions this year?
   - ☐ More difficult than last year
   - ☐ About the same as last year
   - ☐ Easier than last year

- ☐ N/A

9. On a scale of 1-5, 1 being least important and 5 being extremely important, how important is it to fill the positions listed above (question 4).

10. Why were these positions difficult to fill?
    - ☐ Applicants lacked necessary education level, certification, or training.
    - ☐ Applicants lacked technical or occupational-based skills.
    - ☐ Applicants lacked soft skills such as communication, teamwork, critical thinking.
    - ☐ Applicants lacked relevant work experience.
    - ☐ Applicants had criminal records.
    - ☐ Applicants failed drug screenings.
    - ☐ Applicants were unwilling to accept offered pay/compensation.

11. Do you think there are other job opportunities not currently listed that the company may need in the future? Yes / No If yes, please specify by occupational or job title?

12. Currently, what job opportunity should be made available in your organization?

13. In the next five years, what jobs should be made available in your organization?

14. In the next ten years, what jobs should be made available in your organization?

15. Please list the job titles that you find the most critical (job title and specialty if applicable) in your organization?

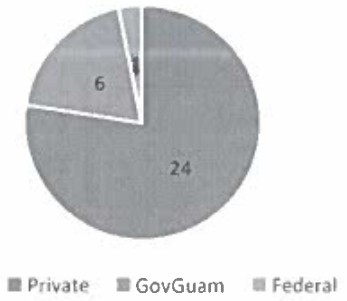
16. What, do you suppose, are other emerging career opportunities currently not on Guam?

Name: _____

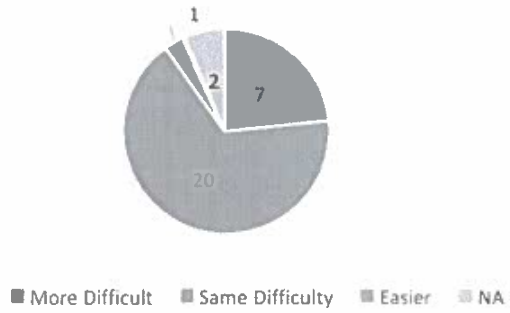
Signature: _____

Appendix 2

1. Total of 31 Survey Participants employing 8,408 staff. Of the 31 agencies surveyed, Private sector accounted for 24 participants with 6, 914 employees, Government of Guam with 6 participants with 1,463 employees and 1 federal agency with 31 employees.



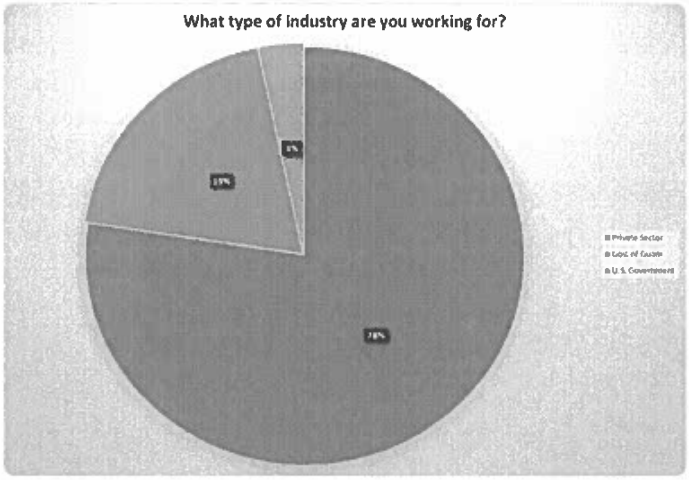
2. Difficulty in filling positions this year?
   20 (65%) out of 31 participants claimed that difficulty was about the same as last year while 7 (23%) claimed it was more difficult. 1 claimed it was easier and 1 did not answer



3. Why were these positions difficult to fill?
   Out of 68 answers, 21 (31%) was highest, which was lack of education, certification or training. 16 (24%) claimed lacked relevant work experience). 14 (21%) claimed lacked technical skills. The remaining reasons had 10 or less made up the remaining fourth or 25%.



4. Out of a scale of 1 – 5, 100% listed either a 4 or 5 on the importance of filling the positions
5. Based on the survey of 31 company's, 78% of those surveyed work in the private sector, 19% work for the Government of Guam and 3% work for the US Government.

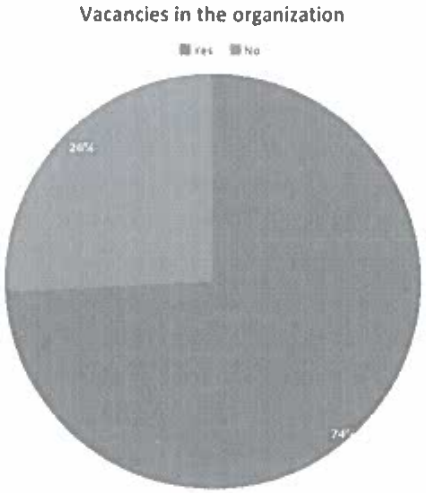


6. In reviewing the number of employees per industry, the private sector holds more employees than the Government of Guam and US Government. However, there were more private sector companies surveyed, total of 24 out 31.

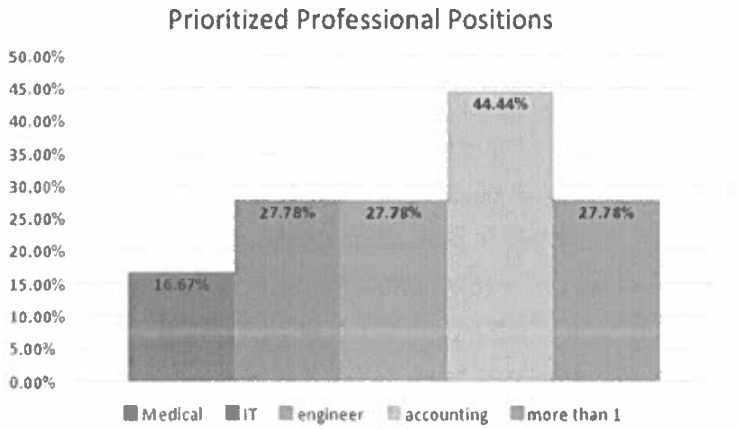
7. Majority of the private and Government of Guam company's noted that they have professional vacancies to fill. For the private sector, 18 out of 24 company's surveyed responded that they do



have vacancies, and 6 responded that they do not. For Government of Guam 5 out of 6, responded yes, that they do have vacancies, with only 1 responding that they don't. And for the Federal Government, the 1 company surveyed indicated that they do not have any vacancies to fill.



8. Across the board between all of the industries and companies surveyed, the positions that are considered the most difficult to fill are accounting (44.4%), Information Technology (27.78%), Engineering (27.78%) and Medical (16.67%).


Prioritized Professional Positions
50.00%
45.00%
40.00%
35.00%
30.00%
25.00%
20.00%
15.00%
10.00%
5.00%
0.00%
16.67%
27.78%
27.78%
44.44%
27.78%
Medical
IT
engineer
accounting
more than 1

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Student Financial Aid | Jesus U. Torres Professional and Technical (ProTECH) Awards
17 GCA § 28111

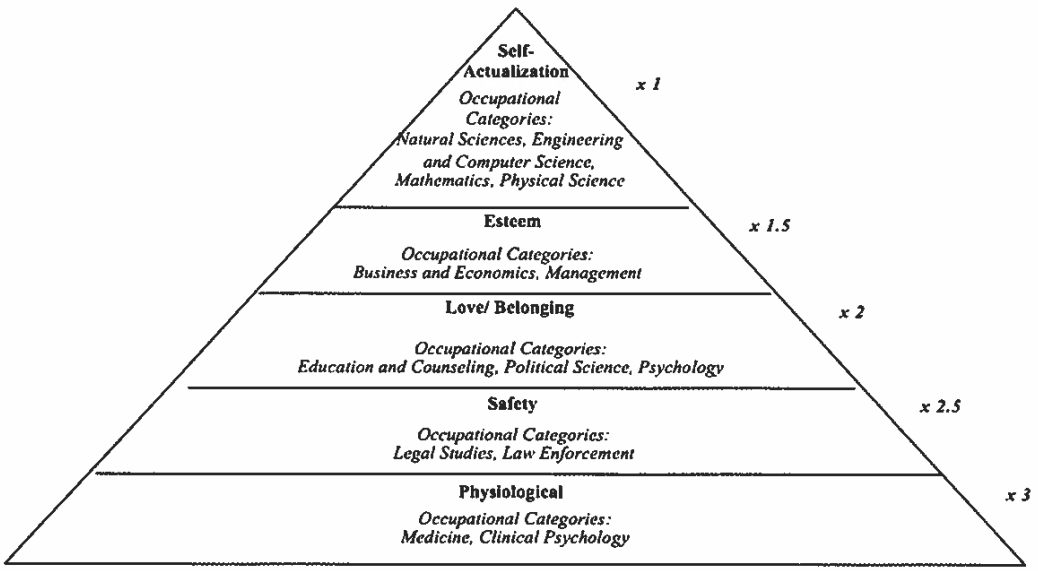
A Government of Guam sponsored scholarship for graduate and professional studies. The program receives an annual appropriation through the Student Financial Assistance Program

Student Financial Aid Program (SFAP) Scoring Matrix

Step 1: Rank positions against established rubric. Rubric focuses on three categories Future Difficult to Fill Positions | Local / Global Demand | Impact to Community. Positions are ranks from one to four (1-4), ***four*** (4) being **highest** priority and ***one*** (1) being the **lowest** priority.

Category	Highest Priority - 4	High Priority - 3	Low Priority - 2	Lowest Priority - 1	Score
Difficulty to Fill Position	The position has been vacant for more than five years and less than five people hold this position.	The position has been vacant for five years and less than ten people hold this position.	The position has been vacant for three or more years and less than fifteen people hold this position.	The position has been vacant for a year and less than 20 people hold this position.	
Local/ Global Demand	The position takes on multiple responsibilities and is highly recommended to meet the needs and wants of the community.	The position is up and coming and supports new innovations.	The position focuses on meeting the needs of a specific group of people.	The position benefits the local and global demand, but is not high needs for employment.	
Impact on Community	The position provides a cumulative effect on the community. Viewed in the context of the total effect of other past, present, and reasonable foreseeable future actions.	The position provides a direct effect on the community, focusing on the present and future.	The position provides an indirect effect. These effects change land use patterns, population density or growth rate.	The position only affects a particular group of individuals and not as a whole.	
				Total x Need	

Step 2: Occupations of interest are categorized based on Maslow's Hierarchy of Needs, organized by a five-tiered pyramid seen below that establishes the level of priority score. The level of priority score is multiplied by the rubric score.



Student Financial Aid | Jesus U. Torres Professional and Technical (ProTECH) Awards
17 GCA § 28111

Example Evaluation in the Event of a Tie

Civil Engineer = 4

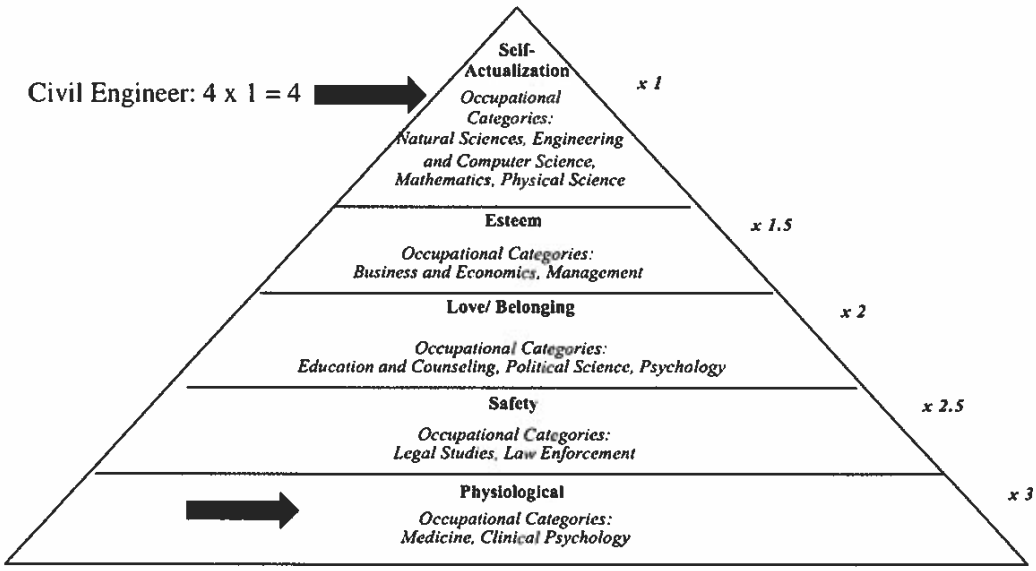
Category	Score
Difficulty to Fill Position	1
Local/ Global Demand	1
Impact on Community	2

Social Worker = 4

Category	Score
Difficulty to Fill Position	1
Local/ Global Demand	2
Impact on Community	1

The scores are categorized below and multiplied by the corresponding score.

Civil Engineer: 4 x 1 = 4



Social Worker: 4 x 3 = 12

***Social worker has the higher priority score at twelve (12) over Civil Engineer at four (4).**

Survey of Critical Professional Positions for Guam
School of Business and Public Administration
University of Guam, Mangilao, GU 96923

Dear Participant,

You are invited to participate in a voluntary survey to determine critical professional positions needed for Guam in the next 5-10 years with the expectation of a growing and aging population. We are defining critical position as those that are vital to the quality of life and health, safety, education and infrastructure of our island. The outcome of the survey will be used to establish the Career Priority Listing for the awarding of the Jesus U. Torres Professional / Technical Award authorized under Guam Public Law 31-237.

BY completing this survey, you have read and understood the purpose of the survey and have agreed to participate voluntarily.

1. What type of industry are you working for right now?
   Private Sector (Job nature: _____)
   Government of Guam
   U.S. Government

2. How many employees (part time and full time) are in your organization? _____

3. Do you have professional vacancies for any positions in your organization at this time? Yes/No

4. How many different professional positions are you hiring? Please list the most difficult positions to fill (top 5).

5. How many job openings are there for each of these difficult positions?

6. Approximately how many professional positions has your organization tried to fill in the last 12 months?

7. Has your organization had difficulty filling any positions in the past 12 months? Yes / No
   If yes, please specify what occupation or job title.

8. What is your experience filling positions this year?
   - More difficult than last year
   - About the same as last year
   - Easier than last year
   - N/A

9. On a scale of 1-5, 1 being least important and 5 being extremely important, how important is it to fill the positions listed above (question 4).

10. Why were these positions difficult to fill?
    - Applicants lacked necessary education level, certification, or training.
    - Applicants lacked technical or occupational-based skills.
    - Applicants lacked soft skills such as communication, teamwork, critical thinking.
    - Applicants lacked relevant work experience.
    - Applicants had criminal records.
    - Applicants failed drug screenings.
    - Applicants were unwilling to accept offered pay/compensation.

11. Do you think there are other job opportunities not currently listed that the company may need in the future? Yes / No If yes, please specify by occupational or job title?

12. Currently, what job opportunity should be made available in your organization?

13. In the next five years, what jobs should be made available in your organization?

14. In the next ten years, what jobs should be made available in your organization?

15. Please list the job titles that you find the most critical (job title and specialty if applicable) in your organization?

16. What, do you suppose, are other emerging career opportunities currently not on Guam?

Name: _____

Signature: _____

UNIVERSITY OF GUAM
UNIBETSEDAT GUÅHAN
BOARD OF REGENTS

Resolution No. 18-19

RELATIVE TO AWARDING THE HONORARY DEGREE OF DOCTOR OF HUMANE LETTERS TO MR. HIDENOBU "GEORGE" TAKAGI

WHEREAS, the Board of Regents is authorized to confer degrees; and

WHEREAS, Mr. Hidenobu "George" Takagi was born in 1942 on Hiroshima, Japan and graduated from the Nishinomiya High School in Hyogo Prefecture, Japan; and

WHEREAS, Mr. Hidenobu "George" Takagi is the son of Hideji and Shigeko Takagi, and is married to Noriko Takagi, with whom they have three grown children and three grandchildren; and

WHEREAS, Mr. Hidenobu "George" Takagi received a Bachelor of Science in Agriculture and Livestock from Kobe University; and

WHEREAS, Mr. Hidenobu "George" Takagi initially conducted agricultural research on behalf of a toothpaste manufacturer on the possibility of growing mint in Saipan by doing soil surveys and planting mint seedlings to test the sustainability of mint cultivation which turned out to be unsuccessful; and

WHEREAS, Mr. Hidenobu "George" Takagi, upon traveling through Guam, saw a business opportunity to grow and sell various fresh vegetables on the island and convinced seven of his college classmates and younger friends to join him in setting up a vegetable farm company; and

WHEREAS, Mr. Hidenobu "George" Takagi, in 1967, founded and became General Manager of "*Green Farm, Incorporated*" in Inarajan to help reduce local reliance on importation of vegetables by growing local produce and improving the availability and quality of fresh vegetables sold on island; and

WHEREAS, Mr. Hidenobu "George" Takagi, in 1972, chose to stay on Guam, the island he had grown to love, after his farming company ran out of money, and transitioned to the family tradition of selling insurance; and

WHEREAS, Mr. Hidenobu "George" Takagi, in May 1973, became the Founder, Vice President, and local General Manager of "*Universe Insurance Underwriters, Incorporated*" (UIU), a managing general agent for the Yasuda Fire Marine Insurance Company in Japan, to provide a wide range of insurance solutions to Guam's local business community; and

WHEREAS, Mr. Hidenobu "George" Takagi, after 17 years with UIU, decided to open his own company in 1990 and became the Founder and Executive Chairman of "*Takagi & Associates, Incorporated*", partnering with Aioi Nissay Dowa Insurance Company, Limited; and

WHEREAS, Mr. Hidenobu "George" Takagi celebrated the company's 27th anniversary last year in 2017 serving the island of Guam and Saipan, and looking to expand elsewhere in the south pacific; and

WHEREAS, Mr. Hidenobu "George" Takagi served with the Japan Club of Guam (JCG) as a previous President in 2003-2005 and 2015-2017, and currently serves as the JCG President and as a board member of the JCG and Japanese School for the last 15 years, where the JCG, created in 1972, serves as a community hub for Japanese living on the island to socialize, do business, and create events to forge friendships, such as the annual "Autumn Festival" hosted at Ypao Beach, and Arts & Craft Fair; and

WHEREAS, Mr. Hidenobu "George" Takagi served as the Chairman for the last 14 years of the Peace Ring of Guam, a Guam-based nonprofit organization that honors more than 19,000 Japanese, Americans, and CHamorus who lost their lives during World War II, by sponsoring memorial services and supports cleaning and maintenance of the South Pacific Memorial Tower Park and various other memorials, as well as promoting and supporting Guam's many memorial services for war victims; and

WHEREAS, Mr. Hidenobu "George" Takagi currently serves as the Second Vice President of the American Red Cross, and served as a board member for the last 14 years, providing health and safety, and relief aid for those in need during times of crisis; and

WHEREAS, Mr. Hidenobu "George" Takagi served as a board member of the Micronesian Area Research Center for the last 11 years, supporting the mission and initiatives in managing the vast wealth of research and reference materials collected over the years spanning several genres about the Guam and Micronesian culture; and

WHEREAS, Mr. Hidenobu "George" Takagi served as a board member of the Guam Health Care and Hospital Development Foundation, Incorporated for six years, and Director and Chairman of the Japan Business Development Committee to help improve the level of healthcare services on Guam by finding partnerships with Japanese hospital groups and medical facilities to bring investment to the island to help fill gaps in medical care/services not readily available; and

WHEREAS, Mr. Hidenobu "George" Takagi served as a board member of the Guam Employer's Council for four years; and

WHEREAS, Mr. Hidenobu "George" Takagi received several awards and recognition to include: As President of the JCG, received commendations from the government of Japan through the Ministry of Foreign Affairs for sponsoring various activities promoting friendship between Japan and other countries; as Chairman of the Peace Ring of Guam in 2006, received recognition from the 28th Guam Legislature Executive Committee (Resolution No. 194) for a Peace Ring project that brought 250 high school students from Japan to learn more about the war and pay respects to those who died during World War II; in 2009, received the Overseas Diplomatic Missions Award from the Japan Consulate General on Guam; in 2015, received the Order of the Rising Sun Gold and Silver Rays, one of Japan's highest honors, from the Emperor of Japan for long and meritorious service in the promotion of Japanese culture and international friendship;

in 2015, received recognition from the 33rd Guam Legislature (Resolution No. 124-33) for his company's 25 years of dedication to the insurance industry on Guam; and in 2016, received recognition from the 33rd Guam Legislature (Resolution No. 265-33) for his dedication of service to the Japanese and local community and for receiving the Order of the Rising Sun Gold and Silver Rays.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents through the Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee hereby deems it appropriate to confer the Honorary Degree of Doctor of Humane Letters upon Mr. Hidenobu "George" Takagi; and

BE IT FURTHER RESOLVED, that the Board of Regents, along with the President of the University of Guam, will confer said Honorary Degree at the Fañomnåkan 2018 Commencement on May 20, 2018.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

UNIVERSITY OF GUAM
UNIBETSEDAT GUÅHAN
BOARD OF REGENTS

Resolution No. 18-20

RELATIVE TO AWARDING THE HONORARY DEGREE OF DOCTOR OF LAWS TO THE HONORABLE AMUA AMATA COLEMAN RADEWAGEN

WHEREAS, the Board of Regents is authorized to confer degrees; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen was born in 1947 on Pago Pago, American Samoa, and graduated from the Sacred Hearts Academy in Honolulu, Hawaii; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen is the daughter of the late Governor and Mrs. Peter Tali Coleman, and is married to Fred Radewagen, with whom they has three grown children and two grandchildren; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen received a Bachelor of Arts in Psychology from the University of Guam (1975), with additional studies at Loyola-Marymount and George Mason Universities; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen was elected as American Samoa's third Member of Congress on November 4, 2014 and re-elected with 75% of the vote in 2016, the highest vote-getter for any office in the history of American Samoan elections; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen was the first woman elected to the United States House of Representatives from American Samoa, and has been the most senior member of the Republican National Committee since 2012 and holds the orator (talking chief) title of Aumua from the village of Pago Pago in American Samoa where she is a registered voter; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen has been a community activist from American Samoa who volunteers with the hospital Women's Auxiliary, is a member of Business and Professional Women, and is on the board of Goodwill Industries; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen, a 24-year cancer survivor, has served as spokesperson for the Samoan Women's Health Project to promote cancer awareness and bring mammography to the territory, and has been liaison to the National Breast Coalition since 1993; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen is a member of the board of Field House 100 American Samoa, a non-profit organization devoted to finding athletic scholarship opportunities in the states for talented high school athletes in American Samoa; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen was appointed by President George W. Bush in 2001 as a White House Commissioner for Asian Americans and Pacific Islanders (AAPI) where she chaired the Community Security Committee and was the only Pacific Islander on the 15-member commission that advised the President on AAPI issues and issued a landmark report on the health care needs of America's AAPI communities; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen has been involved with helping build democratic institutions abroad as a trainer since 1992 and participated in missions to Kazakstan, Cambodia, Kyrgyzstan, and Morocco for the International Republican Institute and the International Foundation for Electoral Systems; conducted training in Washington for Iraqi and Uyghur women leaders in 2007; and other international work through participation in several Pacific region conferences; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen served in several organizations in her career to include: member of the 1986 American Council of Young Political Leaders (ACYPL) study tour of Australia and elected as a member of the ACYPL Alumni Council in 1987; member of the advance team for the historic 1990 Honolulu summit between President George H.W. Bush and Pacific Island leaders; and Washington's advance liaison for the vice president's 1989 visit to Pago Pago; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen, as a member of the U.S. House of Representatives Majority Leadership Staff for eight years, served as Conference scheduling director and supervised the database created to reach out to Asian Pacific and other minority aspirants for congressional positions; and served as scheduling director to the U.S. Rep. Philip Crane (R-IL), the dean of the House Republican Conference at the time of his retirement; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen, earlier in her career, served at the U.S. Office of Economic Opportunity and the Department of Health, Education, and Welfare, and was the first executive assistant to the first delegate-at-large to Washington from American Samoa; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen, as a member of the Republican National Committee (RNC), served on the Chairman's Executive Council, the Committee on Arrangements for six national conventions and the Standing Committee on Rules; and attended eight Republican National Conventions, served twice as an officer of the Convention, and was a member of the Convention Committee on Rules six times; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen was appointed in 2013 to the Chairman's Commission on Convention Planning and, in recognition of her leadership in Pacific Islander communities nationally, received the RNC's inaugural Trailblazer Award named for Mary Louise Smith, the first woman ever to serve as RNC chairman; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen, in 2003, became the first and only Pacific Islander ever chosen as "Outstanding Woman of the Year" by the National Association of Professional Asian American Women (NAPAW); in 2008, received the International Leadership Foundation's Visionary Award; and in 2013, was presented

the "Inspirational Speaker" Award at the Ninth Annual Samoan Athletes Heart of Champions Ceremony in La Mesa, California; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen is a life member of the Capital Hill Club, a founding member of the American Samoan Society, and a member of the Guam Society of America, the Hawaii State Society, the Women's Foreign Policy Group in Washington, the Independent Women's Forum, and the Pan Pacific and Southeast Asia Women's Association; and

WHEREAS, Congresswoman Amua Amata Coleman Radewagen appears in the *Who's Who in Politics, Who's Who in the South and Southwest*; is on the United States list of the Secretariat of the Pacific Community's *Register of Skilled Women in the Pacific*; and is one of the 100 women profiled in *The Women of American Samoa 1900-2000: A Hundred years of development and achievements*, a book prepared in conjunction with the centennial observances of American Samoa as a U.S. Territory.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents through the Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee hereby deems it appropriate to confer the Honorary Degree of Doctor of Laws upon Congresswoman Amua Amata Coleman Radewagen; and

BE IT FURTHER RESOLVED, that the Board of Regents, along with the President of the University of Guam, will confer said Honorary Degree at the Fañomnåkan 2018 Commencement on May 20, 2018.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

BFIA Chairperson Regent Elvin Chiang will give his report.

FY 2018 ALLOTMENT REPORT
As of April 20, 2018

Programs	Fund Source	P.L. 34-42 Appropriation	"Tax Cuts and Jobs Act of 2017"	Adjusted Appropriation	Amount Requested	Amount Paid	Unpaid from Amount Requested	Unpaid from Total Appropriations
UOG Operations (10-2A)								
DOA Payments								
Total for DOA Payments	General Fund	30,740,431.00	(2,863,230.00)	27,877,201.00	17,454,712.60	10,898,219.75	6,556,492.85	16,978,981.25
Total UOG General Operations		**30,740,431.00**	**(2,863,230.00)**	**27,877,201.00**	**17,454,712.60**	**10,898,219.75**	**6,556,492.85**	**16,978,981.25**
PMP Bond payments applied through April 2018 ($168,982.25)						1,182,875.75	(1,182,875.75)	(1,182,875.75)
Total UOG General Operations less PMP Bond Payment						**12,081,095.50**	**5,373,617.10**	**15,796,105.50**
						62%	**38%**	**61%**
Special Appropriations (10-30/51/61/67)								
Student Financial Assistance Program (67)	General Fund	3,599,358.00	(311,834.00)	3,287,524.00	2,047,653.10	1,457,319.00	590,334.10	1,830,205.00
Aquaculture Development and Training Center (61)	General Fund	125,254.00	(10,852.00)	114,402.00	71,256.00	50,713.20	20,542.80	63,688.80
WERI - Guam Hydrologic Survey (10-30)	General Fund	182,694.00	(15,828.00)	166,866.00	103,933.50	73,969.70	29,963.80	92,896.30
WERI - Comprehensive Water Resource Monitoring Program (10-30)	General Fund	155,626.00	(13,483.00)	142,143.00	88,534.50	63,010.25	25,524.25	79,132.75
UOG Capital Improvements Fund - Debt Service (51)	Guam Highway Fund	500,000.00	-	500,000.00	500,000.00	-	500,000.00	500,000.00
UOG Capital Improvements Fund - Rental Payts (51)	Territorial Educational Facilities Fund	602,349.00	-	602,349.00	351,370.25	-	351,370.25	602,349.00
Guam Cancer Trust Fund (10-30)	Healthy Futures Fund	2,786,270.00	-	2,786,270.00	1,625,323.70	1,160,945.50	464,378.20	1,625,324.50
Total Special Appropriations		**7,951,551.00**	**(351,997.00)**	**7,599,554.00**	**4,788,071.05**	**2,805,957.65**	**1,982,113.40**	**4,793,596.35**
						59%	**41%**	**63%**
Agency Funds (90)								
Northern & Southern Soil and Water Conservation Districts (90-902059)	General Fund	149,384.00	(12,942.00)	136,442.00	84,983.50	60,483.00	24,500.50	75,959.00
KPRG (Public Radio) (90-902002)	General Fund	125,000.00	(10,830.00)	114,170.00	71,111.30	50,610.40	20,500.90	63,559.60
Guampedia Foundation (90-902003)	Tourist Attraction Fund	200,000.00	-	200,000.00	116,666.55	116,666.55	-	83,333.45
First Generations Trust Fund Initiative (90-902061)	General Fund	250,000.00	-	250,000.00	145,833.10	-	145,833.10	250,000.00
Total Agency Funds		**724,384.00**	**(23,772.00)**	**700,612.00**	**418,594.45**	**227,759.95**	**1,006,582.95**	**472,852.05**
Grand Total PL 34-42		**39,416,366.00**	**(3,238,999.00)**	**36,177,367.00**	**22,661,378.10**	**13,931,937.35**	**9,545,189.20**	**22,245,429.65**
Total		39,416,366.00		36,177,367.00	22,661,378.10	13,931,937.35	8,729,440.75	22,245,429.65
Difference		-		-	-	**61%**	**39%**	**61%**

DRAFT/UNAUDITED

UNIVERSITY OF GUAM
Statement of Revenues, Expenses, and Changes in Net Position
For the month ending February 2018 (UNAUDITED)

	Cash Basis 2/28/17	Cash Basis 2/28/18	Variance Feb 2018 vs Feb 2017	DESCRIPTION
A - OPERATING REVENUES				
Student tuition and fees, net	12,492,539	12,431,639	(60,900)	
Scholarship Discounts and Allowances	(4,516,633)	(5,529,821)	(1,013,188)	increase in qualified recipients:Financial aid for administrators/dependents, FED Pell Grant, & SFAP scholarships.
Federal grants/contracts	10,533,830	10,877,543	343,713	
GovGuam grants & contracts	303,204	414,030	110,826	
Nongovt. grants & contracts	640,771	393,167	(247,604)	
Sales & services of education dept.	261,401	284,677	23,276	
Auxiliary enterprises	691,528	771,548	80,020	
Bookstore	394,203	356,159	(38,044)	
Housing	226,181	337,247	111,066	
English Language Institute	40,120	49,104	8,984	
Other auxiliary enterprises	31,024	29,038	(1,986)	
Other revenues	2,755,527	2,330,700	(424,827)	Unrestricted revenues eg. PIP activities, private scholarships, indirect cost from federal grant awards, fieldhouse income, SFAP default collections, tuition interest, dividend interest, driver's ed tuition, workshop conference, etc.
Total operating revenues	23,162,167	21,973,483	(1,188,684)	
B - OPERATING EXPENSES				
Educational and general:				
Instruction	7,336,400	7,913,919	577,519	overloads; increase in adjunct professors; inc from 2,500-3,250
Research	4,575,811	4,427,914	(147,897)	
Public service	3,592,090	3,591,245	(845)	
Academic support	3,401,056	3,829,961	428,905	
Student services (net of allowance)	1,294,421	1,230,294	(64,127)	
Institutional support	3,522,506	3,666,426	143,920	
Operations and maintenance plant	2,399,557	2,618,799	219,242	
Depreciation	1,364,761	1,455,197	90,436	
Scholarships & fellowships	4,077,451	4,333,552	256,101	
Auxiliary enterprises	816,268	985,927	169,659	
Total operating expenses	32,380,321	34,053,233	1,672,912	
Operating income (loss)	(9,218,154)	(12,079,751)	(2,861,597)	
C - NON-OPERATING REVENUES (EXPENSES)				
GovGuam appropriations FY 2018	5,279,167	9,805,442	4,526,275	Allotment received for FY18 was thru Jan 2018 (partial) whereas FY17 allotment was thru Oct16-Nov 2016.
Investments income (net of expense)	919,028	772,940	(146,088)	Per RJ statement
Interest on capital assets - debt related	(312,525)	(219,866)	92,659	
Contribution from Endowment Foundation **		7,398	7,398	
Net nonoperating revenues	5,885,670	10,365,914	4,480,244	
Income before other revenues/expenses	(3,332,484)	(1,713,837)	1,618,647	
D - OTHERS				
Expended for plant facilities, net	(67,358)	(42,500)	24,858	
Debt service - DOA bond	(845,015)	(845,015)	0	P.L. 22 - 19-PMP bond at $169k/mo
Total other revenues/expenses	(912,373)	(887,515)	24,858	
Change in net position	(4,244,857)	(2,601,352)	1,643,505	
E - NET POSITION				
Net Position beginning, FY17	43,458,217	39,425,114	(4,033,103)	
Net Position ending YTD FY2018 Unaudited	39,213,360	36,823,762	(2,389,598)	

Note

$2.6M DEC in net assets using CASH BASIS; $3.9M INC in net assets using ACCRUAL BASIS. GOV GUAM is $6.5M in arrears for FY 2018 allotment.

Breakdown of General Operations Appropriation Request:	Budget	Requested	Received Pd.	balance due
General Operations (from General Fund)*	30,740,431	12,808,512.92	4,800,000	8,008,513
Capital Improvement Fund - Debt Service	500,000	208,333	-	208,333

UNIVERSITY OF GUAM
Statement of Revenues, Expenses, and Changes in Net Position
For the month ending February 2018 (UNAUDITED)

	Cash Basis	Cash Basis	Variance	
	2/28/17	2/28/18	Feb 2018 vs Feb 2017	
Special Appropriations (excludes CIP, KPRG & Guampedia & Soil)	8,252,324	3,438,468.33	479,167	2,959,302
Total Appropriations	**39,492,755**	16,455,315	5,279,167	11,176,148
Less: PMP Bond payment				(676,015)
		16,455,315	10,558,334	10,500,132

UNIVERSITY OF GUAM
Balance Sheet

	Unaudited 09/30/17	Unaudited 2/28/2018	Variance	
ASSETS				
Cash in Bank/On Hand	9,647,880	6,622,227	(3,025,653)	GCTF, PY Cash reclassification of $1.9M,
Short Term Investments	13,222,197	17,058,194	3,835,997	BP, Comm First, PMB Ada, BOG
Due from Gov Guam	231,760	6,461,071	6,229,311	Have not received the Auditor's Request JV to reclassify the outstanding bal from DOA
Accounts Receivable, tuitions net	7,506,300	7,330,079	(176,221)	
Accounts Receivable, others- net	1,431,737	1,611,532	179,795	
Accounts receivable grants/contracts	3,806,702	3,102,110	(704,592)	Revenue recognition only performed on a Qtrly basis
Due fr UOG Foundation	325,000	525,000	200,000	Booked 2018 Endowment Receivable
Inventories	782,002	782,002	-	
Investment	13,314,339	13,729,506	415,167	Reclass based on audit grouping
Investments, endowments	17,562,761	17,076,579	(486,182)	Reclass based on audit grouping
Capital assets, net	67,437,018	67,437,018	-	
Other current assets	438,440	708,112	269,672	Advances to Vendors/Travelers
Deferred Outflows from pension	9,359,415	9,359,415	-	
Total assets	**145,065,551**	**151,802,845**		
LIABILITIES				
Current portion of long term	241,226	241,226	-	
Accounts payable & accrued liabilities	4,988,393	952,721	(4,035,672)	Cut off period; FYE 17 extended thru Nov 17
Unearned Revenue	8,307,407	654,956	(7,652,451)	FL 2017 Tuition Deferred Rev, PIP, Aux, SOE, WERI,
Deferred revenue GovGuam Appro		-	-	
Current portion of accrued annual leave	842,121	842,121	-	
Accrued annual leave, net of current portion	1,045,482	1,045,482	-	
Deposits agency	74,453	596,099	521,646	
Net pension liability	93,255,503	77,244,313	(16,011,190)	Reclassification due to GASB 73; Pending receipt of A
Long Term debt	11,072,359	11,072,360	1	
DCRS sick leave liability	3,517,295	3,517,295	-	
Deferred inflows of Resources	837,827	7,384,599		
Total liabilities and deferred inflows of Resources	124,182,066	103,551,172		
FUND BALANCES				
Invested capital assets, net related debts	56,123,433.00	56,199,231		
Restricted	5,126,907.00	3,155,000.00		
Expendable	5,815,639.00	7,649,901		
Unrestricted	(46,182,494.00)	(18,752,459)		
Total fund balance end, 2.28.18	20,883,485	48,251,673		
Total liabilities and fund balances	**145,065,551**	**151,802,845**		
	-	(0)		

University of Guam
Budget to Actual Statement
FY 2018 General Operations Local Appropriation
As of March 31, 2018

	Budget Total	Budget 1st Qtr	Actual as of 3/31/18	Variance	Notes
Revenues					
GovGuam Appropriations (cash)	30,740,431	15,370,216	9,029,106	(6,341,110)	bond debt service payment is reflected in GovGuam appropriation
Tuition, net (accrual)	13,811,656	6,905,828	12,835,566	5,929,738	pending admin allowance transfers for Fanomnakan 2018
Federal Matching Funds	1,586,631	793,316	793,316	-	
PIP Net Revenue (transfer)	400,000	200,000	200,000	-	
Total Revenues	46,538,718	23,269,359	22,857,988	(411,371)	
General Operations Expenses					
Personnel Expenses	$ 36,710,781	$ 18,355,391	17,368,458	986,932	
Operating (Non-Personnel) Expenses					
Travel (faculty search)	130,000	65,000	45,311	19,689	
Contracts	4,009,435	2,351,218	1,966,438	384,779	
Supplies	505,770	252,885	343,223	(90,338)	
Equipment	196,619	98,310	94,759	3,551	
Capital Outlay	776,534	388,267	131,502	256,765	
Miscellaneous	109,579	54,790	52,089	2,700	
Utilities	4,100,000	2,050,000	1,525,351	524,649	
Subtotal Operating (Non-Personnel) Expenses	9,827,937	5,260,469	4,158,672	1,101,797	
Total General Operations Expenses	$ 46,538,718	$ 23,615,859	$ 21,527,130	2,088,729	
Surplus (Deficit)	-		1,330,858	1,677,358	

University of Guam
Collections Report
For the Month of
MARCH 2018

SFAP Receivables Data

	Principal $	Interest $	Paid $	Balance	
Service Credit	18.50M	N/A	6.45M	12.05M	
Paying	1.92	472K	922K	1.47M	4.70M
Non-Paying	3.24M	691K	702K	3.23M	

A C T U A L C O L L E C T I O N S

	FY2014	FY2015	FY2016	FY2017	Forecast FY2018	Actual FY2018
SFAP	258,704	416,499	250,072	710,464	314,000	327,546
DOC	2,451	4,275	4,500	14,671	6,000	1,050
YEC	76,222	53,291	81,334	79,533	80,000	16,050
	337,377	474,065	335,906	804,668	$ 400,000	$ 344,646
PROJECTION:	525,000	300,000	300,000	300,000		

86% Actual
200,000 → 50% Forecast FY18

1.a. Monthly Aging Summary (Paying/Non-Paying)

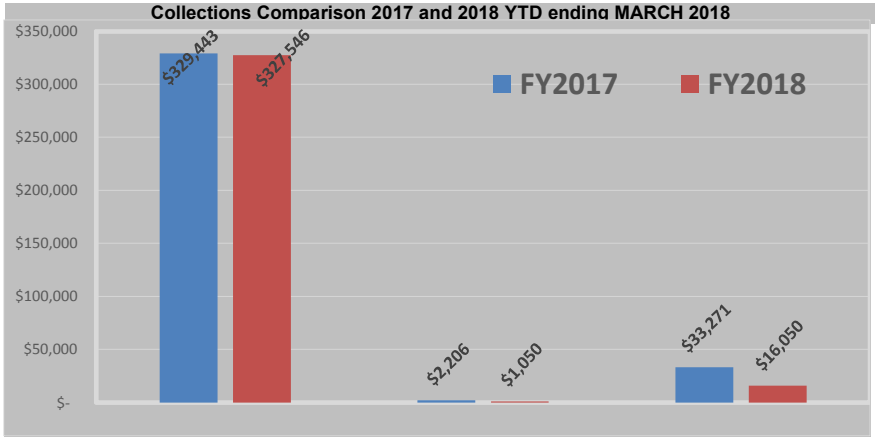
	TOTAL	Paying 0-30	Paying 31-60	Paying 61-90	Non-Paying 90+	Non-Paying 120+	Non-Paying 180+	Non-Paying 365+
YEC	784,273	80,318	43,888	14,282	0	0	6,431	639,354
Merit	1,554,659	368,604	2,597	35,966	22,685	4,075	0	1,120,731
Nurses	166,773	100,032	0	14,437	0	0	0	52,304
DocFell	350,756	212,605	0	0	0	0	40,778	97,373
DocSanc	39,072	8,220	0	0	0	0	0	30,852
Protech	870,696	289,251	0	184,247	0	14,761	33,820	348,617
GGSL	882,359	72,806	38,977	0	0	1,806	10,708	758,062
ROTC	37,033	0	0	0	0	0	0	37,033
AHEG	9,215	2,485	0	0	0	0	600	6,130
Soc Wrk	4,369	0	0	0	0	0	0	4,369
Total	**$4,699,204**	**$1,134,321**	**$85,462**	**$248,932**	**$22,685**	**$20,642**	**$92,336**	**$3,094,825**
		Paying>>>		$1,468,715	Non-Paying>>>			$3,230,489

1.a. Combined Total Outstanding

	Mar 2018	Feb 2018	Jan 2018	Dec 2017
YEC	784,273	786,063	792,179	794,933
Merit	1,554,659	1,566,424	1,627,402	1,674,053
Nurses	166,773	168,166	170,635	173,322
DocFEll	350,756	351,255	351,906	352,406
DocSanc	39,072	39,347	39,522	39,697
Pro-Tech	870,696	879,260	879,510	888,016
GGSL	882,359	883,784	864,710	837,955
ROTC	37,033	37,033	37,033	37,033
AHEG	9,215	9,590	7,140	4,735
Soc Wrk	4,369	4,369	4,369	4,369
Total	**4,699,204**	**4,725,292**	**4,774,406**	**4,806,519**

	FY2017 Month MAR FY17	FY2018 Month MAR FY18	FYTD FY2017 MAR	FYTD FY2018 MAR	
1 SFAP	$ 69,950	$ 71,335	$ 329,443	$ 327,546	*(1)
2 DOC	$ 175	$ 275	$ 2,206	$ 1,050	
3 YEC	$ 3,721	$ 1,706	$ 33,271	$ 16,050	
Total	**$ 73,846**	**$ 73,315**	**$ 364,920**	**$ 344,646**	

***(1) Increase due to Merit lump sum and Protech payment**
Collected 100% 2 GovGuam Student Loan accounts
Collected 100% 3 Merit, 2 Protech, 1 GovGuam (old) accounts,
1 Nurses Training



Prepared By: Frances Danieli
Associate Comptrollr/Bursar
Updated: 4/24/2018

UNIVERSITY OF GUAM
UNIBETSEDÅT GUAHAN

Administration and Finance
Office of the Comptroller

FY 2018 Procurement Report
As of March 31, 2018

Compliance with BOR Resolution 05-54 (Adopted 12/5/05): At each monthly Board meeting, the Board requires a listing of approved procurement transactions and contracts greater than $100,000.00.

	Purchase Order > $100k			
	Count	**$ Value**	**Vendor**	**Description**
October 2017	1	$174,444.00	ComPacific	UOG BID P21-17 Office of Information Technology (OIT) UPS Replacement
	2	$104,400.00	Lagu Sanitation	UOG BID P07-17 Trash Collection Services
November 2017	1	$112,882.00	Ellucian Company	PO P2180051 Software (Colleague) Maintenance Enhancement/Support Services
December 2017	None	$0	NA	NA
January 2018	None	$0	NA	NA
February 2018	None	$0	NA	NA
March 2018	None	$0	NA	NA
April 2018				
May 2018				
June 2018				
July 2018				
August 2018				
September 2018				
	Contracts >$100k			
October 2017	1	$213,382.00	Department of Public Health & Social Services, Division of Public Welfare	To conduct and evaluate community (focus group) meetings representative of the Northern, Central, and Southern regions Guam to systematically collect relevant data on the food, nutrition, and health issues for the development of future SNAP-Ed projects in Guam
	2	$137,500.00	Ocean Voyages	Vessel to Support Forest Inventory in the Republic of the Marshall Island 2018
November 2017	1	$152,377.00	Department of The Interior	WERI a water-resource monitoring program with U.S. Geological Survey
	2	$158,332.00	American Cancer Society Inc.	Cancer Support Services through the Gaum Cancer Trust Funds
December 2017	1	$984,204.00	Guam Cancer Care	Cancer Support Services through the Guam Cancer Trust Funds
January 2018	1	$100,000.00	Department Public Health and Social Services Division of Public Health (DPHSS)	To provide Guam Affordable Care Act, Maternal, Infant, and Early Childhood Home Visiting Program
	2	$131,017.00	Guam Department of Education	To provide professional services to support the implementation and expansion of the positive behavior intervention and supports
February 2018	1	$203,840.63	Guam Department of Agriculture Development Services	MOU with UOG CNAS development of skilled workforce for orchid nurseries on Guam
	2	$12,000,000.00	Office of the Governor of Guam	For building of the Guam Cultural Repository in connection of the relocation of U.S. Marine

	3	$136,200.00	J.M. Aquino PC	Corps from Okinawa to Guam For Engineering Services for the Dean Circle Storm Water Drainage System Mitigation project
March 2018	None	$0	NA	NA
April 2018				
May 2018				
June 2018				
July 2018				
August 2018				
September 2018				

UNIVERSITY OF GUAM
UNIBETSEDAT GUÅHAN
BOARD OF REGENTS

RESOLUTION NO. 18-21

RELATIVE TO ACCEPTING THE RESULTS OF THE DELOITTE AND TOUCHE LLP FINANCIAL STATEMENTS AUDIT AND COMPLIANCE AUDIT FOR THE FISCAL YEAR ENDED 30 SEPTEMBER 2017

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

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

WHEREAS, UOG's financial statements have received an unqualified audit opinion from Deloitte and Touche LLP for the fiscal year ended 30 September 2017 and the results of the audits are currently under review with the Guam Office of the Public Accountability (OPA); and

WHEREAS, the auditor's Reports on Internal Control and on Federal Compliance have qualified the University of Guam as a low-risk auditee with no material weaknesses and one reported significant deficiency; and

WHEREAS, the auditor's Management Letter recommended four (4) improvements, for which UOG has taken corrective action; and

WHEREAS, UOG's overall financial condition showed a $3.4 million decrease in net position, which is substantially driven by the cash flow problems of the government of Guam; and

WHEREAS, continuance of being a low-risk auditee and the maintenance of the net position are also a direct result of the efforts of faculty, staff and administrators throughout the UOG community; and

WHEREAS, UOG estimates the Audit will be issued as soon as practical, after the review by the Guam OPA is completed; and

WHEREAS, the President and the BOR's Budget, Finance, Investments and Audit Committee have reviewed and recommend that the BOR accept the audit report.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby accepts the results of the Deloitte & Touche LLP audit reports for the fiscal year ended 30 September 2017 and authorizes the President to finalize the audit reports with the OPA and ensure they are issued in a timely manner.

Adopted this 26th day of April, 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Doc. No. 34GE-18-1843.*

Physical Facilities Acting Chairperson Liza Provido will give her report.

The Plant and Facilities Update will be given at this time.

An update will be provided from the UOG Endowment Foundation.

New Business will be introduced at this time.

The Board of Regents will hold its annual election of officers.

Chairperson Elizabeth Gayle will call for nominations for the position of Chairperson. A vote will then be held.

Chairperson Elizabeth Gayle will call for nominations for the position of Vice Chairperson. A vote will then be held.

Chairperson Elizabeth Gayle will call for nominations for the position of Treasurer. A vote will then be held.

Chairperson Elizabeth Gayle will call for nomination and hold the election for the Board of Regents representative to the Regent Nominating Council.

UNIVERSITY OF GUAM
UNIBETSEDAT GUÅHAN
BOARD OF REGENTS

Resolution No. 18-22

RELATIVE TO EXPRESSING APPRECIATION TO AUSTIN R. TERLAJE FOR HIS SERVICE AS A MEMBER OF THE BOARD OF REGENTS

WHEREAS, on the completion of his term as a student member of the Board of Regents, the University of Guam community wishes to express its sincere gratitude to Austin R. Terlaje; and

WHEREAS, Austin R. Terlaje is the son of Ray Sudo and Nichole Terlaje-Ichihara, and graduated from Pearl City High School in Hawaii in June 2014; and

WHEREAS, Austin R. Terlaje began attending the University of Guam in August 2014 and will be graduating in May 2018 with a B.B.A. in Behavioral Strategy and Innovation; and

WHEREAS, Austin R. Terlaje served as student regent from May 2, 2016 to May 7, 2018, as well as a Senator in the 54th Student Government Association and Member of the Student Success Innovation Team (January to June 2016); and

WHEREAS, Austin R. Terlaje has, during his term, served as a member of the Academic, Personnel and Tenure Committee, and the Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee; and

WHEREAS, the Executive Committee has reviewed the recommendation and recommends approval of this resolution expressing appreciation to Austin R. Terlaje.

NOW THEREFORE, BE IT RESOLVED, that the Board of Regents of the University of Guam, the administration, faculty, staff and students, convey to Austin R. Terlaje, their sincerest gratitude for his dedication to the University and the people of Guam, for his service as a student member of the Board of Regents, and for his devotion to the growth and prosperity of our island; and

BE IT FURTHER RESOLVED, that copies of this resolution be sent to Austin R. Terlaje, to the University of Guam Student Government Association, to the Governor of Guam, and to the Speaker and members of the thirty-fourth (34th) Guam Legislature.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

UNIVERSITY OF GUAM
UNIBETSEDAT GUÅHAN
BOARD OF REGENTS

Resolution No. 18-24

RELATIVE TO EXPRESSING APPRECIATION TO DR. ROBERT ANACLETUS UNDERWOOD FOR HIS DEDICATED AND OUTSTANDING SERVICE TO THE UNIVERSITY OF GUAM AS THE 10TH PRESIDENT

WHEREAS, Dr. Robert A. Underwood was born in 1948 on Guam, and is the proud son of the late John Joseph Underwood and the late Esther Flores Taitano; and

WHEREAS, Dr. Robert A. Underwood graduated from John F. Kennedy High School on Guam (1965); earned his Bachelors (1969) and Masters (1971) Degree from Cal State University, Los Angeles; and achieved his Doctorate of Education degree from the University of Southern California (1987); and

WHEREAS, Dr. Robert A. Underwood has five children, two grandchildren and is married to the former Guam Senator Nerissa Bretania Underwood, a prominent educator and former Superintendent of the Guam Department of Education; and

WHEREAS, Dr. Robert A. Underwood became the 10th President of the University of Guam (UOG) on May 19, 2008 and implemented numerous positive initiatives over the next decade through the end of his tenure on May 4, 2018; and

WHEREAS, upon becoming the 10th President, Dr. Robert A. Underwood reviewed the current UOG Strategic Plan and revised its framework and guidelines over a two-year period that included refining the mission of *"Inina, Diskubre, Setbisio"* to our current mission of *"Ina, Diskubre, Setbe"*, defining the four major objectives to the four Core Commitments, and shaping the three Strategic Initiatives to transform UOG to the age of globalization, sustainability, and performance improvements: (1) UOG – The Natural Choice, (2) UOG Green, and (3) Leading Change; and

WHEREAS, Dr. Robert A. Underwood personally facilitated and guided the UOG Good-To-Great (G2G) process, an initiative to move the University from a good institution to a great one; an undertaking which involved the entire University and engaged employees to embark on a difficult and challenging self-reflection of the institution's unique purpose, priorities, and resources; all academic and support units moved from Good to Great with a transparent plan of action and timelines for completion over the next three to five years to keep UOG relevant in a changing higher education landscape, and to re-align initiatives with recently revised accreditation standards from the re-structured Western Association of Schools and Colleges (WASC) Senior College and University Commission (WSCUC); and

WHEREAS, Dr. Robert A. Underwood seamlessly transitioned into the UOG community to lead the effort to guide the University through the WASC's host of recommendations concerning autonomy, governance, assessment, student learning, finance, and compliance with standards, resulting in UOG receiving a record eight years of accreditation in 2008, then maneuvering UOG through a complex, diverse, and transparent

process of transformation known as G2G, resulting in another record 8 years of accreditation in 2016; and

WHEREAS, from Fall 2008 to Fall 2017, enrollment at the University of Guam increased by 16 percent; six-year graduation rates improved by 5.5 percentage points; new and relevant undergraduate degree programs in Pre-Engineering, Agriculture & Life Sciences, and Pacific Asian Studies (Track: Chamorro), and the Masters of Science in Sustainable Agriculture, Food, & Natural Resources were established; and financial assistance opportunities to attend the University and for off-island travel through student exchange programs or short term activities were instituted to expand and improve the student experience; and

WHEREAS, Dr. Robert A. Underwood played an active role to align Public Law with the University's mission to expand its autonomy while remaining accountable to inherent responsibilities in areas of property management such as the adjacent cliff-line property Conservation Area (Lot 5397) and Chamorro Land Trust property adjacent to the Guam Aquaculture Development and Training Center (GADTC)(Lot 5412-R11); and

WHEREAS, Dr. Robert A. Underwood has led the effort to further stabilize and diversify the University's financial resource baseline resulting in a reduction of the University's reliance on the Government of Guam funding from over 39% in 2008 to 29% in 2017 of its total revenues; and despite a constrained fiscal environment, the University of Guam continued to meet its mission of teaching, research, and service; and

WHEREAS, during his tenure as President, Dr. Robert A. Underwood has led the effort to improve financial accountability which resulted in the University being designated as a federal low-risk auditee from 2008 through 2011 and 2015 through 2017; and

WHEREAS, Dr. Robert A. Underwood guided the University in managing a complex array of over 84 grants and contracts, which have increased by 16 from Fiscal Year 2008 (23.5%), and, as of the Fiscal Year 2017 audit, totaled over $32 million dollars thereby greatly enhancing the research and service missions of the University, meeting the needs of the community, and creating numerous local jobs; and

WHEREAS, Dr. Robert A. Underwood initiated the update of the UOG Physical Master Plan, called ***Vision 2025***, that incorporated the institutional strategic and Good-To-Great initiatives into a designed framework to transform UOG into a 21st century campus, and served as the basis to prioritize the top six projects to include the Student Success Center and Engineering Science Annex for the School of Engineering, Triton Engagement Center, Fine Arts Complex, Dorm A Building, Parking Structure C, and Cultural Repository Facility; and

WHEREAS, Dr. Robert A. Underwood guided and reshaped a framework and aggressive fundraising effort for the capital improvements campaign through the UOG Endowment Foundation to support *Vision 2025* by instituting programs through a variety of different initiatives which currently totals over $3 million as of February 28, 2018. This included initiating the annual Founder's Day Gala in 2012 as one of the primary fundraising event that raised about $60K for the first occasion, and between $30K to $50K for succeeding years; and

WHEREAS, Dr. Robert A. Underwood established the Presidential Lecture Series designed to bring in special speakers who can talk to unique or highly visible topics where students and the island community can dialog and grow from the experience; and

WHEREAS, Dr. Robert A. Underwood, through his UOG Green strategic initiatives, conducted nine annual UOG Regional Conferences on Island Sustainability which have brought a variety of subject matter experts together to address issues and concerns regarding local, regional, and global matters in areas of responsible environmental stewardship, strong economic development, and social progress and well-being; and

WHEREAS, Dr. Robert A. Underwood was duly appointed by President Barack Obama as a member of the Board of Directors of the National Board for Education Sciences for a four-year term, from November 29, 2012 to November 28, 2016; and

WHEREAS, Dr. Robert A. Underwood received the Higher Education Award from the Asian & Pacific Islander American Scholarship Fund (APIASF) on November 10, 2010 for his long-standing commitment to education and efforts to increase access to education for Asian and Pacific Islander American (APIA) students. Dr. Underwood was the first Chair of the Board of Directors when it began in 2004, and APIASF is the nation's largest 501c(3) non-profit organization that provides scholarships to APIAs with financial needs; and

WHEREAS, Dr. Robert A. Underwood in his continued effort to preserve the Chamorro language and heritage, and identify uniqueness for our University and its location, has changed the names of UOG's semesters from English to Chamorro, effective in 2017, where the Fall Semester is now known as the *Fanuchanan* semester (August to December) which means *"a place of rain"* and represents the rainy season; where the Spring Semester is now known as the *Fanomnakan* semester (January to May) which means *"a place for sunshine"* and represents the dry season; where the Fall Intersession is now known as *Tinalo* which means *"in the middle"*; and where the Summer Sessions are now known as *Finapko* which means *"at the end"*; and

WHEREAS, Dr. Robert A. Underwood played a key role in the vast expansion and development of UOG's STEM research field through acquisition of large grants such as the National Science Foundation (NSF) Experimental Program to Stimulate Competitive Research (EPSCoR) Grant in 2015 for $6 million; NASA EPSCoR Grant from 2016 to present for $274,647; NASA Cooperative Agreement Notice from 2017 to present for $749,995; the establishment of the Western Pacific Coral Reef Institute with National Oceanic and Atmospheric Administration from 2010 to 2016 for $1 million; the establishment of the Pacific Island Climate Science Center with University of Hawaii at Manoa/U.S. Geological Survey from 2012 to present for $641,846; the establishment of the Sea Grant with NOAA from 2009 to present for $3.1 million; and the establishment of the Cooperative Ecosystem Studies Unit (CESU) projects with the U.S. Department of the Navy from 2011 to present for $6.3 million; and

WHEREAS, Dr. Robert A. Underwood orchestrated the establishment of the Research Corporation of the University of Guam (RCUOG) by Public Law to create an efficient and effective environment to support management of an increasingly complex federal grants portfolio and millions of dollars in funding from federal agencies. RCUOG accepted its first grant in October 2014 and today provides support to the 84 different grants and contract projects equating to $12.3 million. RCUOG processes enable

scientists to focus on their research which benefits our island community and communities in the region; and

WHEREAS, Dr. Robert A. Underwood ensured engagement with the Guam Open Research & Education Exchange (GOREX) initiative through the UOG Office of Information and Technology that will greatly expand UOG's technological capabilities and outreach with the Region, Asia, Australia, Hawaii, and Continental United States; and

WHEREAS, Dr. Robert A. Underwood reinstituted the Triton Athletics Program through the new Athletics Director thereby increasing the opportunity to recruit more students as well as to provide athletic leadership, participation, and teamwork, and helping to develop the national federation team players' skills in the initial areas of basketball, soccer, and volleyball. The Triton Athletics Program also includes the workplace fitness program for all employees; and

WHEREAS, Dr. Robert A. Underwood led and set the direction to transform and improve the operational efficiency of UOG by moving appropriate content out of the Rules, Regulations, and Procedures Manual (RRPM) and into robust stand-alone manuals in mission critical units with an eye to shared governance, appropriate oversight, and continuous review; and

WHEREAS, the Executive Committee has reviewed this recommendation and recommends approval of this resolution expressing appreciation to Dr. Robert A. Underwood for his numerous accomplishments leading UOG up the road to Greatness.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents of the University of Guam, the administration, faculty, staff, and students, convey to Dr. Robert Anacletus Underwood their heartfelt gratitude for his significant achievements, exemplary service, and devotion to the growth and prosperity of our University, people of Guam, and Region, as the 10th and longest serving President; and

BE IT FURTHER RESOLVED, that copies of this resolution be sent to Dr. Robert Anacletus Underwood and his family, to the University of Guam, to the Governor of Guam, and to the Speaker and members of the thirty-fourth (34th) Guam Legislature.

Adopted this 26th day of April 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Anita B. Enriquez, Acting Executive Secretary

Proposed BOARD OF REGENTS 2018-2019 CALENDAR
Effective 2018 - Subject to Change

REGULAR MEETINGS

Student Affairs, Scholarship, Alumni Relations and Honorary Degree Committee
Wednesday @ 1:30 p.m.
September 12; November 7; February 6; (March 13); April 10; (May 8); and as needed

Academic, Personnel and Tenure Committee
Wednesday @ 2:30 p.m.
September 12; November 7; February 6; (March 13); April 10; (May 8); and as needed

Investment Committee
Friday @ 1:30 pm
September 14; November 9; February 8; (March 15), April 12; (May 10); and as needed

Budget, Finance, Investments and Audit Committee
Friday @ 2:30 p.m.
September 14; November 9; February 8; (March 15), April 12; (May 10); and as needed

Physical Facilities Committee
Friday @ 3:30 p.m.
September 14; November 9; February 8; (March 15), April 12; (May 10); and as needed

Executive Committee
September 19; November 14; February 13; (March 20); April 17; (May 15); and as needed

BOR Working Session
Generally 3rd Thursday @ 4:30 p.m.
September 20; November 15; February 14; (March 21); April 18; (May 16); and as needed

Board of Regents
Generally 3rd Thursday @ 5:30 p.m.
September 20; November 15; February 14; (March 21); April 18; (May 16); and as needed

2018

JUNE
Finapko (Summer) Session 2 begins (June 4, 2018 – July 21, 2018)

JULY
Finapko (Summer) Session 3 begins (July 2, 2018 – August 4, 2018)

AUGUST
Fanuchanan (Fall) Convocation (August 13, 2018)

SEPTEMBER
Student Government Association Inauguration
Insurance Program Approval
Continuation of current FY General Operations, SFAP and NAF budgets
Emerita/us nomination(s)
Faculty Salary Committee recommendations

OCTOBER

NOVEMBER
Reapportioned General Operations, NAF, Auxiliary and SFAP budgets (This may be needed in September, October, or November, depending on when budget law for FY2019 is passed)
Graduate listing for Fall Commencement
Approval of Career Priority Listing every 3 years (must be posted by January 1, 2019)
Approval of Honorary Degree Recipient(s) for *Fanuchanan* (Fall) Commencement

DECEMBER
FY2020 Budget Retreat
Fanuchanan (Fall) Commencement (2:00 p.m., December 16, 2018)
Various convocations & pinning/robing ceremonies
Tinalo (Intercession) classes begin (December 15, 2018 – January 12, 2019)

2019

JANUARY
Fanomnakan (Spring) Faculty Assembly (January 22, 2019)
BOR Annual Self-Evaluation

FEBRUARY
FY Audit due
Upcoming FY Budget proposals (general operations, non-appropriated funds, auxiliary funds, Student Financial Aid Programs)

Faculty Development Day (February 15, 2019)

MARCH

Honorary Degree recipient nominations for *Fanomnakan* (Spring) Commencement
Guam History & Chamorro Heritage Day (March 4, 2019)
Charter Day (March 12, 2019)
Tenure applications
Even-numbered years – Election of Student Regent (N/A)
Annual AGB Conference
Spring Break (March 25-30, 2019)

APRIL

Election of BOR Officers
Graduate Listing for *Fanomnakan* (Spring) Commencement
Approval of Honorary Degree recipient and Honorary Master of Micronesian Traditional Knowledge for *Fanomnakan* (Spring) Commencement
Employee Recognition Ceremony
New programs for the University catalog
Staff Development Day

MAY

Tenure
New program requests
Fanomnakan (Spring) Commencement (2:00 p.m., May 26, 2019)
Various convocations & pinning/robing ceremonies

The floor is now open for presentations by the public. Presentations are limited to 3 minutes per person.

Executive Session will be held at this time.

The documents presented in Executive Session are confidential and not available for public review.

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The BOR will take action on items discussed during Executive Session.

The Board of Regents will vote on the Tenure Application of Dr. George Curt Fiedler.

The Board of Regents will vote on Resolution No. 18-23.

UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 18-23

RELATIVE TO THE PRESIDENT'S TERM OF OFFICE AND APPOINTMENT AS INTERIM PRESIDENT

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

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

WHEREAS, the Board is responsible for the selection and evaluation of the President, Dr. Robert A. Underwood, who holds the primary leadership position of the University (17 Guam Code Annotated (GCA) § 16110); and

WHEREAS, BOR Resolution No. 18-10 amended the President's term to expire on June 30, 2018; and

WHEREAS, 17 GCA § 16110 (c) states that the President's term shall not end six months prior to nor six months after an election for Senators and Governor and Lieutenant Governor; and

WHEREAS, the General Election is scheduled on November 6, 2018, which is less than six months from the expiration of the President's term.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents and the President agree to amend the President's term of office to expire on May 4, 2018, to comply with 17 GCA § 16110 (c); and

BE IT FURTHER RESOLVED, that the Board of Regents has requested, and the President has agreed, to serve as Interim President, until such time as a new President is selected, and on such date as may be mutually determined by the Board of Regents and the President; and

BE IT FURTHER RESOLVED, that the Board of Regents hereby appoints President Robert A. Underwood as Interim President, effective May 5, 2018; and

BE IT FURTHER RESOLVED, that the Board of Regents and the President will agree forthwith, by separate document, to the Interim President's responsibilities and benefits.

Adopted this 26th day of April, 2018.

Elizabeth C. Gayle, Chairperson

ATTESTED:

Dr. Robert A. Underwood, Executive Secretary

Chairperson Elizabeth Gayle will adjourn the meeting.