



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

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

REGULAR MEETING
Thursday, September 16, 2021, 5:30 p.m., via ZOOM,
UOG, Mangilao, Guam

AGENDA

- 1.0 CALL TO ORDER**
- 2.0 MEETING MINUTES**
 - Action 2.1 Regular Meeting Minutes of April 22, 2021**
- Information 3.0 CHAIRPERSON'S REMARKS**
- Information 4.0 PRESIDENT'S REPORT**
- 5.0 REPORTS FROM STANDING COMMITTEES**
 - 5.1 Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee**
 - Information 5.1.1 Committee Update**
 - Action 5.1.2 Resolution No. 21-15, Relative to Approving the Re-apportioned FY2022 Student Financial Assistance Program Budget**
 - 5.2 Academic, Personnel and Tenure Committee**
 - Action 5.2.1 Resolution No. 21-16, Relative to Awarding Emeritus Professor of Education Status to Dr. Yukiko Inoue-Smith**
 - Action 5.2.2 Resolution No. 21-17, Relative to Awarding Emeritus Professor of Music Status to Dr. Randall Johnson**
 - Action 5.2.3 Resolution No. 21-18, Relative to Formally Affirming the Principles of Academic Freedom Based on the AAUP Statement (1940) of Principles of Academic Freedom**
 - Action 5.2.4 Resolution No. 21-19, Relative to Establishing a Policy for Compensatory Time-Off for University of Guam Administrators and Classified Exempt Employees**
 - Action 5.2.5 Resolution No. 21-20, Relative to Establishing the Position of Publishing Director (UOG Press)**

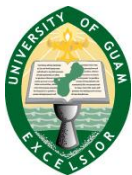
- Action 5.2.6 Resolution No. 21-21, Relative to Expressing Appreciation to Mebric S. Navisaga for His Service as a Member of the Board of Regents
- Action 5.2.7 Resolution No. 21-22, Relative to Expressing Appreciation to Mari Flor L. Herrero for Her Service as a Member, and Vice Chairperson of the Board of Regents
- Action 5.2.8 Resolution No. 21-23, Relative to Expressing Appreciation to Elvin Y. Chiang for His Service as a Member, Treasurer, and Chairperson of the Board of Regents
- Action 5.2.9 Resolution No. 21-24, Relative to Expressing Appreciation to Jerold W. Filush for His Service as a Member, Treasurer, and Chairperson of the Board of Regents
- 5.3 Physical Facilities Committee
 - Information 5.3.1 Facilities Management and Services; UOG Green; IT; Siemens Update
 - Action 5.3.2 Resolution No. 21-25, Relative to Approving the Policy Governing the Use of Security Cameras on Campus
- 5.4 Investment Committee
 - Information 5.4.1 Investment Update
- 5.5 Budget, Finance, and Audit Committee
 - Information 5.5.1 Financial Update
 - Information 5.5.2 Collections Report
 - Information 5.5.3 Procurement Transactions and Contracts Report
 - Action 5.5.4 Resolution No. 21-26, Relative to Approving Reapportioned FY2022 General Operations and Special Appropriations Budget
 - Action 5.5.5 Resolution No. 21-27, Relative to Approving FY2022 Nonappropriated Fund Budgets
 - Action 5.5.6 Resolution No. 21-28, Relative to Approving FY2022 Auxiliary Fund Budgets
- Information 6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE
- 7.0 OPEN PRESENTATION (3 Minute Limit Per Person)
- 8.0 EXECUTIVE SESSION
 - Information 8.1 Recommendation for Tenure for Bastian Bentlage for Assistant Professor of Bioinformatics, Marine Laboratory

- Information 8.2 Recommendation for Tenure for David Combosh, Associate Professor of Population Genetics, Water and Environmental Research Institute**
- Information 8.3 Recommendation for Tenure for Tressa Diaz, Assistant Professor of Social Work, School of Health**
- Information 8.4 Recommendation for Tenure for Atsushi Fujimura, Assistant Professor of Oceanography, Marine Laboratory**
- Information 8.5 Recommendation for Tenure for Christopher Garcia, Assistant Professor of English Composition and Rhetoric, College of Liberal Arts and Social Sciences**
- Information 8.6 Recommendation for Tenure for Colleen Jennings, Assistant Professor of Vocal Performance, College of Liberal Arts and Social Sciences**
- Information 8.7 Recommendation for Tenure for Romina King, Assistant Professor of Geography, Micronesian Area Research Center**
- 9.0 VOTING FILE**
- Action 9.1 Recommendation for Tenure for Bastian Bentlage for Assistant Professor of Bioinformatics, Marine Laboratory**
- Action 9.2 Recommendation for Tenure for David Combosh, Associate Professor of Population Genetics, Water and Environmental Research Institute**
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- Action 9.7 Recommendation for Tenure for Romina King, Assistant Professor of Geography, Micronesian Area Research Center**
- 10.0 ADJOURNMENT**

1.0 CALL TO ORDER

2.0 MEETING MINUTES

2.1 Regular Meeting Minutes of April 22, 2021



**UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN**

Board of Regents

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

**Regular Meeting Minutes
April 22, 2021**

1.0 CALL TO ORDER

The Regular Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Jerold W. Filush on April 22, 2021 at 5:32 p.m., VIA ZOOM. Notice of such meeting have been duly and regularly provided by the BOR.

QUORUM:

Jerold W. Filush	Chairperson
Liza Provide	Vice Chairperson
Sandra McKeever	Treasurer
Francis Hezel	Member
Lesley Leon Guerrero	Member
Agapito "Pete" Diaz	Member
Mike Naholowaa	Member
Anisa Topasna	Member

ALSO PRESENT:

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

2.0 MEETING MINUTES

2.1 Regular Meeting Minutes of February 18, 2021

Chairperson Filush asked if there were any corrections or discussion regarding the regular meeting minutes as presented. Regent Naholowaa moved to approve, which was duly seconded by Regent Hezel. The motion carried.

2.2 Special Meeting Minutes of March 11, 2021

Chairperson Filush asked if there were any corrections or discussion regarding the special meeting minutes as presented. Regent Provide moved to approve, which was duly seconded by Regent Hezel. The motion carried.

3.0 CHAIRPERSON'S REMARKS

Board of Regents Regular Meeting Minutes of April 22, 2021

Chairperson Filush welcomed everyone to the April Regular Meeting. He stated that the work accomplished by our University over the last year to effectively and efficiently keep moving forward on our mission of *to enlighten, to discover, and to serve* in light of the difficulties and challenges from the public health emergency and budget constraints is something we all can be proud of. He added that everyone looks forward to the University again having a vibrant campus upon the safe transition to increased face-to-face classes during the summer session and in the new academic year. The breadth of that transition will of course depend on the status of the health emergency as we move forward.

He thanked everyone for continuing to do their part in wearing their mask, practicing social distancing, and sanitizing as appropriate whether vaccinated or not. He hopes everyone continues to remain safe and healthy as we begin to normalize our lives again.

In closing, he stated that this will be his last official Board of Regents Meeting as his term as a Regent ends on April 30 or until a new regent has been confirmed. He added that it has been an honor and privilege to have served on UOG's Board of Regents for the last four years. He looks forward to reading in the news about the many future successes occurring at the University of Guam and is confident all will continue to enhance our mission and will move "ever upward" on the *Para Hulo* strategic plan.

4.0 PRESIDENT'S REPORT

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

5.0 REPORTS FROM STANDING COMMITTEES

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

Regent Diaz reported that the SASARHD Committee met on April 14th via zoom with a quorum present and presented the proposed resolution for the board's approval.

5.1.1 Resolution No. 21-10, Relative to Approving the Fañomnâkan 2021 Commencement Graduate Listing

Regent Diaz introduced Resolution No. 21-10 and moved to approve, which was duly seconded by Regent Hezel. He summarized the resolution explaining the purpose. The motion carried.

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

Regent Leon Guerrero reported that the AP&T Committee met on April 14th via zoom with a quorum present and presented the proposed resolution for the board's approval.

5.2.1 Resolution No. 21-11, Relative to Correcting the Faculty Sabbatical Leave Salary Schedule

Regent Leon Guerrero introduced Resolution No. 21-11 and moved to approve, which was duly seconded by Regent Hezel. She summarized the resolution explaining the purpose. The motion carried.

5.3 Physical Facilities Committee

Board of Regents Regular Meeting Minutes of April 22, 2021

Regent Diaz reported that the Physical Facilities Committee met on April 14th via zoom with a quorum present. No resolutions were presented to the board at this time.

5.3.1 Facilities Management and Services; UOG Green; IT; Siemens Update

Regent Diaz provided a report on the Facilities Management and Services (FMS) Capital Projects.

He reported on the School of Engineering and Student Success Center stating that we received USDA's approval on April 12th, on the University's counteroffer which will initiate funding and that the formal notice and details of the approval will be outlined in USDA's Amended Letter of Conditions which is forthcoming. He added that the contractor for the School of Engineering project has submitted termination and that the design is complete but will need to be re-solicited for a new contractor. He also noted that the procurement method will be design-bid build and will likely need to go through the USDA review process. He further stated that we will be pursuing additional funding from the USEDPA to assist with the increased costs due to the delay of the project.

He reported that the Student Success Center contractor has confirmed they are still willing to proceed and that the cost will need to be updated. He added that the design is still in the conceptual level and the project procurement will still proceed as a design build project. He stated it was noted to the committee that the project will not be eligible for USEDPA funding.

The Guam Cultural Repository construction is progressing with target completion by the end of the year.

The Water and Environmental Research Institute (WERI) and School of Health (SOH) Building kickoff meeting for the project was held April 9th. The design Request for Proposal (RFP) is targeted to be issued on June 1 and the University will have five (5) years to complete the project.

He reported that the UOG Green initiative has been very active. He stated that the 12th annual Center for Island Sustainability (CIS) conference was held from April 6-9 with an impressive list of speakers. The conference was chaired by Governor Leon Guererro and President Krise with at least 150-200 participants.

He also reported that the plans for the Guam Green Growth sustainability initiatives were discussed and that there are 97 people in the working groups. He stated the University has secured three spaces in Chamorro village and that it will be used as a maker space to make things from recycled materials, a classroom, and a store to sell items that have been made from recycled products.

He stated that Office of information Technology (OIT) is still working on the recovery of systems from the ransomware attack.

He further reported on the Siemens Update, stating that Siemens will develop an investment grade audit which will highlight projects the university can undertake to improve its facilities efficiencies. The audit is anticipated to take approximately 7-8 months to complete. The outcome in the implemented projects will produce cost savings which will pay for the loan taken to finance and provide additional cost savings to the University. He noted that if UOG decides not to pursue the financing and implement the audit, Siemens will be paid \$250k for its efforts.

Board of Regents Regular Meeting Minutes of April 22, 2021

He further reported on other ongoing FMS projects and matters.

5.4 Investment Committee

Regent McKeever noted that the Investment Committee met on April 15th via zoom with a quorum present and presented the updates and proposed resolutions for the board's approval.

5.4.1 Investment Update

Regent McKeever reported that the Investment Committee received an update from Dr. Kabigting on the Triton Investment Club portfolio. She stated the original \$50K investment is now up to \$93K and that nearly all the funds are invested in the stock market. She then noted that we will be resetting the account to \$50K to be used for needed areas for the University. She thanked the Investment Club on a job well done.

She provided a report from the financial advisors, Raymond James & Associates. She stated that the Internal Endowment portfolio now exceeds \$31 million and is up nearly \$500,000 from the February report and is up nearly \$3.9 million or 14.4% return. The Investment Committee continues to closely monitor investments managed by the Lazard group particularly in the Global Infrastructure sector, as performance has consistently been below market returns for similar investments. She added it was noted that the last quarter's performance significantly improved however, for the year, its performance is considerably lower than its benchmark.

5.4.2 Resolution No. 21-12, Relative to Adopting a Policy for the Withdrawal of Funds from the UOG Internal Endowment Fund

Regent McKeever introduced Resolution No. 21-12 and moved to approve, which was duly seconded by Regent Diaz. She summarized the resolution explaining the purpose. The motion carried.

5.4.3 Resolution No. 21-13, Relative to Appointing a Representative to the UOG Centennial Fund

Regent McKeever introduced Resolution No. 21-13 and moved to approve, which was duly seconded by Regent Hezel. She summarized the resolution explaining the purpose.

Regent Diaz suggested amending the last two paragraphs of the resolution to give the BOR Chairperson authority to change the appointment, as needed, to avoid generating a resolution every time the appointment changes. After some discussions and various proposed amended change narratives, Chairperson Filush summarized the final amended change narrative to read:

WHEREAS, the BOR, having reviewed and discussed the UOG Centennial Fund, recommends that the BOR Chairperson be given the authority to appoint one regent to the Centennial Fund Board and to change the appointment, as needed. ***NOW, THEREFORE, BE IT RESOLVED***, that the BOR approves the BOR Chairperson's authority to appoint one regent to sit on the Centennial Fund Board of Directors and to change that appointment, as needed.

General Counsel Camacho stated the final amended changes are acceptable.

Board of Regents Regular Meeting Minutes of April 22, 2021

Regent Diaz accepted the final amended change narrative and made the motion to amend. The motion was duly seconded by Regent Provido and the motion carried to amend and to approve resolution as amended.

5.5 Budget, Finance, and Audit (BFA) Committee

Regent McKeever reported that the BFA Committee met on April 15th via zoom with a quorum present and presented the updates and proposed resolutions for the board's approval.

5.5.1 Financial Update

Regent McKeever reported that the Government of Guam has been providing the University's allotment on a timely basis. The University and the Committee members are grateful for the timely payment, as any delays would be a concern for the University due to the tight budget this year. She then provided the Board a brief overview of the financial reports presented.

She reported on the comparative balance sheets of February 28, 2021, and audited balances on September 30, 2020, stating that the significant changes in the balance sheet were the result of reclassifications in accounts and the fact that the audit report was reported on an accrual basis and the monthly report was on a cash basis. She added that future consideration will be made to present these comparative statements on the same basis of accounting for the Committee to better understand the differences.

5.5.2 Collections Report

Regent McKeever reported that the Collections Report showed \$76K was collected as of February 28, 2021, stating the annual target is \$300K. She noted that it looks like this will be the first time the University will not reach its target.

5.5.3 Procurement Transactions and Contracts Report

Regent McKeever reported that the review of purchase orders and contracts of over \$100,000 entered during March and April 2021 revealed that there was only one item that effected the operations of the University and that was a recurring item for trash collection.

5.5.4 Ratification of Res. No. 21-09, Relative to Accepting the Results of the Deloitte and Touche LLP Financial Statements Audit and Compliance Audit for the Fiscal Year Ended 30 September 2020

Regent McKeever introduced the ratification of Resolution No. 21-09 and moved to approve, which was duly seconded by Regent Hezel. She summarized the resolution explaining the purpose. The motion carried.

5.5.5 Resolution No. 21-14, Relative to the Delegation of Authority to Approve the Release of the Annual External Audit Report

Regent McKeever introduced Resolution No. 21-14 and moved to approve, which was duly seconded by Regent Leon Guerrero. She summarized the resolution explaining the purpose. Brief discussion followed. The motion carried.

6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE

Board of Regents Regular Meeting Minutes of April 22, 2021

Katrina Perez, Executive Director, provided the BOR with an update on the UOGEF projects and events. The update provided was from the UOGEF 2020 Annual Report.

7.0 OPEN PRESENTATION (3 Minute Limit per Person)

Chairperson Filush opened the floor for open presentations. There were no presentations.

8.0 EXECUTIVE SESSION

8.1 *Wilfred P. Leon Guerrero, et.al., v. Jerold W. Filush, et.al., SP0035-21*

8.2 Bascon Corporation Claim Against UOG

8.3 President's Evaluation Review

This Executive Session commenced at 7:04 p.m. The Executive Session ended at 8:07 p.m.

9.0 VOTING FILE

9.1 Bascon Corporation Claim Against UOG

No vote was required.

9.2 President's Evaluation Review

Chairperson Filush moved to accept the President's Evaluation, which was duly seconded by Regent Diaz. The motion carried.

10.0 ELECTION OF OFFICERS

Chairperson Filush opened the floor for nominations. Regent Leon Guerrero moved that the following slate of candidates be nominated: Regent Liza Provideo for Chairperson, Regent Sandra McKeever for Vice Chairperson, and Regent Mike Naholowaa for Treasurer, effective May 1st following the expiration of the term of Chairperson Filush on April 30th, which was duly seconded by Regent Diaz. Chairperson Filush asked if there were any further nominations or opposition to the slate, to which there were none. The motion carried unanimously.

10.1 Chairperson

Refer to item 10.0

10.2 Vice Chairperson

Refer to item 10.0

10.3 Treasurer

Refer to item 10.0

11.0 ADOPTION OF BOR MEETING SCHEDULE FOR AY2021-2022

The BOR meeting schedule for AY2021-2022 is for informational and review purposes.

Board of Regents Regular Meeting Minutes of April 22, 2021


12.0 ADJOURNMENT

Regent Leon Guerrero moved that the zoom meeting be adjourned, which was duly seconded by Regent Provideo and passed. Chairperson Filush adjourned the meeting at 8:13 p.m., Chamorro Standard Time.



Liza J. Provideo, Chairperson

ATTESTED:



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

President's Report BOR 20210422

In Memoriam [follow PPT slides]

- Raymond Leon Guerrero
- Joe San Agustin

Recent Tenure Recipients

- Dr. Dean Olah, Associate Professor of Education Foundation, School of Education (SOE).
- Prof. Jeffrey Libao, Assistant Professor of Systems and Networking Services, University Libraries.
- Dr. Irena Keckes, Associate Professor of Art, College of Liberal Arts and Social Sciences (CLASS).

- Happy Earth Day!
- Thanks to all for a successful Charter Month! Looking forward to Charter Day 2022 when we get to celebrate UOG@70!
- Pandemic Response:
 - Calvo Field House continues as largest vaccination center, with excellent partnership of Carlos Taitano and his Global Learning and Engagement (GLE) team with Department of Public Health and Social Services (DPHSS) and Guam National Guard (GUNG)
 - Also continuing the Call Center and Data Collection Center on campus
 - Federated States of Micronesia (FSM) is planning a repatriation flight in mid-May, so some dorm students will get to go home for the first time in a year+; kudos to Mark Mendiola and the Enrollment Management and Student Success (EMSS) team for supporting the residential students throughout the pandemic
 - Anticipate about 40 students continuing in residence through Finakpo' term
 - Marketing and Communications (MarCom) is polling all employees and students to find out vaccination percentages
 - EMSS, Isa, and SOE teaming for suicide prevention program
 - CLASS Div. of English and Applied Linguistics (DEAL) Writing Center presented today on success of online writing lab
 - School of Health (SOH), led by Dean Margaret Hattori-Uchima, are graduating a new batch of BSNs for the effort and running the Temporary Nursing Assistants (TNA) and Certified Nursing Assistants (CNA) programs
 - Planning for a modified in-person commencement at Paseo Stadium
 - Also planning F2F classes for summer session
 - Awaiting CDC guidance on spacing in classrooms
- Recession Response:
 - School of Business and Public Administration (SBPA) Economic Recovery Advisors, including Dr. Roseann Jones, Dr. John Rivera with the Guam Safe Program
- CARES/ARP Funds

- SVPP Enriquez and VPAF/CBO Wiegand are managing prioritization and distribution of funds
- Still awaiting details on ARP funds and meeting soon with Adelup to discuss UOG possibilities for ARP funds
- USDA Loan
 - Kudos to the UOG Endowment Foundation (UOGEF), VPAF/CBO, Interim Chief of Staff, General Counsel, and team for reauthorization
- Guam Cultural Repository
 - Partnership with Department of Chamorro Affairs (DCA) etc. still not worked out; appealing to Adelup for both funding and clarification of roles
- Economic Development Administration (EDA) WERI/Nursing
 - Kudos to Cathleen Moore-Linn and team for successful application for what turns out to be an unusually large grant, according to EDA rep
 - 15K sf WERI and 12K sf Nursing facilities will expand capacities and revenues
- Marler House acquisition and Science Extension round out the capital additions to UOG
 - 7 capital projects done or in progress are the first since 2006 when the SBPA Leon Guerrero Building was completed
- Diversity, Equity, and Inclusion (DEI) Council
 - Kudos to Dr. Enriquez for initiating this important new body
 - Co-chaired by Dean Lawrence Camacho and Dr. Melissa Taitano
 - Inaugural meeting last Friday
- Office of Information Technology (OIT) Hacking Recovery
 - Manny Hechanova and his OIT team continue to work hard to support online everything and recover from hacking attack
 - OIT and HR are working on finalizing new Professional/Technical class of employees authorized under the “21st Century Bill”
- Admission and Triton Advising
 - Kudos to EMSS team for vigorous recruitment efforts, including 50+ AmeriCorps students assigned as counselors to island high schools
 - \$2.3M Title III grant from USDOE for new Triton Advising Center is being put to excellent use
- College Affordability Initiative
 - Thanks to Dr. Enriquez for leading a team focused on helping students afford to complete college
 - UOG committed institutional funding from CARES etc. to help students through the pandemic recession—unusual for most universities
- Conferences: Center for Island Sustainability (CIS), Tropical Water, College of Natural and Applied Sciences (CNAS), Science, Technology, Engineering and Mathematics (STEM)
 - Continuing the success UOG demonstrated from early in the pandemic, a number of very well received online conferences have been held
 - Most recently: Island Sustainability by CIS, Guam System for Assistive Technology (GSAT), Tropical Water by WERI, and CNAS STEM, run by students
- Regionalism

- Dr. McNinch will represent UOG at the graduation of the first 3+1 program graduates in Criminal Justice at the Northern Marianas College (NMC)
- UOG continues to lobby for the preservation of the ROTC program at NMC; cancelation of the program will mean that the CNMI will be the only state or territory with no ROTC program
- Lobbying Senators and Adelup
 - Thanks to VPs, Dave Okada, Lawrence Camacho, Monique Storie, Jonas Macapinlac, and Rachel Cubacub for joining me in these one-by-one zoom and in-person briefings
- Public Private Partnerships (PPPs)
 - In addition to the Shrimp Hatchery, which is running well and on schedule, UOG is entering into its first PPP under the 21st Century Bill for an energy and utilities-savings PPP with Siemens—thanks to VPAF Wiegand for leading that effort
- Truman Scholar
 - SBPA major Kehani Mendiola won this \$30K scholarship
 - UOG had an astonishing 4 finalists
- MarCom awards
 - 7 national awards for MarCom

Closing Remarks

- And thanks to the Regents and the entire University community for maintaining good spirits and a strong ethic of public service throughout the year-plus of the pandemic and associated crises.
- We're hopeful for reaching herd immunity with vaccinations and being able to get closer to our normal lives.
- Thanks to you all for your continued vigilance to defeat the coronavirus and help all of Guam and the region to build back better.
- And I'd like to offer my personal deep thanks to Chairman Jerry Filush for his tremendous service to the University as a member and chair of the Board of Regents. I look forward to being able to tap his expertise and wisdom in the future.

In Memoriam

Raymond Leon Guerrero

Father of Victoria-Lola Leon Guerrero
Managing Editor, UOG Press

Joe T. San Augustin

Former Senator and Speaker, Guam Legislature
Former Adjunct Instructor, School of Business & Public Administration
Father of Ann San Augustin Leon Guerrero,
former Auxiliary Services Director

3.0 CHAIRPERSON'S REMARKS

4.0 PRESIDENT'S REPORT

5.0 REPORTS FROM STANDING COMMITTEES

5.1 STUDENT AFFAIRS, SCHOLARSHIP, ALUMNI RELATIONS, AND HONORARY DEGREE COMMITTEE

5.1.1 Committee Update



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

Resolution No. 21-15

RELATIVE TO APPROVING THE RE-APPORTIONED FY2022 STUDENT FINANCIAL ASSISTANCE PROGRAM BUDGET

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

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

WHEREAS, in accordance with applicable provisions, the Student Affairs, Scholarship, Alumni Relations & Honorary Degree (SASARHD) Committee held a meeting on September 8, 2021 to address the re-apportioned FY2022 Student Financial Assistance Program (SFAP) Budget;


WHEREAS, the Budget, Finance, and Audit (BFA) Committee reviewed the re-apportioned FY2022 SFAP Budget at its meeting on September 9, 2021;

WHEREAS, the Senior Vice President & Provost, Academic & Student Affairs; Dean, Enrollment Management & Student Services; and the Director, Financial Aid Office have all certified that the re-apportioned FY2022 SFAP Budget as recommended at the respective Board Committee meetings is consistent with appropriate Public Laws and the BOR's Rules and Regulations; and

WHEREAS, as a result of those meetings, the SASARHD Committee and the BFA Committee recommend to the BOR, approval of the enclosed re-apportioned FY2022 SFAP Budget.


NOW, THEREFORE, BE IT RESOLVED, that the UOG re-apportioned FY2022 SFAP Budget named above hereto is hereby approved for submission to the Legislature.

Adopted this 16th day of September, 2021.



Liza J. Provido, Chairperson

ATTESTED:



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

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

FY 2022 PROPOSED BUDGET

	FY2021 Re-Apportioned Budget (Res. No. 20-23)	FY2022 Proposed Budget (Res. No. 21-01)	FY2022 Reapportioned Budget (Res. No. 21-nn)
A. REVENUE			
Collections	\$ 300,000	\$ 200,000	\$ 200,000
SFAP Legislative Appropriation	\$ 3,065,285	\$ 4,300,000	\$ 3,565,285
First Generation Trust Fund			\$ 250,000
<u>TOTAL REVENUE</u>	\$ 3,365,285	\$ 4,500,000	\$ 4,015,285
B. EXPENDITURES			
<u>SFAP Awards</u>			
Advance High School Placement	\$ 10,000	\$ 10,000	\$ -
Merit Award	\$ 1,361,598	\$ 1,827,000	\$ 1,800,000
Health Professions Training Scholarship	\$ 275,000	\$ 375,652	\$ 375,652
J.U. Torres PROTECH Award	\$ 100,000	\$ 250,000	\$ 450,000
Pedro "DOC" Sanchez	\$ 120,000	\$ 125,000	\$ 125,000
Yamashita Teacher Corps	\$ 100,000	\$ 275,000	\$ 275,000
Access to Higher Ed Award (PL 31-237)	\$ 100,000	\$ 125,000	\$ 383,494
Retention/Completion Scholarship	\$ -	\$ -	\$ -
Triton Athletics Scholarship	\$ 75,000	\$ 75,000	\$ -
Graduate STEM Tuition Asst. Prog. (Beg. FA20	\$ 210,000	\$ 210,000	\$ -
Regent Scholar Program	\$ 300,000	\$ 450,000	\$ -
ROTC Program	\$ 100,000	\$ 100,000	\$ -
Marine Lab Scholarship	\$ 25,000	\$ 75,000	\$ -
First Generation Trust Fund	\$ 250,000	\$ 250,000	\$ 250,000
<i>Sub-Total of SFAP Awards</i>	\$ 3,026,598	\$ 4,147,652	\$ 3,659,146
<u>Administrative Operations</u>			
<i>Sub-Total of Administrative Operations</i>	\$ 338,687	\$ 352,348	\$ 356,139
<u>TOTAL EXPENDITURES</u>	\$ 3,365,285	\$ 4,500,000	\$ 4,015,285
SURPLUS/DEFICIT SFAP AWARDS	\$ -	\$ -	\$ (0)
C. LEGISLATIVE APPROPRIATION REQUEST	\$ 3,065,285	\$ 4,300,000	\$ 3,815,285
<u>TOTAL APPROPRIATION</u>	\$ 3,365,285	\$ 4,500,000	\$ 4,015,285
D.			

**UNIVERSITY OF GUAM
GOVERNMENT OF GUAM
STUDENT FINANCIAL ASSISTANCE PROGRAM
FY 2022 RE-APPORTIONED BUDGET**

PROGRAM	CONTINUING RECIPIENTS	NEW RECIPIENTS	COSTS (\$)
Advance High School Placement*	15	10	\$ -
Merit Award	161	60	\$ 1,800,000.00
Health Professions Training	25	35	\$ 375,652.00
Professional/Technical Award	5	20	\$ 450,000.00
Pedro "DOC" Sanchez	10	20	\$ 125,000.00
Yamashita Teacher Corps	25	35	\$ 275,000.00
Access to Higher Ed. Award	75	75	\$ 383,494.00
First Generation Trust Fund	0	175	\$ 250,000.00
Sub-Total	316	430	\$ 3,659,146.00

Board of Regent Scholars Fund Continuing and New Obligations

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

TOTAL	RECIPIENTS*	COSTS (\$)
AWARDS: SFAP	746	\$ 3,659,146.00
AWARDS: BOR Programs	0	\$ -
OPERATIONS	N/A	\$ 356,139.26
TOTAL	746	\$ 4,015,285.26

NOTE:

*Recipients can be a combination of continuing and new.

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

FY 2022 OPERATIONS BUDGET - PROPOSED

	FY 2021 Budget Res. 20-04	FY 2021 Re- Appportioned Budget Res. 20- 23	FY 2022 Proposed Budget Res. 21- nn
CONTRACTUAL			
Communication/Duplicating (53231)	\$ 1,000	\$ -	\$ -
Printing: Letterheads/Forms/Handbook/ Promissory Notes, etc (53236)			
Computer Maintenance (Software/Hardware)	2,500	-	-
Xerox Copies/Fax Lease & Maintenance (53235)	2,000	-	-
Office Equipment & Maintenance			
Advertising (53236)	2,000	-	-
Professional Org. Memberships (53237)	2,500	-	-
Web Maintenance (53233)			
Training & Maintenance (53239)	1,500	-	-
Imaging System Maintenance & Training	-	-	-
Security Alarm System (55250)	-	-	-
Collection Services	-	-	-
<i>SUB-TOTAL</i>	\$ 11,500	\$ -	\$ -
SUPPLIES			
Office Supplies/Materials (S54240)	\$ 1,500	\$ -	\$ 500
<i>SUB-TOTAL</i>	\$ 1,500	\$ -	\$ 500
CAPITAL OUTLAY			
Computers/HardDrive/Monitors/Printers (55250)	\$ 5,000	\$ -	\$ -
File Cabinets	-	-	-
Imaging System	-	-	-
Shredder	-	-	-
Multi Media Projector	1,500	-	-
Scanner	-	-	-
<i>SUB-TOTAL</i>	\$ 6,500	\$ -	\$ -
OVERTIME			
Mileage			
PERSONNEL (Includes - Salaries/Benefits)			
Program Coordinator IV	\$84,358.00	\$84,358.00	\$93,835.03
Program Coordinator I	\$0.00	\$0.00	\$0.00
Program Coordinator II	\$67,904.00	\$67,904.00	\$71,434.42
Program Coordinator I	\$51,443.00	\$51,443.00	\$57,853.30
Program Coordinator I (YTC - Vacant)	\$0.00	\$0.00	\$0.00
Administrative Assistant	\$57,666.00	\$0.00	\$0.00
Program Coordinator I (Bursar's Office)	\$46,455.00	\$46,455.00	\$53,250.99
Accounting Tech 1 (Bursar's Office)	\$49,876.00	\$49,876.00	\$42,940.16
Accounting Tech 1 (Bursar's Office)	\$38,651.00	\$38,651.00	\$36,325.36
<i>SUB-TOTAL</i>	\$396,353.00	\$338,687.00	\$355,639.26
MISCELLANEOUS			
Contingency	\$2,500.00	\$0.00	\$0.00
<i>SUB-TOTAL</i>	\$2,500.00	\$0.00	\$0.00
GRAND-TOTAL	\$ 418,353	\$ 338,687	\$ 356,139

5.2 ACADEMIC, PERSONNEL, AND TENURE COMMITTEE



UNIVERSITY OF GUAM
UNIBETSEDÅT GUÅHAN
Board of Regents

Resolution No. 21-16

**RELATIVE TO AWARDING EMERITUS PROFESSOR OF EDUCATION STATUS TO
DR. YUKIKO INOUE-SMITH**

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

WHEREAS, the authority to bestow the title of Emeritus Professor is vested in the Board of Regents (BOR) resolution 1987 and the criteria and procedures were revised by BOR resolutions in 1999, 2001, and 2019;

WHEREAS, Dean Alicia Aguon of the School of Education has nominated Dr. Yukiko Inoue-Smith for the title of Emeritus Professor;

WHEREAS, the *Rules, Regulations, and Procedures Manual*, Article V, Chapter A. Faculty Input, Section 13. Emeritus(a) Professor provides the criteria for Professors Emeritus, to include 15 years of service as a faculty member, attainment of tenure at the Associate Professor or Professor rank; and significant contributions to the University of Guam;

WHEREAS, Dr. Inoue-Smith has 23 years of service as a faculty member at UOG;

WHEREAS, Dr. Inoue-Smith attained the rank of tenured, full Professor;

WHEREAS, Dr. Inoue-Smith has distinguished herself by her exemplary publication record of 22 books, 13 book chapters, 7 encyclopedia articles, 57 journal articles, 46 professional newsletter articles, and 6 technical reports, in addition to 137 international, national, and regional conference presentations; and she has won a Prestigious Carnegie Foundation Professor of the Year 2008 Award;

WHEREAS, the enclosed nomination was reviewed and recommended for approval by the Senior Vice President & Provost and the President; and

WHEREAS, the Academic, Personnel and Tenure Committee has reviewed the enclosed nomination and recommends to the BOR to award the title of Emeritus Professor of Education to Dr. Inoue-Smith.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby bestows the title of Emeritus Professor of Education to Dr. Yukiko Inoue-Smith, effective September 16, 2021.

Adopted this 16h day of September, 2021.

Liza J. Provido, Chairperson

ATTESTED:

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



Emeritus Professor Nomination Form

Please refer to the University of Guam (UOG) Board of Regent's Bylaws Booklet of Appendices for full criteria, deadlines, and processes. A current curriculum vitae describing nominee's endeavors in research, teaching, and/or community service **must** be submitted with this form.

Nominee Information

Name of Nominee: Yukiko Inoue-Smith

Title (at Retirement): Professor Unit: School of Education

Faculty Start date: 8 /18 /1997 / Date of Retirement: 5 / 21 / 2021/

Mailing Address: P. O. Box 5375 UOG Station, Mangilao, Guam 96923

Email address: yinouesmith@triton.uog.edu Contact Number(s): 988-1544

Emergency Contact or Next of Kin Information

Name: Kyle D. Smith

Mailing Address: P. O. Box 5375 UOG Station, Mangilao, Guam 96923

Email address: kylesmithuog@gmail.com Contact Number(s): 689-1234

Nominator Information

(Complete this section only if you are not the nominee.)

In addition to self-nominations, a nomination must originate from any full-time faculty member, the Dean or Director of the Unit, or a member of the Society of Emeritus Professors and Retired Scholars (SEPRS).

Name of Nominator: Alicia C. Aguon

Relationship to the Nominee: Dean of the School of Education

Email address: aliciaaguon@triton.uog.edu Contact Number(s): 735-2444

Criteria for Emeritus(a) Professor

(Nominee *must* meet all three (3) criteria for eligibility)

1. Tenured faculty at the minimum rank of Associate Professor/Extension Agent IV or Professor/Extension Specialist at UOG at the time of retirement.
2. Has at least fifteen (15) years of service as a full-time faculty member or a combination of said years of service as a full-time faculty and academic administrator at UOG.
3. Has been reviewed using the following procedures to confirm that he/she has made significant contributions to UOG

Nomination Procedures for Emeritus(a) Professor


1. The faculty nomination process for the status of Emeritus(a) Professor may begin **during the last year** of employment prior to retirement from UOG, provided that said status, if granted before retirement, shall only become effective the day after the date of official retirement from the University.
2. Nominations for Emeritus(a) Professor status may originate from any full-time faculty member, the individual being nominated, the Dean or Director of the Unit, or a member of the Society of Emeritus Professors and Retired Scholars (SEPRS)
3. Nominations for the titled status of Professor Emeritus(a) shall begin with the submission of the nomination form, with a current curriculum vitae (CV) attached, to the Dean or Director of the Unit from which the nominee is serving or has retired.
4. Dean or Director Review. Upon receipt of the nomination form and the current CV, the Dean or Director may notify and solicit remarks from the college or unit concerning the nominee. The recommendation of the Dean or Director and all the documents pertaining thereto, shall be forwarded within ten (10) business days from receipt of the nomination package to the Senior Vice President of Academic & Student Affairs (SVP-ASA). In the event that a Dean or Director does not take action by the specified deadline for review, the nomination shall proceed forward to the next stage of review with the nominator or nominee providing the SVP-ASA with a copy of the nomination package.
5. SVP-ASA Review. The SVP-ASA shall have fifteen (15) business days to review the nomination package. Upon receipt of the nomination package, the SVP-ASA will notify the President of SEPRS of an application under review. During this review period, the SVP-ASA may notify and solicit remarks from the university community concerning the nominee. The recommendation of the SVP-ASA and all documents pertaining thereto, shall be forwarded to the President. In the event that the SVP-ASA does not take action by the specified deadline for review, the nomination shall proceed forward to the next stage of review with the nominator or nominee providing the President a copy of the nomination package.
6. UOG President Review. The President shall have up to ten (10) business days from the recommendation receipt date to review and submit a recommendation for approval, if applicable, to the appropriate BOR committee before submission to the BOR for action.

7. The BOR shall have the final determination concerning the granting of the Emeritus(a) status. It is the responsibility of the Executive Secretary of the BOR to notify both the newly granted Emeritus(a) Professor and the President of the SEPRS of the conferred status. The newly granted Emeritus(a) Professor shall be presented with a certificate of recognition of status by the UOG President.
8. Emeritus(a) Professor status is permanent. Emeritus Professors who are deceased shall have their name in the Catalog and Bulletin in perpetuity. However, the BOR shall have the authority to withdraw the Emeritus(a) Professors status with just cause.
9. It is the responsibility of the Emeritus(a) Professor to maintain contact on at least a yearly basis with SEPRS. The President of SEPRS will submit an annual report of activities to the SVP-ASA. This annual report will be distributed to the UOG President, BOR, deans, directors, and university community.


Nomination Letter

July 15, 2021

TO: Ms. Liza J. Provido, Chair
The University of Guam Board of Regents

VIA: Dr. Thomas W. Krise, President 

VIA: Dr. Anita Borja Enriquez, Senior Vice President and Provost 

FROM: Dr. Alicia Cruz Aguon, Dean of the School of Education 

RE: Nomination of Dr. Yukiko Inoue-Smith to Professor Emerita status

With this letter, I hereby nominate Dr. Yukiko Inoue-Smith for Professor Emerita, and summarize her contributions to research, teaching, and service: establishing that she has excelled on all criteria. Dr. Inoue-Smith, a tenured Professor of Education, retired in May 2021.

Scholarship

Dr. Inoue-Smith is one of the most prolific researchers at the University of Guam. Since joining our faculty in 2007, she published 22 books, 13 book chapters, 7 encyclopedia articles, 57 journal articles, 46 professional newsletter articles, and 6 technical reports; in addition to 137 international, national, and regional conference presentations, many from sessions she chaired, and published in the ERIC Database and in conference proceedings. Her peer-reviewed applied, evaluation- and original data-based publications comprise wide-ranging contributions to higher education. She published discoveries in human development, preparing teachers for service, online education for diverse learners, education for lifelong learning, and ground-breaking uses of educational technology. These contributions to the academy are documented in her *curriculum vitae*. She has also contributed to the love of language among thousands of lay readers, as a widely published poet recognized for excellence in 2016, by the Tanka Poets Society of Japan.

Teaching

Dr. Inoue-Smith's many contributions to hundreds of pre-service and in-service teachers' knowledge and skills—in Guam and in the Federated States of Micronesia—are exemplary. She has taught a wide range of invaluable courses in Education. In each, from Human Growth and Development to Educational Psychology, to graduate courses in research methodology (including courses in both quantitative and qualitative research), she taught in ways that positively impacted students' lives: incorporating into her teaching many best practices from the

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

scholarship on pedagogy. She taught in online, hybrid, and face-to-face formats; and contributed to the design and implementation of two fully online programs: Reading and TESOL.

Dr. Inoue-Smith supervised **46** master's theses (typically as committee chair), along with three doctoral dissertations.

Synthesis of Teaching and Research

Dr. Inoue-Smith's many contributions to the University, to her field, and to her students, have expressed her own **commitment to lifelong learning**. What she learned in her research ensured continuing updates and improvements in her own teaching, and that of many others. Several representative examples (out of many) of these **reciprocal enhancements in her teaching and research**, appear below.

- *Research Methods Course*: A four-phase approach for teaching students how to write standalone literature reviews was developed and implemented. This approach was published in 2021: "How to Help Students Excel in Reviews of the Literature."
- *Qualitative Research Course*: Designing online education requires instructors to integrate technology, pedagogy, and content knowledge into teaching: "Optimizing Learning Through Activities and Assessments" (published in 2019).
- *Quantitative Research Course*: Given that students do not really learn statistics until they analyze data from their own research, the instructor developed and implemented a constructivist student-centered approach for the course: "Enhancing College Students' Basic Skills in Quantitative Analyses of Research Data" (published in 2019).

Service

Dr. Inoue-Smith emerged as a leader in service. She served on numerous University- and college-level committees, including the Faculty Council Executive Committee; the Graduate Faculty Committee; the University Faculty Senate, serving as chair of the Senate's Standing Committee on Faculty Excellence; and the NCATE and AAQEP Accreditation Committees. Her colleagues in Foundations and Educational Research elected her to six terms as their Division Chair. She served for twelve years as the Editor of the journal, *Micronesian Educator*.

Guam Professor of the Year

In honor of her accomplishments, the Carnegie Foundation for the Advancement of Teaching named Dr. Inoue-Smith Guam 2008 Professor of the Year.

Nomination

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SCHOOL OF EDUCATION
Office of the Dean

I believe that the University has indeed been fortunate to have Dr. Yukiko Inoue-Smith as part of our faculty. She has given this faculty position her very best. She is a consummate professional, and her work in all three endeavors—in teaching, research, and service—has been exemplary. She taught with full dedication to her students and to her discipline. She is a highly productive researcher and scholar, and has engaged the academic community at all levels, from local to international. **I therefore nominate Dr. Inoue-Smith for the rank of Professor Emerita, in recognition of her outstanding contributions to the mission of the University of Guam.**

Sincerely,
Dr. Alicia Cruz Aguon

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

Curriculum Vitae of Yukiko Inoue-Smith

Surname changed from Inoue to Inoue-Smith 3/11/2012

Business Address

School of Education
University of Guam, UOG Station
Phone: 671-735-2423 (Direct)/2440/2400 (Secretary)
E-Mail: yinouesmith@triton.uog.edu; yukiinoue2005@yahoo.com

Mailing Address

P.O. Box 5375, UOG Station
Mangilao, Guam 96923 USA
Citizenship: United States of America

PROFILE

On the basis of recommendations from my seniors, my peers, and my undergraduate and graduate students, I believe that I can present myself as: (i) a highly motivated, dedicated scholar with particular research interests in education for sustainability, interdisciplinary studies on student learning, educational technology, and social contexts and learning with a higher education focus; (ii) a teacher who values and promotes a superior learning environment in which students listen interactively, respect differing viewpoints, engage actively in all aspects of learning, and are expected to be well prepared for productive course work; and (iii) an author whose work has expanded knowledge in my chosen field, and which has been recognized as such by being selected for use in graduate research courses; and just as strong my passion for teaching and research, poetry is an area that I have invested much passion and commitment.

EDUCATION

- PhD, 1997 Educational Psychology and Research
University of Memphis, Memphis, TN, USA
Concentration: Educational Research and Statistics
Dissertation: The Educational and Occupational Attainment Process for American Women
- MS, 1991 Business Administration
Tokyo Keizai University, Tokyo, Japan
Concentration: Human Resources Management
Thesis: The Occupational Attainment Process for Japanese Women
- BA, 1978 Humanities and Sciences, Nihon University, Tokyo, Japan
- Certifications American Management Program, Japan-America Institute of Management Science, Hawaii
Teacher's License, Junior and Senior High School English, Nihon University, Japan
Online Teaching Certificate Program, Online Learning Consortium (2016)

TEACHING APPOINTMENTS

- University of Guam, Guam, USA
- 2006-present Professor of Educational Psychology and Research and Chair (2007-2012; 2016-2021) in the Division of Foundations, Educational Research, and Human Services in the School of Education
- 2001-2006 Associate Professor of Educational Psychology and Research and Chair (2002-2004) in the Division of Foundations, Educational Research, and Human Services, School of Education (formerly known as the College of Education)
- 1997-2001 Assistant Professor of Educational Psychology and Research in the College of Education
- University of Memphis, Memphis, TN, USA, and Japan
- 1995-1997 Instructor of Japanese Language, College of Arts and Sciences
- 1995-1997 Instructor of Japanese Language and Business Japanese, Continuing Education Programs
- 1989-1991 Lecturer of Business Japanese, Abiko Community School, Chiba, Japan
- 1987-1989 Instructor of Business Communication, Tokyo Matsumoto College of English, Tokyo, Japan
- 1985-1987 Instructor of Obunsha School of English and Mathematics, Tokyo, Japan

HONORS and AWARDS

- 2020 CAHA Fellowship Award, Guam Council on the Arts & Humanities (for writing a poetry book)

- 2019 Yukiko Inoue-Smith Quotes (Found on CNN)
<<https://www.quotes.net/authors/Yukiko+Inoue-Smith>>
- 2019 University Second Annual Triton Awards: Faculty of the Year (Nominee), University of Guam
- 2018 University Inaugural Annual Triton Awards: Faculty of the Year (Nominee), University of Guam
- 2016 Tanka Award. International Tanka Festival in Karuizawa, the Japan Tanka Poet's Society
<<http://www.uog.edu/news-announcements/uog-professor-inoue-smith-receives-highest-award-for-tanka-poem>>
- 2014 Faculty Research Excellence Award (outstanding research contributions to the University, the community, and the profession), University of Guam
- 2012 Fall Invited Visiting Researcher, Okayama University (The Career Development Center)
- 2010-2011 Grant Award, the National Endowment for the Arts, Guam, for the tanka book project
- 2009-2010 President's Research Grant Award, University of Guam
- 2008 The U.S. Professor of the Year, the Carnegie Foundation for the Advancement of Teaching
- 2008 Faculty Award for Excellence in Teaching, University of Guam
- 2006 Faculty Award for Excellence in Research, University of Guam
- 2004 Faculty Award for Excellence in Teaching (Nominee), University of Guam
- 2003-2004 President's Research Grant Award, University of Guam
- 2003 Humanities Scholar of the Year, Guam Humanities Council, Guam
- 2002 Tenure granted, University of Guam
- 2001 Governor's Award for Excellence in Higher Education, Government of Guam
- 2001 Awarded Excellence in Research, The 10th Pacific Science (PA) Inter-Congress, PA Association
- 2000 Distinguished Speaker, Micronesian Studies Seminar Series, University of Guam
- 1999 Invited Speaker (Travel Grant Awarded), the Asia-Pacific Conference, Portland, Oregon
- 1999 Undergraduate honors course (developed, approved, and offered), University of Guam
- 1998-present Granted a graduate faculty status, University of Guam
- 1998 Chi Omicron Gamma Honor Society, University of Guam
- 1997 Outstanding Graduate Paper Award (Nominee), Mid-South Educational Research Association
- 1995 Kappa Delta Pi (Honor Society in Education), University of Memphis
- 1995 Research Award, Graduate Student Association, University of Memphis
- 1982-1983 Scholarship, American Management Program of Japan-America Institute of Management Science, Hawaii, 1982-1983 (Completed the program at the top of the class)

Courses Taught, University of Guam

Degree Programs Courses (*Designed and Developed)

ED110: Introduction to Teaching

ED192: Practicum: Observation and Participation

ED201: Human Growth and Development

ED300: Educational Psychology

ED403: Foundations of Education

ED473: Developing Cognitive Abilities

ED489: Evaluation

ED494H*: Seminar in Applied Educational Research (an honours course for undergraduate students)

ED601 (OLL)*: Introduction to Research Methods

ED602 (OLL)*: Qualitative Inquiry in Education

ED603 (OLL)*: Quantitative Analysis

ED647*: Special Topics in Literacy Education: Poetry Splendor

ED691: Overview Seminar: Administration and Supervision

ED695: Thesis: Administration and Supervision

Recertification and Professional Development Courses

PD894*: Pacific Communities: Voyage to Building Foundations

PD894*: Computer Applications and Research in Education

PD894* (OLL): Reflective Teaching Practices: Teachers as Reflective Practitioners

PD894* (OLL): Reflective Teaching Practices: Teachers as Critical Creative Thinkers

PD894* (OLL): Reflective Teaching Practices: Teachers as Action Researchers

University and Community Service

School Service

2020-2021	Chair, School of Education Academic Affairs Committee Editor-in-chief, <i>Micronesian Educator</i> (School of Education Journal) Vol. 28 (published April 28, 2020); Vol. 29, Vol. 30, and Vol. 31 (published Spring 2021)
2019-2021	Member, SOE Scholarship Committee
2018-2021	Chair, School of Education Foundations Faculty Search Committee
2018-2020	Member, University of Guam TEAM Conference Organizing Committee
2018-2019	Member, Administration and Supervision Faculty Search Committee
2018	Chair, School of Education Division of Foundation and Educational Research and Human
2016-2021	Coordinator, Administration and Supervision Program
2015-2016	Chair, School of Education Academic Affairs Committee
2014-2018	Chair, School of Education Disposition and Diversity Committee
2014-2016	Chair, Administration and Supervision Faculty Search Committee
2014	Member, University of Guam TEAM Conference, Research Paper Publication Committee
2014	Chair, School of Education Standing Committee (Disposition and Diversity Committee)
2013-2014	Member, Administration & Supervision Faculty Search Committee
2013	Report Writer, G2G (Good to Grate) Sustainability, School of Education Foundations Unit
2010-2011	Report Writer, NCATE Diversity (Standard 4), School of Education
2009-2011	Chair, School of Education Academic Affairs Committee
2007-2012	Chair, School of Education Division of Foundation and Educational Research and Human
2007	Organizer & Presenter, Faculty Development Workshops: Program Review and Assessment
2005-2006	Report Writer, NCATE Diversity (Standard 4), School of Education
2005-2013	Editor, <i>Micronesian Educator</i> (a Journal of School of Education, University of Guam)
2005-2006	Member, NCATE Coordinator Search Committee
2004-2005	Member, Two Faculty Reemployment Committees
2004-2005	Member, Administration and Supervision Faculty Search Committee
2003-2006	Member, NCATE Assessment Committee
Jan. - Feb. 2003	Acting Dean, School of Education (formerly College of Education)
2002-2006	Member, Editorial Review Board Member, <i>Micronesian Educator</i>
2002-2006	Member, College of Education Admissions Committee
2001-2003	Chair, NCATE Assessment Committee
2001-2002	Member, Foundations Faculty Search Committee
2001-002	Chair, Elementary Education Faculty Search Committee
July 2001	Acting Director, Multicultural Education and Resources Center
1999-2000	Secretary, Graduate Faculty Members Committee
1998-1999	Member, NCATE Accreditation Committee
1997-2002	Member, College of Education Admissions Interview Committee

University Service

Dec. 18, 2018	Thesis Defence External Observer, MS Clinical Psychology (Report submitted to the University of Guam's Graduate School)
2018-2021	Recorder, University of Guam Faculty Union Executive Board
2017-2019	Chair, Univ. of Guam Faculty Development Day Committee (AY17-18 & AY18-19)
2017-2018	Member, School of Education Dean Search Committee
2017-2019	Faculty Senate Member; Chair, Senate Standing Committee on Faculty Excellence (SCFE)
2015-2017	Member, University of Guam Assessment Committee (UAC)
2015-2017	Faculty Senate Member; Chair, Senate Standing Committee on Evaluation (SCE)
2013-2014	Member, University of Guam Tenure & Promotion Committee
2009-2011	Member, University of Guam Faculty Union Board
2007-2009	Faculty Senate; Chair, Senate Standing Committee on Graduate Curricula Review Committee
2006-2008	Faculty Senate; Chair, Senate Standing Committee on Graduate Faculty Status
2006-2008	Data Supporting Member, WASC Response Team: Academic Quality
2004	Member, President Research Award Review Committee
2002-2003	Faculty Senate Member, Senate Standing Committee on Institutional Excellence
2002	Co-Chair, Charter Day Faculty Excellence Awards Committee

2001	Chair, Charter Day Faculty Excellence Awards Committee
2001	Member, RFK Library Faculty Search Committee
2000-2001	Chair, Faculty Development Day Committee, Faculty Council
2000-2001	Member, Pacific Science Inter-Congress Operations Committee
2000-2001	Member, Pacific Science Inter-Congress Program Committee
2000-2001	Faculty Representative, WASC Response Team
2000-2001	Faculty Representative, University of Guam Employee Development Council
1999-2001	COE Representative, Faculty Council Executive Committee
Jan. 19, 2001	Chair, Faculty Development Day Workshop on University Governance
Jan. 28, 2000	Designer, Faculty Development Day Workshop: Ethics Across the Curriculum
1997-2007	Member, Women's Issues Group (WIG)
1997-1998	Member, Wellness Executive Council Committee for Family Health
1997-1998	Member, Task Force for the Guam Community
<i>Community/Professional Service</i>	
October 23, 2020	Facilitator, 2020 Workshop on the Guam Education Agenda for Research (GEAR), Guam
2019-present	European Proceedings of the International Conference on Education and Educational Psychology EpICEEPSY
2018 (Dec. 14)	Spoke in an interview with CNN International on the topic of the evolving societal norms for working moms in Japan. CNN International Edition (December 29, 2018) < https://edition.cnn.com/2018/12/27/health/japan-fertility-birth-rate-children-intl >
2011-2018	Contributing poems to the weekly local newspaper, <i>Guam Shinbun</i> (bimonthly since 2018)
2011-2019	Lecturer (for an annual group of students from Kagoshima University visiting Univ. of Guam)
2010-2015	Judge, U.S. Professor of the Year (2010, 2011, 2012, 2013, 2014, and 2015), Council for Advancement and Support Programs
2013-2015	Reviewer, Journal of South Pacific Studies, International Studies in Widening Participation
2013	Abstract reviewer, Conference on Asian Education
2005-2007	Member, Association for Gender Equity Leadership in Education (AGELE)
2010	Judge, 2010 Guam Teacher of the Year, Guam Public School System
April 1-7, 2007	Featured Poet, KPRG Radio Program
2006-2012	Member, Editorial Advisory Review Board, IGI Global
2005	Judge, Annual Humanities Awards, Guam Humanities Council
2004	Guam Humanities Council Grant Proposal Examiner
Oct. 25, 2003	Judge, Guam Poetic Theater Contest, the Guam Poetry Club
June 30, 2001	Guest Speaker on Education, K57 Radio (Chalk Talk), Guam
May 12, 2001	Featured Poet, KPRG Radio Program (Mother's Day Special)
March 1, 2001	Judge, Guam Secondary School Japanese Language Competition
March 21, 2000	Judge, Guam Secondary School Japanese Language Competition
Dec. 28, 2000	Featured Poet, K57 Radio Program (Rlene Live) (with L. Cunningham)
April 15, 2000	Judge, World Children's Haiku Contest, JAL Foundation
May 1, 1998	Judge, Guam Secondary School Japanese Language Competition
1998-1999	Critic for the Guam Stand for Children Research
<i>University Service (University of Memphis)</i>	
1996 & 1997	Judge, American High-School Students' Japan-Image Drawing and Manual Arts
1996-1997	Adviser, the Japanese Student Association, University of Memphis
1994-1997	Lectured (for three years) Honour Elementary Classes in Memphis school district with M. Inglis, International Students Advisor

Professional Memberships (Selected)

2017-present	Board of Consultants for the Centre for Higher Education Research and Academic Development (CHERAD)
2017-present	International Tanka Society
2005-2007	Association for Gender Equity Leadership in Education (AGELE)
2000-2016	National Association for Asian and Pacific American Education (NAAPAE)
1999-2013	The Pacific Society
1999-2018	Nihon Kajin Club (Japan Poetry Association)

1997-present	American Educational Research Association (AERA)
1994-2006	Mid-South Educational Research Association (MSERA)
1990-1993	Japanese Society for Business Philosophy
1990-1993	Japan Society for Personnel and Labor Research
1989-1993	Academy of International Business
1989-1993	Association for Working Women of Japan
1986-2007	Suimon (Tanka Poetry Association, Japan)

PUBLICATIONS (SCHOLARSHIP and CREATIVE WORK)

Books

- Inoue-Smith, Y. (2020). *An island of plumerias: Embracing TANKA during my days and years in Guam*. SIA OmniScriptum Publishing: Riga, Latvia, European.
- Inoue-Smith, Y., & McVey, T. (Editors/Chapter Author). (2020). *Optimizing higher education learning through activities and assessments* (Foreword by Stephen Hundley). Hershey, PA: IGI Global.
- Inoue-Smith, Y. (2019). *Life with Goblin and PJ*. SIA OmniScriptum Publishing: Riga, Latvia, European Union
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- 23 Inoue, Y. (1999). Educational technology for second language acquisition. (ED427547) Cited in English Exchange Literature Library <<http://ldt.stanford.edu/jkemp/eexchange/list.html>>
- 24 Inoue, Y. (1999). Evaluating intelligent tutoring systems. (ED429101) Cited in Computer-assisted tutorials for structures instruction. <<http://asceditor.unl.edu/archives/2002/sattineni02a.html>>
- 25 Inoue, Y. (1999). Virtual reality support vs. video support: Evaluation proposal (ED430562)
- 26 Inoue, Y. (1999). University teachers' perceived usefulness of computer-assisted instruction. (EJ610702)
- 27 Inoue, Y. (1999). Undergraduate women's gender awareness and status aspirations. (ED438223)
- 28 Inoue, Y. (1998). College teaching: Syllabus writing for the Japanese language course. (ED430461)
- 29 Inoue, Y. (1998). Learning and cognition: The cognitive revolution in American psychology (ED428318)
- 30 Inoue, Y. (1998). University students' preference for learning by CAI. (ED420309) Cited in The Language Center Foreign Language Instructional Technology: <www.inform.umd.edu/EdRes/Colleges/ARHU/Depts/langctr/flit/biblio/articles.author.htm>
- 31 Inoue, Y. (1998). Reading and the ESL student. (ED419226)
- 32 Inoue, Y. (1997). The educational and occupational attainment profess: ASHE paper. (ED415796)
- 33 Inoue, Y. (1995). Determinants of the use of computer-assisted instruction in Singapore. (ED391470)

Professional Association Newsletter Articles

- 1 Inoue-Smith, Y. (In press). The role of language in Chamorro identity. *APA Perspectives*.
- 2 Inoue-Smith, Y. (In press). Summer teaching in Yap: The arts and education. *Learning, teaching, and understanding in Micronesia* (School of Education Newsletter).
- 3 Inoue-Smith, Y. (2018). A connection between (educational) psychology and poetry, Micronesia. *Learning, teaching, and understanding in Micronesia* (School of Education Newsletter), pp. 13–15.
- 4 Inoue-Smith, Y. (2016). Reflections on working with students in teacher education courses in Yap, Micronesia. *Learning, teaching, and understanding in Micronesia* (School of Education Newsletter), p. 13–15.
- 5 Inoue-Smith, Y. (2014). An opportunity or a routine? *APA Perspectives* (spring), pp. 9–10.
- 6 Inoue-Smith, Y. (2013). Career education: A new trend in Japanese colleges. *APA Perspectives* (summer), p. 30
- 7 Inoue-Smith, Y. (2013). The school called 'Life.'" *APA Perspectives* (spring), p. 12.
- 8 Inoue-Smith, Y. (2013). Born to be human. *Global Horizon* (JAIMS newsletter).
- 9 Inoue-Smith, Y. (2013). Rethinking PowerPoint. *Triton's Call (UOG's student magazine)*, 34(6), p. 9.
- 10 Inoue-Smith, Y. (2013). Job hunting seminars. *Triton's Call (UOG's student magazine)*, 34(5), p. 3.
- 11 Inoue-Smith, Y. (2013). Do not panic: We already tried that, and it did not work. *APA Perspectives* (winter), p. 12.
- 12 Inoue-Smith, Y. (2012). UOG's initiatives for sustainable living. *APA Perspectives* (summer/fall), pp. 11–13.
- 13 Inoue, Y. (2012). Golden rules of growth applied to professors. *APA Perspectives* (winter/spring), pp.10–11.
- 14 Inoue, Y. (2011). How poetry emerges from difficulty. *APA Perspectives* (fall), pp. 10–11.
- 15 Inoue, Y. (2011). A letter to my daughter. *APA Perspectives* (spring-summer), pp. 7–8.

- 16 Inoue, Y. (2010–2011). The marriage of the East and the West. *APA Perspectives* (fall/winter), pp. 6–7.
- 17 Inoue, Y. (2010). My future is here and now. *APA Perspectives* (summer), p. 4.
- 18 Inoue, Y. (2010). Haiku poems: My interpretation and appreciation. *APA Perspectives* (spring), p. 8.
- 19 Inoue, Y. (2009). Thoughts on the Cinderella complex. *APA Perspectives* (fall/winter), p. 8.
- 20 Inoue, Y. (2009). Response to D. Little: When is silence golden, and when not? *APA perspectives* (spring), p. 6.
- 21 Inoue, Y. (2009). Silence is golden and eloquence is silver. *APA Perspectives* (winter), p. 7.
- 22 Inoue, Y. (2008). Using Moodle for blended learning. *APA Perspectives* (fall), p. 6.
- 23 Inoue, Y. (2008). Self-directed lifelong learning through eLearning. *APA Perspectives* (summer), p. 8.
- 24 Inoue, Y. (2008). Quality, education, and sustainability. *APA Perspectives* (spring), p. 16.
- 25 Inoue, Y. (2007-08). Poetry and qualitative research. *APA Perspectives* (fall/winter), p. 6.
- 26 Inoue, Y. (2007). Interview with Yukiko Inoue. *IGI Global Monthly Newsletter*, 2(2), p. 3.
- 27 Inoue, Y. (2007). Be yourself. *APA Perspectives* (spring/summer), p. 7.
- 28 Inoue, Y. (2006). Japanese literature: Novels and poetry. *APA Perspectives* (winter), p. 7.
- 29 Inoue, Y. (2006). The origin of my journey of scholarly research. *APA Perspective* (summer), p. 7.
- 30 Inoue, Y. (2005). Confucian norm and a new challenge of Japanese women. *APA Perspective* (summer), p. 7.
- 31 Inoue, Y. (2005). The professor reminiscence. *APA Perspective* (spring), p. 7.
- 32 Inoue, Y. (2005). Women's aspirations in Guam and Japan. *AGELE Newsletter* (winter), pp. 3–4.
- 33 Inoue, Y. (2004-05). Academic experiences and critical thinking. *APA Perspective* (winter), p. 5.
- 34 Inoue, Y. (2004). Poetry and educational research. *APA Perspective* (fall), p. 7.
- 35 Inoue, Y. (2004). Teaching: A never-ending challenge. *APA Perspective* (spring/summer), p. 6.
- 36 Inoue, Y. (2003-04). What is critical thinking? *APA Perspective* (fall/winter), p. 7.
- 37 Inoue, Y. (2003). The computer as a research tool. *Triton's Call*, 20(3), p. 10.
- 38 Inoue, Y. (2003). Classroom assessments. *APA Perspective* (summer), p. 9.
- 39 Inoue, Y. (2003). Some thoughts on human learning. *APA Perspective* (spring), p. 10.
- 40 Inoue, Y. (2002). Why are some teachers better at teaching? *APA Perspective* (summer/fall), p. 7.
- 41 Inoue, Y. (2002). A teacher's reflection. *APA Perspective* (spring), p. 3 & p. 5.
- 42 Inoue, Y. (2001). Women in higher education. *APA Perspective* (winter), p. 1 & p. 5.
- 43 Inoue, Y. (2001). Improving teaching in higher education. *APA Perspective* (summer), p. 1.
- 44 Inoue, Y., & Johnson, K. (2000). Multiculturalism. *APA Perspectives* (summer), p. 1 & pp. 4–5.

Awards and Publications in Poetry (Selected)

- 1 Ten tanka poems by Yukiko Inoue Smith (2020, November). *Einunddreissig* (German language tanka journal) <<http://www.einunddreissig.net/ausgabe-november-2020.html>>
- 2 Tanka published in *International Tanka*: Cat Tanka 8 (2017, No. 1); Cat Tanka 9 (2017, No. 2); Cat Tanka 10 (2018, No. 3); Cat Tanka 11 (2018, No. 4); Cat Tanka 12 (2019, No.5); Cat Tanka 13 (2019, No. 6); Cat Tanka 14 (2020, No. 7); Cat Tanka 15 (2020, No. 8); Cat Tanka 16 (2021, No. 9); Cat Tanka 17 (2021, No. 10)
- 3 Certificate of excellent (2012). *International Tanka Festival Shona*, the Japan Tanka Poet's Society.
- 4 Guam students' reactions to English-language tanka (essay). *The Tanka Journal*, No. 24 (2004), p. 29.
- 5 English-language tanka (essay). *The Tanka Journal*, No. 23 (2003), p. 30.
- 6 Tanka published in *American Tanka*: No. 11 (2001); No. 13 (2003); No. 14 (2004).
- 7 Tanka translation for the Nihon Kajin Club New Board Members, in *The Tanka Journal* (2012, pp. 3–4).
- 8 Tanka published in *The Tanka Journal*: A shawl of mist (2000, No. 16); Winter butterfly (2000, No. 17); A shapeless ambition (2001, No. 18); News I am waiting (2001, No. 19); Winds of America (2002, No. 20); Teaching in America (2002, No. 21); Destiny (2003, No. 22); Vehement season (2003, No. 23); Heavy door (2004, No.24); The broken conversation (2004, No. 25); A shape of love (2005, No. 26); Purely because (2005, No. 27); The fact that (2006, No. 28); Like a fugitive (2006, No. 29); The end of life (2007, No. 30); Yet judge not (2007, No. 31); Perhaps (2008, No. 32); A bundle of letters (2008, No. 33); Far, far away (2009, No. 34); Fate and destiny (2009, No 35); When I am tired of everything (2010, No 36); Kiriko (2010, No 37); Power and responsibility (2011, No. 38); The sudden death (2011, No. 39); One thing I desire (2012, No. 40); Scarlet desires; and translation of board members' tanka (2012, No. 41); Each time I gnaw at an apple (2013, No. 42); An ownerless cat (2013, No. 43); Cat Tanka (1) (2014, No. 44); Cat Tanka (3) (2015, No. 46); Cat Tanka (4) (2015, No. 47); Cat Tanka (5) (2016, No. 48); Cat Tanka (6) (2016, No. 49); Cat Tanka (7) (2016, No. 50)
Note: No.50 is the final number of the *Tanka Journal*
- 9 *Kaze* (Quarterly Journal by Japan Poetry Association): 2016 (No. 193, p. 37); 2017 (No. 197, p. 27); 2018 (No. 199, p. 34); 2018 (No. 200, p. 28).

- 10 Tanka Gendai Kajin Award finals, Tanka Shinbunsha, Japan: Days I remember (1991); An island, my destiny (part 1) (1998); An island, my destiny (part 2) (2002); Always (2003); The rainbow of winter (2006).
- 11 Suimon Tanka Award, Japan: 1987; 1997; 2002; 2003; 2004.
- 12 Tanka awarded and published in *Heihei No Manyoshu*, Mita International Tanka, 1999.
- 13 *Winter Woods* awarded and published in *The Best Poems of 1997*. National Library of Poetry.
- 14 *Our Gaea's Wail* awarded and published in *At the Day's End*. Maryland: National Library of Poetry, 1996. Elected into the International Poetry of Hall of Fame Museum: <<http://www.poets.com/YukikoInoue.html>> Appeared in *At Day's End* (p. 219) published in 1994 by the National Library of Poetry.
- 15 *Roses, You Must Be*, National Poetry Contest, awarded and published in *American Collegiate Poets*. Los Angeles, CA: International Publications, 1992.
- 16 The world of Fujio's poetry. *Poetry Nippon*, 11. Tokyo: Poetry Society of Japan, 1991.

ACADEMIC AND PROFESSIONAL PRESENTATION

National and International Conferences

- 1 Inoue-Smith, Y. Using assignments linked with assessment to teach qualitative research in education. International Academic Forum, Tokyo, Japan, October 30-November 2, 2020. (Note: Paper presented through a virtual conference using Zoom)
- 2 Inoue-Smith, Y. *Co-curricular activities and assessments in higher education*. Global Forum for Academic Research on Economics Business Management Social Sciences and Humanities, Bali, Indonesia, March 27-28, 2020. (Note: Paper presented through a virtual conference using Zoom)
- 2 Inoue-Smith, Y. *A teacher professional development course focusing on reflective practice*. ICEEPSY International Conference on Education and Educational Psychology. Barcelona, Spain, October 9-12, 2019.
- 3 Inoue-Smith, Y. *Optimizing college students' skills in conducting Literature Reviews*. International Conference on Education, Psychology, and Social Studies, Hokkaido, Japan, July 16-18, 2019 (Served as a session chair).
- 4 Inoue-Smith, Y. *Co-curricular experiences in higher education*. TEAM (technology, education, assessment, and management) conference. University of Guam, Guam, March 9-10, 2019.
- 5 Inoue-Smith, Y. *Designing blended learning for college students*. ICEEPSY International Conference on Education and Educational Psychology. Athens, Greece, October 2-5, 2018.
- 6 Inoue-Smith, Y. *A review of critical thinking education: Definitions, assessments, and teaching practices*. Asian Conference on Psychology & the Behavioral Sciences. Kobe, Japan, March 22-24, 2018. (Served as a paper reviewer and session chair)
- 7 Inoue-Smith, Y. *Evaluating the plus/minus grading system in undergraduate courses*. ICEEPSY International Conference on Education and Educational Psychology, Universiade do Porto, Portugal, October 11-14, 2017.
- 8 Inoue-Smith, Y. *Optimizing blended teaching and learning through learning activities and assessments*. Asia Conference on Education and Psychology. Bangkok, Thailand, May 24-26, 2017 (Served as a session chair).
- 9 Inoue-Smith, Y. *Teacher candidates' attitudes toward online learning and 21st century information literacies*. ICEEPSY International Conference on Education and Educational Psychology, Rhodes-Greece, Oct. 11-15, 2016.
- 10 Inoue-Smith, Y. *Tanka and I*. The 8th International Tanka Festival (Panel Discussion). Kurniawan, Japan, June 4-6, 2016. <<http://www.uog.edu/news-announcements/uog-professor-inoue-smith-receives-highest-award-for-tanka-poem>>
- 11 Inoue-Smith, Y. *How writing and reading combine to maintain professional vitality: A professor's perspective*. Books, Publishing, and Libraries Conference, Vancouver, Canada, October 19-20, 2015.
- 12 Inoue-Smith, Y. *Using PowerPoint effectively in classroom-based lectures*. World Universities Forum, Savannah, GA, February 3-5, 2015 (Served as a paper reviewer).
- 13 Inoue-Smith, Y. *Assessing and assuring graduate learning outcomes*. The Technology, Education, Assessment, and Management (TEAM) Conference, Guam, October 24-26, 2014.
- 14 Inoue-Smith, Y. *Gender differences in aspirations for careers and marriage among Japanese youth*. Asian Conference on Education. Osaka, Japan, October 23-27, 2013 (Served as a session chair and paper reviewer).
- 15 Inoue-Smith, Y. *Vocational motivation and career consciousness among young women in Japan*. The 12th Pacific Science Inter-Congress, the Univ. of the South Pacific, Fuji, July 8-12, 2013 (Served as a session chair).
- 16 Inoue-Smith, Y. *Research and education for sustainable development: Challenges at a national university in Japan*. The 4th Conference on Island Sustainability, Guam, April 17-19, 2013.
- 17 Inoue-Smith, Y. *Comparing student self-assessments from blended and fully online courses*. Asian Conference on Education. Osaka, Japan, October 24-28, 2012.

- 18 Inoue-Smith, Y. *Education for sustainable environments: A review of recent literature*. The 3rd Conference on Island Sustainability, Guam, April 18-19, 2012.
- 19 Inoue, Y. *Research-based course projects for sustainability: Results and implications*. The 2nd Conference on Island Sustainability. Guam, April 19-20, 2011.
- 20 Inoue, Y. *Going green is everyone's business today*. The 1st Conference on Island Sustainability, Guam, September 2-3, 2010.
- 21 Inoue, Y. *Myth: Asian Americans are a model minority*. AGELE Conference, Boston, July 27-30, 2008.
- 22 Inoue, Y. *The status attainment process for American women*. AGELE Conference, Boston, July 27-30, 2008.
- 23 Inoue, Y. *Traditional lecture versus PowerPoint presentation: Results and analysis of a quasi-experimental research at college teaching*. AERA Annual Meeting, Chicago, April 9-13, 2007.
- 24 Inoue, Y. *University student's perceived usefulness of computers and educational technology*. AERA Annual Meeting, Chicago, April 9-13, 2007.
- 25 Inoue, Y. *Teaching online: Using MOODLE for online college courses*. Information Resources Management Association International Conference, Vancouver, British Columbia, Canada, May 19-23, 2007.
- 26 Inoue, Y. *Theoretical and practical challenges of online education for life-long learning*. International Multi-Conference of Engineers and Computer Sciences, Hong Kong, March 21-23, 2007.
- 27 Inoue, Y. *Cooperative learning integration: A quasi-experimental study with computer technology*. International Conference on Business, Economics and Information Technology, Guam, March 5-6, 2007.
- 28 Inoue, Y. *Educational attainment process for women*. AGELE Conference, Minneapolis, July 29-Aug. 1, 2006.
- 29 Inoue, Y. *Undergraduate women's gender awareness and aspiration: The case of the Asia Pacific region*. AERA Annual Meeting, San Francisco, April 7-11, 2006.
- 30 Inoue, Y. *Learning process using computer technology*. International Conference on Computing, Communications and Control Technology, Orlando, Florida, July 20-23, 2006.
- 31 Inoue, Y. *Online education for lifelong learning: Theory into practice*. International Conference on Information Technology Based Higher Education and Training, Sydney, Australia, July 10-13, 2006.
- 32 Inoue, Y. *Achieving gender equity through education for Asian and Pacific Islander Americans*. AGELE Annual National Conference, Hawaii, July 24-27, 2005 (Co-Presenter: M. Spencer).
- 33 Inoue, Y. *Adult women and junior colleges in Japan*. AERA Annual Meeting, Montreal, April 11-15, 2005.
- 34 Inoue, Y. *Developing critical thinking skills in a diverse environment*. AERA Annual Meeting, Montreal, April 11-15, 2005.
- 35 Inoue, Y. *Chamorro adult male identity*. AERA Annual Meeting, San Diego, California, April 12-16, 2004.
- 36 Inoue, Y. *Survey research in higher education*. AERA Annual Meeting, Chicago, April 21-25, 2003.
- 37 Inoue, Y. *Women and higher education*. Pacific Science Inter-Congress: Globalization in the Pacific and Asian Regions: New Perspectives in the twenty-first century, Guam, June 1-6, 2001.
- 38 Inoue, Y. *Female workers in Guam and Japan*. Japan Society for Personnel and Labor Research Conference, Kobe, Japan, July 20-23, 2000 (Co-Presenters: K. Mochimaru & K. Nagumo).
- 39 Inoue, Y. *Diversity and multiculturalism in higher education*. Annual National Association for Asian and Pacific American Education Conference, Hawaii, April 11-15, 2000 (Co-Presenter: K. Johnson) (ED443356)
- 40 Inoue, Y. *Career development of women*. International Conference of the Pan-Pacific Business Association, Gold Coast, Australia, May 31-June 2, 2000 (Co-presenter: K. Mochimaru)
- 41 Inoue, Y. *Academic and social goals of Guam undergraduate women*. Annual International Conference on Women and Higher Education, New Orleans, LA, January 8-11, 2000.
- 42 Inoue, Y. *Collegial training and innovative, creative teaching for college students*. Conference of Academy for Creative Teaching and World Association for Case Method Research & Application, Lucerne, Switzerland, January 5-7, 2000 (Co-presenter: M. Jackson). <<http://www.wacra.org/abstracts00.html>>
- 43 Inoue, Y. *Educational technology for English language acquisition*. Biennial National Multicultural and International Conference, Marshall University, Huntington, WV, October 18-20, 1998.
- 44 Inoue, Y. *University students' preference for studying by computer-assisted instruction*. International Conference on Improving University Teaching, Dublin University, Ireland, July 6-9, 1998.
- 45 Inoue, Y. *Effects of virtual reality support compared to video support in a geography class*. Conference on Teaching with Technology: Rethinking Traditions, Rollins College, Florida, October 16-18, 1998.
- 46 Inoue, Y. *The educational and occupational attainment process for American women*. Association for the Study of Higher Education Annual Meeting, Albuquerque, New Mexico, November 6-9, 1997.

Regional and Local Conferences

- 1 Inoue-Smith, Y. *Building on and diversifying artistic perspectives among teachers*. University of Guam CLASS Research conference, March 5, 2021.
<<https://www.uog.edu/schools-and-colleges/college-of-liberal-arts-and-social-sciences/arc/#Schedule>> (Note: Paper presented through a virtual conference using Zoom)
- 2 Inoue-Smith, Y. *Formative assessments as feedback in ongoing courses*. The 31st Pacific Education Conference, July 6-10, 2020, John F. Kennedy High School, Guam (Note: Cancelled because of COVID-19).
- 2 Inoue-Smith, Y. *Faculty development and academic growth: Part 2*. University of Guam CLASS Research Conference, March 8, 2020.
- 3 Inoue-Smith, Y. *Inoue-Smith's poetry books*. The 14th Women's Art Exhibit. Nissan Showroom, Guam, March 14-23, 2019.
- 4 Inoue-Smith, Y. *Sustainable thinking and practices in the classroom*. University of Guam CLASS Research Conference, March 8, 2019.
- 5 Inoue-Smith, Y. *Taking the lead to incorporate sustainable practice into teaching: Sustainable thinking in the classroom*. University of Guam Island Sustainability Conference, Guam, March 28, 2018.
- 6 Inoue-Smith, Y. *Inoue-Smith's poetry books*. The 13th Women's Art Exhibit. Nissan Showroom, Guam, March 16-25, 2018.
- 7 Inoue-Smith, Y. *Co-curricular activities and assessments in higher education*. University of Guam CLASS Research Conference, March 9, 2018.
- 8 Inoue-Smith, Y. Panel Discussion: Faculty insights about effective teaching practices. University of Guam Annual Faculty Development Conference, February 16, 2018.
- 9 Inoue-Smith, Y. Poetry: A medium for sharing emotion. Micronesia Teachers Education Conference (MTEC). Yap, July 12-14, 2017.
- 10 Inoue-Smith, Y. *Sustainable practices and policies: Recommendations from four years of research*. University of Guam Island Sustainability Conference, Guam, April 17-21, 2017.
- 11 Inoue-Smith, Y. *How do can I design critical thinking into my course?* Univ. of Guam Faculty Development Day, Facilitator, February 17, 2017.
- 12 Inoue-Smith, Y. *Pedagogical and practical challenges in designing a blended learning course*. University of Guam CLASS Research Conference, March 10, 2017.
- 13 Inoue-Smith, Y. *Optimizing assessment: An integral part of teaching*. University of Guam CLASS Research Conference, March 10, 2017.
- 14 Inoue-Smith, Y. *How can we design critical thinking into teaching?* University of Guam Faculty Development Day Conference, February 17, 2017.
- 15 Inoue-Smith, Y. *Using balanced scoring scales in rubrics*. Univ. of Guam SOE Meeting, October 25, 2016.
- 16 Inoue-Smith, Y. *Future focus: Theoretical and practical challenges of online education for lifelong learning*. A Special Collaborative Seminar Series by the University of Guam's School of Education and English Communication with The Chamorro Studies Program, University of Guam, September 22, 2016.
<<http://www.uog.edu/events/around-the-latte-stone-series-dr-yukiko-inoue-smith-and-dr-christopher-schreiner>>
- 17 Inoue-Smith, Y. *An educator's journey: Teaching tanka poetry at an American Pacific island university*. The Inaugural FESTPAC Indigenous Language Conference, Guam, May 27-28, 2016.
- 18 Inoue-Smith, Y. *Links between Language and Identity among Chamorro Women and Men*. The 22nd Pacific History Association Conference, Guam, May 19-21, 2016.
- 19 Inoue-Smith, Y. *Technological and pedagogical challenges of developing an effective blended course*. University of Guam CLASS Colloquial Series, May 12, 2016.
<<http://www.uog.edu/events/class-colloquium-series-pedagogical-and-technological-challenges-in-designing-an-effective>>
- 20 Inoue-Smith, Y. *A connection of writing and reading for professional vitality*. University of Guam CLASS Research Conference, March 8, 2016.
- 21 Inoue-Smith, Y. *Tanka: A medium for sharing emotion*. University of Guam CLASS Research Conference, March 10, 2015.
- 22 Inoue-Smith, Y. *Effective PowerPoint presentations in college classrooms*. University of Guam CLASS Research Conference, March 11, 2014.
- 23 Inoue-Smith, Y. *Faculty development and academic growth*. University of Guam Faculty Development Day, February 28, 2014.

- 24 Inoue-Smith, Y. *Vocational motivations and aspirations for marriage among undergraduate women*. University of Guam CLASS Research Conference, March 12, 2013.
- 25 Inoue-Smith, Y. *Teacher candidates' perceptions of technology*. University of Guam CLASS Research Conference, March 13, 2012.
- 26 Inoue, Y. *Leadership and professional growth for professors*. University of Guam Faculty Development Day, Feb. 17, 2012.
- 27 Inoue, Y. *Evaluating teaching statements*. Advancing Female Faculty in STEM in the Northern Pacific Workshop, organized by the University of Guam and Guam Community College, April 13-14, 2011.
- 28 Inoue, Y. *Analysis of the role of learning styles in responses to online learning environments*. University of Guam CLASS Research Conference, University of Guam, March 7-8, 2011.
- 29 Inoue, Y. *How to organize a promotion and tenure binder* (with R. Colfax & R. Leon Guerrero). University of Guam Faculty Development Day, February 18, 2011 (and the second session March 18, 2011).
- 30 Inoue, Y. *Academic growth: Professionalism, leadership, and faculty development*. School of Education Colloquium, University of Guam, August 27, 2010.
- 31 Inoue, Y. *Attachment theory and eight approaches to human development*. Guam Child Care Development Association (GCCDA) Conference, Guam, April 9-10, 2010.
- 32 Inoue, Y. *Academic issues and human lives: A personal point of view*. University of Guam CLASS Research Conference, March 8-10, 2010.
- 33 Inoue, Y. *Intercultural communication: Japan vs. United States of America*, University of Guam CLASS Research Conference, March 9-10, 2009.
- 34 Inoue, Y. *Self-directed eLearning in the knowledge age*. University of Guam CLASS Research Conference, March 9-10, 2008.
- 35 Inoue, Y. *Student learning and assessment*. Graduate program review meeting by SVP, University of Guam, February 10, 2008.
- 36 Inoue, Y. *Fundamentals of adult development and theories for marriage and family therapy*. First Conference of Association of Individual, Marriage, and Family Therapists of Guam (AIMFT), Sep. 27-28, 2007.
- 37 Inoue, Y. *Intercultural communication and cultural fluency*. Pacific Science Congress, Okinawa, Japan, June 12-18, 2007.
- 38 Inoue, Y. *Virtual learning environments and online distance learning*. University of Guam CLASS Research Conference, March 13, 2007.
- 39 Inoue, Y. *Presentation software in the classroom*. Educators' Academy, GPSS, Guam, March 2, 2007.
- 40 Inoue, Y. *Women's aspirations and junior colleges in Japan*. Phi Delta Kappa Conference, Guam, January 27, 2007.
- 41 Inoue, Y. *Online distance education in Guam and Micronesia*. Phi Delta Kappa Meeting, Guam. Sep. 23, 2006.
- 42 Inoue, Y. *American education systems and higher education*. University of Guam Tourism Seminar, Guam, March 15, 2006.
- 43 Inoue, Y. *College students' perceptions of using computer technology*. University of Guam CLASS Research Conference, March 14, 2006.
- 44 Inoue, Y. *Contemporary portraits of college women in Guam and Japan*. University of Guam Faculty Development Day, February 17, 2006.
- 45 Inoue, Y. *Why questionnaire research?* ACEI Conference, Guam, April 30 & May 1, 2005.
- 46 Inoue, Y. *Classroom assessment techniques*. Univ. of Guam CLASS Research Conference, March 7-8, 2005.
- 47 Inoue, Y. *The world of tanka*. Regional Language Arts Conference, Guam, November 18-19, 2005.
- 48 Inoue, Y. *Introduction to Japanese literature*. Regional Language Arts Conference, Guam, Nov. 19-20, 2004.
- 49 Inoue, Y. *Diversity experiences & critical thinking*. Univ. of Guam CLASS Research Conference, Mar. 18, 2004.
- 50 Inoue, Y. *English tanka*. Regional Language Arts Conference, Guam, November 14-15, 2003.
- 51 Inoue, Y. *Featured poetess at Sotta: Open Microphone Event*, the Acanta Mall, Guam, July 15, 2003.
- 52 Inoue, Y. *Seasons of a Chamorro man's life*. University of Guam CLASS Research Conference, March 11, 2003.
- 53 Inoue, Y. *Tanka splendor*. Regional Language Arts Conference, Guam, November 8-9, 2002.
- 54 Inoue, Y. *Why some teachers do a better job*. Univ. of Guam CLASS Research Conference, April 25-26, 2002.
- 55 Inoue, Y. *Student-centered instruction*. GCC's 25th Anniversary Conference, April 4-6, 2002.
- 56 Inoue, Y. *American tanka*. Regional Language Arts Conference, Guam, November 9-10, 2001.
- 57 Inoue, Y. *Japanese literature: The tale of Genji*. World Literature, University of Guam, November 14, 2001.
- 58 Inoue, Y. *American tanka*. Pacific Islands Bilingual-Bicultural Association Conference, Guam, June 26-29, 2001.
- 59 Inoue, Y. *Multiculturalism perspectives*. ASPAC Conference, Monterey, CA, June 8-10, 2001.
- 60 Inoue, Y. *Social development in adulthood*. Pacific Educational Conference, Guam, July 23-27, 2001.

- 61 Inoue, Y. *Faculty governance*. University of Guam CLASS Research Conference, April 16-17, 2001 (Co-presenter: M. Scheffter).
- 62 Inoue, Y. *The cognitive revolution in American psychology*. University of Guam CLASS Research Conference, April 16-17, 2001.
- 63 Inoue, Y. *Theories of human growth and development*. ACEI Conference, Guam, March 31, 2001.
- 64 Inoue, Y. *Multiculturalism*. Language Arts Conference, Guam, Nov. 10-11, 2000 (Co-presenter: K. Johnson)
- 65 Inoue, Y. Featured poetess at Sotta: Open Microphone Event, the Acanta Mall, Guam, December 28, 2000.
- 66 Inoue, Y. *Reading instruction for ESL students*. Language Arts Conference, Guam, November 10-11, 2000.
- 67 Inoue, Y. *Curriculum development in the Japanese language*. Teacher Institute, Guam DOE, Sep. 1-2, 2000.
- 68 Inoue, Y. *Women's occupational ethics*. MARC Seminar Series, University of Guam, April 28, 2000.
- 69 Inoue, Y. *Faculty and multiculturalism*. University of Guam CLASS Conference, April 26-27, 2000 (Co-presenter: K. Johnson).
- 70 Inoue, Y. *Computer use among college students*. ACEI Conference, Guam, March 25, 2000.
- 71 Inoue, Y. *Children's feelings about the concept of families*. ACEI Conference, Guam, March 25, 2000 (Co-presenters: N. Afaisen, J. Nucum, M. Yamada, and M. Yamamoto).
- 72 Inoue, Y. *ABCs of the Japanese language*. ACEI Conference, Guam, March 20, 1999.
- 73 Inoue, Y. *Hiragana as the language art*. Language Arts Conference, Guam, November 5-6, 1999.
- 74 Inoue, Y. *Women's educational aspiration*. MSERA Annual Meeting, Point Clear, Alabama, Nov. 17-19, 1999.
- 75 Inoue, Y. *A statistical profile of undergraduate women*. Asia-Pacific Conference, Portland, Oregon, October 28-30, 1999.
<<http://www.intl.pdx.edu/AsiaPacific/Participants.html>>
- 76 Inoue, Y. *Women in Micronesia*. Association of American University Women Meeting, September 16, 1999.
- 77 Inoue, Y. *Undergraduate women in Guam*. University of Guam CLASS Conference, April 26-27, 1999.
- 78 Inoue, Y. *Educational technologies*. University of Guam CLASS Conference, April 26-27, 1999.
- 79 Inoue, Y. *ESL students and emerging technologies*. ACEI Conference, Guam, March 20, 1999.
- 80 Inoue, Y. *Virtual reality and other technologies*. Guam Community College, Guam, March 19, 1999.
- 81 Inoue, Y. *Haiku and tanka*. Language Arts Conference, Guam, November 6-7, 1998.
- 82 Inoue, Y. *Theory and practice of tanka poems*. Poetry Fiesta, University of Guam, May 19, 1998.
- 83 Inoue, Y. *Poetry for a productive life*. Univ. of Guam Faculty Development Day Conference, January 23, 1998.
- 84 Inoue, Y. *Computer-assisted instruction*. MSERA Annual Meeting, New Orleans, Louisiana, Nov. 4-6, 1998.
- 85 Inoue, Y. *Intelligent tutoring systems*. University of Guam CLASS Conference, March 27, 1998.
- 86 Inoue, Y. *Instructional technology for second language learners*. ACEI Conference, Guam, March 21, 1998.
- 87 Inoue, Y. *The status attainment process*. Introduction to Sociology, University of Guam, October 2, 1997.
- 88 Inoue, Y. *The Japanese language writing*. Language Arts Conference, Guam, October 31–November 1, 1997.
- 89 Inoue, Y. *Pass analysis for the national samples*. MSERA Annual Meeting, Memphis, TN, Nov. 12-14, 1997.
- 90 Inoue, Y. *Survey research: Observation and interview*. Observation and Assessment of Early Childhood, University of Memphis, March 15, 1997.
- 91 Inoue, Y. *Educational systems of Japan*. Comparative Education, University of Memphis, October 28, 1996.

Graduate Thesis/Dissertation/Research Committees

Master's Thesis Committees, Chair and Member*

- 1 Akiko Chochel. Benefits of using relevant materials in cooperative English classrooms in Yap, April 23, 2021.
- 2 *Eva E. Devera. Parent and teacher perspectives on early literacy readiness in Guam (Terminated).
- 3 *Maria R. Tainatongo. Teachers' perceptions of school climate and self-efficacy in Guam, May 6, 2020.
- 4 *Theresa M. Moreno. GDOE teacher mentor program: Issues and challenges, May 17, 2019.
- 5 *Dylan L. Orot. A multi-method instructional approach for English language learners, Dec. 2017 (Terminated).
- 6 *MaryAnn Morison. Oral presentation skills among ESL students in a youth prison, April 28, 2017.
- 7 *Jose Mangling Mesa. Teacher retention for student achievement: The case of public middle school in Guam, May 2017 (Terminated).
- 8 *Anthony Jude Cristina M. Nellis. Academic achievement of middle school students identified with special needs and as English language learners, December 21, 2016.
- 9 *Fabian Indalecio. A manifestation determination for disciplining disabled students in the schools of commonwealth of Northern Mariana Islands, December 18, 2016.
- 10 *Eric Dela Cruz. Formative assessment methods for schoolteachers, May 15, 2014.
- 11 Saavedra, J. F. (Administration and Supervision Program), December 10, 2012.

- 12 Maria Milan. Educational experiences of students from Chuuk in Guam public middle schools, Nov. 23, 2010.
- 13 Raymond Mantanona. Sports and academic success, November 23, 2010.
- 14 *Anilito Milay Basto-Gurwell. School administrators' leadership styles, November 15, 2010.
- 15 *Crystal Bunoan. Professional learning community in Guam, December 16, 2010.
- 16 *Stephana Lujan. Academic achievement: preschool vs. non-preschool children, November 23, 2010.
- 17 *Keith Quiambao. Bullying among high school students, December 16, 2010.
- 18 *Natasha Dela Cruz. Effects of student misconduct and administrator support, May 7, 2010.
- 19 *Melvin Finona. Critical issues in school administration in Guam, May 7, 2010.
- 20 *James Nichols. Perceptions of preventive maintenance in GDOE, December 7, 2009.
- 21 *Constantine Alarcon. UOG students' math placement exam in high schools in Guam, December 7, 2009.
- 22 *Jesse Fernandez. GDOE administrators' knowledge of teacher rights and responsibilities, December 7, 2009.
- 23 *Sarah L. Valencia. Effects of leadership training on school performance in GPSS, May 11, 2009.
- 24 *Keith E. Juarez. Home-school collaboration and student achievement, May 11, 2009.
- 20 *Arvim Bacani. Positive behavior interventions and supports at Agueda I. Johnson School, December 1, 2008.
- 25 *Dennis A. Malilay. The Guam gifted and talented education, December 1, 2008.
- 26 *Tricia L. San Nicolas. Administrative support in public and private schools, December 1, 2008.
- 27 Robert Sanchez. Senior perception of their education and their aspirations for the future, December 11, 2008.
- 28 Barbara Jacala. Language and Literacy program, December 12, 2007.
- 29 Diana Weger. Perceptions of Guam leaders on attributes to moral and ethical leadership, December 12, 2007.
- 30 John Castro. A study of parental involvement perceived by students, parents, and teachers, April 25, 2007.
- 31 Lynn Quezada. Language and Literacy program, April 18, 2007.
- 32 Debra S. Shimize. Language and Literacy program, April 18, 2007.
- 33 Esther Yanger. High school students' readiness to work, April 18, 2007.
- 34 Jacqueline M. C. Pablo. Teacher dispositions on technology use in Guam Public Schools, April 5, 2007.
- 35 *Aileen Ortega Canos. Teacher efficacy and computer confidence in technology integration, March 24, 2006.
- 36 *DeeAnn Rivera. Achievement gap between ESL and non-ESL students, October 30, 2006.
- 37 *Mary Van Auken. Factors for success of students in English courses in Marshall Islands, November 18, 2005.
- 38 *Denise Chaco. Physical public high school facilities and teacher morale in Guam, October 29, 2005.
- 39 Florence Ganacias. Burnout among special education teachers, November 24, 2004.
- 40 *Rose Herrera. Factors of high school dropouts in Guam, March 26, 2004.
- 41 *Darlene Roberto. Job satisfactions of teachers at Southern High School, March 26, 2004.
- 42 *Lisa Santos. Experiences of elementary school and early middle school, March 25, 2004.
- 43 *Rita Duenas. Teachers' evaluation program, March 25, 2003.
- 44 Teresita Benavente. Level systems for emotional disorder, April 10, 2002.
- 45 Robert Martinez. Content Standards on Guam, December 12, 2001.
- 46 Linda Eun-Jung Shin. Developing World Wide Web, March 27, 2001.

Doctoral Dissertation and Doctoral Research Project Committees

- 1 Doctoral committee for Chris V. Pangelinan, University of Alaska Fairbanks (2014-2015)
- 2 Dissertation Committee Member for Lisa Santos Cooper-Nurse, Argosy University-Hawaii (2009-2011)
- 3 Residency Doctoral Project Advisor for Jelly Flores Bahl, Lesley College, Massachusetts (2001-2004)

Professional Development and Certificate (Selected)

- 1 EDA (Educational Disposition Assessment) online refresher training, March 17, 2021.
- 2 REL (Regional Educational Laboratory) Qualitative Research Workshop, October 2-3, 2019.
- 3 eThink Academy Certificate Workshop (Teaching with Moodle), August-September 2019.
- 4 Moodle Educator Certification Workshop (8 weeks), June 3-July 27, 2019.
- 5 Social and Emotional Learning: Keys to School and Workplace Success. Guam DOE, August 21-23, 2018.
- 6 Distance Learning and Teaching Conference in Madison, Wisconsin, August 9-11, 2016.
- 7 Pacific Flexible Skills Development and Online Course, University of South Pacific, May-July 2016.
- 8 One Day Mini Moodle Moot. UOG Moodle Help Team, March 18, 2016.
- 9 Online Teaching Certificate (Advanced Program), Online Learning Consortium (OLC), February-March 2016.
 - OTC Elective (Fundamentals): Giving Effective Feedback, March 2016 (Certificate of Completion)
 - OTC Elective: Introduction to Copyright and Fair Use, February 2016 (Certificate of Completion)
 - OTC Elective: Creating Effective Presentations, February 2016 (Certificate of Completion)
- 10 Online Teaching Program. Online Learning Consortium, Nov. 2015-January 2016 (Certificate of Completion)

- 11 ACE Conference: Navigating Retirement Transitions Agenda. Los Angeles, January 10-12, 2016.
- 12 ACT Training: A Charting a Path to Success. JFK High School, Guam, November 13, 2015.
- 13 Research Reporting Workshop (to improve quality of reports submitted to National Information Management System, University of Guam, October 26, 2015).
- 14 Professional Development on Educating, Retaining, and Graduating First Generation Students (Part II), GCC, UOG, GDOE, and Guam Women's Chamber of Commerce, October 2, 2015.
- 15 MOOC on Climate Change and Pacific Islands, August 28–October 2, 2015 (Certificate of Completion).
- 16 Online Course: Preventing Sexual Harassment, September 2015 (Certificate of Completion).
- 17 Professional Development on Educating, Retaining, and Graduating First Generation Students (Part I), GCC, UOG, GDOE, and Guam Women's Chamber of Commerce, April 10, 2015.
- 18 Learning Community Workshop for Professors. University of Guam, August 18, 2014.
- 19 21st Century Learning & Interactive Collaborative Solutions Seminar. Dimension Systems, Guam, July 19, 2013.
- 20 19th Annual GSAT Assistive Technology Conference in Guam, March 23, 2013.
- 21 Assessment Workshops (Capstone Experiences) by S.P. Hundley, University of Guam, September 14-15, 2011.
- 22 Transforming relationships for a GREAT community: Engaging our youth and family, schools, law enforcement, courts and private sector in partnership, Harvest Christian Academy Family Life Center, April 7-8, 2011.
- 23 16th Annual Assistive Technology Conference, Guam, March 6, 2010.
- 24 Writing grants and proposals workshop, CNAS, University of Guam, January 14-15, 2010.
- 25 Educational Seminars (on Student Learning and Assessment) by WASC, Irvine, CA, Jan. 31-February 2, 2008.
- 26 Applied Suicide Intervention Skills Training, February 17-18, 2007 (Certificate of Completion).
- 27 Grant Writing Course through UOG/PDLLC, March-June 2006 (Certificate of 3 Credits).
- 28 12th Annual Guam System for Assistive Technology Conference, Guam, April 1, 2006.
- 29 Public Health Training Network and University of Guam-Telecommunications and Distance Education. Operation Learning Systems Institute, August 16-18, 2004 (Certificate of Completion).
- 30 Assistive Technology Seminar (the University of Texas-Pan American, and Univ. of Guam), August 26, 2004.
- 31 PSA-NIDRR Grant Writing and Technical Assistance Workshop, Saipan, MP, August 7-9, 2002 (Certificate of Completion).

UOG News (1)

UOG Professor Inoue-Smith Receives Highest Award for Tanka Poem
 University of Guam School of Education Professor of Foundations, Educational Research and Human Services
 Dr. Yukiko Inoue-Smith received the Certificate of Merit for a poem she submitted to the 8th International
 Tanka Festival 2016. Below is the awarded her tanka poetry<<https://www.uog.edu/news-announcements-migrated/uog-professor-inoue-smith-receives-highest-award-for-tanka-poem.php>>

*rain brings the color
 of pearls to foreign skies:
 I have lived hard here
 using loneliness
 as food for the spirit*

UOG News (2)

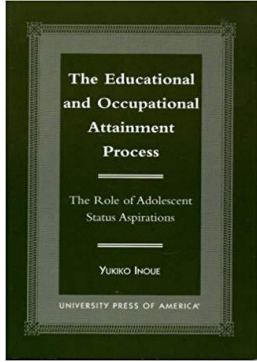
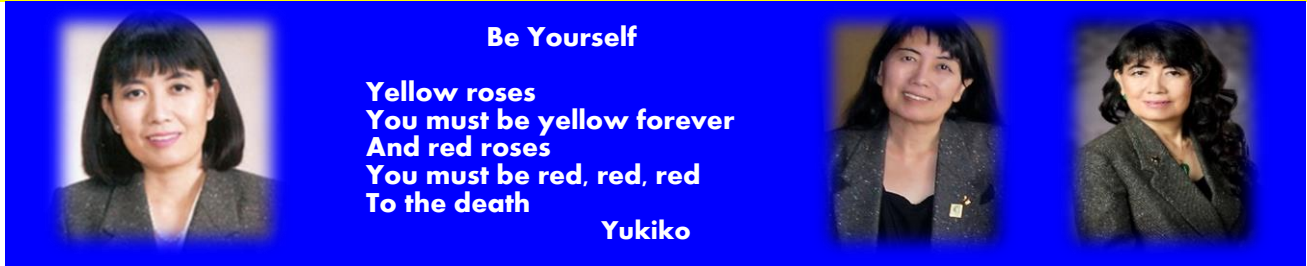
UOG Professor in the News

In this Dec. 29, 2018, article by CNN International Edition, University of Guam Professor Yukiko Inoue-Smith is interviewed on the topic of the evolving societal norms for working moms in Japan<<https://www.uog.edu/news-announcements/2018-2019/2018-12-31-in-the-news-uog-professor-in-the-news.php>>

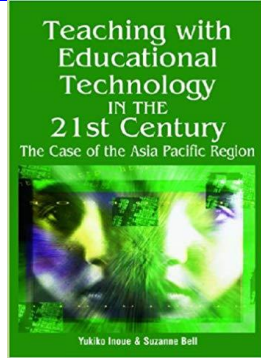
“The traditional way of thinking, 'men at work and women at home', is a historical relic in Japan, women in Japan want to keep their jobs, and their husbands want them to work so they can have a double income.”

– Yukiko Inoue-Smith

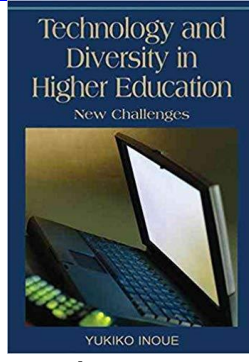
Yukiko Inoue-Smith, PhD, University of Guam: Representative Books (FA97-SP21)



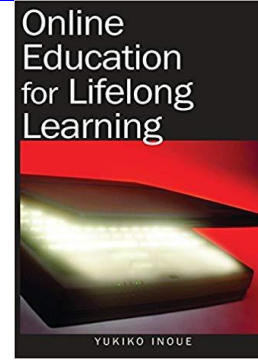
A1-Edu & Occu...1999



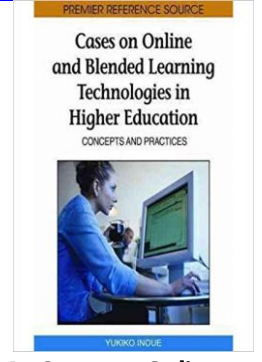
A2-Teaching with...2006



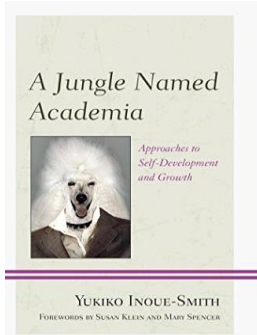
A3-Tech&Diversity...2007



A4-Online Edu for...2007



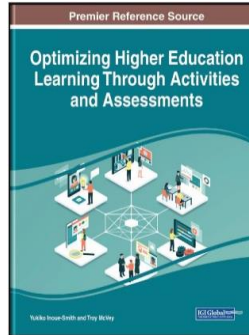
A5-Cases on Online...2010



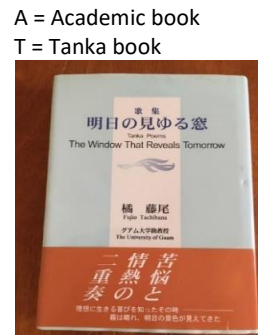
A6-Jungle Named...2015



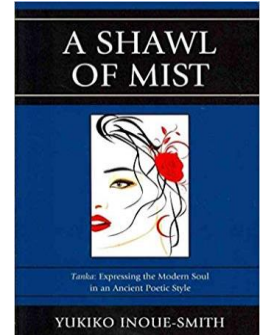
A7-Faculty Roles...2019



A8-Optimizing HE...2020



T1-The Window...2000



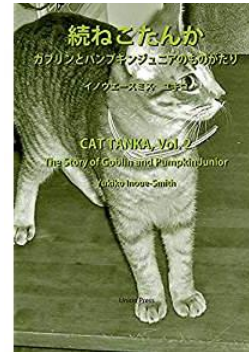
T2-Shawl of Mist...2012



T3-Was It All Dream...2014



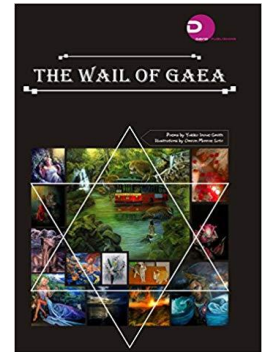
T4-CAT Tanka I...2014



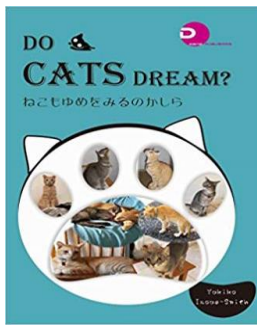
T5-CAT Tanka II...2015



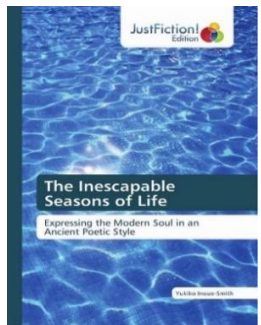
T6-The Shape of...2016



T7-The Wail of...2017



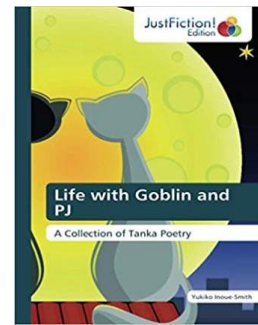
T8-Do Cats Dream...2017



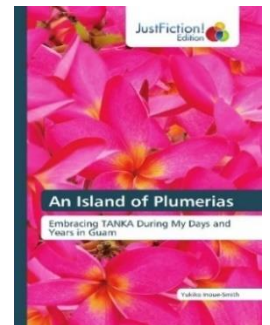
T9-The Inescapable...2018



T10-Winter Woods...2019



T11-Life with Goblin...2019



T12-An Island of...2020

A = Academic book
T = Tanka book

Senior Vice President for Academic and Student Affairs (SVP-ASA) Recommendation

Nominee's Name: Dr. Yukiko Inoue-Smith

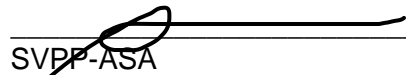
The President of SEPRS was notified of this application. Date: 7/19/21

Based on the attached nomination form and current curriculum vitae, the applicant has distinguished himself/herself by making significant contributions to UOG in research, teaching, and/or service.

YES NO

Awarding the status of Emeritus(a) Professor to this nominee is:

RECOMMENDED NOT RECOMMENDED



SVPP-ASA

7/19/21
Date

Comments:

President's Recommendation to the Board of Regents

Nominee's Name: Dr. Yukiko Inoue-Smith

Based on the attached nomination form and current curriculum vitae, the applicant has distinguished himself/herself by making significant contributions to UOG in research, teaching, and/or service.

YES [] NO

Awarding the status of Emeritus(a) Professor to this nominee is:

RECOMMENDED [] NOT RECOMMENDED



Thomas W. Krise, Ph.D.

President

7/ 23/ 21/
Date

Comments:



UNIVERSITY OF GUAM
UNIBETSEDĀT GUĀHAN
Board of Regents

Resolution No. 21-17

**RELATIVE TO AWARDING EMERITUS PROFESSOR OF MUSIC STATUS TO
DR. RANDALL JOHNSON**

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

WHEREAS, the authority to bestow the title of Emeritus Professor is vested in the Board of Regents (BOR) resolution 1987 and the criteria and procedures were revised by BOR resolutions in 1999, 2001, and 2019;

WHEREAS, Dean James Sellmann of the College of Liberal Arts & Social Sciences has nominated Dr. Randall Johnson for the title of Emeritus Professor;

WHEREAS, the *Rules, Regulations, and Procedures Manual*, Article V, Chapter A. Faculty Input, Section 13. Emeritus(a) Professor provides the criteria for Professors Emeritus, to include 15 years of service as a faculty member, attainment of tenure at the Associate Professor or Professor rank; and significant contribution to the University of Guam in one endeavor of the Comprehensive Faculty Evaluation System;

WHEREAS, Dr. Johnson has 29 years of service as a faculty member at UOG;

WHEREAS, Dr. Johnson attained the rank of tenured, full Professor;

WHEREAS, Dr. Johnson has distinguished the University by leading Choirs to international recognition with gold and silver awards at prestigious music competitions. He has led musical groups representing Guam and the entire region in performances throughout the Marianas and Micronesia, as well as the Philippines, Japan, Thailand, Cambodia, Croatia, Slovenia, Italy, Austria and the Czech Republic;

WHEREAS, the enclosed nomination was reviewed and recommended for approval by the Senior Vice President & Provost as well as the President; and

WHEREAS, the Academic, Personnel and Tenure Committee has reviewed the enclosed nomination and recommends to the BOR to award the title of Emeritus Professor of Music to Dr. Johnson.

NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby bestows the title of Emeritus Professor of Music to Dr. Randall Johnson.

Adopted this 16th day of September, 2021.

Liza J. Provido, Chairperson

ATTESTED:

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



Emeritus Professor Nomination Form

Please refer to the University of Guam (UOG) Board of Regent's Bylaws Booklet of Appendices for full criteria, deadlines, and processes. A current curriculum vitae describing nominee's endeavors in research, teaching, and/or community service **must** be submitted with this form.

Nominee Information

Name of Nominee: Dr. Randall Johnson

Title (at Retirement): Professor of Music Unit: CLASS/CMFA

Faculty Start date: 08 /20/1992 Date of Retirement: 05 / 21/ 2021

Mailing Address: PO Box 5333, UOG Station, Mangilao, GU 96923

Email address: RandallJohnsonguam@icloud.com Contact Number(s): (671)787-1913

Emergency Contact or Next of Kin Information

Name: Mayu Johnson

Mailing Address: PO Box 5333, UOG Station, Mangilao, GU 96923

Email address: Mayuizuka@hotmail.com Contact Number(s): 671) 688-9129

Nominator Information

(Complete this section only if you are not the nominee.)

In addition to self-nominations, a nomination must originate from any full-time faculty member, the Dean or Director of the Unit, or a member of the Society of Emeritus Professors and Retired Scholars (SEPRS).

Name of Nominator: Dr. James Sellmann

Relationship to the Nominee: Dean of nominee's college

Email address: jsellmann@triton.uog.edu Contact Number(s): 735-2805

Criteria for Emeritus(a) Professor

(Nominee *must* meet all three (3) criteria for eligibility)

1. Tenured faculty at the minimum rank of Associate Professor/Extension Agent IV or Professor/Extension Specialist at UOG at the time of retirement.
2. Has at least fifteen (15) years of service as a full-time faculty member or a combination of said years of service as a full-time faculty and academic administrator at UOG.
3. Has been reviewed using the following procedures to confirm that he/she has made significant contributions to UOG

Nomination Procedures for Emeritus(a) Professor

1. The faculty nomination process for the status of Emeritus(a) Professor may begin during the last year of employment prior to retirement from UOG, provided that said status, if granted before retirement, shall only become effective the day after the date of official retirement from the University.
2. Nominations for Emeritus(a) Professor status may originate from any full-time faculty member, the individual being nominated, the Dean or Director of the Unit, or a member of the Society of Emeritus Professors and Retired Scholars (SEPRS)
3. Nominations for the titled status of Professor Emeritus(a) shall begin with the submission of the nomination form, with a current curriculum vitae (CV) attached, to the Dean or Director of the Unit from which the nominee is serving or has retired.
4. Dean or Director Review. Upon receipt of the nomination form and the current CV, the Dean or Director may notify and solicit remarks from the college or unit concerning the nominee. The recommendation of the Dean or Director and all the documents pertaining thereto, shall be forwarded within ten (10) business days from receipt of the nomination package to the Senior Vice President of Academic & Student Affairs (SVP-ASA). In the event that a Dean or Director does not take action by the specified deadline for review, the nomination shall proceed forward to the next stage of review with the nominator or nominee providing the SVP-ASA with a copy of the nomination package.
5. SVP-ASA Review. The SVP-ASA shall have fifteen (15) business days to review the nomination package. Upon receipt of the nomination package, the SVP-ASA will notify the President of SEPRS of an application under review. During this review period, the SVP-ASA may notify and solicit remarks from the university community concerning the nominee. The recommendation of the SVP-ASA and all documents pertaining thereto, shall be forwarded to the President. In the event that the SVP-ASA does not take action by the specified deadline for review, the nomination shall proceed forward to the next stage of review with the nominator or nominee providing the President a copy of the nomination package.
6. UOG President Review. The President shall have up to ten (10) business days from the recommendation receipt date to review and submit a recommendation for approval, if applicable, to the appropriate BOR committee before submission to the BOR for action.

7. The BOR shall have the final determination concerning the granting of the Emeritus(a) status. It is the responsibility of the Executive Secretary of the BOR to notify both the newly granted Emeritus(a) Professor and the President of the SEPRS of the conferred status. The newly granted Emeritus(a) Professor shall be presented with a certificate of recognition of status by the UOG President.
8. Emeritus(a) Professor status is permanent. Emeritus Professors who are deceased shall have their name in the Catalog and Bulletin in perpetuity. However, the BOR shall have the authority to withdraw the Emeritus(a) Professors status with just cause.
9. It is the responsibility of the Emeritus(a) Professor to maintain contact on at least a yearly basis with SEPRS. The President of SEPRS will submit an annual report of activities to the SVP-ASA. This annual report will be distributed to the UOG President, BOR, deans, directors, and university community.

Nomination Letter

6/8/2021

TO: Whom it may concern

FROM: Dr James D. Sellmann, Dean, College of Liberal Arts and Social Sciences

RE: Professor Emeritus Nomination for Dr. Randal Johnson

I nominate Dr. Randal Johnson for the Professor Emeritus for his years of dedicated service, artistic performances, research, and instruction at the University.

Dr. R. Johnson has been engaged in outstanding work for the past 29 years. He has received positive CFES reviews for all those years. Because he has made outstanding contributions in all three areas, I recommend that UOG grant him the honor of emeritus Professor status.

Below are just a few of his many years of outstanding accomplishments.

- Dr. Johnson and his Choir received three 1st place Gold awards and one 2nd place Silver award in international choral competitions and, through the years, travelled and performed in: Micronesia, the Marianas, Philippines, Japan, Thailand, Cambodia, Croatia, Slovenia, Italy, Austria and the Czech Republic.
- Dr. Johnson successfully taught music courses while receiving student evaluation scores above University and College averages,
- Dr. Johnson successfully increased the number of Music majors,
- Dr. Johnson served on numerous committees, where he contributed to the shared governance of the University,
- Dr. Johnson organized and wrote the Fine Arts Self-Study report,
- Dr. Johnson has successfully served as Chair of the Division of Communication and Fine Arts,
- Dr. Johnson performed numerous music events on and off campus annually,
- Dr. Johnson included students in music performances,
- Dr. Johnson published music.

Dr. Johnson has proven to be an outstanding professor and valued contributor to the University of Guam in all three endeavors of instruction, creative performance based on research, and community service.

Therefore, I recommend him for the status of Professor Emeritus upon his retirement.

Dean/Director Recommendation

Nominee's Name: _____ Randal Johnson _____

Based on the attached nomination form and current curriculum vitae, the applicant has distinguished himself/herself by making significant contributions to the UOG in research, teaching, and/or service.

YES NO

Therefore, awarding the status of Emeritus(a) Professor to this nominee is:

RECOMMENDED NOT RECOMMENDED

James Sellmann *James Sellmann*
Director/Dean/Other

6 /8/2021
Date

Comments:

Dr. Johnson has proven to be an outstanding professor and valued contributor to the University of Guam in all three endeavors of instruction, creative performance based on research, and community service.

Therefore, I recommend him for the status of Professor Emeritus upon his retirement.

Senior Vice President for Academic and Student Affairs (SVP-ASA) Recommendation

Nominee's Name: Randal Johnson

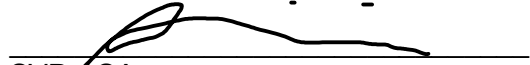
[] **The President of SEPRS was notified of this application.** Date: 6/10/21

Based on the attached nomination form and current curriculum vitae, the applicant has distinguished himself/herself by making significant contributions to UOG in research, teaching, and/or service.

[] YES [] NO

Awarding the status of Emeritus(a) Professor to this nominee is:

[] RECOMMENDED [] NOT RECOMMENDED



SVP/ASA

6/10/21
Date

Comments:

06/8/2021

To: Chairperson of the Board of Regents, and The Board of Regents

VIA: Dr. Thomas W. Krise, President

VIA: Dr. Anita Borja Enriquez, Senior Vice President

From: Dr. James Sellmann, Dean S// *James Sellmann*

RE: Professor Emeritus Nomination for Dr. Randal Johnson

I nominate Dr. Randal Johnson for the Professor Emeritus for his years of dedicated service, artistic performances, research, and instruction at the University.

Dr. R. Johnson has been engaged in outstanding work for the past 29 years. He has received positive CFES reviews for all those years. Because he has made outstanding contributions in all three areas, I recommend that UOG grant him the honor of emeritus Professor status.

Below are just a few of his many years of outstanding accomplishments.

- Dr. Johnson and his Choir received three 1st place Gold awards and one 2nd place Silver award in international choral competitions and, through the years, travelled and performed in: Micronesia, the Marianas, Philippines, Japan, Thailand, Cambodia, Croatia, Slovenia, Italy, Austria and the Czech Republic.
- Dr. Johnson successfully taught music courses while receiving student evaluation scores above University and College averages,
- Dr. Johnson successfully increased the number of Music majors,
- Dr. Johnson served on numerous committees, where he contributed to the shared governance of the University,
- Dr. Johnson organized and wrote the Fine Arts Self-Study report,
- Dr. Johnson has successfully served as Chair of the Division of Communication and Fine Arts,
- Dr. Johnson performed numerous music events on and off campus annually,
- Dr. Johnson included students in music performances,
- Dr. Johnson published music.

Dr. Johnson has proven to be an outstanding professor and valued contributor to the University of Guam in all three endeavors of instruction, creative performance based on research, and community service.

Therefore, I recommend him for the status of Professor Emeritus upon his retirement.

T: +1 671.735.2850 F: +1 671.734.3410 W: www.uog.edu

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

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

CURRICULUM VITA

RANDALL D. JOHNSON, D.M.A.
UNIVERSITY OF GUAM, MUSIC DEPARTMENT
MANGILAO, GUAM 96923
PHONE 787-1913 Email: RandallJohnson@triton.uog.edu

OPENING STATEMENT

In some ways I feel that if the reader doesn't know much of what I have done on island over the past 29 years, then I haven't been doing very well. The UOG music students and I have been very active in the community, at UOG and trips abroad. I'm proud of the positive reputation that The Latte Tones (the current version of the University Singers) has and the many performances they have given. I'm also proud of the fact that most of the music teachers on island are graduates of the UOG music program. Thus, for better or worse, I have had an impact on the musical life of Guam.

It has been an honor to work at UOG and each year I am fortunate to be able to work with a wonderful group of students. They work hard and are self-disciplined because they want to put on quality performances. During the pandemic they were just as focused and made more than a dozen "Virtual Choir" videos in addition to many solo videos from those students taking private lessons at UOG. Besides our own regular "webinar" concerts we were involved in the university making special recordings for the CLASS Pinning Ceremonies and Commencements plus adding community members to a special video made for a suicide prevention forum.

Lastly, I'd like to mention that I am seeking the title of Professor Emeritus as I intend to stay active in music education, composition and clinics. I am not leaving island, but the title means a lot to me and also to musicians I communicate and work with off island.

EDUCATION

Doctor of Musical Arts from the University of Washington, Seattle WA

Major area of study: Choral Conducting

Dissertation topic: "The Choral Music of Samuel Barber."

Master of Music from the University of Washington, Seattle WA

Major area of study: Choral Conducting

Additional areas of study: Composition, Saxophone Performance, and Vocal Performance.

Bachelor of Music from the University of Washington, Seattle WA

Major area of study: Secondary Choral Music Education

Bachelor of Arts from the University of Washington, Seattle WA

Major area of study: Music Performance in Voice

Additional areas of study included Composition and Saxophone Performance.

ACADEMIC EMPLOYMENT at the University level

1992 - 2021: Professor of Music at the University of Guam.

1989 - 1991: Graduate assistant at the University of Washington. Principal responsibilities included the Opera Chorus and the University Singers. Additional responsibilities included assistant directorship of the University Chorale, and assistant instructor to the choral conducting classes.

RELATED PROFESSIONAL EXPERIENCE

1992 - Present: Many judgments and clinics with the local public schools on Guam, often using my university students for demonstrations. Spring of 1993 I was chosen by the DOE music faculty to direct the Guam Select High School Choir for their festival participation in Hawaii. Spring 1998 I was a choral clinician and conductor in Tokyo for a mass high school clinic and concert. I made annual visits to Japan to give choral/voice clinics to schools in the Kanto Planes School District from 1998-2008. Most recent off island clinic and adjudication was for the 2019 World Children's Choir Festival in Pyeongchang, Korea.

1992 - 2010: Guest Conductor and performing musician for the Guam Symphony Society in many performances in both Choral and Orchestral.

1984 - 1999: Professional musician for the Pacific Air Force and the Department of Defense on seventeen tours to Asia, Central America, Caribbean, Europe, and the Mediterranean. Typical performance tours were two months long to military bases within a specific region. I was the leader of these bands as well as performing on guitar, saxophone, electric bass and/or vocals.

1988 - 1998: music arranger for Rainbow Planet Music records and tapes. This includes four children's tapes, one CD, one play, one songbook collection, and several shorter song publications with CPP Belwin and Warner Brothers.

CHORAL MUSIC PUBLICATIONS, RECORDINGS AND COMMISSIONS

The list below does not include the hundreds of arrangements I have made for the UOG choirs through the years.

2020 One World, One People - commissioned for the Kanto Planes Choral Festival

2018 Hodie - commissioned by St. Mary's School, Tokyo, Japan

2016 Tunkashila Published by Santa Barbara Music for SATB choir

2016 The Bunkhouse Orchestra Published by Santa Barbara Music for SATB choir

2016 Thunder - Published by Santa Barbara Music for SATB choir

- 2015 Benedictus - Published by Pavane Music for TTBB choir
- 2013 The Unknown Region Published by Santa Barbara Music for SATB and TTBB choir
- 2012 Sanctus - Published by Santa Barbara Music for SATB and TTBB choir
- 2011 The Sailor and the Sinner Man - Published by Santa Barbara Music for 2-part choir
- 2010 The Guppy and the Cow Published by Santa Barbara Music for 2-part choir
- 2009 Go, Lassie, Go - Published by Pavane Music for TTBB choir
- 2008 The Rocky Road to Dublin - Published by Pavane Music for TTBB choir
- 2008 Kyrie Eleison - Published by Santa Barbara Music for SATB, TTBB and SSA choir
- 2007 Festival Gloria - Published by Pavane Music for SATB and TTBB Choir
- 2006 Cantate Domino – Published by Pavane Music for TTBB Choir
- 2006 Four Ogden Nash Miniatures - set of SSA pieces for Seisen Girls School, Tokyo
- 2005 Unto God Alone – musical commissioned by the Church of God, Edmonton, Canada.
- 2004 Le Pont Mirabeau – commissioned by St. Mary’s School, Tokyo, Japan.
- 2003 Dock of the Bay – commissioned by “The Raretones” of Seattle, WA.
- 2003 Just My ‘magination – commissioned by “The Raretones” of Seattle, WA.
- 2002 Lupin the Third – arranged for the UOG Jazz Band’s performance in Shizuoka, Japan.
- 2000 Voice Museum - CD of *a cappella* pop music with the UOG Native Tongues. I wrote or arranged all but one of the songs on this CD. I produced the CD and recorded all tracks. The CD was mixed in Tokyo and was released by King Records in Japan on July 1, 2000.
- 2000 Love Tracks For You – CD of *a cappella* pop music with the UOG Native Tongues. I arranged the music and recorded all tracks. King Records in Japan released this recording on February 1, 2000.
- 1998 Santa Claus Is Coming To Town – arrangement published by Warner Brothers 1996
Christmas In The Tropics: a CD and Cassette Tape recording released by the

UOG Chorale. I was the producer and director of the project. I arranged ten of the selections. They are: Santa Claus Is Coming To Town, The Christmas Song, Kantaye Gui, Deck The Halls, Pasko Na Sinta Ko, Angels We Have Heard On High, Carol Of The Drum, Puengen Yuus, The Last Month Of The Year, Tafalague Sahyao

1995 Wishes Come True, a children's musical published by CCP Belwin

COMMUNITY INVOLVEMENT with Broadway Musicals

2019 Delayed by Covid, but scheduled to be the voice of Audrey 2 in the G.A.T.E. production of "Little Shop of Horrors"

2009 Performed and directed the "Pit Band" for the G.A.T.E production of "High School Musical 2"

2008 Performed and directed the "Pit Band" for the G.A.T.E production of "Hairspray"

2008 Performed and directed the "Pit Band" for F.D. production of "Aida"

2008 Directed the "Pit Band" for the UOG production of "Jesus Christ Superstar"

2007 Performed and directed the "Pit Band" for G.A.T.E. production of "Footloose"

2007 Performed and directed the "Pit Band" for Guahan Projects production of "RENT"

2006 Performed and directed the "Pit Band" for the St. John's production of "Smokey Joe's Café"

OFF ISLAND TRAVEL WITH UOG ENSEMBLES

When I started teaching at UOG in Fall 1992 I began Spring Choir Tours to Saipan every year as a motivational tool. The large non-audition choir continued those spring tours for a couple of decades. The smaller auditioned choir began touring a bit more and further since people or organizations would pay for their travel. Thus, we traveled to Rota, Tinian, Saipan, Palau, Japan and the Philippines many times. More recently I have been doing more aggressive tours to festivals and competitions further away. These travels added Italy, Austria, Croatia, Slovenia and the Czech Republic to our destination list. Most significant tours are:

2017 Pattaya, Thailand, Grand Prix Choir Competition - 1st Place Gold Medal

2015 Italy, Slovenia and Croatia - Non-competitive festival: Alta Pusteria

2014 1st International Choir Festival on Guam sponsored by Festa Musicale
1st Place Gold Medal (Not a travel destination but another International Award)

2013 Olomouc, Czech Republic, Festa Musicale - 1st Place Gold Medal

- 2012 Italy, Austria and Vatican City - Non-competitive festival: Alta Pusteria
- 2011 Pattaya, Thailand, Grand Prix Choir Competition - 1st Place Gold Medal
- 2010 Olomouc, Czech Republic, Festa Musicale - 2nd Place Silver medal

In my earlier years at UOG, I was more careful about keeping track of the wide variety of performances and professional activities. Although there were hundreds of performances during the past decade (including virtual performance during the pandemic) I haven't even tried to keep a complete list of local performance. Below is a sample chronology of all professional venues from Fall Semester 1996 through Fall Semester 2000.

Fall 1996 All Venues

Who: UOG Chorale When: Sept 12 - 23, 1996
 Where: Japan Tour Venue: Six Concerts in Tokyo, Tenryu, Edogawa, Chiba and Yokohama. The Asian Pacific Music Society and the Tenryu Association invited us for International Communication and Exchange.

Who: UOG Band with me playing banjo When: Sunday, Sept 29, 1996
 Where: The PUB Venue: Performance for the UOG Band to raise funds to travel

Who: UOG Band with me playing banjo When: Sunday, Oct 6, 1996
 Where: The PUB Venue: Performance for the UOG Band to raise funds to travel

Who: UOG Singers, Band, and Chorale When: Oct 11 and 12, 1996
 Where: UOG Fine Arts Theater Venue: Fall Departmental Concerts

Who: UOG Band with me playing banjo When: Sunday, Oct 13, 1996
 Where: The PUB Venue: Performance for the UOG Band to raise funds to travel

Who: UOG Band with me playing banjo When: Monday, Oct 15, 1996
 Where: The PUB Venue: Performance for the UOG Band to raise funds to travel

Who: UOG Band with me playing banjo When: Sunday, Oct 20, 1996
 Where: The PUB Venue: Performance for the UOG Band to raise funds to travel

Who: UOG Chorale When: Saturday, Oct 25, 1996
 Where: TJ's at the Hyatt Hotel Venue: Fund raising concert for KPRG and NPR

Who: UOG Band with me playing banjo When: Saturday, Oct 26, 1996
 Where: Polaris Point October Fest Venue: Performance for the UOG Band to raise funds

Who: UOG Band with me playing banjo When: Sunday, Oct 27, 1996
 Where: The PUB Venue: Performance for the UOG Band to raise funds

Who: Randall Johnson When: Wednesday, Oct. 30, 1996
 Where: St. John's School Venue: Guest reader to several classes of 2nd graders

Who: UOG Singers When: Thursday, Oct 31, 1996 10:30 a.m.
 Where: UOG CALS Building Venue: Sing for the dedication of the new CALS building

Who: Guam Symphony Orchestra and Chorale When: Saturday, Nov. 9, 1996 8:30 p.m.

Where: Hilton Hotel Venue: Classical Concert, I play with the orchestra and conduct the Chorale.

Who: UOG Chorale When: Saturday, Nov. 16, 1996
Where: Parc Hotel Venue: Sing for the "Make A Wish" Foundation Dinner

Who: UOG Chorale When: Nov 29, Friday, 12:00 noon
Where: Hit Radio 100, Uncle Tote Show Venue: Promo for CD and Guam-Japan Friendship Concert

Who: UOG Chorale When: Nov 29, Friday, 7:00-9:00
Where: Hotel Okura Venue: Guam-Japan Friendship Concert 1996. We host 50 visitors from Tenryu, Japan This was a reciprocal Concert to our tour to Tenryu City in September 1996

Who: UOG Chorale When: Dec. 1, Sunday, 7:00 p.m.
Where: KUAM TV Studio Venue: Telethon to raise funds for the Philippino Community

Who: Applied Music Students When: Dec 4, 1996, 8:00 - 9:30 p.m.
Where: UOG Fine Arts Theater Venue: Music Departmental Student Recital

Who: UOG Chorale, Singers, Band and GSS Chorale When: Dec 6, Friday, 8:00 p.m.
Where: UOG Fine Arts Theater Venue: Departmental Holiday concert

Who: UOG Chorale, Singers, Band and GSS Chorale When: Dec 7, Saturday, 8:00 p.m.
Where: UOG Fine Arts Theater Venue: Departmental Holiday concert with UOG Groups

Who: UOG Chorale When: Dec. 8, Sunday, 6:00-7:30 p.m.
Where: Acanta Mall Venue: Christmas Show

Who: UOG Chorale When: Dec. 9, Monday, 9:30 a.m.
Where: Johnny Ozone show Power 98 Venue: Promo for Christmas CD

Who: UOG Chorale When: Dec 11, Wednesday, 8:00 p.m.
Where: Hyatt Hotel Venue: Sandcastle Christmas Party

Who: UOG Singers When: Dec 12, Thursday, 6:30-7:30 p.m.
Where: RFK Library Venue: SGA Tree Lighting Ceremony

Who: UOG Chorale When: Dec. 12, Thursday, 8:00-8:30 p.m.
Where: Hilton Venue: Rotary Christmas Party

Who: UOG Jazz Band with me on Tenor Sax When: Dec. 15, 1996
Where: Top o' the Mar Venue: Change of Command luncheon

Who: UOG Chorale When: Dec 13, Friday, 1996
Where: 1st Bank of Hawaii, Maite Branch Venue: Lobby Christmas Entertainment

Who: UOG Chorale When: Dec 13, Friday, 1996
Where: Hyatt Ballroom Venue: Guam Police Department Christmas Party

Who: UOG Chorale When: Dec. 14, Saturday
Where: Acanta Mall Venue: Christmas Show

Who: UOG Chorale, Singers, Band, GSS Chorale and Orchestra When: Dec. 15, Sunday
Where: Hilton Hillside Venue: Outdoor holiday concert

WHO: UOG Chorale When: Dec. 17, Tuesday 1996

Where: KTWG Radio	Venue: Talk/Sing about CD
Who: UOG Chorale Where: Liberty House	When: Dec. 17, Tuesday, 5:00-6:00 p.m. Venue: Christmas show and some caroling
Who: UOG Chorale Where: Liberty House	When: Dec. 19, Tuesday, 5:00-6:00 p.m. Venue: Christmas show and some caroling
Who: UOG Chorale Where: Acanta Mall	When: Dec. 21, Saturday, 6:00-7:30 p.m. Venue: Christmas Show
Who: UOG Chorale Where: Palace Hotel	When: Dec. 21, Saturday, 8:00-8:30 p.m. Venue: MCI Christmas Party
Who: UOG Chorale Where: PIC Hotel	When: Dec. 21, Saturday, 9:00-9:30 p.m. Venue: Bank of Guam Christmas Party
Who: UOG Chorale Where: Acanta Mall	When: Dec. 22, Sunday, 6:00-7:30 p.m. Venue: Christmas Show
When: Dec. 23, Tuesday, 5:00-6:00 p.m. Venue: Christmas show and some caroling	Where: Liberty House Venue: Christmas Show

Spring 1997 All Venues

Who: UOG Jazz Band, I played sax and banjo Where: Hilton Hotel	When: Feb. 14, 1997 6:00-9:00pm Venue: Hilton's 25th Anniversary party
Who: UOG Jazz Band, I played sax and banjo Where: Micronesia Mall	When: Feb. 16, 1997 10:00pm Venue: Telethon for Lydigo Bodig
Who: UOG Band, Singers, Chorale and Guam Symphony Chorale Where: Orchid Ballroom, Hotel Okura	When: Feb. 22 and 23, 1997. Venue: 30th anniversary of the Guam Symphony Society
Who: UOG Chorale and UOG Band Where: UOG Field House	When: Mar. 7, 1997, Friday 9:45-12:15 p.m. Venue: President Nededog's Inauguration
Who: UOG Singers, Chorale and Band Where: Charter Day Stage	When: Mar. 11, 1997, Tuesday Venue: Charter Day Performance
Who: UOG Chorale Where: UOG Field House	When: Mar. 14, 1997, Friday 2:00 p.m. Venue: Faculty Awards Ceremony
Who: UOG Chorale Where: Rota Resort	When: April 4, Friday through April 6, Sunday Venue: Performances for the Rota Resort
Who: UOG Singers and Chorale Where: CAS Lecture Hall	When: April 10, Thursday, 7 and 9 PM Venue: Fund Raising Concert for Saipan Tour
Who: UOG Singers and Chorale Where: Saipan	When: April 11, Friday, through April 14, Sunday Venue: Various Concerts: Fourth Annual Saipan Choir Tour. Performances at the Hyatt Hotel, Northern Marianas College, La Fiesta Mall, and the SDA Church.
Who: Guam Symphony Chorale Where: K57 radio, Jon Anderson Show	When: May 1, 1997, Thursday, 7:30 A.M. Venue: perform selections from Haydn "Missa Brevis"

Who: UOG Native Tongues Venue: Perform for Rotary lunch to promote Christmas CD

When: December 3, Wednesday, 7:00 P.M Where: UOG Fine Arts Theater
Who: All of the private music students Venue: Regular semester Music Recital

When: Dec. 3, Wednesday about 9:30 P.M Where: Sandcastle
Who: UOG Chorale Venue: Sing for the Bill Muna Foundation

When: December 4, Thursday, 1997 Where: K57 and Power 98
Who: UOG Native Tongues Venue: Sing on radio to promote concerts and the Christmas CD

When: December 4, 1997, Thursday 8:30 P.M. Where: Marianas Ballroom
Who: UOG Chorale Venue: Perform for the Rotary Club Christmas Party

When: Dec. 5 and 6, Friday and Saturday. Where: UOG Fine Arts Theater
Who: UOG Singers, Native Tongues, GSS Chorale and strings Venue: Christmas Concert with the featured work, "Magnificat" by Pergolesi

When: December 7, 1997, 4:00 P.M. Where: Hilton Hillside Concert
Who: UOG Band, Singers, Native Tongues, and GSS Chorale

When: December 10, Wednesday 8:00pm Where: CAS Lecture Hall
Who: UOG Native Tongues Venue: Tour Kick-Off Concert

When: December 12th through the 17th, 1997 Where: Manila, Philippines
Who: Native Tongues (UOG Chorale) Venue: Concert Tour

When: December 18th through 22nd, 1997 Where: Sendai, Japan
Who: UOG Native Tongues Venue: Representing Guam at the Sendai Festival

When: December 24, 1997 Where: Saipan
Who: UOG Native Tongues Venue: Live one hour TV Christmas special with Jon Anderson

Spring 1998 All Venues

When: February 14, 1998 Saturday Where: Barrigada Church
Who: Native Tongues Venue: Wedding performance

When: February 16, 1998 Monday Where: Hilton Hotel
Who: UOG Singers and Native Tongues Venue: "Harmony Fair"

When: February 27, 1998 Friday, 9:00-10:00am Where: Tiyan Theater
Who: UOG Jazz Band Venue: performance and improvisation clinic.

When: March 7, 1998 Saturday Where: Hilton Hotel
Who: UOG Native Tongues Venue: Benefit Concert for Guma' Mami

When: March 10, 1998 Tuesday Where: UOG Charter Day Stage
Who: UOG Singers and Native Tongues Venue: UOG Charter Day Performance

When: March 12, Thursday, 1998 Where: St. Mary's School, Tokyo, Japan
Who: I was the clinician and guest conductor for about 500 high school students for mass choral concert.

When: March 30, Monday, 4:00-6:00 P.M. Where: Government House
Who: UOG Native Tongues Venue: "Governor's Convocation on Excellence in Teaching"

Who: UOG Native Tongues Venue: Promote concerts on radio shows with Jon Anderson

When: Oct. 9, 1998, Fri 8:00 P.M. Where: UOG Fine Arts Theater
Who: UOG Native Tongues and UOG Jazz Band Venue: UOG Departmental Concert

When: Oct. 10, 1998 Sat 8:00 P.M. Where: UOG Fine Arts Theater
Who: UOG Native Tongues and UOG Jazz Band Venue: UOG Departmental Concert

When: Oct. 16, 1998 Fri 8:00 PM Where: Hilton Hotel Micronesian Ballroom
Who: Guam Symphony Orchestra with me Guest Conductor and vocal soloist.

When: Oct. 18 Sun 5:00 PM Where: Hilton Hotel Micronesian Ballroom
Who: Guam Symphony Orchestra with me Guest Conductor and vocal soloist.

When: October 23, Friday, 1998 1:30-2:30 PM Where: JFK High School
Who: I gave a voice clinic for the JFK Silouettes (sic)

When: October 24, Saturday, 1998 1:00 - 5:00 PM Where: Untalan Middle School
Who: I helped with auditions for HS and MS Honor Band

When: Oct 29-31 Thursday – Saturday Where: Nagoya, Japan
Who: UOG Native Tongues Venue: Continental Airlines' Halloween Party in Nagoya, Japan

When: Nov 14, Sat, 1998 9:00-9:30 PM Who: UOG Native Tongues
Where: Hilton Hotel Venue: Perform for the UOG Foundation Banquet

When: Nov 20, Friday, 2:30 - 3:00 PM Who: UOG Native Tongues
Where: SGA stage at UOG Venue: Perform for the SGA Fall Fair

When: Nov 20, Friday, 3:00 - 3:30 PM Who: UOG Jazz Ensemble
Where: SGA stage at UOG Venue: Perform for the UOG Fall Fair

When: Nov. 21, Saturday, 1:00 - 1:30 PM Who: Native Tongues and Jazz Band
Where: SGA stage at UOG Venue: Perform for the UOG Fall Fair

When: Nov. 21, Saturday, 1998, 5:00-5:45 PM Who: UOG Native Tongues
Where: Perform for the First Hawaiian Auto Show

When: Nov. 21, Saturday, 7:30 PM Who: UOG Native Tongues
Where: Guma Trankilidat Venue: Community Service performance for Guma Trankilidat

When: Nov. 22, Sun 7:30 PM Who: All UOG private instrumental and voice students
Where: CAS Lecture Hall Venue: Student Convocation

When: Nov. 23, Mon 1:00 PM Who: UOG Native Tongues
Where: Adelup Venue: Entertainment for the visit by the President of the USA.

When: Dec. 2, Wednesday Who: All UOG private instrumental and voice students
Where: UOG Fine Arts Theater Venue: Student Solo Recital

When: Dec. 4, 1998 Friday 6:00 PM Who: UOG Native Tongues
Where: Hyatt Lobby Venue: Perform for the Christmas Tree Lighting

When: Dec. 4 and 5, 1998 Friday and Saturday Who: UOG Jazz Ensemble and Safe Sax Quintet
Where: UOG Fine Arts Theater Venue: UOG Departmental Christmas Concert

When: Dec 6, Sunday, 5:00-7:00 PM Who: UOG Native Tongues
Where: Acanta Mall Venue: Christmas Performance

When: December 9, Wednesday, 4:00 - 6:00 PM Who: UOG Native Tongues
Where: UOG FA 127 Venue: Recording session for J Wave Radio Station in Tokyo Japan

When: Dec 11, Friday, 7:00 PM Who: UOG Native Tongues and the Safe Sax Quintet
Where: Southern HS new auditorium Venue: Guest performers for the SHS choir concert

When: Dec. 12, Saturday, 11:30 am Who: UOG Native Tongues
Where: Onward Agana Hotel Venue: Perform for the UOG Graduate School Christmas party

When: Dec 12, Saturday, 5:00-7:00 PM Who: UOG Native Tongues
Where: Acanta Mall Venue: Christmas Performance

When: Dec 13, Sunday, 4:00 PM Who: Native Tongues, Jazz Ensemble and Safe Sax Quintet
Where: Hilton Seaside Venue: Guam Symphony Society Holiday Seaside Concert

When: Dec 16, Wednesday Who: UOG Jazz Ensemble
Where: San Vicente El School, Saipan Venue: UOG Jazz Ensemble demonstration and performance

When: Dec 16, Wednesday, 12:00 - 1:00 PM Who: UOG Jazz Ensemble
Where: Marianas High School, Saipan Venue: UOG Jazz Ensemble demonstration and performance

When: December 17, Thursday, 7:00 - 10:00 PM Who: UOG Jazz Ensemble
Where: Diamond Hotel, Saipan Venue: Pit Band performance for White Christmas production

When: December 18, Friday, 10:00 - 11:00 PM Who: UOG Jazz Ensemble
Where: Mount Carmel HS, Saipan Venue: UOG Jazz Ensemble demonstration and performance

When: December 18, Friday, 1:00 - 2:00 PM Who: UOG Jazz Ensemble
Where: Suscupi El School, Saipan Venue: UOG Jazz Ensemble demonstration and performance

When: December 18, Friday, 7:00 - 10:00 PM Who: UOG Jazz Ensemble
Where: Diamond Hotel, Saipan Venue: Pit Band performance for White Christmas production

When: December 19, Saturday, 4:00 - 5:00 PM Who: UOG Jazz Ensemble
Where: La Fiesta Mall, Saipan Venue: UOG Jazz Ensemble demonstration and performance

When: December 19, Saturday, 7:00 - 10:00 PM Who: UOG Jazz Ensemble
Where: Diamond Hotel, Saipan Venue: Pit Band performance for White Christmas

When: Dec. 20, Sun Who: UOG Native Tongues
Where: Pacific Star, Chamorro Ballroom Venue: Leon Guerrero 50th Anniversary Party

When: Dec. 23, Wed, all day Who: UOG Native Tongues
Where: Saipan Venue: Jon Anderson Christmas TV Special

Spring 1999 All Venues

When: February 15, Monday, 1999 Who: UOG Native Tongues and UOG Jazz Ensemble
Where: Hilton Hotel, Tree Bar Venue: Guam Symphony Society Harmony Fair

When: February 20, Saturday, 7:00 PM Who: UOG Jazz Ensemble

When: April 9, 1999 Friday, 8:00 PM Where: GATE Theater at Tiyan
 Venue: GATE production of *Grease* Misc.: I am vocal coach and play in the pit band.

When: April 10, 1999 Saturday, 8:00 PM Where: GATE Theater at Tiyan
 Venue: GATE production of *Grease* Misc.: I am vocal coach and play in the pit band.

When: April 15, 1999 Thursday, 8:00 PM Where: GATE Theater at Tiyan
 Venue: GATE production of *Grease* Misc.: I am vocal coach and play in the pit band.

When: April 16, Friday 1999, 6:00 PM Where: CAHA Gallery at Two Lovers Point
 Venue: UOG Native Tongues perform for the grand opening

When: April 16, 1999 Friday, 8:00 PM Where: GATE Theater at Tiyan
 Venue: GATE production of *Grease* Misc.: I am vocal coach and play in the pit band.

When: April 17, 1999 Saturday, 8:00 PM Where: GATE Theater at Tiyan
 Venue: GATE production of *Grease* Misc.: I am vocal coach and play in the pit band.

When: April 25, 1999 Sunday, 4:00 PM Who: All UOG instrumental and voice students
 Where: CAS Lecture Hall Venue: Student Jury for private lessons

When: April 30, 1999 Sunday, 6:00 PM Who: UOG Native Tongues
 Where: Hyatt Hotel Venue: Entertain visiting golfers from Hong Kong

When: May 5, 1999 Wednesday, Who: All UOG instrumental and voice students
 Where: UOG Fine Arts Theater Venue: Music Student Solo Recital

When: May 7, 1999 Friday, 8:00 PM Who: UOG Native Tongues
 Where: On board the Fuji-Maru Venue: Entertain visiting Japanese students aboard their ship

When: May 7, 1999 Friday, 8:00 PM Who: UOG Native Tongues, Jazz Ensemble and Singers
 Where: UOG Fine Arts Theater Venue: Final Departmental Concert, a Beatles Review

When: May 8, 1999 Saturday, 8:00 PM Who: UOG Native Tongues, Jazz Ensemble and Singers
 Where: UOG Fine Arts Theater Venue: Final Departmental Concert, a Beatles Review

When: May 9, 1999 Sunday Who: UOG Native Tongues
 Where: Pacific Start Hotel Venue: Entertain for the Mother's Day Brunch

When: May 14, 1999 Friday 8:00 AM Who: Guam Symphony Orchestra
 Where: SHS Theater Venue: I perform with the orchestra for island fifth graders.

When: May 14, 1999 Friday, 7:00 PM Who: UOG Jazz Band and Jonathan Bernardo
 Where: CAS Lecture hall Venue: Senior Solo Recital for my saxophone student,
 Jonathan Bernardo on Alto Saxophone. I also perform with him.

When: May 15, 1999 Saturday, 8:00 PM Who: Guam Symphony Orchestra
 Where: Southern High School Theater Venue: GSS Orchestra Concert

Fall 1999 All Venues

When: September 25, 1999 Where: Government House
 Who: Native Tongues and UOG Jazz Ensemble Venue: Carla Gutierrez' Wedding

When: March 9, Thursday through March 11, 2000 Who: UOG Native Tongues
Where: Nagoya, Japan Venue: Performing as representative for the Guam Visitors Bureau.

When: March 17, Friday, 8:00 PM Who: All UOG Music Ensembles
Where: UOG Fine Arts Theater Venue: Fund Raiser for University Singers

When: March 18, Saturday, 8:00 PM Who: Native Tongues
Where: UOG Fine Arts Theater Venue: GSA Beauty Pageant

When: March 21, Tuesday Where: SGA Charter Day Stage
Who: University Jazz Ensemble Venue: Charter Day Performance

When: March 24, 2000 Friday Who: UOG Native Tongues and Choirs from Tsu City, Japan
Where: Fine Arts Theater Venue: Joint Concert with Japanese choir from Tsu City, Japan

When: March 25, 2000 Saturday Who: UOG Jazz Ensemble
Where: Palace Hotel Venue: Statehood dinner

When: March 25, 2000 Saturday, evening Venue: Mozart Requiem, I sang some of the
baritone solos and joined with the Symphony Chorale Where: Agana Cathedral
Who: Guam Symphony Orchestra and Chorale

When: March 29, 2000 Wednesday Who: UOG Jazz Ensemble and Native Tongues
Where: Chamorro Village Venue: Chamorro Village night market performance

When: March 31, 2000, Friday, 5:00 PM Where: UOG room FA 127
Venue: Student Convocation Number Two Who: All UOG Music Students

When: April 21-24, 2000 Where: Tokyo, Japan
Who: UOG Native Tongues Venue: Guam Visitors Bureau promotion and King
Records promotional performances in Tokyo.

When: April 26, Wednesday Where: Chamorro Village
Who: UOG Jazz Band and Native Tongues Venue: Night market performances

When: April 28, Friday, 5:00 PM Where: UOG Room FA 127
Who: All UOG Music Students Venue: Student Jury

When: May 3, Wednesday Venue: Music Student Recital
Where: UOG Fine Arts Theater Who: All UOG Music Students

When: May 7, 2000, Sunday, 4:00 PM Who: All UOG Ensembles
Where: Fine Arts Theater Venue: Spring 2000 Departmental Final UOG Concert

When: July 6 – 25, 2000 Where: Concerts in Edogawa, Kasaoka, Tsu-shi,
Tenryu, Odaiba, and participation in the week long Shizuoka International Music Festival.
Who: UOG Native Tongue Venue: Japan Concert Tour

Fall 2000 All Venues

When: September 29, 2000 Where: UOG Room FA 127
Who: All music students Venue: Student Convocation #1

When: October 14, 2000 Sat Where: Hyatt Regency Ballroom
Who: University Jazz Ensemble Venue: UOG Band at Navy Ball

When: October 27, 2000	Where: UOG Room FA 127
Who: All Music Students	Venue: Student Convocation
When: Oct 31, 2000 Tue	Where: St. John's School
Venue: I was a guest reader for Halloween Stories to 4 th graders at St. John's Elementary	
When: November 18, 2000 Saturday	Where: Southern High School Auditorium
Venue: I was a vocal soloist with the "Voices of Praise" concert. I also helped to prepare the chorus.	
When: November 19, 2000 Sunday	Where: Southern High School Auditorium
Venue: I was a vocal soloist with the "Voices of Praise" concert. I also helped to prepare the chorus.	
When: November 21, 2000 Tuesday	Where: Frank Blas Offices
Who: UOG Safe Sax Quintet	Venue: Perform for the "Make-a-wish" foundation party.
When: November 24, 2000	Where: Daichi Hotel Ambassador room
Who: Native Tongues	Venue: Kukada Enterprise's 30 th anniversary
When: November 28, 2000	Where: Fine Arts Theater
Who: All music students	Venue: Student Jury
When: December 3, 2000 Sunday	Where: Hilton Seaside
Who: Native Tongues, University Jazz Ensemble and the Safe Sax Quintet	
Venue: Guam Symphony and Hilton Seaside Holiday Concert	
When: December 4-7, 2000	Where: Odaiba, Tokyo, Japan
Who: Native Tongues	Venue: At Museum for a fashion show and to promote the CDs
When: December 8, 2000	Where: UOG Fine Arts Theater
Who: University Jazz Ensemble	Venue: Departmental Holiday Concert






CLASS- (Due JUN 28th) Nomination of Dr. Randall Johnson as Professor Emeritus of Music 6.8.2021

Final Audit Report

2021-08-19

Created:	2021-08-19
By:	Christine Mabayag (ckamm@triton.uog.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAvW7n0pZ_dB-afI4-XAEuhhZ_XBX3N-9D

"CLASS- (Due JUN 28th) Nomination of Dr. Randall Johnson as Professor Emeritus of Music 6.8.2021" History

-  Document created by Christine Mabayag (ckamm@triton.uog.edu)
2021-08-19 - 10:22:55 PM GMT - IP address: 168.123.224.54
-  Document emailed to Thomas Krise (tkrise@triton.uog.edu) for signature
2021-08-19 - 10:24:26 PM GMT
-  Email viewed by Thomas Krise (tkrise@triton.uog.edu)
2021-08-19 - 10:44:15 PM GMT - IP address: 104.47.74.126
-  Document e-signed by Thomas Krise (tkrise@triton.uog.edu)
Signature Date: 2021-08-19 - 10:44:25 PM GMT - Time Source: server- IP address: 168.123.224.59
-  Agreement completed.
2021-08-19 - 10:44:25 PM GMT



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

Resolution No. 21-18

**RELATIVE TO FORMALLY AFFIRMING THE PRINCIPLES OF ACADEMIC FREEDOM BASED
ON THE AAUP STATEMENT (1940) OF PRINCIPLES OF ACADEMIC FREEDOM**

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

WHEREAS, the faculty of UOG formally seeks to affirm the Principles of Academic Freedom based upon the American Association of University Professors (AAUP) Statement (1940) of Principles of Academic Freedom as part of UOG's Policy Manual;

WHEREAS, the AAUP notes Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights;

WHEREAS, the Board of Regents (BOR) and the Union agree that the following are rights the Board and the Administration shall accord to all Faculty members Academic freedom rights, which include:

- a. the right to introduce controversial topics into the classroom as long as these topics are related to the subject under study;
- b. the right to pursue research and to publish research findings as part of one's academic duties, and to conduct their research honestly and report their findings accurately; and
- c. the right to express their views (orally or in writing) on controversial matters within as well as beyond their areas of special expertise without being subject to censorship or disciplinary action by the Administration";

WHEREAS, the UOG Draft Academic Affairs Manual notes that Academic freedom consists of a body of rights, not written into law but well established in custom and grounded in traditions of long standing in the colleges and universities of the Western World. It is designed to protect professional scholars from hazards that might interfere with the obligations to pursue truth. The justification of academic freedom is that it is indispensable to the scholar in the preservation, extension, and dissemination of knowledge;

WHEREAS, the AAUP recommends further language on Academic Freedom and Protection against Discrimination, that all members of the faculty, whether tenured or not, are entitled to:

- a. academic freedom as set forth in the 1940 Statement of Principles on Academic Freedom and Tenure, formulated by the Association of American Colleges and Universities and the American Association of University Professors;
- b. protection against illegal or unconstitutional discrimination by the institution, or discrimination on a basis not demonstrably related to the faculty member's professional performance, including but not limited to race, sex, religion, national origin, age, disability, marital status, or sexual orientation; and

WHEREAS, the Academic, Personnel and Tenure Committee has reviewed the enclosed document and recommends to the BOR to formally affirm the Principles of Academic Freedom that are articulated in the AAUP Statement (1940) of Principles on Academic Freedom.

NOW THEREFORE BE IT RESOLVED THAT, the BOR and UOG formally affirms the following Principles of Academic Freedom that are articulated in the AAUP Statement (1940) of Principles on Academic Freedom and presented herein:

1. Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution;
2. Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment;
3. College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution; and

BE IT FURTHER RESOLVED, that both the protection of academic freedom and the requirements of academic responsibility apply not only to the full-time probationary and the tenured teacher, but also to all others, such as part-time faculty and teaching assistants, who exercise teaching responsibilities.

Adopted this 16th day of September, 2021.



Liza J. Provide, Chairperson

ATTESTED:



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

University of Guam

Request for Official Action on a Policy or Regulation

1. **Date of this request:** 1/25/2021
2. **Destination of request:** (as per governance guidance or manual)
 Board of Regents President SVP&P VPAF/CBO Other _____
 BOR Committee: Academic, Personnel, and Tenure Budget, Finance, Investments, and Audit
 Physical Facilities Student Affairs, Scholarship, Alumni Relations and Honorary Degree
3. **Originating organizational unit:** Faculty Senate
4. **Action proponent name:** Faculty Senate President, Mary Cruz, email: mtfcruz@triton.uog.edu phone: _____
5. **Action requested:** Approval
6. **Justification supporting action request:** While the University mentions Academic Freedom in a couple of locations, it does not formally affirm the Principles of Academic Freedom as outlined by the AAUP. This seeks to correct that.
7. **Requested effective date of action, if approved:** ___/___/___
8. **Manual or document to be altered:**

<input checked="" type="checkbox"/> BOR Policy <input checked="" type="checkbox"/> Academics <input type="checkbox"/> Auxiliary Services _____ <input type="checkbox"/> Business Office _____ <input type="checkbox"/> Enrollment Management & Student Success <input type="checkbox"/> Facilities Maintenance & Services <input type="checkbox"/> Graduate Studies <input type="checkbox"/> Human Resources Office	<input type="checkbox"/> RFK Library or MARC <input type="checkbox"/> Office of Information Technology <input type="checkbox"/> Office of Marketing & Communications <input type="checkbox"/> Office of Research & Sponsored Programs <input type="checkbox"/> Safety & Security <input type="checkbox"/> Triton Athletics <input type="checkbox"/> Other _____
--	---

Location of proposed alteration in manual: _____ **Version dated:** ___/___/___
9. **Attach:**
 - a. Proposed Procedure, Regulation, or Policy language (*in unlocked finalized Word file only, no PDFs*).
 - b. Documentation showing reason and appropriate consultation with advisory and/or governance committees has been done.
 - c. Documentation of a public hearing, as applicable.

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

Committee	Position	Name / Signature (use BLUE ink)	Date
Originating Unit AAC <input type="checkbox"/> NA	_____	_____/_____/_____	___/___/20__
Appropriate Dean/Director/ Admin <input type="checkbox"/> NA	_____	_____/_____/_____	___/___/20__
AD HOC Committee <input type="checkbox"/> NA	_____	_____/_____/_____	___/___/20__
Student Gov Association <input type="checkbox"/> NA	_____	_____/_____/_____	___/___/20__
Staff Council <input type="checkbox"/> NA	_____	_____/_____/_____	___/___/20__
Administrative Council <input type="checkbox"/> NA	_____	_____/_____/_____	___/___/20__
Faculty Senate <input type="checkbox"/> NA	President	Dr. Mary Therese F. Cruz	03/18/2021
Faculty Union <input type="checkbox"/> NA	_____	_____/_____/_____	___/___/20__

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

<u>Dr. Anita Borja Enriquez</u> , SVP&P _____, VPAF/CBO _____	<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Disapproved <u>May 4, 2021</u> /20__ <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved ___/___/20__
<u>Dr. Thomas W. Krise</u> , UOG President <u>Leslie Leon Guerrero</u> , Chair, BOR Comm _____ <u>Jerold Filush</u> , Chair, Board of Regents _____	<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Disapproved <u>May 4, 2021</u> /20__ <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved ___/___/20__ <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved ___/___/20__



RELATIVE TO FORMALLY AFFIRMING THE PRINCIPLES OF ACADEMIC FREEDOM BASED ON
THE AAUP STATEMENT (1940) OF PRINCIPLES OF ACADEMIC FREEDOM.

WHEREAS, the University of Guam acknowledges Academic Freedom Rights in the Board of Regents and UOG Faculty Union Agreement; and

WHEREAS, the draft Academic Affairs Manual from the University of Guam notes the importance of Academic Freedom;

The faculty of the University of Guam formally seeks to affirm the Principles of Academic Freedom based upon the *American Association of University Professors* (AAUP) Statement (1940) of Principles of Academic Freedom as part of UOG's Policy Manual.

WHEREAS, the AAUP notes Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.³

WHEREAS, the Board of Regents and the Union agree that the following are rights the Board and the Administration shall accord to all Faculty members:

- 1) Academic freedom rights, which include:
 - a) the right to introduce controversial topics into the classroom as long as these topics are related to the subject under study;
 - b) the right to pursue research and to publish research findings as part of one's academic duties, and to conduct their research honestly and report their findings accurately; and
 - c) the right to express their views (orally or in writing) on controversial matters within as well as beyond their areas of special expertise without being subject to censorship or disciplinary action by the Administration."

WHEREAS, the UOG Draft Academic Affairs Manual notes that Academic freedom consists of a body of rights, not written into law but well established in custom and grounded in traditions of long standing in the colleges and universities of the Western World. It is designed to protect professional scholars from hazards that might Interfere with the obligations to pursue truth. The justification of academic freedom is that it is indispensable to the scholar in the preservation, extension, and dissemination of knowledge.

AND WHEREAS, the AAUP recommends further language on Academic Freedom and Protection against Discrimination

- a. All members of the faculty, whether tenured or not, are entitled to academic freedom as set forth in the 1940 *Statement of Principles on Academic Freedom and*

Tenure, formulated by the Association of American Colleges and Universities and the American Association of University Professors.

- b. All members of the faculty, whether tenured or not, are entitled to protection against illegal or unconstitutional discrimination by the institution, or discrimination on a basis not demonstrably related to the faculty member's professional performance, including but not limited to race, sex, religion, national origin, age, disability, marital status, or sexual orientation.

And

NOW THEREFORE BE IT RESOLVED THAT, the faculty of the University of Guam formally affirms the following Principles of Academic Freedom that are articulated in the AAUP Statement (1940) of Principles on Academic Freedom and presented herein;

Academic Freedom

1. Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.
2. Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject.⁴ Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
3. College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.⁶

BE IT FURTHER RESOLVED, that both the protection of academic freedom and the requirements of academic responsibility apply not only to the full-time probationary and the tenured teacher, but also to all others, such as part-time faculty and teaching assistants, who exercise teaching responsibilities.

Reference:

American Association of University Professors (n.d.) Reports and Publications
<https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure#B3>

Signature: 
Troy McVey (May 3, 2021 23:16 GMT+10)

Email: tmcvey@triton.uog.edu











Log No. 6585 Proposed Statement on Academic Freedom 1.26.2021

Final Audit Report

2021-05-04

Created:	2021-05-03
By:	Orana Elsegini (oranae@triton.uog.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAARtmHvkHMQ9NnEd6hz-Pusmw_ackx4RCr

"Log No. 6585 Proposed Statement on Academic Freedom 1.26.2021" History

-  Document created by Orana Elsegini (oranae@triton.uog.edu)
2021-05-03 - 8:00:36 AM GMT- IP address: 121.55.243.91
-  Document emailed to Troy McVey (tmcvey@triton.uog.edu) for signature
2021-05-03 - 8:06:01 AM GMT
-  Email viewed by Troy McVey (tmcvey@triton.uog.edu)
2021-05-03 - 8:09:16 AM GMT- IP address: 121.55.217.96
-  Document e-signed by Troy McVey (tmcvey@triton.uog.edu)
Signature Date: 2021-05-03 - 1:16:39 PM GMT - Time Source: server- IP address: 121.55.217.96
-  Document emailed to Anita Borja Enriquez (abe@triton.uog.edu) for signature
2021-05-03 - 1:16:40 PM GMT
-  Email viewed by Anita Borja Enriquez (abe@triton.uog.edu)
2021-05-03 - 1:59:25 PM GMT- IP address: 209.164.184.143
-  Document e-signed by Anita Borja Enriquez (abe@triton.uog.edu)
Signature Date: 2021-05-03 - 2:00:35 PM GMT - Time Source: server- IP address: 209.164.184.143
-  Document emailed to Thomas Krise (tkrise@triton.uog.edu) for signature
2021-05-03 - 2:00:36 PM GMT
-  Email viewed by Thomas Krise (tkrise@triton.uog.edu)
2021-05-04 - 1:05:27 AM GMT- IP address: 104.47.73.254
-  Document e-signed by Thomas Krise (tkrise@triton.uog.edu)
Signature Date: 2021-05-04 - 1:05:48 AM GMT - Time Source: server- IP address: 114.142.229.38

✔ Agreement completed.

2021-05-04 - 1:05:48 AM GMT



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

Resolution No. 21-19

**RELATIVE TO ESTABLISHING A POLICY FOR COMPENSATORY TIME-OFF FOR
UNIVERSITY OF GUAM ADMINISTRATORS AND CLASSIFIED EXEMPT EMPLOYEES**

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

WHEREAS, pursuant to 17 GCA §16112, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel, defined as faculty and administrators;

WHEREAS, pursuant to UOG Personnel Rules and Regulations, and 17 GCA §16113, matters relating to employment of classified personnel shall be governed by and in accordance with Title 4, Guam Code Annotated, and other applicable laws;

WHEREAS, in times of emergencies, special events, or employee shortages, certain classes of employees are required to put in many hours, and sometimes days, that they are not compensated for;

WHEREAS, other Guam institutions, such as the Judiciary, provide recognition and relief for excessive overtime hours required out of certain classes of employees who are not normally due overtime pay;

WHEREAS, the enclosed proposed Compensatory Time-Off (CTO) policy provides recognition and relief for approved hours earned; and

WHEREAS, the Administration and the BOR Committee on Academic, Personnel, and Tenure, having reviewed and discussed the proposed CTO policy, recommend the enclosed CTO policy to the BOR for approval.


NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the enclosed CTO policy for UOG Administrators and Classified Exempt employees.

Adopted this 16th day of September, 2021.



Liza J. Provideo, Chairperson

ATTESTED:



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

Policy Name	University of Guam Compensatory Time-Off (CTO) Policy				
Article No.		Article Title	Policies of UOG Board of Regents		
Approval Authority	Board of Regents	Created/ Adopted/Effective		Most Recent Review	
Responsible Executive		Revision Tracking			
Responsible Office	Human Resources Office	Policy/Procedure contact / website where document is maintained	uoghro@triton.uog.edu		
Initiation / Review / Consultation / Approval History	Drafted by James Hollyer, et. al. – 11/15/2019 Reviewed by General Counsel – 4/6/2021, 6/4/21 Reviewed by Admin Counsel – Approved by President –				

Section 1. Purpose

To establish a policy for Compensatory Time-Off (CTO) earned in lieu of paid overtime for University of Guam (UOG) Board of Regents (BOR)-Approved Administrators and Classified Exempt Employees (herein after, "Covered Employees").

Section 2. Definitions

- a. **Administrator.** The term "Administrator" as used herein shall mean a University employee as defined by the Board of Regents through resolution and inclusion in the Administrator Salary Scale.
- b. **Classified Exempt Employee.** The term "Exempt Employee" as used herein shall mean a University employee who is exempt from and not covered by the overtime provisions of the U.S. Fair Labor Standards Act as codified in 29 U.S.C., Chapter 8. The Government of Guam's list of Exempt Employees is promulgated by the Guam Department of Administration and the University of Guam will follow the most recent version of that list.
- c. **Exempt Work.** The term "Exempt Work" as used herein shall mean hours worked by a University of Guam administrator that does not exceed a workweek of forty (40) hours.
- d. **Fair Labor Standards Act (FLSA).** The term "Fair Labor Standards Act" or acronym "FLSA" shall mean the Federal Fair Labor Standards Act as codified in 29, U.S.C., Chapter 8.
- e. **Hours Worked.** The term "Hours Worked" as used herein shall mean any hours that the University of Guam Administration requires or permits a Covered Employee to work.
- f. **Non-Exempt Employee.** The term "Non-Exempt Employee" shall mean any University of Guam employee who is covered by the overtime provisions of the FLSA.
- g. **Non-Exempt Work.** The term "Non-Exempt Work" as used herein shall mean hours worked by a Covered Employee in excess of forty (40) hours per work week.
- h. **Workweek.** The term "Workweek" as used herein shall mean a fixed and recurring period of seven (7) consecutive 24-hour days, which begins at 12:01 a.m. Sunday and ends at 12:00 midnight Saturday.

Section 3. Compensatory Time-Off

Covered Employees shall be entitled to receive one (1) CTO hour for each one (1) hour of non-exempt work performed in excess of forty (40) hours per work week, up to a maximum of eighty (80) hours per fiscal year as follows:

- a. **Eligibility.** Only non-exempt hours worked by a Covered Employee who has prior approval to work such non-exempt hours, and whose non-exempt hours are recorded in a timesheet format approved by the University of Guam's Payroll Office, are eligible for CTO.
- b. **Unrecorded Non-Exempt Hours Worked.** Any unrecorded non-exempt hours shall not be eligible for CTO.

Section 4. Procedure to Take Compensatory Time-Off

a. Employee Responsibilities

A Covered Employee may request, no later than one (1) fiscal year after accumulating CTO (on a rolling date from the first date of acquired hour to the next date acquired) to take any accrued CTO by submitting a leave form approved by the University's Payroll Office to the employee's supervisory administrator which states: (1) The dates and times the employee will use accrued CTO; (2) The hours of CTO and any other leave, if used, to cover the period the Covered Employee will be absent from work; and (3) the total amount of accrued CTO the Covered Employee has.

b. Supervisory Administrator Responsibilities

- 1) The Supervisory Administrator shall approve an employee's request for CTO if the Covered Employee has accrued CTO.
- 2) The Supervisory Administrator may deny an employee's request to take accrued CTO based on operational needs or unit staffing requirements and must provide the employee with an alternate date to use the CTO if such denial is made.
- 3) The Supervisory Administrator shall not approve any employee requests for CTO that would result in negative CTO balances.

c. Compensatory Time-Off Limits

- 1) A Covered Employee may use up to twenty (20) hours of CTO in a workweek and may not exceed two (2) consecutive work weeks. CTO may, however, be coupled with regular forms of leave to extend over those two (2) consecutive weeks. Additional personal leave can be added onto that two (2) week period.
- 2) The maximum amount of CTO that a Covered Employee can take in a ninety (90) calendar day period is forty (40) hours.

Section 5. Prohibitions

- a. CTO shall not be converted to a cash payment or used toward a Covered Employee's retirement or other forms of leave or be transferable to another Government of Guam agency or instrumentality.
- b. CTO shall not be used with any existing University leave sharing program.
- c. CTO shall not be earned while a Covered Employee is on work or personal travel status.
- d. CTO shall not be earned while a Covered Employee is in a non-work status such as being on leave.

- e. CTO shall not be earned for non-exempt hours worked without the knowledge, permission, or approval of the Covered Employee's immediate supervisor or higher authority.
- f. CTO shall not be earned for non-exempt hours performed by a Covered Employee at an unauthorized workstation or place.

University of Guam

Request for Official Action on a Policy or Regulation

1. **Date of this request:** 7 /28 /2021
2. **Destination of request:** (as per governance guidance or manual)
 Board of Regents President SVP&P VPAF/CBO Other _____
 BOR Committee: Academic, Personnel, and Tenure Budget, Finance, Investments, and Audit
 Physical Facilities Student Affairs, Scholarship, Alumni Relations and Honorary Degree
3. **Originating organizational unit:** Human Resources Office
4. **Action proponent name:** Joseph B. Gumataotao email: gumataotaoj@triton.uog.edu phone: 735-2350
5. **Action requested:** Establishing a Policy for Compensatory Time-Off (CTO) for University of Guam Administrators and Classified exempt employees.
6. **Justification supporting action request:** To provide recognition and relief for excessive over time work required from administrators and classified exempt employees
7. **Requested effective date of action, if approved:** Effective upon approval

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

<input type="checkbox"/> BOR Policy	<input type="checkbox"/> RFK Library or MARC
<input type="checkbox"/> Academics	<input type="checkbox"/> Office of Information Technology
<input type="checkbox"/> Auxiliary Services _____	<input type="checkbox"/> Office of Marketing & Communications
<input type="checkbox"/> Business Office _____	<input type="checkbox"/> Office of Research & Sponsored Programs
<input type="checkbox"/> Enrollment Management & Student Success	<input type="checkbox"/> Safety & Security
<input type="checkbox"/> Facilities Maintenance & Services	<input type="checkbox"/> Triton Athletics
<input type="checkbox"/> Graduate Studies	<input type="checkbox"/> Other _____
<input checked="" type="checkbox"/> Human Resources Office	

Location of proposed alteration in manual: New section on CTO in Personnel Manual **Version dated:** / /

9. **Attach:**
 - a. Proposed Procedure, Regulation, or Policy language (*in unlocked finalized Word file only, no PDFs*).
 - b. Documentation showing reason and appropriate consultation with advisory and/or governance committees has been done.
 - c. Documentation of a public hearing, as applicable.

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

Committee	Position	Name / Signature (use BLUE ink)	Date
Originating Unit AAC <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Appropriate Dean/Director/ Admin <input type="checkbox"/> NA	<u>CHRO</u>	Joseph B. Gumataotao / <u>JBG</u>	<u>7/ 28/2021</u>
AD HOC Committee <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Student Gov Association <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Staff Council <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Administrative Council <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Faculty Senate <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__
Faculty Union <input type="checkbox"/> NA	_____	_____ / _____	___/___/20__

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

- | | | |
|--------------------------------------|--|--------------|
| ____ [name] _____, SVP&P _____ | <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved | ___/___/20__ |
| _____, VPAF/CBO _____ | <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved | ___/___/20__ |
| _____, UOG President _____ | <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved | ___/___/20__ |
| _____, Chair, BOR Comm _____ | <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved | ___/___/20__ |
| _____, Chair, Board of Regents _____ | <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved | ___/___/20__ |



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

Resolution No. 21-20

RELATIVE TO ESTABLISHING THE POSITION OF PUBLISHING DIRECTOR (UOG PRESS)

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

WHEREAS, pursuant to 17 GCA § 16112, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel, defined as faculty and administrators;

WHEREAS, UOG revived the UOG Press with one (1) Program Coordinator III in 2015 as part of its Good to Great implementation plan with the goal of establishing a publishing house that increased community awareness of UOG's research and scholarly endeavors as well as promoted continued scholarship on topics of importance to the peoples of Micronesia and the Western Pacific;

WHEREAS, between 2015 and 2021, UOG Press has built a stable publishing program that has increased the availability of exceptional, peer-reviewed, scholarly, literary texts, and learning resources about Guam and Micronesia for people and institutions in the region and throughout the world, as evidenced by the 22 published works bearing the UOG Press moniker and 13 collaborative works published by its community partners with publishing services and support from UOG Press;

WHEREAS, in that same amount of time, UOG Press has built a reputation for quality publishing of literary and academic works about the peoples, cultures, histories, languages, and environments of the Western Pacific region as evidenced by UOG Press having established Tiguini Books, an imprint dedicated to the publication and promotion Micronesian cultural stories for children and adults; having published two award winning books in two consecutive years; and having won 6 grants and contracts for literary projects including the development of kindergarten through fifth grade social studies textbooks for the Guam Department of Education and a commitment from GDOE to continue to contract UOG Press for similar services in the future;

WHEREAS, UOG's strategic development requires the addition of an administrator position with the primary duty to lead, plan, organize, manage, and further expand the reach of UOG Press;

WHEREAS, based on an assessment of the priority needs of the University, of the responsibilities of the position, and of comparable CUPA-HR salary benchmarks, the administration recommends the establishment of the UOG Press Publishing Director;

WHEREAS, this position is important to the University's mission; strategic, research, and service initiatives by providing publications that not only serve the needs of UOG students, but

also spark an interest in learning about Guam and Micronesia that can encourage individuals to pursue higher education and other opportunities for life-long learning;

WHEREAS, this position is important to the Para Hulo' initiative by increasing the availability of information documented by and research conducted by the UOG community, and by fostering partnerships with regional colleges and organizations to provide publishing services that expand the canon of Micronesian literature and academic texts; and

WHEREAS, the Administration and the BOR Committees on Academic, Personnel, and Tenure, and Budget, Finance, and Audit, having reviewed and discussed the position request, recommend the enclosed documents to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR approves the establishment of the Publishing Director (UOG Press) position.

Adopted this 16th day of September, 2021.



Liza J. Provido, Chairperson

ATTESTED:



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

UNIVERSITY OF GUAM
POSITION DESCRIPTION
Publishing Director (UOG Press)
SALARY RANGE: \$75,538 · \$113,308

POSITION NARRATIVE:

The Publishing Director (UOG Press) is responsible for administering an income-driven publishing operation that holds a dual mission of publishing books of high scholarly merit for a largely academic audience and publishing works (both academic and literary) about the history and culture of Guam and the Micronesian region. The Publishing Director provides leadership and vision to the management of daily operations; ensures the production of high quality books for both scholarly and general audiences; and handles all aspects of acquisitions, editorial direction, business planning, budgetary oversight, fundraising, technological applications, book production, financial reporting, sales, marketing, and distribution. The Publishing Director reports administratively to the Dean of University Libraries and editorially to the UOG Press Advisory Council, which is comprised of distinguished members of the island's literary communities.

MINIMUM QUALIFICATIONS:

- Master of Fine Arts, or Master of Arts in English, Writing, Creative Writing, Professional Writing, and Rhetoric, or related field from a U.S. regionally accredited institution or foreign equivalent;
- Five (5) years of professional work experience in progressive professional/managerial experience in book publishing and/or scholarly publishing;
- Excellent interpersonal and communication skills;
- Demonstrated ability to work well with a diverse population of faculty, students, colleagues, and writers;
- Demonstrated ability to successfully manage staff through complex projects with tight deadlines;
- Evidence of innovative thinking, creative problem-solving;
- Demonstrated knowledge of publishing standards, current issues and emerging trends.

PREFERRED QUALIFICATIONS:

- Demonstrated experience in successful grants management;
- Fundraising experience.

DUTIES AND RESPONSIBILITIES:

- Assists the Dean of University Libraries in developing annual budget, vision, strategic goals and five-year plans;
- Oversees the daily functions of the UOG Press;
- Creates policies and procedures regarding the function of UOG Press, including the establishment of editorial and design standards;
- Establishes publishing priorities that respond to and/or anticipate university and community needs;
- Actively represents and promotes the UOG Press throughout the University, the regional cultural community, the larger academic community and the publishing industry;
- Attends scholarly conferences to recruit authors or solicit manuscripts in subject areas published by the UOG Press;

September 2021

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- Works closely with RFT-MARC Director of Research and faculty on the MARC Publication Series;
- Works closely with administrators, faculty and affiliated advisory committees to support current college-sponsored publications and to acquire new book projects that relate to the University's research agenda;
- Manages the submission process and guides proposed manuscripts through the external and the UOG Press Advisory Council review processes;
- Facilitates cooperative ventures that promote research and learning;
- Manages editorial, marketing and other support staff for UOG Press;
- Creates and supervises marketing and distribution plans and goals;
- Establishes and maintains publishing partnerships and services within the region;
- Establishes and maintains effective relations with the media, foundations, and organizations in the region and nation;
- Oversees and manages the daily operations of the UOG Press, including contract development and execution, supervision of classified staff and contracted employees, and vendor contract negotiation and management;
- Works with RFT-MARC Administrative Officer, Business Office, and Research Corporation of University of Guam regarding financial management and reporting;
- Provides editorial support and advisement to local writers and community organizations interested in publishing;
- Compiles and provides activity and financial reports to the Dean of University Libraries and the UOG Press Advisory Council;
- Pursues external funding through grant-writing and special contracts;
- Oversees and manages grants and contracts related to UOG Press;
- Writes reports, contracts, media releases, and other documents related to UOG Press;
- Performs other duties as assigned by the Dean of University Libraries.

APPROVED BY DR. THOMAS W. KRISE, PRESIDENT

September 2021

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Administrator's Salary Scale - AMENDED September XX, 2021
Approved by Board of Regents Resolution No. 21-XX

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							
General Counsel	#1036	\$ 122,400	\$ 137,700	\$ 137,700	\$ 153,000	\$ 153,000	\$ 168,300	\$ 168,300	\$ 183,600
Chief Marketing and Communications Officer		\$ 86,544	\$ 97,362	\$ 97,362	\$ 108,180	\$ 108,180	\$ 118,998	\$ 118,998	\$ 129,816
Auxiliary Services Director	#3050	\$ 58,464	\$ 65,772	\$ 65,772	\$ 73,080	\$ 73,080	\$ 80,388	\$ 80,388	\$ 87,696
Chief of Staff and Board Liaison		\$ 90,464	\$ 101,772	\$ 101,772	\$ 113,080	\$ 113,080	\$ 124,388	\$ 124,388	\$ 135,696
Chief Planning Officer	#1033	\$ 90,116	\$ 101,381	\$ 101,381	\$ 112,645	\$ 112,645	\$ 123,910	\$ 123,910	\$ 135,174
International Program Development (Coordinator, Director)	#2008	\$ 60,630	\$ 68,208	\$ 68,208	\$ 75,787	\$ 75,787	\$ 83,366	\$ 83,366	\$ 90,944
Web Master	#5015	\$ 57,926	\$ 65,167	\$ 65,167	\$ 72,408	\$ 72,408	\$ 79,649	\$ 79,649	\$ 86,890
Director, Development, Alumni Affairs, and Foundation Relations	#8006	\$ 61,248	\$ 68,904	\$ 68,904	\$ 76,560	\$ 76,560	\$ 84,216	\$ 84,216	\$ 91,872
Director, Global Learning and Engagement	#1208	\$ 91,694	\$ 103,156	\$ 103,156	\$ 114,618	\$ 114,618	\$ 126,080	\$ 126,080	\$ 137,542
Assoc Dir, PIP Prof'l Dev and Lifelong Learning Center	#2010	\$ 65,209	\$ 73,360	\$ 73,360	\$ 81,511	\$ 81,511	\$ 89,662	\$ 89,662	\$ 97,813
Director, University Events Office (UEO)	(#8030+#8054)/2	\$ 59,573	\$ 67,019	\$ 67,019	\$ 74,466	\$ 74,466	\$ 81,913	\$ 81,913	\$ 89,359
Office of Academic and Student Affairs									
Senior Vice President and Provost		Salary Negotiated							
Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	\$ 98,941	\$ 111,308	\$ 111,308	\$ 123,676	\$ 123,676	\$ 136,044	\$ 136,044	\$ 148,411
Vice Provost for Institutional Effectiveness	#2002	\$ 98,941	\$ 111,308	\$ 111,308	\$ 123,676	\$ 123,676	\$ 136,044	\$ 136,044	\$ 148,411
Vice Provost for Research & Sponsored Programs		\$ 109,769	\$ 123,490	\$ 123,490	\$ 137,211	\$ 137,211	\$ 150,932	\$ 150,932	\$ 164,653
Director, Contracts and Grants	#3005	\$ 64,000	\$ 72,000	\$ 72,000	\$ 80,000	\$ 80,000	\$ 88,000	\$ 88,000	\$ 96,000
Dean, School of Engineering	#1213	\$ 124,794	\$ 140,394	\$ 140,394	\$ 155,993	\$ 155,993	\$ 171,592	\$ 171,592	\$ 187,192
Dean, College of Liberal Arts and Social Sciences	#1204	\$ 109,102	\$ 122,739	\$ 122,739	\$ 136,377	\$ 136,377	\$ 150,015	\$ 150,015	\$ 163,652
Associate Dean, CLASS	#1404	\$ 82,763	\$ 93,109	\$ 93,109	\$ 103,454	\$ 103,454	\$ 113,799	\$ 113,799	\$ 124,145
Dean, University Libraries	#1226	\$ 104,190	\$ 117,213	\$ 117,213	\$ 130,237	\$ 130,237	\$ 143,261	\$ 143,261	\$ 156,284
Director, RFT Micronesia Area Research Center (MARC)	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
UOG Press Director and Publisher	#3006*9	\$ 75,538	\$ 84,981	\$ 84,981	\$ 94,423	\$ 94,423	\$ 103,865	\$ 103,865	\$ 113,308
Dean, College of Natural and Applied Sciences	(#1201+1236)/2	\$ 132,106	\$ 148,619	\$ 148,619	\$ 165,132	\$ 165,132	\$ 181,645	\$ 181,645	\$ 198,158
Associate Dean, CNAS	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Associate Director, Western Pacific Tropical Research Center	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Associate Director, Cooperative Extension Service	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Dean, School of Education	#1212	\$ 108,669	\$ 122,252	\$ 122,252	\$ 135,836	\$ 135,836	\$ 149,420	\$ 149,420	\$ 163,003
Dean, School of Business and Public Administration	#1206	\$ 119,727	\$ 134,693	\$ 134,693	\$ 149,659	\$ 149,659	\$ 164,625	\$ 164,625	\$ 179,591
Dean, School of Health	#1230	\$ 115,244	\$ 129,650	\$ 129,650	\$ 144,055	\$ 144,055	\$ 158,461	\$ 158,461	\$ 172,866
Dean, Enrollment Management and Student Success	#1043	\$ 100,000	\$ 112,500	\$ 112,500	\$ 125,000	\$ 125,000	\$ 137,500	\$ 137,500	\$ 150,000
Associate Dean, EMSS and Registrar	(#1044+1045)/2	\$ 75,767	\$ 85,238	\$ 85,238	\$ 94,709	\$ 94,709	\$ 104,180	\$ 104,180	\$ 113,651
Athletics and Field House Director	#6001	\$ 62,351	\$ 70,145	\$ 70,145	\$ 77,939	\$ 77,939	\$ 85,733	\$ 85,733	\$ 93,527
Director, Financial Aid and Triton One Stop	#2082	\$ 61,346	\$ 69,014	\$ 69,014	\$ 76,682	\$ 76,682	\$ 84,350	\$ 84,350	\$ 92,018
Director, Residence Halls	#7076	\$ 57,418	\$ 64,595	\$ 64,595	\$ 71,772	\$ 71,772	\$ 78,949	\$ 78,949	\$ 86,126
Director, Student Resource Center (One-Stop Center)									
Director, Student Services / Student Life	#7026	\$ 48,001	\$ 54,001	\$ 54,001	\$ 60,001	\$ 60,001	\$ 66,001	\$ 66,001	\$ 72,001
Director, Summer School and Off-Campus Programs	#7026	\$ 48,001	\$ 54,001	\$ 54,001	\$ 60,001	\$ 60,001	\$ 66,001	\$ 66,001	\$ 72,001
Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	\$ 107,744	\$ 121,212	\$ 121,212	\$ 134,680	\$ 134,680	\$ 148,148	\$ 148,148	\$ 161,616
Director, Marine Laboratory	#1205	\$ 95,578	\$ 107,525	\$ 107,525	\$ 119,472	\$ 119,472	\$ 131,419	\$ 131,419	\$ 143,366
Director, Water and Environmental Research Institute (WERI)		Based on RRPM Article IV.A.1.(e), date Feb 17, 2000							
Office of Administration and Finance									
Vice President, Administration and Finance and Chief Business Officer		Salary Negotiated							
Chief Information Officer (benchmarked to 2013 for effective recruitment)	#1038	\$ 99,184	\$ 111,582	\$ 111,582	\$ 123,980	\$ 123,980	\$ 136,378	\$ 136,378	\$ 148,776
Director, Computer Center/Technology Resources	#5001	\$ 84,410	\$ 94,961	\$ 94,961	\$ 105,512	\$ 105,512	\$ 116,063	\$ 116,063	\$ 126,614
Sr. Manager, Infrastructure Services and Information Security	#5004	\$ 77,793	\$ 87,517	\$ 87,517	\$ 97,241	\$ 97,241	\$ 106,965	\$ 106,965	\$ 116,689
Assoc. Dir., Telecommunication and Distance Education Opn (TADEO)	#2012	\$ 59,994	\$ 67,494	\$ 67,494	\$ 74,993	\$ 74,993	\$ 82,492	\$ 82,492	\$ 89,992
Associate Budget and Administrative Process Officer	#3026	\$ 82,469	\$ 92,777	\$ 92,777	\$ 103,086	\$ 103,086	\$ 113,395	\$ 113,395	\$ 123,703
Chief Human Resources Officer	#1037	\$ 83,200	\$ 93,600	\$ 93,600	\$ 104,000	\$ 104,000	\$ 114,400	\$ 114,400	\$ 124,800
Director, EEO and Title IX/ADA Coordinator	#4009	\$ 72,015	\$ 81,017	\$ 81,017	\$ 90,019	\$ 90,019	\$ 99,021	\$ 99,021	\$ 108,023
Comptroller	#1040	\$ 82,072	\$ 92,331	\$ 92,331	\$ 102,590	\$ 102,590	\$ 112,849	\$ 112,849	\$ 123,108
Associate Comptroller / Bursar	#3027	\$ 60,011	\$ 67,513	\$ 67,513	\$ 75,014	\$ 75,014	\$ 82,515	\$ 82,515	\$ 90,017
Director, Facilities Management and Services	#1039	\$ 83,360	\$ 93,780	\$ 93,780	\$ 104,200	\$ 104,200	\$ 114,620	\$ 114,620	\$ 125,040
Capital Projects Manager	#3103	\$ 79,192	\$ 89,091	\$ 89,091	\$ 98,990	\$ 98,990	\$ 108,889	\$ 108,889	\$ 118,788
Director, Campus Facilities		\$ 50,984	\$ 57,357	\$ 57,357	\$ 63,730	\$ 63,730	\$ 70,103	\$ 70,103	\$ 76,476
Director, Campus Construction Projects		\$ 50,923	\$ 57,289	\$ 57,289	\$ 63,654	\$ 63,654	\$ 70,019	\$ 70,019	\$ 76,385
Risk Officer	#1050	\$ 76,287	\$ 85,823	\$ 85,823	\$ 95,359	\$ 95,359	\$ 104,895	\$ 104,895	\$ 114,431

* Scale is managed by UOG Human Resources Office; last updated on 09/XX/21

UOG PRESS FINANCIAL PLAN

The Division

Our Vision:	Enlightening the world about the peoples and cultures of the Micronesian Islands.
Our Mission:	The University of Guam Press advances regional scholarship, develops cultural literacy and expands accessibility to knowledge about Micronesia by providing high-quality, peer-reviewed publishing services.
Our Products & Services:	Publishing and distributing academic and literary books and journals; K-12 textbook development and publishing services; editing and publishing consultation services; designing and facilitating peer-review and craft writing workshops and intensive writing retreats; book distribution and marketing services.

The University of Guam Press (UOG Press) serves as the publishing arm for the University of Guam. UOG Press also positions itself to strengthen the University of Guam’s commitment to life-long learning through the creation and distribution of high quality, peer-reviewed publications from the region. Our mission statement and vision reflect our understanding that the local community needs publications that explain the environment in which they live and that reflect their lived experiences, interests and concerns. The Press upholds that community members throughout Micronesia are in the best position to serve as reporters and storytellers about our region to the broader world.

The Organizational Structure

Management	Managing Editor (during start-up phase); Publisher (for expansion phase)
Employees	1 locally funded employee (during start-up phase) 8 employees funded through external funding (grants, contracts and revenue)
Contracted Artists	40-60 externally funded (through grants, contracts and revenue) contracted professional writers, editors, illustrators, photographers and designers for various publication projects

UOG Press, is a division within the University Libraries and is housed at the Richard Flores Taitano Micronesian Area Research Center.

UOG has employed one locally funded UOG employee, the Managing Editor, during this start-up phase of UOG Press. Since its reopening in 2015, the Press has relied on external funds, garnered through book sales revenues, grants, and contracts to fund all other employee positions and service contracts.

UOG Press’ vision for a fully staffed publishing house is presented in the organizational chart. A fully staffed team includes a Director of Publishing and a team of editors whose primary tasks are to facilitate the review process for potential manuscripts and work with authors, artists and designers to bring the book product to its final form. The Publisher and editor will also be supported by employees who will manage accounting, inventory, distribution, marketing, and community outreach efforts. The UOG Press team will also collaborate with local and regional partners to identify priority publishing projects and funding sources for them (i.e., textbooks for schools, resources for villages and community organizations, writing fellowships, etc.).

The Market

Target market	Academic institutions and school districts; general readers in Guam and Micronesia; Pacific Island scholars; members of the Guam and Micronesian Diaspora living in the U.S.; Pacific Island Literature and History enthusiasts; educators and students
Market Size	For each publication: 200,000 potential customers (85,000 K-12 and college regional student readers; 40,000 adult regional readers; 40,000 Diasporic readers; 35,000 enthusiasts and scholars worldwide)
Secondary Markets	Academic, public and school libraries nationwide; tourists and visitors; national, international and relevant academic conferences
Alternatives & Competitors	Self-publishing companies, Pacific-region publishing companies (including Hawaii), university presses that have Pacific Studies academic programs
Competitive Advantage	<ul style="list-style-type: none"> • UOG Press is the most active publishing house in and dedicated to the Micronesian region. • Majority of our reviewers are from the region, giving them multiple lenses from which they can evaluate manuscripts for authenticity and accuracy. • Our competitive advantage is built on our emphasis on providing services and publishing opportunities in the region itself and making our publications widely available through all means of local, regional and worldwide distribution. • Our competitive advantage is also attributed to the Press being physically located in Guam, which provides us with a strong understanding of regional interests and access to communities who can provide immediate feedback for products in development. • UOG Press also uniquely employs and supports writers, editors, artists, designers and other skilled contractors indigenous to and/or living in Guam and Micronesia.

In 2015, UOG Press conducted market surveys with Guam educators, secondary and post-secondary students, as well as local bookstores and cultural retail establishments as part of its visioning and strategic planning process.

These surveys confirmed that local teachers needed classroom resources that were reflective of the cultural communities they taught, and that presented relevant research in everyday language that can both inform and inspire their students. College instructors needed resources that were useful for their classrooms and research endeavors. Vendors needed cultural stories and informational books suitable for the local reader as well as for off-island visitors and visiting members of the diaspora.

UOG Press addresses these community needs by developing publications under 3 divisions:

- UOG Press: College, School, or Division-sponsored academic and literary publications
- Taugini Books: Micronesian cultural literature for adults and children
- MARC Publications: academic publications related to the Micronesian region

Additionally, UOG Press co-publishes and/or distributes titles with public agencies and community organizations when the publication's topic and scope fits the Press's overall vision.

Key Objectives & Success Metrics

Objective	Success Metric	Goal Date
Develop and publish publications that guarantee immediate and long-term revenue (Revenue Generation).	20 manuscripts under consideration for publication; 5 published manuscripts per year	End of FY2023
Serve as the leading organization that provides publishing services to academic institutions, school districts and other organizations in the region (Revenue Generation, Market expansion).	5 active MOUs/Contracts/Grants to develop texts for other institutions/organizations	End of FY2022
Provide training, workshops, instruction and other support for authors, editors, designers and others integral to the publishing process to increase the talent and manuscript pool available in the region (Capacity Building).	3 active peer-review writing workshop groups that foster up to 18 authors; 5 completed recruitment and marketing trips throughout Micronesia; 2 intensive writing retreats; 1 editing course added to the UOG course schedule	End of FY2023
Serve as the leading regional publisher and distributor of books about Micronesia (Revenue Generation, Market Expansion).	Publish 3 books from other Micronesian islands; distribute 3 books from other publishers about Micronesia	End of FY2026
Build a viable and successful publishing team (Capacity Building).	Hire 1 Director of Publishing, 1 Managing Editor, 3 editors, 1 textbook project manager, 1 lead designer, 1 Marketing Communications Coordinator, 1 Inventory and Distribution Manager	End of FY2026

As part of its sustainability plan, UOG Press maintains a goal of publishing 5 new titles each year (including at least 2 new cultural titles and 1 academic publication per year). Also, UOG Press is entering into agreements with the Northern Marianas College, Guam Department of Education and the CNMI Public School System to develop textbooks and research publications that are useful for their classrooms. The cultural titles and the textbook contracts provide UOG Press with the necessary cashflow to publish academic publications and to fund needed positions.

Over the next five years, UOG Press also seeks to increase our reach into the region. We see this as an important part of our sustainability plan. By expanding into the other islands, we are able to strengthen the position of local and regional literature that is locally created. This translates into our ability to publish new writers and illustrators and to grow a community of readers who are discerning of the stories told about them.

Products and Services

UOG Press	<p>This product line features high-quality books, journals, or other literary products generated from the research conducted within UOG’s colleges, schools, research units and extension service.</p> <p>Publication quantities are done in runs of 300 (journals), 500 (niche readership) or 1000 copies, depending on the topic, anticipated audience, and intended purpose.</p> <p>Goal: 1 new title annually</p>
Tauguini Books	<p>Tauguini Books publishes cultural and indigenous stories for adults and children, with the goal of capturing and preserving the Micronesian storytelling tradition in written form.</p> <p>Publication quantities are in runs of 500 or 1,000 copies.</p> <p>Goal: 2 new titles annually</p>
MARC Publications	<p>This product line features books that report, document, and analyze historical figures, events, and periods of Micronesian history, contributing local scholarship to the academic canon for Pacific cultural studies. This product line continues the legacy of academic works produced by the Richard Flores Taitano Micronesian Area Research Center since the 1970s, as well as increases the diversity of analysis and perspectives presented in these publications.</p> <p>Publication quantities are in runs of 300 or 500 copies, dependent upon the topic and anticipated audience appeal.</p> <p>Goal: 1 new title annually</p>
Distribution Services	<p>This service provides civic organizations, independent authors, and regional public agencies with the opportunity to expand their market reach by having UOG Press market and distribute their works under a contractual arrangement.</p> <p>Average percentage for market and distribution agreement is 30% of sales.</p>
Textbook Development	<p>This product line is designed to develop educational resources that feature familiar local places, events, and people for the K-12 curriculum in order to increase student learning and academic achievement, and it includes both research and development as well as textbook printing services.</p> <p>Pricing for this product is based upon scope of work. Currently, UOG Press was awarded contracts in the combined total amount of \$624,641 to develop K-5 social studies textbooks for GDOE.</p> <p>Goal: at least 2 contracts annually</p>
Editorial Services	<p>During its start-up phase, UOG Press has offered editing services in order to build up and support the writing community. As the number and proficiency of writers in the region grows, we expect there will be a greater need for on-demand professional editing services. As part of our expansion, we plan to hire editors who will guide authors through the writing process as well as be able to provide some on demand services.</p> <p>National market value for content editing is \$500-\$750 for children’s illustrated books (up to 7,000 words); \$750-\$2,000 for chapter books and young adult novels; \$40-\$60/hour for juvenile general audience manuscripts; and \$50-75/hour for academic works.</p>
Consultation Services	<p>During its start-up phase, UOG Press has offered this publishing consultation services. As part of our expansion, we plan to hire editors and graphic artists who may be able to provide consultation services in the areas of book development and printing process.</p> <p>National market value for literary agent or consultancy services is 15% of negotiated sales price.</p>

Marketing and Distribution Strategies

How will customers learn about us?	UOG Press has an e-commerce website; a general website on the larger UOG website; active and popular social media pages; established relationships with local media outlets to include regular promotion from and book reviews in the <i>Pacific Daily News</i> ; a strong word-of-mouth network of regular customers and supporters of the Press; a nationwide distribution partnership with Itasca Books and Bookmobile; a smaller distribution partnership with UH Press; and relationships with other Presses and publishing partners to include Columbia University Press, NYU Press, Ingram, Plume (Penguin/Random House) and Vesto PR (national publicity consultant).
How we encourage them to tell others about us?	UOG Press regularly posts information about our books and authors; hosts creative conversations and virtual and public author readings; offers online trivia and other opportunities to win copies of our publications; works with vendors to display our books prominently; and continues to be a source of information about Guam and the region that customers share in their own social media and personal networks.
How we get our products to customers?	UOG Press sells books in the UOG Press offices and Triton bookstore, as well as online through our e-commerce site, the Triton online store and on Amazon. The Press also distributes books to 15 local vendors and through national distribution partnerships.

UOG Press uses a continuous, yet varied marketing plan for our products and services. Each new book is celebrated with an author speaking tour with the local media, a formal book launch, and book readings in venues like the Guam Public Library, school libraries, and local stores.

After the book is launched, we work with the local bookstores and participating retailers to ensure the books receive prominent placement and marketing. We take advantage of social media platforms to share information and unique features of the book. We enjoy a strong word-of-mouth marketing campaign as well as participate in local craft fairs and holiday bazaars.

We do book talks and career talks with primary, secondary, and post-secondary students. We host craft development workshops for aspiring writers and host workshopping sessions for writing cohorts.

We submit a select number of books for book awards, and have won 2 consecutive awards for our region in the Independent Publishing Book Awards. These awards are then used to generate renewed interest in the book.

Financial Plan

Pricing strategy	Book prices are set at an amount that recoups production costs, including all associated royalty stipends, and includes the amount needed to do one reprint, while taking into consideration the average pricing thresholds for regional publications <i>Price thresholds: \$25/general audience & \$45/academic work</i>
Intellectual Property Compensation: Writers	The average amount for a stipend (average is 10%) of the anticipated profit from each title is paid to the writer at the time when 10% of their book's print run has been sold.
Intellectual Property Compensation: Artists	The average amount for a stipend (average is 10%) of the anticipated profit from each title is paid to the writer at the time when 10% of their book's print run has been sold.

UOG Press uses a self-funding approach to its financial outlook. Our pricing schema takes into consideration that the average local consumer will pay up to \$45 for an academic work, \$25 for a general audience book, and between \$12-\$20 for a children's book. Similarly, we factor the costs for production and reprints into the final pricing. In the event we decide a book should not be reprinted, the funds generated from that title for reprinting becomes seed funds for a new publication.

UOG Press recognizes the importance of paying literary artists for their intellectual property. Authors who enter into a publishing agreement with the Press are paid a stipend which is roughly equivalent to 10% of the retail price of the work. This amount is paid in full to the author when at least 10% of the publication run is sold. This strategy allows us to anticipate our expenses as well as allows for simpler accounting.

Financial Outlook

Cost Structure	Sources of Revenue	Amount Per Year
Personnel	Local funds for 2 positions; NAF (book sales and consulting services), grants and contracts	\$863,722 Local: \$125,897 External: \$737,825
Operations	NAF (book sales and consulting services), grants and contracts	\$111,417 Local: \$0 External: \$117,417
Marketing	NAF (book sales and consulting services), grants and contracts	\$7,250 Local: \$0 External: \$7,250
Equipment & Supplies	NAF (book sales and consulting services), grants and contracts	\$6,000 Local: \$0 External: \$6,000
Administrative Costs	NAF (book sales and consulting services), grants and contracts	\$53,956 Local: \$0 External: \$53,956

UOG Press's projections are based on past performance indicators and assumptions:

- Academic books sell approximately 50% of their initial stock within the first 6 months.
- Taiguini Books sell between 50-75% of each title's initial stock within the first 6 months.
- UOG Press book sales are based on 6,000-10,000 readers per major publication and textbook, 1,000 readers per average publication, 500 readers per niche publication, & 300 readers per journal

Revenues	FY 2021	FY 2022	FY 2023
Book Sales & Publishing Services	\$134,698.50	\$200,000	\$240,000
Special Projects Accounts (Large Grants & Contracts)	\$638,853.62	\$814,011	\$1,029,071
Small Grants & MOUs/Agreements	\$39,879.50	\$40,000	\$50,000
Total Revenues	\$813,431.62	\$1,054,011	\$1,319,071
Direct Expenses	Total		
Printing Services	\$51,489.57	\$144,374	\$199,374
Writers & Artist Stipends	\$22,350	\$35,000	\$35,000
Service Contracts	\$19,017.50	\$20,000	\$20,000
Salaries & Benefits	\$42,149.26	\$737,825	\$763,942
Other Expenses	\$2,292.84	\$3,000	\$3,000
Special Projects' Expenses	\$152,585.64	\$34,940	\$150,000
Total Direct Expenses	\$289,884.81	\$975,139	\$1,171,316
Administrative Expenses			
Business Office Surcharge	\$32,062.23	\$38,560	\$47,162
Bank Charges	\$446	\$500	\$500
Distribution Fees	\$3,160.63	\$3,000	\$3,000
Conferences & Associations	N/A	\$3,000	\$3,000
Postage Costs	\$5,947.67	\$2,500	\$2,500
Equipment, software & supplies	\$3,000.28	\$6,000	\$1,000
Marketing & Promotions	\$5,520	\$7,250	\$7,250
Travel	\$1,370	\$6,396	\$6,396
Total Administrative	\$51,506.81	\$67,206	\$70,808
Total Expenses	\$341,391.62	\$1,042,345	\$1,242,124
REVENUES - EXPENSES	\$472,040*	\$11,666*	\$76,947*
Local Appropriation			
Managing Editor (PC-III)	\$54,214		
Fringe Benefits	\$21,911		
Publisher (Director)		\$83,931	\$83,931
Fringe Benefits		\$41,966	\$41,966
Total Local Appropriation	\$76,125	\$125,897	\$125,897

* NOTE: These figures represent a baseline expectation of what UOG Press anticipates in the coming years. All unexpended revenue presented is committed to completing the obligations of existing contracts and grants and to the development and publishing of future books.



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

Resolution No. 21-21

**RELATIVE TO EXPRESSING APPRECIATION TO MEBRIC S. NAVISAGA 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 (BOR), the University of Guam (UOG) community wishes to express its sincere gratitude to Mebric S. Navisaga;

WHEREAS, Mebric S. Navisaga is the son of Edwin and Merlita Navisaga, and graduated from Kagman High School in 2015;

WHEREAS, Mebric S. Navisaga began attending UOG in August 2015 and graduated in December 2020 with a Bachelor of Arts in Elementary Education;

WHEREAS, Mebric S. Navisaga served as student regent from May 27, 2019 to May 4, 2020, completing the tenure of former Student Regent Annie Faye Camacho, and further extended to December 18, 2020 due to the COVID-19 pandemic emergency which delayed the Student Government Association (SGA) elections;

WHEREAS, Mebric S. Navisaga dedicated his time to serve the students as a Student Committee Member for SGA for the 55th and 57th Student Government Council and an Office Manager for the 56th Student Government Council; volunteer in numerous SGA events and did community service for the Guam Community; serve as a work-study for the Global Learning and Engagement, Graduate Programs, and Student Life Office; serve as President for student organizations such as Gearing Education for Meaningful Service (GEMS) and Blue Key Honor Society; serve as an active member for student organizations such as EMC2 and American Marketing Association (AMA) and participated in the Asian Youth Leaders Travel and Learning Camp in Singapore; and dedicated his time as a peer mentor at the School of Education and was a struggling readers tutor at a local elementary school;

WHEREAS, Mebric S. Navisaga served as a member of the Student Affairs, Scholarship, Alumni Relations, and Honorary Degree (SASARHD) Committee from June 2019 to December 2020; the Physical Facilities Committee from June 2019 to October 2020; and the Academic, Personnel and Tenure (AP&T) Committee from October 2020 to December 2020; and

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

NOW THEREFORE, BE IT RESOLVED, that the BOR of UOG, the administration, faculty, staff, and students, convey to Mebric S. Navisaga, their sincerest

gratitude for his dedication to the University and the people of Guam, for his service as a student member of the BOR, 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 Mebric S. Navisaga, to the UOG SGA, to the Governor of Guam, and to the Speaker and members of the thirty-sixth (36th) Guam Legislature.

Adopted this 16th day of September, 2021.



Liza J. Provideo, Chairperson

ATTESTED:



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



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

Resolution No. 21-22

RELATIVE TO EXPRESSING APPRECIATION TO MARI FLOR L. HERRERO FOR HER SERVICE AS A MEMBER, AND VICE CHAIRPERSON OF THE BOARD OF REGENTS

WHEREAS, upon the completion of Mari Flor L. Herrero of her term as a member, and Vice Chairperson of the Board of Regents (BOR), the University of Guam (UOG) community wishes to express its sincere gratitude for her dedication and service;

WHEREAS, Mari Flor L. Herrero is twice an alumna of the University of Guam; she earned a B.A. in Education with Emphasis in Economics and Finance, and Minor in History, graduating cum laude in 1981; and later a Master of Business Administration in 1987;

WHEREAS, Mari Flor L. Herrero is a native of Arnedo, La Rioja, Spain. She married the late Anthony A. Leon Guerrero in 1978 and has been a resident of Guam ever since;

WHEREAS, Mari Flor L. Herrero is the Founder and President of Lorea Industries, which was established in 1986 as an import/export company specializing in the wholesale and distribution of wines, liquors, olive oil, and other gourmet items;

WHEREAS, Mari Flor L. Herrero is a public servant and active in the community, having served on various board and organizations including being a Board Member of Inafa' Maolek, a conflict resolution and mediation services organization; Board Member of the Guam Council on the Arts & Humanities Agency (CAHA); Board Member of the Department of Chamorro Affairs; and Member of the Guam Chamber of Commerce, Guam Women's Club, International Women's Club, Soroptimist International, and the Rotary Club of Tumon Bay;

WHEREAS, Mari Flor L. Herrero taught in various Guam Catholic and Public High Schools to include the Academy of Our Lady of Guam, Notre Dame High School, John F. Kennedy High School, and Simon Sanchez High School;

WHEREAS, Mari Flor L. Herrero was appointed on May 23, 2013 to serve the remainder of the unexpired term of former Regent John Arroyo to expire on February 25, 2014. She was reappointed, then confirmed as a member of the BOR on May 9, 2014 to serve a full six-year term ending May 8, 2020, and continued to serve in an acting holdover capacity, as authorized by PL 29-113, until September 13, 2020;

WHEREAS, Mari Flor L. Herrero served as Vice Chairperson of the BOR from April 18, 2019 to September 13, 2020;

WHEREAS, as a member of the BOR, Mari Flor L. Herrero served on: the Physical Facilities as a member from June 2013 to November 2018; the Investment Committee as a member from June 2013 to September 2017; and Budget, Finance, and Audit Committee as a member from June 2013 to September 2017; the Scholarship, Alumni Relations and Honorary Degree Committee as a member from June 2013 to October 2017; then as Chair

from November 2017 to September 2020;

WHEREAS, Mari Flor L. Herrero represented the BOR as a member of the Regent Nominating Council from April 2014 to September 2020; and as a member of the Research Corporation of the University of Guam (RCUOG) Board of Directors from January 18, 2019 to June 26, 2020;

WHEREAS, Mari Flor L. Herrero brought experience and knowledge as a successful professional and a responsible leader to the BOR, and provided valuable influence in working with both policy makers and the Administration in addressing issues impacting UOG;

WHEREAS, Mari Flor L. Herrero's commitment and leadership in support of UOG and higher education as a BOR member is recognized, commended and greatly appreciated;

WHEREAS, Mari Flor L. Herrero is highly regarded for her humility, good nature, meticulousness, sound assessment and holistic consideration in decision-making; and

WHEREAS, the Academic, Personnel, and Tenure Committee has reviewed the recommendation and recommends approval of this resolution expressing appreciation to Mari Flor L. Herrero to the BOR.

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


BE IT FURTHER RESOLVED, that copies of this resolution will be sent to Mari Flor L. Herrero, to the Governor of Guam, and to the Speaker and members of the thirty-sixth (36th) Guam Legislature.

Adopted this 16th day of September, 2021.



Liza J. Provido, Chairperson

ATTESTED:



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



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

Resolution No. 21-23

**RELATIVE TO EXPRESSING APPRECIATION TO ELVIN Y. CHIANG FOR HIS SERVICE
AS A MEMBER, TREASURER, AND CHAIRPERSON OF
THE BOARD OF REGENTS**

WHEREAS, upon the completion of Elvin Y. Chiang of his term as a member, Treasurer, and Chairperson of the Board of Regents (BOR), the University of Guam (UOG) community wishes to express its sincere gratitude for his dedication and service;

WHEREAS, Elvin Y. Chiang earned a B.S. in Economics and Business Administration from Sophia University in Tokyo, Japan in 1977; a B.A.S. in Accounting in 1980 and an M.B.A. with a concentration in Business Administration in 1982, both from the University of Puget Sound in Washington;

WHEREAS, Elvin Y. Chiang is a Certified Public Accountant by profession, worked as an auditor, taught at the University of Guam as an Assistant Professor of Accounting, and served as the Chief Financial Officer of a large manufacturing establishment;

WHEREAS, Elvin Y. Chiang retired from Ernst & Young LLP Guam and Micronesia as its Senior Advisor and former Country Managing Partner;

WHEREAS, Elvin Y. Chiang is associated with many professional associations and actively served on various civic and educational organizations to include being a Member of the American Institute of Certified Public Accountants and the Guam Society of Certified Public Accountants; Past President of the Rotary Club of Guam; Past Vice President and Treasurer of the Chinese Chamber of Commerce of Guam; Past Chairman of the Advisory Council of the UOG School of Business and Public Administration; Former Member of the Advisory Council of the Guam Community College; Past Member of the Board of Trustees and Treasurer of St. John's School; and Past Board Member of the Chinese School Foundation;

WHEREAS, Elvin Y. Chiang was a recipient of the 2012 United States Small Business Administration Financial Services Champion Award;

WHEREAS, Elvin Y. Chiang speaks several major Chinese dialects and Japanese fluently;

WHEREAS, Elvin Y. Chiang was confirmed as a member of the BOR on August 18, 2014 to serve a full six-year term ending August 17, 2020, and continued to serve in an acting holdover capacity, as authorized by PL 29-113, until October 18, 2020;

WHEREAS, Elvin Y. Chiang served as Treasurer of the BOR from April 23, 2015 to April 18, 2019, and as Chairperson of the BOR from November 25, 2019 to September 30, 2020;

WHEREAS, as a member of the BOR, Elvin Y. Chiang served on: the Academic, Personnel and Tenure Committee as a member from September 2014 to June 2015, then as Chair from May 2019 to February 2020; the Scholarship, Alumni Relations and Honorary Degree Committee as a member from September 2014 to April 2019; the Physical Facilities Committee as a member from September 2014 to April 2019; and the Investment Committee as a member from January 2015 to March 2015; and Budget, Finance, and Audit Committee as a member from January 2015 to March 2015; then as Chair for both committees from April 2015 to April 2019, and continued to serve as member until the end of his term;

WHEREAS, Elvin Y. Chiang represented the BOR as a member of the President Search Committee from 2017 to 2018;

WHEREAS, Elvin Y. Chiang brought experience and knowledge as a successful professional and a responsible leader to the BOR, and provided valuable influence in working with both policy makers and the Administration in addressing issues impacting UOG;

WHEREAS, Elvin Y. Chiang's commitment and leadership in support of UOG and higher education as a BOR member is recognized, commended and greatly appreciated; and

WHEREAS, Elvin Y. Chiang is highly regarded for his humbleness, affability, diligence, sound judgement and holistic consideration in decision-making; and

WHEREAS, the Academic, Personnel, and Tenure Committee has reviewed the recommendation and recommends approval of this resolution expressing appreciation to Elvin Y. Chiang to the BOR.

NOW THEREFORE, BE IT RESOLVED, that the BOR of UOG, the administration, faculty, staff, and students, convey to Elvin Y. Chiang their sincerest gratitude for his dedication to UOG and the people of Guam, for his service as a member of the BOR, and for his devotion to the growth and prosperity of our island; and


BE IT FURTHER RESOLVED, that copies of this resolution will be sent to Elvin Y. Chiang, to the Governor of Guam, and to the Speaker and members of the thirty-sixth (36th) Guam Legislature.

Adopted this 16th day of September, 2021.



Liza J. Prevido, Chairperson

ATTESTED:



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



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

Resolution No. 21-24

**RELATIVE TO EXPRESSING APPRECIATION TO JEROLD W. FILUSH FOR HIS
SERVICE AS A MEMBER, TREASURER, AND CHAIRPERSON OF
THE BOARD OF REGENTS**

WHEREAS, upon the completion of Jerold W. Filush of his term as a member, Treasurer, and Chairperson of the Board of Regents (BOR), the University of Guam (UOG) community wishes to express its sincere gratitude for his dedication and service;

WHEREAS, Jerold W. Filush earned a B.S. in Business Administration and Accounting from Aquinas College in Michigan in 1974; and achieved designation as a Certified Public Accountant and as a Chartered Global Management Accountant;

WHEREAS, Jerold W. Filush retired from Deloitte & Touche LLP as an Audit Partner on May 31, 2015;

WHEREAS, Jerold W. Filush is a respected business leader in Guam and Micronesia, having served on various boards and organizations to include being a Member of the American Institute of Certificate Public Accountants; Executive Director and Past-President of the Guam Society of Certified Public Accountants; Member of the Board of Directors of the Guam Chamber of Commerce, having served as Secretary and Treasurer from 2001-2007; Member and Past President of the Rotary Club of Tumon Bay; and Member and Past President of the Navy League Guam Council;

WHEREAS, Jerold W. Filush was confirmed as a member of the BOR on April 27, 2017 to serve the remainder of the unexpired term of former Regent Joaquin Santos to expire on April 30, 2021;

WHEREAS, Jerold W. Filush served as Treasurer of the BOR from April 18, 2019 to September 17, 2020, and as Chairperson of the BOR from October 1, 2020 to April 30, 2021;

WHEREAS, as a member of the BOR, Jerold W. Filush served on: the Academic, Personnel and Tenure Committee as a member from April 2017 to April 2019; the Investment Committee as a member from April 2017 to May 2019; the Budget, Finance, and Audit Committee as a member from April 2017 to May 2019; then as Chair for both committees from June 2019 to October 2020; and continued to serve as member until the end of his term;

WHEREAS, Jerold W. Filush represented the BOR as a member of the Ad Hoc Grievance Discrimination Complaint Committee on September 2018;

WHEREAS, Jerold W. Filush brought experience and knowledge as a successful professional and a responsible leader to the BOR, and provided valuable influence in working with both policy makers and the Administration in addressing issues impacting UOG;

WHEREAS, Jerold W. Filush's commitment and leadership in support of UOG and higher education as a BOR member is recognized, commended and greatly appreciated; and

WHEREAS, Jerold W. Filush is highly regarded for his candor, conscientiousness, attention to detail, sound judgement and holistic consideration in decision-making; and

WHEREAS, the Academic, Personnel, and Tenure Committee has reviewed the recommendation and recommends approval of this resolution expressing appreciation to Jerold W. Filush to the BOR.

NOW THEREFORE, BE IT RESOLVED, that the BOR of UOG, the administration, faculty, staff, and students, convey to Jerold W. Filush their sincerest gratitude for his dedication to UOG and the people of Guam, for his service as a member of the BOR, and for his devotion to the growth and prosperity of our island; and


BE IT FURTHER RESOLVED, that copies of this resolution will be sent to Jerold W. Filush, to the Governor of Guam, and to the Speaker and members of the thirty-sixth (36th) Guam Legislature.

Adopted this 16th day of September, 2021.



Liza J. Provido, Chairperson

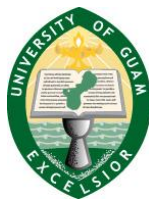
ATTESTED:



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

5.3 PHYSICAL FACILITIES COMMITTEE

5.3.1 Facilities Management and Services; UOG Green; IT;
Siemens Update



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

Resolution No. 21-25

**RELATIVE TO APPROVING THE POLICY GOVERNING
THE USE OF SECURITY CAMERAS ON CAMPUS**

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

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

WHEREAS, UOG has had a limited number of security cameras on campus for many years but has not had a campus wide policy governing the use of the cameras;

WHEREAS, UOG has determined that as cameras are installed around the campus a policy is needed in order to ensure uniformity of purchases and to set forth authorizations for using images obtained through the cameras; and

WHEREAS, the President and the Physical Facilities Committee have reviewed and recommend the attached policy for approval by the BOR.

NOW, THEREFORE, BE IT RESOLVED, that the attached policy governing the use of security cameras on campus is hereby approved.

Adopted this 16TH day of September, 2021.

Liza J. Provideo, Chairperson

ATTESTED:

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

University of Guam Security Camera Policy

Policy Type	[] Board; [] Board-approved; [] President; [] President-approved; [] Other				
Policy/Procedure Manual Name	UOG Security Camera Policy				
Article No.	II	Article Title	Policies of the UOG Board of Regents		
Insert Policy / Procedure in	_____				
Approval Authority	Board of Regents	Effective	_____	Most Recent Review	_____
Responsible Executive	Secretary of the Board of Regents	Resolution No	_____	Date of Next Required Review, 3 Years from First Effective Date	__/__/__
Responsible Office	Office of the Secretary of the Board of Regents	Revision Tracking	_____		
Policy Contact & Website where document is maintained	Alfred Garrido, UOG Safety Administrator, 671.735-2372; garridoa3216@triton.uog.edu ; https://www.uog.edu/policy-procedures-library/				
Who Should Review	[] UOG Safety Administrator; [] UOG Safety and Security Office;; [] Facilities & Maintenance; [] Institutional Safety Committee; [] Faculty Senate; [] Faculty Union; [] Student Government Association; [] Administrative Council; [] Academic Officers Council; [] Vice President Administration & Finance; [] Senior Vice President for Academic & Student Affairs; [] UOG Legal Counsel; [] UOG President; and [] UOG Board of Regents				
Initiation / Review / Consultation / Approval History	Created by Alfred Garrido, UOG Safety Administrator				
NOTE: All approved changes to policy/procedures need to be made on the hardcopy of this document within 5 workdays and posted on https://www.uog.edu/policy-procedures-library/ within 10 workdays from the date approved.					

1. Purpose and Scope

1.1 The University of Guam (hereinafter referred to as “UOG” or “University”) is committed to protecting the safety and property of the University community while respecting the privacy rights of our employees, students, and visitors. Security cameras provide a visual deterrent to crime, assist with overall security measures, and increase the potential identification and apprehension of person(s) who breach University policies and/or commit criminal acts, or document incidents for record purposes. The use of security cameras extends the surveillance ability of Security staff and security contractors. Security cameras are not a guarantee of safety; however, they do serve as deterrents and can alert Security staff and employees to potential danger and serve an important role in a portfolio of security tools. The primary use of security cameras is to record images for future identification of individuals and activities in the event of natural disasters or violations of law or

1.2 This policy governs the use of fixed or mobile security cameras to protect the legal and privacy interests of the University and the University community. This policy applies to all University employees in the use of security camera systems for monitoring and/or recording activity.

1.3 This policy does not apply to the use of video for non-surveillance purposes; examples include but are not limited to the following:

1.3.1 Cameras used for academic educational purposes.

1.3.2 Cameras used for research purposes and thus are subject to the policies and procedures of the Committee on Human Research Subjects (CHRS) of UOG's Research Council regarding human subjects.

1.3.3 Cameras used for authorized journalistic purposes. However, the unauthorized use of monitoring or visual recording devices by any third party, including any news media, is strictly prohibited.

1.3.4 Cameras authorized to record public events and performances.

1.3.5 Authorized Construction web cameras.

1.3.6 Webcams used for purposes of communication between specific persons.

1.3.7 Cameras not owned by the University

1.4 Appropriate security purposes for video monitoring and recording of public places include, but are not limited to the following:

1.4.1 Protection of individuals, including students, employees, and visitors and the monitoring and recording of pedestrian traffic activity.

1.4.2 Protection of buildings and property. Areas that may be monitored include building perimeters, parking lots and areas, entrances and exits, lobbies, hallways and corridors, receiving docks, special storage areas, rooms with computer equipment, and cash handling locations.

1.4.3 Verification of security alarms.

1.4.4 Monitoring and recording locations where intrusion alarms, security alarms and exit door controls are installed.

1.4.5 Monitoring of public areas, including service desks, classrooms, and student study areas.

1.4.6 Body cameras or mobile cameras attached to vehicles for UOG employees or independent contractors assigned to UOG's Safety and Security Office in the official performance of their duties.

2. Policy Statement

This policy sets forth the parameters for the use of security cameras on campus. The University reserves the right to place security cameras for video surveillance on all facilities or University grounds where necessary and appropriate to provide a secure campus environment. The University respects the right to privacy of the University

community members and balances the right to personal privacy with the safety needs of the campus community.

3. Procedures

3.1 Only authorized personnel will have access to security camera data and may retrieve and utilize information from cameras. Authorized personnel are limited to the UOG Safety Administrator, the Dean or Director serving as landlord for the building, Office of Information Technology personnel providing support to the Safety Administrator, UOG's security contractors, and other persons designated by the Safety Administrator. The unauthorized use of video or camera devices, except as authorized herein, is strictly prohibited.

3.2 Video monitoring for security purposes will be conducted in a professional, ethical and legal manner. Personnel involved in active video monitoring will be trained and supervised in the responsible use of this technology.

3.2.1 The use of dummy or placebo cameras is prohibited.

3.2.2 When an incident is suspected to have occurred, only authorized personnel may review the images from security camera data.

3.2.3 Video monitoring will be conducted only in areas where the public does not have a reasonable expectation of privacy and no security cameras shall be installed in any restrooms, locker rooms, shower rooms, or private offices.

3.2.4 UOG's Safety Administrator shall ensure that appropriate and conspicuous signage is posted on UOG's campus, buildings, or facilities where security cameras are located to give notice that persons in these areas may be subject to video surveillance.

4. Data Storage

Security camera data will be retained for a minimum period of 30 days. All devices used to store the security camera data must be capable of retaining media for at least this period of time and such data must be download capable.

5. Release of Security Camera Data

UOG's President or his or her designee shall have the responsibility to evaluate requests for and make decisions for the release of security camera data to third parties based on applicable Guam and Federal Law with the following exceptions:

5.1 UOG's Safety Administrator and UOG's Safety & Security Office may use security camera data for official investigative, safety, and security purposes.

5.2 Law enforcement agencies shall have access to security camera data at the earliest possible date when it is reasonably believed that the images will assist in a criminal or other investigation or in response to an emergency.

5.3 To the media, where the release of security camera data may assist in the identification of any victims, perpetrators, or witnesses in relation to a criminal or emergency incident.

6. Device Installation, and Maintenance

6.1 The installation of any security cameras, their locations, and their purpose shall be approved prior to their installation and use by the UOG's Safety Administrator.

6.2 Security cameras shall be connected to UOG's centralized surveillance system and shall be monitored by UOG's Safety and Security Office.

6.3 All authorized cameras and systems will be inspected regularly to ensure that they are in proper working condition and meet policy guidelines and any unauthorized cameras and surveillance devices shall be removed and reported to UOG's Safety and Security Office for investigation

6.4 Maintenance and repair will fall under the responsibility of the unit that purchased the security system.

6.5 The University will increase the number of cameras on campus in accordance with the availability of funds.

5.4 INVESTMENT COMMITTEE

5.4.1 Investment Update

5.5 BUDGET, FINANCE, AND AUDIT COMMITTEE

FY 2021 ALLOTMENT REPORT

As of July 31, 2021

Programs	Fund Source	P.L. 35-99 Appropriation	Net Appropriation	Amount Requested	Amount Paid	Unpaid from Amount Requested (Q = K - N)	Unpaid from Total Appropriations (R = E - N)
UOG Operations (10-1A)							
DOA Payments							
Total for DOA Payments	General Fund	26,056,761.00	26,056,761.00	21,546,956.00	21,546,956.00	-	4,509,805.00
Total UOG General Operations		26,056,761.00	26,056,761.00	21,546,956.00	21,546,956.00	-	4,509,805.00
					100%	0%	17%
Special Appropriations (10-30/51/61/67)							
Student Financial Assistance Program (67)	General Fund	3,065,285	3,065,285	2,534,764	2,534,764	-	530,521
First Generations Trust Fund Initiative (90-902061)	General Fund	250,000	250,000	206,744	206,744	-	43,256
Aquaculture Development and Training Center (61)	General Fund	109,661	109,661	90,687	90,687	-	18,974
WERI - Guam Hydrologic Survey (10-30)	General Fund	159,956	159,956	132,268	132,268	-	27,688
WERI - Comprehensive Water Resource Monitoring Program (10-30)	General Fund	136,262	136,262	112,660	112,660	-	23,602
UOG Capital Improvements Fund - Debt Service (51)	Facilities Fund	500,000	500,000	416,670	375,003	41,667	124,997
Guam Cancer Trust Fund (10-30)	Healthy Futures Fund	1,000,000	1,000,000	833,330	833,330	-	166,670
Guam Green Growth (G3) Initiative	Fund	500,000	500,000	416,670	416,670	-	83,330
Total Special Appropriations		5,721,164	5,721,164	4,743,793	4,702,126	41,667	1,019,038
					99%	1%	18%
Agency Funds (90)							
Northern & Southern Soil and Water Conservation Districts (90-902001)	General Fund	133,466	133,466	110,381	110,381	-	23,085
KPRG (Public Radio) (90-902002)	General Fund	109,442	109,442	90,515	90,515	-	18,927
Guampedia Foundation (90-902003)	Attraction Fund	150,000	150,000	125,000	125,000	-	25,000
Total Agency Funds		392,908	392,908	325,896	325,896	-	67,012
Grand Total PL 35-99		32,170,833	32,170,833	26,616,645	26,574,978	41,667	5,595,855
Total		32,170,833	32,170,833	26,616,645	26,574,978	41,667	5,595,855
Difference		-	-	-	100%	0%	17%

UNIVERSITY OF GUAM			
Statement of Revenues, Expenses, and Changes in Net Position			
For the month ending July 2021 (UNAUDITED)			
	Cash Basis	Cash Basis	Variance
	7/31/21	7/31/20	
A - OPERATING REVENUES			
Student tuition and fees, net	27,791,027	28,877,456	(1,086,429)
Scholarship Discounts and Allowances	(9,004,285)	(9,901,573)	897,288
Federal grants/contracts	34,885,949	30,133,763	4,752,186
GovGuam grants & contracts	2,346,532	1,824,857	521,675
Nongovt. grants & contracts	737,749	1,311,277	(573,528)
Sales & services of education dept.	771,386	289,311	482,075
Auxiliary enterprises	610,452	1,112,499	(502,047)
Other revenues	<u>4,681,198</u>	<u>5,240,979</u>	<u>(559,781)</u>
Total operating revenues	<u>62,820,008</u>	<u>58,888,569</u>	<u>3,931,438</u>
B - OPERATING EXPENSES			
Educational and general:			
Instruction	16,313,698	16,900,252	(586,554)
Research	15,102,554	11,318,825	3,783,729
Public service	9,862,015	7,247,769	2,614,246
Academic support	8,615,679	8,782,469	(166,790)
Student services (net of allowance)	6,760,155	5,481,531	1,278,624

UNIVERSITY OF GUAM			
Statement of Revenues, Expenses, and Changes in Net Position			
For the month ending July 2021 (UNAUDITED)			
	Cash Basis	Cash Basis	Variance
	7/31/21	7/31/20	
Institutional support	11,084,167	7,278,898	3,805,269
Operations and maintenance plant	4,378,724	4,932,074	(553,350)
Depreciation	3,855,750	3,397,637	458,113
Scholarships & fellowships	6,904,924	8,140,611	(1,235,686)
Auxiliary enterprises	1,174,896	1,548,444	(373,548)
Total operating expenses	<u>84,052,562</u>	<u>75,028,509</u>	<u>9,024,053</u>
Operating income (loss)	(21,232,554)	(16,139,940)	(5,092,614)
C - NON-OPERATING REVENUES (EXPENSES)			
GovGuam appropriations FY 2021	25,625,668	28,168,147	(2,542,479)
Net investments income (loss)-net of expense	5,240,833	1,120,321	4,120,512
Interest on capital assets - debt related	(625,050)	(730,505)	105,455
Contribution from Endowment Foundation **	0	(49,536)	49,536
Net nonoperating revenues	<u>30,241,451</u>	<u>28,508,427</u>	<u>1,733,024</u>
Income before other revenues/expenses	9,008,897	12,368,486	(3,359,589)
D - OTHERS			
Expended for plant facilities, net	(2,261,722)	(956,128)	(1,305,594)
Total other revenues/expenses	<u>(2,261,722)</u>	<u>(956,128)</u>	<u>(1,305,594)</u>

UNIVERSITY OF GUAM			
Statement of Revenues, Expenses, and Changes in Net Position			
For the month ending July 2021 (UNAUDITED)			
	Cash Basis	Cash Basis	Variance
	7/31/21	7/31/20	
Change in net position	6,747,175	11,412,358	(4,665,183)
E - NET POSITION			
Net Position beginning (Per Audit Report)	<u>(103,117,272)</u>	<u>(100,314,900)</u>	<u>(2,802,372)</u>
Net Position ending YTD FY2021 Unaudited	<u>(96,370,097)</u>	<u>(88,902,542)</u>	<u>(7,467,555)</u>
SCH-B			
Note 1:			
\$7.0M INCREASE in net assets using ACCRUAL BASIS. GOV GUAM is \$42K in arrears for FY 2021 allotment.			
	APPROPRIATION		
Breakdown of General Operations Appropriation Request:	PL 35-99	Requested	Balance Due
General Operations (from General Fund)*	26,056,761	21,546,956	0
Capital Improvement Fund - Debt Service	500,000	416,670	41,667
Special Appropriations (excludes CIP, KPRG & Guampedia & Soil, NSSW, First Generation, Guam Green Growth)	4,471,164	3,703,709	0
Total Appropriations	31,027,925	25,667,335	41,667
Less: PMP Bond payment			
			41,667

UNIVERSITY OF GUAM
Statement of Net Position

Unaudited

	Unaudited	Audited	Variance
	7/31/2021	09/30/20	
ASSETS			
Cash in Bank/On Hand	8,095,141	17,023,740	(8,928,599)
Short Term Investments*	14,528,648	2,916,025	11,612,623
Accounts Receivable, tuitions net	7,392,070	8,338,479	(946,409)
Accounts Receivable, others- net	35,510	749,652	(714,142)
Accounts receivable grants/contracts	6,102,007	4,590,671	1,511,336
Due fr UOG Foundation	-	0	-
Inventories	886,274	886,274	-
Investment**	18,308,327	6,859,298	11,449,029
Investments, endowments***	17,313,158	28,432,528	(11,119,370)
Capital assets, net	65,792,702	65,027,741	764,961
Other current assets	630,797	749,918	(119,121)
Deferred Outflows from pension	46,926,316	46,926,316	-
Total assets	186,010,950	182,500,642	3,510,308
LIABILITIES			
Current portion of long term	288,646	288,646	-
Accounts payable & accrued liabilities	11,826,953	5,333,760	6,493,193
Unearned Revenue	193,985	8,533,936	(8,339,951)
Advances from the Univeristy of Guam Endowment Foundation	-	1,400,000	(1,400,000)
Deferred revenue GovGuam Appro	-	-	-
Current portion of accrued annual leave	851,498	851,498	-
Accrued annual leave, net of current portion	1,349,525	1,349,525	-
Deposits agency	281,811	266,744	15,067
Net pension liability	95,692,772	95,692,772	-
Long Term debt	10,247,265	10,252,441	(5,176)
DCRS sick leave liability	1,983,422	1,983,422	-
Net OPEB liability	125,958,216	125,958,216	-
Deferred inflows of Resources	33,706,954	33,706,954	-
Total liabilities and deferred inflows of Resources	282,381,047	285,617,914	
FUND BALANCES			
Invested capital assets, net related debts	55,491,264	54,486,654	1,004,610.00
Restricted	3,155,000	9,143,228	(5,988,228)
Non expendable:			-
Institutional support			-
Capital project maintenance			-
Scholarships and fellowships			-
Student service			-
Expendable	14,158,955	23,638,686	
Institutional support			-
Capital proj maintenance			-
Scholarships and fellowships			-
Student services			-
Research and public service			-
Loans			-
Capital projects			-
Debt service			-
Others			-
Unrestricted	(169,175,316)	(190,385,840)	
Total fund balance end, 7.31.21	(96,370,097)	(103,117,272)	
Total liabilities and fund balances	186,010,950	182,500,642	

INVESTMENT DETAILS as of JULY 31, 2021

Short Term Investments

Bank of Guam

Savings I	SOH	\$	772,730
Savings II	Fund 10		-
BOG Money Concepts	Fund 10		2,967,179
BOG Money Concepts	Tobacco Settlement		2,297,710
Investment Account	Fund 10	\$	1,307,674
TCD	ISLA		129,699

\$ 7,474,992

Coast 360

6 months Jumbo Share	Fund 10	\$	1,050,491
6 months Jumbo Share	Fund 10		527,103
6 months Jumbo Share	Fund 10		1,261,604

2,839,198

Bank Pacific	IAI		4,278,629
First Hawaiian Bank	Auxilliary (SGA)		49,975
Bank of Guam	Auxilliary (SGA)		12,459

FHB	Debt Service Fund		1,260,052
Community First	Guam Cancer Trust Fund		3,882,967
	Other Investment		-
	Interest		-

Subtotal \$ 19,798,272

Raymond James Investment

True Endowment	LRGE (Land Grant)	\$	18,308,327
Current Fund Unrest	UOG-CPBA		1,629,115
Current Fund Unrest	UOG-Common		1,987,852
	Faculty & Staff, Dorm, Campus Maintenance, Self- Insurance		6,596,262
QUASI Endowment	Planetarium Maintenance		13,342
True Endowment	Student Scholarship (Tan, Taitano, MACS SNAH, DeLeon, Ho, Daniel, Guthertz)		1,816,966

Subtotal \$ 30,351,864

TOTAL INVESTMENTS \$ 50,150,133

University of Guam
 Budget to Actual Statement
 FY 2021 General Operations Local Appropriation
 As of July 31, 2021

	Budget Total	Actual as of 7/31/21	Variance
Revenues			
GovGuam Appropriations (cash)	26,056,761	21,546,956	4,509,805
Tuition, net (accrual)	15,004,137	14,280,828	723,309
Federal Matching Funds	1,719,376	1,432,813	286,563
PIP/NAFs Transfer	440,000	366,667	73,333
Total Revenues	43,220,274	37,627,264	5,593,010
General Operations Expenses			
Personnel Expenses	\$ 37,125,350	29,015,250	8,110,101
Operating (Non-Personnel) Expenses			
Travel (faculty search)	80,000	61,050	18,950
Contracts	1,961,924	1,632,534	329,390
Supplies	250,000	232,276	17,724
Equipment	-	17,939	(17,939)
Repairs		157,730	(157,730)
Capital Outlay	68,000	138,427	(70,427)
Miscellaneous	35,000	34,779	221
Utilities	3,700,000	2,215,781	1,484,219
Subtotal Operating (Non-Personnel) Expenses	6,094,924	4,490,516	1,604,408
Total General Operations Expenses	\$ 43,220,274	\$ 33,505,766	\$ 9,714,508
Surplus (Deficit)	(0)	4,121,498	

SFAP Receivables Data

	Principal \$	Interest \$	Paid \$	Balance	
Service Credit	17.91M	N/A	6.64M	11.28M	
Paying	1.05M	294K	890K	1.11M	} 4.36M
Non-Paying	3.26M	569K	585K	3.25M	

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

	A C T U A L C O L L E C T I O N S				Forecast	Actual
	FY2017	FY2018	FY2019	FY2020	FY2021	FY2021
SFAP	710,464	534,038	361,345	376,968	220,000	306,909
DOC	14,671	2,000	8,104	14,955	5,000	1,400
YEC	79,533	36,045	51,738	27,230	75,000	11,807
	804,668	572,083	421,187	419,153	300,000	320,116
PROJECTION:	300,000	400,000	350,000	350,000	300,000	107% Actual 83% Forecast FY20

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

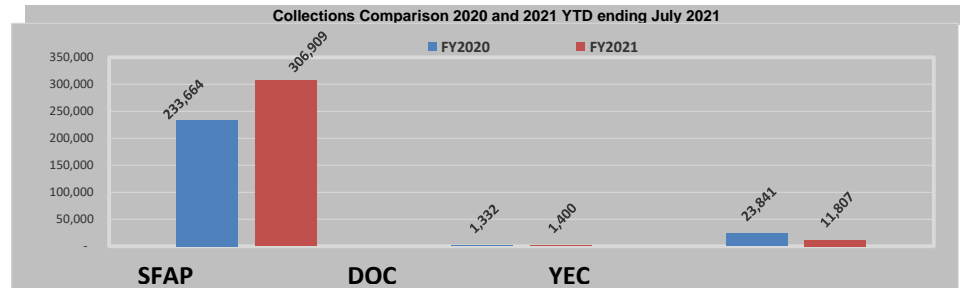
	TOTAL	Paying			Non-Paying			
		0-30	31-60	61-90	90+	120+	180+	365+
YEC	832,898	168,612						664,287
Merit	1,410,226	271,553		36,217				1,102,457
Nurses	142,801	84,990				8,111		49,700
DocFell	336,978	130,143						206,835
DocSanc	30,398	924						29,474
Protech	786,887	217,526		59,950				509,411
GGSL	724,957	84,259		21,189				619,508
ROTC	26,821					4,571		22,250
AHEG	13,989	1,574						12,415
UOG Retention	1,200	1,200						
Soc Wrk	44,238	25,230						19,008
Total	\$4,351,393	\$986,011	\$0	\$117,356	\$0	\$0	\$12,682	\$3,235,344

Paying>>> \$1,103,367 Non-Paying>>> \$3,248,027

1.a. Combined Total Outstanding

	1.a. Combined Total Outstanding			
	July-21	Jun-21	May-21	April-21
YEC	832,898	838,471	838,921	841,260
Merit	1,410,226	1,414,099	1,426,620	1,385,261
Nurses	142,801	143,108	143,615	110,553
DocFell	336,978	338,528	338,528	338,528
DocSanc	30,398	30,398	30,473	30,548
Pro-Tech	786,887	787,437	769,577	769,577
GGSL	724,957	728,251	736,097	736,760
ROTC	26,821	26,821	26,821	26,821
AHEG	13,989	13,989	14,099	14,099
UOG Retention	1,200	1,200	1,200	1,200
Soc Wrk	44,238	49,594	50,063	50,063
Total	4,351,393	4,371,896	4,376,014	4,304,670

	FY2020	FY2021	FYTD	FYTD
	Month JULY FY 20	Month JULY FY21	FY2020 JULY	FY2021 JULY
1 SFAP	39,733	21,051	233,664	306,909
2 DOC	75	85	1,332	1,400
3 YEC	3,876	2,172	23,841	11,807
Total	\$ 43,684	\$ 23,308	\$ 258,837	\$ 320,116





FY 2021 Procurement Report
BUDGET FINANCE AUDIT COMMITTEE
As of August 31, 2021

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
May 2021	None	None	None	None
June 2021	None	None	None	None
July 2021	None	None	None	None
August 2021	None	None	None	None
Contracts >\$100k				
April 2021	1	\$132,089.00	CENTER FOR GLOBAL LEARNING & ENGAGEMENT	BC210128 – Cancer Support Services – Services required to promote education and outreach; screening, treatment, early detection, & advanced treatment options. GLE will provide professional development, curriculum, & equipment for middle school & PE teachers related to SPARK middle school curriculum & training.
	2	\$219,190.28	OUTERBRIDGE TECHNICAL SOLUTIONS & SBDC	BC201247 AMEND TO CONTRACT: REF RFP20-02/ Extend Contract maturity date from 3/31/21 to 9/30/21. Amend Contract amount from \$133,233.31 to \$219,190.28.
	3	\$313,409.00	CATHOLIC SOCIAL SERVICES	BC210128 – Cancer Support Services –Provide respite services for unpaid caregivers of cancer patients undergoing treatment or receiving palliative or hospice care. POP: 4/1/21 to 10/30/21
May 2021	1	\$141,000.00	LSG SKY CHEFS	BC210157 - PROVIDE FOOD CATERING SERVICES TO RESIDENCE HALLS
	2	\$237,156.00	DPHSS DPW & UOG CNAS/CEO	MOU AMENDMENT – Amend sub-award to recipient from \$244,804 to \$237,156.00
	3	\$39,720.00	GDOE & UOG GLE	MOA – To obtain Professional Development: Scoring and Evaluation of External and Internal Assessments

June 2021	1	\$1,134,000.00	AMERICORPS UOG VOLUNTEER CENTER	AMENDMENT 1 – No Cost extension from 12/31/21 until 3/31/21 to allow members time to complete services.
	2	\$39,720.00	GDOE & UOG GLE	MOA – To obtain Professional Development: Scoring and Evaluation of External and Internal Assessments
	3	\$105,129.00	FSM & UOG-CEDDERS	Amendment 1 – NO Cost extension to Contract C190190 for contract end date from March 31, 2021 to
July 2021	1	\$110,010.00	GDOE & UOG-CEDDERS	GDOE RFP 005-2021– Professional Development and Implementation of the State Personnel Development Plan for Project Hita Para Mo'na Institute of Higher Education.
August 2021	1	\$170,500.00	FIREYE	BC210211 – Professional Services Engagement to assist customer with responding to a suspected security incident.
	2	\$232,308.00	GDOE & UOG-CEDDERS	Third Renewal of Agreement Between GDOE & UOG – CEDDERS for RFP 011-2018 to obtain Professional Development for State Performance Plan and Technical Support Special Education Part- B.



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

Resolution No. 21-26

**RELATIVE TO APPROVING THE RE-APPORTIONED FY2022
GENERAL OPERATIONS AND SPECIAL APPROPRIATIONS BUDGETS**

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

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

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

WHEREAS, on February 18, 2021, the BOR approved Resolution No. 21-08, approving the FY2022 general operations and special appropriations budgets for submittal to the Guam Legislature;

WHEREAS, the Guam Legislature passed Bill 55-36 on August 31, 2021 and identified the FY2022 level of appropriations for UOG's general operations, special appropriations, and Student Financial Assistance Program (SFAP) and is pending the Governor of Guam's approval to be signed into law;

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

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

WHEREAS, based upon an assessment of the priority needs of the University and the recommendations of the University Planning and Budget Advisory Committee and the Administration, the President and the Budget, Finance, and Audit Committee reviewed and recommend the attached re-apportioned FY2022 General Operations Budget for BOR approval.

NOW, THEREFORE BE IT RESOLVED, that the BOR approves the University's re-apportioned FY2022 General Operations and Special Appropriations Budgets as attached hereto.

BE IT FURTHER RESOLVED, that if there are further changes to the FY2022 budget legislation before it is enacted into law and the impact to the University is less than \$1 million, the President is authorized to re-apportion the budget and present the changes to the BOR at the next subsequent meeting.

Adopted this 16TH day of September, 2021.



Liza J. Provide, Chairperson

ATTESTED:



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

FY 2022

A. General Operations Budget

**FY 2022
Budget
Reapportion**

SUMMARY OF GENERAL OPERATIONS BUDGET

Revenues	47,047,275
Expenses	<u>(47,047,275)</u>
Balance	<u><u>(0)</u></u>

Revenues

Appropriation -GovGuam General Fund	25,056,761
Tuition Fund Projected Net Revenue	14,848,118
Recovery from HEERF	4,748,953
Federal Matching Funds	1,719,376
NAF Contributions	<u>674,067</u>
Total Revenues	<u><u>47,047,275</u></u>

Expenses

Personnel Expenses	
Existing Personnel	<u>(35,824,002)</u>
Vacancies	<u>(2,588,245)</u>
Salary Increments - 2021	<u>(240,000)</u>
Annualized cost of FY21 increments	<u>-</u>
Other Personnel Cost	<u>(256,000)</u>
Subtotal Personnel Expenses	<u>(38,908,247)</u>

Operating (Non-personnel) Expenses

Contracts	<u>(2,064,267)</u>
Supplies	<u>(250,000)</u>
Equipment	<u>-</u>
Accreditation	<u>(21,000)</u>
Miscellaneous	<u>-</u>
Utilities	<u>(4,000,000)</u>
Library Priorities - Capital	<u>(68,000)</u>
SSC-EA	<u>(1,158,283)</u>
BOR Scholarships	<u>(210,000)</u>
WERI GHS-CWMP	<u>(267,478)</u>
Capital Outlay repair & maint.	<u>(100,000)</u>
Subtotal Operating (Non-personnel) Expenses	<u>(8,139,028)</u>

Total General Operations Expenses (47,047,275)

Balance (0)

B. Special Appropriations (Continuing)

Guam Cultural Repository	-
WERI - Guam Hydrologic Survey (GHS)	159,956
WERI - Guam Comprehensive Water Monitoring Prog (CW)	136,262
GADTC Hatchery	109,661
Total Special Appropriations (Continuing)	405,879

C. Capital Improvements Fund

Student Svs Ctr & Engineering Annex	-
Cont. Appropriation per §16132, Chapt. 16, Title 17 GCA	500,000

FY22 General Operations Detail	Vac FTE	Vacant Positions	Filled FTE	PERSONNEL	CONTRACTS	SUPPLIES	EQUIP	MISC EXP	UTILITIES	CAPITAL OUTLAY	TOTALS	%
EXECUTIVE OFFICES												
President's Office	-	-	5.0	663,562	93,062	-	-	-	-	-	756,624	1.61%
Integrated Marketing and Communications	-	-	3.0	266,064	-	-	-	-	-	-	266,064	0.57%
Alumni Relations Office	-	-	1.0	130,721	-	-	-	-	-	-	130,721	0.28%
Legal Counsel	-	-	2.0	233,608	-	-	-	-	-	-	233,608	0.50%
Office of Sponsored Programs	1	39,282	5.0	478,879	-	-	-	-	-	-	478,879	1.02%
Executive Office Expenses	1	39,282	16.0	1,772,833	93,062	-	-	-	-	-	1,865,895	3.97%
ACADEMIC AND STUDENT AFFAIRS												
Senior Vice President's Office	-	-	3.0	520,192	1,200	-	-	21,000	-	-	542,392	1.15%
Institutional Effectiveness/Assessment	1.0	56,050	2.0	213,121	-	-	-	-	-	-	213,121	0.45%
CEDDERS	-	-	1.0	162,747	-	-	-	-	-	-	162,747	0.35%
Academic Excellence/Graduate Studies	-	-	1.0	152,471	-	-	-	-	-	-	152,471	0.32%
School of Business and Public Administration	2.0	124,354	27.5	2,657,457	12,000	-	-	-	-	-	2,669,457	5.67%
School of Education	4.0	229,916	19.5	1,826,915	15,000	-	-	-	-	-	1,841,915	3.92%
School of Health	4.0	236,181	15.0	1,525,738	9,544	-	-	-	-	-	1,535,282	3.26%
College of Liberal Arts and Social Sciences	4.0	104,908	60.5	5,963,861	44,000	-	-	-	-	-	6,007,861	12.77%
College of Natural and Applied Sciences	4.0	248,709	80.0	7,767,196	12,000	-	-	-	-	-	7,779,196	16.53%
School of Engineering	1.0	110,255	5.0	628,522	7,000	-	-	-	-	-	635,522	1.35%
Enrollment Management & Student Services-Dean	-	61,896	2.0	222,608	14,299	-	-	-	-	-	236,907	0.50%
Triton Express-One Stop	1.0	36,480	1.0	69,643	-	-	-	-	-	-	69,643	0.15%
Student Life Office	-	-	-	-	-	-	-	-	-	-	-	0.00%
Student Counseling (includes ADA student services)	-	-	6.0	512,254	-	-	-	-	-	-	512,254	1.09%
Career Placement	-	-	1.0	86,244	-	-	-	-	-	-	86,244	0.18%
Admissions and Records	-	-	14.0	881,606	11,473	-	-	-	-	-	893,079	1.90%
Student Health	-	-	1.0	45,274	-	-	-	-	-	-	45,274	0.10%
Financial Aid Office	1.0	46,629	5.0	347,136	5,000	-	-	-	-	-	352,136	0.75%
Recruitment	-	-	-	-	-	-	-	-	-	-	-	0.00%
Libraries	1.0	31,861	16.0	1,216,385	25,680	-	-	-	-	68,000	1,310,065	2.78%
Marine Lab	-	-	16.0	1,630,286	-	-	-	-	-	-	1,630,286	3.47%
Micro Area Res Center (MLI, Cham Lang& Culture)	1.0	36,466	12.0	1,080,034	3,500	-	-	-	-	-	1,083,534	2.30%
Water and Environmental Research Institute	2.0	98,781	9.0	853,470	-	-	-	-	-	-	853,470	1.81%
Academic and Student Affairs Expenses	26.0	1,422,487	297.5	28,363,160	160,696	-	-	21,000	-	68,000	28,612,856	60.82%
ADMINISTRATION AND FINANCE												
Vice President's Office	-	-	4.0	431,327	-	-	-	-	-	-	431,327	0.92%
Office of Information Technology	4.0	321,580	11.0	828,240	-	-	-	-	-	-	828,240	1.76%
Comptroller's Office	4.0	305,614	21.0	1,367,415	-	-	-	-	-	-	1,367,415	2.91%
Facilities Management & Services	8.0	461,434	44.8	2,125,900	5,000	-	-	-	-	-	2,130,900	4.53%
Safety and Security	-	-	1.0	61,846	-	-	-	-	-	-	61,846	0.13%
Human Resources Office	-	-	9.0	615,376	13,100	-	-	-	-	-	628,476	1.34%
EEO (includes ADA services)	-	-	2.0	190,982	4,584	-	-	-	-	-	195,567	0.42%
Auxiliary	1.0	37,848	1.0	66,923	-	-	-	-	-	-	66,923	0.14%
Administration and Finance Expenses	17.0	1,126,476	93.75	5,688,009	22,684	-	-	-	-	-	5,710,693	12.14%
Staffing Pattern												
			407.25	35,824,002								
Other Personnel Costs												
Current Vacancies		2,588,245									2,588,245	5.50%
Annualized FY21 increments											-	0.00%
Salary Increments (FY22)				240,000							240,000	0.51%
HRO-Recruitment Costs				80,000							80,000	0.17%
Other Personnel Costs				176,000							176,000	0.37%
Total Other Personnel Costs		2,588,245		496,000							3,084,245	6.56%
UTILITY COSTS, CAMPUS SUPPLIES AND BUILDING SAFETY IMPROVEMENTS												
Plant Maintenance (custodial/maintenance)					-	250,000	-				250,000	0.53%
Security Guard & Alarm Fire Services					370,000						370,000	0.79%
Property and Liability Insurance Coverage					787,517						787,517	1.67%
Ellucian Software Maintenance Costs					560,308						560,308	1.19%
Capital Outlay and ADA Safety Improvements										100,000	100,000	0.21%
Power								3,050,000			3,050,000	6.48%
Water / Wastewater								200,000			200,000	0.43%
Telephone								550,000			550,000	1.17%
Hazardous/Metallic Waste/Trash Removal								200,000			200,000	0.43%
Total	-	-	-	-	1,717,825	250,000	-	-	4,000,000	100,000	6,067,825	12.90%
Info Technology Advisory Comm Priorities				-	70,000						70,000	0.15%
WERI GHS-CWMP								267,478			267,478	0.57%
Student Success Center - Engineering Annex								1,158,283			1,158,283	2.46%
BOR Scholarships								210,000			210,000	0.45%
Grand Total		2,588,245	407.25	36,320,002	2,064,267	250,000	-	1,656,761	4,000,000	168,000	47,047,275	100%

UNIVERSITY OF GUAM FY2022 Special Appropriations Fund Budget

Account Name: WERI GUAM HYDROLOGIC SURVEY Signature-Dept Head: Dr. John Jenson

Account Number: 10-30-430002-R-5

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

Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
SPECIAL APPROPRIATION FUNDED BY THE GUAM LEGISLATURE	159,956				
Allocation from UOG General Operations	239,003				
	\$ 398,959	99,740	93,412	93,412	93,412

A. SALARIES AND BENEFITS

FACULTY/RESEARCH ASSISTANT(S) SALARY AND FRINGE BENEFITS (Please attach staffing pattern)	\$ 286,963	71,741	71,741	71,741	71,741
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B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
None					
Justification / Notes:	Total FY22	\$ -			

C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
CONTRACTUAL SERVICES FOR RESEARCH/WEBSITE			30,000				
Justification / Notes: USGS Modelling Support; Contract with Dr Heitz for UAV Project; Contract for Webmaster Services	Total FY22	\$ 30,000	7,500	7,500	7,500	7,500	

D. SUPPLIES

Item	Qty	Cost	Total				
OFFICE SUPPLIES/OTHER SUPPLIES & MATERIALS			15,000				
Justification / Notes: Computer workstations, UAV Hardware	Total FY22	\$ 15,000	3,750	3,750	3,750	3,750	

E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Justification / Notes: Software and Licenses	Total FY22	\$ -	0	0	0	0	

F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Justification / Notes: WERI Graduate and Undergraduate Research Assistants on GHS projects	Total FY22	\$ -	0	0	0	0	

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

Item	Qty	Cost	Total				
GPS TRIMBLE			10,000				
SPACE UPGRADE AND EXPANSION			21,000				
BOREHOLE VIDEO LOGGER			20000				
Justification / Notes: General Maintenance of House 5, remove asbestos tiles in House 5, repair roof leaks	Total FY22	\$ 51,000	11,250	11,250	11,250	11,250	

H. UTILITIES: Power, Water, Telephone

Item	Total				
None	-				
	Total FY22	\$ -			

I. Transfer for F & A Fees: 10%

	\$ 15,996	3,999	9,341	9,341	9,341
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Annual Surplus (Deficit) \$ 0 0 0 0 0

UNIVERSITY OF GUAM FY2022 Special Appropriations Fund Budget

Account Name: WERI - Comprehensive Water Monitoring Program Signature-Dept Head: Dr. John Jenson

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

Quarterly Breakdown

Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
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Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Total	\$ 164,737				

A. SALARIES AND BENEFITS

Please attach staffing pattern Total FY22 \$ -

Total FY22	\$ -				

Total FY22	\$ 164,737				

Total FY22	\$ -				

Total FY22	\$ -				

Total FY22	\$ -				

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

Item	Qty	Cost	Total	Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Total FY22				\$ -			

Total FY22				\$ -			

I. **Transfer for F & A Fees** (see guidelines for more information) N/A Total FY22 \$ -

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



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

Resolution No. 21-27

**RELATIVE TO APPROVING THE FY2022
NON-APPROPRIATED FUND (NAF) BUDGETS**

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

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

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

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

WHEREAS, the UPBAC has recommended for an exemption to Resolution 08-41 and allow for FY2021 unrestricted non-appropriated fund balances to be carried forward at 100% due to government appropriation reductions;

WHEREAS, based upon an assessment of the priority needs of the University and the recommendations of the UPBAC and the Administration, the President recommends the attached FY2022 NAF Budgets for BOR approval; and

WHEREAS, the President has recommended, and the Budget, Finance, and Audit Committee have reviewed, and together recommend that the BOR approve the following FY2022 budgets attached hereto:

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

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

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

NOW, THEREFORE BE IT RESOLVED, that the BOR approves the University's FY2022 NAF Budgets as attached hereto and will be effective immediately.

Adopted this 16TH day of September, 2021.



Liza J. Provideo, Chairperson

ATTESTED:



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



University of Guam
 Non-Appropriated Funds
 FY 2022 Budget Summaries
 Per BOR 21-nn

Fund	Revenue/Transfers	Salaries & Benefits	Travel	Contracts	Supplies	Equip	Misc.	Capital Outlay	Utilities	Transfer to F&A	Annual Surplus (Deficit)
SBPA - Adm Allowance	291,000	128,346	17,500	25,000	20,000	35,850	10,150	-	-	11,640	42,514
SOE - Adm. Allowance	131,500	55,000	17,500	26,000	6,000	8,680	-	13,000	-	5,320	-
SOH- Adm Allowance	41,000	-	3,000	24,060	7,300	2,000	3,000	-	-	1,640	-
SOH - Lab Fees	28,000	-	-	8,000	20,000	-	-	-	-	-	-
SW - Adm Allowance	21,000	-	4,788	7,372	3,000	500	4,500	-	-	840	-
CLASS - Adm Allowance	373,998	154,500	86,438	45,000	14,600	53,500	-	5,000	-	14,960	(0)
CLASS - Misc.	17,379	-	-	-	5,641	-	-	10,000	-	1,738	0
CLASS Course Fees	148,163	130,000	-	5,500	8,000	4,500	-	-	-	-	163
CNAS - NatSci Adm Allowance	142,000	46,000	-	55,000	23,320	4,000	8,000	-	-	5,680	-
CNAS - ALS Adm Allowance	21,000	9,000	-	-	9,160	-	2,000	-	-	840	-
CNAS - Math/CS Adm Allowance	218,000	86,000	-	62,000	38,280	6,000	7,000	10,000	-	8,720	-
CNAS - ALS Fees	25,000	6,000	-	6,000	4,000	7,000	2,000	-	-	-	-
CNAS - CS Fees	25,000	22,000	-	-	3,000	-	-	-	-	-	-
CNAS - NatSci Fees	188,000	55,000	-	50,000	83,000	-	-	-	-	-	-
CNAS - MathDev Fee	35,000	35,000	-	-	-	-	-	-	-	-	-
SVP Disc	583,348	280,000	28,940	107,903	14,250	8,000	133,210	-	-	11,045	(0)
ML - Coastal Resources	80,500	-	-	12,751	11,200	6,800	1,500	4,000	-	12,075	32,174
WERI	180,118	27,500	3,000	50,500	26,100	4,500	16,000	17,500	8,000	27,018	0
CEDDERS-Indirect Costs	39,911	-	15,000	13,820	9,533	-	1,558	-	-	-	-
CEDDERS-Discretionary	43,790	-	15,000	5,900	8,913	8,498	1,100	-	-	4,379	-
EMSS - SGA Support	40,000	-	4,408	16,892	5,000	3,100	7,000	-	2,000	1,600	-
EMSS - Application Fee	70,000	-	6,000	-	-	-	61,200	-	-	2,800	-
EMSS - Graduation Fee	70,000	17,481	-	27,000	19,719	-	3,000	-	-	2,800	-
EMSS - Cat/Transcript Revenue	120,000	49,950	10,000	40,250	15,000	-	-	-	-	4,800	-
EMSS - Indirect (TRIO)	45,000	15,000	13,700	5,000	3,000	2,000	1,650	-	4,650	-	-
EMSS - PMBA Adm Allow	50,773	37,000	10,000	-	1,742	-	-	-	-	2,031	0
EMSS - IAI A&R	60,000	34,870	10,500	3,000	5,000	5,000	-	-	-	1,630	-
LR - Acquisitions & Library Fees	301,540	-	8,000	72,000	19,000	11,000	20,000	153,000	-	12,062	6,478
Comp Ctr - Internet/Comp Fee	1,125,000	225,000	-	733,500	5,500	26,000	90,000	-	-	45,000	-
Pres Develop. Fund	853,500	73,523	73,000	132,210	-	-	574,767	-	-	-	-
F&A	701,606	194,129	-	459,643	14,500	4,000	29,334	-	-	-	0
Comptroller	71,000	-	25,000	10,000	15,000	2,500	5,585	-	-	7,100	5,815
TADEO - OLL	250,000	152,154	-	78,400	3,000	6,446	-	-	-	10,000	-
Total	6,392,126	1,833,453	351,774	2,082,701	421,758	209,874	982,554	212,500	14,650	195,717	87,145



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

Resolution No. 21-28

RELATIVE TO APPROVING THE FY2022 AUXILIARY BUDGETS

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

WHEREAS, the UOG Board of Regents (BOR) is responsible for approving and adopting budgets and plans for auxiliary units that derive their revenues from self-generating funds and fees;

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

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

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

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


WHEREAS, the President has recommended, and the Budget, Finance, and Audit Committee have reviewed the budgets, and together recommend that the BOR approve the following FY2022 Auxiliary Fund Budgets attached hereto:

Triton Store
Food Services
Calvo Fieldhouse
Intercollegiate Athletics Council
Recreation

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


NOW, THEREFORE BE IT RESOLVED, that the BOR approves the University's FY2022 Auxiliary Budgets as attached hereto and will become effective immediately.

Adopted this 16TH day of September, 2021.




Liza J. Provide, Chairperson

ATTESTED:



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



University of Guam
Auxiliary Funds
FY 2022 Budgets

	<i>Triton Store</i>	<i>Food Services</i>	<i>Athletics</i>	<i>Calvo Fieldhouse</i>	<i>Recreation</i>	<i>SGA</i>	<i>Student Health</i>	<i>Residence Hall</i>	<i>GLE</i>	<i>ELI</i>	<i>EAP</i>	<i>Total</i>
Revenue	435,000	31,000	102,183	293,012	162,122	201,960	94,814	521,875	1,261,517	188,700	672,354	3,964,537
Salaries & Benefits	321,277		55,303	168,486	143,840	-	74,913	192,550	508,017	171,920	92,354	1,728,660
Travel	-		-	-	-	-	-	-	35,000	-	50,000	85,000
Contractual Services	13,500	-	20,500	13,000	-	15,460	6,000	59,924	448,500	3,500	141,000	721,384
Supplies	6,000	-	9,380	20,000	2,000	162,000	1,901	9,500	-	4,000	9,000	223,781
Equipment	3,000	-	4,000	3,500	2,500	5,000	2,000	3,000	3,000	-	-	26,000
Miscellaneous	900		8,000	7,000	1,750	2,000	-	40,000	-		180,000	239,650
Capital Outlay	-		-	16,000	-	-	-	-	10,000		-	26,000
Utilities	33,500	30,000	5,000	40,000	12,000	7,500	-	175,000	17,000	7,500	-	327,500
Transfer to F&A	50,000		-	25,000	-	10,000	10,000	40,000	240,000	-	200,000	575,000
Annual Surplus (Deficit)	6,823	1,000	0	26	32	-	-	1,901	-	1,780	-	11,562

6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE

7.0 OPEN PRESENTATION (3 Minute Limit Per Person)

8.0 EXECUTIVE SESSION

8.1 Recommendation for Tenure for Bastian Bentlage for Assistant Professor of Bioinformatics, Marine Laboratory

8.2 Recommendation for Tenure for David Combosh, Associate Professor of Population Genetics, Water, Environmental, Research and Institution

8.3 Recommendation for Tenure for Tressa Diaz, Assistant Professor of Social Work, School of Health

8.4 Recommendation for Tenure for Atsushi Fujimura, Assistant Professor of Oceanography, Marine Laboratory

8.5 Recommendation for Tenure for Christopher Garcia, Assistant Professor of English Composition and Rhetoric, College of Liberal Arts & Social Sciences

8.6 Recommendation for Tenure for Colleen Jennings, Assistant Professor of Vocal Performance, College of Liberal Arts & Social Sciences

8.7 Recommendation for Tenure for Romina King, Assistant Professor of Geography, Micronesia Area Research Center

9.0 VOTING FILE

9.1 Recommendation for Tenure for Bastian Bentlage for Assistant Professor of Bioinformatics, Marine Laboratory

9.2 Recommendation for Tenure for David Combosh, Associate Professor of Population Genetics, Water, Environmental, Research and Institution

9.3 Recommendation for Tenure for Tressa Diaz, Assistant Professor of Social Work, School of Health

9.4 Recommendation for Tenure for Atsushi Fujimura, Assistant Professor of Oceanography, Marine Laboratory

9.5 Recommendation for Tenure for Christopher Garcia, Assistant Professor of English Composition and Rhetoric, College of Liberal Arts & Social Sciences

9.6 Recommendation for Tenure for Colleen Jennings, Assistant Professor of Vocal Performance, College of Liberal Arts & Social Sciences

9.7 Recommendation for Tenure for Romina King, Assistant Professor of Geography, Micronesia Area Research Center

10.0 ADJOURNMENT