



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

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

**REGULAR MEETING**  
**Thursday, September 17, 2020, 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 23, 2020**
  - Action 2.2 Special Meeting Minutes for May 14, 2020**
  - Action 2.3 Special Meeting Minutes for June 16, 2020**
  - Action 2.4 Special Meeting Minutes for July 28, 2020**
- Information 3.0 CHAIRPERSON'S REPORT**
- Information 4.0 PRESIDENT'S REPORT**
- 5.0 REPORTS FROM STANDING COMMITTEES**
  - 5.1 Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee**
    - Action 5.1.1 Resolution No. 20-23, Relative to Approving the Re-AppORTioned Student Financial Assistance Program FY2021 Budget**
    - Action 5.1.2 Resolution No. 20-24, Relative to Awarding the Honorary Degree of Doctor of Humane Letters to Rlene Santos Steffy**
    - Action 5.1.3 Resolution No. 20-25, Relative to Awarding the Honorary Degree of Master of Micronesian Traditional Knowledge to Rosalia Fejeran Mateo Torres**
  - 5.2 Academic, Personnel and Tenure Committee**
    - Action 5.2.1 Resolution No. 20-26, Relative to Approving the University of Guam Policy Prohibiting Sex Discrimination**
    - Action 5.2.2 Resolution No. 20-27, Relative to Awarding Emeritus Professor of Psychology Status to Dr. Kyle D. Smith**
  - 5.3 Physical Facilities Committee**
    - Information 5.3.1 Facilities Management and Services Update**

	<b>5.4</b>	<b>Investment Committee</b>
<b>Information</b>		<b>5.4.1 Investment Update</b>
	<b>5.5</b>	<b>Budget, Finance, and Audit Committee</b>
<b>Information</b>		<b>5.5.1 Financial Update</b>
<b>Information</b>		<b>5.5.2 Collections Report</b>
<b>Information</b>		<b>5.5.3 Procurement Transactions and Contracts Report</b>
<b>Action</b>		<b>5.5.4.1 Resolution No. 20-28, Relative to Approving the Re-Appportioned FY2021 General Operations and Special Appropriations Budgets</b>
<b>Action</b>		<b>5.5.4.2 Resolution No. 20-29, Relative to Approving the FY2021 Non-Appropriated Funds (NAF) Budgets</b>
<b>Action</b>		<b>5.5.4.3 Resolution No. 20-30, Relative to Approving the FY2021 Auxiliary Budgets</b>
<b>Action</b>		<b>5.5.4.4 Resolution No. 20-31, Relative to Approving the Proposed FY2020-2021 Insurance Program</b>
<b>Information</b>	<b>6.0</b>	<b>AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE</b>
	<b>7.0</b>	<b>OPEN PRESENTATION (3 Minute Limit Per Person)</b>
	<b>8.0</b>	<b>EXECUTIVE SESSION</b>
<b>Information</b>	<b>8.1</b>	<b>Recommendation for Tenure for Laura Biggs, Assistant Professor of Biology and Physiology, College of Natural and Applied Sciences</b>
<b>Information</b>	<b>8.2</b>	<b>Recommendation for Tenure for Velma Yamashita, Associate Professor of Art, College of Liberal Arts and Social Sciences</b>
<b>Information</b>	<b>8.3</b>	<b>Recommendation for Tenure for Joseph Tuquero, M.S., Extension Agent III/Assistant Professor (Cooperative Extension &amp; Outreach), College of Natural and Applied Sciences</b>
<b>Information</b>	<b>8.4</b>	<b>Recommendation for Tenure for Tedros Bezabeh, Associate Professor of Chemistry, College of Natural and Applied Sciences</b>
<b>Information</b>	<b>8.5</b>	<b>Recommendation for Tenure for William Jeffery, Assistant Professor of Anthropology, College of Liberal Arts and Social Sciences</b>
	<b>9.0</b>	<b>VOTING FILE</b>
<b>Action</b>	<b>9.1</b>	<b>Recommendation for Tenure for Laura Biggs, Assistant Professor of Biology and Physiology, College of Natural and Applied Sciences</b>

**Action**                    **9.2**    **Recommendation for Tenure for Velma Yamashita, Associate Professor of Art, College of Liberal Arts and Social Sciences**

**Action**                    **9.3**    **Recommendation for Tenure for Joseph Tuquero, M.S., Extension Agent III/Assistant Professor (Cooperative Extension & Outreach), College of Natural and Applied Sciences**

**Action**                    **9.4**    **Recommendation for Tenure for Tedros Bezabeh, Associate Professor of Chemistry, College of Natural and Applied Sciences**

**Action**                    **9.5**    **Recommendation for Tenure for William Jeffery, Assistant Professor of Anthropology, College of Liberal Arts and Social Sciences**

**10.0**    **ADJOURNMENT**

1.0 CALL TO ORDER



## 2.0 MEETING MINUTES

- 2.1 Regular Meeting Minutes of April 23, 2020
- 2.2 Special Meeting Minutes for May 14, 2020
- 2.3 Special Meeting Minutes for June 16, 2020
- 2.4 Special Meeting Minutes for July 28, 2020



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**Regular Meeting Minutes  
April 23, 2020**

**1.0 CALL TO ORDER**

The Regular Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Elvin Y. Chiang on April 23, 2020 at 5:31 p.m., VIA ZOOM. Notice of such meeting have been duly and regularly provided by the BOR. Chairperson Chiang noted that sign language personnel, Kirsten Rosario and Evangelis Babauta, will provide support for the BOR ZOOM meeting.

**QUORUM:**

**Elvin Chiang**

**Mari Flor Herrero**

**Jerold Filush**

**Liza Provideo**

**Sandra McKeever**

**Francis Hezel**

**Lesley Leon Guerrero**

**Agapito "Pete" Diaz**

**Mebric Navisaga**

**Chairperson**

**Vice Chairperson**

**Treasurer**

**Member**

**Member**

**Member**

**Member**

**Member**

**Member**

**ALSO PRESENT:**

**Thomas W. Krise**

**Tessica Duenas**

**David S. Okada**

**Executive Secretary**

**Recording Secretary (Acting)**

**CPO/Interim Chief of Staff**

**2.0 MEETING MINUTES**

**2.1 Regular Meeting Minutes of February 13, 2020**

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

**3.0 CHAIRPERSON'S REPORT**

Chairperson Chiang welcomed everyone to the April Regular BOR meeting and the first teleconferencing meeting as authorized by the Governor's Executive Orders (EO). He stated that this public health emergency has caused major disruption for our people of Guam, our region, and the world. He hopes everyone continues to remain safe, and expressed appreciation to those who have been working extremely hard keeping the University mission moving, continuing classes "online" for our students to complete the semester, and helping our island community in many diverse ways to fight the battle against this COVID-19 virus.

## **Board of Regents Regular Meeting Minutes of April 23, 2020**

He added that he is confident that we will all get through this and resume some kind of normalcy soon. He thanked everyone for doing their part in practicing social distancing, sanitizing, and wearing your mask when required to leave your home.

He then took the time to reflect back and express condolences and requested a moment of silence for the loss of several family members of the UOG Community since the last meeting.

Jose Martinez Sablan passed away Jan 22, 2020 at the age of 85. He was the father of Laurine Q. "Lori" Sablan, Administrative Assistant at the Guam Small Business Development Center housed within the School of Business and Public Administration at UOG.

Professor Emeritus of History Paul Carano passed away Feb 6, 2020 at the age of 100. He joined UOG in 1964 and later served as an assistant professor and associate professor. In 1968, he was promoted to full professor. He served as the first official director of Micronesian Area Research Center in 1971 until his retirement in 1976.

Alvin Flores passed away Feb 14, 2020 at the age of 55. He was the Customer Service Representative at the UOG Financial Aid Office, Enrollment Management and Student Success. Mr. Flores joined the University in 1992 as an administrative aide in the Financial Aid Office. In 2011 he was promoted to Customer Service Representative. Mr. Flores spent 28 years with the University of Guam.

Ronald Pangelinan passed away Feb 16, 2020 at the age of 71. He was the son of Julie J. Pangelinan, Administrative Assistant, College of Natural and Applied Sciences, and "Ton" T. Pangelinan, retired electrician with the UOG Plant Maintenance.

Teodorico Mirto Andrade passed away Mar 6, 2020. He was the father of Rowena (Rowie) Andrade, Assistant Director, Upward Bound, Trio Program, Enrollment Management and Student Success.

Mary Quinata Kamminga passed away Apr 4, 2020 at the age of 71. She was the mother of Christine Kamminga Mabayag, Executive Secretary, Office of the President.

### **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 Herrero reported that the SASARHD Committee met on April 15<sup>th</sup> and presents the proposed resolutions for the board's approval.

##### **5.1.1 Resolution No. 20-06, Relative to Approving the Fañomnåkan 2020 Commencement Graduate Listing**

Regent Herrero introduced Resolution No. 20-06 and moved to approve, which was duly seconded by Regent Provido. She briefly read a portion of the resolution explaining the purpose. The motion carried.

##### **5.1.2 Resolution No. 20-07, Relative to Approving the Early Conferral of Bachelor of Science in Nursing Degrees to Nursing Students Scheduled to Graduate in Fañomnåkan 2020 in Support of Guam's COVID-19 Response**

## **Board of Regents Regular Meeting Minutes of April 23, 2020**

Regent Herrero introduced Resolution No. 20-07 and moved to approve, which was duly seconded by Regent Diaz. She briefly read a portion of 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 15<sup>th</sup> via zoom and presented the proposed resolutions for the board's approval.

#### **5.2.1 Resolution No. 20-08, Relative to Conferring the Title "Founding Dean of the School of Engineering" on Dr. Shahram Khosrowpanah**

Regent Leon Guerrero introduced Resolution No. 20-08 and moved to approve, which was duly seconded by Regent Diaz. She briefly read a portion of the resolution highlighting Dr. Khosrowpanah's accomplishments. The motion carried.

#### **5.2.2 Resolution No. 20-09, Relative to Naming Mark J. Heath as Vice President Emeritus of the University of Guam**

Regent Leon Guerrero introduced Resolution No. 20-09 and moved to approve, which was duly seconded by Regent McKeever. She briefly read a portion of the resolution highlighting Mr. Heath's accomplishments as Vice President. The motion carried.

#### **5.2.3 Resolution No. 20-10, Relative to Awarding Professor Emeritus of Plant Pathology Status to Dr. George Clayton Wall**

Regent Leon Guerrero introduced Resolution No. 20-10 and moved to approve, which was duly seconded by Regent Hezel. She briefly read a portion of the resolution highlighting Dr. Wall's accomplishments as a faculty member. The motion carried.

#### **5.2.4 Resolution No. 20-11, Relative to Approving a Policy on Flexible Work Schedules Applicable to All University of Guam Employees**

Regent Leon Guerrero introduced Resolution No. 20-11 and moved to approve, which was duly seconded by Regent Herrero. She briefly read a portion of the resolution explaining the purpose. The motion carried.

#### **5.2.5 Resolution No. 20-12, Relative to Adopting Amendments to University of Guam's Interim Personnel Rules and Regulations to Facilitate Social-Distancing, Remote Work, and Other Flexible Work Arrangements to Prevent the Transmission of the COVID-19 Virus**

Regent Leon Guerrero introduced Resolution No. 20-12 and moved to approve, which was duly seconded by Regent Herrero. She briefly read a portion of the resolution explaining the purpose. Regent Filush noted that his respective committee also endorsed the resolution. The motion carried.

#### **5.2.6 Resolution No. 20-13, Relative to Adopting the University of Guam COVID-19 Response Differential Pay Policy & Procedures to Reduce the Spread of COVID-19**

Regent Leon Guerrero introduced Resolution No. 20-13 and moved to approve, which was duly seconded by Regent Herrero. She briefly read a portion of the resolution explaining the purpose. The motion carried.

## **Board of Regents Regular Meeting Minutes of April 23, 2020**

### **5.3 Physical Facilities Committee**

Regent Provido reported that the Physical Committee met on April 15<sup>th</sup> via zoom and a quorum was present. No resolutions were presented to the board at this time.

#### **5.3.1 Facilities Management and Services Update**

Regent Provido gave a brief report on the Facilities Management and Services (FMS) projects:

School of Engineering and Student Success Center: Both projects are currently on hold with the United States Department of Agriculture (USDA) pending their approval on the loan re-obligation.

Cultural Repository: Reliable Builders, Inc is the contractor selected. Contract was signed on March 30<sup>th</sup>. SSFM is being retained as the construction manager. Notice to proceed and kickoff meeting will be scheduled soon.

Water and Environmental Research Institute (WERI), Deskubre Building: Feedback is pending from the United States Economic Development Administration (US EDA) to provide funding. An environmental assessment was completed and things are moving forward.

International Dorm: Project is currently on hold due to the pandemic. It is also pending decisions related to the Private-Public-Partnership (PPP) report.

School of Health (SOH): Loan packet was submitted to the United States Economic Development Administration (US EDA) on April 13<sup>th</sup> and is pending a response, however funding may shift due to COVID-19.

Bordallo Expansion to Micronesian Area Research Center (MARC)/Robert F. Kennedy (RFK) Library: Conceptual plans have been developed for MARC. RFK Library is still under consideration as a possible location to archive donated historical documents and articles.

She further reported on other ongoing and future projects.

### **5.4 Investment Committee**

Regent Filush noted that the Investment Committee met on April 17<sup>th</sup> and a quorum was present.

#### **5.4.1 Investment Update**

Regent Filush reported that the Investment committee met with the representatives from Raymond James, to discuss the current market conditions as a result of the COVID-19 pandemic and the resultant performance of the endowment fund. The Market Value of the fund on April 15, 2020 was \$24.3 million which is a decrease of \$3.3 million from that reported to the Board in February. This represents a decrease of approximately 12% which is significantly better than the approximate 22% decrease in the Dow Jones Industrial Average during the same timeframe. For FY20, our investment portfolio is only down \$1.6 million or 6.4% which reflects the advantage of diversification in the portfolio. As noted in the February minutes, the Investment Committee worked closely with our investment advisor to further diversify the investments. Raymond James did not suggest that any further changes be made to the investment allocations at this time and the Committee agreed.

## **Board of Regents Regular Meeting Minutes of April 23, 2020**

The Committee then received a presentation from Randy Wiegand, VP of Administration & Finance and Chief Business Officer, explaining the purpose and restrictions for the various investment funds contained within the University's financial statements.

A discussion then ensued regarding the University's proposed resolutions to temporarily borrow funds from the investment funds to enhance its fundraising capabilities and to cover temporary reductions in operating allocations from the Government of Guam during the current pandemic. Both resolutions were tabled for further discussion at the upcoming May 8, 2020 special committee meeting.

### **5.5 Budget, Finance, and Audit (BFA) Committee**

Regent Filush reported that the BFA Committee met on April 17<sup>th</sup> and a quorum present.

#### **5.5.1 Financial Update**

Regent Filush reported that as of February 29, 2020, the GovGuam payments from DOA were substantially currently covering 100% of the UOG Operating Fund allotments and 77% of Special Appropriation Fund and Agency Fund allotments or 96% of all allotments due at that date. However, in March, the Department of Administration advised the University that it will be temporarily withholding \$1.05 million of allotments in order to cover costs associated with the placement of quarantined passengers in various hotels on Guam. No indication was provided as to when the funds would eventually be provided to UOG. It should be further noted that UOG was again disadvantaged in that a higher portion of the budget was utilized by DOA than those of other GovGuam Agencies even though the current budget law does not provide for such discrimination in these instances.

The preliminary comparative February 29, 2020 and February 28, 2019 cash basis Statement of Revenues, Expenses and Changes in Net Position reflected a loss of \$4.7 million versus a loss of \$4.9 million in the prior year. The primary changes are that the increase in collections from the DOA were offset in a reduction in utilization of Federal Grant Funds and an increase in Educational expenses. The actual performance will change when the cash basis financials are converted to accrual basis due to timing differences of cash receipts and disbursements. The preliminary comparative February 29, 2020 and September 30, 2019 accrual basis unaudited Statement of Net Position showed significant reductions in accounts receivable and accounts payable/unearned revenue which is directly tied to the improvement in collections of allotments from DOA during FY20. All significant differences in these financial statements were explained to the satisfaction of the Committee members.

An update was given relative to the annual audited financial statements for the year ended September 30, 2019. The audit has been completed and a draft was submitted to the University on April 13, 2020 which did not provide the Finance staff sufficient time to analyze and provide input to the Committee by the April 17 meeting. The item was tabled and will be addressed at the Committee's Special May 8, 2020 meeting.

#### **5.5.2 Collections Report**

Regent Filush reported that the collections on student loans was \$169,200 on February 29 which is 56% of the annual budget of \$300,000.

#### **5.5.3 Procurement Transactions and Contracts Report**

Regent Filush noted that there were several procurement transactions and contracts of over \$100K entered during January, February and March. Most were pass through items that do not significantly

## **Board of Regents Regular Meeting Minutes of April 23, 2020**

affect the financial statements of the University. The Committee discussed the items on the listing and all questions were explained to the satisfaction of the Committee members.

### **6.0 AD HOC REPORT: ENDOWMENT FOUNDATION (EF) UPDATE**

Katrina Perez, Executive Director provided the BOR with an update on the UOG Livestream Telethon: Triton COVID-19 Relief on April 8<sup>th</sup>, 2020. She started off with acknowledging the support of the senior leadership of UOG and many of the members of the university community for volunteering their time. She reported the funds raised from this telethon total up to \$44,594.95 with an additional \$3,000 in pledges that is currently pending collection. She stated that there is an additional \$18,000 from other business persons from the community. She also stated that \$10,000 from the telethon funds will be combined with the \$18,000 and put towards the order of isolation gowns for the nurses and is expected to be received by May 14<sup>th</sup>.

She continued to report a rough estimation of over \$54,000 was made in in-kind donations in the form of publicity regarding the telethon, lunch plates, food ingredients, cooking services, beverages, and personal protective equipment. All which came from members within the university community as well as the business community.

She added that aside from the telethon, an estimate of over \$26,000 was received in in-kind contributions through the efforts of SVP Dr. Enriquez's outreach to the various communication companies on the island. These companies donated electronic supplies such as smartphones, MiFi devices and provided free data texting services.

She added that the fundraisers that were scheduled to take place this year but are affected by the pandemic may continue to change as the post-pandemic climate emerges or evolves. Other types of online fundraiser are being discussed and information will be provided as the plan comes together.

### **7.0 OPEN PRESENTATION (3 Minute Limit per Person)**

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

### **8.0 EXECUTIVE SESSION**

#### **8.1 Recommendation for Tenure for Dr. John Rivera, Assistant Professor of Public Administration**

This Executive Session commenced at 6:55 p.m. The Executive Session ended at 7:02 p.m.

### **9.0 VOTING FILE**

#### **9.1 Recommendation for Tenure for Dr. John Rivera, Assistant Professor of Public Administration**

Regent Leon Guerrero moved to approve the tenure application of Dr. John Rivera, which was duly seconded by Regent McKeever. The motion carried.

### **10.0 ELECTION OF OFFICERS AND COMMITTEE APPOINTMENTS**

Chairperson Chiang opened the floor to nominations for the BOR officer positions.

## **Board of Regents Regular Meeting Minutes of April 23, 2020**

Regent Hezel moved that the following slate of candidates continue to serve in their capacity: for Chairperson, Regent Elvin Chiang; for Vice Chairperson, Mari Flor Herrero; and for Treasurer, Regent Jerold Filush. The motion was duly seconded by Regent Provideo. The motion carried unanimously.

### **10.1 Chairperson**

Chairperson Chiang made a motion to nominate Regent Jerold Filush as incoming chairperson effective upon of term expiration of the current chairperson or until the replacement of the current chairperson is confirmed or by October 1<sup>st</sup>, whichever comes first. The motion was duly seconded by Regent Diaz. The motion carried unanimously.

### **10.2 Vice Chairperson**

Chairperson Chiang made a motion to nominate Regent Liza Provideo as incoming Vice Chairperson effective upon of term expiration of the current vice chairperson or until the replacement of the vice chairperson is confirmed by the Guam Legislature, whichever comes last. The motion was duly seconded by Regent McKeever. The motion carried unanimously.

### **10.3 Treasurer**

Chairperson Chiang made a motion to nominate Regent Sandra McKeever as incoming treasurer effective upon the treasurer position vacates. The motion was duly seconded by Regent Filush. The motion carried unanimously.

### **10.4 SASARHD Committee Members**

Chairperson Chiang mentioned to keep the slate of committee members the same for now and will work proposed changes related to regent terms ending.

### **10.5 AP&T Committee Members**

Chairperson Chiang mentioned to keep the slate of committee members the same for now and will work proposed changes related to regent terms ending.

### **10.6 Physical Facilities Committee Members**

Chairperson Chiang mentioned to keep the slate of committee members the same for now and will work proposed changes related to regent terms ending.

### **10.7 Investment/BFA Committee Members**

Chairperson Chiang mentioned to keep the slate of committee members the same for now and will work proposed changes related to regent terms ending.

### **10.8 Regent Nominating Council (RNC) Member (1)**

Chairperson Chiang mentioned to keep the slate of committee members the same for now and will work proposed changes related to regent terms ending.

### **10.9 UOG Endowment Foundation Member (1)**



**Board of Regents Regular Meeting Minutes of April 23, 2020**

Chairperson Chiang mentioned to keep the slate of committee members the same for now and will work proposed changes related to regent terms ending.

**10.10 Research Corporation of the University of Guam (RCUOG) Members (2)**

Chairperson Chiang mentioned to keep the slate of committee members the same for now and will work proposed changes related to regent terms ending.

**11.0 ADOPTION FOR BOR MEETING SCHEDULE FOR AY2020-2021**

Regent McKeever moved to approve the adoption for the BOR meeting schedule for AY2020-2021, which was duly seconded by Regent Hezel. The motion carried.

**12.0 ADJOURNMENT**

Regent Filush moved that the zoom meeting be adjourned, which was duly seconded by Regent Hezel and passed. Chairperson Chiang adjourned the meeting at 7:15 p.m., Chamorro Standard Time.



\_\_\_\_\_  
Elvin Y. Chiang, Chairperson

**ATTESTED:**



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

## President's Report for BOR Meeting on April 23, 2020:

Lots of changes since our last BOR meeting!

UOG's Priorities since the onset of the pandemic:

- Contribute to combatting the coronavirus pandemic
- Contribute to frontline healthcare workers (especially UOG personnel) combatting the pandemic
- Care for the health and safety of UOG students and employees
- Carry on UOG's education and research mission to the maximum extent possible
- Manage the financial challenges posed by the pandemic
- Contribute to partners in Guam and the region as they too cope with the pandemic
- Plan for the future of UOG, Guam, and the region as we bring the coronavirus under control

Kudos to some of our UOG COVID-19 Heroes:

- Dean Margaret Hattori-Uchima, her faculty, staff, students, and retiree volunteers serving across the island
- Carlos Taitano and his team organizing food and support for 12 public health and call centers
- Dean Lawrence Camacho and his team, especially Mark Mendiola and the team caring for our residential students
- Dr Iain Twaddle and his team at the Isa Psychological Services Center
- Manny Hechanova and his OIT team for enabling the whole University to switch to remote operation in astonishing time
- Dave Okada, Jim Hollyer, Jonas Macapinlac, Tony Camacho and their teams for managing emergency operations, communications, and myriad legal issues arising from the pandemic
- Dr Anita Enriquez, Dr Troy McVey, Dr Mary Cruz, Dr Roseann Jones, the AOC and the Deans' Council and the rest of the faculty for managing the lightening-fast transition to online learning with skill, creativity, and good humor
- Norm Analista, Katrina Perez, Dr Sharleen Santos-Bamba and the whole UOG Telethon Team for raising money—and, just as importantly, spirits—for the fight against the pandemic
- Randy Wiegand, Rachel Cubacub, Joe Gumataotao, Frances Danieli, Mark Duarte and their teams for managing our fragile finances
- Cathleen Moore-Linn, Dr Rachael Leon Guerrero and their teams for managing the tricky business of carrying on the research mission and keeping hundreds of UOG employees employed and engaged

Telework and Remote Teaching and Learning

Planning for the Likely Future

- Enrollments may not be negatively impacted as much as initially anticipated
- We're working on plans for establishing COR-style (4-level) readiness procedures for gradual opening up or closing down operations to control outbreaks

- The Provost and Faculty leadership are working on possible changes to future terms, including skipping Summer A session to allow better course development, and expanding the pilot program allowing two 8-week terms within the standard 16-week semesters
- Some families that were economically sound are now precarious; others that were Pell-eligible before the crisis may be comparatively sound (e.g., a family of GovGuam employees may not make much money, but are still employed)
- Planning for post-pandemic recovery advisory group that might serve as a “think tank” for Guam and the region

#### Para Hulo’ Strategic Plan and Acting on Recommendations of AY2019-20 Consultants’ Reports

- The rush to move online has accelerated some goals and actions items in Para Hulo’ plan
- Team leads will be asked to assess their situation vis-à-vis the Plan and adjust timelines
- Priority will be given to pandemic response, but the plan remains operative and action steps will be taken up as pandemic-related work allows

#### Other Issues

- CARES Act money for students, universities—USDOE has only disbursed less than 1% of the funds, but UOG was one of only 20% of universities to submit its funding plan by the deadline (kudos to Mark Duarte and his colleagues and team)
- Online classes and remote operations: everything that can be done remotely is to be done remotely; this entails plans for digitizing documents, changing administrative procedures, and seeking changes to law or executive orders to enable new processes while maintaining the original goals of legislation
- Residential students: kudos to Dean Lawrence Camacho, Residential Director Mark Mendiola and their teams for expertly managing the care and feeding of 134 residential students—many of whom were prevented from flying to their home islands due to the closing of borders; the students are spread out to maximize social distancing; most are housed one-to-a-room in the dorms, but 10 are in classrooms inside the Field House, and another 6 are in an apartment complex in Maite; the consuls general of the FSM and Palau have been very generous with help and supplies for all the students
- Budgetary impacts: Randy Wiegand and his team are working through various possible scenarios for contracting budgets; at the moment, all but \$1.05M of GovGuam appropriations are still scheduled to come to UOG this FY and all Federal grants and contracts are operating as before; enrollments are still solid and registrations for next term are holding up; the CARES Act includes funding that will help UOG manage in the near term; we are maintaining our current staffing, in some cases repurposing positions to carry out pandemic-related duties; we are planning for eventual contractions if they materialize
- Continued progress on capital projects: Randy Wiegand, Dave Okada and their teams are advancing the USDA loan and the Cultural Repository projects; and Cathleen Moore-Linn has done great work applying for grants to expand the Nursing facilities and for keeping various other innovative grant applications going;
- Throughout this pandemic emergency so far, UOG has demonstrated its leadership, expertise, and community spirit—all of these qualities were highlighted by the excellent Telethon, which raised more than \$43K for PPE and supplies for the SOH team and their colleagues on the frontlines; the GLE team has taken on the huge role of managing the logistics for the care and feeding and supply of these critical health centers; there are so

many other examples of high-quality contributions by the UOG community—from SGA’s repurposing their funds to help struggling students to CNAS and Marine Lab’s making of hand sanitizer to Isa’s expanded counseling services to cope with new psychological challenges posed by this crisis

- **Morale:** By and large, the UOG community has responded to the unprecedented emergency of the coronavirus with remarkably good spirits and a strong sense of inafa’maolek. I am very proud of the faculty, students, staff, administrators, regents, and alumni for stepping up in so many ways and proving our value to our communities. Biba UOG!



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**Special Meeting Minutes  
May 14, 2020**

**1.0 CALL TO ORDER**

The Special Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Elvin Y. Chiang on May 14, 2020 at 5:30 p.m., via Zoom. Notice of such meeting have been duly and regularly provided by the BOR.

**QUORUM:**

**Elvin Chiang  
Mari Flor Herrero  
Jerold Filush  
Liza Provideo  
Sandra McKeever  
Francis Hezel  
Lesley Leon Guerrero  
Agapito "Pete" Diaz  
Mebric Navisaga**

**Chairperson  
Vice Chairperson  
Treasurer  
Member  
Member  
Member  
Member  
Member  
Member**

**ALSO PRESENT:**

**Thomas W. Krise  
Anthony Camacho  
Christine Mababayag  
David S. Okada  
Tessica Duenas  
Carmelita Blas  
Rachel Cubacub**

**Executive Secretary  
General Counsel  
Recording Secretary  
CPO/Interim Chief of Staff  
Host for Zoom Meeting  
Host for Zoom Meeting  
C-Host for Zoom Meeting**

**2.0 NEW BUISNESS**

**2.1 Academic, Personnel, and Tenure (AP&T) Committee**

Regent Leon Guerrero reported that the AP&T Committee met on May 6th and presented the proposed resolution for the Board's approval.

**2.1.1 Resolution No. 20-14, Relative to Adopting the Second Revised UOG COVID-19 Response Differential Pay Policy & Procedures to Reduce the Spread of COVID-19**

Regent Leon Guerrero introduced Resolution No. 20-14 and moved to approve, which was duly seconded by Regent Herrero. She summarized the resolution explaining the purpose. The motion carried.

**2.2 Budget, Finance, and Audit (BFA) Committee**

Regent Filush reported that the BFA Committee met on May 8<sup>th</sup> and presented the following resolutions for the board's approval.

**Board of Regents Special Meeting Minutes of May 14, 2020**

**2.2.1 Resolution No. 20-15, Relative to Accepting the Results of the Deloitte and Touche LLP Financial Statements Audit and Compliance Audit for FY Ended 30 September 2019**

Regent Filush introduced Resolution No. 20-15 and moved to approve, which was duly seconded by Regent Herrero. He summarized the resolution explaining the purpose. The motion carried.

**2.2.2 Resolution No. 20-16, Relative to Authorizing the University to Adopt an Audit Charter to Govern Activities of the Risk Officer of UOG**

Regent Filush introduced Resolution No. 20-16 and moved to approve, which was duly seconded by Regent Herrero. He summarized the resolution explaining the purpose. The motion carried.

**2.3 Investment Committee**

Regent Filush reported that the Investment Committee met on May 8<sup>th</sup> and presented the following resolutions for the board's approval.

**2.3.1 Resolution No. 20-17, Relative to Authorizing the President to Access Funds that have been Restricted by the BOR**

Regent Filush introduced Resolution No. 20-17 and moved to approve, which was duly seconded by Regent McKeever. He summarized the resolution explaining the purpose. The motion carried.

**2.3.2 Resolution No. 20-18, Relative to Authorizing the President to Borrow from Restricted Funds for the Purpose of Strengthening the University's Fundraising Capabilities**

Regent Filush introduced Resolution No. 20-18 and moved to approve, which was duly seconded by Regent Herrero. He summarized the resolution explaining the purpose. The motion carried.

**2.3.3 Resolution No. 20-19, Relative to Approving the Revisions to the UOG Investment Policy Statement**

Regent Filush introduced Resolution No. 20-19 and moved to approve, which was duly seconded by Regent Herrero. He summarized the resolution explaining the purpose. The motion carried.

**3.0 ADJOURNMENT**

Chairperson Chiang requested for a motion to adjourn the special meeting. Regent Herrero moved that the meeting be adjourned, which was duly seconded by Regent McKeever. The motion carried. Chairperson Chiang adjourned the meeting at 6:04 p.m., Chamorro Standard Time.



\_\_\_\_\_  
Elvin Y. Chiang, Chairperson

**ATTESTED:**



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



**UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN**

**Board of Regents**

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

**Special Meeting Minutes  
June 16, 2020**

**1.0 CALL TO ORDER**

The Special Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Elvin Y. Chiang on June 16, 2020 at 5:30 p.m., via Zoom. Notice of such meeting have been duly and regularly provided by the BOR.

Chairperson Chiang mentioned as this is special meeting, only the topics on the agenda will be discussed. He introduces Regent Provideo to cover the items in 2.0.

**QUORUM:**

**Elving Chiang  
Mari Flor Herrero  
Jerold Filush  
Liza Provideo  
Francis Hezel  
Lesley Leon Guerrero  
Agapito "Pete" Diaz  
Mebric Navisaga**

**Chairperson  
Vice Chairperson  
Treasurer  
Member  
Member  
Member  
Member  
Member**

**ABSENT:**

**Sandra McKeever**

**Member**

**ALSO PRESENT:**

**Thomas W. Krise  
Anthony Camacho  
Christine Mabayag  
David S. Okada  
Tessica Duenas  
Carmelita Blas**

**Executive Secretary  
General Counsel  
Recording Secretary  
CPO/Interim Chief of Staff  
Host for Zoom Meeting  
Host for Zoom Meeting**

**2.0 NEW BUSINESS**

**2.1 Facilities Committee**

Chairperson Regent Provideo reported that the Facilities and BFA Committees met earlier today and presented the proposed resolutions for the board's approval.

**2.1.1 Resolution No. 20-20, Relative to Appointing an Agent to Act on UOG's  
Behalf to Purchase Lot No. 5 New, Block No. 2, Tract No. 144, Mangilao,  
Guam**

Regent Provideo introduced Resolution No. 20-20 and requested for a motion on the resolution. Regent Diaz moved to approve the resolution, which was duly seconded by Regent Leon Guerrero. She summarized the resolution explaining the purpose. Regent Filush commented that the BFA Committee

**Board of Regents Regular Meeting Minutes of June 16, 2020**

also endorsed the resolution. The motion carried.

**2.1.2 Resolution No. 20-21, Relative to Appointing an Agent to Act on UOG's Behalf to Sign, Papers, Receipts, and other Instruments Relative to Estates, Trusts, and Other Incidents in Which Assets are Transferred to UOG**

Regent Provide introduced Resolution No. 20-21 and requested for a motion on the resolution. Regent Filush moved to approve the resolution, which was duly seconded by Regent Hezel. She summarized the resolution explaining the purpose. Regent Filush commented that the BFA Committee also endorsed the resolution. The motion carried.

**3.0 ADJOURNMENT**

Chairperson Chiang requested for a motion to adjourn the special meeting. Regent Provide moved to adjourn the meeting, which was duly seconded by Regent Herrero. The motion carried. The meeting adjourned at 5:38p.m., Chamorro Standard Time.



\_\_\_\_\_  
Elvin Y. Chiang, Chairperson

**ATTESTED:**



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





**UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÁHAN**

**Board of Regents**

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

**Special Meeting Minutes  
July 28, 2020**

**1.0 CALL TO ORDER**

The Special Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Elvin Y. Chiang on July 28, 2020 at 5:30 p.m., via Zoom. Notice of such meeting have been duly and regularly provided by the BOR.

**QUORUM:**

**Elvin Chiang  
Mari Flor Herrero  
Jerold Filush  
Liza Provideo  
Sandra McKeever  
Francis Hezel  
Lesley Leon Guerrero  
Agapito "Pete" Diaz  
Mebric Navisaga**

**Chairperson  
Vice Chairperson  
Treasurer  
Member  
Member  
Member  
Member  
Member  
Member**

**ALSO PRESENT:**

**Thomas W. Krise  
Christine Mabayag  
David S. Okada  
Tessica Duenas**

**Executive Secretary  
Recording Secretary  
CPO/Interim Chief of Staff  
Host for Zoom Meeting**

**2.0 NEW BUSINESS**

**2.1 SASARHD Committee**

Chairperson Regent Herrero reported that the SASARHD Committee met on July 22<sup>nd</sup> and also held a public hearing on the same day for the proposed resolution. She briefed the board on the outcome of the public hearing, noting that all who testified were in favor of the program.

**2.1.1 Resolution No. 20-22, Relative to Approving the Rules and Regulations for the Graduate STEM Tuition Assistance Program**

Regent Herrero introduced Resolution No. 20-22 and requested for a motion on the resolution. Regent Provideo moved to approve the resolution, which was duly seconded by Regent Diaz. She summarized the resolution explaining the purpose. The motion carried.

**3.0 Part-Time Graduate Student Fee**

Dr. Troy McVey, Vice Provost for Academic Excellence, Graduate Studies & Online Learning provided a brief explanation on the purpose of the fees. Brief discussion followed.

**Board of Regents Regular Meeting Minutes of July 28, 2020**

**4.0 CARES Act Status Report**

Dr. Anita Enriquez, Senior Vice President and Provost (SVP/P) reported that the University received approximately \$4.5M of which 50% was earmarked specifically to serve as direct student grants to assist student with financial hardship during the Fañomnâkan 2020 semester. She stated that the institutional portion of the grant award was used to support expenditures to benefit faculty, such as updated laptops and other equipment that will assist with continuity of online instruction. The SVP/P further summarized other areas the CARES Act funds were earmarked.

**5.0 ADJOURNMENT**

Chairperson Chiang requested for a motion to adjourn the special meeting. Regent Herrero moved to adjourn the meeting, which was duly seconded by Regent Diaz. The motion carried. The meeting adjourned at 6:05 p.m., Chamorro Standard Time.



\_\_\_\_\_  
Elvin Y. Chiang, Chairperson

**ATTESTED:**



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

## 3.0 CHAIRPERSON'S REPORT

## 4.0 PRESIDENT'S REPORT

5.0 REPORTS FROM STANDING COMMITTEES

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



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

**Resolution No. 20-23**

**RELATIVE TO APPROVING THE RE-APPORTIONED STUDENT FINANCIAL  
ASSISTANCE PROGRAM FY2021 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 9, 2020 to address the Re-AppORTioned Student Financial Assistance Program (SFAP) FY2021 Budget;

**WHEREAS**, the Budget, Finance, and Audit (BFA) Committee reviewed the Re-AppORTioned SFAP FY2021 Budget at its meeting on September 10, 2020;

**WHEREAS**, the Senior Vice President and Provost; Dean, Enrollment Management & Student Success; and the Director, Financial Aid Office have all certified that the Re-AppORTioned SFAP FY2021 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 and the BFA committees recommend to the BOR, approval of the enclosed Re-AppORTioned SFAP FY2021 Budget.

**NOW, THEREFORE, BE IT RESOLVED**, that the UOG Re-AppORTioned SFAP FY2021 Budget named above hereto is hereby approved for submission to the Legislature.

Adopted this 17<sup>th</sup> day of September, 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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

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

**FY 2021 RE-APPORTIONED BUDGET**

	FY2020 Re-Appportioned Budget (Resolution No. 19-34)	FY2021 Proposed Budget (Resolution No. 20-04)	FY2021 Re-Appportioned Budget (Resolution No. 20-nn)
<b>A. REVENUE</b>			
From CF Balance	\$ -	\$ -	\$ -
Collection Projections	\$ 300,000	\$ 300,000	\$ 300,000
SFAP Legislative Appropriation	\$ 3,315,285	\$ 4,300,000	\$ 3,065,285
YTC Legislative Appropriation	(YTC and SFAP Combined)	(YTC and SFAP Combined)	(YTC and SFAP Combined)
Hero Scholarship (Judicial Building Fund)			
<b>TOTAL REVENUE</b>	<b>\$ 3,615,285</b>	<b>\$ 4,600,000</b>	<b>\$ 3,365,285</b>
<b>B. EXPENDITURES</b>			
<b><u>SFAP Awards</u></b>			
Advance High School Placement	\$ 10,000	\$ 10,000	\$ 10,000
Merit Award	\$ 1,290,000	\$ 1,750,000	\$ 1,361,598
Health Professions Training Scholarship	\$ 225,000	\$ 275,000	\$ 275,000
J.U. Torres PROTECH Award	\$ 338,805	\$ 330,000	\$ 100,000
Pedro "DOC" Sanchez	\$ 100,000	\$ 246,500	\$ 120,000
Yamashita Teacher Corps	\$ 200,000	\$ 200,000	\$ 100,000
Access to Higher Ed Award (PL 31-237)	\$ 125,000	\$ 125,000	\$ 100,000
Retention/Completion Scholarship	\$ 100,000	\$ -	\$ -
Triton Athletics Scholarship	\$ -	\$ 75,000	\$ 75,000
Graduate STEM Tuition Asst. Prog. (Beg. FA20)	\$ 293,915	\$ 290,000	\$ 210,000
Regent Scholar Program	\$ 450,000	\$ 480,147	\$ 300,000
ROTC Program	\$ 100,000	\$ 125,000	\$ 100,000
Marine Lab Scholarship	\$ 25,000	\$ 25,000	\$ 25,000
First Generation Trust Fund	\$ -	\$ 250,000	\$ 250,000
<i>Sub-Total of SFAP Awards</i>	<b>\$ 3,257,720</b>	<b>\$ 4,181,647</b>	<b>\$ 3,026,598</b>
<b><u>Administrative Operations</u></b>			
<i>Sub-Total of Administrative Operations</i>	\$ 357,565	\$ 418,353	\$ 338,687
<b>TOTAL EXPENDITURES</b>	<b>\$ 3,615,285</b>	<b>\$ 4,600,000</b>	<b>\$ 3,365,285</b>
<b>SURPLUS/DEFICIT SFAP AWARDS</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>C.</b>			
<b>LEGISLATIVE APPROPRIATION REQUEST</b>	<b>\$ 3,315,285</b>	<b>\$ 4,300,000</b>	<b>\$ 3,065,285</b>
<b>TOTAL APPROPRIATION</b>	<b>\$ 3,615,285</b>	<b>\$ 4,600,000</b>	<b>\$ 3,365,285</b>
<b>D.</b>			



**UNIVERSITY OF GUAM  
GOVERNMENT OF GUAM  
STUDENT FINANCIAL ASSISTANCE PROGRAM  
FY 2021 RE-APPORTIONED BUDGET**

**SFAP Continuing and New Obligations**

<b>PROGRAM</b>	<b>CONTINUING RECIPIENTS</b>	<b>NEW RECIPIENTS</b>	<b>COSTS (\$)</b>
Advance High School Placement*	15	10	\$ 10,000.00
Merit Award	161	57	\$ 1,361,598.00
Health Professions Training	25	25	\$ 275,000.00
Professional/Technical Award	10	10	\$ 100,000.00
Pedro "DOC" Sanchez	44	10	\$ 120,000.00
Yamashita Teacher Corps	25	10	\$ 100,000.00
Access to Higher Ed. Award	120	15	\$ 100,000.00
First Generation Trust Fund	0	175	\$ 250,000.00
<b>Sub-Total</b>	<b>400</b>	<b>312</b>	<b>\$ 2,316,598.00</b>

**Board of Regent Scholars Fund Continuing and New Obligations**

<b>PROGRAM</b>	<b>RECIPIENTS*</b>	<b>COSTS (\$)</b>
Regent Scholar Program	TBD	\$ 300,000
ROTC Program	TBD	100,000
Graduate STEM Tuition Assistance	TBD	210,000
Triton Athletics Award	TBD	75,000
Marine Lab Scholarships	TBD	25,000
<b>Sub-Total</b>	<b>0</b>	<b>\$ 710,000</b>

<b>TOTAL</b>	<b>RECIPIENTS*</b>	<b>COSTS (\$)</b>
AWARDS: SFAP	712	\$ 2,316,598.00
AWARDS: BOR Programs	0	\$ 710,000.00
OPERATIONS	N/A	\$ 338,687.00
<b>TOTAL</b>	<b>712</b>	<b>\$ 3,365,285.00</b>

**NOTE:**

\*Recipients can be a combination of continuing and new.

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

**FY 2021 OPERATIONS BUDGET - RE-APPORTIONED**

	FY 2020 Re- AppORTIONED Budget Res. 19-34	FY 2021 Budget Res. 20-04	FY 2021 Re- AppORTIONED Budget Res. 20-XX
<b>CONTRACTUAL</b>			
Communication/Duplicating (53231)	\$ 1,000	\$ 1,000	\$ -
Printing: Letterheads/Forms/Handbook/ Promissory Notes, etc (53236)			
Computer Maintenance (Software/Hardware)	2,500	2,500	-
Xerox Copies/Fax Lease & Maintenance (53235)	1,000	2,000	-
Office Equipment & Maintenance			
Advertising (53236)	-	2,000	-
Professional Org. Memberships (53237)	1,000	2,500	-
Web Maintenance (53233)			
Training & Maintenance (53239)	500	1,500	-
Imaging System Maintenance & Training	-	-	-
Security Alarm System (55250)	-	-	-
Collection Services	-	-	-
<i>SUB-TOTAL</i>	<b>\$ 6,000</b>	<b>\$ 11,500</b>	<b>\$ -</b>
<b>SUPPLIES</b>			
Office Supplies/Materials (S54240)	\$ 1,500	\$ 1,500	\$ -
<i>SUB-TOTAL</i>	<b>\$ 1,500</b>	<b>\$ 1,500</b>	<b>\$ -</b>
<b>CAPITAL OUTLAY</b>			
Computers/HardDrive/Monitors/Printers (55250)	\$ 8,000	\$ 5,000	\$ -
File Cabinets	-	-	-
Imaging System	-	-	-
Shredder	-	-	-
Multi Media Projector	1,500	1,500	-
Scanner	-	-	-
<i>SUB-TOTAL</i>	<b>\$ 9,500</b>	<b>\$ 6,500</b>	<b>\$ -</b>
<b>OVERTIME</b>			
Mileage			
<b>PERSONNEL (Includes - Salaries/Benefits)</b>			
Program Coordinator IV (FAO)	\$81,505.00	\$84,358.00	\$84,358.00
Program Coordinator I (FAO)	\$0.00	\$0.00	\$0.00
Program Coordinator II (FAO)	\$65,608.00	\$67,904.00	\$67,904.00
Program Coordinator I (FAO)	\$49,703.00	\$51,443.00	\$51,443.00
Program Coordinator I (YTC - Vacant)	\$0.00	\$0.00	\$0.00
Administrative Assistant (SFAP)	\$55,716.00	\$57,666.00	\$0.00
Program Coordinatir I (Bursar's Office)	\$0.00	\$46,455.00	\$46,455.00
Accounting Tech 1 (Bursar's Office)	\$48,189.00	\$49,876.00	\$49,876.00
Accounting Tech 1 (Bursar's Office)	\$37,344.00	\$38,651.00	\$38,651.00
Bursar (65% supported by SFAP)	**To Local**	**To Local**	**To Local**
<i>SUB-TOTAL</i>	<b>\$338,065.00</b>	<b>\$396,353.00</b>	<b>\$338,687.00</b>
<b>MISCELLANEOUS</b>			
Contingency	\$2,500.00	\$2,500.00	\$0.00
<i>SUB-TOTAL</i>	<b>\$2,500.00</b>	<b>\$2,500.00</b>	<b>\$0.00</b>
<b>GRAND-TOTAL</b>	<b>\$ 357,565</b>	<b>\$ 418,353</b>	<b>\$ 338,687</b>



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 20-24

**RELATIVE TO AWARDING THE HONORARY DEGREE OF  
DOCTOR OF HUMANE LETTERS TO RLENE SANTOS STEFFY**

**WHEREAS**, the Board of Regents (BOR) is authorized to confer degrees;

**WHEREAS**, Rlene S. Steffy is a mass communications specialist of 42 years, incorporating a unique combination of professional, practical, and academic casework and experience in the areas of advertising, electronic media, journalism, photo-communications, public relations, cyber journalism, videography, oral history collection, ethnography, and producer of informative documentaries and biographies;

**WHEREAS**, Rlene S. Steffy's commendable accomplishments include over thirteen documentaries, five technical reports, five poster collections and displays, nine broadcasts, twenty-one publications, and twenty-seven presentations related to Guam and Micronesia region, utilizing an oral history methodology that with carefully framed interviews that demonstrated rigorous background research, a creative eye for place, and an interview technique that elicited the most hidden memories from informants;

**WHEREAS**, Rlene S. Steffy's work as a documentarian captured the experiences of war survivors, community leaders, and traditional knowledge experts on Guam, the Commonwealth of Northern Marianas Islands (CNMI) and throughout the Micronesian Region. Her work, recognized by experts in the field as being of the highest caliber, gave voice to the CHamoru people in their own story, documenting their first-hand experiences;

**WHEREAS**, Rlene S. Steffy also collected oral history accounts on a variety of topics, such as traditional fishing practices; traditional cultural properties in Guam and the Northern Mariana Islands; leprosy in Micronesia; the CHamoru diaspora in Micronesia and the U.S. Mainland; the Spanish *hotnon ladriyu*; cockfighting; history of sports on Guam; law, medicine, media in Guam and Micronesia; musical legacy; and the biographies of CHamoru in the Marianas. Her catalog includes just under a thousand oral accounts of Oceanic peoples on audio and video recordings in their native languages, Palauan, Pohnpeian, English, Japanese, Fijian, Samoan, two indigenous Taiwanese languages, Rukai and Paiwan, and CHamoru;

**WHEREAS**, Rlene S. Steffy published in local, regional, national, and international magazine and news organizations as a professional interviewer and photographer; presented at international conferences for the Japan Oral History Association and Australian Oral History Association; published on the History of Leprosy website for the International Leprosy Awareness Global Project and presented at the International Leprosy Awareness Conference; participated in the Pacific Festivals of the Arts in Palau and American Samoa; was an invited speaker to the 1<sup>st</sup> Marianas History Conference; and prepared technical reports for the International Archeological Research Institute, Inc., Micronesian Archeological Research Services, Micronesian Area Research Center (MARC), and Cardno;

**WHEREAS**, Rlene S. Steffy, with her husband, published two editions of the 1908 Chamorro Bible as well as four locally, nationally, and internationally acclaimed Guam History video documentaries with grants from the Guam Historic Preservation Office and the National Park Service, entitled: *Context: Oral History Overview of Guam and Micronesia*, *Historic Context:*

*Hagatna Historic District, Historic Context: Umatac Historic Sites, Historic Context: Merizo Historic Sites, Historic Context: Guam Massacre Sites, and Historic Context: Hotnon Ladriyu;*

**WHEREAS**, Rlene S. Steffy's History Series entitled, *Tinaotao Marianas*, was frequently aired on KUAM and the Legislative Channel;

**WHEREAS**, Rlene S. Steffy's documentary entitled, *Manenggon March and Concentration Camp Survivor Accounts*, which involved 12 years of research and production, along with other documentaries, *Historic Context: Guam Massacre Sites* and *Historic Context: Hotnon Ladriyu*, are available on Guam through the Micronesian Area Research Center (MARC) and the Guam Public Library System as well as on Saipan at the Joeten-Kiyu Public Library and the Northern Marianas Humanities Council;

**WHEREAS**, Rlene S. Steffy was recognized as a Humanities Scholar by the Northern Marianas Humanities Council and the Northern Marianas College (NMC), where she reviewed and evaluated the oral history collection, resulting in a production of an hour-long video documentary to show the value of the collection;

**WHEREAS**, Rlene S. Steffy is currently working on her second CHamoru Children's Book and the publication of the video documentary about traditional fishing practices, both scheduled for completion in 2020;

**WHEREAS**, Rlene S. Steffy's strength and commitment to excellence in the field of Oral History and Ethnographic Documentation demonstrated a high order of creative, scholarly achievement, making a significant and lasting contribution to local and regional research in the humanities and social sciences; and

**WHEREAS**, Rlene S. Steffy's recommendation package has been reviewed by the Deans' Council, Faculty Senate Standing Committee on Faculty Excellence, the UOG President, and the Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee and recommends approval of the Doctor of Humane Letters, *honoris causa* (DHL) to the BOR.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR hereby approves to confer the Honorary Degree of Doctor of Humane Letters, *honoris causa* (DHL), upon Rlene S. Steffy; and

**BE IT FURTHER RESOLVED**, that the BOR, along with the President of UOG, will confer said Honorary Degree at the Fanuchånan 2020 commencement.

Adopted this 17<sup>th</sup> day of September, 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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



## Honorary Degree Recommendation & Review Package

Honorary degrees have been the highest honor conferred by universities dating back to the 15<sup>th</sup> century. They are a way for universities to show the community what their values are and what is important to them. Honorary degrees are also a recognition of a person's contributions to society or lifetime achievements in their field. Successful candidates are deemed to embody the values and culture a university is looking to foster and uphold. The sanctity of this award rests within the evaluation and selection process of the candidate.

**Directions:** A recommendation letter and an updated curriculum vitae describing candidate's achievements and efforts **must** be submitted with this form.

### Eligible Candidates

1. Prominent alumni
2. Successful business leaders
3. Distinguished professional persons
4. Statesmen and civic leaders
5. Prominent educators
6. Distinguished persons in the arts, sciences, and humanities
7. Commencement speakers who may belong to one of the above categories

### Ineligible Candidates

1. Present members of the Board of Regents
2. Members of the faculty or administration
3. Persons who are unable to accept the award personally
4. Large donors whose only contribution to UOG, and other causes, are financial

### Candidate Information

Name of Candidate: Rlene Santos Steffy

Title: Ethnographer / Oral Historian / Humanities Scholar / MARC Research Associate

Organization: Micronesia Publishing / Rlene "Live" Productions

Mailing address: 210 Archbishop Flores St., Ste 100 96910-5189

Email address: rlene@rlenelive.com

Contact number(s): 671-888-1010

Honorary Degree Sought for Candidate:

- Doctor of Laws, *honoris causa* (LLD)  
*Awarded for outstanding scholarly achievement in law or for exceptional service to the University or the community at large.*
- Doctor of Humane Letters, *honoris causa* (DHL)  
*Awarded for outstanding achievement in the humanities, social sciences, or in the performing arts, of a scholarly or creative nature.*
- Doctor of Business Management, *honoris causa* (DBM)  
*Awarded for outstanding achievement in business or for exceptional service to the University or the community at large.*
- Master of Micronesian Traditional Knowledge  
*Awarded to an indigenous expert in a field of traditional knowledge.*  
*Note: Honorary Degree of Master[s] of Micronesian Traditional Knowledge will be made during Fañomnåkan Commencement exercises effective Fañomnåkan 2010. No more than one (1) such award may be made per year (BOR Resolution 10-16).*
- Bachelor of Community Services  
*Awarded for exceptional service to the University or the community at large.*

### Candidate's Emergency Contact or Next of Kin Information

Name: Robert J. Steffy

Mailing address: 210 Archbishop Flores St., Ste 100 96910-5189

Email address: bob@cpasteff.com

Contact number(s): 671-888-1070

### Recommender's Information

Per policy, a recommendation must originate from a member of University of Guam's Board of Regents, Alumni Association, Faculty Senate, Student Government Association, and/or the President.

Name of Recommender: Dr. Perry J.C. Pangelinan / Dr. Carlos Madrid

Member of:  Board of Regents  
 Faculty Senate  
 Student Government Association  
 Alumni Association

Relationship to the Candidate: Colleague/ Friend

Email address: pangelinan@triton.uog.edu

Contact number(s): 671-747-4026

### Evaluation and Selection Process for Recommended Candidates

1. The President's Office sends out a notice requesting for Honorary Degree Recommendations. Recommendations letters with updated CVs are due by 5:00pm CHST on the Friday of the second week of September of the Fanuchánan (fall) semester and on the Friday of the second week of February of the Fañomnákan (spring) semester.
2. Deans have ten (10) business days to screen and evaluate recommended candidates. Their evaluations are then sent to the President.
3. The President has five (5) business days to select individuals from the evaluated list. A President's Selection Letter is written on why the selected candidate(s) deserve(s) an honorary degree. The President then forwards the selected candidate(s) to the Faculty Senate Standing Committee on Faculty Excellence (SCFE) for endorsement.
4. The Faculty Senate SCFE has ten (10) business days before the 3<sup>rd</sup> Monday of October (Fanuchánan Semester) or 3<sup>rd</sup> Monday of March (Fañomnákan Semester) to respond to the President with their endorsement.
5. The President nominates endorsed individuals to the Chair of the BOR Student Affairs, Scholarships, Alumni Relations, and Honorary Degrees (SASARHD) Committee in November (Fanuchánan Semester) or April (Fañomnákan Semester). The SASARHD Committee then recommends individuals to the full Board.
6. The full Board votes to approve nominations. A resolution is created and signed.
7. The President sends out offer letter(s) to selected candidate(s) for their acceptance.
8. The Honorary Degree is conferred to accepting candidates at Commencement.

## **Honorary Degree Recommendation and Review Forms**

1. Recommender's Recommendation Letter Template
2. Deans' Evaluation
3. President's Candidate Selection for Review by the Faculty Senate Standing Committee on Faculty Excellence (SCFE) for Endorsement
4. President's Selection Letter Template
5. Faculty Senate Standing Committee on Faculty Excellence (SCFE) Endorsement
6. President's Nomination to the BOR Student Affairs, Scholarships, Alumni Relations, and Honorary Degrees (SASARHD) Committee
7. Chair of the Student Affairs, Scholarships, Alumni Relations, and Honorary Degrees (SASARHD) Committee Recommendation to the Full Board of Regents

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January 31, 2020

TO: Whom it may concern

FROM: Dr. Perry J. C. Pangelinan / Dr. Carlos Madrid

RE: Honorary Degree Recommendation for Rlene Santos Steffy

*Buenas yan Hafa Adai!*

It is our pleasure to provide this recommendation in behalf of Mrs. Rlene Santos Steffy for an honorary degree, Doctor of Humane Letters, *honoris causa* (DHL) with the University of Guam.

Rlene Steffy is a consummate professional and a high achiever. Motivated by the desire to make a contribution to her beloved island and the Region, she has worked tirelessly in various capacities as a Probation Officer in the Guam Courts, a well-recognized and reputable news anchor and journalist, and in the last few decades as a MARC Associate specializing in Oral History documentation. Her work reflects her worth.

Rlene's capacity to frame the Oral History Interviews she has conducted with rigorous research, a creative eye for place, and an interviewing style that brings out even the most hidden memories from her informants is a true testament to her creative genius as a documentarian of the lived experience of war survivors, community leaders, traditional knowledge experts on Guam, the CNMI and throughout the Micronesian Region. Her technical knowhow, cultural knowledge and spiritual values have shaped her creativity and intellectual prowess.

She strives for justice and fairness in all her work. She never quits until she accomplishes the task she sets out to complete. What makes her so successful with her informants is that she is dependable and trustworthy. Her penchant for the truth can be daunting to some but a valuable asset as a professional. She and her husband Bob have personally invested heavily in the equipment, travel and other resources that make this kind of work prohibitive to most scholars.

Rlene's greatest contribution has been her determination to help fill in the gap of telling the story of the CHamoru people as they lived it and through their own voices. No other scholar has amassed the first-hand accounts she has been able to document through her interviews. She has recordings of either the audio interviews, video interviews or both of the hundreds of people who have been her informants. As a CHamoru speaker and being of CHamoru descent, she has had the added advantage of interviewing indigenous informants with cultural competencies that are so critical to this work.

Her work is recognized by experts in the field as being of the highest caliber. The History Series she produced, entitled, *Tinaotao Marianas*, which airs frequently on KUAM and the Legislative Channel is but one example of the enduring quality and significance of her work. Further, Rlene's oral history products are enduring and will live well beyond the lived experience of her




informants. She has created a body of primary sources that is rich for study by students of history and culture throughout Guam and Micronesia.

Rlene's works include thirteen video documentaries, five technical reports, five poster collections and displays, nine broadcasts, twenty- one publications, and twenty-seven presentations all related to the Guam and Micronesia region. Some of her research projects such as the *Manenggon March and Concentration Camp Survivor Accounts*, *Historic Context: Guam Massacre Sites*, and *Historic Context: Hotnon Ladriyu* can be found at the Micronesia Area Research Center (MARC), University of Guam, the Guam Public Library System, Joeten-Kiyu Public Library, and the Northern Marianas Humanities Council both located on Saipan.

As a MARC Research Associate and having worked with many academically credentialed professionals, Rlene has been made well aware of the expectations and judgements that some have made relative to her not having done graduate work. Her family commitments, faith life and personal challenges derailed her hopes of getting her Ph.D. She is self-taught, having developed her capacity to excel in the field of Oral History and Ethnographic Documentation by immersing herself in the work and reaching out to consult with experts and avail herself of tools and resources of the trade. Through her extensive research projects and works Rlene not only shows a high order of achievement but makes a significant and lasting contribution to local and regional research. This addition to the body of knowledge has made a difference in the betterment of Guam and the entire region.

With an extremely productive career as an ethnographer, oral historian, humanities scholar, and MARC Research Associate, Rlene is certainly deserving of the recognition of her contributions and honor bestowed as a recipient of an Honorary Doctorate from the educational institution she has recognized in her numerous video productions, presentations and publications for decades.

Para manmamaila na tiempo, si yu'os ma'ase',

  
Dr. Perry J. C. Pangelinan

  
Dr. Carlos Madrid

Attachment: Current curriculum vitae



## Rlene Santos Steffy

Ethnographer/Oral Historian  
Research Associate,  
Richard Flores Taitano  
Micronesian Area Research Center  
University of Guam  
210 F. C. Flores St.  
Hagåtña, Guam 96910  
Voice: (671) 888-1010  
Facsimile: (671) 477-7845  
Email: [rlene@rlenelive.com](mailto:rlene@rlenelive.com)  
Website: [www.gotguam.com](http://www.gotguam.com)

### Biography

Rlene Santos Steffy joined the Micronesian Area Research Center as a research associate, ethnographer, and oral historian on August 10, 2007.

She is a mass communications specialist of 42 years, incorporating a unique combination of professional, practical, and academic casework and experience in the areas of advertising, electronic media, journalism, photo-communications, public relations, cyber journalism, videography, oral history collection, ethnography, and producer of informative documentaries and biographies.

Steffy's career in mass communications began in advertising broadcast sales and later expanded into marketing and retail. Her media career was briefly interrupted in the 1980s when she ventured into private business as the co-owner and president of Images Advertising Agency and co-owner of Monday's Child, a children's boutique. However, she returned to media as a columnist for the Pacific Sunday News in 1994.

In 1997, after immersing herself as a social, cultural, and political commentator, Steffy became a talk show host on K57 Radio, beginning with a one-hour per week show and later expanding to a five-hour per week show. In 2000 she was named managing editor of the Guam Variety Newspaper while on the radio. After one year as managing editor, she was invited to host a ten-hour per week show on K57. With a strong desire to pursue her interests in the collection and documentation of oral history on a full-time basis, Steffy accepted the weekly show in 2003 with additional responsibilities as K57's only investigative reporter.

Steffy is considered the leading oral history practitioner in the region and is equally proficient in CHamoru and English, a skill of utmost importance in producing and documenting bilingual projects in mass media forms. Her native and intuitive knowledge of the CHamoru language enables her, as a traditional scholar, to discuss and analyze sociolinguistic and sociocultural aspects of communication strategies and their significance in the oral modality, between and among CHamoru language speakers.

Using federal and local grants, as well as private donations and personal funds, Steffy collected accounts from the survivors of the Manenggon Concentration Camp at the Manenggon Valley, Guam and other World War II survivors in Guam, the Commonwealth of the Northern Mariana Islands, Palau, Yap, Papua New Guinea and survivors who moved to the United States after the war. She has also collected oral history accounts of traditional fishing practices; traditional cultural properties in Guam and the Northern Mariana Islands; leprosy in Micronesia; diaspora of the CHamoru into Micronesia and the U. S. Mainland; the Spanish hotnon ladriyu; cockfighting; history of sports on Guam; law, medicine, media in Guam and Micronesia, musical legacy and the biographies of the CHamoru in the Marianas.

With her husband Robert Steffy's support she has personally invested in the collection of just under a thousand oral history accounts of Oceanic peoples on audio and video recordings and in their native languages of Palauan, Ponapean, English, Japanese, Fijian, Samoan, and two indigenous Taiwan languages, Rukai and Paiwan and CHamoru.

As a professional interviewer and photographer, Steffy's work have been published in local, regional, national and international magazine and news organizations and presented at international conferences for the Japan Oral History Association, Australian Oral History Association and the International Leprosy Awareness Global Project on the History of Leprosy website and the International Leprosy Awareness Conference and Pacific Festival of the Arts at Palau, American Samoa, and the 1st Marianas History Conference. They have also been published in technical reports for the International Archaeological Research Institute, Inc., Micronesian Archaeological Research Services, MARC, and Cardno.

She and her husband Robert J. Steffy have published two editions of the 1908 Chamorro Bible, and four locally, nationally and internationally acclaimed Guam History video documentaries with grants from the Guam Historic Preservation Office and the National Park Service titled; *Historic Context: Oral History Overview of Guam and Micronesia*, *Historic Context: Hagåtña Historic District*,

*Historic Context: Umatac Historic Sites, Historic Context: Merizo Historic Sites, Historic Context: Guam Massacre Sites, Historic Context: Hotnon Ladriyu.*

She published her first video biography in 2013, entitled *I Lina'la Maga'láhi Joseph Flores*, and her documentaries air regularly on KGTF public television and used in private and public schools on Guam and the region.

In March 9, 2014, Steffy premiered the first half-hour episode of her *iTinaotao Marianas History Series*, a thirteen-episode, twelve-month television history video of the peopling of the Mariana Islands.

In June 2014, she was invited back to writing a newspaper column for the Sunday Variety featuring oral histories of Oceanic people. In 2015, the Sunday Variety's banner changed to the Sunday Post, and Steffy continued as a columnist and special features writer for them.

In November 10, 2015, after 12 years of researching the Manenggon March and Concentration Camp Survivor Accounts, Steffy debuted the video documentary entitled *Manenggon March and Concentration Camp Survivor Accounts* at the Class Lecture Hall at the University of Guam.

In May 2017, at Puntan Dos Amantes, on Guam, Steffy released *iTinaotao Marianas Season 1 & 2* on DVD. Following the release of *iTinaotao Marianas Season 1 & 2* in May 2017, Steffy produced three additional seasons of *iTinaotao Marianas*, publishing 52 episodes on KUAM Television and Guam & in the Northern Mariana Islands, and the Guam Legislative Channels on Guam.

She also featured the scholars interviewed for the *iTinaotao Marianas* history series in her Sunday Post Column. Steffy was a popular social commentator for Guam and the Northern Mariana Islands beginning in 1994 -2019. She was an informed host who spoke with conviction and earned respect and following of readers during her 25-years as a columnist. Steffy wrote for the Sunday News, the Guam Variety, the Marianas Variety, the Sunday Post, and the Guam Daily Post, and GU Magazine.

In February 2019, she accepted an invitation to become a podcaster for the KUAM Podcast Network, which she continues to host.

At the end of 2017, Steffy volunteered to chair the MARC Seminar Series. Her goal was to promote and encourage audience participation for the monthly series at the CLASS Lecture Hall. She invited qualified lecturers from the community outside the University of Guam, knowledgeable and experienced in the topics to present. An expert in Mass Communication, Steffy used her staff

and equipment to record each of the lectures for two years, edit and negotiated with KUAM, the Guam Legislature Channels, and the Governor's Office to air the speeches on their channels on Guam and in the Northern Marianas. The lectures are also available on her Micronesia Publishing Channel on YouTube.

In 2018, Steffy was recognized as a Humanities Scholar by the Northern Marianas Humanities Council and the Northern Marianas College when requested to review and evaluate the oral history collection at the Northern Marianas College. The histories were conducted by the former NMC archivist Norbert Del Rosario. Steffy confirmed Del Rosario's work and contribution and produced an hour video documentary to show the value of the collection. This, too, she has published on YouTube under Micronesia Publishing.

Steffy started off 2019 with the publication of her first Wildlife of the Mariana Islands Beginner's Guide No. 1 booklet featuring the Kakkak – the Yellow Bittern *Ixobrychus sinensis*. H. Douglas Pratt, Gary J. Wiles, and Celestino Flores Aguon were her co-authors for this booklet. Other booklets and authors will be featured in future productions.

On March 29, 2019, the CNMI Women's Association invited Steffy to deliver the Keynote Speech at their annual CNMI Women's Summit. The theme for the one-day summit was "Lead-HER-Ship: Masters of Our Own Destiny." Steffy's enthusiasm for learning is seen in her multi-disciplined career based on her ability to lead-her-ship successfully.

In 2019, Steffy signed a year's agreement with the Northern Humanities Council to conduct Oral History Seminars in Sa'ipan, Tini'an, and Luta, produce an oral history handbook, and providing seminar participants with coaching support toward completion of individual oral history projects.

She started interviews for a video biography of Paul McDonald Calvo, commissioned by Calvo Enterprises, Inc, in 2013, and signed with them in October 2018. Steffy debuted the Tribute to Paul McDonald Calvo on December 22, 2019, for his family at the Senator Antonio Manibusan Palomo Guam Museum & Educational Facility.

She is currently working on her second CHamoru Children's Book and the publication of the video documentary about traditional fishing practices, both scheduled for completion in 2020.



## PUBLICATIONS

### VIDEO DOCUMENTARIES

- Steffy, Rlene Santos (2006). Historic Context: Oral History Overview of Guam and Micronesia. Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos (2006). Hagåtña Historic District. Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos (2007). Historic Context: Umatac Historic Sites. Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos (2010). Historic Context: Merizo Historic Sites. Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos (2010). Historic Context: Guam Massacre Sites. Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos (2011). Historic Context: Hotnon Ladriyu. Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos (2013). Lina'la Maga'láhi Joseph Flores. Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos, (2015). Manenggon March and Concentration Camp Survivor Accounts. Hagåtña Guam: Micronesia Publishing.
- Steffy, Rlene Santos, (2017). iTinaotao Marianas Season 1. Hagåtña Guam: Micronesia Publishing.
- Steffy, Rlene Santos, (2017). iTinaotao Marianas Season 2. Hagåtña Guam: Micronesia Publishing.
- Steffy, Rlene Santos, (2018). iTinaotao Marianas Season 3. Hagåtña Guam: Micronesia Publishing.
- Steffy, Rlene Santos, (2018). iTinaotao Marianas Season 4. Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos, (2019). Tribute Paul McDonald Calvo. Hagåtña, Guam: Micronesia Publishing.

## TECHNICAL REPORTS

- Steffy, Rlene Santos (2008). Oral History Interviews: Hotnun Sanhiyong Guam's Outside Ovens. Circulated by Micronesian Archaeological Research Services. Barrigada, Guam.
- Steffy, Rlene Santos (2010). Characterizing Genetic Diversity of Pacific Chickens using Mitochondrial DNA Analysis, Co-author, PLoS ONE Journal
- Steffy, Rlene Santos (2015). Final Identification and Evaluation of Traditional Cultural Properties on the Island of Pagan, Commonwealth of the Northern Mariana Islands, Co-authors, Boyd Dixon, Annie Griffin, Todd McCurdy, John Peterson. Department of Navy Naval Facilities Engineering Command, Pacific, Honolulu, Hawaii.
- Steffy, Rlene Santos (2015). Guam Visitors Bureau Tour Guide Training Program Audit Report Hagåtña, Guam.
- Steffy, Rlene Santos (2016). Manenggon Concentration Camp National Resister of Historic Places Nomination Project: Project Completion Report, Prepared by H. David Tuggle, PhD., Jolie Liston, PhD., with contributions by Rlene Santos Steffy, Lisa Humphrey, PhD., Wakako Higuchi, PhD. International Archaeological Research Institute, Inc. Honolulu, Hawaii.

## POSTER COLLECTION AND DISPLAY

- Steffy, Rlene Santos (2005). Manenggon March and Concentration Camp Survivor Accounts. Japan Oral History Association 3<sup>rd</sup> Annual Meeting, Kyoto University. Kyoto, Japan: Rlene "Live" Productions.
- Steffy, Rlene Santos (2005). Manenggon March and Concentration Camp Survivor Accounts. University of California, Berkeley Campus, Oakland, California.
- Steffy, Rlene Santos (2005). Manenggon March and Concentration Camp Survivor Accounts. National Park Service, Oakland, California.
- Steffy, Rlene Santos (2006). Manenggon March and Concentration Camp Survivor Accounts. Isla Center of the Arts, University of Guam. Mangilao, Guam: Rlene "Live" Productions.

Steffy, Rlene Santos (2006). *Manenggon March and Concentration Camp Survivor Accounts*. Hasso Manenggon – The Manenggon March Experience Art Exhibit. KAHA Guam Arts & Culture Gallery Two Lover's Point. Harmon Cliffline, Guam: Rlene "Live" Productions.

## BROADCAST

Steffy, Rlene Santos (1997- 2006). *Rlene "Live" Talk Show*, K57 Radio. Hagåtña, Guam: Sorensen Pacific Broadcasting.

Steffy, Rlene Santos (2004 – 2006). *Manenggon March Survivor Accounts Collection*, K57 Radio. Hagåtña, Guam: Sorensen Pacific Media Group

Steffy, Rlene Santos (2005). *Oral History Overview of Guam and Micronesia*, Video Documentary of Oral History Collection in Micronesia, 9<sup>th</sup> Festival of the Arts, Koror, Palau

Steffy, Rlene Santos (2005 – 2006). *Investigative Reports*, K57 Radio. Hagåtña, Guam: Sorensen Pacific Media Group,

Steffy, Rlene Santos (2004-2010). *Manenggon March Survivor Accounts Collection, Jukebox Saturday Night with Bob Gaeth*, K57 Radio, Hagåtña, Guam: Sorensen Pacific Broadcasting.

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Steffy, Rlene Santos (2104). *iTinaotao Marianas History Series Season 1*, KUAM/Pacific Telestations. Harmon, Guam.

Steffy, Rlene Santos (2014). *iTinaotao Marianas History Series*, Vimeo on Demand.

Steffy, Rlene Santos, (2015). *iTinaotao Marianas History Series Season 2*, KUAM/Pacific Telestations. Harmon, Guam.

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Steffy, Rlene Santos (1994 -1997). *Rlene Santos Steffy - Opinion Column Pacific Sunday News*. Hagåtña, Guam: Pacific Daily News.



- Steffy, Rlene Santos (1997-2000). *Rlene Santos Steffy - Opinion Column, Guam Variety*. Hagåtña, Guam: Younis Art Studio Inc.
- Steffy, Rlene Santos (1997-Current). *RleneLive.com, RleneLive Productions*. Hagåtña, Guam.
- Steffy, Rlene Santos (1997-1998). *Rlene Santos Steffy - Opinion Column, Marianas Variety*. Saipan, CNMI: Younis Art Studio Inc.
- Steffy, Rlene Santos (2000-2001). *Editorials, Guam Variety*. Hagåtña, Guam: Younis Art Studio Inc.
- Steffy, Rlene Santos (2005). *Fifty Years Later: Governor Skinner In 2000 On Guam's Organic Act Of 1950*. In *Guam History: Perspectives, Vol. Two*, Lee D. Carter, William L. Wuerch, Rosa Roberto Carter, editors. Mangilao, Guam: University of Guam Press.
- Steffy, Rlene Santos and Steffy, Robert Joseph, CPA (2005). *Y Santa Biblia* (Chamorro Red-Letter Edition Bible). Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos and Steffy, R. J., CPA (2005, 2006). *Y Santa Biblia - The Holy Bible* (Chamorro-English Diglot Red-Letter Edition Bible). Hagåtña, Guam: Micronesia Publishing.
- Steffy, Rlene Santos (2005). *Educating Peling*, *GU Magazine*, 2005 Sep/Oct, Issue No.1, pp.s. 19 & 20. Hagåtña, Guam: Paper Cut Publications.
- Steffy, Rlene Santos (2005). *His Favorite Girl*, *GU Magazine*, 2005 Nov/Dec, Issue No.2, pp.s. 17-20. Hagåtña, Guam: Paper Cut Publications.
- Steffy, Rlene Santos (2005). *A Conversation with Eddie Baza Calvo Politics* *GU Magazine*, 2005 Nov/Dec, Issue No.2, pp. 61-70. Hagåtña, Guam: Paper Cut Publications.
- Steffy, Rlene Santos (2006). *Attorney General Doug Moylan*. *GU Magazine*, 2006 Jan/Feb, Issue No. 3, pp.s. 30-39. Hagåtña, Guam: Paper Cut Publications.
- Steffy, Rlene Santos (2006). *Robert A. Underwood* *GU Magazine*, 2006 Mar/Apr, Issue No. 4, pp.s. 24-31. Hagåtña, Guam: Paper Cut Publications.
- Steffy, Rlene Santos (2006). *APOLITICAL-Interview with 2006 gubernatorial candidates Felix Camacho, Carl Gutierrez, Kaleo Moylan and Robert*

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Steffy, Rlene Santos (2007). *Militarization II- Interview with Edward J. Lynch. GU Magazine. 2007 Mar/Apr, Issue No. 10, pp.s. 42-47. Hagåtña, Guam: Paper Cut Publications.*

Steffy, Rlene Santos (2007). *Political Status Defined- Interview with Edward J. Lynch. GU Magazine. 2007 May/June, Issue No.11, pp.s. 66-68. Hagåtña, Guam: Paper Cut Publications.*

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## PRESENTATIONS

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Steffy, Rlene Santos (2005). *Oral History Overview of Guam and Micronesia. U.S. National Park Service Regional Office. Oakland, California.*

Steffy, Rlene Santos (2005). *Historic Context: Oral History Overview of Guam and Micronesia. 9<sup>th</sup> Festival of the Pacific Arts. Koror, Palau.*

Steffy Rlene Santos (2006). *Historic Context: Oral History Overview of Guam and Micronesia, Hagåtña Historic Sites. College of Liberal Arts and Social Sciences Lecture Hall, University of Guam. Mangilao, Guam.*

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Art Exhibit. KAHA Guam Arts & Culture Gallery Two Lover's Point. Harmon Cliffline, Guam: Rlene "Live" Productions.

- Steffy, Rlene Santos (2007). *Historic Context: Umatac Historic Sites*. Harvest Christian Academy. Toto, Guam.
- Steffy, Rlene Santos (2007). *Historic Context: Oral History Overview of Guam and Micronesia*. National Oral History Association Conference, Riverglenn Conference Centre, Indooroopilly, Australia.
- Steffy, Rlene Santos (2008). *Historic Context: Umatac Historic Sites*, College of Natural and Applied Sciences, University of Guam. Mangilao, Guam.
- Steffy, Rlene Santos (2008). *Historic Context: Oral History Overview of Guam and Micronesia, Historic Context: Hagåtña Historic District; Historic Context: Umatac Historic Sites*. 10<sup>th</sup> Festival of the Pacific Arts. Pago Pago, American Samoa.
- Steffy, Rlene Santos (2010). *Historic Context: Merizo Historic Sites*, College of Natural and Applied Sciences, University of Guam. Mangilao, Guam.
- Steffy, Rlene Santos (2010). *Historic Context: Merizo Historic Sites*, Guam DOE CHamoru Language Teachers Meeting. Warehouse A Room #6, University of Guam. Mangilao, Guam.
- Steffy, Rlene Santos (2010). *History of the Guam Girl Scouts*, Power Point Presentation on the Guam Girl Scouts Council Annual Meeting. Guam National Olympic Committee House, Mongmong Toto Maite, Guam.
- Steffy, Rlene Santos (2011). *Historic Context: Hotnon Ladriyu*, IT&E Lecture Hall, Room 131, Jesus and Eugenia Leon Guerrero Building, University of Guam. Mangilao, Guam.
- Steffy, Rlene Santos (2012). *Sumay Cemetery Tour & Sumay Village*, Power Point Presentation. Guam Humanities Council Between Fences and I Kelat Exhibits. T. Stell Newman Visitor Center, WAR in the Pacific National Historical Park, Sumay, Agat, Guam.
- Steffy, Rlene Santos (2012). *Carolínians in the Mariana Islands*. Rotary Club of Guam.
- Steffy, Rlene Santos (2013). *I Lina'la Maga'láhi* Joseph Flores, Guam Olympic Committee House, Maite, Guam.

- Steffy, Rlene Santos (2013). *I Lina'la Maga'ldhi Joseph Flores*, College of Liberal Arts and Social Sciences Lecture Hall, University of Guam. Mangilao, Guam.
- Steffy, Rlene Santos (2013). *Recapturing Culture through Art: Insights between the Chamorro and Indigenous Taiwanese people*, Power Point Presentation. Richard F. Taitano, Micronesia Area Research Center Research Library, University of Guam. Mangilao, Guam.
- Steffy, Rlene Santos (2013). *Tinian & House of Taga*, Power Point Presentation. Round Table Meeting with CNMI Lt. Governor Jude Hofschneider. Richard F. Taitano Micronesia Area Research Center Conference Room, University of Guam. Mangilao Guam.
- Steffy, Rlene Santos, William J. Evans (2014). *Copyrights The Museum Effect By-Product Opportunity for Sustainability*, Power Point Presentation. Sheraton Laguna Guam Resort.
- Steffy, Rlene Santos, (2014 - Present). *iTinaotao Marianas*, a newspaper column featuring the oral histories of Oceanic people, an expansion of the television show i Tinaotao Marianas on KUAM TV 8.
- Steffy, Rlene Santos, (2015 - Present). *iTinaotao Marianas*, a newspaper column featuring the oral histories of Oceanic people, an expansion of the television show iTinaotao Marianas on KUAM TV 8.
- Steffy, Rlene Santos, (2015) - Debut). *Historic Context: Manenggon March and Concentration Camp Survivor Accounts*, CLASS Lecture Hall, University of Guam. Mangilao, Guam.
- Steffy, Rlene Santos (2015 - Present). Guam Village-To-Village Tour presenting *Historic Context: Manenggon March and Concentration Camp Survivor Accounts*, video presentation. Chålan Pago-Ordot. Chålan Pago Community Center.
- Steffy, Rlene Santos, (2106). 12<sup>th</sup> Festival of the Pacific Arts, Forums, Workshops, and Seminars, "Oral History Focusing on the Human Perspective", CLASS Lecture Hall, University of Guam. Mangilao, Guam.
- Steffy, Rlene Santos, (2019). *Tribute to Paul McDonald Calvo* video presentation. Senator Antonio Manibusan Palomo Guam Museum & Educational Facility, Hagåtña, Guam.

Steffy, Rlene Santos, (2019). Northern Marianas Humanities Council Workshops. Workshop 1 Southern High School Oral History Workshop. World Resort Sa'ipan. April 26 & 27, 2019; Workshop II Luta Two-day Oral History Workshop. Luta Mayor's Office Atrium and Luta School. May 31 & June 1, 2019; Workshop III Tini'an Oral History Workshop. Tini'an Public Library. July 31, 2019; Workshop IV Sa'ipan Oral History Workshop, Joeten-Kiyu Public Library. September 5 & 6, 2019; Workshop V Ajani Burrell L1250 Pacific Literature Class, Northern Marianas College. October 16, 2019;

**Deans' Evaluation**

Candidate's Name: *Rlene danton Steffy*

Based on the attached recommendation form, updated curriculum vitae, and recommendation letter, the candidate has distinguished himself/herself by making significant and lasting achievements, efforts and contributions to Guam, the region, and/or nation.

YES [ ] NO

Therefore, awarding an Honorary Degree to this candidate is:

RECOMMENDED [ ] NOT RECOMMENDED

*Au Yudin, Chair Deans' Council*  
Dean 02/26/2020  
Date

Comments:

*was our 1<sup>st</sup> choice; The D.C.  
felt she was by far our top  
candidate to be  
awarded an Honorary Degree  
4*



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**President's Candidate Selection for Review by the Faculty Senate Standing Committee on Faculty Excellence (SCFE) for Endorsement**

Candidate's Name: Rlene Santos Steffy

Based on the attached recommendation form, updated curriculum vitae, recommendation letter, and Dean's evaluation, the candidate has distinguished himself/herself by making significant and lasting achievements, efforts and contributions to Guam, the region, and/or nation.

YES   [   ] NO

Therefore, this candidate is:

SELECTED FOR ENDORSEMENT   [   ] NOT SELECTED FOR ENDORSEMENT


\_\_\_\_\_  
President

7/31/2020  
Date



**MEMORANDUM**

**TO:** Faculty Senate Standing Committee on Faculty Excellence (SCFE)

**FROM:** Thomas W. Krise, Ph.D., President 

**DATE:** July 31, 2020

**SUBJECT:** Honorary Degree Selection for Rlene Santos Steffy

*Buenas Yan Håfa Adai!* I heartily concur with the nomination made by Dr. Perry Pangelinan and Dr. Carlos Madrid of **Rlene Santos Steffy** for the award of the Doctor of Humane Letters, *honoris causa* (DHL).

Rlene Santos Steffy's significant accomplishments to frame oral history interviews through rigorous research, a creative eye for place, and an interviewing style that brings out the most hidden memories from informants resulting in over thirteen documentaries, five technical reports, five poster collections and displays, nine broadcasts, twenty-one publications, and twenty-seven presentations related to Guam and Micronesia region are commendable.

As a documentarian, she captured the experiences of war survivors, community leaders, traditional knowledge experts on Guam, the Commonwealth of Northern Marianas Islands (CNMI) and throughout the Micronesian Region to help fill in the gap of telling the story of the CHamoru people as they lived it through their own voices and documenting these experiences through the various media for future reference and research for others. Her work has been recognized by experts in the field as being of the highest caliber.

Rlene also collected oral history accounts of traditional fishing practices; traditional cultural properties in Guam and the Northern Mariana Islands; leprosy in Micronesia; diaspora of the CHamoru into Micronesia and the U.S. Mainland; the Spanish hotnon ladriyu; cockfighting; history of sports on Guam; law, medicine, media in Guam and Micronesia; musical legacy; and the biographies of CHamoru in the Marianas. She has invested just under a thousand oral history accounts of Oceanic peoples on audio and video recordings and in their native languages of Palauan, Ponapean, English, Japanese, Fijian, Samoan, and two indigenous Taiwan languages, Rukai and Paiwan, and CHamoru.

As a professional interviewer and photographer, Rlene's work has been published on local, regional, national, and international magazine and news organizations and presented at international conferences for the Japan Oral History Association, Australian Oral History Association, and the International Leprosy Awareness Global Project on the History of Leprosy website and the International Leprosy Awareness Conference, and Pacific Festival of the Arts at Palau, American Samoa, and the 1<sup>st</sup> Marianas History Conference. They have also been published in technical reports for the International Archeological Research Institute, Inc.,

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

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OFFICE OF THE PRESIDENT

SUBJECT: Honorary Degree Selection for Rlene Santos Steffy

Micronesian Archeological Research Services, Micronesian Area Research Center (MARC), and Cardno.

Rlene has co-authored and published two editions of the 1908 Chamorro Bible, and four locally, nationally, and internationally acclaimed Guam History video documentaries with grants from the Guam Historic Preservation Office and the National Park Service titled: *Context: Oral History Overview of Guam and Micronesia*, *Historic Context: Hagatna Historic District*, *Historic Context: Umatac Historic Sites*, *Historic Context: Merizo Historic Sites*, *Historic Context: Guam Massacre Sites*, and *Historic Context: Hotnon Ladriyu*.

The History Series entitled, *Tinaotao Marianas*, was frequently aired on KUAM and the Legislative Channel. Another documentary entitled, *Manenggon March and Concentration Camp Survivor Accounts*, which took 12 years of researching to complete, along with other documentaries, *Historic Context: Guam Massacre Sites* and *Historic Context: Hotnon Ladriyu*, are available at the Micronesian Area Research Center (MARC) at the University of Guam, the Guam Public Library System, Joeten-Kiyu Public Library, and the Northern Marianas Humanities Council both located in Saipan.

Rlene was recognized as a Humanities Scholar by the Northern Marianas Humanities Council and the Northern Marianas College (NMC) when requested to review and evaluate the oral history collection at NMC. This review of a former NMC archivist's work and contribution resulted in a production of an hour-long video documentary to show the value of the collection.

Rlene is currently working on her second CHamoru Children's Book and the publication of the video documentary about traditional fishing practices, both scheduled for completion in 2020.

Rlene's strength and passion to excel in the field of Oral History and Ethnographic Documentation showed a high order of achievement and making a significant and lasting contribution to local and regional research in the humanities and social sciences in scholarly and creative ways. Her additions to the body of knowledge has made a difference in the betterment of Guam and the entire region and well deserving of the Doctor of Humane Letters, *honoris causa* (DHL).

Please feel free to contact me at [tkrise@triton.uog.edu](mailto:tkrise@triton.uog.edu) or call me at 671-735-2990.

T: +1 671.735.2990 F: +1 671.734.2296 W: [www.uog.edu](http://www.uog.edu)

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**Faculty Senate Standing Committee on Faculty Excellence (SCFE) Endorsement**

Candidate's Name: Rlene Santos Steffy

Based on the attached recommendation form, updated curriculum vitae, recommendation letter, Deans' evaluation, and President's selection letter, the candidate has distinguished himself/herself by making significant and lasting achievements, efforts and contributions to Guam, the region, and/or nation.

YES     NO

Therefore, awarding an Honorary Degree to this candidate is:

RECOMMENDED     NOT RECOMMENDED



Chair, SCFE

08/14/2020/

Date

Comments:



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 20-25

**RELATIVE TO AWARDING THE HONORARY DEGREE OF MASTER OF MICRONESIAN  
TRADITIONAL KNOWLEDGE TO ROSALIA FEJERAN MATEO TORRES**

**WHEREAS**, the Board of Regents (BOR) is authorized to confer degrees;

**WHEREAS**, Rosalia F.M. Torres, affectionately known as “Mama Chai,” has been serving the Guam community and Pacific region as a *Yo’åmte* (Master, Traditional Healer) for over sixty-four (64) years. She is one of a few remaining indigenous experts in the field of traditional healing with specialization in massage and traditional medicinal herbal remedies for various ailments, such as skin problems, respiratory issues, infertility, pain, congestion, and women’s health;

**WHEREAS**, Rosalia F.M. Torres is known as *Saina* (elder) to many and is a World War II survivor who has long been respected for risking her life to save her sister and another young woman being held captive by the Japanese Imperial Army;

**WHEREAS**, Rosalia F.M. Torres, in continuing the legacy of traditional healing, started her apprenticeship at the age of 19 with *Yo’åmte* Regina Terlaje. Rosalia visited and helped *Tan* Regina gather and prepare herbs to treat other clients who sought *Tan* Regina for healing. *Tan* Regina eventually declared “*Esta págo, sina hao man åmte*,” that Rosalia was ready to serve others. This successful completion of the apprenticeship is itself indicative of earning the equivalent of a degree in traditional healing to practice;

**WHEREAS**, Rosalia F.M. Torres, joined Haya Foundation in 2014 to help promote and perpetuate healing traditions and to help those desiring to learn. With her guidance, Haya Foundation opened *Guma Yo’Åmte*, Guam’s first Traditional Healing Center on May 22, 2016, at Sagan Kotturan Chamorro in Tamuning;

**WHEREAS**, with Rosalia F.M. Torres’ leadership, *Guma Yo’Åmte* served about an average of 101 clients per month in the first seven months of the operation. This number significantly increased to an average of 490 clients per month in 2018. Rosalia has personally served a conservative estimate of thousands of clients and was instrumental to the opening of two additional centers in Agat and Yona. As a result of her work, men and women who have suffered a stroke with limited mobility have been helped to speak more clearly and walk without assistance. People who were scheduled for amputations were spared this procedure after her treatments. Women with fertility problems were able to give birth. People contemplating suicide appreciated her guidance and counsel to see the value of life. Others have shared how they have suffered for years until they came to see her. She has saved lives and each time she attributes the work as that of the Ultimate Healer;

**WHEREAS**, Rosalia F.M. Torres has been active in developing the Apprenticeship Program in 2019 along with the Guam *Para Hinem’lo* Center for Apprenticeship and Traditional Healing Workshops. She has been teaching and guiding apprentices to learn traditional healing, and she is currently guiding two apprentices;

**WHEREAS**, Rosalia F.M. Torres, with the opening of the 12<sup>th</sup> Pacific Festival of Arts on Guam, served on the organizing committee for Traditional Healing Discipline, served as a Guam Delegate and helped to host over 13 countries. She was also involved with the meetings of the Pacific Healers and the establishment of the Pacific Indigenous Healers Consortium;

**WHEREAS**, Rosalia F.M. Torres co-presented at many conferences, workshops, and community outreach activities in order to promote, perpetuate, and preserve the traditional healing system. As a *Saina*, her wisdom, leadership, and guidance are the primary reasons for the progress made in perpetuating and revitalizing the indigenous healing tradition and offered lessons to re-connect to the land and ocean to heal people;

**WHEREAS**, Rosalia F.M. Torres has displayed a life-time of selfless service as an indigenous expert in the field of healing, made significant contributions to a population with whom many may not have access to services, and has served many of the most vulnerable population and improved the quality of life; and

**WHEREAS**, Rosalia F.M. Torres' recommendation package has been reviewed by the Deans' Council, Faculty Senate Standing Committee on Faculty Excellence, the UOG President, and the Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee and recommends approval of the Master of Micronesian Traditional Knowledge honorary degree in *Yo'ámte* (Master, Traditional Healer) to the BOR.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR hereby approves to confer the Honorary Degree of Master of Micronesian Traditional Knowledge honorary degree in *Yo'ámte* (Master, Traditional Healer) upon Rosalia F.M. Torres; and

**BE IT FURTHER RESOLVED**, that the BOR, along with the President of UOG, will confer said Honorary Degree at the Fanuchánan 2020 commencement.

Adopted this 17<sup>th</sup> day of September, 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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



## Honorary Degree Recommendation & Review Package

Honorary degrees have been the highest honor conferred by universities dating back to the 15<sup>th</sup> century. They are a way for universities to show the community what their values are and what is important to them. Honorary degrees are also a recognition of a person's contributions to society or lifetime achievements in their field. Successful candidates are deemed to embody the values and culture a university is looking to foster and uphold. The sanctity of this award rests within the evaluation and selection process of the candidate.

**Directions:** A recommendation letter and an updated curriculum vitae describing candidate's achievements and efforts **must** be submitted with this form.

### Eligible Candidates

1. Prominent alumni
2. Successful business leaders
3. Distinguished professional persons
4. Statesmen and civic leaders
5. Prominent educators
6. Distinguished persons in the arts, sciences, and humanities
7. Commencement speakers who may belong to one of the above categories

### Ineligible Candidates

1. Present members of the Board of Regents
2. Members of the faculty or administration
3. Persons who are unable to accept the award personally
4. Large donors whose only contribution to UOG, and other causes, are financial

### Candidate Information

Name of Candidate: Rosalía Feieran Mateo Torres

Title: Yo'ámte (Master, Traditional Healer) Organization: Håya Cultural Heritage Preservation & Development Foundation, Inc.

Mailing address: \_\_\_\_\_

Email address: c/o zpangelinan@gmail.com Contact number(s): 649-8615 or 727-6799

Honorary Degree Sought for Candidate:

- Doctor of Laws, *honoris causa* (LLD)  
*Awarded for outstanding scholarly achievement in law or for exceptional service to the University or the community at large.*
- Doctor of Humane Letters, *honoris causa* (DHL)  
*Awarded for outstanding achievement in the humanities, social sciences, or in the performing arts, of a scholarly or creative nature.*
- Doctor of Business Management, *honoris causa* (DBM)  
*Awarded for outstanding achievement in business or for exceptional service to the University or the community at large.*
- Master of Micronesian Traditional Knowledge  
*Awarded to an indigenous expert in a field of traditional knowledge.*  
*Note: Honorary Degree of Master[s] of Micronesian Traditional Knowledge will be made during Fañomnåkan Commencement exercises effective Fañomnåkan 2010. No more than one (1) such award may be made per year (BOR Resolution 10-16).*
- Bachelor of Community Services  
*Awarded for exceptional service to the University or the community at large.*

### Candidate's Emergency Contact or Next of Kin Information

Name: Marlene Mateo Crisostomo

Mailing address: P.O. Box 3766, Hagatna, Guam 96932

Email address: c/o zpangellinan@gmail.com

Contact number(s): 727-9633

### Recommender's Information

Per policy, a recommendation must originate from a member of University of Guam's Board of Regents, Alumni Association, Faculty Senate, Student Government Association, and/or the President.

Name of Recommender: BARBARA SN BENAVENTE

- Member of:  Board of Regents  
 Faculty Senate  
 Student Government Association  
 Alumni Association

Relationship to the Candidate: CLIENT/HEALER – BOARD MEMBER

Email address: bbena@teleguam.net

Contact number(s): 488-6258

### Evaluation and Selection Process for Recommended Candidates

1. The President's Office sends out a notice requesting for Honorary Degree Recommendations. Recommendations letters with updated CVs are due by 5:00pm CHST on the Friday of the second week of September of the Fanuchánan (fall) semester and on the Friday of the second week of February of the Fañomnákan (spring) semester.
2. Deans have ten (10) business days to screen and evaluate recommended candidates. Their evaluations are then sent to the President.
3. The President has five (5) business days to select individuals from the evaluated list. A President's Selection Letter is written on why the selected candidate(s) deserve(s) an honorary degree. The President then forwards the selected candidate(s) to the Faculty Senate Standing Committee on Faculty Excellence (SCFE) for endorsement.
4. The Faculty Senate SCFE has ten (10) business days before the 3<sup>rd</sup> Monday of October (Fanuchánan Semester) or 3<sup>rd</sup> Monday of March (Fañomnákan Semester) to respond to the President with their endorsement.
5. The President nominates endorsed individuals to the Chair of the BOR Student Affairs, Scholarships, Alumni Relations, and Honorary Degrees (SASARHD) Committee in November (Fanuchánan Semester) or April (Fañomnákan Semester). The SASARHD Committee then recommends individuals to the full Board.
6. The full Board votes to approve nominations. A resolution is created and signed.
7. The President sends out offer letter(s) to selected candidate(s) for their acceptance.
8. The Honorary Degree is conferred to accepting candidates at Commencement.

## **Honorary Degree Recommendation and Review Forms**

1. Recommender's Recommendation Letter Template
2. Deans' Evaluation
3. President's Candidate Selection for Review by the Faculty Senate Standing Committee on Faculty Excellence (SCFE) for Endorsement
4. President's Selection Letter Template
5. Faculty Senate Standing Committee on Faculty Excellence (SCFE) Endorsement
6. President's Nomination to the BOR Student Affairs, Scholarships, Alumni Relations, and Honorary Degrees (SASARHD) Committee
7. Chair of the Student Affairs, Scholarships, Alumni Relations, and Honorary Degrees (SASARHD) Committee Recommendation to the Full Board of Regents



Barbara SN Benavente  
287 W. San Antonio Avenue  
Dededo, Guam 96929-5209

February 15, 2020

Mr. Richard Krise,  
President,  
University of Guam  
Mangilao, Guam

**RE: Honorary Degree Recommendation for ROSALIA FEJERAN MATEO TORRES**

Dear President Krise:

It gives me great pleasure and honor to recommend **Rosalia "Mama Chair" Fejeran Mateo Torres** for the Master of Micronesian Traditional Knowledge who is *an indigenous expert in the field of traditional healing.*

Rosalia was a World War II Survivor. As a very young girl, she single handedly risked her life to save the life of her sister and another young woman being held captive by the Japanese Imperial Army. She suffered a serious injury in the attempt, but managed to escape along with the two other young girls.

Rosalia Fejeran Mateo Torres is fondly known as "Mama Chai", a Yo'ámte (master traditional healer), who has impacted the lives of thousands of residents as well as visitors on our island in her 63 years of service. She is also the Saina to her 7 children, 40 grandchildren, 28 great grandchildren and 6 great-great grandchildren. She has counseled and guided many who visit her at their time of need.

Mama Chai started her apprenticeship in traditional healing at the age of 19 with Yo'ámte Regina Terlaje. With Tan Regina's healing, Mama Chai's daughter recovered shortly after treatment. To repay Tan Regina for her help, Mama Chai visited and helped Tan Regina gather the herbs and prepare to treat other clients who sought Tan Regina for healing. Tan Regina recognized the sincere, genuine care and commitment and offered her to apprentice. Mama Chai worked closely with Tan Regina until Tan Regina was satisfied with the skills and knowledge Rosalia acquired. Tan Regina then gave her permission to serve others... "Esta págo, sina hao man ámte." (Now you are ready to serve others). That was 64 years ago and since that time has also worked with other healers learning and sharing their sacred knowledge.

In 2014, Mama Chai joined Haya Foundation to help promote and perpetuate our healing tradition and to help those desiring to learn. With Mama Chai's guidance, Haya Foundation openedf Guma Yo'Amte, Guam's First Traditional Healing Center on May 22, 2016 at Sagan Kotturan Chamorro at Tamuning. In the first seven months of operation, Guma Yo'Amte served approximately an average of 101 clients per month. In 2018, this number increased by 386% to an average of 490 clients per month. Of those numbers, Mama Chai served a conservative estimate of 1312 clients. In 2019, she served 1486 clients and has since pushed forward to open two additional centers in Agat and Yona. Men and women who have suffered a stroke with limited mobility have been helped to speak more clearly and walk without assistance. People who were scheduled for amputations, but were canceled after her treatment. Women with fertility problems return with



their babies. People who walk in to see her contemplating suicide appreciate her guidance and counsel to see the value of life. Others have shared how they have suffered for years until they came to see her. She has saved lives and each and every time she attributes the work as that of the Ultimate Healer.

Mama Chai has also been active in developing the Apprenticeship Program in 2019 along with the Guma Para Hinem'lo Center for Apprenticeship and Traditional Healing Workshops. In addition, she has been teaching and guiding apprentices to learn of our traditional healing.

Concurrent with the grand opening was the opening of the 12<sup>th</sup> Pacific Festival of Arts on Guam. Mama Chai served on the organizing committee for Traditional Healing Discipline, served as a Guam Delegate and helped to host over 13 countries. She was also involved in the meetings of the Pacific Healers and the establishment of the Pacific Indigenous Healers Consortium.

Mama Chai has co-presented at many conferences, workshops, and community outreach activities in order to promote, perpetuate and preserve our traditional healing system. She is currently guiding two apprentices. As our Saina, her wisdom, leadership and guidance is the primary reason for the progress we have made in perpetuating and revitalizing our indigenous healing tradition. She offers us the lessons to re-connect to the land and the ocean to heal ourselves and our people. That we should all eat from the fruits of our land and to work the land in order to heal ourselves.

Mama Chai's significant contribution to a population with whom many may not have access to services has served many of the most vulnerable population and has improved the quality of life for many. Please bestow this much deserved honor on Rosalia "Mama Chai" Fejeran Mateo Torres.

Sincerely,

A handwritten signature in black ink, appearing to read "Barbara Sn Benavente". The signature is fluid and cursive, with the first name "Barbara" being the most prominent.

BARBARA SN BENAVENTE

**Rosalia Fejeran Mateo Torres**  
*Curriculum Vitae*

*War War II Survivor who risked her life to rescue and save three other women detained by the Japanese Imperial Army. Rosalia suffered a serious wound as a result of her actions but escaped along with the other women.*

**2019 Recipient of National Association of Social Worker Public Citizen Award**

**2019 Guided and pushed forward for the opening of two additional Guma Yo'amte in Agat and Yona**

**2019 Opened Guam's First Guma Para Hinem'lo, Guam Training Center for Apprentices and Community Educational Center for Traditional Healing**

**2018 Recipient of Guam Legislative Resolution commending her for 63 years of serving the healing needs on Guam**

**2016 Traditional Healing Delegate to the 2016 Festival of Pacific Arts on Guam, hosting 13 other traditional healing delegates of the Pacific**

**2016 Responsible for the opening of Haya Foundation's Guma Yo'Amte, Guam's First Traditional Healing Center**

**Education: Completed 2 years of high school at George Washington High School on Guam**

**Deans' Evaluation**

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Candidate's Name: **Rosalia F.M. Torres**

Based on the attached recommendation form, updated curriculum vitae, and recommendation letter, the candidate has distinguished himself/herself by making significant and lasting achievements, efforts and contributions to Guam, the region, and/or nation.

YES [ ] NO

Therefore, awarding an Honorary Degree to this candidate is:

RECOMMENDED [ ] NOT RECOMMENDED

Auxilia Chair Deans' Council  
Dean 12/6/2020  
Date

Comments:

was not our  
1st choice but felt she was  
well qualified



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**President's Candidate Selection for Review by the Faculty Senate Standing Committee on Faculty Excellence (SCFE) for Endorsement**

Candidate's Name: Rosalia F.M. Torres

Based on the attached recommendation form, updated curriculum vitae, recommendation letter, and Dean's evaluation, the candidate has distinguished himself/herself by making significant and lasting achievements, efforts and contributions to Guam, the region, and/or nation.

YES     NO

Therefore, this candidate is:

SELECTED FOR ENDORSEMENT     NOT SELECTED FOR ENDORSEMENT


---

President

7/31/2020  
Date

**MEMORANDUM**

**TO:** Faculty Senate Standing Committee on Faculty Excellence (SCFE)

**FROM:** Thomas W. Krise, Ph.D., President 

**DATE:** July 31, 2020

**SUBJECT:** Honorary Degree Selection for Rosalia Fejeran Mateo Torres

*Buenas Yan Háfa Adai!* I heartily concur with the nomination made by Ms. Barbara SN Benavente of **Rosalia Fejeran Mateo Torres** for the award of the Master of Micronesian Traditional Knowledge honorary degree in Yo'ámte (Master, Traditional Healer).

Rosalia Fejeran Mateo Torres, known as Mama Chai, is one of a few remaining indigenous experts in the field of traditional healing. Her life-long, continued service to the Guam community and Pacific region of over 64 years to date, is commendable and her selfless service to pass on this traditional knowledge is priceless. With specialization in massage and traditional medicinal herbal remedies for various ailments, such as skin problems, respiratory issues, infertility, pain, congestion, women's health and many others, she impacted the lives of thousands of residents and visitors who visited her in their time of need.

As a World War II survivor, Rosalia risked her life to save her sister and another young woman being held captive by the Japanese Imperial Army. Since those atrocities, Rosalia has not only been Saina (elder) to many people, but also to her 7 children, 40 grandchildren, 28 great grandchildren, and 6 great-great grandchildren.

In continuing the legacy of traditional healing, Mama Chai started her apprenticeship at the age of 19 with Yo'ámte Regina Terlaje to repay her for healing her daughter who recovered from an ailment she had. Mama Chai visited and helped Tan Regina gather herbs and prepared them to treat other clients who sought Tan Regina for healing. After working closely with Tan Regina and increasing her skills and knowledge, Tan Regina was eventually satisfied that Mama Chai was able to serve others....."Esta págo, sina hao man ánte" (Now you are ready to serve others). This would be indicative to having gone through a process of earning herself a "degree" in traditional healing to practice.

In 2014, Mama Chai joined Haya Foundation to help promote and perpetuate healing traditions and to help those desiring to learn. With Mama Chai's guidance, Haya Foundation opened Guma Yo'Ámte, Guam's first Traditional Healing Center on May 22, 2016, at Sagan Kotturan Chamorro at Tamuning. In the first seven months of the operation, Guma Yo'Ámte, served about an average of 101 clients per month. In 2018, this number significantly increased to an average of 490 clients per month. Of those numbers, Mama Chai served a conservative estimate of 1,312 clients. In 2019, she served 1,486 clients and has since pushed forward to open two additional centers in Agat and Yona. Men and women who have suffered a stroke with limited mobility have

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OFFICE OF THE PRESIDENT

SUBJECT: Honorary Degree Selection for Rosalia Fejeran Mateo Torres

been helped to speak more clearly and walk without assistance. People who were scheduled for amputations, were cancelled after her treatments. Women with fertility problems return with their babies. People who walk in to see her contemplating suicide appreciated her guidance and counsel to see the value of life. Others have shared how they have suffered for years until they came to see her. She has saved lives and each time she attributes the work as that of the Ultimate Healer.

Mama Chai has been active in developing the Apprenticeship Program in 2019 along with the Guam Para Hinem'lo Center for Apprenticeship and Traditional Healing Workshops. In addition, she has been teaching and guiding apprentices to learn traditional healing.

Concurrent with the grand opening was the opening of the 12<sup>th</sup> Pacific Festival of Arts on Guam. Mama Chai served on the organizing committee for Traditional Healing Discipline, served as a Guam Delegate and helped to host over 13 countries. She was also involved with the meetings of the Pacific Healers and the establishment of the Pacific Indigenous Healers Consortium.

She co-presented at many conferences, workshops, and community outreach activities in order to promote, perpetuate, and preserve the traditional healing system. She is currently guiding two apprentices. As a Saina, her wisdom, leadership, and guidance are the primary reasons for the progress made in perpetuating and revitalizing the indigenous healing tradition. She offered lessons to re-connect to the land and ocean to heal people.

Mama Chai's significant contribution to a population with whom many may not have access to services has served many of the most vulnerable population and has improved the quality of life for many.

Mama Chai has displayed a life-time of selfless service as an indigenous expert in the field of healing and well deserving of the Master of Micronesian Traditional Knowledge honorary degree.

Please feel free to contact me at [tkrise@triton.uog.edu](mailto:tkrise@triton.uog.edu) or call me at 671-735-2990.

T: +1 671.735.2990 F: +1 671.734.2296 W: [www.uog.edu](http://www.uog.edu)

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**Faculty Senate Standing Committee on Faculty Excellence (SCFE) Endorsement**

Candidate's Name: Rosalia F.M. Torres

Based on the attached recommendation form, updated curriculum vitae, recommendation letter, Deans' evaluation, and President's selection letter, the candidate has distinguished himself/herself by making significant and lasting achievements, efforts and contributions to Guam, the region, and/or nation.

YES     NO

Therefore, awarding an Honorary Degree to this candidate is:

RECOMMENDED     NOT RECOMMENDED



\_\_\_\_\_  
Chair, SCFE

08/14/2020/  
Date

Comments:

## 5.2 ACADEMIC, PERSONNEL, AND TENURE COMMITTEE





UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 20-26

**RELATIVE TO APPROVING THE UNIVERSITY OF GUAM POLICY  
PROHIBITING SEX DISCRIMINATION**

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

**WHEREAS**, UOG's Federal funding is contingent on compliance with Federal Laws and Regulations, including Title IX of the Civil Rights Act of 1964 and 34 C.F.R. Part 106;

**WHEREAS**, the United States Department of Education recently revised 34 C.F.R. Part 106 to require, in relevant part, recognition that sexual harassment, including sexual assault, is unlawful sex discrimination, supporting Complainants and respecting a Complainant's autonomy, a fair grievance process that includes live hearings in which the parties have the right to cross-examine with their party advisors, and an equal right to appeal for all parties;

**WHEREAS**, UOG had to amend its existing Sexual Misconduct Policy dated March 17, 2016 to incorporate the amendments to 34 C.F.R. Part 106;

**WHEREAS**, the current standard used by the University is based on the preponderance of evidence and this resolution will allow the University to move towards the clear and convincing standard, as allowed by the United States Department of Education;

**WHEREAS**, this updated University of Guam Policy Prohibiting Sexual Discrimination contains the amendments to 34 C.F.R. Part 106 and will supersede and replace the Sexual Misconduct Policy of March 17, 2016; and

**WHEREAS**, the Administrative Council and the Academic, Personnel, and Tenure Committee has reviewed the policy and recommends approval by the BOR.

**NOW, THEREFORE, BE IT RESOLVED**, the BOR hereby approves the enclosed UOG Policy Prohibiting Sex Discrimination and that it will supersede and replace the Sexual Misconduct Policy of March 17, 2016.

Adopted this 17<sup>th</sup> day of September, 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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

Responsible University Officers  
Senior Vice President  
Title IX Coordinator

Responsible Offices  
Equal Employment Opportunity/Americans with Disabilities & Title IX Office

# UNIVERSITY OF GUAM POLICY PROHIBITING SEX DISCRIMINATION

Including Sexual Harassment, Sexual Assault, Sex Offenses, Domestic Violence,  
Dating Violence, Stalking, and Inappropriate Amorous Relationships

**UOG President's Message.** The University of Guam is the premier learning institution in Guam and the Western Pacific. We are dedicated to the advancement and protection of island societies. In fulfilling our mission, each student and each employee must feel safe and secure in the conduct of their studies and the fulfillment of their duties. The University is committed to providing a supportive, secure and safe learning environment and employee workplace. This policy sets forth clear legal obligations wherein the University of Guam prohibits sex discrimination and wherein it will promptly respond to individuals who are alleged to be victims of sex discrimination in all its forms including, but not limited to, sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships by offering supportive measures, by following a fair grievance process to resolve such allegations, and by providing remedies to victims of sex discrimination. As good University citizens, we can all do our part in helping to prevent and eliminate sex discrimination at the University. Please read, understand and comply with this policy prohibiting sex discrimination.

**Policy Statement.** The University of Guam does not discriminate on the basis of sex in the education programs and activities that it operates, and is required by Title IX of the Civil Rights Act of 1964 and by 34 C.F.R. Part 106 to prohibit all forms of sex discrimination, including but not limited to sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships. The University of Guam's prohibition of sex discrimination extends to its admissions and employment activities. Further, this policy expressly prohibits retaliation against any person because of their good faith participation in the reporting, investigation, or adjudication of alleged violations of this policy. University students and employees who violate this policy will face discipline up to and including expulsion for

students or termination for employees. All members of the University Community must work together to prevent and eliminate sex discrimination at the University of Guam.

**Audience.** This policy and associated procedures apply to the conduct and protection of University students and employees, including faculty members, non-faculty employees, staff, administrators, graduate, professional and doctoral students, post-doctoral scholars, and student employees, and to the Universities contractors and other third parties under circumstances within the University's control. This policy and associated procedures provide for the prompt and equitable resolution of reports of sex discrimination.

**Reason for Policy.** The University is committed to providing an inclusive and welcoming environment for all members of our community. The University values safety, diversity, education, and equity and is firmly committed to maintaining a campus environment free from all forms of sexual misconduct. Federal and local laws protect the University community from any act of sex discrimination. Such acts violate the essential dignity of our community members and are contrary to our institutional values.

**Related Statutes, Orders, and Policies.**

Titles IV, VI, and IX of the Civil Rights Act of 1964

Title IX, Education Amendments of 1972 (Title IX)

Section 504 of the Rehabilitation Act of 1973

Family Educational Rights and Privacy Act of 1974 (FERPA)

Americans with Disabilities Act of 1990

Title VII of the Civil Rights Act (1964), as amended in 1991 (Title VII)

Executive Orders 11246 (of 1965) and 13672 (of 2014)—Equal Employment Opportunity

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (1990), as amended in 2015 (Clery Act)

Violence Against Women Act (1994), as amended in 2015 (VAWA)

34 C.F.R. Part 106

Guam Code Annotated (GCA) Title 4, Article VII

**Contacts.** Anyone having any inquiries about the application of Title IX of the Civil Rights Act of 1964 and 34 C.F.R. Part 106 to the University of Guam's education programs and activities is referred to and may contact the University of Guam Title IX Coordinator at (671) 735-2244, at [lgamboa@triton.uog.edu](mailto:lgamboa@triton.uog.edu), and at the EEO/ADA/Title IX Office, UOG Station, Mangilao, Guam, 96923, or the Assistant Secretary of Civil Rights to the U.S. Department of Education at 1-800-421-3481, or at [OCR@ed.gov](mailto:OCR@ed.gov), or at U.S. Department of Education, Office for Civil Rights, Lyndon Baines Johnson Department of Education Bldg, 400 Maryland Avenue, SW, Washington D.C., 20202-1100, or both.

**Policy History.**

Approved by the University of Guam's Administrative Council on August 5, 2020.

Approved by the Board of Regents on \_\_\_\_\_ through Resolution No. \_\_\_\_\_.

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## **I. Policy Prohibiting Sex Discrimination.**

The University of Guam (UOG) does not condone or tolerate acts of sexual discrimination perpetrated by or against any members of its campus community. As a public land grant institution of higher education, the UOG is committed to maintaining a campus environment as a place of work and study for faculty, administrators, staff, and students, regardless of their background or gender identity, free from all forms of sexual discrimination, and ensuring that students have access to a quality learning experience and the opportunity to pursue their academic goals in a safe, supportive learning environment. As such, UOG is actively committed to reducing and eradicating the incidence of sexual discrimination and ameliorating the root causes that lead to it, as well as providing appropriate support to victims and survivors when an act of sexual discrimination does occur.

This policy and associated procedures apply to the conduct of, and protect, UOG students and employees, including faculty members, non-faculty employees, staff, administrators, graduate, professional and doctoral students, post-doctoral scholars, student employees, and volunteers and visitors to campus, including board members, guests, patrons, contractors, clients of the University, or other third parties. The complaint procedures herein and non-discrimination provisions apply to contractors, visitors, third parties and others regarding acts of sexual discrimination which occur on campus, within UOG's jurisdiction, or under circumstances within the UOG's control. This policy complies with the requirements of the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended ("Clery Act"); the Violence Against Women Act, as amended ("VAWA"); Title IX of the Education Amendments of 1972 ("Title IX"); Title VII of the Civil Rights Act of 1964, as amended ("Title VII"); Guam Code Annotated ("GCA") Title 4, Article VII; and other applicable laws and state and federal regulations.

**II. Definitions.** The following definitions apply to this policy:

A. **Actual Knowledge:** Means notice of sexual harassment or allegations of sexual harassment to the University's Title IX Coordinator or any University official who has authority to institute corrective measures on behalf of the University. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the recipient with actual knowledge is the respondent. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the University. "Notice" as used in this paragraph includes, but is not limited to, a report of sexual discrimination, including but not limited to reports of sexual harassment, sexual assault, sex offenses, domestic

violence, dating violence, stalking, and inappropriate amorous relationships, made to the University's Title IX Coordinator.

B. Advisor: Any individual who provides the accuser or accused support, guidance, or advice. Any advisor who becomes aware of any sexual misconduct will report the misconduct directly to a Responsible Employee.

C. Awareness programs: Community-wide or audience-specific programming, initiative, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

D. Bystander intervention: Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, or an inappropriate amorous relationship. Bystander intervention includes: (1) Recognizing a situation of potential harm; and (2) Understanding institutional structure and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene.

E. Campus Security Authorities: Employees designated by the University who have significant administrative or supervisory responsibility for student and campus activities, including but not limited to, student housing, student discipline and campus judicial proceedings. Examples include security personnel, resident advisors, Vice Presidents and faculty advisors. Campus Security Authorities are also Responsible Employees.

F. Complainant: Means an individual who is alleged to be the victim of conduct that could constitute sex discrimination, to include but not limited to sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships.

G. Confidential resources: Employees designated by the University who will keep confidential information about an individual unless expressly permitted by the individual or there is a continuing threat of serious violence to the individual or others, or there is a legal obligation to reveal such information. Confidential resources include campus crisis counselors. Confidential resources are not Campus Security Authorities or Responsible Employees, as defined herein.

H. Consent: Consent is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs whether voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.

Consent cannot be given if any of the following are present: force, coercion or incapacitation.

1. Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and/or coercion that overcome resistance.

2. Coercion is unreasonable pressure for sexual activity. Coercion is more than an effort to persuade, entice, or attract another person to have sex. Conduct does not constitute coercion unless it wrongfully impairs an individual's freedom of will to choose whether to participate in the sexual activity.

3. Incapacitation is a state where an individual cannot make rational, reasonable decisions because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. A person may be incapacitated due to the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition. A person who is incapacitated lacks the capacity to give consent because they cannot understand the "who, what, when, where, why, or how" of their sexual interaction.

4. The University offers the following guidance on Consent and assessing Incapacitation:

A person who wants to engage in a specific sexual activity is responsible for obtaining consent for that activity. The lack of a negative response or protest does not constitute consent. Lack of resistance does not constitute consent. Silence or passivity does not constitute consent. Relying solely on non-verbal communication before or during sexual activity can lead to misunderstanding and may result in a violation of this policy. It is important not to make assumptions about whether a potential partner is consenting. To avoid confusion or ambiguity, participants are encouraged to talk with one another before engaging in sexual activity. If confusion or ambiguity arises during sexual activity, participants are encouraged to stop and clarify a mutual willingness to continue that activity.

Consent to one form of sexual activity does not, by itself, constitute consent to another form of sexual activity. For example, one should not presume that consent to oral-genital contact constitutes consent to vaginal or anal penetration. Consent to sexual activity on a prior occasion does not, by itself, constitute consent to future sexual activity. In cases of prior relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on the presence of consent.

Once consent has been given, it may be withdrawn at any time. An individual who seeks to withdraw consent must communicate, through clear words or actions, a decision to cease the sexual activity. Once consent is withdrawn, the sexual activity must cease immediately.



In evaluating consent in cases of alleged incapacitation, the University asks two questions: (1) Did the person initiating sexual activity know that the other party was incapacitated? and if not, (2) Should a sober, reasonable person in the same situation have known that the other party was incapacitated? If the answer to either of these questions is “Yes,” consent was absent and the conduct is likely a violation of this policy.

Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely as a result of drinking or using drugs. A person could be incapacitated for other reasons which may include: sleep, prescribed or over the counter medication, mental or physical disability. Alcohol- related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person.

One is not expected to be a medical expert in assessing incapacitation. One must look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation. Although every individual may manifest signs of incapacitation differently, evidence of incapacity may be detected from context clues, such as: (1) Slurred or incomprehensible speech; (2) Bloodshot eyes; (3) The smell of alcohol on their breath; (4) Shaky equilibrium or unsteady gait; (5) Vomiting; (6) Incontinence; (7) Combativeness or emotional volatility; (8) Unusual behavior; or (9) Unconsciousness.

Context clues are important in helping to determine incapacitation. These signs alone do not necessarily indicate incapacitation. A person who is incapacitated may not be able to understand some or all of the following questions: “Do you know where you are?” “Do you know how you got here?” “Do you know what is happening?” “Do you know who is here with you?”

One should not engage in sexual contact or sexual intercourse when either party has been drinking alcohol or using other drugs. The introduction of alcohol or other drugs may create ambiguity for either party as to whether consent has been sought or given. If one has doubt about either party’s level of intoxication, the safe thing to do is to forego all sexual activity.

Being impaired by alcohol or other drugs is no defense to any violation of this policy.

I. Dating violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to sexual or physical abuse or the threat of such abuse. Dating violence as defined herein does not

include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

J. Domestic violence: A felony or misdemeanor crime of violence committed: (1) By a current or former spouse or intimate partner of the victim; (2) By a person with whom the victim shares a child in common; (3) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (4) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (5) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

K. Formal Complaint: Means a document filed by a complainant or signed by the University's Title IX Coordinator alleging sex discrimination, including but not limited to, sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships, against a respondent and requesting that the University investigate the allegation of sex discrimination. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the University's education programs or activities of the with which the formal complaint is filed. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information required to be listed by the University for the Title IX Coordinator and by any additional methods designated by the University. As used in this paragraph, the phrase "document filed by a complainant" means a document or electronic submission, such as by electronic mail or through an online portal provided for this purpose by the University, that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party.

L. Interim protective accommodations: Changes to a student victim's academic or living situation where the change can be reasonably accommodated, such as a change in student campus housing or a "No Contact Order." Interim protective accommodations may also be made for victims other than students, depending on the situation.

M. Ongoing prevention and awareness campaigns: Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships using a range of strategies with audiences throughout the institution.

N. Power: Refers to the authority or perceived authority that an individual has by virtue of their institutional standing as a university employee. This creates an inherently unequal relationship. Individuals, especially students, who are in our care frequently do not have the life experience to fully comprehend the extent of anyone who holds a title and may therefore feel constrained to reject or report sexual misconduct.

O. Primary prevention programs: Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in a healthy and safe direction.

P. Proceeding: All activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding investigations, formal or informal meetings, and hearings. A proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Q. Programs to prevent sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships: Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships that: 1. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and 2. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships include both primary prevention and awareness programs directed at incoming students, new employees, and new contractors and ongoing prevention and awareness campaigns directed at students, employees and contractors.

R. Prompt, fair, and impartial proceeding: A proceeding that is completed within reasonably prompt timeframes designated by an institution's policy, including a process that allows for the extension of timeframes for good cause and with written notice to the accuser and the accused of the delay and the reason for the delay, and is conducted in a manner that: (1) Is consistent with the institution's policies and transparent to the accuser and accused; (2) Includes timely notice of meeting at which the accuser or accused, or both, may be present; (3) Provides timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and (4) Is conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

S. Reporting options: University officials to whom a complaint may be made. These include the Title IX Coordinator, Safety Officer, the Dean of Enrollment Management

and Student Success, and others. Reporting options can maintain partial confidentiality, but must report the complaint to the Title IX Coordinator.

T. Respondent: Means an individual who has been reported to be the perpetrator of conduct that could constitute sex discrimination, including but not limited to, sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships.

U. Responsible Employees: Employees, including all full-time faculty, designated by the University who have administrative or supervisory responsibility for student and campus activities, including but not limited to, student housing, student discipline and campus judicial proceedings. Examples include security personnel, resident advisors, Vice-Presidents and faculty advisors. Responsible Employees may also be Campus Security Authorities.

V. Result: Any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters with the University. The result must include any sanctions imposed by the University. The result does not include any interim protective accommodations.

W. Retaliation: An action taken by the University Administration or supervisor which subjects a university individual to interference, coercion or reprisal for seeking advice under this policy, reasonably filing a complaint, or otherwise in good faith participating in the internal complaint process or in a complaint process external to the University. The University prohibits retaliation under this policy, the Clery Act, and Titles VII and IX.

X. Risk reduction: Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.

Y. Sexual assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program and/or Guam statutes.

Z. Sexual harassment: Means conduct on the basis of sex that satisfies one or more of the following: (1) An employee of the recipient conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education programs or activities; or (3) "Sexual assault" as defined in 20 U.S.C. §1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. §12291(a)(10), "domestic violence" as defined in 34 U.S.C. §12291(a)(8), or "stalking" as defined in 34 U.S.C. §12291(a)(30).

AA. Sex Discrimination: For the purpose of this policy, sex discrimination is a broad term that encompasses sexual harassment, sexual assault, and sex offenses, and may also include domestic violence, dating violence, stalking, and inappropriate amorous relationships. Sex Discrimination can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sex Discrimination can be committed by men or women, and can occur between people of the same or different gender.

BB. Sex offenses: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity, or a disparity in “power” within the relationship. Sex Offenses include but are not limited to the following: (1) Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim; (2) Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim; (3) Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and (4) Statutory rape which is sexual intercourse with a person who is under the statutory age of consent.

CC. Stalking & Cyberstalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) Fear for the person’s safety or the safety of others; or (2) Suffer substantial emotional distress. For the purposes of this definition: (1) Course of conduct means two or more acts, including but not limited to acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property; (2) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; (3) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling, and (4) Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

DD. Supportive Measures: Means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the University’s education programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University’s educational environment, or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or

housing locations, leaves of absence, increased security and monitoring of certain areas of the University's campus, and other similar measures. The University must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the recipient to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

### **III. Scope & Applicability**

A. Individuals Covered by this Policy. This policy prohibits sex discrimination, including but not limited to sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships in any University workplace, educational program, activity, or service, which includes all academic, extracurricular, student housing, athletics, and other programs.

The policy applies to all students, faculty, staff, administrators, supervisors, employees, volunteers, and visitors to campus. This includes guests, patrons, independent contractors, or clients of the University.

B. Jurisdiction. This policy applies to all sex discrimination that occurs on campus. It also applies to sex discrimination that occurs off campus, including on-line or electronic conduct, where the conduct occurred in the context of an employment or education program or activity of the University, had continuing adverse effects on campus, or had continuing adverse effects in an off-campus employment or education program or activity, or that otherwise threatens the health or safety of a member of the University community. Examples of covered off-campus conduct include University-sponsored study abroad, research, or internship programs.

C. Students. All students are expected to adhere to the University's Student Code of Conduct based on adherence to UOG policies, respect for their fellow students and due regard for the personal dignity and rights of each student. Accordingly, students are expected to adhere to affirmative consent rules and definitions in the initiation of any sexual activity with another student.

D. Reports Involving Minors. Individuals who suspect that a child is being harmed, or observe a child being harmed, should contact the Guam Police Department by dialing 911 or (671) 472-8911.

In addition, under Guam law, 19 GCA § 13201 *et seq.*, certain professionals who reasonably suspect that a child has been abused or neglected have an obligation to report that suspicion to Child Protective Services at (671) 475-2672 or the Guam Police Department by dialing 911 or (671) 472-8911.

#### **IV. Resources for Information & Assistance.**

A. Equal Employment Opportunity, Americans with Disabilities Act and Title IX Office (EEO/ADA & Title IX Office). This office has primary responsibility for administering this policy and oversees the investigation, response to, and resolution of all reports of sex discrimination. However, questions, concerns, or reports may be addressed to any other individuals or offices identified as reporting options in this policy.

B. Title IX Coordinator. The University has a designated Title IX Coordinator (Coordinator) within the EEO/ADA & Title IX Office. The Coordinator oversees the University's investigation, response to, and resolution of reports of sex complaints involving students, faculty, and staff. The Coordinator is:

1. Knowledgeable and trained in University policies and procedures and relevant state and federal laws;
2. Available to advise any individual, including a complainant, victim, a respondent, accused, or a third party, about University and community resources and reporting options;
3. Available to provide assistance to any University employee regarding how to respond appropriately to a report of Title IX-related sexual misconduct;
4. Participates in ensuring the effective implementation of this policy, including monitoring compliance with all procedural requirements, record keeping, and timeframes; and
5. Responsible for overseeing annual training, prevention, and education efforts and annual review of the policy.

Inquiries or concerns about Title IX may be referred to the Coordinator at:

Title IX Coordinator (671) 735-2244

email: [eeo-ada@uguam.uog.edu](mailto:eeo-ada@uguam.uog.edu)

Concerns about the University's application of Title IX under this policy may be addressed to the United States Department of Education, Office for Civil Rights:

US Office for Civil Rights: (800) 421-3481, email: [OCR@ed.gov](mailto:OCR@ed.gov)

#### **V. University's Response to Sex Discrimination.**

A. General Response to Sex Discrimination. Should the University have actual knowledge of sex discrimination in any of the University's education programs or activities against a person who is located in the United States, the University shall respond promptly in a manner that is not deliberately indifferent. The term "deliberately indifferent" as used in this section shall mean a University response to sex

discrimination that is clearly unreasonable in light of the known circumstances. The term “education programs or activities” as used in this section shall include locations, events, or circumstances over which the University exercised or exercises substantial control over both the respondent and the context in which the sex discrimination occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the University. The University’s response must treat complainants and respondents equitably by offering supportive measures to a complainant and by following the grievance process specified in this policy, before the imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent. The Title IX Coordinator must promptly contact the complainant to discuss the availability of supportive measure, consider the complainant’s wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing of a formal complaint.

1. The Coordinator or any person designated by the University to facilitate an informal resolution of an allegation of sex discrimination shall not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

2. The University shall ensure that the Coordinator or any person designated by the University to facilitate an informal resolution of an allegation of sex discrimination, receives training on the definitions of sex discrimination including but not limited to the definition of sexual harassment as set forth in 34 C.F.R. Part 106.30, the scope of the University’s education or activity from which the allegation of sex discrimination arises, how to serve impartially, including but not limited to avoiding pre-judgement of the facts at issue, conflicts of interest and bias.

3. The University shall ensure that any materials used to train the Coordinator or a person designated by the University to facilitate an informal resolution of an allegation of sex discrimination does not rely on sex stereotypes and that such materials promote impartial investigations and adjudications of complaints of sex discrimination.

B. Response to a formal complaint. In response to a formal complaint, the University must follow the grievance process set forth in this policy. With or without a formal complaint, the University must comply with the requirements set forth in Section V.A. of this policy.

C. Emergency Removal of Respondent. With or without the filing of a formal complaint, the University may remove a respondent from the University’s educational programs or activities on an emergency basis, provided that the University undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sex discrimination justifies removal, and the University shall provide the respondent so removed with written notice of the emergency removal which shall state that the



respondent has the right to file a written opposition to the removal with the Title IX Coordinator no later than five (5) work days after the emergency removal takes place. If such opposition is filed, the University shall issue a final decision on such emergency removal no later than ten (10) work days after the day such opposition is filed. The timeline stated in this section shall be modified to accommodate any rights the complainant or respondent may have pursuant to the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

D. Administrative Leave. With or without the filing of a formal complaint, the University may place a non-student employee respondent on administrative leave during the pendency of the grievance process set forth in this policy. However, this provision shall not be construed to modify any rights the complainant or respondent may have pursuant to the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, or the Americans with Disabilities Act.

## **VI. Grievance Process for Formal Complaints of Sex Discrimination.**

### **A. General Provisions.**

1. The grievance process for handling formal complaints of sex discrimination shall apply equally to both the complainant and the respondent.

2. The University shall treat complainants and respondents equitably by providing remedies to a complainant where, after following this grievance process, a determination of responsibility for sex discrimination has been made against the respondent and by following this grievance process before the University imposes any disciplinary sanctions or other actions that are not supportive measures against a respondent.

3. This grievance process requires an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence and any of the University's credibility determinations arising from this grievance process shall not be based on a person's status as a complainant, respondent, or witness for either the complainant, the respondent, or the University.

4. The Coordinator or any person designated by the University as an investigator or a decision maker shall not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

5. The University shall ensure that the Coordinator or any person designated by the University as an investigator or a decision maker receives training on the definitions of sex discrimination including but not limited to the definition of sexual harassment as set forth in 34 C.F.R. Part 106.30, the scope of the University's education or activity from which the allegation of sex discrimination arises, how to serve impartially, including

but not limited to avoiding pre-judgement of the facts at issue, conflicts of interest and bias.

6. The University shall ensure that any person designated by the University as a decision maker receives training on any technology to be used at a live hearing.

7. The University shall ensure that any person designated by the University as a decision maker receives training on issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, as set forth in 34 C.F.R. Part 106 §106.45(b)(6).

8. The University shall ensure that any person designated by the University as an investigator receives training on issue of relevance to create an investigative report that fairly summarizes relevant evidence as required by in 34 C.F.R. Part 106 §106.45(b)(5)(vii).

9. The University shall ensure that any materials used to train a person designated by the University as an investigator or decision-maker does not rely on sex stereotypes and that such materials promote impartial investigations and adjudications of complaints of sex discrimination.

10. Respondents are presumed to be non-responsible. This Grievance Process shall assume that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Grievance Process.

11. Clear and Convincing Standard of Evidence. The standard of evidence to be used to determine responsibility is the clear and convincing evidence standard and said standard of evidence shall apply to formal complaints against students, to formal complaints against employees, including the University's faculty, and to all formal complaints of sex discrimination.

12. Burden of Proof & Burden of Gathering Evidence. The University shall ensure that that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the parties.

13. Party Access to Evidence. The University shall provide both parties an equal opportunity to inspect and review any evidence obtained as part of the preliminary investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

(a). The University shall make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

14. Privileges. This Grievance Process shall not rely upon or otherwise permit the use of questions or evidence that constitute, or seek disclosure of, information protected a legally recognized privilege applicable to Guam, unless the person holding such privilege has waived the privilege.

(a). The University shall not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the University obtains that party's voluntary, written consent to do so for a grievance process under this section.

15. Supportive Measures. The Coordinator shall describe the range of supportive measures to the Complainant and to the Respondent.

16. Party Witnesses. The parties shall have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence during the preliminary investigation and during the hearing.

17. Discussions. The University shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

18. Party Advisors. The parties shall have the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and the University shall not limit the choice or presence of the advisor for their the complainant or respondent in any meeting or grievance proceedings.

(a). The University may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties.

19. Notice. The University shall provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare and participate.

20. No Waiver. The University shall not require as a condition of enrollment or continuing enrollment, or employment, or continuing employment, or the enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaint of sex discrimination consistent with this section.

21. Confidentiality. Pursuant to 34 C.F.R. Part 106, §106.71(a), the University shall keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by FERPA as set forth in 20 U.S.C. §1232g, FERPA Regulations set forth in 34 C.F.R. Part 99, or as required by law, or to carry out the purposes of 34 C.F.R. Part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

## B. Formal Complaints of Sex Discrimination.

1. Time Limit. Complainants shall file formal complaints no later than fourteen (14) calendar days from the action or occurrence from which the Complainant's allegations of sex discrimination arise from. If the Complainant elects not to file a formal complaint or fails to file a formal complaint within the aforementioned time period, the University shall treat the complaint or allegation as untimely and shall not take any further action on it other than giving written notice to the Complainant that the complaint was untimely.

2. Filing. A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information required to be listed by the University for the Title IX Coordinator and by any additional methods designated by the University. In person and the Coordinator or his or her designee shall acknowledge receipt of each complaint and that said acknowledgement shall include the date and time the Coordinator received the complaint.

### 3. Format.

#### (a). Complaints shall:

- (i). Be made in writing.
- (ii). Be clearly marked "Formal Complaint of Sex Discrimination."
- (iii). State the name of the Complainant.
- (iv). Provide the Complainant's phone number, mailing address, and email address which the University may use to contact the Complainant.
- (v). State the name, if known by the Complainant, of the Respondent. If the Respondent's name is not known, the Complainant shall provide a description of the Respondent.
- (vi). State the Respondent's phone number, mailing address, and email address which the University may use to contact the Respondent, if known.
- (vii). Specify whether the Complainant is a University student or employee or whether the Complainant has applied to become a University student or employee.

(viii). Specify which form of sex discrimination the Complainant is alleging, i.e. whether the Complainant is alleging sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, or an inappropriate amorous relationship.

(ix). State the specific allegations of sex discrimination against the Respondent including the dates, times, and locations of the events or occurrences giving rise to the allegations.

(x). Request that the University investigate the Complainant's allegations of sex discrimination against the Respondent.

(xi). Contain the Complainant's physical or digital signature, or otherwise indicate that the Complainant is the person filing the formal complaint.

(xii). Have attached as exhibits, all evidence that the Complainant has to support the allegations made in the formal complaint.

(A). The Complaint may be signed by the Coordinator at the request of the Complainant. Where the Coordinator signs a formal complaint, the Coordinator is not a complainant or otherwise a party to the formal complaint and shall comply with the requirements of 34 C.F.R. Part 106 §106.45(b)(1)(iii).

(b). If the complaint is not in the correct format, the Coordinator shall still accept the complaint and contact complainant to explain the format required and shall give the Complainant seven (7) calendar days to file an amended complaint. The University shall deem any amended complaint to have been filed on the date and time the original complaint was filed. If the Complainant fails to file an amended complaint within seven (7) calendar days after the Coordinator requests that such complaint be filed, the complaint shall be dismissed and the University shall take no further action on it.

4. Amending a Formal Complaint. The Complainant may amend a filed formal complaint without leave of the Coordinator any time prior to the University's issuance of a Notice of Allegations. After the University issues the Notice of Allegations, the Complainant may only amend a filed formal complaint with prior leave of the Coordinator and the Coordinator shall only give the Complainant leave to amend a filed formal complaint for good cause shown by the Complainant and only after giving the Respondent notice and an opportunity to respond to the Complainant's request to amend the formal complaint and only if such amendment does not cause prejudice to the Respondent.

C. Notice of Allegations. No later than seven (7) calendar days after the filing of a formal complaint, the Coordinator shall provide the following written notice of the parties who are known:

1. Notice of the University's Grievance Process including the University's informal resolution process.

2. Notice of the allegations of sex discrimination including sufficient details known at the time and with sufficient time for the parties to prepare a response before any initial interview. Sufficient details include the identifies of the parties involved in the incident, if known, the conduct allegedly constituting sex discrimination and the date and location of the alleged incident, if known.

3. The notice shall include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Grievance Process.

4. The notice shall advise the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence

5. The notice shall advise the parties that they may inspect and review evidence obtained by the University that is directly related to the allegations raised in the formal complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation, and the Investigator's investigation report.

6. The notice shall inform the parties of any provision in the applicable University code of conduct for students, employees, or faculty, that prohibits knowingly making false statements or knowingly submitting false information during the preliminary investigation and the grievance process.

7. The notice shall inform the parties of the name and contact information of the Investigator appointed by the University to conduct the preliminary investigation and the decision-makers appointed by the University to make a responsibility determination on the allegations of sex discrimination contained in the formal complaint.

8. If in the course of an investigation, the University decides to investigate allegations about the complainant or the respondent that are not included in the Notice of Allegations, the University shall provide notice of the additional allegations by issuing an Amended Notice of Allegations to the parties whose identifies are known.

D. Supportive Measures. No later two (2) work days after the issuance of a Notice of Allegations, the Coordinator shall contact the Complainant and the Respondent to discuss the availability of supportive measures and the Coordinator shall consider the Complainant and the Respondent's respective wishes with respect to supportive measures unless the Coordinator has previously done so prior to the Complainant's filing of the formal complaint.

E. Preliminary Investigation. The University shall appoint, in writing, an investigator to conduct a preliminary investigation as follows:

1. The primary function of the Preliminary Investigation is to impartially ascertain facts, document and preserve evidence, and then to report the facts and evidence to the decision-makers.

2. The Investigator shall gather and review all evidence provided by the parties.

3. The Investigator shall gather all evidence which may be in the University's possession, custody, or control that is relevant to the allegations contained in the formal complaint or the Respondent's answer to the formal complaint.

(a). The Investigator shall not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the Investigator obtains that party's voluntary, written consent to do so for a grievance process under this section.

4. The Investigator shall obtain, as reasonably possible, the written statements of the Complainant, the Respondent, and any witnesses to any of the allegations in the formal complaint or the answer to the formal complaint.

(a). The Investigator will not accept any statements made "off the record," and shall treat all statements made by the witnesses as part of the evidentiary record.

(b). The parties or any witnesses may have a representative, including an attorney representative present with them when they are providing their written statements to the Investigating Officer.

(c). The parties and non-University employee witnesses may elect to not provide a written statement to the Investigator.

(d). No party or witnesses will be compelled to incriminate themselves, to answer any question the answer of which would incriminate them, or to make a statement or produce evidence that is not material to the issues being investigated or that might tend to degrade them. An answer or statement tends to incriminate a person if it would make it appear that the person is guilty of a crime and a person who refuses to provide information for this reason must specifically state that the refusal is based on their rights against self-incrimination under the Fifth Amendment of the U.S. Constitution or the Bill of Rights contained in the Organic Act of Guam.

5. Advisors. The parties shall have the same opportunities to have others present during any meeting or proceeding they have with the Investigator, including the opportunity to be accompanied to any related meeting or proceeding with the Investigator by the advisor of their choice, who may be, but is not required to be, an

attorney, and the Investigator shall not limit the choice or presence of the advisor for their the complainant or respondent in any meeting or grievance proceedings.

(a). The Investigator may establish restrictions regarding the extent to which the advisor may participate in the meeting or proceedings, as long as the restrictions apply equally to both parties.

6. Notice of Interviews & Meetings. The Investigator shall provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews and meetings, with sufficient time for the party to prepare and participate.

7. Party Access to Evidence. The Investigator shall provide both parties an equal opportunity to inspect and review any evidence obtained as part of the preliminary investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

8. Delivery of Evidence to the Parties. Prior to the completion of the investigative report, the Investigator shall send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least ten (10) days to submit a written response, which the investigator will consider prior to the completion of the investigative report.

9. Investigative Report. No later than fourteen (14) calendar days prior to a scheduled hearing, the Investigator shall submit a report to the decision-makers that fairly summarizes the relevant evidence and the report shall contain:

- (a). The Formal Complaint.
- (b). The Notice of Allegations.
- (c). The Answer to the Formal Complaint.
- (d). All evidence gathered or documented by the Investigator.
- (e). The parties' responses to the evidence.
- (f). A summary of the relevant evidence.

(g). A recommendation as to whether a finding of responsibility or a finding of non-responsibility for the Respondent should be made concerning the allegations in the formal complaint.

4. The decision-makers may use the Preliminary Investigation Report and any evidence that it contains in making a responsibility determination concerning the allegations contained in the formal complaint or in the answer to the formal complaint.



## F. Dismissal of a Formal Complaint.

1. If the Preliminary Investigation concludes that the conduct alleged in the formal complaint would not constitute sex discrimination as defined by this policy even if proved by clear and convincing evidence, or that the conduct did not occur in the University's education programs or activities, or it did not occur against a person in the United States, then the University shall dismiss the formal complaint with regard to that conduct. Such dismissal does not preclude the University from taking action under another provision of any applicable University code of conduct for students, employees, or faculty.

2. The University may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing:

(a). A Complainant notifies the Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein.

(b). The Respondent is no longer enrolled with or employed by the University.

(c). Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

3. Upon a dismissal required permitted pursuant to this section, the Coordinator shall promptly send written notice of the dismissal and the reasons therefor simultaneously to the parties.

## G. Consolidation of Formal Complaints.

1. The Coordinator may consolidate formal complaints as to allegations of sex discrimination against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sex discrimination arise out of the same facts or circumstances.

2. Where a grievance process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent," include the plural, as applicable.

## H. Grievance Committee Hearing.

### 1. Grievance Committee Members.

(a). Decision-Makers. The University shall appoint in writing three decision-makers who shall each have a yes or no vote on a determination of responsibility regarding the allegations of sex discrimination in the formal complaint.

(b). Committee President. The most senior ranking decision-maker shall serve as the Committee President. The Committee President shall be more senior ranking than any employee or faculty complainant or respondent, except in cases where the University determines in writing that such appointment is impracticable because of exigent circumstances. The Committee President has the following responsibilities and shall, during the hearing:

(i). Preserve order.

(ii). Determine the time and place of sessions of the hearing.

(iii). Recess and adjourn the hearing as necessary.

(iv). Decide routine administrative matters necessary for the efficient conduct of the hearing.

(v). Ensure that the hearing is properly conducted and that the report of proceedings is submitted to the University promptly and no later than fourteen (14) days after the hearing is concluded.

(vi). May conduct the hearing with all parties physically present in the same geographic location or, at the Committee President's discretion, any or all parties, witnesses, and other participants may appear at the hearing virtually, with technology enabling participants simultaneously to see and hear each other.

(c). Recorder. The University shall appoint a person, who is not a party, a witness, the Coordinator, the Investigator, or a decision maker, to serve as the Recorder during the hearing. The recorder is a non-voting member whose duty it is to record the hearing proceedings in audio and visual format.

(d). Legal Advisor. The University may appoint a legal advisor who shall be an attorney licensed to practice law on Guam, and who is not a party, a witness, the Coordinator, the Investigator, or a decision-maker. The legal advisor shall serve as a non-voting member and shall rule finally on challenges for cause made during the hearing, except on a challenge against the legal advisor, and on all evidentiary and procedural matters, but may not dismiss any question or issue before the decision-makers. In appropriate cases, the legal advisor may advise the members on legal matters.

(e). Members with Special Technical Knowledge. The University may appoint persons with special technical knowledge as advisory, non-voting members, and such members need participate in the hearing proceedings except as directed by the hearing president. The report of proceedings will indicate the limited participation of an advisory member.

## 2. Attendance of Committee Members.

(a). General. Attendance of Committee Members at the hearing is the primary duty of each voting committee member and takes precedence over all other duties. A voting member must attend scheduled sessions of the hearing, if physically able, unless excused in advance by the Committee President. The hearing may proceed, even though a committee member is absent, provided the necessary quorum is present. If the recorder is absent, the assistant recorder, if any, or the junior ranking decision-maker will assume the duties of recorder. The hearing may then proceed at the discretion of the Committee President.

(b). Quorum. A majority of the appointed voting committee members, other than nonparticipating alternate members, of a Grievance Committee constitutes a quorum and must be present at all committee sessions.

(c). Alternate Members. The University may designate alternate members to serve on the Grievance Committee, in the sequence listed, if necessary, to constitute a quorum in the absence of a regular committee member. These alternate members may be added to the Grievance Committee at the direction of the Committee President without further consultation with the University. A member added at the direction of the Committee president becomes a regular member with the same obligation to be present at all further proceedings of the committee.

(d). Member not present at prior sessions. A member who was not present at a prior session of the committee, such as an absent member, an alternate member newly authorized to serve as a member, or a newly appointed member, may participate fully in all subsequent proceedings. The member must, however, become thoroughly familiar with the prior proceedings and the evidence. The report of proceedings will reflect how the member became familiar with the proceedings. Except as directed by the University, a member who was not available because of having been excused or otherwise, for a substantial portion of the proceedings, as determined by the Committee President, will no longer be considered a member of the committee in that particular case, even if that member later becomes available to serve.

### 3. Duties of the Recorder.

(a). Before a Session. The Recorder is responsible for administrative preparation and support for the committee, and will perform the following duties before a session:

(i). Give timely notice of the time and place for the session to all participants, including committee members, witnesses, the legal advisor, and the complainant, the respondent, their advisors, if any, counsel, reporter, and interpreter. Only the notice to the complainant and the respondent must be in writing. It is also usually appropriate to notify the supervisor of any participant who is employed by the University.

(ii). Arrange for the presence of witnesses who are to testify in person, including the attendance of University employees ordered to appear, and of other civilians voluntarily appearing pursuant to the University's request.

(iii). Ensure that the site for the session is adequate and in good order.

(iv). Arrange for necessary personnel support, for example, a paralegal, court reporter, or interpreter, and recording equipment, stationery, and other supplies.

(v). Arrange to have available all required records, documents, and evidence.

(vi) Ensure, subject to security requirements, that all appropriate records and documents referred with the case are furnished to any party or their advisor.

(vii). Take whatever other action is necessary to ensure a prompt, full, and orderly presentation of the case.

(b). During the Session. The Recorder will perform the following duties during the session:

(i). Read the formal complaint and the appointment of the committee members at the initial session, or determine that the parties and the committee members have read them.

(ii). Note for the record at the beginning of each session the presence or absence of the committee members of the board and the parties and their advisors, if any.

(iii). Administer oaths as necessary.

(iv). Execute all orders of the committee.

(v). Conduct the presentation of evidence and examination of witnesses to elicit the facts.

(vi). Create an audio or audiovisual recording, or transcript, of the hearing.

(c). After the Proceedings.

(i). The Recorder is responsible for the prompt and accurate preparation of the report of proceedings and for the delivery of the report to the University.

(ii). The Recorder shall make the recording or transcript of the hearing available to the

parties and the parties' advisors, if any, for their inspection and review.

4. The Parties. The Parties may request that witnesses who have previously testified be recalled for cross-examination. If circumstances do not permit recalling a witness, a written statement may be obtained. In the absence of compelling justification, the proceedings will not be delayed to obtain such a statement. Subject to evidentiary limitations, any testimony given by a person as a witness may be considered, even if that witness is the Complainant or the Respondent.

5. Notice. The Recorder will, at a reasonable time in advance of the first session of the Grievance Committee concerning a formal complaint, provide the parties or their advisors, if any, a copy of all documents in the case file and a letter of notification. In the absence of special circumstances, a "reasonable time" is 10 business days. The letter of notification will include the following information:

(a). The date, hour, and place of the session.

(b). The specific allegations in the formal complaint and in the answer, in sufficient detail to enable the Complainant and the Respondent to prepare.

(c). The Complainant and Respondent's rights with regard to having their advisors present.

(d). The name and telephone number or email of each witness expected to be called.

(e). The Complainant and the Respondent's rights to be present, present evidence, and call witnesses.

(f). The procedures for examining the evidentiary materials during the hearing on request and with the assistance of the recorder.

6. Advisors.

(a). Right to have an Advisor.

(i). The parties shall have the same opportunities to have others present during the hearing, including the opportunity to be accompanied at the hearing by the advisor of their choice, who may be, but is not required to be, an attorney, and the committee shall not limit the choice or presence of the advisor for the Complainant or the Respondent.

(ii). If a party does not have an advisor present at the hearing, the University must provide without fee or charge to that party, an advisor of the University's choice, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that party.

(b). Delay. Whenever practicable, the committee proceedings will be held in abeyance pending a parties' reasonable and diligent efforts to obtain an advisor. The

proceedings will not be delayed unduly to permit a party to obtain a particular advisor, or to accommodate the schedule of such advisor. The Committee President shall determine whether a delay is excessive.

(c). Independence. No advisor for a party will be censured, reprimanded, admonished, coerced, or evaluated less favorably as a result of the lawful and ethical performance of duties, or the zeal with which he or she serves as an advisor of a party. Any question concerning the propriety of a party's advisor's conduct in the performance of his or her duty will be referred to the legal advisor.

## 7. Challenges for Cause.

(a). Right of the Parties. The Complainant and the Respondent is entitled to have the formal complaint decided by a Grievance Committee composed of impartial members. A party may challenge for cause the legal advisor and any voting member of the committee who the respondent believes does not meet that standard. Lack of impartiality is the only basis on which a challenge for cause may be made at the committee proceedings. Any other matter affecting the qualification of a committee member may be brought to the attention of the Committee President or the University if the qualification of the Committee President is at issue.

(b). Making a Challenge. A challenge will be made as soon as a party or their advisor is aware that grounds exist. Failure to do so normally will constitute a waiver. If possible, all challenges and grounds will be communicated to the Coordinator before the Grievance Committee convenes. When the Grievance Committee convenes, the parties or their advisors may question members of the committee to determine whether to make a challenge. Such questions must relate directly to the issue of impartiality. Discretion will be used, however, to avoid revealing prejudicial matters to other members of the committee. If a challenge is made after the Grievance Committee convenes, only the name of the challenged member will be indicated in open session, not the reason for believing the member is not impartial.

(c). Deciding Challenges. The Coordinator may decide any challenges made before the Grievance Committee convenes. Otherwise, a challenge is decided by the legal advisor or, if the legal advisor is challenged, by the Committee President.

(d). Procedure. Challenges for lack of impartiality not decided by the Coordinator will be heard and decided at a session of the committee attended by the legal advisor, the Committee President, the member challenged, the parties, the parties' advisors, if any, and the recorder. The parties or that their advisors, if any, may question the challenged member and present any other evidence to support or oppose the challenge. The recorder may also present evidence on the issue. The person who is to decide the challenge may question the challenged member and any other witness, and may direct the recorder to present additional evidence. If more than one member is challenged at a time, each challenge will be decided independently in the order that such challenges were received.

(e). Sustained Challenge. If the person deciding a challenge sustains it, he or she will excuse the challenged member from the committee at once, and that person will no longer be a member of the committee. If this excusal prevents a quorum, the committee will adjourn to allow the addition of another member; otherwise, proceedings will continue.

#### 8. Presentation of Evidence.

(a). Rights of the Parties. Except for good cause shown in the report of proceedings, a party is entitled to be present, with their advisor, if any, at all open sessions of the committee that deal with any matter concerning the formal complaint and the answer. The parties may:

(i). Examine and object to the introduction of real and documentary evidence, including written statements.

(ii). Object to the testimony of witnesses and cross-examine witnesses other than the party's own.

(A). The Committee President must permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including that challenging credibility.

(B). Such cross-examination must be conducted directly, orally, and in real time by the party's advisor of choice and never by the party personally.

(C). Only relevant cross-examination and other questions may be asked of a party or witness.

(D). Before a complainant, respondent, or witness answers a cross-examination or other question, the Committee President must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

(iii). Call witnesses and otherwise introduce evidence.

(iv). Testify as a witness; however, no adverse inference may be drawn from the exercise of the privilege against self-incrimination. Additionally, the parties may provide written statements in lieu of live testimony.

(v). At the request of either party, the Committee President must provide the hearing to occur with the parties located in separate rooms with technology enabling the committee and the parties to simultaneously see and hear the party or the witness answering questions.

(b). Assistance.

(i). Upon receipt of a timely written request, and except as provided in subparagraph (iv), below, the Recorder will assist the parties or their advisors, if any, in obtaining documentary and real evidence in the possession of the University, and in arranging for the presence of witnesses for the parties.

(ii). Except as provided in subparagraph (iv), below, the parties are entitled to attendance, at the University's expense, of witnesses who are University employees or faculty, non-University employee witnesses must voluntarily appear in response to an invitation to appear at the hearing from the Recorder or a party, and to official cooperation in obtaining access to evidence in the University's possession, to the same extent as the Recorder on behalf of the University. If the Recorder believes any witness's testimony or other evidence requested by a party is irrelevant or unnecessarily cumulative, or that its significance is disproportionate to the delay, expense, or difficulty in obtaining it, the Recorder will submit the Respondent's request to the legal advisor or the Committee President, who will decide whether the Recorder will comply with the request. Denial of the request does not preclude the party from obtaining the evidence or witness without the Recorder's assistance, and at no expense to the University.

(iii). Nothing in this section relieves a party or a party's advisor, if any, from the obligation to exercise due diligence in preparing for and presenting his or her own case. Normally, the fact that any evidence or witness desired by a party is not reasonably available is not a basis for terminating or invalidating the proceedings.

(iv). Evidence that is privileged within the meaning of section VI.A.14 herein, will not be provided to a party or a party's advisor, if any, unless the Recorder intends to introduce such evidence to the committee and has obtained approval by the holder of the privilege to do so or the holder of such privilege has waived the privilege.

(c). Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

(d). If a party or witness is called for cross-examination by a party and does not submit to cross-examination at the hearing, the committee shall not rely on any statement of that party or witness in reaching a determination regarding responsibility.

(e). The committee shall not draw an inference about the determination of responsibility based solely on a party's or witness's absence from the hearing or refusal to answer cross-examination or other questions.



9. Argument. After all evidence has been received, the Recorder, the Complainant or the Complainant's advisor, if any, and the Respondent or the Respondent's advisor, if any, may make a final statement or argument, in the following order:

- (a). The Recorder's opening statement or argument.
- (b). The Complainant or the Complainant's advisor's, if any, final statement or argument.
- (c). The Respondent or the Respondent's advisor's, if any, final statement or argument.
- (d). The Recorder's closing argument in rebuttal.

10. Deliberation. After all the evidence has been received and any arguments heard, the committee members will consider the evidence carefully. These deliberations shall be in closed session with only voting members present. Nonvoting members of the committee do not participate in the committee's deliberations, but may be consulted. The parties and their advisors, if any, will be afforded the opportunity to be present at such consultations. The committee may request the legal advisor to assist in putting findings fact and findings of responsibility or non-responsibility in the proper form after their substance has been adopted by the committee. The parties and the parties' advisors, if any, are not entitled to be present during such assistance.

11. Voting. The committee arrives at its findings of fact and determination of responsibility or non-responsibility for each allegation in the formal complaint by voting. All voting members present must vote. After thoroughly considering and discussing all the evidence, the committee will propose and vote on findings of fact. The committee will next propose and vote on the determination of responsibility or non-responsibility for each allegation in the formal complaint, to make this determination, the committee shall apply the clear and convincing standard of evidence set forth in Section IV.A.11 in this policy. If additional findings are necessary to support a proposed determination of responsibility or non-responsibility, the committee will vote on such findings before voting on the related determination of responsibility or non-responsibility. If a finding of responsibility is made for any of the allegations, the committee will vote on the appropriate disciplinary sanctions, if any, from the range of disciplinary sanctions set forth in this policy. A majority vote of the voting members present determines questions before the committee. In case of a tie vote, the president's vote is the determination of the committee.

12. Report of Proceedings. The Report of Proceedings shall include:

- (a). Identification of the allegations potentially constituting sex discrimination as defined by this policy.
- (b). A description of the procedural steps taken from the receipt of the

formal complaint through the end of the hearing proceedings, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held.

(c). Findings of fact supporting the determinations of responsibility or non-responsibility.

(d). Conclusions regarding the application of the applicable student, employee, or faculty Code of Conduct to the facts.

(e). A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the committee imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity that was the subject of the formal complaint will be provided by the University to the Complainant.

(f). The University's procedures and permissible bases for the Complainant and the Respondent to appeal.

### 13. After the Hearing.

(a). Upon approval of the report of proceedings by the committee, the parties or the parties' advisor, if any, shall be provided a copy of the report, including all exhibits and enclosures that pertain to it, simultaneously.

(b). The determination regarding responsibility in the report of proceedings becomes final either on the date that the parties are provided with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

(c). The Coordinator is responsible for effective implementation of any remedies set forth in the report of proceedings.

### I. Appeals.

1. Time to File an Appeals. The Complainant or Respondent may file an appeal from a Report of Proceeding's determination regarding responsibility or non-responsibility, or from the dismissal of a formal complaint or any allegations therein with the University President, no later than fourteen (14) calendar days after the Complainant or Respondent receives the Report of Proceeding or Notice of Dismissal of the Formal Complaint. The University shall not consider any appeal filed after the aforementioned fourteen (14) day period.

### 2. Contents of Appeal.

(a). Grounds for Appeal. An appeal shall state the appealing party's grounds for appeal and the University shall only consider the following grounds for an appeal:

(i). Procedural irregularity that affected the outcome of the matter.

(ii). New evidence that was not reasonably available at the time the Report of Proceedings or the Dismissal of the formal complaint was made, that could affect the outcome of the matter.

(iii). The Coordinator, Investigator, or any Grievance Committee member had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

(b). Facts. The appealing party must provide or state the facts that support their grounds for appeal.

### 3. University President's Designee.

(a). The University President may designate a person, in writing, to decide the appeal who is not the same person as the Grievance Committee members that reached the determination regarding responsibility or dismissal, the Investigator, or the Coordinator.

(b). The University President shall ensure that such designee:

(i). Does not have a conflict of interest or bias for or against complainant or respondents generally or the Complainant or Respondent in the matter.

(ii). Has received training on:

(A). The definition of sex discrimination in this policy.

(B). The University's education program or activity the formal complaint arose from.

(C). How to conduct an investigation, a grievance process, and appeal.

(D). How to serve impartially, including the avoidance of pre-judgment of the facts at issue, conflicts of interest, and bias.

4. Notice of Appeal. The University President or designee shall provide a notice of the appeal, including a copy of the appeal, to the parties and said notice shall give the non-appealing party notice of their right to file a response to the appeal and that such response shall be filed with the University President or designee no later than fourteen (14) calendar days after that party receives notice of the appeal.

### 5. Response to Appeal.

(a). The non-appealing party may file a response to the appeal in support of or opposing the appeal within the timeline set forth in the Notice of Appeal and the facts supporting their support of or opposition to the appeal.

(b). The University President or designee shall not consider any response to an appeal that is untimely filed.

6. Decision.

(a). The University President or designee shall review the appeal, the response to the appeal, if any, and the record of the proceedings below and issue a decision in writing that either:

(i). Affirms the determination regarding responsibility or non-responsibility, or the dismissal of the formal complaint.

(ii). Vacates the determination regarding responsibility or non-responsibility, or the dismissal of the formal complaint and remands the matter back to the Coordinator, Investigator, or the Grievance Committee, as may be appropriate, to take any further action required by this policy.

(b). The decision shall describe the result of the appeal and the rationale for the result.

(c). The University President or designee shall provide the decision to the parties simultaneously.

## **VII. Mediation Process.**

### **A. General Provisions.**

1. The parties may voluntarily agree to engage in Mediation which is an informal resolution process at any time prior to the University reaching a determination regarding responsibility or non-responsibility, and the parties may voluntarily agree to engage in Mediation whether or not a formal complaint has been filed.

2. Mediation is voluntary and the University shall not compel or require the parties to engage in Mediation.

3. The Mediation process shall not be used to resolve allegations that a University employee or faculty member committed sex discriminating against a student.

### **B. Mediation.**

1. Request for Mediation. Any party may request for Mediation at any time prior to the University reaching a determination regarding responsibility or non-responsibility, by submitting a request for Mediation in writing to the Coordinator. The University shall not consider any request for Mediation filed after the University has made a determination regarding responsibility or non-responsibility.

2. Notice of Request for Mediation. The Coordinator shall provide the parties a Notice of Request for Mediation no later than two (2) working days after receiving a timely filed written request for Mediation.

3. Consent to Mediation. The parties may file a Consent to Mediation with the Coordinator no later than two (2) working days after their receipt of the Notice of Request for Mediation.

(a). If either the Complainant or the Respondent does not file a Consent to Mediation, their opposition to Mediation, the University shall not proceed with Mediation.

(b). If both parties file a Consent to Mediation, the matter shall be held in abeyance until the Mediation process has been completed.

4. Appointment of Mediator.

(a). If the both parties voluntarily consent to Mediation, the University shall appoint, in writing, a Mediator.

(b). The University shall ensure that the Mediator:

(i). Does not have a conflict of interest or bias for or against complainant or respondents generally or the Complainant or Respondent in the matter.

(ii). Has received training on:

(A). The definition of sex discrimination in this policy.

(B). The University's education program or activity the formal complaint arose from.

(C). How to conduct a mediation.

(D). How to serve impartially, including the avoidance of pre-judgement of the facts at issue, conflicts of interest, and bias.

5. Notice of Mediation. The Coordinator shall issue to Notice of Mediation to the Parties and such notice shall state:

(a). The name and contact information for the Mediator.

(b). Disclosure of the allegations of sex discrimination.

(c). The requirements of the Mediation process and notice that if an agreement of resolution is reached between the parties through mediation, that such agreement will preclude the parties from resuming a formal complaint arising from the same allegations.

(d). That at any time prior to reaching a resolution of agreement, either party has the right to withdraw from the Mediation and resume the grievance process with respect to the formal complaint.

(e). Any consequences resulting from participating in Mediation including the records that will be maintained or records that could be shared.

## 6. Mediation Proceedings.

(a). Advisors. The parties shall have the same opportunities to have others present during Mediation, including the opportunity to be accompanied at the Mediation by the advisor of their choice, who may be, but are not required to be, an attorney, and the Mediator shall not limit the choice or presence of the advisor for the Mediation.

### (b). Informal Resolution.

(i). The purpose of the Mediation shall be to achieve an informal resolution of the allegations of sex discriminations.

(ii). Mediation shall not involve an investigation or adjudication of the allegations of sex discrimination.

(c). Agreement of Resolution. If the parties are able to informally resolve the allegations of sex discrimination, the Mediator shall draft an Agreement of Resolution that accurately reflects the agreement reached between the parties.

(d). The Coordinator shall deliver the agreement to the University President who may:

(i). Approve the agreement.

(ii). Amend or deny the agreement explaining his or her rationale for doing so and return the agreement back to the Mediator for further action.

(e). Completion. Mediation is completed if the agreement of resolution is approved by the parties and the University President.

(f). Termination. Mediation is terminated and the matter resumes using the formal grievance process if:

(i). Either party does not approve an agreement of resolution.

(ii). The University President does not approve an agreement of resolution.

(iii). A party give written notice to the Mediator that it is withdrawing from Mediation.

(iv). The Mediator, in the Mediator's sole discretion, determines that a party is not acting in good faith or is not actively participating in the Mediation, and terminates the Mediation.

(g). If Mediation is terminated for any reason, the matter will be resolved through the Grievance Process set forth in the policy.

**VIII. Cooperation with Law Enforcement Agencies.** Conduct that violates this policy may also constitute a crime under the laws of Guam. Whether or not any specific incident of misconduct constitutes a crime is a decision made solely by law enforcement. The University shall cooperate in any criminal investigation conducting by the Guam Police Department, the Office of the Attorney General, or any other Guam or U.S. law enforcement agency conducting an investigation or criminal prosecution arising from the allegations of sex discrimination and the University may develop protocols with such law enforcement agencies for reporting complaints of sexual assault and other sex offenses, for their further investigation and determination.

## **IX. Retaliation.**

### **A. Retaliation Prohibited.**

1. The University or other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX of the Civil Rights Act of 1964, 34 C.F.R. Part 106, or this policy, or because the individual has made a report, complaint, testified, assisted, or participated, or refused to participate, in any manner in an investigation, proceeding, or hearing, arising from this policy.

2. Intimidation, threats, coercion, or discrimination, including charges against an individual for student, employee, or faculty code of conduct violations that do not involve sex discrimination but arise out of the same facts or circumstances as a report or complaint of sex discrimination, made for the purpose of interfering with any right or privilege secured by Title IX of the Civil Rights Act of 1964, 34 C.F.R. Part 106, or this policy, constitutes retaliation.

**B. Complaints Alleging Retaliation.** Complaints alleging Retaliation shall be filed according to the grievance procedure for sex discrimination set forth in Section VI., of this policy.

**C. Non-Retaliatory Acts.** The following acts do not constitute retaliation:

1. The exercise of rights protected under the First Amendment of the U.S. Constitution or the Bill of Rights of the Organic Act of Guam does not constitute retaliation.

2. Charging an individual with a student, employee, or faculty code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding does not constitute retaliation, provided, however, that a determination of regarding responsibility or non-responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

D. Any individual who engages in retaliation will be subject to prompt and appropriate disciplinary action.

## **X. Supporting Measures.**

A. Contacts. The Coordinator shall advise Complainants and Respondents of their option to contact the any of the following:

1. The Guam Police Department at (671) 472-8911 or 911 for emergencies
2. The Campus Security Office at (671) 888-2456 (cell), (671) 649-9273 (G4S dispatch).
3. Violence Against Women Prevention Program at (671) 735-2890
4. Dean of Enrollment Management and Student Success at (671) 735-2292

B. Complainants and Respondents:

1. May obtain on-campus assistance at Student Counseling Services, Isa Psychological Services, and the VAWPP. These offices shall also make appropriate referrals to off-campus services.

2. In all cases in which an allegation of sex discrimination is made, the University employee becoming informed of the allegation shall report the allegation to the Coordinator.

3. May decline to notify such authorities; and, where applicable, the Coordinator shall advise a Complainant or Respondent, in writing, of their right to obtain orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal or civil court, or by the University.

4. Preservation of Evidence. The Coordinator shall advise Complainants and Respondents of the importance of preserving evidence for the proof of a criminal offense, such as keeping a log of violent incidents or obtaining a forensic examination at the appropriate health care facility, and that they may have the alleged offender prosecuted either through the criminal process, the University disciplinary procedure or both.

5. Supporting Measures. In appropriate circumstances, upon request of the Complainant or Respondent, the University will change a student Complainant or Respondent's academic or campus living situation if the requested change can be



reasonably accommodated, regardless of whether the alleged sex discrimination is reported to campus authorities or local law enforcement. The Coordinator shall notify the Complainant and Respondent in writing of any such supporting measures. The range of supporting measures may include:

- (a). Access to counseling services and assistance in setting up initial appointments, both on and off campus;
- (b). Imposition of a campus “No-Contact Order”;
- (c). Rescheduling of exams and assignments;
- (d). Providing alternative course completion options;
- (e). Change in class schedule, including the ability to drop a course without penalty or to transfer sections;
- (f). Change in work schedule or job assignment;
- (g). Change in student’s campus housing;
- (h). Assistance from University support staff in completing housing relocation;
- (i). Limiting access to certain University facilities or activities pending resolution of the matter;
- (j). Voluntary leave of absence;
- (k). Providing an escort to assure safe movement between classes and activities;
- (l). Arranging for medical services;
- (m). Providing academic support services, such as tutoring; or
- (n). Any other measure which can be tailored to the involved individuals to achieve the goals of this policy.

6. Failure to adhere to the parameters of any supporting measures by either the Complainant or the Respondent may be considered a separate violation of this policy and may result in disciplinary or other sanctions.

C. No Supportive Measures. If the University does not provide a Complainant or Respondent with supportive measures, then the University shall document the reasons why such a response was not clearly unreasonable in light of the known circumstances and the documentation of certain bases or measures does not limit the University in the future from providing additional explanations or detailing additional measures taken.

## **XI. Anonymous & Confidential Reporting.**

A. Confidentiality. When considering reporting options, Complainants should be aware that certain University personnel called confidential resources can maintain strict confidentiality, while others called responsible employees have mandatory reporting and response obligations. For public recordkeeping purposes, such as the Clery Act reporting and disclosures, personally identifying information about the victim is not disclosed. University personnel who receive a report of sexual misconduct may be required to share the personally identifying information with appropriate administrative authorities for investigation and follow up.

The University will protect the confidentiality of a Complainant and a Respondent by refusing to disclose the Complainant and Respondent's information to anyone outside the University to the maximum extent permitted by law. As for confidentiality of information within the University, the University must balance a Complainant or Respondent's request for confidentiality with its responsibility to provide a safe and non-discriminatory environment for the University community.

Where the University cannot take disciplinary action against a Respondent because of a Complainant's insistence of confidentiality, the University will pursue other steps to limit the effects of the alleged sexual misconduct and attempt to prevent its recurrence.

The University has on-campus personnel who can maintain strict confidentiality. Campus crisis counselors are confidential resources who can assist in a crisis situation and provide information about options including medical assistance, psychological counseling, victim advocacy resources, legal resources, University disciplinary action, and criminal prosecution. The crisis counselors can provide safe and confidential support, explain common reactions to crises, and discuss coping methods that may assist immediately following the sexual misconduct and later. Talking about concerns may help the Complainant or the Respondents and decide what to do. Complainants or Respondents need not reveal their names if calling for information. Crisis counselors will not reveal the Complainant or the Respondent's identity to anyone, except under very limited exceptions (e.g., if an immediate threat to the Complainant or the Respondent or others is present, or if the victim is a minor).

The University will maintain as confidential any supporting measures provided to the Complainant or the Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supporting measures.

The University will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for Complainants and Respondents, both within the University and in the community. This

information is also regularly distributed at classroom presentations, outreach activities, and training.

B. Records. The EEO/ADA & Title IX Office will maintain for a period of seven (7) years:

1. Each sex discrimination investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required by this policy, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to the University's education program or activity which the allegations of sex discrimination arise from;

2. Any appeal and the results therefrom;

3. Any informal resolution and the result therefrom; and

4. All materials used to train Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

- (a). The University shall make these materials available on its website.

C. Release of Information. If a report of sex discrimination discloses a serious and immediate threat to the campus community, the University will issue a timely notification to protect the health or safety of the community as required by the Clery Act. The notification will not include identifying information about a reporting party.

Pursuant to the Clery Act and the 2013 Amendments to the Violence Against Women Act, anonymous statistical information regarding reported criminal incidents must be shared with University Safety Office for inclusion in the Daily Crime Log. This information will also be included in the University's Annual Security Report. The University may also share aggregate and not personally identifiable data about reports, outcomes, and sanctions.

All University proceedings are conducted in accordance with the requirements of Title IX, the Clery Act, the Violence Against Women Act, FERPA, Guam law, and University policy. No information, including the identity of the parties, will be released from such proceedings except as required or permitted by law or University policy.

## **XII. Reporting by University Employees.**

A. Responsible Employees. Employees with administrative or supervisory responsibilities on campus or who have been designated as campus security authorities by the University are considered responsible employees. Campus security authorities include: members of the University Safety Office; any individual(s) who have responsibility for campus (guard, escort, etc.); individuals/departments designated as reporting options in this policy; and employees with responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and

campus judicial proceedings. Campus security authorities also include members of the Board of Regents, the President, Vice Presidents, Deans, Directors, Associate Directors, Division Chairs, Student Affairs professionals (including Resident Advisors), and faculty who serve as advisors to student groups. Confidential resources are not considered to be responsible employees.

Responsible employees will safeguard an individual's privacy, but are required by the University to immediately share all details about a report of sex discrimination (including the known details of the incident (e.g., date, time, location), the names of the parties involved, a brief description of the incident and if the incident has been previously reported) with the Coordinator. Such reporting ensures timely support for all parties and enables an effective and consistent institutional response.

B. All Other Employees. All other employees (who are not designated as confidential resources) will safeguard an individual's privacy, but are strongly encouraged to share any information about such conduct with the Coordinator, in recognition of the understanding that centralized reporting is an important tool to address, end and prevent sex discrimination.

All students (who are not otherwise required to report as Responsible Employees) are strongly encouraged to report any information, including reports or partial reports, to the Coordinator. Confidential Resources

Confidential Resources will not share information about an individual (including whether that individual has received services) without the individual's express written permission, unless there is a continuing threat of serious violence to the patient/client or to others or there is a legal obligation to reveal such information (e.g., suspected abuse or neglect of a minor).

**XIII. Bystander Intervention.** One of the most effective methods of preventing sex discrimination is bystander intervention, which encourages people to identify situations that might lead to sex discrimination and then safely intervene to prevent misconduct from occurring.

A. Recognizing When to Intervene. Some people might be concerned that they are being encouraged to place themselves in jeopardy to stop crimes in progress. This is not the case. There are many situations and events that occur prior to sex discrimination that are appropriate for intervention. Bystander intervention encourages people to watch for those behaviors and situations that appear to be inappropriate, coercive, harassing, or discriminatory.

B. Responsibility to Intervene. The University deems that it is every person's responsibility to take safe and reasonable actions to prevent sex discrimination.

C. Ways to Intervene.

1. Making up an excuse to get a person out of a potentially dangerous situation;
2. Letting an individual know that his or her actions may lead to serious consequences;
3. Not leaving a person's side who may be in trouble despite the efforts of someone else to get him or her alone or away from you;
4. Using a group of friends to remind someone behaving inappropriately that his or her behavior should be respectful;
5. Taking steps to curb someone's use of alcohol before problems occur; or
6. Calling the authorities when the situation warrants.

D. Understanding How to Safely Implement the Choice. Safety is paramount in bystander intervention. Usually, intervening in a group is safer than intervening individually. Also, choosing a method of intervention that de-escalates the situation is safer than attempting a confrontation. However, there is no single rule that can account for every situation. Please use good judgment and always put safety first.

**XIV. Sanctions.** If any faculty, staff or student violates the terms of this policy, disciplinary action will be taken in accordance with disciplinary procedures contained in the relevant handbooks, policies, procedures, practices, or contracts. Violations of this policy will result in disciplinary actions which may include but are not limited to written warnings, loss of privileges, mandatory training or counseling, probation, suspension, demotion, exclusion, expulsion, revocation of tenure, and termination of employment.

**XV. Academic Freedom & Integrity.** The University is committed to the principles of free inquiry and expression. Vigorous discussion and debate are fundamental to this commitment, and this policy is not intended to restrict teaching methods or freedom of expression, nor will it be permitted to do so. Sex discrimination is not a proper exercise of academic freedom under this policy and is not a legally protected expression. However, discussion of topics (even those which include sexuality or sexually explicit information) that a student may find unpleasant, uncomfortable, or distressing may not necessarily be considered sex discrimination.

**XVI. Prevention & Risk Reduction Programs.** The University conducts primary prevention and awareness programs for all incoming students and new employees through the Dean of Enrollment Management and Student Success (EMSS), in conjunction with the Student Government Association (SGA) and the Violence Against Women Prevention Program (VAWPP). These educational programs promote student awareness of sex discrimination, including rape, attempted rape, other forms of sexual

assault, sexual harassment, domestic violence, dating violence, stalking, and inappropriate amorous relationships. The VAWPP serves as a resource and victim services center for University of Guam students, staff, faculty, and members of their families. VAWPP services include education and training programs, interactive classroom presentations, prevention and community outreach, and victim services such as victim advocacy, counseling and emotional support, crisis intervention, risk assessment and safety planning, advisement on legal options, and referrals to other services.

The VAWPP provides ongoing campus-wide prevention and awareness campaigns and education outreach activities for students, faculty and employees, such as prevention exhibits, campus displays, movie nights, screening days, and other events. These outreach activities engage the broader campus community to learn more about sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships, and where to access services.

The VAWPP provides information on risk reduction to recognize the warning signs of abusive behavior and how to avoid potential attacks. The different forms of sexual harassment, sexual assault, sex offenses, domestic violence, dating violence, stalking, and inappropriate amorous relationships are discussed and steps to take are outlined to ensure an individual's safety and to obtain assistance from informal resources such as family and friends, and formal resources such as the VAWPP, Campus Security, the Student Disciplinary Appeals Committee (SDAC), and the Guam Police Department (GPD).

All employees shall undergo annual training on the prevention of sexual misconduct. New employees shall certify to their understanding of the University's Sexual Misconduct Policy before beginning employment. New students shall affirm their understanding of student rights and responsibilities under the University's Sexual Misconduct Policy as part of the registration process and before class attendance.

**XVII. Annual Review.** This policy is maintained by the EEO/ADA & Title IX Office. The EEO/ADA & Title IX Office and Coordinator will review this policy on at least an annual basis, with the assistance of an advisory group consisting of student, faculty, staff, and may include community representatives selected by senior leadership of that office. The review will capture evolving legal requirements, evaluate the supports and resources available to the parties, and assess the effectiveness of the resolution process (including as to the fairness of the process, the time needed to complete the process, and the sanctions and remedies imposed). The review will include the opportunity for individuals affected by the policy to provide feedback and will incorporate an aggregate view of reports and resolutions. EEO/ADA & Title IX Office will prepare an annual report, publicly available, which will include recommendations and steps taken to improve the delivery of services and the effectiveness of the policy and procedures.

## **XVIII. Related University Policies.**

A. Policy for Equal Employment Opportunity and Non-Discrimination/Non-Harassment and Policy and Procedure for Students and Applicants with a Disability, provides a formal process by which the University community can seek prompt, orderly, and fair resolution to complaints of discrimination, harassment, including sexual harassment, and a process by which persons with disabilities can make requests for reasonable accommodations.

B. UOG Student Handbook, Grievance Procedures, provides a formal process by which students can seek prompt, orderly, and fair resolution of academic disputes and other related complaints.

C. Board of Regents–Faculty Union Negotiated Agreement—Faculty Grievance Procedures and Faculty Hearings Procedures, provides a formal process by which faculty employees can seek prompt, orderly, and fair resolution of workplace disputes.

D. UOG Interim Rules and Regulations for Classified Personnel, Grievance Procedures provides a formal process by which classified employees can seek prompt, orderly, and fair resolution of workplace disputes.

E. UOG Rules, Regulations and Procedures Manual, provides a formal process by which non-classified employees can seek prompt, orderly, and fair resolution of workplace disputes.

**XIX. How to get help in the event of an emergency.** Anyone who has experienced sexual misconduct is urged to immediately seek help. Help includes seeking medical assistance, seeking confidential counseling or crisis response, filing a report with law enforcement, and/or making a report to the University. The University of Guam will help any individual get to a safe place, provide transportation to the hospital, contact the Guam Police Department, and offer information about the University's resources and processes.

### **A. Emergency Response**

1. Emergency Law Enforcement: 911 (from anywhere)
2. UOG Campus Safety (671) 888-2456
3. G4S (671) 649-9273 (Dispatch)
4. Guam Police Department (671) 472-8911

### **B. Medical Treatment.**

1. Guam Memorial Hospital Emergency Room (671) 647-2555
2. Guam Regional Medical City (671) 649-4764

C. Urgent Care Clinics:

1. American Medical Center (671) 647-8261/2
2. Guam SDA Clinic (671) 646-8881/2
3. Hagatna MED Clinic (671) 475-6500
4. IHP Medical Group (671) 633-4447
5. FHP Urgent Care (671) 646-5825

D. Confidential Counseling & Crisis Response.

1. UOG Violence Against Women Prevention Program (VAWPP) Humanities and Social Sciences Building, 1<sup>st</sup> Floor, Room 103, (671) 735-2890
2. UOG Isa Psychological Services Center Humanities and Social Sciences Building, 2nd Floor, Room 202, (671) 735-2883
3. Victim Advocates Reaching Out (VARO) (671) 477-5552 (24-hr hotline)
4. Healing Hearts Crisis Center (671) 647-5351





UNIVERSITY OF GUAM  
UNIBETSEDĀT GUÅHAN  
Board of Regents

Resolution No. 20-27

**RELATIVE TO AWARDING EMERITUS PROFESSOR OF PSYCHOLOGY STATUS TO  
DR. KYLE 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) in 1987 and the criteria and procedures were last revised by BOR Resolution 19-31;

**WHEREAS**, the Dean of the College of Liberal Arts and Social Sciences (CLASS) has nominated Dr. Kyle Smith for the title of Emeritus Professor of Psychology;

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

**WHEREAS**, Dr. Kyle Smith has 30 years of service as a faculty member at UOG;

**WHEREAS**, Dr. Kyle Smith attained the rank of Tenured, Full Professor;

**WHEREAS**, Dr. Kyle Smith provided significant contributions to UOG through his dedication to teaching multiple, capacity-filled lecture hall sections of PY101 every semester; dozens of publications in high profile, peer-reviewed, academic publications; many years of service on the Faculty Senate in a variety of leadership roles; contribution to several institutional accreditation reports; multiple terms as division chair; and consistently teaching receiving positive student evaluations while working with exceptionally overloaded teaching commitments;

**WHEREAS**, Dr. Kyle Smith has received college excellence awards in teaching (1993), research (2001), service (1997), and collegiality (1999); as well as university outstanding faculty awards in teaching (2005) and service (2015), and the Triton Faculty of the Year Award (2019); and has received national recognition from the Carnegie Foundation for the Advancement of Teaching (2005);

**WHEREAS**, the enclosed nomination was transmitted to the President of the Society of Emeritus Professors and Retired Scholars, was endorsed by the CLASS Dean, and

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 Psychology to Dr. Kyle Smith.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR hereby bestows the title of Emeritus Professor of Psychology to Dr. Kyle Smith.

Adopted this 17<sup>th</sup> day of September 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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



## Emeritus Professor Nomination Form

Please refer to the full criteria, deadlines, and process in the University of Guam (UOG), Board of Regent's Bylaws Booklet of Appendices. 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: Kyle D. Smith  
Title (at Retirement): Professor of Psychology Unit: CLASS/ SBS  
Faculty Start date: 8/17/91 Date of Retirement: 7/18/29  
Mailing Address: 46 CALLE DE SILENCIO ST., YONA, GU 96915-4503  
Email address: kylesmithUOG@gmail.com Contact Number(s): (671) 689-1234

### Emergency Contact or Next of Kin Information

Name: YUKIKO INOUE-SMITH  
Mailing Address: P.O. Box 5375, MANGILAO, GU 96923-1375  
Email address: yukiinoue2005@yahoo.com Contact Number(s): (671) 988-1544

### Nominator Information

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

In addition to self-nominations, a nomination must originate from one of the following: a 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: James Sellmann  
Relationship to the Nominee: Supervisor/ Dean  
Email address: jsellmann@triton.uog.edu Contact Number(s): 735-2805

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**Criteria for Emeritus(a) Professor**  
(Nominee *must* meet all three (3) criteria for eligibility)

1. Is a tenured faculty at the minimum rank of Associate Professor/Extension Agent IV or Professor/Extension Specialist at the University of Guam (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.

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**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 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. Nominations shall be reviewed by the Dean or Director, Senior Vice President of Academic & Student Affairs, and President.
5. The Board of Regents 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.

04/1/2020

To: **Elvin Chiang**  
Mr. ~~XXXXXXXXXX~~, Chairperson of the Board of Regents, and  
The Board of Regents ( ) approved ( ) not approved

VIA: Dr. Thomas W. Krise, President *[Signature]*  approved ( ) not approved

VIA: Dr. Anita Borja Enriquez, Senior Vice President *[Signature]*  approved ( ) not approved

From: Dr. James Sellmann, Dean *[Signature]*

RE: Professor Emeritus Nomination for Dr. Kyle D. Smith

Your approval is requested to award Dr. Kyle D. Smith the status as an Professor Emeritus for his years of dedicated service, research and instruction at the University.

Dr. Smith has been engaged in outstanding work for the past 30 years. He has received positive CFES reviews for all of 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.

- Whereas Dr. Kyle Smith has successfully offered large lecture hall sections of PY101 General Psychology — consistently one of the University's three most popular General Education courses — for 120 plus students per section Every semester,
- Whereas Dr. Kyle Smith has successfully lead the redesign of PY100 Personal Adjustment — a second of the University's three most popular General Education courses — to align fully with the Uniquely UOG category,
- Whereas Dr. Kyle Smith has successfully while receiving student evaluation scores above University and College averages,
- Whereas Dr. Kyle Smith has successfully increased the number of Psychology majors through the PY101 course to 117 Majors to- date,
- Whereas Dr. Kyle Smith has successfully served numerous terms on the Faculty Senate, where he contributed to the shared governance of the University as Senate Vice-President, and as Chair of the Senate Standing Committee on Institutional Excellence,
- Whereas Dr. Kyle Smith has successfully co-chaired the University's WASC Institutional Report Writing Team for Section V: Student Success, Student Learning, Retention and Graduation for the 2015 accreditation review,
- Whereas Dr. Kyle Smith has successfully written special reports, such as Predicting and Enhancing Freshman to Sophomore Retention at the University of Guam,

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.*

- Whereas Dr. Kyle Smith has successfully served as Chair of the Division of Social and Behavioral Sciences, and received from Division faculty multiple unanimous votes of appreciation for a job well done,
- Whereas Dr. Kyle Smith has been successfully often overtasked with a 1.75 FTE for many semesters,
- Whereas Dr. Kyle Smith has successfully continued to contribute to cutting edge research in the psychology of relationships,
- Whereas Dr. Kyle Smith has successfully including students in conducting and presenting his research, as co-authors,
- Whereas Dr. Kyle Smith has successfully while also contributing to the MSCP graduate program by teaching the required course PY512 Research Methodology II: Statistics.

Dr. Smith has proven to be an outstanding professor and valued contributor to the University of Guam in all three endeavors of instruction, research and service.

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

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**Dean/Director Recommendation**

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

*J. L. ...*  
Director/Dean/Other

4, 11, 201  
Date

Comments:

*Please see attached letter*

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

*The President of SEPRS was notified of this application.* Date: *5/29/20*

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

*5/29/20*  
Date

Comments:



**President Recommendation to the Board of Regents**

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



\_\_\_\_\_  
President

06/ 01 /2020

Date

Comments:

Curriculum Vitae

KYLE D. SMITH, Ph.D.

ADDRESSES Office and Mailing:  
Division of Social and Behavioral Sciences  
University of Guam, UOG Station  
Mangilao, GU 96923 (671) 735-2879

Home:  
46 Calle de Silencio  
Yona, GU 96915

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ACADEMIC TRAINING

- 1987 Doctor of Philosophy, Social Psychology  
University of Washington, Seattle, Washington  
Minor: Industrial / Organizational Psychology  
Comprehensive areas: Personality Psychology  
Cognitive Psychology
- 1984 Master of Science, Psychology  
University of Washington, Seattle, Washington
- 1981 Bachelor of Science, Psychology, *summa cum laude*  
University of Tulsa, Tulsa, Oklahoma  
National Merit Scholar; Faculty Honors Medal
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MEMBERSHIPS

International Association for Relationship Research  
American Psychological Association  
Association for Psychological Science  
Society for Personality and Social Psychology

REFEREE FOR SUBMITTED MANUSCRIPTS

*Journal of Personality and Social Psychology*  
*Micronesian Educator*

RESEARCH INTERESTS

Close relationships as facilitators of personal growth  
Empathic emotion  
Cross-cultural studies of motivation, emotion and moral concepts

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AWARDS

- 2019 University of Guam Triton Award, Faculty of the Year
- 2015 University of Guam Outstanding Faculty Award for  
Excellence in Service
- 2005 Carnegie Foundation for the Advancement of Teaching  
U.S. Professor of the Year, U.S. Territories
- 2005 University of Guam Outstanding Faculty Award for  
Excellence in Teaching
- 2001 College of Arts and Sciences Award for Excellence  
in Research

AWARDS, cont.

- 1999 Co-Recipient, Outstanding Faculty Award for Collegiality  
College of Arts and Sciences, University of Guam
  - 1997 Co-Recipient, College of Arts and Sciences Outstanding Faculty  
Award for Excellence in Service
  - 1995 College of Arts and Sciences Outstanding Faculty  
Award for Excellence in Research
  - 1993 College of Arts and Sciences Outstanding Faculty  
Award for Excellence in Teaching
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TEACHING AND RESEARCH EXPERIENCE

- 2008 to present Member, Master of Science Degree Program in Clinical Psychology
- 2001 to present Professor of Psychology, University of Guam  
New courses: The Psychology of Close Relationships  
Research Methodology II: Statistics (graduate)
- 1995 Tenured Associate Professor of Psychology, University of Guam
- 1994 Associate Professor of Psychology, University of Guam  
New Courses: Research Methodology in the Behavioral Sciences
- 1993-2003 Member, Micronesian Studies Master of Arts Program Faculty
- 1992-94 Consultant to Micronesian Language Institute  
Director, Survey of Micronesian Immigrants to Guam,  
Compact Impact Needs Assessment Study  
Duties: Survey design, administration, analysis, reporting
- 1991 to present Member, Graduate Faculty, University of Guam
- 1991-94 Assistant Professor of Psychology, University of Guam  
Courses: Social Psychology, Cross-Cultural Psychology  
General Psychology, Personal Adjustment  
Psychological Research Seminar
- 1990-91 Visiting Assistant Professor of Psychology  
University of Washington at Bothell  
Courses: Organizational Psychology, Research Methodology  
Comparative Psychology, Philosophy of Science
- 1987-90 Visiting Professor, Administrative Sciences  
Marmara University, Istanbul, Turkey  
Courses: Organizational Behavior, Statistics I and II,  
Research Methods, Attitude Scaling, Thesis adviser
- 1987 Predoctoral Lecturer, University of Washington  
Course: Social Psychology

## TEACHING AND RESEARCH EXPERIENCE, continued

- 1986-87      Predoctoral Research Assistant to Prof. Elizabeth Loftus  
 Project: Informational Retrieval in National Surveys  
 Duties:          Supervised all aspects of research: project design, directed team abstracting medical records; statistical analysis, authorship
- 1986      Teaching Assistant, University of Washington  
 Courses:          Statistics, Personality and Individual Differences
- 1985-86      Predoctoral Lecturer, University of Washington  
 Courses:          Social Psychology  
                          Psychological Aspects of Poverty and Affluence
- 1985          Teaching Assistant, University of Washington  
 Course:            Research Methodology
- 1984-85      Research Assistant to Prof. Irwin G. Sarason  
 Project:            Psychological Study of Blood Donors  
 Duties:            Project design, test construction and administration, statistical analysis, authorship
- 1983      Research Assistant to Prof. John P. Keating  
 Project: Emergency Interventions  
 Duties:            Drafting reports and presentations
- 1982-84      Teaching Assistant, University of Washington  
 Courses:          Psychology as a Social Science, Social Psychology, Personality and Individual Differences

## EXTERNAL FACULTY TRAINING WORKSHOPS

- October 2012    Western Association of Schools and Colleges Training Workshop in Assessment of Quantitative Reasoning (California Polytechnic Univ., Pomona)
- May 2012        Western Association of Schools and Colleges Training Workshop in Meaning and Quality of Degrees (Chaminade Univ., Honolulu)
- July 1995        Ninth Annual Workshop for the Development of Intercultural Coursework at Colleges and Universities, East-West Center, Honolulu, Hawaii. Dr. Richard Brislin, Director.

## UNIVERSITY AND COMMUNITY SERVICE

- 2018 - current    Chair, Division of Social and Behavioral Sciences
- 2018-2019        Chair, Faculty Senate Standing Committee on Institutional Excellence  
 Faculty Representative, Regent Nominating Council
- 2015-2018        Vice President, University of Guam Faculty Senate
- 2015-2017        Chair, Division of Social and Behavioral Sciences
- 2014-2015        Co-Chair of Task Force and Primary Writer,  
 UOG Institutional Report on Student Success, Learning, Retention and Graduation

## UNIVERSITY AND COMMUNITY SERVICE, cont.

2010-2015	Chair, Faculty Senate Standing Committee on Institutional Excellence Faculty Representative, Regent Nominating Council
2008-2010	Vice President, University of Guam Faculty Senate
2008-2009	University Educational Effectiveness Task Force Primary Writer, Student Success Team, Western Association of Schools and Colleges Accreditation Self-Study Committee
2008	Guam Humanities Council Board Nominating Committee
2007-2008	Psychology Program Assessment Coordinator
2006-2009	Senator, University of Guam Faculty Senate Member, Senate Standing Committees on Evaluations and Institutional Excellence
2006-2007	Primary Writer, Student Success Team, Western Association of Schools and Colleges Accreditation Self-Study Task Force
2004-2006	Psychology Program Coordinator
2002-2003	Member, Board of Directors, <i>Inafa' Maolek</i> Mediation Center Chair, Faculty Senate Standing Committee on Faculty Excellence Member, Faculty Senate Member, Faculty Senate Agenda Planning Committee
2000-2002	President, <i>Inafa' Maolek</i> Mediation Center
2000	WASC Accreditation Focus Groups Facilitator
1999-2000	Acting Chair, University Promotion and Tenure Committee
1999-2000	Vice Chair, University Promotion and Tenure Committee
1999-2000	Psychology Program Coordinator
1998-2000	University Promotion and Tenure Committee, Member
1998-1999	Task Force for WASC Accreditation Self-Study, Standard 5
1998-2000	University of Guam Research Council, CAS Representative
1997-2004	Lead Mediator, <i>Inafa' Maolek</i> community-based mediation center
1997-98	Member, University Information Technology Committee
1997-98	University Task Force on Student Evaluations of Faculty
1997	College of Arts and Sciences Kurdish Refugee Response Team
1996-2003	Master's Thesis Supervisory Committees (4)
1995	Chair, Division of Social / Behavioral Sciences and Social Work
1995	College of Arts and Sciences Dean Search Committee

## UNIVERSITY AND COMMUNITY SERVICE, continued

1995	Division Committee for Revisions in Academic Master Plan
1994-95	Co-Chair, Social / Behavioral Sciences & Social Work Division
1994-95	Member, College of Arts and Sciences Academic Affairs Committee
1993-94	Psychology Program Coordinator
1993	Co-Chair, Committee on Human Research Subjects
1992-94	Community Outreach Committee Division of Social / Behavioral Sciences and Social Work
1992-93	Committee on Human Research Subjects
1991-93	Center for Wellness Advisory Committee
1991	Chair, <i>Ad hoc</i> Committee on Grade Review, College of Arts and Sciences
1991	College of Arts and Sciences Representative, workshop on American Disabilities Act
1986-87	Assistant Director, Psychology Department Subject Pool, Univ. of Washington
1985-86	Graduate Admissions Committee, Department of Psychology, University of Washington

## EXTERNAL FUNDING

2007	U.S. Department of Education Project HÁTSA Teacher Quality Enhancement Grant, Principal Investigator
1994	Title III Curriculum Development Grant for MI594 Migration, Culture Contact and Ethnic Relations in Micronesia
1994	Continental Air Micronesia Travel Grant                    "Palauan Conceptions of the Nature of Evil"
1991	Continental Air Micronesia Travel Grant                    "Emotion Concepts in Palau"

PUBLICATIONS, CONFERENCE PRESENTATIONS and RESEARCH REPORTS

\*peer-reviewed †invited

K. D. Smith & Y. Kawabata (2019). Resonant pleasures and the Helper's High: Empathic mediators linking pleasant and meaningful lives with happiness. Manuscript in preparation.

•July 2018. K. D. Smith, H. Rebadullah, C. Oh, & J. Valencia. The relationships that changed you the most: Social bonding, idealization and validation predict personal growth. Poster presented at the 2018 Conference of the International Association for Relationship Research, Fort Collins, CO.

\*July 2016. K. D. Smith. Positive resonance and the Helper's High: Relational elements in links between pleasure, meaning and happiness. Paper presented at the 2016 Conference of the International Association for Relationship Research, Toronto, Canada.

\*July 2016. K. D. Smith, M. S. Nakamura, K. Yasukawa, & N. Cruz. Feeling rejected and misunderstood in close relationships predicts self-focused growth goals. Poster presented at the 2016 Conference of the International Association for Relationship Research, Toronto, Canada.

\*July 2016. M. S. Nakamura & K. D. Smith. Validation, resonance, modeling and rejection from confidants: Relational predictors of post-traumatic growth. Poster presented at the 2016 Conference of the International Association for Relationship Research, Toronto, Canada.

\* S. Türk Smith, K. D. Smith, & J. C. Christopher (2014). Respecting the complexity of value systems: Psychological realism and the case of Turkish culture. In S. J. Kulich, L. Weng, & M. H. Prosser (eds.), *Shanghai Intercultural Institute Cultural, Intercultural and Cross-Cultural Values Series, Vol. 5: Value dimensions and their contextual dynamics across cultures*. Shanghai Foreign Language Education Press, People's Republic of China.

\*July 2014. K. D. Smith. Interpersonal resonance: A central, distinct and desirable element in close relationships. Paper presented at the 2014 Conference of the International Association for Relationship Research, Melbourne, Australia.

\*August 2013. J. Gouniai, S. Türk Smith, & K.D. Smith. Does acculturation define well-being? A prototype analysis of psychological well-being from the Chamorro and Filipino students' perspective. Paper presented to the 10th Conference of the Asian Association of Social Psychology, Yogyakarta, Indonesia.

\*July 2012. K. D. Smith. Being understood vs. being accepted: Elements of interpersonal validation and their links to everyday experience. Paper presented at the 2012 Conference of the International Association for Relationship Research, Chicago, IL.

\*† S. Türk Smith, K. D. Smith, & A. Peang-Meth (2010). University-based services for asylum-seekers on Guam: Empowerment, culture, learning and community. *International Journal of Intercultural Relations*, 34(2), pp. 150-162.

March 2010. K. D. Smith. 'I'll kill myself if you leave me;' What motivates and sustains manipulative suicide threats on Guam? Paper presented at the Annual Research Conference of the University of Guam College of Liberal Arts and Social Sciences.

K. D. Smith, L. Kodiyanplakkal & S. Santos-Bamba (2008). Progress Report, Project HÁTSA Teacher Quality Learner Assessment Study of Pre-Secondary English Teachers, submitted to the University of Guam Center for Excellence in Developmental Disabilities Education, Research and Service (CEDDERS). Presented at the University of Guam's 21st Annual Regional Language Arts Conference, November 2008.



PUBLICATIONS, CONFERENCE PRESENTATIONS and RESEARCH REPORTS, continued

\*peer-reviewed †invited

\*K. D. Smith, S. Türk Smith, & J. C. Christopher (2007). What defines the good person? Cross-cultural comparisons of experts' models with lay prototypes. *Journal of Cross-Cultural Psychology*, 38, pp. 333-360.

\*June 2007. J. C. Christopher, K. D. Smith & S. Türk Smith. Culture as moral topographies of the self. Paper presented at the Biennial Meeting of the International Society for Theoretical Psychology, Toronto, Canada.

\*March 2005. K. D. Smith, S. T Smith, & J. Christopher. What defines the life well-lived? Cross-cultural comparisons of experts' models with lay prototypes. Paper presented at the UOG College of Liberal Arts and Social Sciences Annual Research Conference.

†\*K. D. Smith, J. Christopher, A. Delle Fave, & D. P. S. Bhawuk (2003). A symposium on post-Newtonian metatheories in the natural sciences and in cross-cultural psychology. Invited chapter in P. Boski (Ed.), *New Directions in Cross-Cultural Psychology*. Lisse, the Netherlands: Swets & Zeitlinger.

\*July 2003 S. T. Smith, K. D. Smith, & J. Christopher. Identifying character strengths in three cultures. Paper presented at the 2003 Inter-Congress of the International Association for Cross-Cultural Psychology, Budapest, Hungary.

\*June 2001 K. D. Smith (Session Designer, Reviewer and Chair). Unity and disunity in the sciences: Pacific perspectives. Paper session convened at the 2001 Pacific Science Association Inter-Congress, Guam.

\*July 2000 K. D. Smith. Post-Newtonian perspectives and intimacy: Toward a cross-cultural psychology of shared consciousness. Paper presented at the 15th Congress of the International Association for Cross-Cultural Psychology, Pultusk, Poland.

\*July 2000 K. D. Smith (Designer and Chair). *Metatheories in the natural sciences and in cross-cultural psychology: Post-Newtonian worldviews, Part I*. Symposium presented at the 15th Congress of the International Association for Cross-Cultural Psychology, Pultusk, Poland. (This symposium focused on implications of indigenous psychologies and quantum theory.)

\*July 2000 K. D. Smith (Designer and Chair). *Metatheories in the natural sciences and in cross-cultural psychology: Post-Newtonian worldviews, Part II*. Symposium presented at the 15th Congress of the International Association for Cross-Cultural Psychology, Pultusk, Poland. (This symposium focused on perspectives from the philosophy of science, evolutionary theory, and hermeneutics, with commentary.)

\*July 2000 K. D. Smith, J. Christopher, & S. Türk Smith. Gender, boundaries and intimacy: Cross-cultural commonalities in how women and men select goals for counseling. Paper presented at the 15th Congress of the International Association for Cross-Cultural Psychology, Pultusk, Poland.

\*July 2000 K. D. Smith, S. Türk Smith, & J. Christopher. Cultural conceptions of evil: Insights from prototype and factor analyses. Paper presented at the 15th Congress of the International Association for Cross-Cultural Psychology, 2000, Pultusk, Poland.

\*July 2000 S. Türk Smith, S. Tevrüz, I. Artan, K. D. Smith, & J. Christopher. Turkish prototypes of the good person. Paper presented at the 15th Congress of the International Association for Cross-Cultural Psychology, Pultusk, Poland.

\*August 1999 K.D. Smith, J. Christopher, & S. Türk Smith. Culture and unmet needs: Studies of interdependent and independent persons selecting goals for psychological growth. Presented at the Third Conference of the Asian Association of Social Psychology, Taipei, Taiwan.



PUBLICATIONS, CONFERENCE PRESENTATIONS and RESEARCH REPORTS, continued

\*peer-reviewed †invited

K. D. Smith, S. Türk Smith, & I. K. B. Twaddle (1998). How Micronesian college students learn skills for personal adjustment: Issues of authority, self-disclosure and cultural relevance. In J. F. Forrest (Ed.), *How college students learn: International perspectives* [pp. 203-221]. New York: Garland Publishing, Taylor and Francis Group.

\*K. D. Smith (1998). Applying Berry and Kim's acculturative framework to documentaries on culture contact. In T. M. Singelis (Ed.), *Teaching about culture, ethnicity, and diversity* [pp. 81-91]. Thousand Oaks, CA: Sage.

\* August 1998 K. D. Smith, S. Türk Smith, & J. C. Christopher. Prototypes of the ideal person in seven cultures. Presented at the 14th Congress of the International Association for Cross-Cultural Psychology, Bellingham, Washington.

\* August 1997 K. D. Smith. Experimental analyses of evil's popular appeal. Presented at the 105th Annual Convention of the American Psychological Association, Chicago, Illinois.

\* August 1997 K. D. Smith, J. C. Christopher & S. Türk Smith. Prototypes of evil in six cultures. Presented at the 105th Annual Convention of the American Psychological Association, Chicago, Illinois.

†\* May 1997 K. D. Smith. Cultural and situational factors in the appeal of other-focused emotions. Invited paper presented in H. G. Wallbott (Chair), European Association for Experimental Social Psychology's Small Group Meeting on Emotion-Eliciting Situations, Amsterdam, the Netherlands.

\*K. D. Smith, S. Türk Smith, P. Coulter, V. Aguilar, G. Woo, & M. L. Spencer (1997). Contemporary Micronesian communities on Guam: Acculturation, conflict and economic prospects. In S. Yoshida (Ed.), *Contemporary migration in Oceania: Diaspora and network* [pp. 45-64]. Japan Center for Area Studies, Osaka.

†\* March 1996 K. D. Smith. Contemporary Micronesian communities on Guam. Invited presentation in S. Yoshida (Chair), *Contemporary migration in Oceania: Diaspora and network*. Symposium conducted at the National Museum of Ethnology, Osaka, Japan. (Japan Center for Area Studies, sponsor.)

\*K. D. Smith & D. Tkel-Sbal (1995). Prototype analyses of emotion concepts in Palau, Micronesia. In J. A. Russell, J. Fernandez-Dols, A. S. R. Manstead and J. C. Wellenkamp (Eds.) *Everyday conceptions of emotion: An introduction to the psychology, anthropology and linguistics of emotion* [pp. 85-102]. Dordrecht, the Netherlands: Kluwer Academic Publishers.

\*S. Türk Smith & K. D. Smith (1995). Emotion concepts in Turkish: A prototype approach. In J. A. Russell, J. Fernandez-Dols, A. S. R. Manstead and J. C. Wellenkamp (Eds.) *Everyday conceptions of emotion: An introduction to the psychology, anthropology and linguistics of emotion* [pp. 103-119]. Dordrecht, the Netherlands: Kluwer Academic Publishers.

†\*K. D. Smith (1995). Social psychological perspectives on laypersons' theories of emotion. In J. A. Russell, J. Fernandez-Dols, A. S. R. Manstead and J. C. Wellenkamp (Eds.) *Everyday conceptions of emotion: An introduction to the psychology, anthropology and linguistics of emotion* [pp. 397-414]. Dordrecht, the Netherlands: Kluwer Academic Publishers.

K. D. Smith (1994). *A survey of Micronesian immigrants to Guam: Predictors of coping and access to life essentials*. Report to the Government of Guam Bureau of Planning and United States Dept. of the Interior. University of Guam: Micronesian Language Institute.

PUBLICATIONS, CONFERENCE PRESENTATIONS and RESEARCH REPORTS, continued

\*peer-reviewed †invited

\*E. Stotland and K. D. Smith (1994). Empathy, imagining, and motivation. *Imagination, Cognition and Personality: Consciousness in Theory, Research, Clinical Practice*, 13, 193-213.

July 1995 K. D. Smith. Applying Berry and Kim's acculturative framework to documentaries on culture contact. In R. W. Brislin (Chair), Ninth Annual Summer Workshop for the Development of Intercultural Coursework at Colleges and Universities, East-West Center, Honolulu.

\*June 1995 K. D. Smith, S. Türk Smith, V. Aguilar, P. Coulter, G. Woo, and M. Spencer. Moderating the impact of Micronesian migrations to Guam: A multi-method study. Paper presented in P. Pedersen and H. Zhao (Chairs), *Mediating multicultural conflict in the Asia-Pacific region at the macro and at the micro levels*, paper session at the 18th Pacific Science Congress, Beijing, People's Republic of China.

\*August 1994 K. D. Smith. Teaching behavior modification in a multicultural environment. In P. Hofer (Chair), *Teaching psychology in a multicultural setting: A Pacific Island perspective*. Symposium presented at the 102nd Annual Convention of the American Psychological Association, Los Angeles, CA.

†\*May 1994 K. D. Smith. An introduction to social psychological perspectives on laypersons' theories of emotion. In J. M. Fernandez-Dols (Chair), *Social psychological perspectives on emotion concepts*. Symposium conducted at a NATO Advanced Research Workshop on "Everyday Conceptions of Emotion," Almagro, Spain. (Published in proceedings of the workshop: see Publications and Research Reports.)

†\* May 1994 K. D. Smith and D. Tkel-Sbal. Prototype analyses of emotion concepts in Palau, Micronesia. In J. A. Russell (Chair), *Language and what it reveals about emotion concepts*. Symposium conducted at a NATO Advanced Research Workshop on "Everyday Conceptions of Emotion," Almagro, Spain. (Published in proceedings of the workshop: see Publications and Research Reports.)

†\* May 1994 Seyda Türk Smith and K. D. Smith. Emotion concepts in Turkish: A prototype approach. In J. A. Russell (Chair), *Language and what it reveals about emotion concepts*. Symposium conducted at a NATO Advanced Research Workshop on "Everyday Conceptions of Emotion," Almagro, Spain. (Published in proceedings of the workshop: see Publications and Research Reports.)

October 1992 K. D. Smith. Designing the survey of Micronesian immigrants to Guam. Paper presented to the Community Development Institute's Health and Related Social Behavior Colloquium Series, University of Guam.

\* August 1992 K. D. Smith, K. Majer, and T. DeHarpport. Prototype and discriminant analyses of sympathy-based experiences. Paper presented at the Annual Convention of the American Psychological Association, Washington, D.C.

\* August 1992 K. D. Smith, S. Turk Smith, T. DeHarpport, H. P. Hopp, and J. P. Keating. Multidimensional scaling and cluster analyses of distinctions between life events. Paper presented at the Annual Convention of the American Psychological Association, Washington, D.C.

\* April 1991 S. Türk Smith and K. D. Smith. Theory X in Istanbul: Turkish managers and future managers rate themselves and others on motivation to work. Paper presented at the Fifth International Conference on the Psychology of Work and Organizations, Rouen, France.

\* August 1990 K. D. Smith. Perceived control and the appeal of empathic concern for others. Paper presented at the Annual Convention of the American Psychological Association, Boston, MA.

PUBLICATIONS, CONFERENCE PRESENTATIONS and RESEARCH REPORTS, continued

\*peer-reviewed †invited

\*R. T. Croyle, E.F. Loftus, M. R. Klinger, and K. D. Smith (1993). Reducing errors in health-related memory: Progress and prospects. In J. R. Schement and B. D. Ruben (Eds.), *Between communication and information: Information and behavior, Vol. 4* (pp. 255-268). New Brunswick, NJ: Transaction Publishers.

\*S. Türk Smith, K. D. Smith, and K. J. Seymour (1993). Social desirability of personality items as a predictor of endorsement: A cross-cultural analysis. *Journal of Social Psychology, 133*, 43-52.

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\* May 1985 K. Smith. Effects of prosocial television programming on viewer self-perceptions. Poster presented at the Annual Convention of the Western Psychological Association, San Jose, CA.

PUBLICATIONS, CONFERENCE PRESENTATIONS and RESEARCH REPORTS, continued

\*peer-reviewed †invited

† April 1984 K. Smith and J. P. Keating. Attitudes toward nuclear war and the arms race among college students. In *The nuclear arms race: Time to act*. Symposium conducted at the Annual Convention of the Washington State Psychological Association, Spokane WA.

THESES

*A second look at "selflessness:" Hedonic determinants of the link between empathy and helping.* Doctoral dissertation, University of Washington, 1987.

*Models of altruistic motivation.* Area review paper for the General Examination, University of Washington, 1986.

*Effects of prosocial television programming on viewer self-perceptions.* Master's thesis, University of Washington, 1984.

## 5.3 PHYSICAL FACILITIES COMMITTEE

### 5.3.1 Facilities Management and Services Update

## 5.4 INVESTMENT COMMITTEE

### 5.4.1 Investment Update

5.5 BUDGET, FINANCE, AND AUDIT COMMITTEE

## 5.5.1 Financial Update



FY 2020 ALLOTMENT REPORT

As of August 31, 2020

Programs	Fund Source	P.L. 35-36 Appropriation	Adjusted Appropriation	Net Appropriation	Amount Requested	Amount Paid	Unpaid from Amount Requested	Unpaid from Total Appropriations
<b>UOG Operations (10-2A)</b>								
DOA Payments								
Total for DOA Payments	General Fund	27,661,845.00	27,661,845.00	27,661,845.00	25,531,415.85	25,493,546.00	37,869.85	2,168,299.00
<b>Total UOG General Operations</b>		<b>27,661,845.00</b>	<b>27,661,845.00</b>	<b>27,661,845.00</b>	<b>25,531,415.85</b>	<b>25,493,546.00</b>	<b>37,869.85</b>	<b>2,168,299.00</b>
						100%	0%	8%
<b>Special Appropriations (10-30/51/61/67)</b>								
Student Financial Assistance Program (67) (Less \$250K 1st Gen TF)	General Fund	3,065,285.00	3,065,285.00	3,065,285.00	2,829,503.60	2,829,498.00	5.60	235,787.00
First Generations Trust Fund Initiative (90-902061)	General Fund	250,000.00	250,000.00	250,000.00	230,784.24	230,776.31	7.93	19,223.69
Aquaculture Development and Training Center (61)	General Fund	115,364.00	115,364.00	115,364.00	106,511.84	106,344.25	167.59	9,019.75
WERI - Guam Hydrologic Survey (10-30)	General Fund	168,275.00	168,275.00	168,275.00	155,328.28	155,077.50	250.78	13,197.50
Oct 2019			-	-	11,945.65	11,028.00	917.65	
Nov 2019			-	-	11,945.65	13,785.00	(1,839.35)	
Dec 2019			-	-	11,945.65	11,023.00	922.65	
Jan 2020			-	-	11,945.65	11,946.00	(0.35)	
Feb 2020			-	-	12,864.64	12,864.25	0.39	
Mar 2020			-	-	11,035.00	10,826.00	209.00	
Apr 2020			-	-	10,188.00	10,195.00	(7.00)	
May 2020			-	-	12,735.00	12,735.00	-	
Jun 2020			-	-	10,188.00	10,188.00	-	
Jul 2020			-	-	16,515.00	16,515.00	-	
Aug 2020			-	-	11,028.00	11,028.00	-	
Sep 2020			-	-			-	
WERI - Comprehensive Water Resource Monitoring Program (10-30)	General Fund	143,348.00	143,348.00	143,348.00	132,336.24	132,133.25	202.99	11,214.75
UOG Capital Improvements Fund - Debt Service (51)	Territorial Educational Facilities Fund	500,000.00	500,000.00	500,000.00	457,694.48	458,333.15	(638.67)	41,666.85
UOG Capital Improvements Fund - Rental Payts (51)	Territorial Educational Facilities Fund	874,056.00	874,056.00	874,056.00	800,094.92	801,218.00	(1,123.08)	72,838.00
Guam Cancer Trust Fund (10-30)	Healthy Futures Fund	1,000,000.00	1,000,000.00	1,000,000.00	915,386.92	916,666.00	(1,279.08)	83,334.00
<b>Total Special Appropriations</b>		<b>6,116,328.00</b>	<b>6,116,328.00</b>	<b>6,116,328.00</b>	<b>5,627,640.52</b>	<b>5,630,046.46</b>	<b>(2,405.94)</b>	<b>486,281.54</b>
						100%	0%	8%
<b>Agency Funds (90)</b>								
Northern & Southern Soil and Water Conservation Districts (90-902059)	General Fund	137,594.00	137,594.00	137,594.00	137,594.00	137,594.00	(0.00)	-
KPRG (Public Radio) (90-902002)	General Fund	115,134.00	115,134.00	115,134.00	106,271.52	106,095.50	176.02	9,038.50
Guampedia Foundation (90-902003)	Tourist Attraction Fund	200,000.00	200,000.00	200,000.00	183,333.40	183,330.60	2.80	16,669.40
<b>Total Agency Funds</b>		<b>452,728.00</b>	<b>452,728.00</b>	<b>452,728.00</b>	<b>427,198.92</b>	<b>427,020.10</b>	<b>178.82</b>	<b>25,707.90</b>
<b>Grand Total PL 35-36</b>		<b>34,230,901.00</b>	<b>34,230,901.00</b>	<b>34,230,901.00</b>	<b>31,586,255.29</b>	<b>31,550,612.56</b>	<b>35,642.73</b>	<b>2,680,288.44</b>
Total		34,230,901.00	34,230,901.00		31,586,255.29	31,550,612.56	35,642.73	2,661,064.75
Difference		-	-		-	100%	0%	8%

UNIVERSITY OF GUAM  
Statement of Revenues, Expenses, and Changes in Net Position  
For the month ending July 31, 2020

Cash Basis (Unaudited)  
7/31/2020

A- OPERATING REVENUES

Student tuition and fees, net	23,891,220
Scholarships Discount and Allowances	(9,901,573)
Federal Grants/contracts	28,325,709
Gov Guam grants & contracts	1,756,275
Non govt. grants & contracts	1,300,676
Sales & Services of education dept.	289,311
Auxilliary enterprises	1,112,499
Other Revenues	5,240,979
<b>Total operating revenues</b>	<b>52,015,096</b>

B- OPERATING EXPENSES

Educational and general:	
Instruction	16,900,252
Research	11,318,825
Public Service	7,247,769
Academic Support	8,782,469
Student services (net of allowance)	5,481,531
Institutional support	7,278,898
Operations and maintenance plant	4,932,074
Depreciation	3,397,637
Scholarships and fellowships	8,140,611
Auxilliary enterprises	1,548,444
-Bookstore	554,587
-Housing	595,485
-English Language Institute	136,151
-Other auxilliary service	262,221
<b>Total operating expenses</b>	<b>75,028,509</b>
<b>Operating income (loss)</b>	<b>(23,013,414)</b>

C- NON-OPERATING REVENUES (EXPENSES)

GovGuam appropriations	28,168,147
Investments income (net of expenses)	1,120,321
Interest on capital assets- debts related	(730,505)
Contribution from Endowment	(49,536)
<b>Net non operating revenues</b>	<b>28,508,427</b>
<b>Income (Loss) before other revenues/expenses</b>	<b>5,495,013</b>

D- OTHERS

Expended for plant facilities, net	(956,128)
<b>Total other revenues/expenses</b>	<b>(956,128)</b>
<b>Change in net position</b>	<b>4,538,885</b>

E- NET POSITION

Net Position beginning (Audited)	(100,314,900)
Net Position ending YTD FY 2020	(95,776,015)

Note 1:

\$4.5M INCREASE in net position using CASH BASIS;  
\$4.7M INCREASE in net position using ACCRUAL BASIS;  
GOVGUAM is \$163K in arrears for FY 2020 allotment.

Breakdown of General Operations Appropriation Request:	Appropriation PL 34-116	Requested	Received Pd.	Balance Due
General Operations ( from General Fund)	27,661,845	23,403,580	23,365,710	37,870
Capital Improvement Fund- Debt Service	500,000	415,387	369,235	46,153
Special Appropriations (excludes CIP, KPRG & Guampedia & Soil)	5,366,328	4,511,950	4,433,202	78,748
Total Appropriations	33,528,173	28,330,917	28,168,147	162,770

**UNIVERSITY OF GUAM**  
**Statement of Net Position**

Unaudited	Unaudited 7/31/2020	Audited 09/30/19
<b>ASSETS</b>		
Cash in Bank/On Hand	9,020,312	10,523,823
Short Term Investments*	11,950,232	7,358,865
Due from Gov Guam (approp balance	-	-
Accounts Receivable, tuitions net	7,982,191	7,499,429
Accounts Receivable, others- net	952,164	199,143
Accounts receivable grants/contracts	2,738,233	4,873,157
Due fr UOG Foundation	-	325,000
Inventories	806,779	806,779
Investment**	15,265,330	6,814,372
Investments, endowments***	16,702,955	26,800,443
Capital assets, net	66,991,711	66,386,758
Other current assets	306,244	708,825
Deferred Outflows from pension	19,882,608	19,882,608
<b>Total assets</b>	<b>152,598,759</b>	<b>152,179,202</b>
<b>LIABILITIES</b>		
Current portion of long term	276,137	276,137
Accounts payable & accrued liabilities	563,384	5,775,955
Unearned Revenue	9,478,064	8,575,257
Deferred revenue GovGuam Appro	-	-
Current portion of accrued annual leave	893,498	893,498
Accrued annual leave, net of current portion	975,498	975,498
Deposits agency	359,184	274,201
Net pension liability	87,642,038	87,642,038
Long Term debt	10,632,707	10,527,252
DCRS sick leave liability	1,512,059	1,512,059
Net OPEB liability	92,474,461	92,474,461
Deferred inflows of Resources	43,567,745	43,567,745
<b>Total liabilities and deferred inflows of Resources</b>	<b>248,374,775</b>	<b>252,494,102</b>
<b>FUND BALANCES</b>		
Invested capital assets, net related debts	56,386,987	55,583,370
<b>Restricted</b>	3,155,000	9,262,498
Non expendable:		
Institutional support		
Capital project maintenance		
Scholarships and fellowships		
Student service		
Expendable	8,894,379	24,125,061
Institutional support		
Capital proj maintenance		
Scholarships and fellowships		
Student services		
Research and public service		
Loans		
Capital projects		
Debt service		
Others		
<b>Unrestricted</b>	(164,212,381)	(189,285,829)
<b>Total fund balance end, 7.31.20</b>	<b>(95,776,015)</b>	<b>(100,314,900)</b>
<b>Total liabilities and fund balances</b>	<b>152,598,759</b>	<b>152,179,202</b>

**University of Guam**  
**Budget to Actual Statement**  
 FY 2020 General Operations Local Appropriation  
 As of Aug 31, 2020

	Budget	Actual	Variance
Revenues	Total	as of 8/31/20	
GovGuam Appropriations (cash)	27,661,845	25,493,546	2,168,299
Tuition, net (accrual)	14,618,695	14,741,236	(122,541)
Federal Matching Funds	1,586,631	1,454,412	132,219
PIP/NAFs Transfer	440,000	403,333	36,667
Total Revenues	44,307,171	42,092,527	2,214,644
General Operations Expenses			
Personnel Expenses	\$ 36,249,537	32,549,635	3,699,902
Operating (Non-Personnel) Expenses			
Travel (faculty search)	100,000	21,904	78,096
Contracts	3,215,634	2,233,189	982,445
Supplies	250,000	288,581	(38,581)
Equipment	-	31,327	(31,327)
Repairs	-	321,010	(321,010)
Capital Outlay	392,000	242,825	149,175
Miscellaneous	-	108,184	(108,184)
Utilities	4,100,000	2,766,148	1,333,852
Subtotal Operating (Non-Personnel) Expenses	8,057,634	6,013,167	2,044,467
Total General Operations Expenses	\$ 44,307,171	\$ 38,562,802	\$ 5,744,369
Surplus (Deficit)	-	3,529,725	(3,529,725)

## 5.5.2 Collections Report

## University of Guam Collections Report For the Month of August 2020

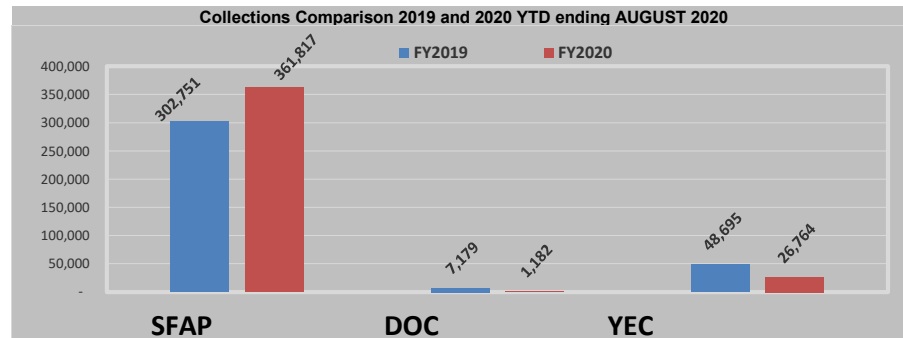
SFAP Receivables Data				
	Principal \$	Interest \$	Paid \$	Balance
Service Credit	18.95M	N/A	7.13M	11.82M
Paying	1.96M	291K	961K	1.29M
Non-Paying	3.33M	582K	630K	3.28M
				} 4.57M

ACTUAL COLLECTIONS					Forecast	Actual
	FY2016	FY2017	FY2018	FY2019	FY2020	FY2020
SFAP	250,072	710,464	534,038	361,345	220,000	361,817
DOC	4,500	14,671	2,000	8,104	5,000	1,182
YEC	81,334	79,533	36,045	51,738	75,000	26,764
	<b>335,906</b>	<b>804,668</b>	<b>572,083</b>	<b>421,187</b>	<b>300,000</b>	<b>389,763</b>
PROJECTION:	300,000	300,000	400,000	350,000	300,000	130% Actual
					275,000.00	92% 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	832,437	97,103	11,225	19,864	0	0	704,245	
Merit	1,476,864	351,300	6,495	16,613	0	39,276	1,026,862	
Nurses	147,900	43,590	21,738	22,723	0	13,389	46,461	
DocFell	439,639	232,804	0	0	0	0	206,835	
DocSanc	31,699	0	1,674	0	0	551	29,474	
Protech	800,823	268,494	0	22,918	0	0	509,411	
GGSL	747,646	80,572	18,823	34,684	720	7,707	598,538	
ROTC	26,821	0	0	0	4,571	0	22,250	
AHEG	13,998	1,556	0	2,527	4,300	0	5,615	
UOG Retention	1,600	1,600	0	0	0	0	0	
Soc Wrk	54,287	30,910	0	0	0	0	23,377	
<b>Total</b>	<b>\$4,573,714</b>	<b>\$1,107,928</b>	<b>\$59,955</b>	<b>\$119,328</b>	<b>\$9,591</b>	<b>\$60,372</b>	<b>\$3,173,068</b>	
		Paying>>>		\$1,287,211	Non-Paying>>>		\$3,286,503	

1.a. Combined Total Outstanding				
	Aug 2020	July 2020	June 2020	May 2020
YEC	832,437	805,178	810,865	813,990
Merit	1,476,864	1,466,259	1,526,233	1,504,173
Nurses	147,900	121,824	121,403	123,178
DocFell	439,639	347,457	440,568	442,568
DocSanc	31,699	31,699	33,470	33,545
Pro-Tech	800,823	778,469	781,362	714,492
GGSL	747,646	712,956	708,170	704,376
ROTC	26,821	26,821	28,033	28,033
AHEG	13,998	14,653	14,503	15,107
UOG Retention	1,600	1,700	1,800	2,000
Soc Wrk	54,287	55,036	55,505	55,974
<b>Total</b>	<b>4,573,714</b>	<b>4,362,052</b>	<b>4,521,912</b>	<b>4,437,436</b>

	FY2019	FY2020	FYTD	FYTD
	Month	Month	FY2019	FY2020
	AUGUST	AUG FY20	AUGUST	AUGUST
1 SFAP	12,906	128,153	302,751	361,817
2 DOC	875	-	7,179	1,182
3 YEC	1,053	2,923	48,695	26,764
<b>Total</b>	<b>\$ 14,834</b>	<b>\$ 131,076</b>	<b>\$ 358,625</b>	<b>\$ 389,763</b>



### 5.5.3 Procurement Transactions and Contracts Report



FY 2020 Procurement Report  
As of August 31, 2020

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

Purchase Order > \$100k				
	Count	\$ Value	Vendor	Description
October 2019	1	\$104,400.00	Lagu Sanitation	Trash Collection Services UOG Bid#07-16
November 2019	1	\$115,953.00	Bascon Corporation	Change Order (C/O) #3 dtd 10/14/2019 (Change order 3, 4, & 5) breakdown: C/O#3 Time extension#2 dated 9/9/19 from 245 calendar days to 275 calendar days. C/O#4 (BC-0191-141) dtd 9/27/19 Price increase of \$36,984.00. Construction of Earth Berm and Catch Basin @ Manhole-2 \$1,432,066.00 to \$1,468,050.00 and additional 30-days extension from 275 calendar days to 305 calendar days. C/O#5 (BC-1019-145) dtd 10/11/19 Breaking of unforeseen hard rocks/boulders \$78,969.00 and additional extension 30-days per Contract Change Order from \$1,468,050.00 to \$1,548,019.00 and from 305 calendar days to 335 calendar days.
December 2019	None	None	None	None
January 2020	None	None	None	None
February 2020	1	\$154,315.00	Powerful Learning Practice LLC	Consultation/Training for Guam DOE
March 2020	None	None	None	None
April 2020	None	None	None	None
May 2020	None	None	None	None
June 2020	None	None	None	None
July 2020	None	None	None	None
August 2020	None	None	None	None
Contracts >\$100k				
October 2019	1	\$150,689.00	Department of Public Health & Social Services	MOU between DPHSS, GNCDPCP & PIP to implement activities for all projects stated: Project A: Curriculum Development Project B: Tobacco Prevention & Education Project C- Chronic Disease Self-Management Program Project D -Conference Project E- Media Campaign Development and Distribution
	2	\$101,955.00	College of Micronesia-FSM	MOA between UOG and College of Micronesia – FSM to provide administrative services for the



	3	\$613,124.00	RCUOG & EA Engineering, Science, and Technology, Inc.	benefit and services in support of the Grant/ Contract Number 5 U77HP26848-07-00 and the CFDA number is 93.107 "AHEC Point of Service Maintenance & Enhancement"  AMENDMENT 1 – Complete deliverables outlined in the SOW for the MGT-Invasive Vegetation (Ironwood), Wake Island (CA# W911KB-18-2-7000)
November 2019	1	\$234,043.00	RCUOG & EA Engineering, Science, and Technology, Inc.	Appoint Daniel M. Savercool (PI), Jaquay Soriano (PM), & Michael Crowley (FST) to complete tasks 5 through 9 in the attached SOW under Cooperative Agreement No. N40192-17-2-8003 for the Naval Magazine site (NMS).
	2	\$123,100.00	FSM National Government	AMENDMENT to Contract No. C190190 at no additional costs. Time and performance of 1Oct18 through 30Sep19, amended to extend the ending period from 30Sep19 to 31Dec19.
	3	\$145,625.00	U.S. Geological Survey, Pacific Islands Water Science Center, United States Department of Interior - Brian Loving (Assistant Center Director USGS)	Joint Funding Agreement between DOI & UOG WERI – to maintain in cooperation a water-resource monitoring program –Agreement between USGS & Pacific Water Island Science Center US DOI, & UOG WERI Western Pacific Water Resource Monitoring Program from 10/01/2019-9/30/2020.
December 2019	1	\$240,858.00	Department of Public Health & Social Services	MOU between DPHSS & UOG to develop and implement the Supplemental Nutrition Assistance Program – Education (SNAP-ED) To help SNAP households and those eligible for SNAP to lead healthier lives. This MOU is a sub-award of federal grant received by DPHSS/DPW from the USDA/FNS.
	2	\$242,726.02	Department of Agriculture, Agricultural Development	MOU between DOAG, ADS, & UOG CNAS – to implement "Improvement of seed distribution system of heirloom eggplants and chili peppers for sustainable agriculture of Guam". Signed through September 29, 2021. Sub-award of USDA Federal award No. AM180 IO0XXXXG048.
	3	\$115,000.00	Department of Public Works, Department of Parks & Rec and University of Guam	MOU between DPW, DPR, & UOG – to manage Guam's State Comprehensive Outdoor Recreation Plan, which encompasses upgrades to playing facilities. The Fieldhouse will require some upgrades to its lighting and flooring to satisfy FIBA specifications.
	4	\$100,000.00	Department of Public Health and Social Services	MOU between DPHSS & UOG CEDDERS- collaborative partnerships in the development of the Guam Affordable Care Act Maternal, Infant and Early Childhood Home Visiting Program (MIECHV): Project Bisita I Familia, a grant application submitted to the USDHHS, HRSA, & MCHB.

January 2020	1	\$293,250.00	American Cancer Society	BC201121: Cancer Support Services - Provide patients w/airfare, lodging reimbursements, gas cards for ground transport, garments, head-covering and books.
	2	\$190,465.00	Bureau of Statistics & Plans	Amendment to MOU between the Bureau of Statistics and Plans and UOG for the FY2019-2020 Comprehensive Coral Reef Monitoring at long-term sites.
	3	\$630,000.00	Serve Guam Commission (Office of the Governor)	Operate the AmeriCorps UOG Volunteer Center with respect to the Grantor's National and Community Service Trust Act of 1990.
	4	\$671,480.00	Ayuda Foundation	BC201102: Cancer Support Services Provide financial assistance to cancer patients and/or escort seeking off-island treatment from Jan 25, 2020 to Jan 31, 2021.
	5	\$795,000.00	Edward M. Calvo Cancer Foundation	BC201120: Cancer Support Services Provide financial assistance to cancer related treatment; expenses to include nutritional supplements, airfare, ground transportation, medical equipment, and lodging and rehabilitation items from Jan 25, 2020 to Jan 31, 2021.
February 2020	1	\$150,528.00	US Geological Survey, Pacific Islands Water Science, US Dept of Interior	BC201009: Amendment to Joint Funding Agreement dated 01Oct19 – 30Sep20, to increase amount from \$145,625.00 to \$150,528.00.
	2	\$136,668.00	Republic of Palau Ministry of Education	UOG Guam CEDDERS to provide on-site and off-site technical support needed from Feb 1, 2020 to Jan 31, 2021 for meeting the timelines required for reporting and delivering the prioritized technical assistance and training activities for incorporation into the required individuals with Disabilities Education Act (IDEA) reporting.
March 2020	1	\$10,000,000.00	Reliable Builders	BC201158- Performance Based Design-Build for the Design and Construction of the Guam Cultural Repository.
April 2020	1	\$ 246,344.10	G4S Security Solutions (Guam) Inc.	BC201160 - IFB P25-16 Security Force Manpower Services (Renewal Option Year 1)
	2	\$823,550.00	Guam Cancer Care	BC201162 – Cancer support services to access treatment, island transport, temp housing during active treatment, local transport to and from Cancer Center, consumable supplies, provision of special dietary needs or food assistance during active treatment, medication required for symptom control beginning May 1, 2020 to February 23, 2021.

	3	\$141,000.00	LSG Sky Chefs	BC201164 - Residence Hall Vendor Agreement with LSG; REF P16-15. SPRING 2020 Semester 188 Students x \$750/per meal = \$141,000.00
	4	\$105,129.00	FSM National Government	Amendment 1 to Contract No. 190190 between FSM National Government and University of Guam Center for Excellence in Developmental Disabilities Education, Research and Services (hereinafter Guam CEDDERS) POP April 1, 2020 to March 31, 2021.
	5	\$163,601.00	DPHSS Division of Senior Citizens	MOA between DPHSS Division of Senior Citizens and the UOG-CEDDERS for the Aging and Disability Resource Center/No Wrong Door System Funding Opportunity: Critical Relief funds for COVID-19 Pandemic Response from HHS-2020-ACL-CIP-NWIG-043; POP April 1, 2020 – September 30, 2021.
<b>May 2020</b>	1	\$350,000.00	SSFM International	BC201175 - Contract #5 Perform Construction Management Services for the Construction of the Guam Cultural Repository (GCR) at UOG.
	2	\$149,987.00	Guam Department of Education (GDOE)	GDOE RFP 001-2019 – 1 <sup>st</sup> Renewal of Agreement Between the Guam Department of Education and The University of – CEDDERS for Professional Services.
<b>June 2020</b>	1	\$110,760.00	G4S Security Solutions (Guam) Inc	BC201161 - IFB P12-16 Fire Alarm and Intrusion Alarm Systems Assessment, Maintenance, Repair and Monitoring Services (Renewal Option Year 1)
<b>July 2020</b>	1	\$229,806.00	GDOE	Agreement between GDOE and UOG ref: RFP004-2020 for Professional Development and Training for Career Exploration for Content Area Teachers.
	2	\$275,000.00	DPHSS & UOG, CEDDERS	MOA between DPHSS & UOG CEDDERS on collaborative partnerships in the development of the Guam Preschool Development Grant Birth to Five - a grant application submitted to the U.S. Department of Health and Human Services, Administration for Children and Families.
	3	\$232,308.00	GDOE	RFP 011-2018: Second Renewal Agreement between GDOE & UOG CEDDERS to obtain professional services.
<b>August 2020</b>	1	\$150,000.00	DPHSS	Amendment to MOA between UOG CEDDERS and DPHSS to extend term June 15, 2020 to June 3, 2021.



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

**Resolution No. 20-28**

**RELATIVE TO APPROVING THE RE-APPORTIONED  
FY2021 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 13, 2020, the BOR approved Resolution No. 20-03, approving the FY2021 general operations and special appropriations budgets for submittal to the Guam Legislature;

**WHEREAS**, the Guam Legislature passed Bill 282-35 on August 31, 2020 and identified the FY2021 level of appropriations for UOG's general operations, special appropriations, and Student Financial Assistance Program 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, the Budget, Finance, and Audit Committee reviewed and recommend the attached re-apportioned FY2021 General Operations Budget for BOR approval.

**NOW, THEREFORE BE IT RESOLVED**, that the BOR approves the University's re-apportioned FY2021 General Operations and Special Appropriations Budgets as attached hereto.

**BE IT FURTHER RESOLVED**, that the re-apportioned FY2021 General Operations Budget will be effective immediately.

Adopted this 17<sup>th</sup> day of September, 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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

**FY 2021**

**A. General Operations Budget**

	FY 2021 Budget Request	FY 2021 Budget Reapportion
<b>SUMMARY OF GENERAL OPERATIONS BUDGET</b>		
Revenues	54,151,029	43,047,674
Expenses	(54,151,029)	(43,047,674)
Balance	(0)	0
<b>Revenues</b>		
Appropriation -GovGuam General Fund	37,420,246	26,056,761
Tuition Fund Projected Net Revenue	14,704,152	14,831,537
Federal Matching Funds	1,586,631	1,719,376
Transfers from PIP	440,000	440,000
<b>Total Revenues</b>	<b>54,151,029</b>	<b>43,047,674</b>
<b>Expenses</b>		
	FY 2021	FY 2021
Personnel Expenses		
Existing Personnel - filled	(35,586,824)	(36,561,750)
Current Vacant Positions	(3,515,517)	-
Salary Increments - 2021	(250,000)	(95,000)
Annualized cost of FY20 increments	(993,000)	-
Other Personnel Cost	(656,000)	(376,000)
Subtotal Personnel Expenses	(41,001,341)	(37,032,750)
Operating (Non-personnel) Expenses		
Contracts	(4,278,184)	(2,029,924)
Supplies	(503,579)	(250,000)
Equipment	(261,957)	-
Accreditation	(35,000)	(35,000)
Miscellaneous	(192,969)	-
Utilities	(4,200,000)	(3,700,000)
Library Priorities - Capital	(178,000)	-
Capital Outlay repair & maint.	(1,500,000)	-
Subtotal Operating (Non-personnel) Expenses	(11,149,689)	(6,014,924)
<b>Total General Operations Expenses</b>	<b>(52,151,029)</b>	<b>(43,047,674)</b>
Non-Operating Expense	(2,000,000)	-
<b>Balance</b>	<b>(0)</b>	<b>0</b>

**B. Special Appropriations (Continuing)**

Guam Cultural Repository	1,065,745	-
WERI - Guam Hydrologic Survey (GHS)	388,968	159,956
WERI - Guam Comprehensive Water Monitoring Prog (CWI)	168,465	136,262
GADTC Hatchery	114,000	109,661
<b>Total Special Appropriations (Continuing)</b>	<b>1,737,178</b>	<b>405,879</b>

**C. Capital Improvements Fund**

Student Svs Ctr & Engineering Annex	1,158,283	-
Cont. Appropriation per §16132, Chapt. 16, Title 17 GCA	500,000	500,000

FY21 General Operations Detail	Vac FTE	Vacant Positions	Filled FTE	PERSONNEL	CONTRACTS	SUPPLIES	EQUIP	MISC EXP	UTILITIES	CAPITAL OUTLAY	TOTALS	%
<b>EXECUTIVE OFFICES</b>												
President's Office	-	-	5.0	644,454	78,398						722,852	1.68%
Integrated Marketing and Communications	-	-	3.0	231,095							231,095	0.54%
Alumni Relations Office	-	-	1.0	118,138							118,138	0.27%
Legal Counsel	-	-	2.0	236,514							236,514	0.55%
Office of Sponsored Programs	-	-	6.0	488,626							488,626	1.14%
<b>Executive Office Expenses</b>	-	-	<b>17.0</b>	<b>1,718,828</b>	<b>78,398</b>	-	-	-	-	-	<b>1,797,226</b>	<b>4.17%</b>
<b>ACADEMIC AND STUDENT AFFAIRS</b>												
Senior Vice President's Office	-	-	3.0	498,829				35,000			533,829	1.24%
Institutional Effectiveness/Assessment	-	-	3.0	257,047							257,047	0.60%
CEDDERS	-	-	1.0	158,911							158,911	0.37%
Academic Excellence/Graduate Studies	-	-	1.0	150,048							150,048	0.35%
School of Business and Public Administration	-	-	29.5	2,726,480							2,726,480	6.33%
School of Education	-	-	24.5	2,179,572							2,179,572	5.06%
School of Health	-	-	19.0	1,719,139							1,719,139	3.99%
College of Liberal Arts and Social Sciences	-	-	65.5	5,885,886							5,885,886	13.67%
College of Natural and Applied Sciences	-	-	83.0	7,533,830							7,533,830	17.50%
School of Engineering	-	-	6.0	684,285							684,285	1.59%
Enrollment Management & Student Services-Dean	-	-	2.0	219,841							219,841	0.51%
Triton Express-One Stop	-	-	2.0	101,344							101,344	0.24%
Student Life Office	-	-	-	-							-	0.00%
Student Counseling (includes ADA student services)	-	-	5.0	395,460							395,460	0.92%
Career Placement	-	-	1.0	81,938							81,938	0.19%
Admissions and Records	-	-	13.0	777,069							777,069	1.81%
Student Health	-	-	1.0	43,290							43,290	0.10%
Financial Aid Office	-	-	6.0	372,760							372,760	0.87%
Triton Advising	-	-	-	-							-	0.00%
Triton Ambassador	-	-	-	-							-	0.00%
UOG Library	-	-	17.0	1,188,416						68,000	1,256,416	2.92%
Marine Lab	-	-	16.0	1,486,794							1,486,794	3.45%
Micro Area Res Center (MLI, Cham Lang & Culture)	-	-	13.0	1,063,899							1,063,899	2.47%
Water and Environmental Research Institute	-	-	11.0	910,263							910,263	2.11%
<b>Academic and Student Affairs Expenses</b>	-	-	<b>322.5</b>	<b>28,435,101</b>	-	-	-	<b>35,000</b>	-	<b>68,000</b>	<b>28,538,101</b>	<b>66.29%</b>
<b>ADMINISTRATION AND FINANCE</b>												
Vice President's Office	-	-	4.0	410,649							410,649	0.95%
Office of Information Technology	-	-	14.0	989,496							989,496	2.30%
Comptroller's Office	-	-	24.0	1,511,442							1,511,442	3.51%
Facilities and Utilities	-	-	53.8	2,562,382							2,562,382	5.95%
Safety and Security	-	-	1.0	57,807							57,807	0.13%
Human Resources Office	-	-	9.0	597,775							597,775	1.39%
EEO (includes ADA services)	-	-	2.0	180,766							180,766	0.42%
Auxiliary and Fieldhouse	-	-	2.0	97,503							97,503	0.23%
<b>Administration and Finance Expenses</b>	-	-	<b>109.75</b>	<b>6,407,821</b>	-	-	-	-	-	-	<b>6,407,821</b>	<b>14.89%</b>
<b>Staffing Pattern</b>												
<b>Other Personnel Costs</b>			449.25	36,561,750								
Current Vacancies	-	-									-	0.00%
Annualized FY20 increments											-	0.00%
Salary Increments (FY21)				95,000							95,000	0.22%
HRO-Recruitment Costs				80,000							80,000	0.19%
Other Personnel Costs				296,000							296,000	0.69%
<b>Total Other Personnel Costs</b>	-	-	-	<b>471,000</b>	-	-	-	-	-	-	<b>471,000</b>	<b>1.09%</b>
<b>UTILITY COSTS, CAMPUS SUPPLIES AND BUILDING SAFETY IMPROVEMENTS</b>												
Plant Maintenance (custodial/maintenance)					100,000	250,000					350,000	0.81%
Security Guard Services					370,000						370,000	0.86%
Property and Liability Insurance Coverage					761,027						761,027	1.77%
Ellucian Software Maintenance Costs					533,627						533,627	1.24%
Capital Outlay and ADA Safety Improvements											-	0.00%
Power									2,880,000		2,880,000	6.69%
Water / Wastewater									200,000		200,000	0.46%
Telephone									520,000		520,000	1.21%
Hazardous/Metallic Waste/Trash Removal									100,000		100,000	0.23%
<b>Total</b>	-	-	-	-	<b>1,764,654</b>	<b>250,000</b>	-	-	<b>3,700,000</b>	-	<b>5,714,654</b>	<b>13.28%</b>
ITAC Priorities					118,872						118,872	0.28%
<b>Grand Total</b>	-	-	<b>449.25</b>	<b>37,032,750</b>	<b>1,961,924</b>	<b>250,000</b>	-	<b>35,000</b>	<b>3,700,000</b>	<b>68,000</b>	<b>43,047,674</b>	<b>100%</b>

# UNIVERSITY OF GUAM FY2021 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				
	\$ 159,956	97,242	97,242	97,242	97,242

## A. SALARIES AND BENEFITS

FACULTY/RESEARCH ASSISTANT(S) SALARY AND FRINGE BENEFITS (Please attach staffing pattern)	\$ 143,960	35,990	35,990	35,990	35,990
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## B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
None					
Justification / Notes:	Total FY21	\$ -			

## C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Justification / Notes: USGS Modelling Support; Contract with Dr Heitz for UAV Project; Contract for Webmaster Services	Total FY21	\$ -	0	0	0	0	0

## D. SUPPLIES

Item	Qty	Cost	Total				
Justification / Notes: Computer workstations, UAV Hardware	Total FY21	\$ -	0	0	0	0	0

## E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Justification / Notes: Software and Licenses	Total FY21	\$ -	0	0	0	0	0

## F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Justification / Notes: WERI Graduate and Undergraduate Research Assistants on GHS projects	Total FY21	\$ -	0	0	0	0	0

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

Item	Qty	Cost	Total				
Justification / Notes: General Maintenance of House 5, remove asbestos tiles in House 5, repair roof leaks	Total FY21	\$ -	16,250	16,250	16,250	16,250	16,250

## H. UTILITIES: Power, Water, Telephone

Item	Total				
None	-				
	Total FY21	\$ -			

## I. Transfer for F & A Fees: 10%

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



**UNIVERSITY OF GUAM FY2021 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)**

<b>Total</b>	\$	136,262		

**A. SALARIES AND BENEFITS**

Please attach staffing pattern  

<b>Total FY21</b>	\$	-		

<b>Total FY21</b>	\$	136,262		

<b>Total FY21</b>	\$	-		

<b>Total FY21</b>	\$	-		

<b>Total FY21</b>	\$	-		

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

Item	Qty	Cost	Total	
<b>Total FY21</b>		\$	-	

<b>Total FY21</b>	\$	-		

I. **Transfer for F & A Fees** (see guidelines for more information) N/A  

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

# UNIVERSITY OF GUAM FY2021 Special Appropriations Fund Budget

Account Name: Guam Aquaculture Dev and Training Center

Signature-Dept Head: Lee S. Yudin

Account Number: 61-30-20004-R5

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

## Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Special Appropriations from Gov Guam	109,661				
	\$ 109,661	28,500	28,500	28,500	28,500

## A. SALARIES AND BENEFITS

1 full time staff 12.00 per hour 12 month employee	\$ 25,000	6,250	6,250	6,250	6,250
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## B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
Justification / Notes:	Total FY21	\$ -			

## C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Justification / Notes:	Total FY21	\$ -					

## D. SUPPLIES

Item	Qty	Cost	Total				
Justification / Notes:	Total FY21	\$ -					

## E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
pumps and bowers	1	20,000	20,000				
Justification / Notes:	Total FY21	\$ 20,000		10,000	10,000		

## F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Student Scholarships	2	15,000	30,000				
Justification / Notes:	Total FY21	\$ 30,000			15,000	15,000	

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

Item	Qty	Cost	Total				
Building removals etc	1		14,000				
New parameter fence	1		20,661				
Justification / Notes:	Total FY21	\$ 34,661.00		19,500	19,500		

## H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	-				
Telephone					
Total FY21	\$ -				

## I. Transfer for F & A Fees: 10%

Annual Surplus (Deficit)	\$ -	-7,250	-22,250	7,250	22,250
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**UNIVERSITY OF GUAM  
UNIBETSEDAT GUÅHAN  
Board of Regents**

**Resolution No. 20-29**

**RELATIVE TO APPROVING THE FY2021 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 FY2020 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 FY2021 NAF Budgets for BOR approval; and

**WHEREAS**, the President has recommended, the Budget, Finance, and Audit Committee has reviewed, and together recommend that the BOR approve the following FY2021 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  
CNAS – Math & Computer Science Lab Fees  
CNAS – ALS Fees  
CNAS – Math Development Fees  
CNAS – Natural Science Fees  
SVP-Discretionary

EMSS – A&R IAI  
Learning Resources- Library Acquisition & Fees  
Computer Center – Internet Fee  
Computer Center – IT Fee  
President’s Development Fund  
Facilities and Administrative Support (F&A)  
Comptroller’s Office-Bursar & Business Office  
On-Line Learning Fee  
ORSP – Indirect Costs

**NOW, THEREFORE BE IT RESOLVED**, that the BOR approves the University’s FY2021 NAF Budgets as attached hereto and will be effective immediately.

Adopted this 17<sup>th</sup> day of September, 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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



University of Guam  
 Non-Appropriated Funds  
 FY 2021 Budget Summaries  
 Per BOR 20-nn

Fund	Revenue/Transfers	Salaries & Benefits	Travel	Contracts	Supplies	Equipt	Misc.	Capital Outlay	Utilities	Transfer to F&A	Annual Surplus (Deficit)
SBPA - Adm Allowance	297,160	128,346	17,500	67,000	17,000	38,400	9,433	-	-	11,886	7,595
SOE - Adm. Allowance	143,165	45,000	-	63,000	10,000	5,000	15,000	-	-	4,767	398
SOH- Adm Allowance	38,000	-	2,180	28,000	6,300	-	-	-	-	1,520	-
SOH - Lab Fees	39,500	-	-	16,000	20,000	3,500	-	-	-	-	-
SW - Adm Allowance	23,000	-	4,000	10,500	4,500	500	2,580	-	-	920	-
CLASS - Adm Allowance	370,112	181,679	31,929	47,000	14,500	75,200	-	5,000	-	14,804	0
CLASS - Misc.	3,000	-	-	-	-	-	3,000	-	-	-	-
CLASS Course Fees	148,162	127,600	-	11,500	5,000	4,000	-	-	-	-	62
CNAS - NatSci Adm Allowance	142,000	46,000	-	55,000	25,000	2,000	8,000	-	-	5,680	320
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	469,574	200,000	40,000	62,400	4,500	4,500	139,410	-	-	18,032	732
ML - Coastal Resources	50,000	-	-	15,932	6,168	7,700	1,200	11,500	-	7,500	-
WERI	251,294	25,000	13,500	50,500	26,100	4,500	12,000	74,000	8,000	37,694	(0)
CEDDERS-Indirect Costs	39,000	-	15,000	9,692	8,300	1,700	4,308	-	-	-	-
CEDDERS-Discretionary	47,218	-	19,500	8,165	8,676	4,000	3,100	-	-	3,777	-
EMSS - SGA Support	40,000	-	36,400	-	-	-	-	-	2,000	1,600	-
EMSS - Application Fee	70,000	-	6,000	-	-	-	61,200	-	-	2,800	-
EMSS - Graduation Fee	60,000	17,481	-	17,400	19,719	-	3,000	-	-	2,400	-
EMSS - Cat/Transcript Revenue	120,000	49,950	10,000	35,251	15,000	4,999	-	-	-	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	40,000	24,975	6,000	2,000	3,425	2,000	-	-	-	1,600	-
EMSS - IAI A&R	60,000	34,870	10,500	3,000	5,000	5,000	-	-	-	1,630	-
LR - Acquisitions & Library Fees	307,200	-	5,000	148,413	4,000	-	20,000	117,000	-	12,288	499
Comp Ctr - Internet/Comp Fee	1,150,000	225,000	-	733,500	5,500	50,000	90,000	-	-	46,000	-
Pres Develop. Fund	625,000	73,523	27,000	117,210	-	-	407,267	-	-	-	-
F&A	699,572	187,095	-	464,643	14,500	4,000	29,334	-	-	-	-
Comptroller	46,000	-	25,000	7,560	6,500	2,500	2,600	-	-	1,840	-
TADEO - OLL	291,000	89,470	18,490	163,400	2,000	6,000	-	-	-	11,640	0
<b>Total</b>	<b>6,126,957</b>	<b>1,683,989</b>	<b>301,699</b>	<b>2,260,066</b>	<b>372,128</b>	<b>240,499</b>	<b>824,082</b>	<b>217,500</b>	<b>14,650</b>	<b>202,739</b>	<b>9,606</b>



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

**Resolution No. 20-30**

**RELATIVE TO APPROVING THE FY2021 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 has reviewed the budgets, and together recommend that the BOR approve the following FY2021 Auxiliary Fund Budgets attached hereto:

Triton Store  
Food Services  
Calvo Fieldhouse  
Intercollegiate Athletics Council

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 FY2021 Auxiliary Budgets as attached hereto and will become effective immediately.

Adopted this 17<sup>th</sup> day of September, 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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



University of Guam  
 Auxiliary Funds  
 FY 2021 Budgets

	<i>Triton Bookstore</i>	<i>Food Services</i>	<i>Athletics</i>	<i>Calvo Fieldhouse</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	375,000	335,500	201,960	94,814	521,875	1,230,000	71,682	500,000	3,796,831
Salaries & Benefits	321,277		206,496	237,729	-	72,178	140,092	508,017	62,688	92,500	1,640,977
Travel	-		-	-	-	-	5,000	35,000	-	31,000	71,000
Contractual Services	13,500	-	76,500	17,500	15,460	10,000	65,557	407,983	1,100	136,000	743,600
Supplies	6,000	-	13,500	12,500	162,000	2,636	16,500	-	-	10,500	223,636
Equipment	3,000	-	5,000	5,500	5,000	-	2,000	3,000	-	-	23,500
Miscellaneous	900		28,500	4,500	2,000	-	35,000	-		30,000	100,900
Capital Outlay	-		5,000	-	-	-	-	10,000		-	15,000
Utilities	33,500	30,000	40,000	30,000	7,500	-	175,000	26,000	7,500	-	349,500
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	4	2,771	-	-	42,726	-	394	-	53,718

**UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET**

Department/Uni Triton Store  
 Account No.: \_\_\_\_\_

Signature-Dept Head: Ann S.A. Leon Guerrero

**Quarterly Breakdown**

**Revenue (Please list sources)**

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Sales Textbooks	280,000				
Sales Non-Textbooks	675,000				
Purchase Textbooks	(160,000)				
Purchase Non-Textbooks	(360,000)				
	\$ 435,000	108,750	108,750	108,750	108,750

**A. SALARIES AND BENEFITS**

Please attach staffing pattern	\$ 321,277	80,319	80,319	80,319	80,319
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**B. OFF-ISLAND TRAVEL**

Name & Position of Traveler		Total				
Ann S.A. Leon Guerrero	Auxiliary Services Director	-				
Buyer	Staff	-				
Justification / Notes		Total FY20	\$ -			

**C. CONTRACTUAL SERVICES**

Item	Qty	Cost	Total				
Postage, Long Distance			2,500				
Vehicle/Equipment Lease			5,000				
Subscriptions, Dues, Books			1,000				
Other Services Software			5,000				
Justification / Notes		Total FY20	\$ 13,500	3,375	3,375	3,375	3,375

**D. SUPPLIES**

Item	Qty	Cost	Total				
Supplies & Materials			1,000				
Other Supplies & Materials							
Computer Equipment			5,000				
Justification / Notes		Total FY20	\$ 6,000	1,500	1,500	1,500	1,500

**E. EQUIPMENT: below \$5,000**

Item	Qty	Cost	Total				
Equipment/Store Fixtures			3,000				
Justification / Notes		Total FY20	\$ 3,000	750	750	750	750

**F. MISCELLANEOUS Expense**

Item	Qty	Cost	Total				
Bank Charges			500				
Miscellaneous Expense			400				
Justification / Notes		Total FY20	\$ 900	225	225	225	225

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

Item	Qty	Cost	Total				
Justification / Notes		Total FY20	\$ -				

**H. UTILITIES: Power, Water, Telephone**

Item	Total						
Power	30,000						
Telephone	3,500						
Justification / Notes		Total FY20	\$ 33,500	8,375	8,375	8,375	8,375

**I. Transfer for F & A Fees (see guidelines for more information)**

	\$ 50,000	12,500	12,500	12,500	12,500
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Annual Surplus (Deficit) \$ 6,823 1,706 1,706 1,706 1,706



**UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET**

Department/Unit: Food Services Signature-Dept Head: Ann S.A. Leon Guerrero

Account No.: \_\_\_\_\_

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

**Revenue (Please list sources)**

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
	\$ 31,000				

**A. SALARIES AND BENEFITS**

Please attach staffing pattern					
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Justification / Notes:	Total FY20	\$ -			

Justification / Notes:	Total FY20	\$ -			

Justification / Notes:	Total FY20	\$ -			

Justification / Notes:	Total FY20	\$ -			

Justification / Notes:	Total FY20	\$ -			

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

Item	Qty	Cost	Total				
Justification / Notes:	Total FY20	\$ -					

	Total FY20	\$ 30,000			

I. Transfer for F & A Fees (see guidelines for more information)					
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Annual Surplus (Deficit)	\$ 1,000	250	250	250	250
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Bookstore Staffing Pattern  
 FY2020 2021

ID#	Name	Position	Grade	Current Salary	New Salary
	Marcia Afaisen	Sales Associate (\$ 10.14 )	E-GPP	21,095	21,095
	Christine Concepsion	Inventory Associate \$10.5264)	E/02	21,895	22,724
	Vacant Frozen	Admin. Assistant	J-GPP		
34459	David Quintanilla	Buyer II	I/08	36,878	38,048
110912	Tony Villanueva	Buyer I	H/07	33,150	34,202
27379	Ann Leon Guerrero	Aux Serv Director		78,070	78,070
121252	Vacant	Marketing Coordinator Associate		33,911	34,741
	Total			224,999	228,880
	Overtime			10,000	10,000
	Benefits (36%)			81,000	82,397
	Total Salary			315,999	321,277

**UNIVERSITY OF GUAM FY2021 NON-APPROPRIATED FUND BUDGET**

Department/Unit: UOG Athletic And Recreation Budget Signature-Dept Head: Douglas W. Palmer  
 Account No: 1-1X-810017-X-540XXXX

**Quarterly Breakdown**

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

Athletic Fee	325,000			
High School Championships	20,000			
Athletic League Entry Fees	12,500			
Concessions	7,500			
Fundraising	10,000			
	<b>\$ 375,000</b>	<b>0</b>	<b>0</b>	<b>0</b>

**A. SALARIES AND BENEFITS**

Please attach staffing pattern	\$ 206,496			
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**B. OFF-ISLAND TRAVEL**

Name & Position of Traveler	Total			
N/A				
Justification / Notes:	<b>Total FY21</b>	<b>\$ -</b>		

**C. CONTRACTUAL SERVICES**

Item	Qty	Cost	Total			
Basketball Referees			10,000			
Volleyball Referees			2,500			
Photographer			4,000			
Coaches Contracts (Head and Assistant Coaches for 6 Sports)			60,000			
Justification / Notes:	<b>Total FY21</b>	<b>\$ 76,500</b>				

**D. SUPPLIES**

Item	Qty	Cost	Total			
Posters, Pictures, Promotional Items			2,500			
Athletic Uniforms and Coaches Shirts/Hats			6,000			
Trophies and Awards			3,000			
Athletic T-Shirts			2,000			
Justification / Notes:	<b>Total FY21</b>	<b>\$ 13,500</b>				

**E. EQUIPMENT: below \$5,000**

Item	Qty	Cost	Total			
Athletic Equipment - Balls, bats, nets (All sports)			5,000			
Justification / Notes:	<b>Total FY21</b>	<b>\$ 5,000</b>				

**F. MISCELLANEOUS Expense**

Item	Qty	Cost	Total			
Entry Fees to outside leagues (Basketball, Soccer, Baseball)			10,000			
Catering - Hall of Fame, Student Athlete Reception			3,000			
Concession Supplies			8,000			
PBS TV Production Costs			7,500			
Justification / Notes:	<b>Total FY21</b>	<b>\$ 28,500</b>				

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

Item	Qty	Cost	Total			
Miscellaneous			5,000			
Justification / Notes:	<b>Total FY21</b>	<b>\$ 5,000.00</b>				

**H. UTILITIES: Power, Water, Telephone**

Item	Total			
Power	40,000			
Telephone				
	<b>Total FY21</b>	<b>\$ 40,000</b>		

**I. Transfer for F & A Fees (see guidelines for more information)**

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Annual Surplus (Deficit) \$ **4** 0 0 0 0

**UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET**

Department/Unit: UOG Calvo Field House

Douglas W. Palmer \_\_\_\_\_

Account No: 42-2X-810015-S520XXXX

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

**Revenue (Please list sources)**

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Field House Fees	200,000				
Rental Funds	100,000				
Concessions	7,500				
Transfer General OPS Salaries (60%)	25,000				
Misc Funds	3,000				
	\$ 335,500				

**A. SALARIES AND BENEFITS**

Please attach staffing pattern	\$ 237,729				
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**B. OFF-ISLAND TRAVEL**

Name & Position of Traveler	Total
N/A	

Justification / Notes: _____	Total FY21	\$ -				
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**C. CONTRACTUAL SERVICES**

Item	Qty	Cost	Total
Pest Control			2,500
Carpet Clean ((Fitness Room #1)			1,250
Fire Alarm System - Phoenix			5,750
BQ Firepro			2,750

Justification / Notes: _____	Total FY21	\$ 17,500				
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**D. SUPPLIES**

Item	Qty	Cost	Total
Janitorial Supplies			10,000
Office Supplies			1,000
Printing Services			1,500

Justification / Notes: _____	Total FY21	\$ 12,500				
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**E. EQUIPMENT: below \$5,000**

Item	Qty	Cost	Total
Misc Equipment for Field House			3,000
Copier Machine Lease			2,500

Justification / Notes: _____	Total FY21	\$ 5,500				
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**F. MISCELLANEOUS Expense**

Item	Qty	Cost	Total
Upkeep and Gas for Field House Truck			500
Event Workers			2,000
Concession Supplies			2,000

Justification / Notes: _____	Total FY21	\$ 4,500				
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**G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs & Renovations**

Item	Qty	Cost	Total
Misc			0

Justification / Notes: _____	Total FY21	\$ -				
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**H. UTILITIES: Power, Water, Telephone**

Item	Total
Power	30,000
Telephone	

	Total FY21	\$ 30,000				
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**I. Transfer for F & A Fees (see guidelines for more information)**

	\$ 25,000				
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Annual Surplus (Deficit)	\$ 2,771				
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**IAC**

**FY2021 Staffing Pattern**

<b>Name</b>	<b>ID#</b>	<b>Position</b>	<b>Grade</b>	<b>Salary &amp; Benefits</b>
Palmer, Douglas	146794	Athletics Director (50%)		\$ 53,123.00
Estabillo, Martin	166702	Administrative Coordinator (50%)	I	\$ 22,527.00
Dismas, Singly	32445	Recreation Supervisor	I	\$ 52,032.00
Taguacta, Kayla		Recreation Sports Coordinator	H	\$ 38,157.00
Reyes-Fielder, Alonika		Athletics Coordinator	H	\$ 38,157.00
		<b>Total</b>		\$ 203,996.00
		<b>Overtime</b>		\$ 2,500.00
		<b>Total Salary</b>		\$ 206,496.00

**FH****FY2021 Staffing Pattern**

<b>Name</b>	<b>ID#</b>	<b>Position</b>	<b>Grade</b>	<b>Salary &amp; Benefits</b>
Palmer, Douglas	146794	Athletics Director (50%)		\$ 53,123.00
Estabillo, Martin	166702	Administrative Coordinator (50%)	I	\$ 22,527.00
Camemo, Jude	3153	Maintenance Worker	H	\$ 49,072.00
Guilas, Antonio	27310	Maintenance Worker	H	\$ 55,512.00
Calceta, Virgilio	37284	Maintenance Worker	H	\$ 49,995.00
		<b>Total</b>		\$ 230,229.00
		<b>Overtime</b>		\$ 7,500.00
		<b>Total Salary</b>		\$ 237,729.00

**UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET-?**

Department/Unit: Student Government Assoc Signature-Dept Head: Lawrence Camacho, Dean-EMSS



**Revenue (Please list sources)**

Fall	97,920
Spring	88,128
Summer	15,912
	\$ 201,960

**Quarterly Breakdown**

Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
48,960	93,024	44,064	15,912

**A. SALARIES AND BENEFITS**

Please attach staffing pattern					
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0

**B. OFF-ISLAND TRAVEL**

Name & Position of Traveler	Total
Justification / Notes:	Total FY2021 \$ -

0

**C. CONTRACTUAL SERVICES**

Item	Qty	Cost	Total
Ads, printing, Copying			5,000
Leadership Development-Misc			10,460
Justification / Notes:	Total FY2021	\$ 15,460	

15,460

3,865	3,865	3,865	3,865
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**D. SUPPLIES**

Item	Qty	Cost	Total
Other Supplies & Materials			5,000
Admin Operation Support (EMSS)			40,000
Business Office Support			5,000
Sponsored Activities			50,000
Charter Day/Blue Night			20,000
Computer Supplies			2,000
Slipends			20,000
Clubs/Theater/HR Transfers			20,000
Justification / Notes:	Total FY2021	\$ 162,000	

162,000

60,000	34,000	34,000	34,000
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**E. EQUIPMENT: below \$5,000**

Item	Qty	Cost	Total
Furniture & Equipment			5,000
Justification / Notes:	Total FY2021	\$ 5,000	

5,000

1,500	2,500	500	500
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**F. MISCELLANEOUS Expense**

Item	Qty	Cost	Total
Uniforms			2,000
Justification / Notes:	Total FY2021	\$ 2,000	

2,000

	2,000		
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**G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs & Renovations**

Item	Qty	Cost	Total
Justification / Notes:	Total FY2021	\$ -	

0

**H. UTILITIES: Power, Water, Telephone**

Item	Total
Power	6,500
Telephone	1,000
Total FY2021	\$ 7,500

7,500

2,250	1,750	1,750	1,750
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**I. Transfer for F & A Fees (see guidelines for more information)**

	\$ 10,000	2,500	2,500	2,500	2,500
Total Expenditures	\$ 201,960				
Annual Surplus (Deficit)					

10,000

0

**UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET**

Department/Unit: EMSS-Student Health Signature-Dept Head: Lawrence Camacho, Dean-EMSS

Revenue (Please list sources)		Quarterly Breakdown						
		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept			
Student Health Fees								
Fall						44,363		
Spring						41,283		
Summer						9,168		
Total FY2020		\$	94,814	23,704	23,704	23,704	23,704	94,814
<b>A. SALARIES AND BENEFITS</b>								
Community Health Nurse Supervisor II		\$	72,178	18,045	18,045	18,045	18,045	72,178
<b>B. OFF-ISLAND TRAVEL</b>								
Name & Position of Traveler		Total						
Justification / Notes:		Total FY2021	\$ -					0
<b>C. CONTRACTUAL SERVICES</b>								
Item	Qty	Cost	Total					
physician			10,000					
Justification / Notes:		Total FY2021	\$ 10,000		5,000		5,000	10,000
<b>D. SUPPLIES</b>								
Item	Qty	Cost	Total					
medical supplies			1,000					
office supplies			636					
SH Education Expense			1,000					
Justification / Notes: supplies for the operations of student health office for students, currently in planning stage of conducting more health awareness incentive		Total FY2021	\$ 2,636	250	1,000	693	693	2,636
<b>E. EQUIPMENT: below \$5,000</b>								
Item	Qty	Cost	Total					
Justification / Notes:		Total FY2021	\$ -					0
<b>F. MISCELLANEOUS Expense</b>								
Item	Qty	Cost	Total					
Justification / Notes:		Total FY2021	\$ -					0
<b>G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs &amp; Renovations</b>								
Item	Qty	Cost	Total					
Justification / Notes:		Total FY2021	\$ -					0
<b>H. UTILITIES: Power, Water, Telephone</b>								
Item	Total							
Justification / Notes:		Total FY2021	\$ -					0
<b>I. Transfer for F &amp; A Fees (see guidelines for more information)</b>		\$	10,000	2,500	2,500	2,500	2,500	10,000
Total Expenditures		\$	94,814					
Annual Surplus (Deficit)		\$	-					0



Health SP

<b>FY 2021 Staffing Pattern</b>	<b>Local</b>	<b>Auxiliary</b>
Community Health Supervisor II		53,072
Benefits (36%)		19,105.86
Total	-	72,178
<b>FY 2022 Staffing Pattern</b>	<b>Local</b>	<b>Auxiliary</b>
Community Health Supervisor II		55,083
Benefits (36%)		19,829.88
Total	-	74,913

**UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET**

Department/Unit: EMSS/Residence Halls Office Signature-Dept Head: Lawrence Camacho, Dean-EMSS

Revenue (Please list sources)		Quarterly Breakdown			
		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Dorm Rental – Fall	191,841				191,841
Spring	181,022		181,022		
Summer	36,981			36,981	
Intersession	16,832	16,832			
Meal Plan - Fall , Spring , Other , Meal charge	(10,381)	15,687	124,975	-287,843	136,800
Washer/Dryer Rev/EQUIP RENTAL: Wash/Dry Equip Rental , Dorm Misc Charges	7,568				7,568
Aux Miscellaneous- STORE RENTAL RHGC FEE , GUEST VENDING MACHINE	26,012				26,012
Transfer to/from: PF-RENP	72,000				74,160
	\$ 521,875				

**A. SALARIES AND BENEFITS**

Please see attach staffing pattern	\$ 140,092				
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140,092

**B. OFF-ISLAND TRAVEL**

Name & Position of Traveler	Total				
Mark Mendiola, Interim Director	5,000				
Justification / Notes:	Total FY2021	\$ 5,000			

**C. CONTRACTUAL SERVICES**

Item	Qty	Cost	Total				
Fuel			20,000				
Copier			3,500				
Cable Service			2,500				
Equipment Maintenance			10,000				
Other Services			29,557				
Justification / Notes: 24/7 Operation (Dormitory)	Total FY2021	\$ 65,557					

**D. SUPPLIES**

Item	Qty	Cost	Total				
Office Supplies			1,500				
Custodial Supplies			12,000				
Hardware			3,000				
Justification / Notes: 24/7 Operation (Dormitory)	Total FY2021	\$ 16,500		4,125	4,125	4,125	4,125

computers and printers			2,000				
Justification / Notes:	Total FY2021	\$ 2,000				2,000	

**F. MISCELLANEOUS Expense**

Item	Qty	Cost	Total				
Stipends			30,000				
Dorm Activities and Events			5,000				
Justification / Notes:	Total FY2021	\$ 35,000		8,750	8,750	8,750	8,851

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

Item	Qty	Cost	Total				
	Total FY2021	\$ -		0			

0

**H. UTILITIES: Power, Water, Telephone**

Item	Total					
Power	170,000					
Telephone	5,000					
	Total FY2021	\$ 175,000	43,750	43,750	43,750	43,750

175,000

**I. Transfer for F & A Fees (see guidelines for more information)**

	\$ 40,000			40,000	
Total Expenditures	\$ 479,149				
Annual Surplus (Deficit)	\$ 42,726				

40,000

0

**UOG Residence Halls Office FY 2021 Staffing Pattern**

<b>Employee</b>	<b>Position</b>	<b>Est. Annual Salary</b>	<b>Est. Benefits.</b>	<b>Estimated Total Cost</b>
Mark Mendiola	Interim Housing Director	79,825	29,535	109,360
Stephanie Lodge (LTA)	Resident Life Assistant	24,729	8,902	33,631
Vacant	Building Custodian	17,769	6,397	24,166
Vacant	Building Custodian	17,769	6,397	24,166
Totals		<b>140,092</b>	<b>51,231</b>	<b>191,323</b>

**UOG Residence Halls Office FY 2022 Staffing Pattern**

<b>Employee</b>	<b>Position</b>	<b>Est. Annual Salary</b>	<b>Est. Benefits.</b>	<b>Estimated Total Cost</b>
Mark Mendiola	Interim Housing Director	82,219	30,421	112,640
Stephanie Lodge (LTA)	Resident Life Assistant	25,666	8,983	34,649
Vacant	Building Custodian	18,442	6,639	25,081
Vacant	Building Custodian	18,442	6,639	25,081
Totals		<b>144,769</b>	<b>52,682</b>	<b>197,451</b>

**UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET**

Department/Unit: Global Learning and Engagement (GLE) Signature-Dept Head: Carlos Taitano, Director

**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
Tuition	\$ 150,000				
Admin Cost/Workshops	\$ 150,000				
Examinations	\$ 100,000				
Other Contracts	\$ 550,000				
Miscellaneous Fees	\$ 200,000				
Summer Camps	\$ 30,000				
International Accounting Institute	\$ 50,000.00				
	\$ 1,230,000	307,500	307,500	307,500	307,500

**A. SALARIES AND BENEFITS**

Please attach staffing pattern	\$ 508,017	127,004	127,004	127,004	127,004
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**B. OFF-ISLAND TRAVEL**

Name & Position of Traveler		Total					
Dr. Thomas Krise/Dr. Anita Enriquez	Off Island Travel	20,000					
Carlos Taitano		10,000					
Amanda Blas		5,000					
Justification / Notes:		Total	\$ 35,000	8,750	8,750	8,750	8,750

**C. CONTRACTUAL SERVICES**

Item	Qty	Cost	Total				
Postage, Long Distance, Paggers			\$ 2,100.00				
Contractual Services			\$ 175,000.00				
Vehicle/Equipment Lease			\$ 10,000.00				
Ads, printing, copying			\$ 15,000.00				
Subscriptions, dues, books			\$ 1,000.00				
Other Services			\$ 120,000.00				
Supplies & Materials			\$ 10,000.00				
Instructional Supplies			\$ 65,000.00				
Fuel/Lubrication			\$ 2,000.00				
Other Supplies and Materials			\$ 7,883.00				
Justification / Notes:		Total	\$ 407,983	101,996	101,996	101,996	101,996

**D. SUPPLIES**

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

**E. EQUIPMENT: below \$5,000**

Item	Qty	Cost	Total				
Equipment			3,000				
Justification / Notes:		Total	\$ 3,000	750	750	750	750

**F. MISCELLANEOUS Expense**

Item	Qty	Cost	Total				
Justification / Notes:		Total	\$ -	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				
Diskubre Building			\$ 10,000.00				
Justification / Notes:		Total	\$ 10,000.00				

**H. UTILITIES: Power, Water, Telephone**

Item	Total				
Power	19,000				
Telephone	7,000				
Total	\$ 26,000	6,500	6,500	6,500	6,500

**I. Transfer for General Operations Support**

	\$ 240,000	60,000	60,000	60,000	60,000
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Annual Surplus (Deficit) \$ - 2,500 2,500 2,500 2,500

GLE FY 2021 Staffing Pattern

Department	Emp ID	Name	Title	Annual Salary	Total Benefits	Total Salary & Benefits
Prof.devlpmnt&life-long Learn	0002269	VACANT	ADMIN OFFICER	-	-	-
Prof.devlpmnt&life-long Learn	0013980	Taitano, Carlos	DIR, PIP PDLLC	106,250	35,712	141,962
Prof.devlpmnt&life-long Learn	0010581	Raglimar, Daniel	Program Assistant	25,666	11,078	36,744
Prof.devlpmnt&life-long Learn	0109486	Blas, Amanda	Admin Supervisor	46,000	17,099	63,099
Prof.devlpmnt&life-long Learn	0085784	Bansil, Luigi	OUTREACH COORD	40,762	16,921	57,683
Prof.devlpmnt&life-long Learn	0100265	Santos, Gianna	OUTREARCH COORD	40,762	15,370	56,132
Prof.devlpmnt&life-long Learn		VACANT	Associate DIR, PROF INTL P	-	-	-
Prof.devlpmnt&life-long Learn		VACANT	ADMIN ASST	38,000	21,062	59,062
Prof.devlpmnt&life-long Learn		Nuque, Geena	Program Assistant	25,666	9,005	34,671
Prof.devlpmnt&life-long Learn		Pacheco, Michael	Program Assistant	25,666	9,005	34,671
Prof.devlpmnt&life-long Learn		Pineda, John	Program Assistant	38,000	9,005	47,005

**English Learning Institute**

Prof.devlpmnt&life-long Learn	0000770	Cruz, Eduardo	ESL INST	46,065	16,623	62,688
Prof.devlpmnt&life-long Learn	0003489	Flores, Edna	ESL INST	37,814	13,001	50,816
Prof.devlpmnt&life-long Learn	0134426	VACANT	ESL INST	-	-	-
Prof.devlpmnt&life-long Learn	0097667	Reda, Michael	ESL INST	40,706	17,711	58,417

124,585      47,335      687,680

UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET

Department/Unit: GLE English Language Institute

Signature-Dept Head: Carlos R. Taitano, Director

**Quarterly Breakdown**

**Revenue (Please list sources)**

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Tuition	67,200				
Application/Registration Fees	4,482				
	\$ 71,682	83,375	83,375	83,375	83,375

**A. SALARIES AND BENEFITS**

Please attach staffing pattern	\$ 62,688	15,672	15,672	15,672	15,672
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**B. OFF-ISLAND TRAVEL**

Name & Position of Traveler	Total				
Instructors	-				
Justification / Notes: _____	Total FY18	\$ -		0	

**C. CONTRACTUAL SERVICES**

Item	Qty	Cost	Total				
Postage, long distance			1,100				
Contractual Services			-				
Ads, Printing, Copying, web							
Subscriptions, Dues, Books			-				
Justification / Notes: _____	Total FY18	\$ 1,100		275	275	275	275

**D. SUPPLIES**

Item	Qty	Cost	Total				
Office Supplies			-				
Instructional Supplies			-				
Custodial supplies			-				
Computer			-				
Other supplies and materials			-				
Justification / Notes: _____	Total FY18	\$ -			0	0	0

**E. EQUIPMENT: below \$5,000**

Item	Qty	Cost	Total				
			-				
Justification / Notes: _____	Total FY18	\$ -			0	0	0

**F. MISCELLANEOUS Expense**

Item	Qty	Cost	Total				
NONE							
Justification / Notes: _____	Total FY18	\$ -					

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

Item	Qty	Cost	Total				
Justification / Notes: _____	Total FY18	\$ -					

**H. UTILITIES: Power, Water, Telephone**

Item	Total				
Power	7,000				
Telephone	500				
Total FY18	\$ 7,500	1,875	1,875	3,250	3,250

**I. Transfer for F & A Fees (see guidelines for more information)**

	\$ -	0	1,750	1,750	1,750
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<b>Annual Surplus (Deficit)</b>	<b>\$ 394</b>	<b>65,553</b>	<b>63,803</b>	<b>62,428</b>	<b>62,428</b>
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# UNIVERSITY OF GUAM FY2021 AUXILIARY BUDGET

Department/English Adventure Proce-Dept Head: Carlos R Taitano

## Quarterly Breakdown

### Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Long term English langauge programs	150,000				
Short Term (less than five days) programs	150,000				
Other (Shanghai)	200,000				
	\$ 500,000	125,000	125,000	125,000	125,000

### A. SALARIES AND BENEFITS

Outreach Coordinator/Program Assistant	\$ 92,500	23,125	23,125	23,125	23,125
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### B. OFF-ISLAND TRAVEL

Name & Position of Traveler		Total					
Carlos R Taitano	Director	10,000					
Lugi Bansil	Outreach Coordinator	9,000					
Students	Travel scholarships	12,000					
Justification / No		Total	\$ 31,000	7,750	7,750	7,750	7,750

### C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
postage, long distance			1,000				
contractual services			30,000				
Ads, printing, copying			5,000				
Other services			100,000				
Justification / No		Total	\$ 136,000	34,000	34,000	34,000	34,000

### D. SUPPLIES

Item	Qty	Cost	Total				
Office supplies			5,000				
Instructional supplies			2,500				
computer/projector			3,000				
Justification / No		Total	\$ 10,500	7,200	1,600	200	0

### E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Computers/Laptops			-				
projectors							
cameras/video							
Justification / No		Total	\$ -	0	0	0	0

### F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
meal plan	4	7500	10,000				
transportation			10,000				
excursions			10,000				
Justification / No		Total	\$ 30,000	7,500	7,500	7,500	7,500

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

Item	Qty	Cost	Total				
Justification / No		Total	\$ -				

### H. UTILITIES: Power, Water, Telephone

Item	Total				
Power					
Telephone					
Total	\$ -				

I. Transfer for F & A Fees (see guidelines for more information)	\$ 200,000	66,667	66,667	66,667	0
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Annual Surplus (Deficit) \$ -



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

**Resolution No. 20-31**

**RELATIVE TO APPROVING THE PROPOSED FY2020-2021 INSURANCE PROGRAM**

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

**WHEREAS**, UOG's insurance program provides liability coverage and protection for UOG's assets, which are vital for student learning;

**WHEREAS**, UOG and its risk manager have prepared insurance specifications for the following policies: primary liability, educators' legal liability, limited professional liability, umbrella liability, property, property terrorism, comprehensive crime, automobile, and automobile excess liability;

**WHEREAS**, UOG is currently soliciting renewal quotations for the insurance coverage for the policy year beginning October 1, 2020, however, these will not be available in time to allow for a full review by the BOR;

**WHEREAS**, the UOG President seeks authorization to enter into the insurance policies when the quotes are received and reviewed, subject to review and ratification by the BOR at the next scheduled meeting; and

**WHEREAS**, the Budget, Finance and Audit Committee and the Physical Facilities Committee have reviewed this plan of action and recommends it be presented to the BOR for approval.

**NOW, THEREFORE BE IT RESOLVED**, that the BOR authorizes the UOG President to enter into the proposed FY2020-2021 insurance coverage, subject to review and approval by the BOR at its next scheduled meeting.

Adopted this 17<sup>th</sup> day of September, 2020.

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Elvin Y. Chiang, Chairperson

**ATTESTED:**

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



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 Laura Biggs, Assistant Professor of Biology and Physiology, College of Natural and Applied Sciences

8.2 Recommendation for Tenure for Velma Yamashita, Associate Professor of Art, College of Liberal Arts and Social Sciences

8.3 Recommendation for Tenure for Joseph Tuquero, M.S., Extension Agent III/Assistant Professor (Cooperative Extension & Outreach), College of Natural and Applied Sciences

8.4 Recommendation for Tenure for Tedros Bezabeh, Associate Professor of Chemistry, College of Natural and Applied Sciences

8.5 Recommendation for Tenure for William Jeffery, Assistant Professor of Anthropology, College of Liberal Arts and Social Sciences

## 9.0 VOTING FILE

9.1 Recommendation for Tenure for Laura Biggs, Assistant Professor of Biology and Physiology, College of Natural and Applied Sciences

9.2 Recommendation for Tenure for Velma Yamashita, Associate Professor of Art, College of Liberal Arts and Social Sciences

9.3 Recommendation for Tenure for Joseph Tuquero, M.S., Extension Agent III/Assistant Professor (Cooperative Extension & Outreach), College of Natural and Applied Sciences

9.4 Recommendation for Tenure for Tedros Bezabeh, Associate Professor of Chemistry, College of Natural and Applied Sciences

9.5 Recommendation for Tenure for William Jeffery, Assistant Professor of Anthropology, College of Liberal Arts and Social Sciences

## 10.0 ADJOURNMENT