



**UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN**

Board of Regents

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

**Regular Meeting Minutes
September 18, 2019**

1.0 CALL TO ORDER

The Regular Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Christopher Felix on September 18, 2019 at 5:31 p.m., in AV Room #1, University of Guam Robert F. Kennedy (RFK) Library, Tan Siu Lin Building. Notice of such meeting have been duly and regularly provided by the BOR.

QUORUM:

Christopher Felix	Chairperson
Jerold Filush	Treasurer
Elvin Chiang	Member
Liza Provide	Member
Sandra McKeever	Member
Francis Hezel	Member
Lesley Leon Guerrero	Member
Mebric Navisaga	Member

ABSENT:

Mari Flor Herrero	Member
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ALSO PRESENT:

Thomas W. Krise	Executive Secretary
Anthony Camacho	Interim Legal Counsel
Christine Mabayag	Recording Secretary
David S. Okada	CPO/Acting EAP

2.0 MEETING MINUTES

2.1 Regular Meeting Minutes of April 18, 2019

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

3.0 CHAIRPERSON'S REPORT

Chairperson Felix welcomed everyone to the first Regular BOR meeting for this Academic Year and to the Fanuchån semester. We look forward to a productive and exciting year as we review the final University strategic plans taking the University Ever Upward, or Para Hulo.

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

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Daniel A. Mendiola passed away on April 2019. He was the father of Denise Mendiola, Acting Network Director of the Pacific Islands Small Business Development Center Network; and father-in-law of Boris Hertslet, Program Manager of Guam Procurement Technical Assistance Center.

Restituto S. Mercado passed away on May 6, 2019. He was the brother of Nestor Mercado, Planner III, Facilities and Utilities Office.

Martha L.C. Mendiola passed away on June 9, 2019. She was the mother of Mark B.C. Mendiola, Interim Residence Halls Director, Enrollment Management and Student Success.

Maria V.A.S. San Nicolas passed away on June 19, 2019. She was a former UOG employee who joined UOG's Learning Resources department in 1981 as a secretary, later became an administrative assistant in the same department, and retired from UOG in 1995. She was the mother of Roland San Nicolas, Assistant Professor, Library Science/Librarian, at the RFK Memorial Library; and Patricia San Nicolas Mafnas, who worked at UOG from 1998 to 2008 as a technical assistant and extension associate.

John M. Phillips passed away on July 18, 2019. He was a retired Associate Professor of Accounting, at the School of Business and Public Administration, who also served in our UOG Board of Regents from 1983 to 1988, as Treasurer, and as Chair of the Budget and Finance Committee, as well as numerous professional organizations on the island. In 2004, he was awarded the Distinguished Alumni Award from UOG in recognition of his outstanding service.

Joyce Colfax passed away on July 21, 2019, and **Daniel Colfax** passed away on August 18, 2019. Joyce was the mother, and Daniel was the brother of Dr. Richard Colfax, Professor of Human Resources Management, School of Business and Public Administration.

Jaime C. Isidro passed away on August 4, 2019. He was the father of Jaevani "Vani" Isidro, Jr, Web Developer, Office of Information Technology.

Dr. Joseph Rouse passed away on August 7, 2019. He was a Professor of Water Resources Engineering, Water & Environmental Research Institute who joined the University in 2011. He served as a member of the Faculty Senate for many years, as Chair of the graduate Environmental Science Program over the last few years, and played a pivotal role in the creation of UOG's new School of Engineering, assisting in curriculum development, leading search committees, and advising students.

Bernadita J. Provideo passed away on September 5, 2019. She was the mother of Regent Liza Provideo of the Board of Regents, and Bernadette Schumann, spouse of Dr. Fred Schumann, Professor of Global Resources Management, School of Business and Public Administration.

4.0 PRESIDENT'S REPORT

President Krise briefed the BOR with a slide presentation on the Para Hulo, Ever Upward plan. A copy of the slides is attached. He also added that the purpose of the organizational chart is to bring together teams that are doing similar work and to better serve the strategic plan.

Chairperson Felix then asked the newest and latest BOR members to introduce themselves.

5.0 REPORTS FROM STANDING COMMITTEES

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

Regent Chiang reported that the AP&T Committee met on September 11th and presents the following

resolutions for approval.

5.1.1 Resolution No. 19-27, Relative to Expressing Appreciation to Annie Fay Camacho for her Service as a Member of the Board of Regents

Regent Chiang introduced Resolution No. 19-27 and moved to approve, which was duly seconded by Regent Provido. The motion carried.

5.1.2 Resolution No. 19-28, Relative to Expressing Appreciation to Hyo Sang Ji for his Service as a Member of the Board of Regents

Regent Chiang introduced Resolution No. 19-28 and moved to approve, which was duly seconded by Regent McKeever. The motion carried.

5.1.3 Resolution No. 19-29, Relative to Expressing Appreciation to Jillette T. Leon Guerrero for her Service as a Member and Vice Chairperson of the Board of Regents

Regent Chiang introduced Resolution No. 19-29 and moved to approve, which was duly seconded by Regent Provido. He then read a portion of the resolution highlighting her service to the BOR. The motion carried.

5.1.4 Resolution No. 19-30, Relative to Awarding Professor of Emeritus Status to Dr. Donald Platt

Regent Chiang introduced Resolution No. 19-30 and moved to approve, which was duly seconded by Regent Navisaga. He noted that the nomination was initiated by the Humanities Division of the College of Liberal Arts and Social Sciences, which was approved by the Faculty Senate, recommended by SVP Enriquez and supported by President Krise. The motion carried.

5.1.5 Resolution No. 19-31, Relative to Amending the Emeritus(a) Professor Policy

Regent Chiang introduced Resolution No. 19-31 and moved to approve, which was duly seconded by Regent Provido. He read a portion of the resolution briefly explaining the purpose. The motion carried.

5.1.6 Resolution No. 19-32, Relative to Adopting the Updated Association of Governing Boards (AGB) Conceptual Framework for Evaluation of the President of the University of Guam

Regent Chiang introduced Resolution No. 19-32 and moved to approve, which was duly seconded by Regent Filush. He read a portion of the resolution briefly explaining the purpose. The motion carried.

5.1.7 University of Guam Strategic Plan Framework and Organizational Chart

Regent Chiang briefly explained the purpose of the strategic plan framework and the organizational chart and requested that the BOR concur, which was duly seconded by Regent Leon Guerrero. The motion carried.

5.1.8 Resolution No. 19-nn, Relative to Updating the Drug Free Workplace Policy of the University of Guam

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Regent Chiang noted that the proposed resolution on the Drug Free Workplace Policy is for information. He stated that over the years UOG has various forms of drug free workplace policies and that it requires updating in order to maintain compliance with the federal requirements. He then called VPAF Wiegand to provide more information on the resolution. VPAF Wiegand stated that UOG recently became aware that we are not in compliance with some drug free workplace requirements and he briefly described what the policy entails and how it will be implemented. He added that the draft policy is a rather comprehensive document which will require the BOR further review for consideration at the next meeting.

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

Regent Provido reported on behalf of Regent Herrero. She stated that the SASARHD Committee met on September 11 noting that the resolutions were discussed and are recommended for full board approval.

5.2.1 Resolution No. 19-33, Relative to Approving the Course Protection Guarantee Under the Veterans Benefits and Transition Act of 2018

Regent Provido introduced Resolution No. 19-33 and moved to approve, which was duly seconded by Regent McKeever. She briefly read a portion of the resolution briefly explaining the purpose of the resolution. The motion carried.

5.2.2 Resolution No. 19-34, Relative to Approving the SFAP FY2020 Re-appportioned Budget

Regent Provido introduced Resolution No. 19-34 and moved to approve, which was duly seconded by Regent Chiang. She read a portion of the resolution briefly explaining the purpose. The motion carried.

5.3 Investment Committee

Regent Filush noted that the Investment Committee met on September 13 and a quorum was present. They met with the representatives of the Student Investment Club to review their portfolio's performance and their investment plans. While the overall balance of the portfolio was similar to the \$60,000 balance in April, the Club had liquidated various holdings such that they had \$21,000 in cash on hand versus \$8,300 in April. The Club indicated the various investments that had been made in the last few days to reinvest the cash into more conservative investments.

The Investment Committee then met with representatives of Raymond James to discuss the performance of the endowment fund since our last meeting in April. The endowment fund balance has increased from \$25.4M to \$26.1M in line with the improvement of the financial markets during that period. After further discussion of the performance of the individual investment managers and their portfolios, it was decided to make no changes at this time. However, the investment committee members will meet in December with the Raymond James team to update the University's investment policy and also consider changes to any investment managers and related investments for formulation at the next Investment Committee Meeting.

5.3.1 Resolution No. 19-35, Relative to the Exercise of the Final Option of a Contract for Registered Investment Advisor Services

Regent Filush introduced Resolution No. 19-35 and moved to approve, which was duly seconded by Regent Chiang. He read a portion of the resolution briefly explaining the purpose. The motion carried.

5.3.2 Resolution No. 19-36, Relative to Appointing a Representative to Serve on the Board of the Centennial Fund on an Interim Basis

Regent Filush introduced Resolution No. 19-36 and moved to approve, which was duly seconded by Regent Chiang. He briefly explained the purpose. The motion carried.

5.4 Budget, Finance, and Audit (BFA) Committee

Regent Filush noted that the BFA Committee met on September 13 and a quorum was present.

5.4.1 Financial Update

Regent Filush reported that the cash collections from Department of Administration (DOA) as of August 31, 2019 were \$19.4M or 77% of the \$25.2M requested for operations and that DOA paid \$2.8M or 64% of the \$4.4M requested for the special appropriations funds. The UOG financial team has been working closely with DOA relative to catching up with the payments and the University was to be receiving \$1.1M weekly. The weekly payments are current so there is hope the full \$27.4M appropriation will be collected in full, which would be the first time in recent memory.

The FY 2020 Government of Guam budget bill was signed into law on September 4, 2019. It authorized an appropriation level for UOG of \$27.6M. While this represents a \$205,000 increase from the FY 2019 appropriation, it is \$6.2M lower than our FY2020 budget request. Further, there was no resolution of the underpayment of approximately \$8.6M in total appropriations from FY 2017 and FY2018. While we are continuing to look at all options to obtain additional revenues it has become clear that a tuition increase will be necessary. Public hearings on the increase are planned for October 2019.

5.4.2 Collections Report

Regent Filush stated the collections on the student loans were \$358,625 on August 31, which is 102% of the annual budget of \$350,000 with one more month of collections to go.

5.4.3 Procurement Transactions and Contracts Report

Regent Filush reported that there were 2 procurement transactions and 4 contracts of over \$100K entered into over the period of May-August 2019. All were for either normal operations or were flow through contracts or for grants which do not involve the use of University funds.

5.4.4 Resolution No. 19-37, Relative to Approving the Continuation of the FY2019 General Operations, Auxiliary and Non-appropriated Funds Budget into FY2020

Regent Filush introduced Resolution No. 19-37 and moved to approve, which was duly seconded by Regent Hezel. The motion carried.

5.4.5 Resolution No. 19-38, Relative to Approving the Reapportioned FY2020 Special Appropriations Budget

Regent Filush introduced Resolution No. 19-38 and moved to approve, which was duly seconded by Regent McKeever. The motion carried.

5.4.6 Resolution No, 19-39, Relative to Approving the FY2019-2020 Insurance Program

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Regent Filush introduced Resolution No. 19-39 and moved to approve, which was duly seconded by Regent Navisaga. He briefly explained the purpose of the resolution. The motion carried.

5.4.7 Resolution No, 19-40, Relative to Modifying the Indirect Cost Recovery Allocation

Regent Filush introduced Resolution No. 19-40 and moved to approve, which was duly seconded by Regent Navisaga. He briefly explained the purpose of the resolution. The motion carried.

5.5 Physical Facilities Committee

Regent Provido reported that the Committee met on September 16th and that there are no resolutions presented for approval.

5.5.1 Plant and Facilities Update

Regent Provido reported on the School of Business and Public Administration (SBPA) Air Conditioning (AC) system: Ability Solutions was the sole qualified bidder to replace the SBPA AC system. Ability Solutions has requested to mobilize their crews and equipment in early October so to complete current outside projects before starting the SBPA AC work.

She then reported on the campus lights update noting that VPAF Wiegand reported the streetlights and additional lighting systems installed at the various parking lots (Science Bldg, Fine Arts, CNAS), Science and Science Annex classrooms and the Fieldhouse roofs, and Student housing have resolved the complaints of dark areas on campus, and that they have not received any further complaints.

She further reported on other campus AC issues noting that Interim CPFO DS Okada reported that School of Education AC system has reached its end of life. Five of six condensing units require replacement. As a bridge solution, several mini-split units were installed until the replacement condensing units arrive and a qualified contractor hired for installation.

On Capital Improvements Projects (CIP) Updates, she reported that the Science Building Chemistry Lab / Classroom Expansion noting that former CIPC McIntosh reported that the construction started in April with anticipated project completion in August. Project is now delayed. We are discussing schedule adjustments with JM Aquino (CM) and Modern Konstrak. The CM, UOG, and contractor will be meeting to discuss the equipment submittals, expedited schedules, and to inform the contractor the possibility of imposing liquidated damages.

She also reported on the Engineering Annex that UOG received the approved building permit from DPW and submitted to USDA's attention 9/12/19. The project team will be meeting with USDA representatives Tuesday 9/10/19, to discuss the next steps. We received notice of a potential loan de-obligation in May 2019, so we acted to submit a new loan application. We have submitted all application requirements, pending the financial feasibility study – to be submitted to USDA.

On the Student Services Center, she reported that the procurement is ongoing and that the RFP closed on April 15, 2019. The project team met with Reliable Builders (RBI) representatives to check on their progress and readiness to negotiate the contract with UOG. Mr. Ray Brigino, RBI Superintendent, stated RBI will be ready by mid-October to discuss the contract.

On the Storm Water Drainage Pipeline, she reported that Bascon is about 95% complete. Bascon requested a project extension to October 20 for completion. The cause of delays were the discoveries

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of unknown (unrecorded) infrastructure such as water and sewer lines, hard rock, and a power pole relocation.

On the New Student Housing Project, she reported that we are soliciting for professional consulting services for developing a public-private-partnership contract. Of three respondents, one was determined best qualified.

On Triton Engagement Center (TEC), she reported that VPAF Wiegand announced working with Guam Economic Development Authority (GEDA) to fund project using bond funds to build the TEC.

On the Cultural Repository, she reported that SSFM has completed conceptual drawings and building program. The design-build construction Request for Proposal (RFP) was scheduled for release July 2019, but administrative requirements from the Attorney General's office delayed its release until late September 2019. The RFP packet was delivered to UOG procurement and now undergoing signatures for public advertisement.

6.0 AD HOC REPORT: ENDOWMENT FOUNDATION (EF) UPDATE

Katrina Perez, Executive Director provided the EF update. She reported that she wants to ensure that the EF team is in line with what the goals are for the University and in terms of its mission in reaching out to respective donors in guiding them on what opportunities are available for giving at the University. She further reported on EF activities, various scholarship and awards.

7.0 OPEN PRESENTATION (3 Minute Limit per Person)

Chairperson Felix opened the floor for open presentations.

7.1 Overview on UPM and BOR Bylaws Booklet

Jim Hollyer provided to the BOR a brief presentation on the University Policy Manual (UPM) and BOR Bylaws Booklet of Appendices. A copy of the slides is attached.

8.0 EXECUTIVE SESSION

Anthony Camacho, Interim UOG Legal Counsel, stated with regards to the Open Government Law, he recommends for the University to essentially discuss the matter in Executive Session.

8.1 Recommendation for Tenure for Dr. Joo Chul Yoon, Assistant Professor of Physics from the College of Natural and Applied Sciences

This Executive Session commenced at 7:14 p.m. The Executive Session ended at 7:21 p.m.

9.0 VOTING FILE

9.1 Recommendation for Tenure for Dr. Joo Chul Yoon, Assistant Professor of Physics from the College of Natural and Applied Sciences

Regent Chiang moved to approve the tenure application for Dr. Joo Chul Yoon, which was duly seconded by Regent McKeever. The motion carried.

10.0 SPECIAL BOARD MEETING

Chairperson Felix informed the BOR members of the upcoming BOR meetings.

10.1 SASARHD and BFA, October 16, 2019, 1:30pm-2:30pm, PCR. Public Hearing,
October 11, 2019, 2pm-3pm, SBPA, Multi-purpose Room #129

10.2 BOR Meeting, October 16, 2019, 3pm-4pm, AV1

11.0 COMMITTEE APPOINTMENT

Chairperson Felix asked the BOR members to review the committee appointment document that was provided.


12.0 ADJOURNMENT

Regent Chiang moved that the meeting be adjourned, which was duly seconded by Regent Provido and passed. Chairperson Felix adjourned the meeting at 7:23 p.m., Chamorro Standard Time.



Christopher K. Felix, Chairperson

ATTESTED:



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

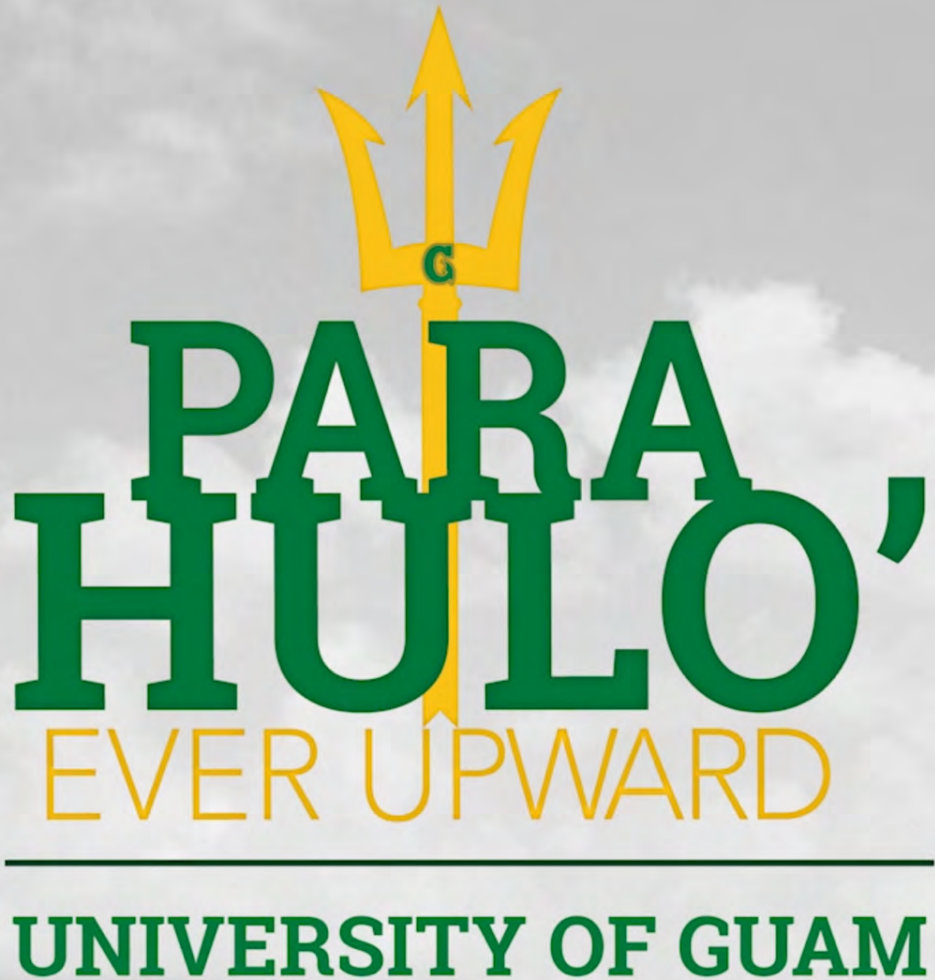



**PARA,
HULO,**
EVER UPWARD

STRATEGIC PLAN

2019-2024





UNIVERSITY COMMITMENT TO PARA HULO'

(January to August 2019)

- **40+** faculty, staff, administrators, alumni, and students.
- **8** Online surveys
- **15** Committee meetings
- **15+** Sub-committee meetings
- **1** Town Hall Meeting

PHASE 1 (Feb. to April 2019)

- Information gathering through surveys
- Input from all faculty, staff, administrators, students, and alumni.
- Developed vision, mission, values, and strategic initiatives

PHASE 2 (May to August 2019)

- Develop prioritization criteria
- Goals, objectives, projects and programs

STRATEGIC PLANNING COMMITTEE

Dr. Thomas W. Krise
President

Dr. Anita Borja Enriquez
Senior Vice President
Academic & Student Affairs

Randall Wiegand
Vice President, Administration &
Finance

Norman Analista
Director of Development &
Alumni Affairs

Lawrence Camacho
Dean, Enrollment Management
& Student Success

Remy Cristobal
Associate Dean, Enrollment
Management & Student Success

Larry Gamboa
Interim Director,
EEO/ADA/Title IX Coordinator

Joseph Gumataotao
Interim Chief Human Resources
Officer

James Hollyer
Interim Special Assistant to the
President

Dr. Rachael Leon Guerrero
Director of Research &
Sponsored Programs

Jonas Macapinlac
Director of Integrated
Marketing Communications

Cathleen Moore-Linn
Executive Director, RCUOG

David Okada
Chief Planning Officer / Interim
Chief of Staff

Dr. Lee Yudin
Dean College of Natural &
Applied Sciences

STRATEGIC PLANNING COMMITTEE

Deborah Leon Guerrero
Assistant Vice President,
Institutional Effectiveness

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

Dr. Annette Santos
Dean, School of Business &
Public Administration

Bert Meno
Custodian, Plant & Facilities

Dr. Cheryl Sanqueza
Assistant Professor of Secondary
Education

Jeannette Jose
Administrative Assistant
Division of Mathematics

Dr. John Jenson
Director, WERI

Dr. John Rivera
Assistant Professor of
Public Administration

Jonathan Nguyen
Program Coordinator
School of Health

Dr. Kyle Smith
Professor of Psychology

David Gogue
President, Staff Council

Marc Bituin
President
Student Government Association

Dr. Michael Clement,
Associate Professor, History and
Micronesian Studies

Dr. Michelle Santos
Associate Professor of Education

Rachel Cubacub
Associate Budget & Process Officer

Roland San Nicolas
Assistant Professor of Library Science

Dr. Tanisha Aflague
Extension Agent III/Assistant Professor
of Nutrition

Elizabeth Guruwaen
Payroll Supervisor

Kalyne Roberto
UOG Alumna

Evander De Guzman
Former SGA President

Vicki Renacia
Legal Counsel (Ret.)

Rommel Hidalgo
Former Chief Information Officer

NOTE: Additional committee
members joined strategic initiative
sub-committees.

VISION STATEMENT

*“Transforming Lives,
Advancing Communities”*

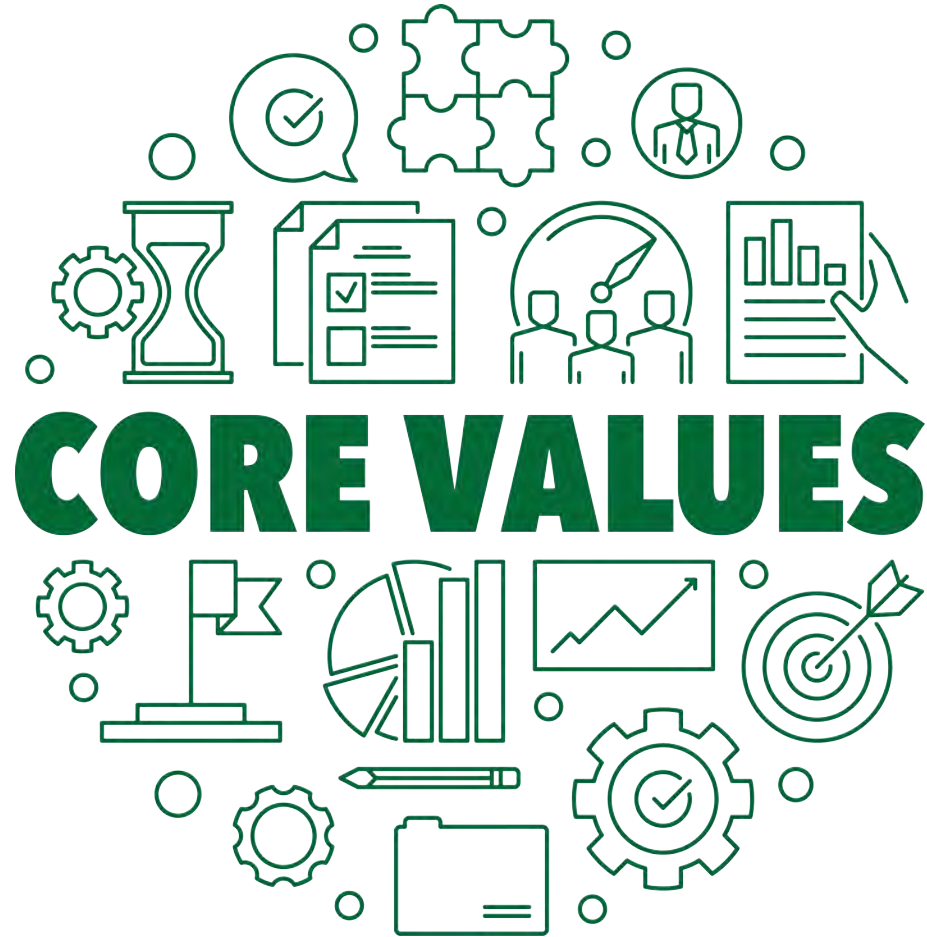




MISSION STATEMENT

Ina, Deskubre, Setbe

The University of Guam empowers the region by uniting island wisdom with universal sources of enlightenment to support exceptional education, discovery, and service that respect and benefit local and global communities.



- **Respect and Supportiveness**
- **Honesty, Integrity, Trustworthiness, and Dependability**
- **High Standards**
- **Diversity**
- **Community Engagement**
- **Sustainability and Campus Beauty**
- **Innovation and Proactivity**

EXTERNAL AND INTERNAL ENVIRONMENTAL SCANS: WHAT IS NEEDED?

- Stable public funding plus revenue generation
- Improved student-faculty engagement
- Increased public visibility/fostering public confidence in UOG
- Recognition that UOG is a worthy investment
- Cultivation of alumni relationships
- Improved Facilities
- Improved Student Experiences

PRIORITIZATION CRITERIA FOR STRATEGIC ISSUES

1. Fit to mission
2. Student Experience
3. Contribution to the Public Good
4. Viability
5. Quality of program/activity
6. Financial sustainability, efficiency, and productivity
7. Environmental Sustainability
8. Honors the values of *respetu* and *ina'famaolek*
9. Demand and relationships
10. Cultural Contribution

STRATEGIC INITIATIVES



Being Recognized as a
RESEARCH University



Leading as a
PARTNERSHIP University



Enriching the
STUDENT
EXPERIENCE



Becoming a Model
for **OPERATIONS** and
Customer Service



Growing Our
Financial
RESOURCES



Building and
Sustaining Our
INFRASTRUCTURE



STRATEGIC INITIATIVES AND GOALS



Being Recognized as a RESEARCH University:

*A Teaching University with an Exceptional
Commitment to Research*

- Develop professional doctoral programs
- Prepare for select research PhDs
- Prepare to apply for Carnegie Classification as a Doctoral Professional University (DPU) during the 2027 cycle
- Enhance UOG's capacity for Island Wisdom, CHamoru and Indigenous studies, other distinctive fields
- Develop a Research Park/Innovation Hub

STRATEGIC INITIATIVES AND GOALS



UNIVERSITY
of HAWAI'I®
HILO

Being Recognized as a RESEARCH University



Peer Institutions in the "Master's Medium" or Regional Comprehensive Classification:

- University of Hawai'i Hilo
- New Mexico Highlands University
- University of the Virgin Islands
- Montana State University in Billings
- Sierra Nevada College





STRATEGIC INITIATIVES AND GOALS



Being Recognized as a **RESEARCH University:**

Seeking Renown for Island Wisdom and Environmental Sustainability

Aspirational Institutions in the new "DPU" Classification:

- Alliant International University
- Indiana State University
- Indiana University of Pennsylvania
- Middle Tennessee State University
- Towson University
- University of North Florida
- University of West Georgia



STRATEGIC INITIATIVES AND GOALS



Leading as a PARTNERSHIP University: *Becoming THE Nexus for Partnerships in Guam and all of Micronesia*

- Prepare to apply for Carnegie Community Engagement Classification during the 2025 cycle
- Collect, display, and foster UOG's local, regional, national, and international connections and exchanges
- Establish stronger ties and on-ground resources at all regional colleges
- Promote online and hybrid programs and Public-Private Partnerships

GOREX: Guam Open Research & Education eXchange





STRATEGIC INITIATIVES AND GOALS



Enriching the **STUDENT EXPERIENCE**

- Develop more “wrap-around” and “proactive” student support
- Enhance culturally-sensitive teaching, peer advising, and mentorship
- Reform processes to ensure students can finish in a timely manner
- Expand the College Affordability Initiative
- Launch a Student Leadership Development Program

CONCENTRATION ON COLLEGE AFFORDABILITY

.....
UOG Students who applied for
Financial Aid on average received*:

PELL GRANTS	\$4.3K
FEDERAL LOANS	\$4.5K
LOCAL FINANCIAL AID	\$2.9K

*Average amounts are based on students who applied for and received financial aid from federal and local programs in AY2017-2018.
.....



18,000+

ALUMNI

MAKING A DIFFERENCE ALL OVER THE WORLD.



5,000+
EDUCATION



1,000+
NURSES and
HEALTH PROFESSIONALS



1,700+
COMMUNITY
LEADERS



300+
JOURNALISTS and
COMMUNICATION
PROFESSIONALS



230+
COMPUTER
SPECIALISTS



300+
SOCIAL
WORKERS



4,000+
BUSINESS
LEADERS



300+
COMMISSIONED
MILITARY OFFICERS

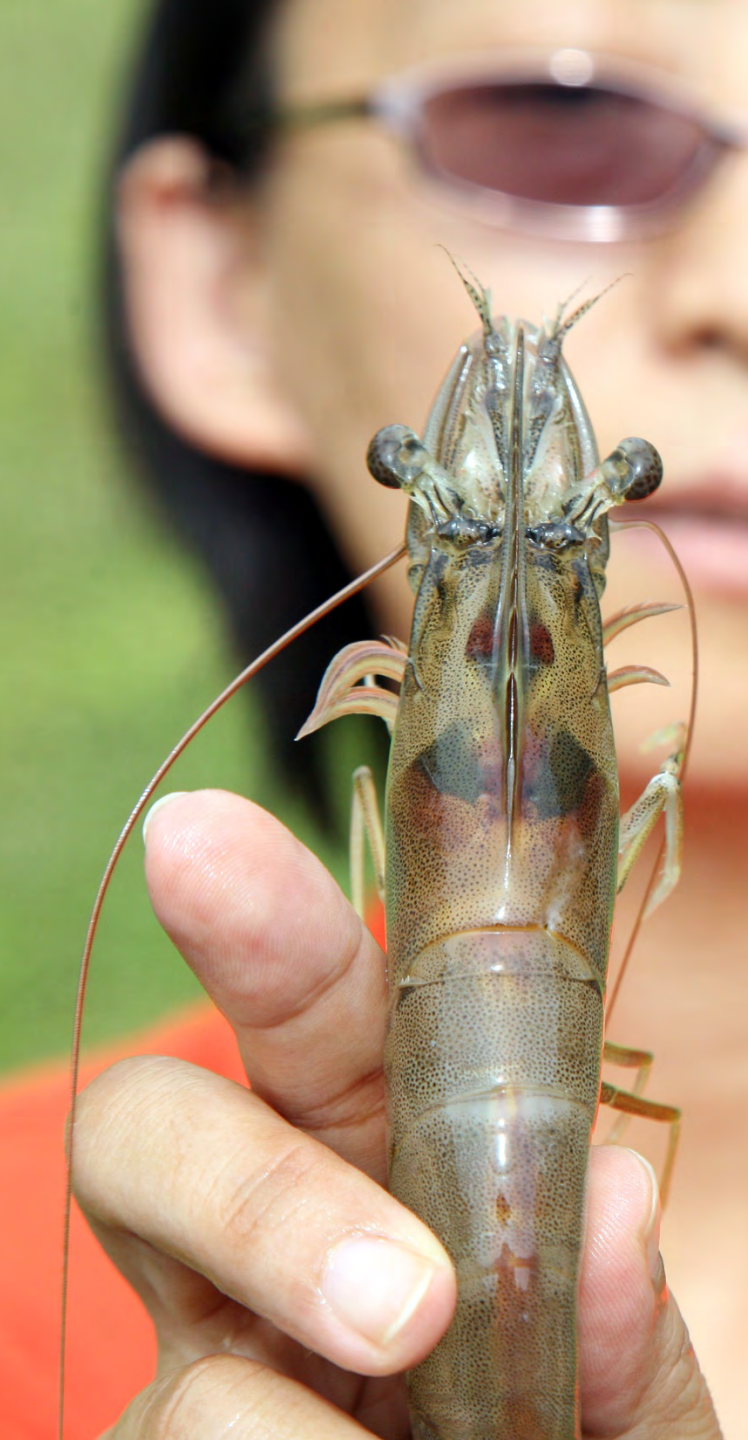


STRATEGIC INITIATIVES AND GOALS



Becoming a Model for **OPERATIONS** and Customer Service in Guam and all of Micronesia

- Model excellent customer experience to internal and external customers
- Develop user-centered web services and online processes
- Implement professional development programming to enhance employees' skills, knowledge and engagement
- Reform support and auxiliary functions to improve customer satisfaction



STRATEGIC INITIATIVES AND GOALS



Growing Our Financial RESOURCES

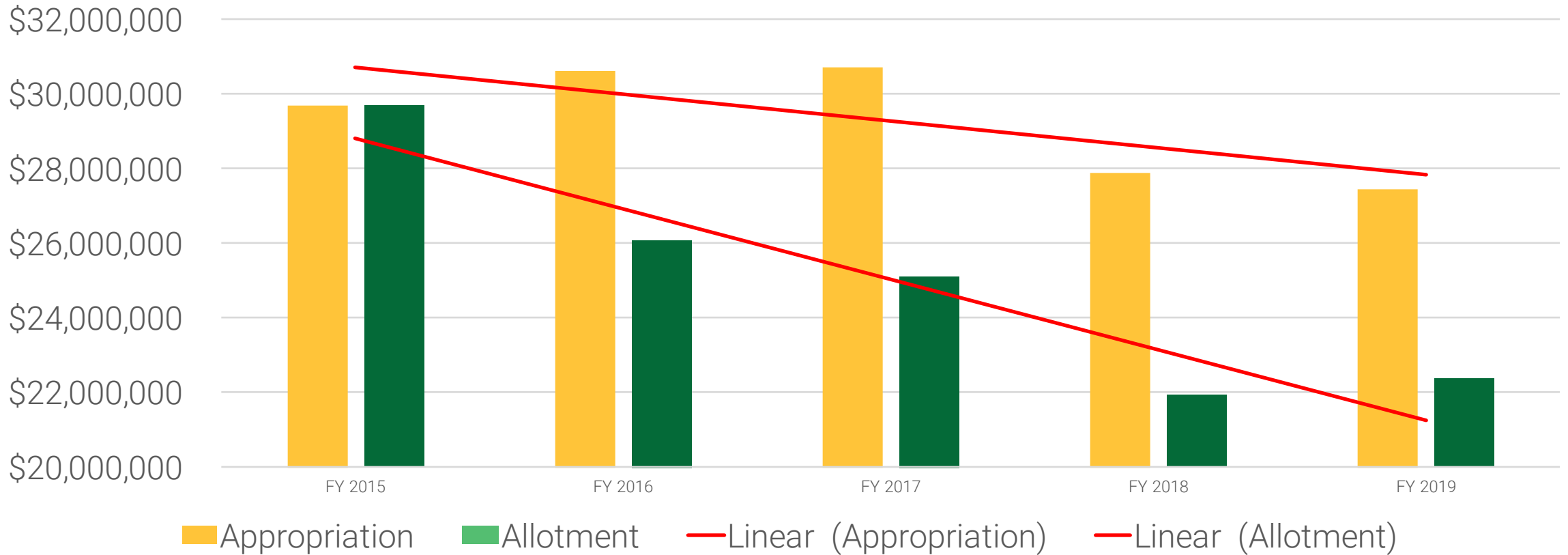
- Develop a sustainable financial model
- Foster an entrepreneurial and experimental spirit
- Implement cost-saving and process efficiency system
- Pursue Private-Public Partnership (PPP) Opportunities

STRATEGIC INITIATIVES AND GOALS



Growing Our Financial RESOURCES

Appropriations vs. Allotments





STRATEGIC INITIATIVES AND GOALS



Building and Sustaining Our INFRASTRUCTURE

- Develop a culture of maintenance to sustain existing and future buildings
- Commit to environmental sustainability practices
- Commit to campus accessibility
- Continue to invest in IT infrastructure

STRATEGIC INITIATIVES AND GOALS



Building and Sustaining Our INFRASTRUCTURE

Proposed Student Success Center



STRATEGIC INITIATIVES AND GOALS



Building and Sustaining Our INFRASTRUCTURE

Proposed School of Engineering Building



STRATEGIC INITIATIVES AND GOALS

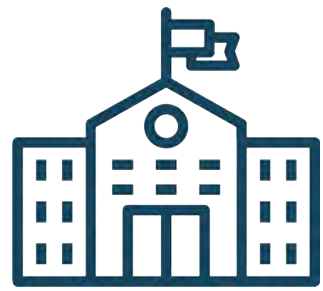


Building and Sustaining Our INFRASTRUCTURE

Proposed Cultural Repository



STRATEGIC INITIATIVES AND GOALS



Building and Sustaining Our INFRASTRUCTURE

Conceptual drawing of International Dormitory



BENCHMARKING OUR GOALS

INSTITUTIONAL LEARNING OUTCOMES

1. Mastery of critical thinking and problem solving
2. Mastery of quantitative analysis
3. Effective oral and written communication
4. Understanding and appreciation of culturally diverse people, ideas and values in a democratic context
5. Responsible use of knowledge, natural resources, and technology
6. An appreciation of the arts and sciences
7. An interest in personal development and lifelong learning

BENCHMARKING OUR GOALS

HIGH-IMPACT PRACTICES

- First-Year Seminars and Experiences
- Common Intellectual Experiences
- Learning Communities
- Writing-Intensive Courses
- Collaborative Assignments and Projects
- Undergraduate Research
- Diversity/Global Learning/Study Away
- ePortfolios
- Service Learning, Community-Based Learning
- Internships
- Capstone Courses and Projects

BENCHMARKING OUR GOALS

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS





PARA,
HULO,
EVER UPWARD

STRATEGIC PLAN

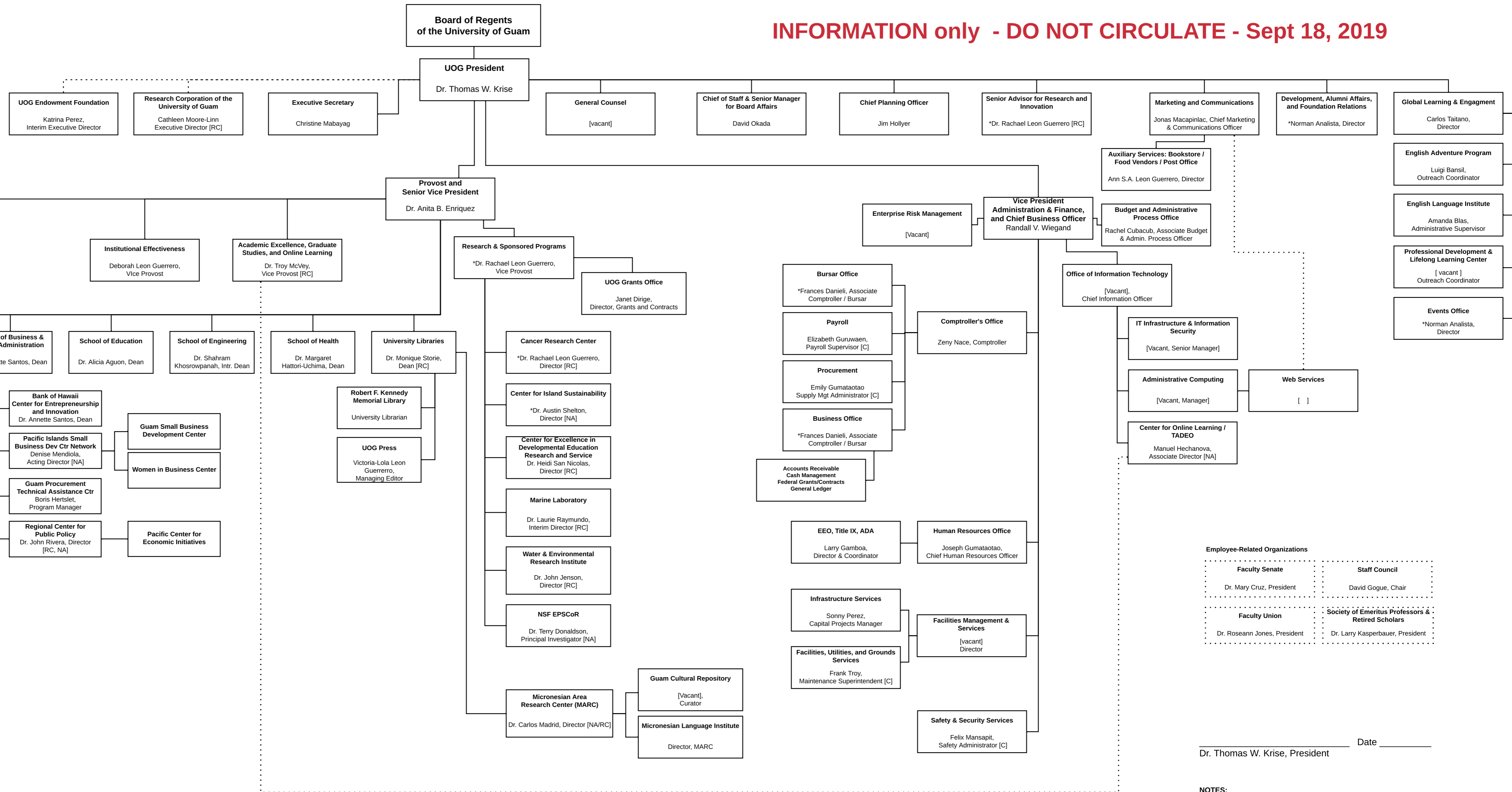
2019-2024





Organizational Chart

INFORMATION only - DO NOT CIRCULATE - Sept 18, 2019



Employee-Related Organizations

Faculty Senate Dr. Mary Cruz, President	Staff Council David Gogue, Chair
Faculty Union Dr. Roseann Jones, President	Society of Emeritus Professors & Retired Scholars Dr. Larry Kasperbauer, President

Date _____
Dr. Thomas W. Krise, President

NOTES:
 * Individual appears in 2 or more roles.
 [NA] Non-"Administrator" Director
 [C] Classified employee
 [RC] Member of the UOG Research Council

Report to the UOG Board of Regents

Update on the BOR Bylaws “Booklet of Appendices” & University Policy Manual (UPM)



September 18, 2019
University of Guam

BOR Document Set

Updated April 23, 2018

UNIVERSITY OF GUAM AMENDED ARTICLES OF INCORPORATION

That we, the undersigned incorporators, do voluntarily associate ourselves together for the purpose of forming a nonprofit, non-membership Corporation pursuant to the provisions of Public Law 13-194 of the laws of Guam, for the creation and operation of an institution of higher learning and hereby certify:

FIRST:

That the name of this Corporation is the UNIVERSITY OF GUAM (UOG).

SECOND:

That the primary purposes for which this Corporation is formed, and its powers are as follows:

To create, establish and carry on an educational institution of higher learning within Guam, wherein graduates of accredited high schools, private secondary schools, and other persons of equivalent academic attainment, may pursue their education in all the various branches of the liberal arts and sciences and such other fields and pursuits of learning as are and may be customarily offered to students at such institutions of higher learning.

THIRD:

The Corporation hereby formed shall have the following powers to be duly exercised by the Board of Regents (BOR), officers, agents and employees as authorized by law and/or resolution:

- A. To acquire property, both real and personal, by purchase, lease, gift, devise, bequest, or otherwise and to hold, invest, use, lease, operate, improve, develop, sell, mortgage or otherwise encumber, and in every way control, manage and deal in personal property and real property, both improved and unimproved, for all appropriate corporate purposes.
- B. To make and perform contracts in furtherance of the purposes of this Corporation.
- C. To act as trustee under any trust incidental to the principal objectives of the Corporation and receive, hold, administer and expend funds and property subject to such trust.
- D. To borrow money, contract debts, and, from time to time, issue bonds, notes, debentures and other evidences of indebtedness and to secure the payment or performance of its obligations subject to legislative approval as required by 17 Guam Code Annotated (GCA) Section 16188 (c).
- E. To sue and, subject to the limitations of the Government Claims Act, Title VII Chapter 6 of the Government Code of Guam, to be sued.
- F. To qualify to carry on its nonprofit activities in any state, region, dependency or foreign country, and to conduct its nonprofit activities within or without Guam.

UNIVERSITY OF GUAM BOARD OF REGENTS AMENDED BYLAWS

ARTICLE I. OFFICES

Section 1. Location

The principal office for the transaction of the business of this Corporation, named as the University of Guam (UOG), shall be located in the Administration Building of UOG, municipality of Mangilao, Guam.

Section 2. Other Offices

Branch or subordinate offices may at any time be established by the Board of Regents (BOR) at any place or places where the Corporation is qualified to do business.

ARTICLE II. REGENTS' MANAGEMENT

Section 1. Powers

Subject to the limitation of the UOG Articles of Incorporation, of these Bylaws and of the laws of Guam, all Corporate powers shall be exercised by or under authority of, and the business and affairs of this Corporation shall be controlled by the BOR.

Section 2. Number and Qualification

The authorized number of Regents of the Corporation shall be nine (9) until changed by amendment to Title 17 Guam Code Annotated (GCA) §16104 and by amendment to the current Articles of Incorporation. All Regents must be citizens of the United States or resident aliens domiciled in Guam for at least three (3) years prior to appointment to the BOR. At least one (1) Regent shall be a graduate of UOG.

Section 3. Appointment and Term of Office

The Regents shall, subject to the procedures established in Public Law 26-24, the Articles of Incorporation and Bylaws, be nominated by the Regent Nominating Council (RNC), appointed by the Governor of Guam (I Maga'lahen Guåhan), with the advice and consent of the Legislature (I Lehislaturan Guåhan) and, excepting the Student Regent, the terms of the Regents shall be staggered and for six (6) years.

The RNC has sole responsibility to identify, recruit, evaluate, and nominate all qualified candidates for non-student membership on the BOR of UOG. As such, the RNC will follow its own Bylaws outlining its membership and operations for the conduct of a search for non-student Regent candidates and the selection of Regent nominees in accordance with 17 GCA §16104.5.

Pursuant to 17 GCA §16104.6, the Student Regent shall be a full BOR member with all rights, privileges and responsibilities thereof. To be eligible to serve as a Student Regent of the BOR, the person shall be a full-time student at UOG who has completed one (1) year of study (for at least thirty (30) credits) and who has maintained good academic standing as defined by the BOR. The Student Regent shall serve for a term of two (2) years beginning at twelve o'clock noon on the first Monday in May in the year in which he or she is elected.

UOG Board of Regents

Bylaws Booklet of Appendices

Coming soon!
50 pages.

Last updated: Sept 8, 2019



Bylaws Booklet of Appendices

1. Board of Regent's Self-evaluation
2. Building Naming Process
3. Conflict of Interest
4. Emeritus Nominating Regulation
5. Grievance Procedure Against the UOG President
6. Honorary Degree Nominating Regulation
7. Oath of Office
8. President's Investiture Process
9. President's Annual Review Process
10. Presidential Search Committee
11. Public Hearing Process
12. Regent Nominating Committee (RNC) Bylaws and Regulation
13. Student Regent Elections Regulation
14. Student Tuition and Fees Regulation



**Transformation of the
2000 Rules, Regulations and
Procedures Manual to the
2019 University Policy
Manual**

University Policy Manual – 170 pages



University of Guam

**UOG Policy Manual
(UPM)**

REVIEW COPY ONLY

Review copy distributed:

Tuesday, Sept 17, 2019

Sent to: Heads of President's Council, UOG Faculty Senate, UOG Staff Council, UOG Student Government Association, the Administrative Council, and the UOG Faculty Union

Review deadline: Friday, Oct 18, 2019, noon.

One copy of edits from the lead of each organization to: hollyerj@triton.uog.edu



UPM Chapters

- Chapter 1. The University of Guam (Introduction)
- Chapter 2. University of Guam Legal Authorities and the University of Guam Board of Regents
- Chapter 3. Colleges, Schools, Research Units, and Other Educational Units
- Chapter 4. Administrators: Roles and Responsibilities
- Chapter 5. Finance and Business Practices
- Chapter 6. Administrative Support Units
- Chapter 7. Shared Governance: Decision-making and Advisory Groups, Affiliated Organizations, and Publishing
- Chapter 8. Administrative Policies: Employee Roles, Policies, and Expectations
- Chapter 9. Faculty Policies
- Chapter 10. Staff, Student Employees, and Contractors
- Chapter 11. Academic and Student Policies
- Chapter 12. Unified Glossary



12 new support unit manuals

1. Academics
2. Bookstore
3. Comptroller's Office + Procurement + Payroll
4. Enrollment Management and Student Success + Residential Housing
5. Human Resources + EEO
6. Integrated Marketing and Communications
7. Office of Information Technology
8. Office of Research and Sponsored Programs
9. Plant Maintenance and Facilities
10. RFK Library and MARC
11. Safety and Security Office
12. Triton Athletics + Field House



Home » Policy Procedures Library »

UOG Procedures and Policy Manual Library

- Board of Regents**
- Senior Administration and Legal Counsel**
- Academic and Student Affairs and Residential Housing**
- Bookstore**
- College, School, and Division Resources**
- Comptroller (Business Office, Procurement, Bursar, Payroll)**
- Faculty**
- Field House**
- Human Resources and Equal Employment Office**

UOG Procedures and Policy Manual Library

Board of Regents

Board of Regents	File (pdf, Word)	Last Updated	Date Uploaded (must be within 10 workdays of any changes)	Significant Changes In The Recent Update	Required Review Must Be Completed By This Date (3-Years)
Articles of Incorporation for the University of Guam	Link	4/10/2018	4/12/2018		4/10/21
Bylaws of the UOG Board of Regents	Link	4/4/2018	4/9/2018		4/4/21
Bylaws Booklet of Appendices	Link				
Board of Regents' Resolutions	Link	4/5/2018	4/10/2018		4/5/21
UOG Policy Manual (replacement to the RRPM)					
Board of Regents / Faculty Union Agreement					

THANK YOU!

QUESTIONS?