



UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents

Resolution No. 19-17

**RELATIVE TO REVISING THE RULE PROHIBITING HIRING OF UNIVERSITY OF GUAM  
ALUMNI FOR FIVE YEARS**

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

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

**WHEREAS**, the *Rules, Regulations, and Procedures Manual*, Article V, Chapter A. Faculty Input, Section 2. General Rules and provisions state that no UOG alumnus "shall be employed in an academic position prior to the expiration of at least five (5) years from the date the alumnus received a degree";

**WHEREAS**, the faculty and deans routinely request and receive exceptions to this rule for critically needed part-time teaching appointments, as allowed by the rule;

**WHEREAS**, the enclosed revision will maintain the academic integrity of full-time positions;

**WHEREAS**, the enclosed revision will make the hiring of part-time positions more efficient;

**WHEREAS**, the enclosed revision was proposed by Academic Officers Council, consisting of deans, faculty senate leadership, and other academic administrators; endorsed by Administrative Council; and was reviewed and recommended for approval by the Senior Vice President for Academic and Student Affairs and the President; and

**WHEREAS**, the Academic, Personnel and Tenure (AP&T) Committee has reviewed the enclosed proposal and recommends to the BOR for approval the revised Declaration of Major policy.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR hereby approves the revised policy limiting the hire of university alumni, effective AY2019-2020.

Adopted this 18<sup>th</sup> day of April, 2019.

  
\_\_\_\_\_  
Christopher K. Felix, Chairperson

**ATTESTED:**



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



UNIVERSITY OF GUAM  
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**UNIVERSITY OF GUAM  
POLICIES AND REGULATIONS**

1. Subject: 5 Year Rule
2. Purpose: To modify the language requiring about UOG alumni hires, changing the five-year restriction from any faculty position to any full-time faculty position.
3. Attach Complete Statements of Requested New Policy/Regulation and old policy/regulation. Include information on consultation with various groups, input solicited, and a rationale for the new policy.
4. Requested Effective Date: Fanuchanan 2019
5. Publication Document (Reference section and/or page number, include current/new sections):  
*University Rules, Regulations & Procedures Manual, Article V, Chapter A. Faculty Input, Section 2.*  
*University Policy Manual –HRO Manual, page 30, past paragraph.*

UNIT	SIGNATURE (use BLUE pen please)	DATE
Faculty Senate (N/A)		3/28/19
Chair, Academic Officers Council (SVP)		3/28/19
Chair, Admin Council (VPAF)		

**APPROVED/DISAPPROVED:**

\_\_\_\_\_  
 PRESIDENT

4/19/19  
 \_\_\_\_\_  
 DATE

\_\_\_\_\_  
 Board of Regents Approval  
 (if required, for University-wide policy statements)

4/22/19  
 \_\_\_\_\_  
 Date



The Academic Officer's Council proposes modification to the rule about hiring UOG alumni. The *University Rules, Regulations & Procedures Manual*, Article V, Chapter A. Faculty Input, Section 2. General Rules and Provisions states:

No alumnus of the University of Guam shall be employed in an academic position prior to the expiration of at least five (5) years from the date the alumnus received a graduate degree from the University of Guam. Moreover, any such person, in order to be considered for appointment, must, during the five-year period, acquire relevant professional experience in higher education at another institution in the field of his or her academic specialization; or obtain a second master's degree or a terminal degree at an accredited institution other than the University of Guam. Exceptions may be made by the President in the case of any applicant with extraordinary qualifications whose service is critically needed.

**We recommend revision to the following:**

No alumnus of the University of Guam shall be employed in a full-time academic position prior to the expiration of at least five (5) years from the date the alumnus received a graduate degree from the University of Guam. Exceptions may be made by the President in the case of any applicant with extraordinary qualifications whose service is critically needed.

Edits include the insertion of the clarifying phrase "full-time" before academic position in the first sentence and removal of the entire sentence requiring a degree at another institution.

**Rationale**

While the intention of this rule is to maintain academic integrity by safe-guarding against academic in-breeding, the application of this rule is creating unnecessary paperwork burden for the hiring of part-time faculty to teach specific courses.

The University has strengthened the part-time hiring process, the professional development opportunities for part-time faculty, and opportunities for graduate students serve as teaching assistants or to teach certain introductory courses.

This rule should still be applied for full-time hires, who may be hired in a non-tenure-track or limited-term appointment, to maintain the academic integrity of full-time faculty, who may be asked to serve on committees, create curriculum, or other duties beyond teaching specific coursework.

**Consultation**

The Academic Officer's Council discussed this on February 25 and March 4. The Deans consulted with their Academic Affairs Committees in between the meetings. This proposal will be reviewed by the Administrative Council on April 3.

The Faculty Senate has determined that this is not a matter for their review, but have been able to provide input via the FS President's role as a member of AOC. The Faculty Union consultation period will occur after the President receives the proposal from the Vice Presidents, and approves it for presentation to the board.