



UNIVERSITY OF GUAM
UNIBETSEDÅT GUÅHAN
Board of Regents

Resolution No. 22-40

RELATIVE TO AWARDING EMERITA DEAN OF SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION STATUS TO DR. ANNETTE T. SANTOS

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea 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(a) Dean is vested in the Board of Regents (BOR) resolution 1987 and the criteria and procedures were revised by BOR resolutions in 1999, 2001, and 2019;

WHEREAS, Dr. Alicia Aguon, Dean of the School of Education has nominated Dr. Annette T. Santos for the title of Emerita Dean of the School of Business and Public Administration (SBPA);

WHEREAS, the *Rules, Regulations, and Procedures Manual*, Article II.E.5., as amended, provides the criteria for Emeritus(a) Vice President (Provost), to include ten (10) years of service as a full-time faculty member and/or administrator; at least three (3) years of service in the position for which the Emeritus(a) status is to be bestowed; and has distinguished himself/herself by making significant contributions to UOG;

WHEREAS, Dr. Annette T. Santos has over 20 years of service as a full-time faculty member and/or administrator at UOG;

WHEREAS, Dr. Annette T. Santos served a total of over eight and a half (8.5) years as Interim Dean of SBPA from August 2013 to June 2015, then as Dean of SBPA from June 2015 to July 2022;

WHEREAS, Dr. Annette T. Santos has distinguished herself and is known for her expertise in strategic management, a focus on student success, research in entrepreneurial innovations, and positive engagement with business, government, community, and not-for-profit sectors;

WHEREAS, Dr. Annette T. Santos served in numerous community and professional committees; completed over 21 publications; oversaw undergraduate and graduate academic programs in business administration, accounting, criminal justice, and public administration including minors and certificate programs in cybersecurity management, health services administration, and pre-law; sustained two specialized accreditation earned by university programs (IACBE and NASPAA); and hosted the following centers: Pacific Islands Small Business Development Center (SBDC) Network, American Samoa SBDC, Guam Procurement Technical Assistance Center, Center for Entrepreneurship and

Innovation, and the Regional Center for Public Policy;

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

WHEREAS, the Academic, Personnel and Tenure Committee has reviewed the enclosed nomination and recommends to the BOR to award the title of Emerita Dean of SBPA to Dr. Annette T. Santos.


NOW, THEREFORE, BE IT RESOLVED, that the BOR hereby bestows the title of Emerita Dean of SBPA to Dr. Annette T. Santos, effective the date of this resolution.

Adopted this 17th day of November, 2022.



Liza J. Provido, Chairperson

ATTESTED:



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



Emeritus Administrator Nomination Form

Please refer to the full criteria, deadlines, and process in the University of Guam, Board of Regent's Bylaws Booklet of Appendices (copied at end for convenience). A current curriculum vitae that demonstrates that "significant contributions to the University of Guam" have been made by the nominee. CV must be submitted with this form.

Nominator section (disregard if self-nominated and fill-in the next section)

Dr. Alicia Cruz Aguon
Nominator name

Fellow Dean
Nominator's relationship to the nominee

aliciaaguon@triton.uog.edu
Nominator's email

(671) 735-2440
Nominator's phone contact

Nominees' section

Dr. Annette Taijeron Santos
Nominees' name

From: August 2004 To: July 2022

Nominees' length of service at UOG
(dates that illustrate that the minimum time qualifications for this emeritus status have been met)

School of Business & Public Administration
Nominees' unit

Dean, School of Business and Public Administration
Nominees' job title upon retirement

annette.santos@gmail.com
Nominees' email

(671) 688-1377
Nominees' phone contact

Nominee criteria (must meet all three (3) criteria). Note, full criteria, found below, must be met - these are generic criteria.

1. Has at least ten (10) years of service as a full-time faculty member and/or administrator at the University of Guam.
2. Has at least three (3) years of service in the position for which the Emeritus(a) status is to be bestowed.
3. Has distinguished himself/herself by making significant contributions to the University of Guam.

Deadlines


At least one (1) calendar month before a normally-scheduled UOG Board of Regent's Student Affairs, Scholarship, Alumni Relations and Honorary Degree (SASARHD) committee meeting.

Justification for nomination

Up to two (2) full pages (1" margins, 11 pt font) can be used for justifying the nomination request to the UOG Board of Regents. It is critical to focus this nomination information on the historical service that the nominee has performed in their (at least) ten (10) year career at UOG. It is recommended to use this file for those two (2) pages as it will keep this document together

August 15, 2021

TO: Whom it may concern

FROM: Dr. Alicia Cruz Aguon  _____
Dean, School of Education and Acting Dean, School of Business & Public Administration

RE: Dean/Administrator Emeritus Nomination for Dr. Annette Tajeron Santos

Dr. Annette Tajeron Santos has over 25 years of combined faculty and administrator excellence in higher education. Cumulatively, she has faithfully served as an employee of the Government of Guam for more than 35 years. For the last nine years she led the School of Business and Public Administration (SBPA) as Interim Dean and then Dean.

As the Dean of SBPA she was responsible for approximately 40% of all the graduates from the University, with 7% of the total faculty. She was responsible for two out of the five specialized accreditations earned by university programs (IACBE and NASPAA). She oversaw undergraduate & graduate academic programs in business administration, accounting, criminal justice, and public administration including minor and certificate programs in cybersecurity management, health services administration, and pre-law. As dean, she also hosted the following centers: Pacific Islands Small Business Development Center Network, American Samoa SBDC, Guam Procurement Technical Assistance Center, Center for Entrepreneurship and Innovation, and the Regional Center for Public Policy.

Dr. Santos is known for her expertise in strategic management, a focus on student success, research in entrepreneurial innovations and positive engagement with business, government, community and not-for-profit sectors. She is a triton ambassador, statesperson, and a community leader throughout Guam and the region. She is a strong and passionate advocate for innovation, island wisdom, and authentic leadership. Since 2005, she has served in numerous community and professional committees, as president, member, speaker, and consultant. Her portfolio of leadership includes: Inaugural President of the Rotary Club of Pago Bay Guam; Past President of Soroptimist International of the Marianas; President of Local First Guam; Board Member of the Guam Women's Chamber of Commerce; Member of the Guam Chamber of Commerce Small Business Focus and Development Committee; Co-Chair of the University of Guam's Island Wisdom Group; Member of the U.S. Scholar Delegation to the Republic of China-Taiwan; Alumna of the FBI Citizens Academy; Recognized as one of Guam's 25 Most Influential Women; Nominated for the 2012 First Hawaiian Bank Business Woman of the Year Award; Nominated for the 2017 Guam Executive of the Year Award; Triton Awardee for 2022 Supervisor of the Year; and was among the inaugural speakers for TEDx Hagåtña in 2021.

Select accomplishments during the tenure of Dr. Santos' as Dean include, but not limited to:

1. Established the Regional Center for Public Policy
2. Established the Center for Entrepreneurship and Innovation
3. Collaboration with the Center for Island Sustainability (CIS) on the creation of a localized, comprehensive Guam Green Growth Initiative Badge Program based on the United Nations Sustainability Goals
4. Launched Startup Weekend Micronesia which ran seven simultaneous startup events throughout Micronesia: Guam, Palau, Chuuk, Kosrae, CNMI, Yap, & Pohnpei in the same weekend

5. Launched of the 3+1 Bachelor of Science in Criminal Justice Articulation Agreement with Northern Marianas College, CNMI
6. Initiated the 3+1 Bachelor of Science in Criminal Justice Articulation Agreement with Palau Community College
7. Initiated promotion of customized master's degree programs at NMC and PCC
8. Master of Accountancy Online Degree Program to be launched in November 2022
9. Initiated NASPAA Accreditation Process and earned successful awarding of the Global Standard for Masters in Public Service for UOG MPA program (official public announcement in August 2022)
10. Established the International Accounting Institute in Shanghai
11. Hybrid MPA Degree Program for the region approved by WASC
12. Launched MPA Hybrid Degree program in CNMI in partnership with NMC
13. MPA Ranking of 24th in Eduniversal Top 100 in Far East Region
14. PMBA Ranking of 31st in Eduniversal Top 100 in Far East Region
15. MPA Program Ranking in U.S. News and World Reports (UOG's first program in UOG's history to rank)
16. Host for American Samoa SBDC
17. Created the first Satellite office for SBPA in the heart of Hagåtña
18. Addition of Republic of Marshall Islands to Pacific Islands SBDC Network
19. *Tritonpreneur* Directory of Triton Owned Businesses
20. Established Academic Advisement and Assessment Coordinator positions to support student success initiatives
21. Updated Academic Degree Programs
22. Graduate Programs recipients of Institutional Prestige Award

Most recently, a scholarship was officially announced in her honor. The Dr. Annette T. Santos Na Maolek Mo'na Scholarship was created for a graduate student from the Master of Public Administration or the Professional Master of Business Administration (SBPA Graduate Programs). At the least, this will be a \$5,000 scholarship with personalized mentorship from Dr. Santos. This scholarship was a great opportunity to reach out into SBPA's stakeholder community and encourage them to give back. It is the hope to honor the legacy of Dr. Santos, promote and foster a spirit of giving. In true form, this scholarship was established to continue to help students and give the next generation of leadership a chance to find their passion, through higher education.

There is much to be said about the significance and contributions of Dr. Santos. She is more than deserving of this honor. In closing, I would like to offer an excerpt from Resolution No. 393-36 (COR) passed by i Mina'Trentai Sais Na Liheslaturan Guåhan – "...the community holds much gratitude and respect for Dr. Annette Taijeron Santos and her dedication and contributions to the University of Guam and the greater community. Her institutional knowledge and memory have helped to transform decisions and initiatives; and her strong leadership, stellar work ethic, and approach to challenges have garnered much respect from her colleagues and supervisors alike..."

Should you have any questions please do not hesitate to contact me at:
aliciaaguon@triton.uog.edu.

Annette Taijeron Santos, D.B.A.

Address 331 San Antonio St. Phone (671) 688-1377
Barrigada, GU 96913 Email annette.santos@gmail.com

WORK EXPERIENCE

October 2006 – Present ATS Resources Remote

Owner (Sole Proprietorship). Company provides strategic consulting services and business solutions to environment serving organizations. Services include: strategic planning, change management and transformations, operations management, contract facilitation, customer service training, performance appraisals, and other consulting services.

October 2011 – Present Local First, Guam Remote

President. Local First, Guam is a non-profit network of local, independent owned business and supporters that promote sustainable economic development through education, connections, and market development.

August 2004 – July 2022 University of Guam Mangilao, GU

- ◆ June 2015 – July 2022 Dean, School of Business and Public Administration.
- ◆ August 2013 – June 2015 Interim Dean, School of Business and Public Administration

The Dean is the primary academic leader for the school, provides vision, oversight and direction for all programs of study. In particular, the Dean is responsible for overseeing curriculum development, program review, student learning outcomes, and faculty development for all programs within the School. The Dean is accountable for the academic health of the school and collaborates regularly with administrators across the campus to ensure academic quality and student success. The Dean also oversees business resource centers and fosters partnerships with external stakeholders in the local and regional communities.

The Dean also fosters relationships with Advisory Board members to ensure that programs and curricula are relevant for the workforce. The Dean develops an annual set of goals and objectives, which guide the activities of the School. Other responsibilities include: monitoring licensing, accreditation, grants and government regulations to ensure compliance; analyzes faculty and performance within disciplines and across the School to determine areas of strength and opportunities for coaching; models strict adherence to all institutional, governmental, and accreditation policies, regulations, and codes of conduct at all times. Participates in relevant committees, professional organizations, and groups.

Highlighted major accomplishments during my tenure, this is not a complete list of accomplishments:

1. Regional Center for Public Policy

8/22/2022: Rcvd for SVPP.

2. *Center for Entrepreneurship and Innovation*
3. *3+1 Bachelor of Science in Criminal Justice Articulation Agreement with Northern Marianas College, CNMI*
4. *Initiated the 3+1 Bachelor of Science in Criminal Justice Articulation Agreement with Palau Community College*
5. *Initiated promotion of customized master's degree programs at NMC and PCC*
6. *Master of Accountancy Online Degree Program to be launched in November 2022*
7. *NASPAA Accreditation Application process. Accreditation awarded for UOG MPA program, July 2022*
8. *Established the International Accounting Institute in Shanghai*
9. *Hybrid MPA Degree Program for the region approved by WASC*
10. *Launched MPA Hybrid Degree program in CNMI in partnership with NMC*
11. *MPA Ranking in Eduniversal Top 100 in Far East Region*
12. *PMBA Ranking in Eduniversal Top 100 in Far East Region*
13. *MPA Program Ranking in U.S. News and World Reports*
14. *Host for American Samoa SBDC*
15. *Addition of Republic of Marshall Islands to Pacific Islands SBDC Network*
16. *Tritonpreneur Directory of Triton Owned Businesses*
17. *Established Academic Advisement and Assessment Coordinator positions to support student success initiatives*
18. *Updated Academic Degree Programs*
19. *Graduate Programs recipients of Institutional Prestige Award*

Fall 2010 –Spring 2013

University of Guam

Mangilao, GU

Associate Professor, Management in the College of Professional Studies, School of Business and Public Administration. Performed faculty duties including Instruction, Creative/Scholarly Activity or Research and University/Community Service.

Spring 2010 –Spring 2013

University of Guam

Mangilao, GU

Program Chair, Professional Master of Business Administration. Duties included planning and organizing activities of the PMBA program; hold regular monthly meetings; work with program faculty on course and program development and planning; student recruitment and retention and other related activities. Served as advocate for the academic quality and integrity of the PMBA program; coordinated Information Sessions to the public to promote the PMBA program.

Fall 2004 – Spring 2011

University of Guam

Mangilao, GU

Asistant Professor, Management in the College of Professional Studies, School of Business and Public Administration. Performed faculty duties including Instruction, Creative/Scholarly Activity or Research and University/Community Service. Courses taught and Areas of Expertise: Organizational Management; Business Policy and Strategy; Operations Management; Entrepreneurship; and Strategic Leadership and Ethics.

August 2000 – July 2005 Alliant International University San Diego, CA

Adjunct Faculty, Management in the U.S. International University, College of Business. Taught undergraduate business courses. Courses taught: Introduction to Business; Management of Organizations; International Business Operations; and Strategic Management.

August 2001 – January 2002 Alliant International University San Diego, CA

Undergraduate Advisor in the U.S. International University, College of Business. Conducted academic advisement on a regular basis; registered undergraduate business students for their courses.

October 1997 – August 1999 University of Guam Mangilao, GU

Executive Assistant to the President, Executive Office of the University of Guam. Executed operational and administrative details and administrative functions that required a thorough knowledge of University policies, procedures, and operations and an understanding of the University's role within the community. Maintained contact with members of the Board of Regents, senior administrators and staff, public and private officials, students, and parents. Exercised initiative and independent judgment in managing the President's schedule and the office's daily activities. Used discretion in the dissemination of information to faculty, students, staff and the various publics served by the University and coordinated activities with administrative units of the University.

March 1997 – October 1997 University of Guam Mangilao, GU

Ombudsperson/Special Assistant to the President, Executive Office of the University of Guam. Provided informal assistance that allowed the UOG community to positively work through existing administrative processes; listened to concerns with the aim of proposing various options for positive resolution, providing information, and making referrals. Served as a neutral resource for members of the University community for fairness and for positive, civil, and courteous resolution of conflicts at the earliest possible stage.

Work experience prior to 1997 can be made available upon request.

EDUCATION

August 1999 – May 2004 Alliant International University San Diego, CA
Doctorate in Business Administration
Strategic Management Program

August 1997 – June 1999 University of Guam Mangilao, GU
Master in Business Administration

August 1989 - December 1994	University of Guam B.A. in Psychology	Mangilao, GU
August 1986 - December 1988	Guam Community College Business/Criminal Justice Courses	Mangilao, GU

PUBLICATIONS

- Storie, M., Santos, A., Rojas, G., Taitano, M., The Death of George Floyd as a Call to Action for community self-reflection, an open forum panel discussion as part of the Panel member in UOG- sponsored virtual "Courageous Conversations. Oct 2020.
- Santos, Annette (Ongoing). Marianas Business Journal. Regular contributor to Business Column.
The summer is a time to plan (June 2019)
Celebrate administrative professionals! (April 2019)
Leadership ecosystem (December 2018)
Hidden in plain sight (April 2018)
- Santos, Annette (Work in progress). University Center as a means of building local entrepreneurship.
- Santos, Annette (Work in progress). Kristal Koga, Fashion Designer: Kristal Collections. For submittal to case study journal.
- Taijeron, Philip S.N., Jr. and Annette T. Santos (In progress). Border Enforcement Department: A Facilitator of Commerce or Constraint of Economic Growth. (Expected completion May 2015).
- Taijeron, Philip S.N., Jr. and Annette T. Santos, D.B.A. (2015). "Border Enforcement Department: A Facilitator of Commerce or Constraint of Economic Growth," International Conference on Business, Economics, and Information Technology, Tumon, Guam, March 23-24, 2015.
- Santos, Annette and D. Mendiola-Hertslet. (Work in progress). "How to Start a Valued Added Business on Guam" in Denise Mendiola-Hertslet, Gena Rojas, Fred Schumann, et al. editors, *OVOP Guidebook*. (Expected completion May 2015).
- Schumann, F., A. Borja-Enriquez, D. Mendiola-Hertslet, A. Santos. (2014). "Small Island Sustainability via the Implementation of the One Village One Product Strategy," 5th Annual Regional Island Sustainability Conference Hyatt Regency Guam, April 15-16, 2014. Sponsored by University of Guam, Center for Island Sustainability.
- Santos, Annette. (2013). "Correlating Entrepreneurial Orientation, Firm Strategy and Firm Performance: A Study of Businesses on Guam," International Conference on Business, Economics and information Technology, Cairns, Australia, March 18-19, 2013.
- Santos, Annette and Joyce Gamboa (2012). Suetta Corner Store. Journal of the International Academy for Case Studies, Volume 15, Special Issue, 2009 ISSN 1078-4950.
- Gamboa, Joyce and Annette Santos. (2011). "The Evolving Business Model with Convenience Stores on Guam: Suetta Corner Store Case Study," International Conference on Business, Economics and Information Technology, Ho Chi Minh City, Vietnam, February 28-March 1, 2011.
- Santos, Annette Taijeron and Ms. Melanie Cayabyab Santos. (2011). An Inspiration: Maintstreet Delicatessen and Bakery. Journal of the International Academy for Case Studies, Volume 17, Special Issue, Number 3, 2011 ISSN 1078-4950.
- Santos, Annette and Melanie Santos (2010). "An Inspiration: Maintstreet Delicatessen and Bakery," International Conference on Business, Economics and Information Technology, Seoul, Korea, March 1-2, 2010.
- Santos, Annette Taijeron (2010). Denise Mendiola-Hertslet: A Woman Entrepreneur's Journey to Coffee, Just the Beginning. International Journal of Entrepreneurship, Volume 14, Special Issue, 2010 ISSN 1099-9264.

- Ruane, Maria Claret, Santos, Annette Tajeron, Enriquez, Anita Borja. (2009). Survey of Federal Contracting by Small Businesses on Guam. *Academy of Entrepreneurship Journal*. Vol 16, Issue 1. 2010 ISSN: 1087-9595
- Colfax, Richard, Annette T. Santos, and Joann Diego. (2009). Virtual Leadership: A Green Possibility in Critical Times, But Can it Really Work? International Conference on Business, Economics, and Technology in Nagoya, Japan.
- Santos, Annette T. (2009). Going Green: The Impact on Higher Education Institutions. *Journal of International Business Research*. Volume 8, Special Issue 2, ISSN: 1544-0222
- Santos, Annette T. (2009). "Going Green: The Impact on Higher Education Institutions." International Conference on Business, Economics, and Technology, Nagoya, Japan (2009).
- Santos, Annette, T. and Jennifer Dacanay. (2009). Lorna Valdez on Cooking Up a Business: Lorwill's BBQ Stand. *Journal of the International Academy for Case Studies*, Volume 15, Special Issue, 2009 ISSN 1078-4950
- Santos, Annette. 2007. The Influence of Environmental Turbulence on the Strategy-Performance Relationship Among New Venture Start-Ups: The High-Tech and Biotech Industry. Presented: International Guam 2007 Conference. Published: *Journal of International Business Research*.
- Santos, Annette and Marilyn Salas. "Estao Fino' Chamorro – Status of the Chamorro Language." Sponsored by ANA Grant through Department of Chamorro Affairs and University of Guam. Submitted: November 2005.
- Santos, Annette. "The Influence of Entrepreneurial Orientation, Environmental Turbulence, and Focus of Attention on the Strategy-Performance Relationship." DBA Dissertation. Alliant International University, May 2004.

Member, Dissertation Committee of Jezzica Dela Pena (2014). Male and female perspectives on women's success strategies and cultural experiences for achieving leadership positions in a male-dominated field in Guam, Capella University, Publication Number: 3611261

Editorial Review Board, *Journal of International Business Research*, Volume 9, Special Issue 2, 2010.
 Editorial Review Board, *Journal of International Business Research*, Volume 9, Special Issue 1, 2010.
 Editorial Review Board, *Journal of International Business Research*, Volume 7, Special Issue 3, 2008.
 Editorial Review Board, *Journal of International Business Research*, Volume 7, Special Issue 2, 2008.
 Editorial Review Board, *Journal of International Business Research*, Volume 7, Special Issue 1, 2008.

Member, Site Visit Team, Partnership Review of Rigos, Inc. (Hong Kong), November 2013.

Member, Site Visit Team, Partnership Review of Japan IAI, 2015- Present

PROFESSIONAL and ACADEMIC ACTIVITIES

Professional Engagement – Select Recent Activities:

Lead Organizer/Convener, LEAD IN Micronesia (2021- Present)

Member, Guam Recovery Initiative, Government of Guam Funded (2019-Present)

Elected Member, Guam Women's Chamber of Commerce Board of Directors (2019)

Nominee, Guam Business Executive of the Year (2018)

Named one of Top 25 Most Influential Women on Guam (2017)

Member, Center for Island Sustainability Conference Steering Committee (November 2016). Appointed by President.

Member, Guam Women's Chamber of Commerce (October 2016)

Board Member, Guam Women's Chamber of Commerce (January 2019-December 2020)

Member, Pacific Asia Travel Association (PATA) (May 2016-April 2017)
Elected Vice Chair, University of Guam Regent Nominating Council (May 2016-May 2018) Elected Member of the UOG Administrative Council.
Participant, Workforce Development course, International Economic Development Council (October 2015)
Participant, International Economic Development Council 2015 Annual Conference (October 2015)
Member, Workforce Development Training, Diverse Community, US Attorney General's Office (April 2015-Present)
Member, 2016 Selection Committee for the Guam Business Hall of Fame Awards, Guam Chamber of Commerce
Member, 2015 Selection Committee for the Guam Business Hall of Fame Awards, Guam Chamber of Commerce
Past President and Member, Rotary E-Club of Pago Bay Guam (2016-Present)
Inaugural President, Rotary E-Club of Pago Bay Guam (June 12, 2014 – June 12, 2016)
Delegate, 2014 U.S. Scholar, Taipei City, Taiwan (Summer 2014)
President, Local First! Guam Board (2013- Present)
Member, International Economic Development Council Institution (2013 – Present)
Graduate, 6th FBI Citizens Academy (November 2013)
Alumna, FBI Guam Citizens Academy (2013-Present)
Member, One Village, One Product Project Team (Fall 2012 – Present)
Associate Member, Guam Chamber of Commerce, Small Business Focus and Development Committee (August 2013 – Present)
Judge, Dave J. Santos Scholarship Selection Committee, Guam Chamber of Commerce (Fall 2013 – Present)
Member, Guam Veterans' Business Outreach Center Advisory Board (August 2013–2015)
Member, Pacific Islands' Small Business Development Center Advisory Board (January 2015-Present)
Member, Guam Womens' Chamber of Commerce (September 2013 – Present)
Member, Rotary Club of Tumon Bay Guam (August 2013 – June 2014)
Nominee, Guam Business Woman of the Year, 2012
Facilitator, Profit Mastery, December 2011
Participant, Leadership Process: Motivating Achievement (LPMA) Conference, Spencer, Shenk, Capers and Associates, Inc., February 2012
Member, SBPA Hagåtña Revitalization Project Team (Fall 2010 – Spring 2013)
Experiential Classroom (September 2009)
CCLDI Summer Development Academy (July 2009)
U.S. Association for Small Business and Entrepreneurship Conference (January 2009)

Academic Engagement, Select Recent Activities:

Secretary, IACBE Region 8: Western (2019-2022)
Member, UOG Innovation and Engagement Advisory Committee (2019)
Member, UOG Strategic Planning Group, Phase II (May 2019-Present). Co-Chair of SI-7 Island Wisdom, Program Expansion and Island Sustainability and Member, SI-6 Research, Innovation and Creativity Hub (RICH).
Member, OIT Ad Hoc Committee (June 2019)
Member, Snake Pit Competition Judges Panel (2015-2022)
Participant, International Conference on Business, Economics, and Information Technology (2007-Present)
Member, Student Success and Innovation Team (2015-2017). Advising Group and Steering Committee.

Member, Student Success and Innovation Team, Data Group, 2015-2017.
Participant, 2015 AASCU Academic Affairs Winter Meeting (February 2015)
Member, Startup Weekend Guam – Startup Weekend Micronesia as Mentor, Judge (2015-2022)
Participant, 2014 NASPAA Annual Conference (November 2014)
Participant, Noel-Levitz 2014 National Conference on Student Recruitment, Marketing and Retention (July 2014)
Participant, ARC: 2014 WASC Academic Resource Conference (April 2014)
2nd Annual Faculty Marketing Innovation Forum 2014 (February 2014)
2013 Higher Education Government Relations Conference (December 2013)
Member, Academic Officers Council (Fall 2013 – Present)
Member, Administrative Council (Fall 2013 – Present)
Co-Chair, WASC Writing Team, Section V, Student Success (Fall 2014 – May 2016)
Member, WASC Steering Committee (Fall 2014 – May 2016)
Chair, SBPA-AAC (Fall 2013 – Present)
Member, UOG Deans' Council (2015-2022)
Member, Teach Out Policy Ad Hoc Committee/AOC (Fall 2013 – Spring 2015)
Presenter, Historic Hagåtña Corridors Presentation (2012)
Member, International Tourism-Marketing Faculty Search Committee (Spring 2011 – Fall 2012)
Member, Reappointment Committee for Martha Suez-Sales (Fall 2012)
U.S. Economic Development Administration Seattle 2012 Regional Training Conference (April 2012)
AACSB Asia Pacific Accreditation Conference (October 2011)
Saving Places 2011: Exploring the Benefits of Preservation Conference (February 2011)
Member, Committee on Human Research Subjects (Fall 2010 – Spring 2013)
Member, Promotion and Tenure Committee (Fall 2011 – Fall 2012)
Secretary, Promotion and Tenure Committee (Fall 2011-Fall 2012)
President's Representative, Affordable Housing Coordinating Council (Fall 2011 – Spring 2013)
Faculty Advisor, Entrepreneur Society (Fall 2010 – Spring 2013)
Program Chair, Professional MBA Program (AY 2010 – Spring 2013)
Faculty Guide, PMBA International Engagement Project in Vietnam (April 2011)
Member, University Assessment Committee (Spring 2008 – Spring 2011)
Chairperson, UOG General Education Review Committee, Sub-Committee of the UOG Faculty Senate (Fall 2009 to Spring 2010)
Member, UOG General Education Review Committee, Sub-Committee of the UOG Faculty Senate (Fall 2006 – Spring 2009; Fall 2010-Spring 2011)
Member, Accounting Faculty Search Committee (Spring 2006 to Fall 2007)
Chairperson, SBPA Assurance of Learning Committee (Spring 2006 to Fall 2008); Member (Spring 2009 – Spring 2013)
Member, WASC Capacity and Preparatory Review Team on Institutional Efficiency and Effectiveness (Fall 2006)
Faculty Advisor, Society for Human Resource Management UOG Student Chapter (Spring 2006 – Spring 2008)
Faculty Advisor, Soroptimist SIGMA Society (Spring 2006 – Spring 2013)
Coordinated the SBPA Student Awards Ceremony (Spring 2006)
Assisted SBPA Acting Administrative Chair, Dr. Anita B. Enriquez with implementing strategic initiatives for AACSB pre-candidacy status. (AY2005 to 2006)
Chair, Information System and Technology Assistant Instructor Search Committee (Spring, 2005)
Member, SBPA - AACSB Assessment and Accreditation Team (Fall 2005)
Faculty Advisor to UOG Student Government Association (AY 2005 – 2007; Fall 2012)

Faculty Advisor, School of Business and Public Administration (Fall 2004 – Present)

Member, Academy of Management (Fall 2004 to Spring 2006)

Reviewer, Academy of Management (Fall 2004 to Spring 2005)

COMMUNITY SERVICE ENGAGEMENT

- Mentor, Guam Women’s Chamber of Commerce Mentor Program (May 2022)
- Speaker, TEDxHagatna, “You have the power to rescript your life.” Link: <https://youtu.be/GWxwqlen-Cg> (2021)
- Co-Lead, Take a Book, Leave a Book project, Piti Mayor’s Office (2021)
- Presenter, Docomo Pacific Webinar, “Reconnecting Guam: Tourism’s Path Forward” (2020)
- Mentor, Guam Young Professionals 2018 Mentorship Program.
- Speaker, Docomo Pacific WIN Speaker Series (2018)
- Judge, Miss World Guam 2018
- Judge, Violet Richardson Award, Soroptimist International of the Americas Founder Region (2016, 2017)
- Appointed Chair, UOG President’s Expense Reduction Task Force (November-December 2020)
- Appointed Member, UOG Promotion and Tenure Ad Hoc Review Committee (August 2020-May 2022)
- Member, UOG Regent Nominating Council (2016-2019), Elected representative of the UOG Administrative Council
- Member, UOG Sexual Harassment and Consensual Relationships Review Committee (Fall 2015-Spring 2016)
- Judge, Guam History Day, High School Research Paper Category (March 2015; March 2016, March 2017)
- Judge, Guam Chamber of Commerce, Laureate of the Year Award (March 2014, 2015, 2016)
- Chairperson, Notre Dame High School Board of Directors (October 2015)
- Member, Notre Dame High School Strategic Planning Steering Committee (September 2015)
- Speaker, 2014 Rotaract Youth Leadership Conference, Rotaract Guam of the Marianas
- Speaker, Guam Adventist Academy 2013 Career Day
- Consultant, Guam Power Authority. Strategic Planning; Budget Planning, and Professional Development workshops. (June 2009 – May 2012).
- Consultant, Guam Waterworks Authority. Strategic Planning Sessions. (August 2009).
- Consultant, Consolidated Commission on Utilities. Executive Performance Appraisal Project. (October 2006 to May 2012)
- Confirmation Teacher, San Vicente Parish (August 2010-May 2013).
- Lector, San Vicente Parish (August 2010 – Present)
- Co-Facilitator, Strategic Planning Group, Academy of Our Lady of Guam. Hagåtña, GU. (February 2007 to March 2007)
- Board Member and Member, Soroptimist International of the Marianas (2009; Secretary 2010; Vice President/President-Elect 2011)
- Member, Planning and Launching Group, James L. and Rosita S. Adkins Foundation (October 2006 to December 2006; 2007)
- Speaker, Notre Dame High School Career Day. Topic: Business Education. (2006; 2007)
- Excellent Customer Care Training to employees and supervisors of the Department of Public Health and Social Services, Division of Welfare through the University of Guam’s HLATTE Office. February to May 2005.

- Research with Dr. Marilyn Salas on a grant through ANA on a study of the Use of Chamorro Language. Joint research endeavor between the Department of Chamorro Affairs and the Center of Excellence for Chamorro Culture and Language. Project span: December 2004 to November 2005.

REFERENCES

Available upon request.