



UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents

Resolution No. 22-44

**RELATIVE TO AMENDING THE NEGOTIATED AGREEMENT BY AND BETWEEN THE BOARD OF REGENTS OF THE UNIVERSITY OF GUAM AND THE UOG FACULTY UNION, AMERICAN FEDERATION OF TEACHERS, LOCAL 6282
DECEMBER 1, 2018 – APRIL 30, 2023**

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 region;

WHEREAS, the governance of UOG is vested in the Board of Regents (BOR) which has the responsibility for the policies governing administration of academic personnel at the University;

WHEREAS, the Negotiated Agreement by and between the BOR of UOG and the UOG Faculty Union, American Federation of Teachers, Local 6282, reflects the mutual understanding and definition of the relationships between the BOR, Administration, and Faculty;

WHEREAS, the UOG President and the Faculty Union President met to address extending deadlines for applications for tenure, continuing employment, and the submission of materials for UOG's Comprehensive Faculty Evaluation System to mitigate some of the disruptions caused by the COVID-19 Pandemic Emergency and other disruptions;

WHEREAS, a Tentative Agreement was reached to amend the Agreement between the UOG Board of Regents and UOG Faculty Union; and

WHEREAS, the Vice President for Administration and Finance/Chief Business Officer, Senior Vice President & Provost for Academic and Student Affairs, President and the BOR Academic, Personnel, and Tenure Committee have reviewed the attached amendment and recommend to the BOR for approval.


NOW, THEREFORE BE IT RESOLVED, that the BOR hereby approves the attached amendment to the Negotiated Agreement by and between the Board of Regents of the University of Guam and the UOG Faculty Union, American Federation of Teachers, Local 6282, to take effect immediately upon approval and will remain in effect until Agreement is re-negotiated and updated.

Adopted this 17th day of November, 2022.



Liza J. Provido, Chairperson

ATTESTED:



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

**FIRST AMENDMENT OF CONTRACT AGREEMENT
BETWEEN THE BOARD OF REGENTS OF THE UNIVERSITY OF GUAM AND
THE UOG FACULTY UNION, AMERICAN FEDERATION OF TEACHERS LOCAL 6282**

Effective on the 17th day of November, 2022, the Board of Regents of the University of Guam (Board) and the UOG Faculty Union, American Federation of Teachers Local 6282, pursuant to Article XII.D, Board-Union Agreement for the period beginning December 1, 2018 and ending April 30, 2023 (Agreement), hereby agree to amend the Agreement as follows:

1. Notwithstanding any provision of the Agreement to the contrary, the deadlines for the application for tenure and award of tenure shall be extended by one (1) year for all faculty hired from January, 2016 to December, 2021 as follows:

a. The deadline for such faculty to submit their application for tenure is extended to the last day of their sixth year of employment under a tenure track position.

b. The deadline for receiving tenure is extended to the last day of such faculty's seventh year of employment.

c. This amendment shall not change the term of any faculty employment contract with the University of Guam (UOG).

2. Notwithstanding any provision of the Agreement to the contrary, the deadline for faculty employed between August, 2018 and August, 2021, to apply for continued employment and be awarded continued employment is extended to the last day of such faculty's third year of employment.

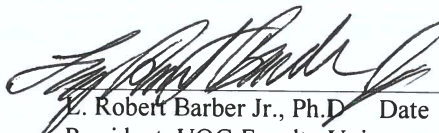
3. The deadlines for faculty to submit Comprehensive Faculty Evaluation System (CFES) materials for Calendar Years 2019 through 2022 is hereby extended until the last day of the Fañomñakan Semester (January to May) 2023, and faculty who receive increments on such submissions shall receive any pay increments they would have been entitled to between 2019 to 2022 prospectively as if they received such increments between 2019 and 2022.

4. A new paragraph is added to the Agreement at the end of Article V. FACULTY EVALUATIONS, Section J, Promotion and Tenure Evaluation Process, Item 5, General operations of the Promotion and Tenure Committee Part f. Timelines and possible extensions that read "3. A faculty member's deadline for submission of application for tenure may be extended, through approved stopping of the tenure clock for compassionate reasons to include, but not limited to, leave covered under Family Emergency and Medical Leave Act (FMLA), physical or mental illness, pregnancy, maternity or paternity, death of immediate family, or other catastrophic or traumatic event, if the written request is submitted to the Senior Vice President and Provost (SVPP) prior to the deadline for application, and the request receives the approval of the SVPP. The SVPP will designate the period of time the tenure clock will be stopped for. In the case the request is denied it may be appealed to the President of UOG whose decision is final."

SIGNATURE PAGE FOLLOWS

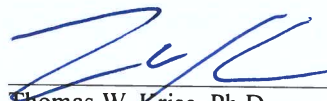
IN WITNESS WHEREOF, the parties have executed this Amendment on the dates indicated under their respective signatures.

UOG FACULTY UNION:


 11/17/2022

R. Robert Barber Jr., Ph.D. Date
President, UOG Faculty Union

UNIVERSITY OF GUAM:

 11/7/22

Thomas W. Krise, Ph.D. Date
President

 Nov 17, 2022

Liza J. Prevido Date
Chairperson, UOG Board of Regents

Approved as to Form and Legality:

 11/7/22

Anthony R. Camacho, Esq. Date
UOG General Counsel