



UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
BOARD OF REGENTS

RESOLUTION NO. 16-18

**RELATIVE TO APPROVING THE EXTENSION OF THE ONE-YEAR FACULTY
RETIREMENT OPPORTUNITY PROGRAM**

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

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

WHEREAS, pursuant to 17 Guam Code Annotated 16112, the BOR is authorized to adopt rules and regulations governing the compensation of academic personnel; and

WHEREAS, on February 19, 2015, the BOR approved Resolution No. 15-03 Relative to Revising the Voluntary Faculty Phased Retirement Program ('VFPRP') and to Authorizing a One-Year Faculty Retirement Opportunity Program ('1FRO'); and

WHEREAS, two faculty members have availed themselves of the VFPRP and three faculty members have signed up for 1FRO; and

WHEREAS, UOG set targets and limits for use of the programs to ensure there was no detrimental impact to the loss of substantial institutional knowledge in a short time-frame and these targets were not met; and

WHEREAS, the 1FRO program had dates certain of May 31, 2015 and December 31, 2015 in which it could be utilized.

WHEREAS, the University believes that additional faculty could take advantage of the program without negatively impacting the University and desires to extend the program; and


WHEREAS, the Administration, the Academic, Personnel and Tenure Committee and Budget, Finance, Investments and Audit Committee recommend to the BOR that the President be authorized to extend the 1FRO program.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents hereby authorizes the President to extend, as appropriate, the One-Year Faculty Retirement Opportunity Program.

Adopted this 21st day of April, 2016.


Antoinette D. Sanford, Chairperson

ATTESTED:


Dr. Robert A. Underwood, Executive Secretary