



UNIVERSITY OF  
**GUAM**  
UNIBETSEDÁT GUÅHAN



EXECUTIVE SEARCH PROFILE

**PRESIDENT**



# UNIVERSITY OF GUAM

EXECUTIVE SEARCH PROFILE

# PRESIDENT

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The University of Guam is a U.S. Land Grant and Sea Grant Institution accredited by the Western Association of Schools and Colleges Senior College and University Commission and is an equal opportunity provider and employer.





*The Board of Regents of the University of Guam seeks nominations and applications for its 12th President.*

### **AN EXCEPTIONAL OPPORTUNITY**

The University of Guam seeks an accomplished, innovative leader who will build upon the University's Para Hulo' strategic plan, implementing a progressive and evolving strategy for excellence and growth.

The next president will possess the experience, skills, and drive required to shape the future of UOG, while exemplifying the character and ethics expected in a highly visible and trusted university and community leader.



## INSTITUTIONAL PROFILE

Founded in 1952, the University of Guam exists to serve its learners and the communities of Guam and all of Micronesia. UOG's origins began with the creation of a two-year teacher-training college by the U.S. Department of Education. In 1963, administrative control was transferred to a local Board of Regents. That same year accreditation was granted as a four-year degree-granting institution.

In 1968, by act of the Guam Legislature, the college officially became the University of Guam. UOG was recognized as a Land Grant institution in 1972 and as a Sea Grant institution in 2022.

UOG has become a leading public university named a Best College for Social Mobility by U.S. News and World Report and one of the Best Colleges in the Western Region for the last three years.



### VISION STATEMENT

Transforming Lives,  
Advancing Communities

### MISSION STATEMENT

*Ina, Deskubre, Setbe*  
To Enlighten, To Discover,  
To Serve

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.

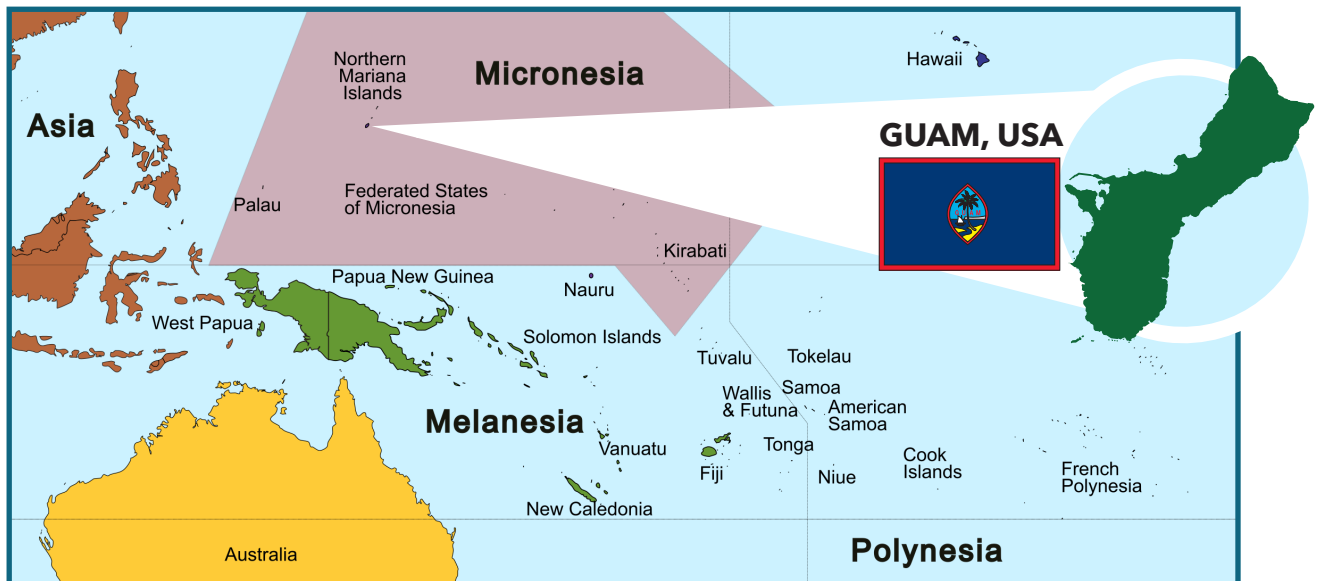
## ABOUT GUAM

Guam, the largest and southernmost of the Mariana Islands chain, has a unique and complex cultural history. Located in the Western Pacific in the geographic region known as Micronesia, Guam is well known for its strategic military and economic position between Asia and the North American continent, but is less known for its remarkable history and resilient people.

From *Guampedia.com*

### VALUES

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



## A UNIVERSITY CENTERED IN ISLAND WISDOM

When the Guam Legislature tasked the University of Guam in its charter in 1968 to serve as a place of higher learning “that supports island priorities,” a seed was sown. This task has evolved into a distinct identity we call “Island Wisdom” and is a philosophy now actively being woven into every fabric that makes up the University.

The concept of Island Wisdom recognizes that local and traditional knowledge, inquiry, and value systems play an equally important role as the long-established Western models of higher education in inspiring and guiding the island communities of Micronesia and the knowledge they contribute to the world.

In 2022, the Island Wisdom Committee approved the “*Mana’atufok / Minenhalom / Taotao-Ta* (Co-Weaving Island Wisdom)” strategic plan to build the Island Wisdom philosophy into UOG’s foundation and outcomes going forward.



## ISLAND WISDOM

The ability to move fluidly and deftly through the confluence of local and modern visions of the world – between the Micronesian islands and Western frameworks – in a relationship based on mutual benefit in order to strengthen our communities and island lifeways.

As defined by the UOG Island Wisdom Committee



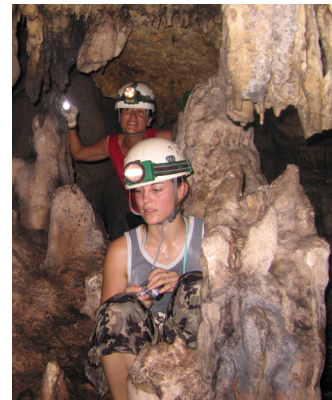


## DIVERSITY, EQUITY, AND INCLUSION

### *Inadahi yan Inagofli'e: Statement on Respect, Compassion, and Community*

In the spirit of *Inadahi yan Inagofli'e yan bendision ginen I manmo'fo'na*, the University of Guam promotes values of respect, compassion, and community rooted in Micronesia and her history to foster equitable access, thriving engagement, robust scholarship, and innovative solutions meeting local, regional, and global needs. These Micronesian values strengthen the intellectual, emotional, and spiritual well-being of individuals respecting the dignity of our peoples and all humanity.

This institutional statement more accurately, and with greater precision, reflects the culturally relevant, enduring, and meaningful Micronesian concepts and values embedded in *Inadahi*, meaning "taking care of myself, others, and the environment around me," and *Inagofli'e*, meaning "a harmonious way to proceed, operate, and live together."





## ACADEMICS

UOG's reputation as a student-centered university is well-deserved. Faculty take pride in their ability to teach and reach students, preparing them with the skills needed to succeed in life. UOG offers 25 undergraduate programs, 16 graduate programs, and 14 certificate programs.

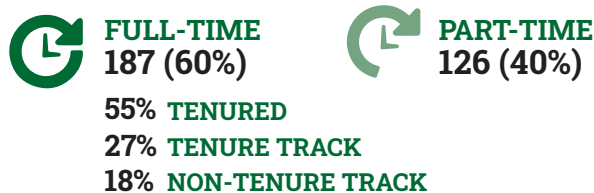
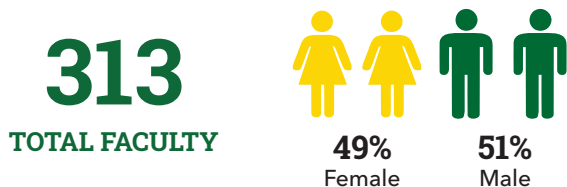
UOG degrees bolster the professional workforce of Guam and all of Micronesia including teachers, nurses and other healthcare, engineers, policymakers, business specialists, and also offers academic programs in the liberal arts, social sciences and natural and applied sciences.

## SCHOOLS / COLLEGES

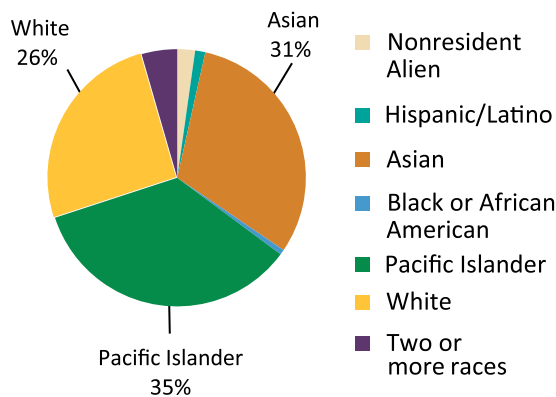
- School of Business and Public Administration
- School of Education
- School of Engineering
- School of Health
- College of Liberal Arts and Social Sciences
- College of Natural and Applied Sciences

## FACULTY PROFILE

Based on data from the 2021-2022 UOG Fact Book



## FACULTY BY ETHNICITY





# DEGREE PROGRAMS

## UNDERGRADUATE PROGRAMS

- Accounting
- Agriculture & Life Sciences
- Anthropology
- Biology
- Business Administration
- CHamoru Studies
- Chemistry
- Civil Engineering
- Communication & Media
- Computer Science
- Criminal Justice
- Elementary Education
- English
- Fine Arts
- Health Science
- History
- Mathematics
- Nursing
- Philosophy
- Political Science
- Psychology
- Public Administration
- Secondary Education
- Social Work
- Sociology

### Pre-Professional

- Pre-Dental
- Pre-Law
- Pre-Medical
- Pre-Optometry
- Pre-Pharmacy
- Pre-Veterinary

### Undergraduate Certificates

- CHamoru Studies
- Cybersecurity Management
- Ethics
- Health Services Administration
- Island Wisdom: Foundations in Micronesian Seafaring
- Library Science
- Women & Gender Studies

## GRADUATE PROGRAMS

### Master of Arts (M.A.)

- Counseling
- English
- Linguistics
- Literature
- Micronesian Studies
- Teaching

### Master of Education (M.Ed.)

#### Education Specializations:

- Administration and Supervision
- Reading (online)
- Innovations in Teaching & Learning
- Special Education
- Teaching English to Speakers of Other Languages (TESOL)

### Master of Science (M.S.)

- Biology
- Clinical Psychology
- Environmental Science
- Sustainable Agriculture, Food and Natural Resources (SAFNR)

### Master of Accountancy (M.Acc.)

### Professional Master of Business Administration (PMBA)

### Master of Public Administration (MPA)

### Graduate Certificates

#### Micronesian Studies

#### Sustainable Agriculture, Food and Natural Resources (SAFNR)

- Agriculture and Natural Resources
- Food and Technology
- International Agriculture
- Island Sustainability
- Tropical Horticulture

#### Teaching

# TUITION & FEES

Based on AY 2021-2022 rates.

## UNDERGRADUATE

**\$ 221** Resident Rate per Credit Hour

**\$ 442** Non-Resident Rate per Credit Hour

**\$ 403** Semester Fees

## GRADUATE

**\$ 299** Resident Rate per Credit Hour

**\$ 598** Non-Resident Rate per Credit Hour

**\$ 403** Semester Fees

# FINANCIAL AID

Based on AY 2021-2022.

UOG students who applied for financial aid on average received:

**\$ 4.7K** FEDERAL PELL GRANTS AND LOAN PROGRAMS

**\$ 3.8K** LOCAL FINANCIAL ASSISTANCE PROGRAMS

**\$ 2.7K** PRIVATE AND REGIONAL SCHOLARSHIPS

## AY2021-2022 DEGREES CONFERRED

**554**



# STUDENT ENROLLMENT

# 3,105

Based on enrollment data from the 2021-2022 UOG Fact Book

**2,742**  
DEGREE-SEEKING  
UNDERGRADUATES

**338**  
GRADUATE STUDENTS

**25**  
NON-DEGREE-SEEKING  
AND POSTGRADUATE  
STUDENTS

**424**  
INCOMING NEW  
FRESHMEN



**59%**  
Female

**41%**  
Male

 **FULL-TIME**  
**71%**

 **PART-TIME**  
**29%**

## AVERAGE AGE

Undergraduates: 23  
Graduates: 32  
Non-degree: 34

## Enrollment by Ethnicity

- 47.0%** Asian
- 45.0%** Pacific Islander
- 3.5%** Other / Unknown
- 3.0%** White / Non-Hispanic
- 1.0%** Hispanic
- 0.4%** Black / African American
- 0.1%** Native American / Alaskan



# UOG ALUMNI



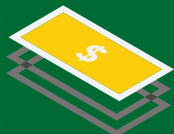
## ARE PREPARED FOR THE WORKFORCE

90% of alumni respondents agree that their UOG degree is useful for their job or career.



## HAVE THE ABILITY TO INSPIRE

UOG alumni say the top non-monetary benefit of a UOG degree is being able to be a better role model for their families and youth in the community.



## EARN A HIGHER ANNUAL SALARY

**+15,000**

on average for those who earned a Bachelor's degree

**+5,000**

on average for those who earned a Master's degree

*Data from UOG Alumni Survey 2020.*

# 19,000+

## MAKING A DIFFERENCE ALL OVER THE WORLD.



5,000+  
EDUCATION



4,000+  
BUSINESS LEADERS



1,000+  
NURSES AND  
HEALTH PROFESSIONALS



250+  
COMPUTER SPECIALISTS



1,700+  
COMMUNITY LEADERS



300+  
SOCIAL WORKERS



300+  
JOURNALISTS AND  
COMMUNICATION  
PROFESSIONALS



300+  
COMMISSIONED  
MILITARY OFFICERS



## RESEARCH AT UOG

With nine dedicated research centers, the University of Guam is able to conduct projects that advance regional and global knowledge in a breadth of subjects, in particular the unique needs and topics of relevance to the Western Pacific region. Each of the units highlighted here has a team of faculty and staff who work to manage grant funding, carry out lab and field work, analyze the results, and bring the results to scholarly and public audiences.

### OUR EXPERTISE

The geographical location and diversity of Guam and the rest of Micronesia make the University of Guam a unique place for research on subjects specific to islands and tropical environments and on populations that are underrepresented in national data.

While the subjects researched at UOG are vast, UOG's research portfolio trends toward the areas of marine biology, terrestrial biology, agriculture, groundwater, Micronesian history and culture, health and welfare of Pacific Islanders, and regional public policy.

### WHAT DRIVES OUR RESEARCH

Research projects are driven by faculty interest and the local and federal governments' need for data to inform plans and decisions, including managing and protecting natural resources.

Nearly half of UOG's 187 full-time faculty members are engaged in research with a desire to advance the regional and global body of knowledge.

UOG research activities are supported by the Office of Research & Sponsored Programs, which works to find, compete for, and manage external funding, to coordinate studies with public and private agencies, and to support research faculty and personnel.



## HOW DOES OUR RESEARCH COMPARE?

The University of Guam performs well beyond other institutions of its size, even rivaling many larger universities, when it comes to research work and grant funding.

**TOP 35%**

**OF U.S. UNIVERSITIES  
IN RESEARCH  
PERFORMANCE\*\***

**47**

**Total research  
grant awards  
in 2021**

**\$25.8M**

**RESEARCH GRANT  
FUNDING IN 2021\***

**\$13M**

**FEDERAL RESEARCH  
FUNDS EXPENDED\*\***

**78**

**Scholarly  
publications  
in 2021**

**25**

**FULL-TIME  
RESEARCH  
FACULTY**

## RESEARCH UNITS

1. Cancer Research Center
2. Guam Center of Excellence in Developmental Disabilities Education, Research and Service (Guam CEDDERS)
3. Center for Island Sustainability (CIS) / Sea Grant
4. Established Program to Stimulate Competitive Research (GUAM EPSCoR)
5. Marine Laboratory
6. Micronesian Area Research Center (MARC)
7. Regional Center for Public Policy (RCPP)
8. Water and Environmental Research Institute of the Western Pacific (WERI)
9. Western Pacific Tropical Research Center (WPTRC)

\*Source: UOG Office of Research & Sponsored Programs

\*\*Source: 2020 Higher Education Research & Development Survey, National Center for Science & Engineering Statistics, National Science Foundation





## FACILITIES

Located on the east coast of the island, the main campus in Mangilao overlooks the ocean and Pago Bay. The main campus covers 614 acres and four satellite locations across the island, with an investment of nearly \$50 million in new health construction over the next few years.

The University’s campus will grow – adding a new Student Success Center, a School

of Engineering building, School of Health Nursing Annex, and a new facility for the Water & Environmental Research Institute (WERI).

These buildings will add more than 85,000 square feet of classrooms, office space, laboratories, collaboration spaces, and areas for students to gather, study, and socialize, including a new dining hall and food court.

## FOUR NEW BUILDINGS BY 2025



**DR. LUCIO C. TAN STUDENT SUCCESS CENTER**



**SCHOOL OF ENGINEERING**

**RIM**



**SCHOOL OF HEALTH NURSING ANNEX**

**RIM**



**WATER AND ENVIRONMENTAL RESEARCH INSTITUTE (WERI)**

**RIM**



## **OPPORTUNITIES AND CHALLENGES**

### **DEMONSTRATE RESPECT FOR CULTURE AND TRADITION**

The next President understands and respects Guam's diverse peoples and cultures and is prepared to humbly earn the respect of the island community.

### **MANAGE ENROLLMENT AND RETENTION**

The next President will continue to expand efforts to manage enrollment and expand efforts to increase retention and graduation rates.

The pool of traditional students is not expanding and the competition for students has increased. At present only 17% of Guam's high school graduates will attend UOG.

The next President will need to ensure that current plans to reach out to adult learners, provide educational alternatives to military personnel stationed on the island, expand the online portfolio, and improve retention, come together to form a coherent strategy for managing and growing enrollment.

### **BUDGET MANAGEMENT AND FUNDRAISING**

The next President understands the importance of launching initiatives that will diversify financial resources and developing strategies to set the University towards less dependence on local government funding.

Dealing with competing demands for limited resources will require the President to actively participate in the creation and management of the budget.

UOG's ability win federal grants and external contracts has helped to bolster its growing reputation as a research institution and economic driver

However, tuition and local government appropriations are the primary drivers of the University's operating budget. Over the last few years local government funding and enrollment have declined.

Directing a fledgling Advancement Office, collaborating with an external Endowment Foundation, and integrating their work towards common fundraising goals are of great importance to the University's future.

### **MANAGE EXTERNAL FORCES**

As the leader of a public university, the next President will reach out to community leaders, agency heads and elected officials, seeking their understanding and support. The President will be truthful and transparent in discussing the external challenges facing the university. The President will need to listen carefully and respond conscientiously.

The new President will seek ways to promote the university, improve its circumstances and, when necessary, mitigate potentially harmful actions.



### **EXPAND DELIVERY SYSTEMS**

The University of Guam is geographically positioned to be the “go-to” educational provider for a vast oceanic region. Its growing research capacity positions it to be an important resource for studies involving land, sea and air.

The new President will find ways to maximize university outreach, increasing both enrollments and degree attainment for students beyond Guam. The President will promote the research capacity of the university in service of Micronesia and regions beyond. This will involve improvement to the University’s Information Technology infrastructure including data integration, connectivity, and cybersecurity.

To accomplish this goal, the President will aggressively seek outside funding from private and governmental sources. The President will actively engage faculty working in the field, encouraging progressive thinking, supporting innovative efforts and celebrating successes.

### **PROVIDE TRUSTED ACADEMIC LEADERSHIP**

Trustworthiness is critical to the success of the next President. Shared governance must be respected in refining the academic vision that will guide teaching and research. Resources must be allocated in a manner that is transparent and fair. Policy and procedures must be relevant to the mission and its execution, and must be consistently applied. Similarly, care must be taken to ensure that curricular and co-curricular experiences are integrated and leveraged to create a holistic learning experience for students.

The President will be a champion of academic rigor, innovative scholarship and effective teaching. The President will endorse the intellectual value of non-academic programs, promoting the idea that learning takes place in a variety of environments.



## **STRENGTHEN AND DEVELOP PARTNERSHIPS**

Strategic partnerships with the K-12 system, Guam Community College, businesses and units of government will play an important role in UOG's future success.

UOG needs to be engaged at every level, from growing opportunities for more students to attend the university to providing pathways to career success for future graduates. Socially and politically, UOG is the logical thought leader on many issues of significance to Guam and the region.

The President will have the opportunity to strengthen existing partnerships while identifying and developing new ones. Accomplishing this will require a President who is as comfortable working outside the university as within its confines.

## **CONCENTRATE ON COMMUNITY ENGAGEMENT**

UOG's students, faculty, and staff make a difference in its local and regional communities. From facilitating high-speed Internet and connectivity, to fostering entrepreneurship and supporting small businesses, to providing technical assistance and training for the care of its elderly populations – Tritons are inextricably linked and directly engaged with their communities.

The University is dedicated to community engagement and development, augmenting scholarly insight through the lenses of "island wisdom" and cultural competence with tangible accomplishments that define UOG as a leader in academic, economic, and social growth.







Biomedical Ethics

Approved by the National Commission on Bioethics and the American Society for Human Genetics. This is a course in the Department of Biology, University of Guam. It is a required course for students in the Bachelor of Science in Biology program. The course covers the ethical issues surrounding the use of genetic information in medicine, research, and the law. The course is taught by Dr. Michael J. Lynch, Ph.D., and Dr. Michael J. Lynch, Ph.D.





## PARA HULO' - EVER UPWARD THE FUTURE OF THE UNIVERSITY OF GUAM

In January 2019, the 11th President of the University of Guam, Dr. Thomas W. Krise, launched a new strategic plan designed to build on the University's strengths and capacities developed over the last 20 years.

The five-year plan, dubbed "Para Hulo" – CHamoru for the University's Latin motto "excelsior," or "ever upward" seeks external validation for the University's excellence in research and partnerships as a key way to acknowledge how far the University has come as the emerging flagship university for all of Micronesia and showcase the University's commitment to the student experience, operational

excellence, diversifying revenue sources, and developing an infrastructure poised for growth.

One of its goals is to prepare the University for its next WASC Senior College and University Commission accreditation site visit in 2024 and continue the University's desired trajectory toward greatness as one of the most important universities in the Pacific Islands, ensuring its mission of *Ina, Deskubre, Setbe* for the people of this region, for the world, and for the future.

**For status updates and more information, visit: [www.uog.edu/parahulo](http://www.uog.edu/parahulo)**

**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**

# PARA HULO' STRATEGIC INITIATIVES

## STRATEGIC INITIATIVE 1: BEING RECOGNIZED AS A RESEARCH UNIVERSITY (CENTERED IN ISLAND WISDOM)

In a region that is distinctive by its geography and indigenous cultures, the University of Guam has knowledge and capabilities that no other institution can offer. Because of its unique position, the University strives to become a nationally and internationally recognized research university as a Doctoral Professional University under the Carnegie Foundation for the Advancement of Teaching.

- **Model Island Wisdom and Sustainability:** UOG will be a model for Island Wisdom and Island Sustainability that embraces our regional identity and values and engages indigenous frameworks.
- **Provide Regional Expertise:** UOG will be the primary source of regional expertise across cultural, economic, environmental, political, social, and technological frames.
- **Foster Research and Innovation:** Strengthen infrastructure (to include personnel, Office of Graduate Studies support, faculty professional development, research facilities, and program development) to better position UOG to transition into Doctoral Professional University (DP/U) that continues to serve the needs of the island and region.

## STRATEGIC INITIATIVE 2: LEADING AS A PARTNERSHIP UNIVERSITY

The University of Guam touches all parts of community life – partnering with organizations and institutions region-wide to improve health

care, education, natural resources, public policy, cultural preservation, and more. The University will work to attain the Carnegie Community Engagement Classification, an elective classification that formally recognizes its commitment to the people in this region and that provides a roadmap for deepening its existing partnerships as well as developing new ones in all parts of the communities in Guam, the region, and beyond.

The classification will affirm to the people of Micronesia that the University of Guam invites collaboration on community challenges, and it will position the University to receive even more grant funding to pursue research and projects that benefit the community.

- **Articulate Connections:** Prepare to apply for Carnegie Community Engagement Classification during the 2025 cycle.
- **Capture and Collect Information on Partnerships:** Capture existing partnerships and encourage more by developing a user-friendly website to collect and display all MOUs and other evidence of connections. Articulate the University's connections and intersections at all levels (campus, Guam, national, regional, island universities, and international).
- **Expand Online / Hybrid Education:** Foster stronger partnerships and better serve all of Micronesia by expanding online, hybrid, and other forms of educational delivery throughout the region.
- **Support Diversity and Global Learning:** Achieve high-impact educational practices for diversity and global learning by encouraging study-away programs throughout Micronesia and among Island Universities and in the wider world.







### **STRATEGIC INITIATIVE 3: ENRICHING THE STUDENT EXPERIENCE**

Providing a positive, supportive student experience is central to improving degree completion rates and timely degree completion. The University of Guam strives to be more closely engaged and proactive in supporting students on academic, financial, and personal matters, to include developing more peer mentoring and advising services so students are more likely to seek help and succeed.

- **Enhance Student Experiences:** Offer the best, and most diverse, student experience among higher education institutions in the Western Pacific.
- **Provide Academic and Student Support:** Provide academic and student supports to allow all students to complete their degrees in a timely manner.
- **Improve Affordability for All Students:** Expand the College Affordability Initiative so that everyone who wants an education can afford to complete that education in a timely manner.

### **STRATEGIC INITIATIVE 4: BECOMING A MODEL FOR OPERATIONS AND CUSTOMER SERVICE IN GUAM AND ALL OF MICRONESIA**

As a multi-faceted organization, the University of Guam aims to be an example of operational excellence in the government of Guam in the areas of customer service, professional development, grant management, and cross-functional online services.

As the University works to reform and refine its own processes, it strives to develop a structure that others can model, extending knowledge of best practices for the benefit of the whole region.

- **Provide Excellent Customer Service:** Implement a University-wide customer service philosophy and program to provide an excellent customer experience to internal and external customers.
- **Improve Web Services and Electronic Processes:** Improve web services and electronic processes to be more user-friendly and efficient through user-centered design that will improve the user experience.
- **Implement Employee Relations Programs:** Implement employee relations programs and activities that will develop employee skills, increase employee knowledge, and strengthen employee engagement.
- **Improve Processes and Service Delivery:** Improvements at units that engage with internal and external customers daily including: Triton Store, Auxiliary Services, Business Office, Human Resources, Office of Information Technology, and Student Services.

### **STRATEGIC INITIATIVE 5: GROWING OUR FINANCIAL RESOURCES**

Faced with a decline in funding from the government of Guam, the University must shift its financial game plan from one of reliance to one of efficiency, sustainability, and entrepreneurship.

The University is looking to develop a sustainable financial model to include the expansion of revenue-generating enterprises and engagement in private-public partnerships. This model will allow for a continued investment in the programs and services that directly impact students' lives, community needs, and the workforce.

- **Adopt a Financial Model:** Review, determine, and adopt a financial model





that will support the University's mission and achieve financial sustainability.

- ***Develop an Entrepreneurial Spirit:*** Develop an entrepreneurial spirit when it comes to implementing/creating/developing programs and initiatives.
- ***Implement Cost-Saving Measures:*** Implement measures that can result in cost savings.

### **STRATEGIC INITIATIVE 6: BUILDING AND SUSTAINING OUR INFRASTRUCTURE**

Modern and well-maintained facilities, equipment, and technology are crucial components of a competitive and globally relevant education.

In conjunction with its initiative to grow financial resources, the University of Guam is looking to develop its campus facilities, infrastructure, and connectivity with a focus on environmental sustainability and accessibility.

- ***Increase Operational Efficiency:*** Improve and sustain operational efficiency so that there is a high return on organizational investments.
- ***Meet Utility Needs:*** Meet the utility needs of all University assets and be in compliance with environmental policies and best practices.
- ***Sustain Campus Maintenance:*** Utilize preventive maintenance best practices to maintain a clean, safe, functional, and attractive campus, bringing buildings, grounds, equipment, and facilities to industry standards.
- ***Review Physical Master Plan:*** Keep up with demands for student learning, research, service to the community, and internal systems and renovate or replace existing facilities and/or construct new facilities in accordance with the current Physical Master Plan.

# **PRESIDENT OF THE UNIVERSITY OF GUAM**

The President of UOG is the executive head of the internal operating organization of the University and shall be responsible for the administration of the academic, business and services activities thereof. The President of the University serves as Executive Secretary of the Board of Regents.

The President will ensure the success of current strategic initiatives are achieved. The President will lead by example, listening and learning from colleagues and the community, personally setting the tone for discourse and will be an effective steward of natural, human, and financial resources.

The President will be a champion of academic rigor, innovative scholarship, effective teaching, and successful fundraising.

## **QUALIFICATIONS**

- Possession of a terminal degree from a recognized institution of learning.
- Five (5) years of experience in senior academic leadership at or above the level of dean or director or comparable professional executive experience.
- Knowledge and understanding of the people of Guam and Micronesia and demonstrated experience in working on islands or geographically isolated communities.
- Training and experience in research, teaching, or the administration of higher education or similar discipline.
- Evidence of distinguished teaching, scholarship, community engagement, research, publication, and/or professional excellence and achievement, nationally and/or internationally.



## **QUALITIES AND CHARACTERISTICS**

The President is an experienced senior executive that demonstrates the following attributes and traits:

### **LEADERSHIP**

- Experience navigating and thriving within shared governance systems in higher education.
- Strong interpersonal, communication, and leadership skills.
- The ability to implement change within an evolving academic culture.
- Proven collaborative leadership style, demonstrated through the ability to respectfully engage academic, administrative, student, and community leaders, and achieve buy-in to a progressive agenda.
- Experience in assembling teams, setting clear, measurable goals, and achieving success.
- An understanding of the nature of research in a university setting, combined with the capacity to support and nurture research and research faculty.
- An understanding of the importance of regional and peer accreditation and the ability to effectively represent UOG's interests when interacting with accrediting bodies.
- Ability to make difficult decisions.
- Ability to showcase early visible successes while implementing

long-term projects and developing physical and operational infrastructure.

- The ability to prioritize in a manner that increases support for the university.

### **RELATIONSHIP BUILDING**

- Demonstrated ability to inspire and build trust and respect across multiple constituencies (students, alumni, faculty, staff, administration, community, and strategic partners).
- Proven ability to develop and foster partnerships with external leaders and organizations.
- Experience working with government officials, legislative processes, and public policy.
- Experience working with constituents in a unionized higher education environment.

### **DIVERSITY, EQUITY, AND INCLUSION**

- Experience in promoting diversity, equity, and inclusion in the workplace.
- Experience working and engaging with diverse communities including Indigenous people.

## **ADVANCEMENT / FUNDRAISING**

- Successful fundraising experience including seeking and securing grants from private and public sources.
- Ability to educate and articulate the mission of the University of Guam and generating support for its operations to different stakeholders, constituents, and audiences.
- Experience working with an internal advancement office and an external foundation
- Inspires donor confidence and creates a culture for giving by developing relationships with local and international partners including alumni, the corporate community, cultural and voluntary sectors.

## **BUSINESS ACUMEN**

- Experience managing complex educational organizations.
- Demonstrated track record of data-driven decision making.
- Experience in building and managing complex budgets.
- Experience with and understanding of the marketing of higher education programs.
- Experience in the development and implementation of successful strategic plans and in creating innovative programs/initiatives.
- Ability to effectively link regional economic development to the teaching, research, and extension/outreach missions of the university.

## **COMMUNICATION SKILLS**

- Ability to effectively interact with diverse groups of people in a variety of settings.
- Effective verbal and written communication skills.
- Ability to adjust as needed to communicate effectively with a wide range of constituents.

## **PERSONAL CHARACTERISTICS**

- A genuine affinity for the complexity of higher education and an appreciation of the work of the university community.
- Perseverance, a strong work ethic, and drive to build a legacy of success.
- Intellect—as evidenced by relevant educational attainment, curiosity and open-mindedness.
- The eagerness and stamina to serve 24/7 as an institutional advocate and spokesperson.
- Humility and a sense of humor.
- Demonstrated commitment to the highest ethical, moral, and professional standards.



## APPLICATION PROCEDURES

For more information concerning this announcement and to apply visit <https://www.uog.edu/presidential-search>.

To ensure full consideration, you will also be required to submit:

1. Cover letter indicating interest in the position and how applicant satisfies the minimum qualifications and qualities/characteristics sections of this Profile
2. Current resume / curriculum vitae

Completed applications are **due by \_\_\_\_, 2023**.

Or contact Mr. Joseph Gumataotao, Chief, Human Resources Officer, at [psc@triton.uog.edu](mailto:psc@triton.uog.edu) or call (671) 735-2350 between 8 a.m. to 5 p.m. ChST (GMT +10:00).



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