



The University of Guam does not discriminate on the basis of sex, race, color, religion, national or ethnic origin, disability unrelated to job requirements, age (except as permitted by law), citizenship status, marital status, or political affiliation. Furthermore, the University of Guam does not discriminate on the basis of sex in the admission to or employment in its programs or activities.

# ANNOUNCEMENT

July 2, 2018

**THE FOLLOWING ANNOUNCEMENT IS HEREBY AMENDED TO READ AS FOLLOWS:**

**THE UNIVERSITY OF GUAM SOLICITS APPLICATIONS TO ESTABLISH A LIST OF ELIGIBLES FOR THE FOLLOWING POSITION (TENURE/NON-TENURE TRACK APPOINTMENT, FULL/PART-TIME, SUBJECT TO THE AVAILABILITY OF FUNDS):**

**Announcement No. 071-18**

**Position Title**  
**INSTRUCTOR/EXTENSION AGENT II TO  
ASSISTANT PROFESSOR/EXTENSION AGENT III  
(EXTENSION AGRICULTURE ECONOMICS)**

**Application Deadline:**

**Optimal submittal date is August 31, 2018 Chamorro Standard Time (ChST/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.**

**(Note to applicants in the mainland United States: Please be advised that Guam is a day ahead of the mainland United States.)**

*vice*

**Application Deadline:**

**Optimal submittal date is July 31, 2018 Chamorro Standard Time (ChST/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.**

**(Note to applicants in the mainland United States: Please be advised that Guam is a day ahead of the mainland United States.)**

**FOR MORE INFORMATION:**

Please call 735-2350, Fax 734-6005, or visit the University of Guam, Human Resources Office located in the Administration Building for information regarding position.

The University of Guam complies with Public Law 24-109 in reference to the provisions and requirements of the Americans with Disabilities Act. Assistance in EEO/ADA matters and inquires concerning applications of Title IX and its implementing regulations may be referred to the University's Director, EEO and Title IX/ADA Coordinator, Mr. Joseph Blas Gumataotao, located at the EEO/ADA Office, Dorm II, Iya Hami Hall, Room 106, Telephone No. (671) 735-2244; TTY: (671) 735-2243, or to the Office of Civil Rights (OCR).

  
**LARRY G. GAMBOA, SPHR, SHRM-SCP**  
**Chief Human Resources Officer**

*Instructor/Extension Agent II to Assistant Professor/Extension Agent III (Extension Agriculture Economics).07/02/18*  
*Approved by CHRO 07/02/18*



The University of Guam does not discriminate on the basis of sex, race, color, religion, national or ethnic origin, disability unrelated to job requirements, age (except as permitted by law), citizenship status, marital status, or political affiliation. Furthermore, the University of Guam does not discriminate on the basis of sex in the admission to or employment in its education programs or activities.

# A N N O U N C E M E N T

June 4, 2018

THE UNIVERSITY OF GUAM SOLICITS APPLICATIONS TO ESTABLISH A LIST OF ELIGIBLES FOR THE FOLLOWING POSITION (TENURE/NON-TENURE TRACK APPOINTMENT, FULL/PART-TIME, SUBJECT TO THE AVAILABILITY OF FUNDS):

## #071-18 INSTRUCTOR/EXTENSION AGENT II TO ASSISTANT PROFESSOR/EXTENSION AGENT III (EXTENSION AGRICULTURE ECONOMICS)

<b>Location:</b>	College of Natural and Applied Sciences/Cooperative Extension & Outreach Service/Division of Agriculture and Life Sciences
<b>University Information:</b>	<p>The University of Guam is the premier institution of higher education in the Western Pacific. It is a land-grant institution, accredited by the Western Association of Schools and Colleges Senior Commission. Located in the village of Mangilao on the island of Guam, the campus overlooks beautiful Pago Bay and the University's world-class Marine Biology Lab. The University has approximately 3,900 students, 90% of Asian or Pacific Islander ancestry, providing a uniquely diverse campus and multicultural atmosphere. As a regional, comprehensive, open admissions institution, the university awards degrees at the baccalaureate and master's levels through its two colleges and four professional schools. Over the next five years, the University will be entering an exciting period of growth linked to anticipated increases in military investments and resultant economic expansion in Guam. Three major University initiatives have been developed to maximize academic and community opportunities during this period: "UOG, the Natural Choice" to encourage local students to aspire to attend college and to choose the University of Guam; "UOG Green" with renewable energy and sustainability central to the initiative; and "UOG Leading Change" on Guam and in Micronesia. Extramural funding from competitive Federal sources as well as contracts is rapidly expanding. Such opportunities along with a critical mass of dedicated and capable administration, faculty, students, and staff make the University of Guam an exciting place to be for many years to come. Information on the University's campus security and fire safety may be accessed at <a href="http://www.uog.edu/hro">http://www.uog.edu/hro</a> (Under Links).</p>
<b>General Description:</b>	<p>The University of Guam is looking for an individual who is interested in new challenges and opportunities for professional and personal growth. This position calls for someone who is self-motivated and adaptable, intelligent, possesses a global vision and who is interested in working in a dynamic, multi-cultural institution.</p>
<b>Unit Description:</b>	<p>The College of Natural and Applied Sciences (CNAS) is led by a Dean who serves as Director of both, the UOG Cooperative Extension &amp; Outreach (C-E&amp;O) and the Western Pacific Tropical Research Center (WPTRC). Faculty in C-E&amp;O and WPTRC are in the Agriculture and Life Sciences Division. Within C-E&amp;O there are currently ten (10) tenure track Extension faculty members; two Community Development, one Nutrition, one Food Science, one Family Life and Youth Development, one Horticulture, one Entomology, one Agriculture Economics, one Animal Science, and one Plant Pathology, as well as soft money full time faculty and several Extension associates and assistants. C-E&amp;O enables the multicultural community of Guam to make informed decisions through non-formal education programs based on research and assessed local needs.</p>
<b>Character of Duties:</b>	<p>This position is a 12-month tenure track Extension faculty position in Agriculture Economics. The Extension Faculty member works as a part of the CNAS's C-E&amp;O team under the Agriculture and Life Sciences Division, and as a representative of the University of Guam. The successful candidate will provide leadership support for efforts working on Agriculture Economic issues and programs often working across the various Extension Plan of Work areas.</p> <p>The successful applicant will have as his/her primary role "Extension and Community Outreach." In this role the faculty member will review past and conduct needs assessments to develop a knowledge base of issues and factors affecting a broad spectrum of Agricultural Economic topics for the island and region; and then will be expected to plan, develop, implement and evaluate Extension education programs in Agriculture Economics for Guam and the Western Pacific. These efforts could be broadly defined to include assistance with Resource, Community and Business Economics. These programs are driven by needs assessments conducted under 5-year federally approved Plans of Work (POW). As a tenure track Extension faculty member, the successful applicant must also be willing to support the teaching and research efforts of CNAS's Agriculture and Life Sciences (ALS) undergraduate program. Additional Extension roles include working with and coordinating Extension programs that are in accordance with the Guam Extension Plan of Work with a focus on Agricultural Economics and providing technical support to existing programs that may include: Farm Planning; Farm to Market Development; New Farmer Trainings; Personal/Family Finance, Production Cost Studies; Farmer/Chef efforts; Cooperatives Development; Agricultural Business Feasibility (including value added product development); Economic Studies of Macro and Micro Level Agriculture; Policy Development; and others. Given the small pool of Extension professionals, in this position it is very useful to be or become cross trained in other production disciplines.</p> <p>As a tenure track faculty member, the successful applicant must meet the tenure requirements to develop a portfolio of accomplishments that reflect a minimum of 50% within the primary endeavor (Extension and Community Outreach), a minimum of 25% Creative Scholarly Activities or Research, and 15% University and Community Service during the first five years of the tenure track appointment. It is anticipated that while this position is primarily an Extension appointment, it will be a split position with at least 12.5% Research funding. In addition all tenure track faculty in the Agriculture and Life Sciences Division are required to teach at least three (3) contact hours a year in the Agriculture and Life Sciences Undergraduate Program. A report of accomplishments and a Plan of Work is submitted annually by the faculty member, and then the plan is reviewed, discussed and approved by the Associate Director and Dean/Director of the College.</p> <p>The successful candidate is expected to:</p> <ul style="list-style-type: none"><li>• Establish and maintain positive relationships among stakeholders to assess community needs and concerns around the agricultural industry.</li><li>• Develop and implement research-based extension programs to address the critical and emerging needs in</li></ul>

## #071-18 INSTRUCTOR/EXTENSION AGENT II TO ASSISTANT PROFESSOR/EXTENSION AGENT III (EXTENSION AGRICULTURE ECONOMICS)

agriculture economics, agriculture business and/or marketing.

- Collaborate with Extension faculty and staff, local and federal agencies to plan, execute, and evaluate programs related to discipline areas.
- Work with Guam's Department of Agriculture and Federal partners to support and enhance the agriculture industry.
- Collaborate with community based organizations for Extension program delivery, including but not limited to the Soil and Water Conservation Districts, local Cooperatives, Non-Government Organizations (NGOs), and Non-Profit Organizations.
- Involvement/support in the establishment and maintenance of new farms/value added business/subsistence production efforts.
- Participate in University, College and Extension committees, as well as community service and research endeavors.
- Develop Extension and research publications related discipline area, including but not limited to peer reviewed journal articles, fact sheets, bulletins, technical reports, and other items.
- Secure extramural funding and write peer reviewed journal articles, as grants are a primary source of program funds and publication often an expected output.
- Give a minimum of four (4) public Extension & Outreach workshops each year.

**Qualifications:**

**Minimum:** 1) Earned Masters degree related to Agricultural Economics or closely related field, from a U.S. regionally accredited institution or foreign equivalent; 2) At least three (3) or more years' experience working in Cooperative Extension or other non-formal instruction and/or related outreach programs; 3) Demonstrated ability to secure and manage competitive grant; 4) Demonstrated ability to communicate, interact, and collaborate effectively with students, colleagues and the community, both orally and in writing; 5) Ability and willingness to work with people of diverse cultures, backgrounds and economic status 6) Experienced in multiple education/outreach delivery mechanisms; and 7) Must be willing to teach online.

**Preferred:** 1) Experience in undergraduate teaching and program development and willingness to teach courses in farm management/marketing, personal finance, and/or other subjects under Agriculture and Life Sciences; 2) Knowledge and understanding of the U.S. land grant system and role of Cooperative Extension; 3) Additional training in related topics like community development, personal finance and estate management, sustainable agriculture, tropical agriculture, agroforestry, livestock or aquaculture are positives criteria; 4) Experience in applied research, scholarly work and university service; 5) Demonstrated successful grant writing and management; 6) Work experience in Cooperative Extension or Outreach Education in consultation on farm management, family finance, and agriculture marketing; 7) Knowledge of or experience in working with the Pacific Island or other minority/multicultural populations; and 8) Experience working with online learning programs.

**Salary Level:**

Salary will be commensurate with qualifications and experience relevant to the position. The following salary figures are for twelve (12) months:

Instructor/Extension Agent II	\$44,419 - \$75,261 Per Annum
Assistant Professor/Extension Agent III	\$51,314 - \$88,707 Per Annum

Compensation for employment shall not commence until all hiring conditions are met, including required employment visa. Annual salary will be prorated, if start of employment is delayed.

**Appointment/  
Relocation:**

The position is a twelve (12) month faculty position, three-year tenure track or non-tenure track (1, 2, 3 year) contractual appointment. The University provides relocation assistance to new employees if hired off-island on a three-year initial contract. Provided are travel expenses for the applicant and the applicant's spouse (as defined by Guam Law) and children under the age of 18 by the least expensive and most direct air route from the point of hire and for moving household goods to Guam by the least expensive carrier up to 3,500 pounds for a family and 1,750 pounds for an applicant without dependents. Insurance of household goods, if desired, is at the employee's expense.

**Benefits:**

Fringe benefits include a medical and dental plan, life insurance, cafeteria plan (flexible tax benefit plan), and the Government of Guam retirement plan.

**Application  
Process:**

Applicants for University of Guam faculty positions must complete an online job application through the UOG's online employment portal at <https://uog.peopleadmin.com>. Please have the following documents prepared and ready to upload with your application:

- (1) Letter of Intent, stating interest
- (2) Up-to-date curriculum vitae or resume
- (3) Copies of all graduate and undergraduate transcripts

Applicants who are short-listed for an interview will be required to provide a short (approximately 5 minutes) video clip of their lecture or presentation.

**Special Instructions for References:** Three (3) current letters of recommendation from persons knowledgeable about your academic and professional performance must be provided by providing a list of at least three (3) references to be contacted on the References section of the online application. Enter each reference by clicking on the "Add References Entry" button. Provide the name, title, email address, mailing address, and telephone number of each reference. A system automated email will be sent to each reference's email address with a link to attach their reference letter to your application.

**Selected candidate** must provide official transcripts prior to hire date. For further information, please contact Dr. L. Robert Barber, Jr., Chair, Extension Agriculture Economics Search Committee at [bbarber@triton.uog.edu](mailto:bbarber@triton.uog.edu) or the Human Resources Office at [uoghro@triton.uog.edu](mailto:uoghro@triton.uog.edu), telephone number, (671) 735-2350 or fax number at (671) 734-6005.

**Police and Court Clearance:** Pursuant to Public Law No. 28-24 and Executive Order 2005-34, applicants selected for a position are required to provide original police and court (Superior Court of Guam) clearances of no more than three (3) months old prior to commencement of employment. Off-island applicants must obtain clearances from their place of

**#071-18 INSTRUCTOR/EXTENSION AGENT II TO  
ASSISTANT PROFESSOR/EXTENSION AGENT III  
(EXTENSION AGRICULTURE ECONOMICS)**

**Application  
Deadline:**

residence. Applicants are responsible for fees associated with obtaining the clearances.

Optimal submittal date is July 31, 2018 Chamorro Standard Time (ChST/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.

(Note to applicants in the mainland United States: Please be advised that Guam is a day ahead of the mainland United States.)

For further information about the University of Guam, visit our Web Site at <http://www.uog.edu>. General information about Guam is available at <http://www.visitguam.org>. For local newspapers, The Pacific Daily News is available at <http://www.guampdn.com> and The Guam Daily Post is available at <http://www.postguam.com>. Information on moving to Guam is available at the Guam Customs & Quarantine Agency web site: <http://www.cqa.guam.gov>.

**Work Eligibility:**

Submission of completed job applications authorizes the University of Guam to seek and obtain information regarding the applicant's suitability for employment. All factors which are job related may be investigated (i.e., previous employment, educational credentials, and criminal records). All information obtained may be used to determine the applicant's eligibility for employment in accordance with equal employment opportunity guidelines. In addition, the applicant releases previous employers and job related sources from legal liability for the information provided.

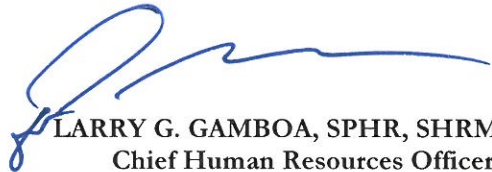
Should an applicant be convicted of any crimes other than a minor traffic violation, all applicable information must be provided in the form of a police clearance report and court clearance report. Failure to admit any felony convictions may result in immediate disqualification or disciplinary action.

Section 25103, Chapter 25, Title 10 of the Guam Code Annotated requires college or university employees to undergo a physical examination, to include a test for tuberculosis (skin or x-ray), prior to employment and at least annually thereafter. A report of such examination must be conducted by a licensed physician within a state or territory of the United States and must be submitted upon request.

Federal law requires presentation of eligibility to work in the United States within seventy-two (72) hours of reporting for employment. Specifically, 8 USC 1324A requires the employer to verify the identity and eligibility to work in the United States of all newly hired employees. The University of Guam is required to comply with this law on a non-discriminatory basis. If you are hired to fill a position with the University of Guam, you will be required to present valid documents to comply with this law.

The University of Guam is an equal opportunity employer and provider.

The University of Guam complies with Public Law 24-109 in reference to the provisions and requirements of the Americans with Disabilities Act. Assistance in EEO/ADA matters and inquiries concerning the application of Title IX and its implementing regulations may be referred to the University's Director, EEO and Title IX/ADA Coordinator, Mr. Joseph Blas Gumataotao, located at the EEO/ADA and Title IX Office, Dorm II, Iya Hami Hall, Room 106, Telephone No. (671) 735-2244; TTY (671) 735-2243; or to the Office of Civil Rights (OCR).



LARRY G. GAMBOA, SPHR, SHRM-SCP  
Chief Human Resources Officer