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

May 28, 2024

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

#080-24 EXTENSION AGENT III TO EXTENSION AGENT IV (EXTENSION PLANT PATHOLOGY)

Location:

College of Natural and Applied Sciences/Agriculture and Life Science Division/Cooperative Extension Service

University Information:

The University of Guam is the premier institution of higher education in the Western Pacific. It is a land-grant, a sea-grant, and a space-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 the beautiful Pago Bay and the University's world-class Marine Laboratory and Water and Environmental Research Institute of the Western Pacific. The University has 3,400 students, 47% of Asian ethnicity and 45% of Pacific Islander ancestry, providing a uniquely diverse campus and multicultural atmosphere. As a regional, comprehensive, open-admissions institution, the University awards degrees at the certificate, baccalaureate, and master's levels through its two colleges and four professional schools. The institution's mission of Ina (to Enlighten), Diskubre (to Discover), Setbe (to Service) serve as the foundation for the institution's Para Hulo' strategic plan, with its vision to transform lives and advance communities as a land-grant, a sea-grant, and a space-grant university. One of the university's key strategic initiatives is to be recognized as a research university centered in Island Wisdom. Island Wisdom acknowledges that Pacific ways of knowing and Western models of higher education are central to the institution's teaching, research, and service endeavors, and that balanced consideration of the ideas that emerge from them is essential to the prosperity and sustainability of island communities. Through its robust research portfolio fueled by extramural funding from competitive grants and contracts, the University delivers public value through dedicated and capable administration, faculty, students, and staff. As a complement to the research carried out at the institution, the University of Guam has an active press dedicated to publishing research and writing about Guam and Micronesia. A variety of publishing opportunities are available to UOG faculty, employees, students, and members of the communities we serve through the University of Guam Press. UOG is a safe and secure campus, where the institution places paramount importance on the physical, intellectual, emotion, and spiritual wellbeing of its students and employees. It fosters open dialogue and collegiality based upon mutual respect for diverse perspectives. The university has enacted processes to ensure the physical safety of the campus (most recent information may be accessed at <https://www.uog.edu/life-at-uog/safety-security>) and a policy that encourages open dialogue and respect for all points of view. Community responsive academic programs, robust research agenda, ample publishing opportunities, and commitment to community make the University of Guam an exciting place to be for many years to come.

General Description:

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.

Unit Description:

The Dean of the College of Natural and Applied Sciences (CNAS) serves as Director of the UOG Cooperative Extension & Outreach (CE&O) and the Western Pacific Tropical Research Center (WPTRC). Faculty in CE&O and WPTRC are in the Agriculture and Life Sciences (ALS) Division. Within CE&O there are currently thirteen (13) tenure track Extension faculty positions; one in Community Development, two in Nutrition, one in Food Science, one in Family Life and Youth Development, three in Horticulture, one in Entomology, two in Agriculture Economics, one in Animal Science, and one in Plant Pathology (this position), as well as soft money full time non-tenure track faculty and several Extension associates and assistants. The UOG-CE&O enables the multicultural community of Guam to make informed decisions through non-formal education programs based on research and assessed local needs. The WPTRC, the University's Agricultural Experiment Station (AES), conducts research based on local and regional needs, often identified by CE&O's community need assessments.

Character of Duties:

This position is a 12-month tenure-track Extension faculty position in Plant Pathology within the Agriculture and Natural Resources Program of the University of Guam Cooperative Extension Service. The primary role of this position is designated as "Extension and Community Outreach". In this role the faculty member will review past accomplishments and conduct needs assessments to develop a knowledge base of Plant Pathology issues and factors affecting the island and region. This knowledge will be used to plan, develop, implement, and evaluate Extension education programs in Plant Pathology for Guam and the Western Pacific. This role includes managing and obtaining funds for CE&O's plant disease diagnostic services for local regional communities. Agriculture Natural Resources faculty members have a shared laboratory, within this lab, area is designated and equipped to support these services. Extension programs are driven by needs assessments conducted under 5-year federally approved Plans of Work (POW).

As a tenure-track faculty, the successful applicant is required 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, a minimum of 15% University and Community Service, and 10% flexible across endeavors during the first five years of the tenure track appointment. New faculty will be provided with a faculty mentor on the UOG Comprehensive Faculty Evaluation System, preparation of annual plans of work, and the promotion and tenure process. Faculty members are expected to pursue extramural grants to fund their extension and research program. In addition, all tenure track faculty in the Agriculture and Life Sciences Division are required to teach at least three (3) contact hours per year in the Agriculture and Life Sciences (ALS) Undergraduate Program. Faculty members may teach graduate classes and mentor graduate students in the college's three (3) master programs. Faculty members are required to submit an annual report of accomplishments and a Plan of Work. These are reviewed and approved by the Dean/Director of the College.

This Extension faculty will work as a member of the UOG-CE&O team and as a representative of the University of Guam. This faculty will be under ALS Division as a member of UOG-CE&O and provide leadership support for Plant Pathology issues and programs, while also working across the various Extension Plan of Work areas.

The successful candidate is expected to engage in many of the following topical areas:

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- Provide technical assistance, by workshop, phone and field visits to subsistence and commercial stakeholders involved in production of plants.
- Conduct formal and non-formal education programs on plant pathology topics relevant to community needs and emerging issues.
- Create and provide plant pathology information in the form of printed, web based, and in person education venues.
- Through applied and participatory research, develop sustainable outreach programs in plant disease management and control.
- Maintain close outreach partnerships with local quarantine and regulatory agencies.
- Provide technical support and outreach education on management, control, and mitigation of plant disease.
- Provide technical support and outreach education on emerging local needs, and plant disease topics for both small scale (subsistence) and commercial operations.
- Serve a significant part of/ role on a multi-disciplinary team to develop/ implement USDA approved pesticide applicator training appropriate for a small island context and multi-linguistic population.
- Participate in regional projects supporting US-affiliated Western Pacific (Republic of the Marshall Islands, Federated States of Micronesia, Republic of Palau, and Commonwealth of the Northern Mariana Islands, Hawaii, and American Samoa) Land Grant programs.
- Participate in University, College, and community committees and boards.
- Establish and maintain positive relationships among diverse groups and stakeholders to assess community needs and concerns around the agricultural industry; in production, processing, and marketing.
- Interact actively with organizations such as the Guam Department of Agriculture, USDA APHIS, Guam Environmental Protection Agency, Guam Invasive Species Council, Farm Service, US Forest Service, Natural Resources Conservation Service, Guam Soil and Water Conservation Districts, and others.
- Provide technical expertise in plant disease and control to local agencies and policy makers to assist in developing science based and community need based policies that support, environmentally and economically sustainable, growth of the island's agriculture industries.
- Publish in peer-reviewed scientific journals and present research findings in local, regional, national, and international conferences.
- Develop Extension outreach publications and other media on discipline related topics.
- Procure extramural grants and additional funding by developing comprehensive, interdisciplinary proposals that address locally identified needs.
- Train and supervise research associates, research assistants and other personnel.
- Collaborate with other UOG academic units

Qualifications:

Minimum: Must have a Ph.D. in Plant Pathology or closely related field from a U.S. regionally accredited institution or foreign equivalent. Must be willing to teach online and to participate in professional development for online learning support.

Preferred: Work experience in Cooperative Extension especially in the areas of agricultural production and plant disease control, and tropical agriculture (food, ornamental, etc.). Experience in securing and managing competitive grants, record of producing community and academic publication, experience in undergraduate and graduate teaching and experience in online learning programs. Knowledge of and experience with Land Grant programs.

Salary Level:

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

Extension Agent III	\$68,129 - \$136,685 per annum
Extension Agent IV	\$75,878 - \$150,415 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 contractual appointment and requires the hired applicant to relocate to Guam and work on campus. 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 and relevant experience
- (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 Mr. Jesse Bamba, Chair, Extension Plant Pathologist Search Committee, at jbamba@triton.uog.edu or the Human Resources Office at uoghro@triton.uog.edu, telephone number, (671) 735-2350 or fax number at (671) 734-6005.

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**Application
Deadline:**

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

Priority will be given to applications received by July 1, 2024 (CHamoru Standard Time/UTC+10) when review of received applications will begin, but applications will continue to 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>.

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, located at the EEO/ADA and Title IX Office, Dorm II, Iya Hami Hall, Room 104, Telephone No. (671) 735-2244; TTY (671) 735-2243; or to the Office of Civil Rights (OCR).


Joseph Gumataotao (May 28, 2024 10:54 GMT+10)
JOSEPH B. GUMATAOTAO
Chief Human Resources Officer