



*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

November 3, 2020

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):

## **#009-21 ASSISTANT PROFESSOR TO PROFESSOR (FINANCE-ECONOMICS, HUMAN RESOURCES MANAGEMENT, INTERNATIONAL TOURISM MANAGEMENT AND HOSPITALITY, AND/OR MARKETING)**

<b>Location:</b>	School of Business and Public Administration
<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> <p>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.</p>
<b>Unit Description:</b>	Faculty in Finance and Economics, Human Resources Management, International Tourism Management and Hospitality, Management, and/or Marketing are part of the Business Administration Division within the School of Business and Public Administration. The School is the regional center for education, development, service and research in business and government.
<b>Character of Duties:</b>	The University of Guam School of Business and Public Administration is seeking qualified candidates for faculty positions in Finance and Economics, Management, Human Resource Management, International Tourism and Hospitality Management, and/or Marketing starting Spring 2021 at the earliest. The individuals may be expected to teach upper-level undergraduate courses and advanced-level courses in the Professional Master of Business Administration program in their respective area of study. The University of Guam is seeking candidates who will advance the academic and professional quality of the School through research (theoretical and/or applied) and by facilitating student acquisition of conceptual knowledge, a broad set of professional competencies, and a clear sense of identity and character. Faculty are expected to participate in service initiatives as a commitment to the University's mission and to contribute to the growth of the region.
<b>Qualifications:</b>	<p><b>Minimum:</b></p> <p>Finance and Economics: Earned Doctorate (business administration or relevant finance-economics field). Degrees must be from a U.S. regionally accredited institution or foreign equivalent. All but dissertation (ABD) candidates may apply, but must have earned doctoral degree prior to employment. Candidate has taught courses at the undergraduate level in both face-to-face and online formats, conducted current relevant research and has current professional experience in finance, economics, or a related field.</p> <p>Management: Earned Doctorate (business administration or relevant management field, of particular interest: Business Analytics/Information Systems, Entrepreneurship, and Strategy). Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABDs may apply, but must have earned doctoral degree prior to employment. Candidate has taught courses at the undergraduate level in both face-to-face and online formats, conducted current relevant research and has current professional experience in management or a related field, especially in a field noted above.</p> <p>Human Resource Management: Earned Doctorate (business administration or relevant human resource management field). Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABDs may apply, but must have earned doctoral degree prior to employment. Candidate has taught courses at the undergraduate level in both face-to-face and online formats, conducted current relevant research and has current professional experience in human resource management.</p> <p>International Tourism and Hospitality Management: Earned Doctorate (business administration or relevant international tourism and hospitality management field). Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABDs may apply, but must have earned doctoral degree prior to employment. Candidate has taught courses at the undergraduate level in both face-to-face and online formats, conducted current relevant research and has current professional experience in international tourism and hospitality management.</p> <p>Marketing: Earned Doctorate (business administration or related field) Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABD may apply, but must have earned doctoral degree prior to employment. Candidate</p>

**#009-21 ASSISTANT PROFESSOR TO PROFESSOR  
(FINANCE-ECONOMICS, HUMAN RESOURCES MANAGEMENT,  
INTERNATIONAL TOURISM MANAGEMENT AND HOSPITALITY,  
AND/OR MARKETING)**

has taught courses at the undergraduate level in both face-to-face and online formats, conducted current relevant research and has current professional experience in marketing or a related field.

**Preferred:**

Finance and Economics: Earned Doctorate in Finance, Economics (or equivalent field) with a successful record of teaching upper-level courses in finance and economics and demonstrates a distinguished record of research/technical publications and has business experience in the fields of finance and economics. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with the Association to Advance Collegiate Schools of Business (AACSB) accreditation.

Management: Earned Doctorate in Management (or Business Administration or a specialized field in Business Analytics/Information Systems, Entrepreneurship, and Strategy) with a successful record of teaching upper-level courses in management and demonstrates a distinguished record of research/technical publications and has business experience in management, especially in a field noted above. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with AACSB accreditation.

Human Resource Management: Earned Doctorate in Human Resource Management with a successful record of teaching upper-level courses in human resource management and demonstrates a distinguished record of research/technical publications and has business experience in the relevant field. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with AACSB accreditation.

International Tourism and Hospitality Management: Earned Doctorate in International Tourism and Hospitality Management with a successful record of teaching upper-level courses in international tourism and hospitality management and demonstrates a distinguished record of research/technical publications and has business experience in the relevant field. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with AACSB accreditation.

Marketing: Earned Doctorate in Marketing (or equivalent field) with a successful record of teaching upper-level courses in marketing and demonstrates a distinguished record of research/technical publications and has business experience in the field of marketing. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with AACSB accreditation.

**Salary Level:**

Salary will be commensurate with qualifications and experience relevant to the position. The following salary figures are for nine (9) months (Hard to Hire Designation):

Assistant Professor	\$71,006 - \$80,183 Per Academic Year
Associate Professor	\$80,751 - \$88,238 Per Academic Year
Professor	\$82,361 - \$92,699 Per Academic Year

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 nine (9) 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 specific areas of interest in teaching and research
- (2) Up-to-date curriculum vitae or resume
- (3) Copies of all graduate and undergraduate transcripts
- (4) Evidence of teaching effectiveness in both face-to-face and online formats
- (5) Statement of Teaching Philosophy and Research Agenda (up to 3 pages total)

Only complete application packets will be reviewed.

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 Maria Claret Ruane, PhD, Chair, Accounting, Finance-Economics, Management, and Marketing Search Committee at [ruanem@triton.uog.edu](mailto:ruanem@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 residence. Applicants are responsible for fees associated with obtaining the clearances.

**Application  
Deadline:**

Optimal submittal date is November 20, 2020 (Chamorro Standard Time/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.

**#009-21 ASSISTANT PROFESSOR TO PROFESSOR  
(FINANCE-ECONOMICS, HUMAN RESOURCES MANAGEMENT,  
INTERNATIONAL TOURISM MANAGEMENT AND HOSPITALITY,  
AND/OR MARKETING)**

(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 (Nov 3, 2020 10:00 GMT+10)

**JOSEPH B. GUMATAOTAO**  
Acting Chief Human Resources Officer