



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
Board of Regents

UOG Station, Mangilao, Guam 96923  
Telephone: (671) 735-2995 • Fax: (671) 734-2296

**REGULAR MEETING**

**Thursday, December 13, 2012, 5:30 p.m., AV Room 1, RFK Library,  
Tan Siu Lin Building, UOG Campus, Mangilao, Guam**

**AGENDA**

- 1.0 CALL TO ORDER**
- 2.0 MEETING MINUTES**
- Action 2.1 Regular Meeting Minutes of September 20, 2012**
- Information 3.0 CHAIRMAN'S REMARKS**
- Information 4.0 PRESIDENT'S REPORT**
- 5.0 REPORTS FROM STANDING COMMITTEES**
  - 5.1 Academic, Personnel and Tenure Committee**
    - Action 5.1.1 Resolution No. 12-25, Relative to Approving the Fall 2012 Commencement Graduate Listing**
    - Action 5.1.2 Resolution No. 12-26, Relative to Approving the Development of a Voluntary Faculty Phased Retirement Program**
    - Action 5.1.3 Resolution No. 12-27, Relative to Approving a Furlough Policy for Non-Faculty Employees**
    - Action 5.1.4 Resolution No. 12-28, Relative to Implementing the University's Reapportioned FY2013 Budget to Include a Salary Increment Freeze for Academic Personnel**
  - 5.2 Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee**
    - Action 5.2.1 Resolution No. 12-29, Relative to Awarding the Honorary Degree of Doctor of Humane Letters to Robert H. Jones**
    - Action 5.2.2 Resolution No. 12-30, Relative to Approving the Reapportioned Student Financial Assistance Program FY2013 Budget Including the Yamashita Teacher Corps, which Provides Benefits for AY 2012-2013 for New Applicant and Continuing Recipients**
    - Action 5.2.3 Resolution No. 12-31, Relative to Approving the Career Priority Listing for AY 2013-2014**
  - 5.3 Budget, Finance, Investments and Audit Committee**
    - Information 5.3.1 Financial Update**
    - Information 5.3.2 Collections Report**
    - Information 5.3.3 Procurement Transactions and Contracts Report**

- Action**                      **5.3.4 Resolution No. 12-32, Relative to Approving the Proposed Tuition Rate Changes**
- Action**                      **5.3.5 Resolution No. 12-33, Relative to Approving the Reapportioned FY 2013 General Operations, NAF and Auxiliary Fund Budgets**
- 5.4 Physical Facilities Committee**
- Information**                **5.4.1 Plant and Facilities Update**
- Information**                **5.4.2 Physical Master Plan Update**
- Action**                      **5.4.3 Resolution No. 12-34, Relative to Naming the English and Communications Building the “Tan Lam Pek Kim English and Communications Building”**
- Action**                      **5.4.4 Resolution No. 12-35, Relative to Approving the University of Guam 60<sup>th</sup> Anniversary Capital Campaign Naming Opportunities Plan**
- 6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE**
- 7.0 NEW BUSINESS**
- Action**                      **7.1 Board of Regents Orientation Handbook Update**
- 8.0 OPEN PRESENTATION (3 Minute Limit Per Person)**
- 9.0 EXECUTIVE SESSION**
- 9.1 Tenure Recommendation from the Academic, Personnel and Tenure Committee for Dr. Hui Gong, Associate Professor of Aquaculture**
- 10.0 VOTING FILE**
- Action**                      **10.1 Tenure Application of Dr. Hui Gong**
- 11.0 ADJOURNMENT**

Chairman W. Chris Perez will call the meeting to order.



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**Regular Meeting Minutes  
September 20, 2012**

**1.0 CALL TO ORDER**

The Regular Meeting of the Board of Regents (BOR) was called to order by Chairperson W. Chris Perez on September 20, 2012, at 5:30 p.m., in AV Room #1, University of Guam RFK Library, Tan Siu Lin Building notice of such meeting having been duly and regularly provided by the BOR.

**QUORUM:**

<b>W. Chris Perez</b>	<b>Chairperson</b>
<b>Kathy Sgro</b>	<b>Vice Chairperson</b>
<b>John Arroyo</b>	<b>Treasurer</b>
<b>William Leon Guerrero</b>	<b>Member</b>
<b>Marcos Fong</b>	<b>Member</b>
<b>Anthony Quenga</b>	<b>Member</b>
<b>Elizabeth Gayle</b>	<b>Member</b>

**ALSO PRESENT:**

<b>Robert A. Underwood</b>	<b>Executive Secretary</b>
<b>Louise M. Toves</b>	<b>Recording Secretary</b>
<b>Victorina M.Y. Renacia</b>	<b>Legal Counsel</b>

**2.0 MEETING MINUTES**

**2.1 Regular Meeting Minutes of May 16, 2012**

Vice Chairperson Sgro moved for approval of the Regular Meeting Minutes of May 16, 2012, subject to corrections, which was duly seconded. The motion carried.

**3.0 CHAIRMAN'S REMARKS**

Chairperson Perez welcomed everyone back for the new academic year. He noted BOR participation in the events over the summer, to include Spring Commencement, the UOGEF Chef's Cup, Founder's Day, the Founder's Day Gala, and the Presidential Forum. He commended all those who participated in the planning and execution of the events.



## **Board of Regents Regular Meeting Minutes of September 20, 2012**

Chairman Perez expressed appreciation to the business partners over the summer, to include Froots, Tango Theatres, Mermaid Tavern and Chili's. He thanked Vice Chairperson Sgro for representing the BOR at the Fall convocation. He reported that he attended the employee recognition event and commended all of those who were recognized for their outstanding work.

Chairman Perez stated that an appreciation event was held to recognize the contributions of former regents P. Sonny Ada, Andrew Laguana, Joseph Villagomez, and Jon Junior Calvo. He then recognized the presence of the newest regent appointed to the BOR, Elizabeth "Betty" Gayle.

Chairman Perez then introduced Dr. Daniel Robertson and Dr. Douglas S. Farrer: Dr. Robertson was named Professor Emeritus and Dr. Douglas S. Farrer was granted tenure at the May 2012 BOR meeting. He thanked them both for their service and invited them to say a few words. Both professors expressed their gratitude for the recognition.

Chairman Perez asked Regent Quenga to explain the purpose behind the candy that was distributed at the meeting. Regent Quenga reported that the candies were from the Student Government Association (SGA), who passed out the candy to the students earlier this month in recognition of International Chocolate Day.

### **4.0 PRESIDENT'S REPORT**

President Underwood gave the President's report, a summary of which is attached. He reported that he has scheduled a series of conversations over the next month at which he will introduce some of the ideas that he has about the direction of the University and the need to respond to the changing climate of higher education, which would be necessary regardless of the financial situation of the University.

### **5.0 REPORTS FROM STANDING COMMITTEES**

#### **5.1 Academic, Personnel, and Tenure Committee**

Vice Chairperson Sgro provided a brief report on the committee meeting.

#### **5.2 Student Affairs, Scholarship, Alumni Relations and Honorary Degree Committee**

##### **5.2.1 Resolution No. 12-16, Relative to Approving the Recommendation of the Student Affairs, Scholarship, Alumni Relations and Honorary Degree Committee during its meeting of August 8, 2012, on the Granting of Resident Tuition Rates for Students Eligible for Education Benefits Under the Post 9/11 Veterans Educational Assistance Act of 2010 (PL 111-377)**

Regent Fong introduced Resolution No. 12-16, which was duly seconded. Regent Gayle noted a correction to a typographical error on the resolution heading. The motion carried.

**Board of Regents Regular Meeting Minutes of September 20, 2012**

**5.3 Budget, Finance, Investments and Audit Committee**

Regent Arroyo provided a report on the joint Budget, Finance, Investments and Audit Committee and Investment Committee meeting.

**5.3.1 Financial Update**

Regent Arroyo provided a brief update.

**5.3.2 Collections Report**

Regent Arroyo referred to the Collections report on page 21 of the packet for details.

**5.3.3 Procurement Transactions and Contracts Report**

Regent Arroyo referred to the report on page 22 and 23 of the packet. He reported that there were no purchase orders over the \$100,000 threshold, but there were four contracts over \$100,000 listed on the report.

**5.3.4 Resolution No. 12-17, Relative to Approving the FY2012 Insurance Program**

Regent Arroyo introduced Resolution No. 12-17, which was duly seconded. The motion carried.

**5.3.5 Resolution No. 12-18, Relative to Approving the Contracts Management Program Policy and Amending the Approval of Procurement Awards and Contracts**

Regent Arroyo introduced Resolution No. 12-18, which was duly seconded. The motion carried.

**5.3.6 Resolution No. 12-19, Relative to Continuation of the FY2012 General Operations, Special Appropriations, Student Financial Aid Program, Yamashita Teacher Corps, and Non-Appropriated Funds Budgets into FY2013**

Regent Arroyo introduced Resolution No. 12-19, which was duly seconded. The motion carried.

**5.3.7 Resolution No. 12-20, Relative to Approving the FY2013-2015 Plan for Institutional Sustainability Reserves, Insurance Deductible Reserves, Capital Equipment Reserves and Capital Facilities Reserves**

Regent Arroyo introduced Resolution No. 12-20, which was duly seconded. The motion carried.

**Board of Regents Regular Meeting Minutes of September 20, 2012**

**5.3.8 Resolution No. 12-21, Relative to the UOG Endowment Foundation's Application for USDA Financing of the Construction of the Student Services Center and Engineering Annex and the Jesus S. and Eugenia A. Leon Guerrero SBPA Building and the Related Lease-Leaseback and Sale/Leaseback Agreements**

Regent Arroyo introduced Resolution No. 12-21, which was duly seconded. The motion carried. President Underwood expressed his gratitude to the UOG Endowment Foundation Board for their willingness to work cooperatively with UOG on this matter.

**5.3.9 Resolution No. 12-22, Relative to Approving a Depreciation Policy**

Regent Arroyo introduced Resolution No. 12-22, which was duly seconded. The motion carried.

**5.4 Physical Facilities Update**

**5.4.1 Plant and Facilities Update**

Regent Leon Guerrero provided the plant and facilities update, as well as brief report on the Physical Facilities Committee meeting.

**5.4.2 ARRA Update**

Regent Leon Guerrero reported on the various facility improvements that were funded through ARRA. He noted that all but \$7,000 of the ARRA funds were liquidated. He congratulated VPAF O'Brien, CPFO Perez, CPO Okada and other members of the ARRA team for their hard work.

**6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE**

UOGEF Executive Director Mendiola gave a report on UOGEF's efforts. He stated that committed gifts of \$2.5M have been secured, with the hope of reaching 10% of the overall goal by the end of the year. He also reported on the efforts of Congresswoman Bordallo, Speaker Won Pat, and Governor Calvo in support of the campaign. He provided an update on the 60 Hour Club efforts, noting that UOGEF is now able to receive donations from federal employees through payroll deduction. He stated that the Donor Recognition Event will be held in November, which will include the unveiling of the donor wall in the UOG Field House. UOGEF Executive Director Mendiola reported that 3 scholarships have been awarded this year. He stated that the UOGEF Board approved the resolution authorizing him to move forward towards obtaining USDA funding as supported in BOR Resolution 12-21. He closed by noting the recent election of new officers as follows: Director David John as Chairperson, Director Joseph Ada (former Governor) as Vice Chairperson, and Director George Chiu as Treasurer.

**7.0 NEW BUSINESS**

**Board of Regents Regular Meeting Minutes of September 20, 2012**

**7.1 Resolution No. 12-23, Relative to Expressing Appreciation to P. Sonny Ada for his Service as a Member, Vice Chairman and Chairman of the Board of Regents**

Vice Chairperson Sgro introduced Resolution No. 12-23, which was duly seconded. The motion carried.

**7.2 Resolution No. 12-24, Relative to Expressing Appreciation to Andrew T. Laguna for his Service as a Member of the Board of Regents**

Vice Chairperson Sgro introduced Resolution No. 12-24, which was duly seconded. The motion carried.

**8.0 OPEN PRESENTATION (3 Minute Limit per Person)**

Chairman Perez opened the floor for open presentations.

Dr. Ron McNinch, Associate Professor of Public Administration, stated that he had requested to address the BOR under 9.0 Executive Session as he wishes to speak about a personnel matter, but was told he should speak under 8.0 Open Presentation. Chairman Perez asked that Dr. McNinch address his request to the administration to determine whether it was appropriate to discuss it under 8.0 or under 9.0 of the agenda. Dr. McNinch indicated that he had, but he wanted to clarify what the BOR's preference was. President Underwood stated that he had advised Dr. McNinch that he was welcome to address his concerns under open session since the agenda is set and he is not aware of the nature of his concern other than Dr. McNinch's statement that it is a personnel manner. Dr. McNinch then offered to speak with President Underwood regarding the nature of his concern and obtain further guidance from him. He noted, however, that it is something that he wants the BOR to know that he is concerned about.

There being no further presentations, Chairperson Perez called for a short break, after which the BOR will enter Executive Session.

**9.0 EXECUTIVE SESSION**

**9.1 Tenure Recommendation from the Academic, Personnel and Tenure Committee Dr. Kathleen S. Moots, Assistant Professor of Biology**

**9.2 Presidential Evaluation Committee Report**

**9.3 BOR Self-Evaluation Committee Report**

**10.0 VOTING FILE**

**Board of Regents Regular Meeting Minutes of September 20, 2012**

Upon returning to Open Session, Chairperson Perez opened the floor to address the recommendations as discussed in Executive Session.

**10.1 Tenure Application of Dr. Kathleen S. Moots**

Vice Chairperson Sgro moved that the Tenure application of Dr. Kathleen S. Moots be approved, which was duly seconded. The motion carried. Chairperson Perez asked that Dr. Moots be notified and invited to attend the next BOR meeting to allow the BOR to meet her.

**10.2 Presidential Evaluation Committee Report**

Vice Chairperson Sgro moved that the recommendation of the Presidential Evaluation Committee in its evaluation report of President Underwood for the period of May 2011 to April 2012 be accepted. The motion was duly seconded and passed. Vice Chairperson Sgro noted for the record the President Underwood declined to accept the 2% annual merit increase for this term, as allowed for by his contract.

**11.0 ADJOURNMENT**

Chairperson Perez adjourned the meeting at 7:15 p.m.



W. Chris Perez, Chairperson

**ATTESTED:**



Dr. Robert A. Underwood, Executive Secretary

## **PRESIDENT'S REPORT**

### **September 20, 2012**

#### **1. Lifting of Increment Hold Back**

In compliance with the steps identified in BOR Resolution No. 11-12, *Relative to Implementing the University's Revised FY12 Financial Management Plan to Include Salary Increment Freezes*, and in consultation with the Budget, Finance, Audit and Investment (BFIA) committee, the Academic, Personnel and Tenure (AP&T) committee, and the BOR Chairperson, the FY2012 salary increment freeze is rescinded effective August 14, 2012. Upon receipt of the necessary documentation and appropriate recommendation, salary increments are to be processed and paid retroactively to the original due date.

#### **2. SOE Dean**

I would like to formally introduce and welcome the new Dean of the School of Education at UOG, Dr. Frankie Santos Laanan. Dr. Laanan is originally from Tumon, Guam and attended St. Anthony Catholic School and John F. Kennedy High School before finishing high school in the US mainland. He received his B.A. in Political Science (1993), M.A. in Higher Education (1994), and Ph.D. in Higher Education and Organizational Change (1998) from the University of California, Los Angeles (UCLA). Prior to returning to Guam, Dr. Laanan was a tenured full professor of Educational Leadership and Policy Studies at Iowa State University (ISU), where he has worked since 2003. Prior to ISU, he previously held faculty positions at the University of North Texas and the University of Illinois at Urbana-Champaign.

#### **3. FY2013 Budget Reapportionment**

The FY2013 budget law has been recently enacted as PL31-233. The law essentially rolls over our FY2012 appropriations. There was no appropriation for student tuition support. This is \$3.4M less than the Board-approved FY13 general operations budgets with cuts also to the approved SFAP and special appropriation budgets. There are also several additional reporting requirements. For example, the University will report on the employment of our graduates and provide information and recordings of Board meetings. Banks will be required to allow inquiry access about government funds on deposit. We will discuss the budget situation and our progress in reapportioning the budgets during tonight's meeting.

#### **4. Spring 2012 commencement**

Many of you attended the Spring 2012 commencement on May 27<sup>th</sup>. For those of you who didn't, I'd like to provide a brief report. The class valedictorian was Ronald F. Doculan, who graduated with a BA in Elementary Education. There were 215 undergraduates and 68 graduates who received their diplomas. Jan Vallarta, who graduated with a Bachelor of Business Administration in Accounting was recognized as the University's 14,000<sup>th</sup> graduate.

The keynote speaker was the Honorable Ray LaHood, US Secretary of Transportation, who was awarded an Honorary Doctorate of Humane Letters. Mr. Jesus "Chamorro" Charfauros was awarded the 2<sup>nd</sup> Master of Micronesian Traditional Knowledge, a pioneer of the Chamorro cultural renaissance.

UOG also awarded its first Presidential Thesis Award to Christine Simard, a recent Master of Science in Environmental Science graduate, for her thesis entitled, "Analysis of Salinity in the Northern Guam Lens Aquifer." She received a \$1000 stipend in recognition for her excellent work.

#### **5. Fall 2012 Enrollment**

3,702 students are enrolled this semester, which is a 0.5% decrease (19 students) compared to 2011 Fall. Graduate enrollment decreased by 57 students (348 in Fall 2011 and 291 in Fall 2012), which is the number of students who graduated in the last cohort of the Special Education masters program. Undergraduate enrollment increased by 1.1% or 38 students (3373 in Fall 2011 and 3411 in Fall 2012).

Of the 3,702 students, 42% are Freshmen, 16% are Sophomores, 14% are Juniors, 19% are Seniors, 1.4% are non-degree/postgrads, and 8% are Graduate students. 59% are female; 73% attend on a full-time basis.

Credit hour production decreased by 0.2% as compared to last Fall, from 43,776 to 43,686 (difference of 90 credit hours overall).

Based on the number of declared majors, the most popular undergraduate programs continue to be Education, Business Admin (including Accounting), Nursing, and Criminal Justice. However, 1077, or 29.1% of our undergraduate students are Undeclared.

#### **6. 60<sup>th</sup> Anniversary Donors**

I'd like to recognize the most recent donors to UOG's capital campaign:

Triton Developer - \$6,000 – A.M. Orient

21<sup>st</sup> Century Leaders - \$60,000 Moylan's Insurance Underwriters, Inc.;

21<sup>st</sup> Century Visionary - \$100,000 BankPacific; Matson Navigation Company, Inc.

UOGEF Executive Director Mark Mendiola will provide an update regarding the capital campaign later in the meeting.

#### **7. Anniversary Activities**

As part of our 60<sup>th</sup> anniversary activities since the last BOR meeting, a number of events have been held to include the re-dedication of Presidents' Grove, the re-naming of College Lane to Presidents Lane, the UOG Founders Day ceremony, the Founders Day Gala, the Presidential Forum, the UOG 60<sup>th</sup> anniversary float, and the UOG Green Energy Career Expo and 60<sup>th</sup> Anniversary Showcase, and the UOG Employees Recognition ceremony. I'd like to acknowledge the hard work of the President's office employees, the Center for Island Sustainability, the



Presidential Forum committee, the participants and entertainers at various events, and the University of Guam community for their support of these efforts. I believe these events have been very successful in creating additional opportunities to raise awareness and interest about the University with the public.

This month's focus is on the School of Business and Public Administration, which kicked off the month with a 1 mile Professional walk/run and homecoming bonfire. Please check the UOG website for their schedule of events, as they have almost daily workshops available on a variety of topics. Next month's focus will be on SGA and EMSS, with Simply Foods as our business partner.

## **8. Students**

University of Guam Psychology major Diana Carlos, won a \$400 CLASS travel grant to present her poster, "Making Recycling Accessible: A test of bin location at University of Guam," at the Association for Behavior Analysis International's 2012 Behavior Change for a Sustainable World Conference, being held in Columbus, Ohio in early August.

Kenneth Gofigan Kuper, who will graduate from the University of Guam with a psychology degree on May 27, has received an East-West Center Fellowship. The fellowship will cover Kuper's tuition and fees, graduate residence hall room costs, health insurance, book allowance, and partial living stipend as he pursues graduate study at the University of Hawai'i. This highly selective fellowship admits only a limited number of people each year.

Clinical Psychology student Camarin Meno received a \$750 College of Liberal Arts and Social Sciences travel grant to present her research entitled "*Minetgot i Famalau'an (Strength of Women): Development of a Model for Culturally Responsive Psychotherapy with Chamorro Women Victims of Violence*" at the Fourth Qualitative Research on Mental Health Conference to be held at the University of Nottingham, UK., July 3-5, 2012.

Lambda Pi Eta (LPH), the University of Guam's newly chartered Communication Honor Society inducted seventeen Communication majors at the College of Liberal Arts and Social Sciences Lecture Hall on May 17, 2012. LPH is the National Communication Association's official honor society at four-year colleges and universities. The UOG Chapter was chartered in March 2012 and has been designated by the National Communication Association as the Alpha Beta Eta Chapter of LPH. The 2012-2013 LPH Executive Board includes President Nadine Deleon Guerrero, Vice President Ahliil Saitanan, Public Information Officer Roselle Romanes, Treasurer Tiffany Arriola, and Secretary Ariel Buccat. Faculty advisor is Lilnabeth P. Somera, Ph.D.

The Society for Human Resources Management (SHRM) has selected the University of Guam SHRM Student Chapter as an "Outstanding Student Chapter" for 2011-2012. This award places the chapter in the top 10 out of over 475 student chapters across the United States. The UOG SHRM Student Chapter also earned the Superior Merit Award for 2011-12. The UOG SHRM Student Chapter was recognized during an awards ceremony at the 2012 Annual Student



Conference in Atlanta on June 23, 2012. The conference was attended by UOG SHRM Student Chapter President Michael Conner, Treasurer Sheena Jose, Members Phillip Delos Santos and Shiella Jose, and Faculty Advisor Dr. Richard Colfax.

### **9. Recognition**

The Association of Government Accountants (AGA) Guam Chapter has awarded the University of Guam the SILVER Award for the Best Government of Guam Citizen-Centric Report for 2012. This award recognizes outstanding Citizen-Centric Reports prepared by a Government of Guam entity that communicate financial and community information in a visually appealing and understandable document that demonstrates accountability and transparency to its citizens. Congratulations to UOG Comptroller, Zeny Nace and her team for their efforts in Citizen-Centric Reporting!

On May 17<sup>th</sup>, I presented the Green Dream Home competition winning team from George Washington High School with a trophy and cash prize. GW students Eric Delfin, Bremity LakJohn, Kent Espinosa, Daryle Lee, Jonathan Rios, Jefferson Kachuo and faculty mentor John Zillian took first place with their highly inventive model of a sustainable home. Their \$3000 cash prize was shared between the students, the instructor, and the school. The GWHS students are enrolled in a Guam Community College AutoCAD class.

The US Department of Education recently awarded the University of Guam TRIO Upward Bound Program another five years of grant funding amounting to \$401,953.00 annually for a total of approximately \$2M over the five-year cycle. The funding will allow the University of Guam Upward Bound Program to serve students at five high schools including John F. Kennedy, George Washington, Simon Sanchez, Southern, and Okkodo high schools. TRIO is a 100% federally funded, nation-wide, non-profit program designed to assist students, who are first-generation college bound and/or from low-income households, in achieving both their high school diplomas and college degrees.

Thirteen college students from American Samoa, Commonwealth of the Northern Mariana Islands, Federated States of Micronesia, Guam, Puerto Rico, Republic of the Marshall Islands, Republic of Palau, and U.S. Virgin Islands visited the University of Guam campus to participate in a three and a half week summer internship under the CariPac consortium, which is a program through which all land-grant institutions in the Caribbean and the Pacific collaborate and share information about agricultural innovation, research, and applications. CariPac is facilitated at the University by the College of Natural and Applied Sciences (CNAS).

### **10. Travel**

I will be traveling to Hawaii next week to attend the PPEC meeting and to meet with University of Hawaii- Manoa and Hilo officials. The week after I return, I travel to Washington DC to attend the National Board of Education Sciences meeting.

Chairman W. Chris Perez will give his remarks.

President Robert A. Underwood will give his report.

Reports from the Standing Committees will be heard at this time.

AP&T Chairperson Kathy Sgro will report on the AP&T Committee meeting.



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 12-25

RELATIVE TO APPROVING THE FALL 2012 COMMENCEMENT  
GRADUATE LISTING

**WHEREAS**, the Registrar is responsible to certify completion of courses for degree requirements; and,

**WHEREAS**, according to policy, degree requirements means all courses and credits needed to graduate, including general education requirements, college requirements, university-wide requirements, and major course requirements; and


**WHEREAS**, according to policy, students must apply early in the semester previous to the semester in which the student plans to complete their degree requirements; and,

**WHEREAS**, if a student fails to file this request for graduation, the actual awarding of the diploma may be delayed; and

**WHEREAS**, if the student fails to complete degree requirements after having filed the necessary application, the student must then submit a new application and pay the graduate application fee.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby approve that all students who have submitted an application for completion, whose names are on the attached list or subsequent revised list, and have been certified to have met all degree requirements shall have conferred upon them a diploma signed by the Dean, the Senior Vice President for Academic and Student Affairs, the President and the Chairman of the Board of Regents at Commencement on December 16, 2012.

Adopted this 13<sup>th</sup> day of December, 2012.

  
W. Chris Perez, M.D., Chairman

ATTESTED:

  
Dr. Robert A. Underwood, Executive Secretary

**Candidates for Degree in Course**

**COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES**

**Dr. James D. Sellmann, Dean**

**Bachelor of Arts (B.A.)**

Jacy G. Moore <i>Yigo</i> Anthropology	Kyle Guzman Ramirez <i>Maina</i> Communication: Communication Studies & Public Relations Tracks	Christina S. Cruz <i>Yona</i> English: Literature Emphasis
Melissa Morales Tayama <i>Yona</i> Anthropology	Roselle Luriel Awa Romanes <i>Yigo</i> Communication: Public Relations, Journalism, & Mass Media Tracks	Levanna Jamil Aquilizan Eugenio <i>Yigo</i> English: Literature Emphasis
Lauren Valentene Carino Bautista <i>Maina</i> Communication: Communication Studies Track	Ahliil Alcazaren Saitanan <i>Yigo</i> Communication: Public Relations Track	Albert John Perez Jr. <i>Yona</i> English: Literature Emphasis
Phillip Henry Blas <i>Talofofo</i> Communication: Communication Studies & Mass Media Tracks	Jessi Jon Santos <i>Santa Rita</i> Communication: Journalism Track	John Norman Sarmiento <i>Yigo</i> English: Literature Emphasis
Brandon Lee Cruz <i>Mangilao</i> Communication: Communication Studies Track	Tiana-Rae Blend Tuncap <i>Dededo</i> Communication: Public Relations Track	Jolene Martinez Mendiola <i>Sinajana</i> English: Literature Emphasis & Secondary Education
Marx Philip Dogomon German <i>Dededo</i> Communication: Public Relations and Communication Studies Tracks	Kaitlin Brenna McManus <i>Agat</i> Fine Arts: Art	Alejandro Edward Cruz Diaz <i>Maina</i> History
Christina Moore Mendiola <i>Santa Rita</i> Communication: Public Relations Track	Augustin Vincent Cruz Untalan <i>Chalan Pago</i> Communication: Mass Media Track	Anthony Thomas Ooka II <i>Tamuning</i> History
Melissa Ann Dueñas Quinata <i>Inarajan</i> Communication: Communication Studies & Public Relations Tracks	Tin Mar Lar Lwin Gugin <i>Tamuning</i> English: Language Emphasis	Azusa Jinnai <i>Dededo</i> Philosophy
	Ray Morales Mendoza <i>Mangilao</i> English: Language Emphasis	Elway Sinsak Ikeda <i>Mangilao</i> Political Science
	Antonio Ramon Lunag Borja <i>Mangilao</i> English: literature Emphasis	

**Candidates for Degree in Course**

Keith I. Ngotel <i>Yigo</i> Political Science	Katherine Sabina Waltz Mafnas <i>Dededo</i> Psychology	Khrysallis Marie Santos <i>Tamuning</i> Sociology: Gender and Family Studies Concentration
Brencis Bunao Briones <i>Dededo</i> Psychology	Catherine Venerable Montano <i>Mangilao</i> Psychology	Ann M. Lizama <i>Agat</i> Sociology: Social Problems and Developmental Studies Concentrations
Danielle Martin Concepcion <i>Yigo</i> Psychology	Justise Marie Ayuyu Quitugua <i>Mangilao</i> Psychology	Tricia Taldil Siliang <i>Tamuning</i> Sociology: Social Problems Studies and Gender and Family Concentrations
Kaye Lani Mejia Flores <i>Mangilao</i> Psychology	Aaron Christian San Nicolas <i>Santa Rita</i> Psychology	
Lyre Vianka Johnson <i>Tumon</i> Psychology	Rachel Ann Dudan Cruz <i>Barrigada</i> Psychology and Sociology: Gender and Family Studies Concentration	

**COLLEGE OF NATURAL AND APPLIED SCIENCES**  
**Dr. Lee S. Yudin, Dean**

**Bachelor of Arts (B.A.)**

Tasi Monique Taitingfong Cawili <i>Agana Heights</i> Biology	Timothy-Jed V. Dominguez <i>Mangilao</i> Computer Information Systems	Star Mendiola Taitano <i>Mangilao</i> Consumer and Family Science
Ron Edzel Quindipan Manzano <i>Dededo</i> Biology	Shaun N. Perez <i>Barrigada</i> Computer Information Systems	Vivian P.M. Valdes <i>Dededo</i> Consumer and Family Science
Christina Pham Nguyen <i>Mangilao</i> Biology	David William Jesus Gogue <i>Ordot</i> Computer Science	Tania Elysee Pangan Zuniga <i>Dededo</i> Consumer and Family Science
Ashley Brooke Yamanaka <i>Mangilao</i> Biology	Nina Garcia-David <i>Dededo</i> Consumer and Family Science	Alisha Nicole Yamanaka <i>Mangilao</i> Mathematics
	Judene Ann Salas <i>Santa Rita</i> Consumer and Family Science	



**Candidates for Degree in Course**

**Bachelor of Science (B.S.)**

Eduardo Bayson  
*Yigo*  
Computer Science

Vincent Frank Camacho Dela Cruz  
*Mangilao*  
Computer Information Systems

Newton Langidrik  
*Mangilao*  
Computer Information Systems

Reynard Hachero Gallo  
*Agana Heights*  
Computer Science

Rowelex A. Junio  
*Chalan Pago*  
Computer Information Systems

Rowena Camat Mendi  
*Dededo*  
Tropical Agriculture Science:  
Applied Emphasis

**SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION**  
**Dr. Anita Borja-Enriquez, Dean**

**Bachelor of Business Administration (B.B.A.)**

Ronalyne Gaerlan Agpaoa  
*Yigo*  
Accounting

Michael Rae Conner  
*Yigo*  
Accounting and Human Resource  
Management Concentration

Ashley A. Gaerlan  
*Yigo*  
Accounting and Human Resource  
Management Concentration

Michelle Snaer Brillante  
*Mangilao*  
Accounting

Kristina Jaeann Cruz  
*Chalan Pago*  
Accounting and Human Resource  
Management Concentration

Marie Nessie Alcoran Garcia  
*Dededo*  
Accounting

Dorianne Imengel Brobesong  
*Yona*  
Accounting

Gerlie Cruz Cuenco  
*Dededo*  
Accounting

Palokoa Singkitchy George  
*Mangilao*  
Accounting

Edward Erungel Brobesong  
*Yona*  
Accounting

Rechelle Judan Dela Cruz  
*Dededo*  
Accounting

Sheena Ann A. Jose  
*Dededo*  
Accounting and Human Resource  
Management Concentration

Jessica B. Cachola  
*Yigo*  
Accounting

Semjelfh Rew M. Diva  
*Santa Rita*  
Accounting

Kaycelyn Carmie C. Peralta  
*Dededo*  
Accounting

John P. Camacho Jr.  
*Inarajan*  
Accounting

Nina Kharlene Pineda Doromal  
*Dededo*  
Accounting

Elaine Marie S. Salangad  
*Dededo*  
Accounting

**Candidates for Degree in Course**

Ji Hye "Jennifer" Seo  
*Dededo*  
Accounting & International  
Tourism & Hospitality  
Management Concentration

Carmela Antonette Salim Vi  
*Tamuning*  
Accounting and Human Resource  
Management Concentration

Phillip Anthony Aquino Delos  
Santos  
*Talofofo*  
Entrepreneurship and Human  
Resource Management  
Concentrations

Kristel J. Aganon  
*Yigo*  
Finance & Economics  
Concentration

Kyle Evan Kop Blas  
*Inarajan*  
Finance & Economics  
Concentration

Gian Carlo Capuno Comia  
*Yigo*  
Finance & Economics  
Concentration

Marissa M. Ricalde  
*Dededo*  
Finance & Economics  
Concentration

Rosita Valencia Serquiña  
*Dededo*  
Human Resource Management &  
International Business  
Concentrations

TJ Hocog Atalig  
*Mangilao*  
Human Resource Management  
Concentration

Brigida Jolene Atoigue  
*Yona*  
Human Resource Management  
Concentration

Rizza Dianne S. Caasi  
*Yigo*  
Human Resource Management  
Concentration

DeMarie Santos Concepcion  
*Santa Rita*  
Human Resource Management  
Concentration

Luana Therese Concepcion  
*Inarajan*  
Human Resource Management  
Concentration

Lady Grace V. Cristobal  
*Dededo*  
Human Resource Management  
Concentration

Ramonette N. Hernandez  
*Dededo*  
Human Resource Management  
Concentration

Armi Manuel Laurente  
*Dededo*  
Human Resource Management  
Concentration

Robin Simora Padios  
*Agat*  
Human Resource Management  
Concentration

Lisa Rafael  
*Barrigada*  
Human Resource Management  
Concentration

Renz Christopher E. Ramos  
*Barrigada*  
Human Resource Management  
Concentration

Marie Inez Delos Reyes Taitano  
*Toto*  
Human Resource Management  
Concentration

U.M. Dreama M. Asor  
*Yigo*  
International Business  
Concentration

Jonathan Manuel Rojas  
*Agana Heights*  
International Business  
Concentration

Nathan Edward Muña  
*Yigo*  
International Tourism & Hospitality  
Management Concentration

Maribel Cas Almeria  
*Dededo*  
Marketing Concentration

D'Anna Beth Cruz  
*Yigo*  
Marketing Concentration

Jordan Lucas Hardy  
*Yona*  
Marketing Concentration

Young Eun Joo (Annie)  
*Mongmong*  
Marketing Concentration

James HyunJoong Kim  
*Tamuning*  
Marketing Concentration

Erica Na Eun Soh  
*Mongmong*  
Marketing Concentration

**Candidates for Degree in Course**

**Bachelor of Science (B.S.)**

Sheena Rose Alvarez  
*Ordot*  
Criminal Justice

Perseus Dizon Aserios  
*Dededo*  
Criminal Justice

Richard A. Cress  
*Yigo*  
Criminal Justice

Dwayne Kosaka Cruz  
*Talofofo*  
Criminal Justice

Timothy Daniel Garcia  
*Barrigada*  
Criminal Justice

Sasha Rose Hudson  
*Yona*  
Criminal Justice

Stephen Edward Okiyama  
Limtiaco  
*Mangilao*  
Criminal Justice

Brittany Joy Manglona Mendiola  
*Mangilao*  
Criminal Justice

Shannel R. Mendiola  
*Dededo*  
Criminal Justice

Aysha Asiye Tuncap Oner  
*Chalan Pago*  
Criminal Justice

Michele Keiko Peele  
*Upper Tumon*  
Criminal Justice

Ronnie Q. Santos Jr.  
*Dededo*  
Criminal Justice

Gian Christian S. Tenorio  
*Agana Heights*  
Criminal Justice

Mercedes Deo William  
*Tumon*  
Criminal Justice

Jin H. Yi  
*Tumon*  
Criminal Justice

Jon-Rey P. Aguigui  
*Barrigada*  
Public Administration

Bryan Kephas Welbert  
*Mangilao*  
Public Administration

**Candidates for Degree in Course**

**SCHOOL OF EDUCATION**

**Dr. Frankie Santos Laanan, Dean**

**Bachelor of Arts in Education (B.A.E.)**

Heidi Lynn Cameron  
*Yigo*  
Early Childhood/ Elementary  
Education

Benskin Bergen  
*Pohnpei*  
Elementary Education

Christina Ann Blas  
*Mongmong*  
Elementary Education

Anderson A. Bonapart  
*Pohnpei*  
Elementary Education

Valerie Marie Cruz  
*Malojloj*  
Elementary Education

Alex Raynold H. Fathal  
*Yap*  
Elementary Education

Rosan Buot Fernando  
*Dededo*  
Elementary Education

Emmeline Erlina Fontanilla  
*Dededo*  
Elementary Education

Joyminda P. George  
*Mangilao*  
Elementary Education

Lorna Mallari Heramil  
*Dededo*  
Elementary Education

Jessica Lepty Herry  
*Pohnpei*  
Elementary Education

Angelburt Igemera  
*Pohnpei*  
Elementary Education

Benerihna Frank John  
*Pohnpei*  
Elementary Education

Elcid Joseph  
*Pohnpei*  
Elementary Education

Augusta Laiufeliyalo  
*Yap*  
Elementary Education

Dana Marie Libby  
*Inarajan*  
Elementary Education

Loriano Martin  
*Pohnpei*  
Elementary Education

Laurie Mikel  
*Pohnpei*  
Elementary Education

Maureen Mikel  
*Pohnpei*  
Elementary Education

Ednalyna Nichole Cabarles  
Narcisco  
*Dededo*  
Elementary Education

Randy R. Pretrick  
*Pohnpei*  
Elementary Education

Newton J. Robert  
*Pohnpei*  
Elementary Education

Liverson Rupelly  
*Pohnpei*  
Elementary Education

Jesse John Salalu  
*Yap*  
Elementary Education

Jacelynn Salvador  
*Pohnpei*  
Elementary Education

Jayleen Salvador  
*Pohnpei*  
Elementary Education

Franchesca Tangalan Sison  
*Dededo*  
Elementary Education

Zackery Taweryan  
*Yap*  
Elementary Education

Rosthom Thomsin  
*Pohnpei*  
Elementary Education

Heather Ann Uncangco  
*Chalan Pago*  
Elementary Education

**Candidates for Degree in Course**

Jemimah Morales Valencia <i>Dededo</i> Elementary Education	Kayle Mechè Leon Guerrero <i>Barrigada</i> Secondary Education: Language Arts	Quintin J. Duenas <i>Tiyan</i> Secondary Education: Social Studies
Toshimichy T. Winis <i>Chuuk</i> Elementary Education	David Quintal Mercado Jr. <i>Yigo</i> Secondary Education: Literature Emphasis	Louie Alfred Madrid Flores <i>Yigo</i> Secondary Education: Social Studies
Alyssa Rose Toves Posadas <i>Ordot</i> Elementary Education: Chamorro Language and Culture Teaching Specialty	Faith Ann Quitugua San Nicolas <i>Talofofo</i> Secondary Education: Language Emphasis	Anthony Joseph S.N. Lifofoi <i>Inarajan</i> Secondary Education: Social Studies
Janice B. Pangelinan Toves <i>Yigo</i> Secondary Education: Chamorro Language And Culture Teaching Specialty	Mark Anthony P. Ganeb <i>Yigo</i> Secondary Education: Physical Education, Health and Sports Studies	Beverly Ann N. Chargualaf <i>Inarajan</i> Special Education
Hannah A. P. Galura <i>Yigo</i> Secondary Education: English as a Second Language		Andria C. McDonald <i>Yona</i> Special Education
		Kayla S. Shoemake <i>Chalan Pago</i> Special Education

**Candidates for Degree in Course**

**SCHOOL OF NURSING AND HEALTH SCIENCES**  
**Kathryn M. Wood, Acting Director of Nursing**

**Bachelor of Arts (B.A.)**

**Bachelor of Science (B.S.)**

Kathryn Krystle Carlos Castro

*Yigo*

Health Science: Exercise Science & Health  
Promotion Concentration

Myg Hyacinth Hablero Cordero

*Tamuning*

Health Science: Exercise Science and Health  
Promotion Concentration

Adrian Mejia Flores

*Mangilao*

Health Science: Exercise Science & Health  
Promotion Concentration

Junhenry Ganarial Gunobgunob

*Dededo*

Health Science: Exercise Science & Health  
Promotion Concentration

John Peter Sablan Lizama

*Yigo*

Health Science: Exercise Science & Health  
Promotion Concentration

Lester John Garcia Tolentino

*Dededo*

Health Science: Exercise Science And Health  
Promotion Concentration

Sandra Mae Kamantigue Abarca

*Dededo*

Health Science: Pre-Physical Therapy  
Concentration

**Bachelor of Science in Nursing (B.S.N.)**

**Candidates for Degree in Course**

**GRADUATE STUDIES**

**Dr. John A. Peterson, Assistant Vice President of Graduate Studies,  
Research and Sponsored Programs**

***GRADUATE PROGRAMS IN THE COLLEGE OF LIBERAL ARTS AND  
SOCIAL SCIENCES***

***Master of Arts in English (M.A.)***

***Master of Science in Clinical Psychology (M.S.)***

Emma Gillan Gatewood  
*Mangilao*  
BA Chaminade University

Jacquelin Meno Gouniai  
*Barrigada Heights*  
BBA University of Guam

Joanna Karinna Caasi Macaraeg  
*Yigo*  
BA University of Guam

Morgan Clare Perry  
*Tamuning*  
BA University of California, Riverside

**Candidates for Degree in Course**

***GRADUATE PROGRAMS IN THE COLLEGE OF NATURAL AND  
APPLIED SCIENCES***

***Master of Science in Biology (M.S.)***

Ann Marie Gawel  
*Dededo*  
BA University of Chicago

***Master of Science in Environmental Science (M.S.)***

Vivianna Martinez Bendixson  
*Yigo*  
BS College of Santa Fe

Trenton Sevy Hamada  
*Tamuning*  
BS University of Utah

Sydonia Nadia Camacho Manibusan  
*Mongmong*  
BA University of Guam

Abdur Rahim  
*Tamuning*

???



**Candidates for Degree in Course**

***GRADUATE PROGRAMS IN THE SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION***

**Professional Master of Business Administration (P.M.B.A.)**

**Master of Public Administration (M.P.A.)**

Perry Jason Camacho  
Pangelinan  
*Mangilao*  
BS University of Guam

Carolyn Jean Aguon Rivera  
*Dededo*  
BS University of Guam

Martin Louis Roush  
*Tamuning*  
BS & MS University of Arizona

Jesse Thomas Quinata  
*Umatac*  
BBA University of Guam

Gaudencio Arrojo Rosario  
*Sinajana*  
????

Johnny M. Silbanuez  
*Mangilao*  
BBA University of Guam

***GRADUATE PROGRAMS IN THE SCHOOL OF EDUCATION:***

**Master of Arts in Counseling (M.A.)**

Brian Baku Butler  
*Santa Rita*  
BA University of Guam

Tori L. Circo  
*Washington*  
BAE University of Guam

Lew Aaron Luat Manalang  
*Mongmong*  
BBA University of Guam

Christopher Gabredo Cabrera  
*Mangilao*  
BS Grand Canyon University

Joaquin Mendiola Mafnas  
*Barrigada*  
BA & MED University of Guam

Lara Manley Maquera  
*Mangilao*  
BA University of Guam

Sharon J. V. Oliveros  
*Barrigada*  
Bob Jones University

**Candidates for Degree in Course**

**Master of Arts in Teaching (M.A.T.)**

Christine Marie Torres Casta

*Dededo*

Secondary Teaching: Practitioner

BA University of Washington

Joseph D. Franquez

*Barrigada*

Secondary Teaching: Practitioner

BA Berklee College of Music

Angelo Olivarez Cruz

*Dededo*

Secondary Teaching: Practitioner

BS University of Guam

Melissa Alcazaren Lyda

*Dededo*

Secondary Teaching: Practitioner

BA University of Guam

Michelle Mafnas Piñeiro

*Dededo*

Secondary Teaching: Practitioner

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

**With Specializations**

Ritana M.G. Aguon

*Mangilao*

Administration and Supervision

BS University of Guam

Marife Ganeb Fernandez

*Yigo*

Reading

BAE University of Guam

Amanda Moore Cox

*Yigo*

Special Education

Shawn Lee Cadag Tabayoyong

*Dededo*

Administration and Supervision

BAE University of Guam

Patrick James Babauta

Manibusan

*Tamuning*

Secondary Education

BAE University of Guam

Jerika Jenna G. Dee

*Dededo*

Special Education

BAE University of Guam

Steven E. Taylor

*Dededo*

Administration and Supervision

BA & MS Troy University

Beridiana R. Garcia Balajadia

*Dededo*

Special Education

BA & MED University of Guam

Justine Elizabeth Camacho Cruz

Santos

*Dededo*

Special Education

BAE University of Guam

Heidi Michelle Zawadzki

Thedwall

*Santa Rita*

Administration and Supervision

BA Manchester College

Yvonne Gallo Camacho

*Barrigada*

Special Education

BAE University of Guam

Jeffrey M. Avery

*Barrigada*

Teaching English To Speakers Of  
Other Languages

BA University of Guam

Shawnette Patricia Celes

*Yigo*

Special Education

BAE University of Guam

**As of 10/23/12**

Every effort is made to ensure this printed program is accurate with respect to degrees and honors conferred. However, printing schedules make complete accuracy impossible. A certified transcript is the official proof of graduation.



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 12-26

**RELATIVE TO APPROVING THE DEVELOPMENT OF A VOLUNTARY FACULTY PHASED  
RETIREMENT PROGRAM**

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

**WHEREAS**, the BOR has the authority to make policy for academic personnel, including faculty and administrators; and

**WHEREAS**, the University faces financial sustainability challenges ahead, specifically an \$8.4 million (M) shortfall in FY13, which is comprised of a \$3.4M operating revenues vs. expenditures shortfall magnified by BBMR's \$5M (15%) allotment reserve for all funds; and


**WHEREAS**, following a review of best practices at over 100 other institutions, and consultation with the Faculty Union and University Planning and Budget Advisory Committee, the administration wishes to develop and establish a Voluntary Faculty Phased Retirement Program ("Program"); and

**WHEREAS**, the Program's goals include: i) Support institutional vitality, change and renewal; ii) Generate financial savings that can be reinvested in the next generation of faculty; iii) Facilitate faculty staffing flexibility, consistent with overall University and individual department needs; iv) Offer a fiscally realistic opportunity for faculty to make an orderly transition to retirement; and v) Offer faculty an opportunity to devote increased time to personal interests by retiring in planned stages, while continuing to serve the University through their teaching; and

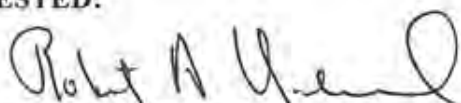
**WHEREAS**, the President, the Academic, Personnel and Tenure Committee and the Budget, Finance, Investments and Audit Committee have reviewed the administration's proposal and recommend it to the BOR.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby authorizes the administration to develop a Voluntary Faculty Phased Retirement Program.

Adopted this 13<sup>th</sup> day of December, 2012.

  
W. Chris Perez, M.D., Chairman

**ATTESTED:**

  
Dr. Robert A. Underwood, Executive Secretary



draft

# Voluntary Faculty Phased Retirement Program



#1



# Agenda

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- Voluntary Faculty Phased Retirement Program
- Goals
- Overview
- Individual Benefits
- Institutional Benefits
- Faculty Demographics
- Next Steps
- Sources





# PHASED RETIREMENT PROGRAM

**Draft**

A voluntary arrangement for **tenured?** faculty to retire in planned stages, as defined in Board policy and implemented in a written contract between the faculty member and the University of Guam

**NOTE: ITEMS IN RED FONT ARE ESTIMATES, UNKNOWNNS AND/ OR PRELIMINARY**





# Goals



- 
- Support institutional vitality, change and renewal
  - Generate financial savings that can be reinvested in the next generation of faculty
  - Facilitate faculty staffing flexibility, consistent with overall University and individual department needs
  - Offer faculty a fiscally realistic opportunity to make an orderly transition to retirement
  - Offer an opportunity for faculty to devote increased time to personal interests by retiring in planned stages, while continuing to serve the University through their teaching

#4



# Overview

draft

- Voluntary, renewable program - not an entitlement
- Retirement in planned stages:  
Full time •→ Phased Retirement •→ Full Retirement
- Eligibility:
  - **Tenured?** faculty, 55+, eligible to retire 5 yrs or less
  - Dean & SVP approvals ensure University needs met
- Contract replaces tenure:
  - Faculty keep current rank
  - Term of contract 1-5 years
  - Optional 2 years (total 7), if mutually acceptable
  - If eligible to retire per GovGuam Retirement rules, faculty may opt out and retire with 1 year's notice

#5





# Overview

draft

- Phased retirement
- Contracted new salary, benefits, employment conditions and workload
  - New salary for all participants is \$45,000 p.a.
  - GovGuam service credit for each year, but retirement contributions will be at lower salary - GGRF has verified
  - Medical, dental, life benefits – to be verified with DOA
  - Employment conditions: **tenured?** faculty status is replaced with 5-year contractual agreement
  - Workload: see next page



# Overview



- Workload: teaching
  - Teach 18 credit hours, as assigned by dean, with office hours and advisement over one or two semesters in an academic year (faculty chooses the semester, or the faculty can spread the credit hours over 2 semesters)
  - For the remainder of the load, a project will be assigned (project semester is location flexible)
  - No requirement for service, research, and no overloads
- Workload: research
  - (just for teaching now; considering whether research, counseling, library faculty could participate?)
- Workload will be reflected in approved CFES

#7



# Individual Benefits

---

draft

- Certainty with Flexibility
  - 5 year contract, faculty can opt-out early with notice
  - University and faculty may agree on additional 2 years
  - Workload
  - Time
  - Location
- Opportunity
  - Teach and participate in academic life
  - Pursue personal interests with additional time
  - Experience planning for retirement in stages
  - Salary and benefits until ready to fully retire

#8



# Institutional Benefits



- Institutional vitality, capacity, change and renewal
  - Opening doors and mentoring of new faculty
  - Continuity of programs and institutional memory
  - Capacity and experience for leading change related to growth initiatives/projects
- Staffing flexibility
  - Salary savings reprogrammed to areas of need
  - Manpower planning based on contractual certainty



# Institutional Benefits



- Fiscally realistic
  - Sustain instructional FTE's with 6 courses to teach
  - No extraordinary out-of-pocket costs for \$ incentives
  - Board can review effectiveness at any time
- Financial savings for reinvestment
  - Each participant saves University ~ \$46-50K ( $\$80-45 = \$35 \times 1.33$ ) – to verify avg salary of \$80K for eligibles
  - Plan would allow almost 2 for 1 faculty
  - 10 eligible faculty participate, savings ~\$500K
  - 15 eligible faculty participate, savings ~\$750K

#10



# FACULTY DEMOGRAPHICS

---

draft

## Faculty Aged 55 Years or More

	<u>#</u>	<u>Avg. Salary</u>
Faculty 55+	31	\$85k
Faculty 60+ (51)	51	\$78k



# FACULTY DEMOGRAPHICS

draft

## Tenured Faculty By Plan Type and Faculty Age

- Defined Benefit Plan

- Age 50-54
- Age 55-60
- Age 61-65
- Age 66+

?

?

?

?

?

- Defined Contribution Plan

- Age 50-54
- Age 55+

?

?

?

#12



# Steps



- Comments from President, SVP, faculty leaders, UPBAC
- Look for showstoppers with Legal Counsel (RRPM, BOR-Faculty Union Agreement), GovGuam Retirement Fund (service credit), **DOA (benefits)**
- **Consult with Faculty Union**
- **Draft phased retirement policy statement and contract**
- **Amend policies and BOR/Faculty Union contract TBD**
- Develop FAQ's
- Board approval
- Develop guidelines and application





# SOURCES



- 2007 AAUP Survey, Changes in Faculty Retirement Policies
- Boston College, Center for Aging and Work
- Many college and universities have implemented phased retirement programs including
  - University of Kentucky
  - University of North Carolina
  - North Carolina State University
  - Yale University
  - St Louis University
  - Nebraska State Colleges
  - Northern Arizona



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 12-27

**RELATIVE TO APPROVING A FURLOUGH POLICY FOR NON-FACULTY  
EMPLOYEES**

**WHEREAS**, the University of Guam 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**, the governance of the University is vested in the Board of Regents (BOR) which has the responsibility for the policies governing administration of academic personnel at the University; and

**WHEREAS**, the University faces financial sustainability challenges ahead, specifically an \$8.4 million (M) shortfall in FY13, which is comprised of a \$3.4M operating revenues vs. expenditures shortfall magnified by BBMR's \$5M (15%) allotment reserve for all funds; and

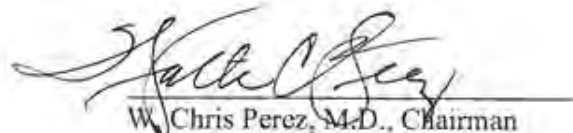
**WHEREAS**, the University is pursuing all viable options to bridge the shortfall including restructuring basic operations, seeking new revenues, requesting supplemental appropriations, continuing financial management and expenditure controls, and/or increasing tuition rates/fees; and

**WHEREAS**, the administration now recommends a Furlough Policy for Non-Faculty Employees which includes reference to the current policy for classified staff and provides a framework for the implementation of a furlough plan that allows the University to balance its budget or maintain sufficient operating cash balances as needed; and

**WHEREAS**, the President and the Academic, Personnel, and Tenure (AP&T) Committee have reviewed, and together they recommend the approval of the Furlough Policy for Non-Faculty Employees, attached hereto.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby approves the attached Furlough Policy for Non-Faculty Employees, effective 14 December 2012.

Adopted this 13<sup>th</sup> day of December, 2012.

  
W. Chris Perez, M.D., Chairman

**ATTESTED:**

  
Dr. Robert A. Underwood, Executive Secretary

## **UNIVERSITY OF GUAM FURLOUGH POLICY FOR NON-FACULTY EMPLOYEES**

### **PURPOSE**

University of Guam is required to balance its operating budget each fiscal year. This policy provides the framework for the implementation of a furlough plan for non-faculty employees that would allow the University to balance its budget or maintain sufficient operating cash balances, if it faces a reduction in Government of Guam funding or other loss of revenue that causes shortfalls in available funds for continuing sustainable operations.

### **STATUTORY AUTHORITY**

Legal authority of the University of Guam Board of Regents (BOR) is contained in Public Law 13-194, Public Law 17-55, and Public Law 19-40, which provide the necessary autonomy and charter for the University of Guam. These laws are further codified in Title 17 GCA (Guam Code Annotated), Chapters 15 to 22, and include programmatic and other defined relationships. Public Law 9-233 changed the College of Guam to the University of Guam.

If the President determines that the University is facing a significant operating budget deficit or insufficient cash balances for continuing sustainable operations, a mandatory furlough plan may be implemented in accordance with the procedures in this policy.

### **DEFINITION**

- A. A furlough is an unpaid leave of absence from work for a specified period of time.
- B. Non-faculty employees are not permitted to work within the University when taking furlough time unless such work is externally funded and approved by the President. They may work at outside employment during any furlough.
- C. Non-faculty employees may not use accrued paid leave during periods of furlough.

### **EMPLOYEES SUBJECT TO FURLOUGH**

- A. All non-faculty employees (full/part-time, permanent/term) may be subject to a furlough, regardless of funding source.
- B. Non-faculty employees who are holders of H-1B visas, as defined in 20 CRF 655.731, will not be subject to furlough.
- C. A furlough plan may exclude non-faculty employees who perform functions essential to maintain health and safety on the University campus. Any such exclusion must be approved in writing by the President.
- D. Classified staff are subject to furlough policies found in the (Interim) Personnel Rules and Regulations for Classified Employees.

### **THE FURLOUGH PLAN**

- A. After review by the administration and consultation with the BOR, the President may adopt a furlough plan which will set forth the number of furlough days and the period of time within which they must be taken.
- B. The President may extend, modify, or cancel a furlough plan in accordance with this policy.
- C. Before implementing a furlough, the President will call for voluntary furloughs.

- D. Furlough days will be scheduled by the supervising administrator subject to the operational needs of the department or unit. Furlough days must be scheduled in a way that allows the department or unit to continue to provide a basic level of service.
- E. Furlough days must be taken on days that an employee is normally scheduled to work.

#### **NOTICE**

Non-faculty employees subject to furlough will be given notice of a furlough at least 30 days before it is to be taken.

#### **APPEALS**

A furlough plan adopted pursuant to this policy may not be appealed under any other University policy or internal grievance process, except as stated in the (Interim) Personnel Rules and Regulations for Classified Employees.

#### **BENEFITS DURING A FURLOUGH PERIOD**

- A. Health care, dental care, and life insurance benefits will not be affected by a furlough.
- B. Non-faculty employees will continue to accrue vacation and sick leave during a furlough, but not FMLA credit.
- C. Retirement contributions (by both the employee and the University) will be affected by furloughs as contributions are based on actual earnings.
- D. The furloughed employee remains responsible for making all employee contributions during a furlough period, including health care, dental care, flexible spending accounts, and 403(b) contributions, etc. The University will continue to make its share of contributions during a furlough period, including health care, dental care, and life insurance.
- E. All miscellaneous authorized payroll deductions will continue to be made during a furlough period, including credit union deductions, charitable contributions, university payments, and child support, etc., provided the furloughed employee has earned sufficient pay in that pay period for the payroll deduction to be made.
- F. A non-faculty employee's continuous service credit, review date, and employment status will not be affected by any period of voluntary or mandatory furlough.

#### **RECALL**

Non-faculty employees will be advised by the President of the end of the furlough and the plan to return to normal operations.

## **UNIVERSITY OF GUAM FURLOUGH POLICY FOR NON-FACULTY EMPLOYEES**

### **PURPOSE**

University of Guam is required to balance its operating budget each fiscal year. This policy provides the framework for the implementation of a furlough plan for non-faculty employees that would allow the University to balance its budget or maintain sufficient operating cash balances, if it faces a reduction in Government of Guam funding or other loss of revenue that causes shortfalls in available funds for continuing sustainable operations.

### **STATUTORY AUTHORITY**

Legal authority of the University of Guam Board of Regents (BOR) is contained in Public Law 13-194, Public Law 17-55, and Public Law 19-40, which provide the necessary autonomy and charter for the University of Guam. These laws are further codified in Title 17 GCA (Guam Code Annotated), Chapters 15 to 22, and include programmatic and other defined relationships. Public Law 9-233 changed the College of Guam to the University of Guam.

If the President determines that the University is facing a significant operating budget deficit or insufficient cash balances for continuing sustainable operations, a mandatory furlough plan may be implemented in accordance with the procedures in this policy.

### **DEFINITION**

- A. A furlough is an unpaid leave of absence from work for a specified period of time.
- B. Non-faculty employees are not permitted to work within the University when taking furlough time unless such work is externally funded and approved by the President. They may work at outside employment during any furlough.
- C. Non-faculty employees may not use accrued paid leave during periods of furlough.

### **EMPLOYEES SUBJECT TO FURLOUGH**

- A. All non-faculty employees (full/part-time, permanent/term) may be subject to a furlough, regardless of funding source.
- B. Non-faculty employees who are holders of H-1B visas, as defined in 20 CRF 655.731, will not be subject to furlough.
- C. A furlough plan may exclude non-faculty employees who perform functions essential to maintain health and safety on the University campus. Any such exclusion must be approved in writing by the President.
- D. Classified staff are subject to furlough policies found in the (Interim) Personnel Rules and Regulations for Classified Employees.

### **THE FURLOUGH PLAN**

- A. After review by the administration and consultation with the BOR, the President may adopt a furlough plan which will set forth the number of furlough days and the period of time within which they must be taken.
- B. The President may extend, modify, or cancel a furlough plan in accordance with this policy.
- C. Before implementing a furlough, the President will call for voluntary furloughs.

- D. Furlough days will be scheduled by the supervising administrator subject to the operational needs of the department or unit. Furlough days must be scheduled in a way that allows the department or unit to continue to provide a basic level of service.
- E. Furlough days must be taken on days that an employee is normally scheduled to work.

#### **NOTICE**

Non-faculty employees subject to furlough will be given notice of a furlough at least 30 days before it is to be taken.

#### **APPEALS**

A furlough plan adopted pursuant to this policy may not be appealed under any other University policy or internal grievance process, except as stated in the (Interim) Personnel Rules and Regulations for Classified Employees.

#### **BENEFITS DURING A FURLOUGH PERIOD**

- A. Health care, dental care, and life insurance benefits will not be affected by a furlough.
- B. Non-faculty employees will continue to accrue vacation and sick leave during a furlough, but not FMLA credit.
- C. Retirement contributions (by both the employee and the University) will be affected by furloughs as contributions are based on actual earnings.
- D. The furloughed employee remains responsible for making all employee contributions during a furlough period, including health care, dental care, flexible spending accounts, and 403(b) contributions, etc. The University will continue to make its share of contributions during a furlough period, including health care, dental care, and life insurance.
- E. All miscellaneous authorized payroll deductions will continue to be made during a furlough period, including credit union deductions, charitable contributions, university payments, and child support, etc., provided the furloughed employee has earned sufficient pay in that pay period for the payroll deduction to be made.
- F. A non-faculty employee's continuous service credit, review date, and employment status will not be affected by any period of voluntary or mandatory furlough.

#### **RECALL**

Non-faculty employees will be advised by the President of the end of the furlough and the plan to return to normal operations.





**UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS**

**RESOLUTION NO. 12-28**

**RELATIVE TO IMPLEMENTING THE UNIVERSITY'S REAPPORTIONED FY2013  
BUDGET TO INCLUDE A SALARY INCREMENT FREEZE**

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

**WHEREAS**, the Governor has issued Executive Order No. 2011-14, mandating a freeze on salary step increases for all classified employees and raises for unclassified employees of the Executive Branch of the Government of Guam effective October 10, 2011, in light of an anticipated deficit for Fiscal Year 2012-13 and in response to current economic conditions; and

**WHEREAS**, the BOR has the authority to make policy for academic personnel, including faculty and administrators; and

**WHEREAS**, UOG faces financial sustainability challenges ahead, specifically an \$8.4 million (M) shortfall in FY13, which is comprised of a \$3.4M operating revenues vs. expenditures shortfall magnified by BBMR's \$5M (15%) allotment reserve for all funds; and

**WHEREAS**, the University has acted to reapportion budgets, implement austerity controls, increase revenues, cutback expenditures and manage working capital, based upon its financial management plan and academic and institutional priorities; and, given the conditions above, the University must take further steps to sustain its mission and protect its highest priority of sustaining academic quality and student learning within its current and forecasted cash position and budget; and

**WHEREAS**, the administration received recommendations on areas of resource needs and priorities from the University Planning and Budget Advisory Committee (UPBAC) and has implemented revenue generation and cost reduction measures, thereby balancing its FY2013 reapportioned budgets; and

**WHEREAS**, the Faculty Union, in response to consultation by the administration, recognizes the financial pressures faced by the Government of Guam and UOG, and request continuing monthly meetings regarding the temporary salary increment freeze; and

**WHEREAS**, the Academic, Personnel and Tenure (AP&T) Committee and Budget, Finance, Investments and Audit (BFIA) Committee have reviewed the above and UOG's reapportioned FY2013 general operations budget to include salary increment freezes in response to these conditions and recommends it to the Board.

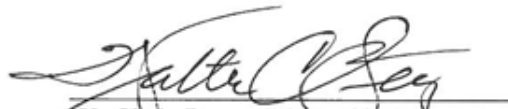
**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby authorizes the President to act on the following measures: a) following approval of the reapportioned FY2013

general operations budget, proceed with salary increment freezes in response to financial shortfalls; b) update the AP&T and BFIA committees on this matter as needed; and c) when conditions allow, lift the salary increment freeze in consultation with the AP&T and BFIA committees.

**BE IT FURTHER RESOLVED**, that salary step or salary increment increases, which shall not include promotional increases, shall be frozen effective December 13, 2012, and remain in effect until lifted.

**BE IT FURTHER RESOLVED**, that annual performance evaluations for all employees shall continue to be performed in accordance with appropriate personnel rules and regulations.

Adopted this 13<sup>th</sup> day of December, 2012.

  
W. Chris Perez, M.D., Chairman

**ATTESTED:**

  
Dr. Robert A. Underwood, Executive Secretary



SASARHD Chairperson Marcos Fong will report on the SASARHD Committee meeting.



**UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS**

**RESOLUTION NO. 12-29**

**RELATIVE TO AWARDING THE HONORARY DEGREE OF DOCTOR OF HUMANE  
LETTERS TO ROBERT H. JONES**

**WHEREAS**, the Board of Regents is authorized to confer degrees; and

**WHEREAS**, Robert H. Jones arrived on Guam on January 8, 1952 with his parents, where he attended his freshman and sophomore years at George Washington High School; and

**WHEREAS**, Robert H. Jones completed high school in North Carolina, worked for one year at Pepsi Cola, then served two years in the U.S. Army and received an honorable discharge as an E-6 in March 1959; and

**WHEREAS**, Robert H. Jones married Margaret Page on August 10, 1957, with whom he has three children and eleven grandchildren; and

**WHEREAS**, Robert H. Jones graduated in Accounting and Business Administration from Kings Business College in Raleigh, North Carolina; and

**WHEREAS**, Robert H. Jones returned to Guam in February, 1961 and worked in accounting for the next three years for Jones and Guerrero Co, Inc. (J&G) which was owned by his brother, Ken Jones; and

**WHEREAS**, Robert H. Jones continued to work for J&G with his three brothers, Mack, Bill and Ken, for the next 25 years, rising to Executive Vice President and COO; and

**WHEREAS**, Robert H. Jones assisted his brother, Ken, with many major developments, including the Payless grocery chain on Guam and one store in Saipan, the Cliff Hotel, the Hilton Hotel, the Royal Taga Hotel (Saipan), the Agana Shopping Center, Jonestown housing development, the Town House Shopping Center (Saipan), obtained the Kentucky Fried Chicken (KFC) franchise and became number 1 in the world in KFC sales in 1976, and served as General Manager of the Payless chain for several years; and

**WHEREAS**, Robert H. Jones resigned from J&G in 1984 at the age of 49 and started Triple J Enterprises Inc., a family company named after his three children, Julie, Jeff and Jay, with its first operation being the franchise for Subaru automobiles and Hino trucks on Guam; and

**WHEREAS**, Robert H. Jones, through his business acumen, has expanded Triple J Enterprises Inc. to include automotive distributorships, food wholesale operations, a wholesale company, shopping centers and container consolidating/air freight, a 106 acre equestrian development, housing construction, and restaurant operations, to operate in Guam, Saipan, Palau, Majuro, Ebeye, San Leandro (California), and Willow Springs (North Carolina), to hold interest in a produce company in South San Francisco, and has opened a buying office in Shanghai, China; and

**WHEREAS**, Robert H. Jones is a civic leader, having previously served as Chairman of Guam Visitors Bureau, Chairman of the Guam Chamber of Commerce, Vice President of Boy Scouts of America, Aloha Council (Hawaii) and has spearheaded the scouts fund drives for Guam for many of the past 40 years, was active with the Guam Chapter of the Red Cross, American Cancer Society (Guam), CNMI Red Cross, and other community organizations, and remains active with and is a Senior Member of the Rotary Club of Guam; and

**WHEREAS**, Robert H. Jones has been recognized for his outstanding accomplishments, having been elected the first Executive of the Year in 1983 by the Guam Chamber of Commerce, being awarded the Silver Beaver award in 1980 and the Silver Antelope Award in 1992 for his contributions to the Boy Scouts in Guam and Micronesia, and having been elected Businessman of the Year in 2011 by the Saipan Chamber of Commerce; and

**WHEREAS**, Robert H. Jones has contributed to the efforts of the UOG Endowment Foundation through Triple J's support since 2006; and


**WHEREAS**, Robert H. Jones has demonstrated his commitment to education, economic development and community service; and

**WHEREAS**, during the sixty year relationship Robert H. Jones has had with Guam, the Western Pacific region and its people have benefited in numerous ways from the entrepreneurial spirit, community commitment and charitable contributions of Robert H. Jones.

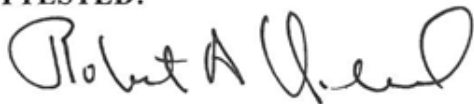
**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents through the Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee hereby deems it appropriate to confer the Honorary Degree of Doctor of Humane Letters upon Robert H. Jones; and

**BE IT FURTHER RESOLVED**, that the Board of Regents, along with the President of the University of Guam, will confer said Honorary Degree at the Fall 2012 Commencement on December 16, 2012.

Adopted this 13<sup>th</sup> day of December, 2012.

  
Walter C. Perez, M.D., Chairman

**ATTESTED:**

  
\_\_\_\_\_  
Dr. Robert A. Underwood, Executive Secretary



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN

Vice President  
Administration and Finance

November 15, 2012

MEMORANDUM

To: Board of Regents

Via: Regent Marcos Fong, Chairperson  
Student Affairs, Scholarship, Alumni Relations & Honorary Degree Committee

Dr. Robert A. Underwood, President

From: David O'Brien, Vice President, Administration & Finance

Re: Nomination for Honorary Degree for Fall 2012 Commencement

Please accept my nomination of Mr. Robert "Bob" H. Jones to receive an Honorary Doctor of Humane Letters degree from the University of Guam at the Fall 2012 Commencement ceremony. Mr. Jones first came to Guam in 1952, where he attended two years of high school, before he returned to North Carolina to finish his diploma. He subsequently entered military service and attended business college. He returned to Guam in 1961. Since then, he has played a significant role in the development of his brother's business, Jones and Guerrero Co., Inc., and the start and development of his family business, Triple J Enterprises, Inc. Attached is his bio which gives a more detailed description of his contributions to Guam's business and civic community.

During the sixty year relationship that he has had with Guam, the Western Pacific region and its people have benefited in numerous ways as a result of the entrepreneurial spirit, community commitment and charitable contributions of Mr. Jones and his family.

Please feel free to let me know if you have any further questions. Thank you for your consideration of this nomination.

**Profile for  
ROBERT H. JONES  
Chairman & CEO, Triple J Enterprises, Inc.**

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Robert H. Jones (Bob) arrived on Guam on January the 8<sup>th</sup> 1952, some 60 years ago, with his parents and attended the 9<sup>th</sup> and 10<sup>th</sup> grade at George Washington High School. He returned to N.C. and finished high school, worked for a year at Pepsi Cola and served 2 years in the army. He was honorably discharged as an E-6 in March 1959 after serving in Germany during peace time. He was married to Margaret Page August 10, 1957. They have 3 children and 11 grandchildren.

After his army service, he attended 2 years in Kings Business College in Raleigh N.C. where he graduated in Accounting and Business Administration. He then returned to Guam in February 1961 with his wife Margaret and 2 months old daughter, Julie. He worked in accounting the next 3 years, for Jones & Guerrero Co, Inc., which was owned by his brother Ken Jones.

For the next 25 years he worked with Jones & Guerrero Co. with three brothers, Mack, Bill and Ken, where he rose to Executive Vice President and COO and helped brother Ken Jones with many major developments including the Pay-Less grocery chain on Guam and one in Saipan. He served as General Manager of the Pay-Less chain for several years. Then he helped build several other major developments for J&G including the Cliff Hotel, the Hilton Hotel, the Royal Taga Hotel in Saipan, the Agana Shopping Center in Guam, Jonestown housing development and the Town House Shopping Center in Saipan. Bob was the point man in Jones & Guerrero and obtained the Kentucky Fried Chicken franchise and became number 1 in the world in KFC sales in 1976.

During this period his civic activities included serving as Chairman of Guam Visitors Bureau, Chairman of the Guam Chamber of Commerce, Vice President of Boy Scouts of America in the Aloha Council in Hawaii. He has spearheading the scouts fund drives for Guam for many of the past 40 years. He received the Silver Beaver Award in 1980 and the Silver Antelope Award in



1992 for his contribution to the Boy Scouts in Guam and Micronesia. He has been an active force with Guam Chapter of the Red Cross, Guam Cancer, CNMI Red Cross, etc. He is a Senior Member of the Rotary Club of Guam and still active.

Bob was elected the first Executive of the Year in 1983 by the Guam Chamber of Commerce.

In 1984 at the age of 49, Bob resigned from Jones & Guerrero and started Triple J Enterprises Inc, a family company named after their 3 children Julie, Jeff and Jay. His first operation was the franchise for Subaru Automobiles and Hino Trucks on Guam which he purchased from brother Ken. A year later he opened a dealership on Saipan and incorporated Triple J Marshall Islands for a new food wholesale operation on the island of Ebeye. In 1980 he borrowed funds from the banks and purchased Pacific World Enterprises, a large wholesale company with branches in Guam, Saipan and Palau. The name was changed to Five Star Wholesale. Five Star now operates under Triple J in Guam, Saipan, Majuro, Ebeye and Palau. Triple J now operates a shopping center in Palau and one in Majuro. In addition Triple J owns half interest in Bruno's produce company in South San Francisco where Bob is Chairman and CEO. Triple J owns and operates a container consolidating and air freight operation in San Leandro, CA which supports all of the Triple J operations in Guam and Micronesia. Triple J owns and has operated the Outback Steakhouse on Guam for the past 15 years. In 2005 Triple J opened a buying office in Shanghai China. It continues to support the Triple J group under the leadership of GM Mike Sun.

In recent years as sons Jeff and Jay, and son-in-law Dan Murrell take on most operating responsibility for the original operations, Bob has concentrated his efforts in Saipan, Palau, the Marshall Islands and the PRC. He and his associates built 60 low cost homes in Chalan Kanoa Saipan, these were completed in December 2011.

In 2011 Bob Jones was elected Businessman of the Year by the Saipan Chamber of Commerce for the 2010 year.

Triple J has successfully completed a 106 acre Equestrian development in Willow Springs N.C. This include 8 each 10 acre developments. Bob maintain the farm and house that he was born in along with 26 acres of family land. Bob said, "I like to stay connected in a small way to my roots where I lived and worked on the farm in my early years."

During the past year, he has spent some of his time refining operations in 3 restaurants that Triple J purchased from his WDI partners in Saipan 3 years ago, namely Tony Roma's, Capricciosa and Truong's. In addition as China tourism gains more momentum in the CNMI, he has almost completed planning and land leases for a 80-room hotel on the beach in Chalan Kanoa Saipan. Construction will start in early 2013 on this venture. Triple J now has 10 automotive distributorship on Guam and rank number 5 overall in the Guam D&T big business ranking, behind United Airlines, Exxon Mobil, Ken Corporation and the Calvo group.

Triple J currently has 755 employees on Guam and in Micronesia.



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 12-30

**RELATIVE TO APPROVING THE REAPPORTIONED FY2013 STUDENT FINANCIAL ASSISTANCE PROGRAM BUDGET INCLUDING THE YAMASHITA TEACHER CORPS, WHICH PROVIDES BENEFITS FOR AY 2012-2013 FOR NEW APPLICANTS, AND CONTINUING RECIPIENTS.**

**WHEREAS**, the governance and control of the University of Guam is vested in the Board of Regents (BOR) of the University of Guam; and,

**WHEREAS**, the provisions of Title 17 of the Guam Code Annotated, Chapter 15, governing the Student Financial Assistance Fund, state that the Student Financial Assistance Fund shall be administered and granted by the BOR; and

**WHEREAS**, the budget for the Yamashita Teacher Corps has been incorporated into the Student Financial Aid Program (SFAP) pursuant to Public Law 31-233; and

**WHEREAS**, the Senior Vice President, Academic & Student Affairs, Dean, Enrollment Management & Student Services, and the Director, Financial Aid Office have all certified that the recommended reapportioned FY2013 SFAP Budget is consistent with appropriate Public Laws and the BOR's Rules and Regulations; and


**WHEREAS**, the Student Affairs, Scholarship, Alumni Relations & Honorary Degree Committee and Budget, Finance, Investments and Audit Committee have reviewed and now recommend to the BOR for reapportioned FY2013 SFAP Budget;

**NOW, THEREFORE, BE IT RESOLVED**, that the reapportioned FY2013 SFAP budget is hereby approved.

Adopted this 13<sup>th</sup> day of December, 2012.

  
W. Chris Perez, M.D., Chairman

**ATTESTED:**

  
Dr. Robert A. Underwood, Executive Secretary



**UNIVERSITY OF GUAM  
GOVERNMENT OF GUAM  
STUDENT FINANCIAL ASSISTANCE PROGRAMS**

**FY 2013-2014 BUDGET**

	FY2012 Budget apportioned (Resolution No. 11-20 )	Re-	FY2013 Proposed Budget (Resolution No. 12-03 )	FY2013 Budget apportioned (Resolution No. 12- )	Re-	FY2013 Budget Reapportioned (15% HB )
<b>A. REVENUE</b>						
From CF Balance	\$ 350,000		\$ 300,000	\$ 300,000		\$300,000
Collection Projections	\$ 625,000		\$ 625,000	\$ 625,000		\$625,000
SFAP Legislative Appropriation	\$ 2,423,137		\$ 2,550,670	\$ 3,599,358		\$3,059,454
YTC Legislative Appropriation	\$ 1,176,221		\$ 1,238,127	(YTC & SFAP Combined)		(15% HB = \$539904)
Hero Scholarship (Judicial Building Fund)	\$ -					(YTC & SFAP Combined)
<b>TOTAL REVENUE</b>	<b>\$ 4,574,358</b>		<b>\$ 4,713,797</b>	<b>\$ 4,524,358</b>		<b>\$3,984,454</b>
<b>B. EXPENDITURES</b>						
<u><b>SFAP Awards</b></u>						
Advance High School Placement	\$ 20,000		\$ 20,000	\$ 20,000		\$10,000
John Quan	\$ -		\$ -	\$ -		
Merit Award	\$ 1,579,000		\$ 1,655,847	\$ 1,616,993		\$1,400,592
Nursing Training Program**	\$ 500,000		\$ 500,000	\$ 500,000		\$500,000
Student Loan	\$ 350,000		\$ 350,000	\$ 384,358		\$350,000
Professional/Technical Award	\$ 300,000		\$ 350,000	\$ 350,000		\$350,000
Pedro "DOC" Sanchez***	\$ 300,000		\$ 300,000	\$ 300,000		\$300,000
Yamashita Teacher Corps	\$ 1,067,950		\$ 1,067,950	\$ 900,000		\$800,000
Hero Scholarship	\$ -		\$ -	\$ -		-
Regent Scholar Program	\$ -		\$ -	\$ -		-
ROTC Program	\$ -		\$ -	\$ -		-
Marine Lab Graduates	\$ -		\$ -	\$ -		-
<i>Sub-Total of SFAP Awards</i>	<b>\$ 4,116,950</b>		<b>\$ 4,243,797</b>	<b>\$ 4,071,351</b>		<b>\$3,710,592</b>
<u><b>Administrative Operations</b></u>						
<i>Sub-Total of Administrative Operations</i>	<b>\$ 457,408</b>		<b>\$ 470,000</b>	<b>\$ 452,007</b>		<b>\$452,007</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 4,574,358</b>		<b>\$ 4,713,797</b>	<b>\$ 4,523,358</b>		<b>\$4,162,599</b>
<b>C. SURPLUS/DEFICIT SFAP AWARDS</b>	<b>\$ -</b>		<b>\$ -</b>	<b>\$ 1,000</b>		
<b>D. LEGISLATIVE APPROPRIATION REQUEST</b>	<b>\$ 3,599,358</b>		<b>\$ 3,788,797</b>	<b>\$ 3,599,358</b>		<b>\$3,059,454</b>
<b>TOTAL APPROPRIATION</b>	<b>\$ 3,599,358</b>		<b>\$ 3,788,797</b>	<b>\$ 3,599,358</b>		<b>\$3,059,454</b>

**UNIVERSITY OF GUAM  
GOVERNMENT OF GUAM  
STUDENT FINANCIAL ASSISTANCE PROGRAM  
FY 2013-2014 BUDGET**

**SFAP Continuing and New Obligations**

<b>PROGRAM</b>	<b>CONTINUING RECIPIENTS</b>	<b>NEW RECIPIENTS</b>	<b>COSTS (\$)</b>	<b>With 15%HB</b>
Advance High School Placement*	15	10	\$20,000	\$10,000
John Quan	0	0	\$0	\$0
Merit Award	132	51	\$1,616,993	\$1,400,592
Nursing Training Program	22	18	\$500,000	\$500,000
Student Loan	43	27	\$384,358	\$350,000
Professional/Technical Award	11	13	\$350,000	\$350,000
Pedro "DOC" Sanchez	59	15	\$300,000	\$300,000
Yamashita Teacher Corps	38	14	\$900,000	\$800,000
Hero Scholarship	0	0	\$0	\$0
<b>Sub-Total</b>	<b>320</b>	<b>148</b>	<b>\$4,071,351</b>	<b>\$3,710,592</b>

**Board of Regent Scholars Fund Continuing and New Obligations**

<b>PROGRAM</b>	<b>RECIPIENTS*</b>		<b>COSTS (\$)</b>	<b>COSTS (\$)</b>
Regent Scholar Program	TBD		\$ -	\$ -
ROTC Program	TBD		\$ -	\$ -
Marine Lab Graduates	TBD		\$ -	\$ -
<b>Sub-Total</b>	<b>0</b>		<b>\$ -</b>	<b>\$ -</b>

<b>TOTAL</b>	<b>RECIPIENTS*</b>		<b>COSTS (\$)</b>	<b>15%HB</b>
AWARDS: SFAP	468		\$4,071,351	\$3,710,592
AWARDS: BOR Programs	0		\$0	\$0
OPERATIONS	N/A		\$452,007	\$452,007
<b>TOTAL</b>	<b>468</b>		<b>\$4,523,358</b>	<b>\$4,162,599</b>

**NOTE:**

\*Recipients are a combination of continuing and new.

**UNIVERSITY OF GUAM  
GOVERNMENT OF GUAM  
STUDENT FINANCIAL ASSISTANCE PROGRAM**

**FY 2013-2014 OPERATIONS BUDGET - REAPPORTIONED**

	FY 2012 Reapportioned Res. 11-20	FY 2013 Proposed Res. 12-03	FY 2013 Reapportioned Res. 12-	FY 2013 Reapportioned 15% HB
<b>CONTRACTUAL</b>				
Communication/Duplicating (53231)	\$ 2,500	\$ 2,500	\$ 1,000	\$ 1,000
Printing: Letterheads/Forms/Handbook/ Promissory Notes, etc (53236)	1,000	1,000	1,000	1,000
Computer Maintenance (Soft/Hardware)		2,500	1,000	1,000
Xerox Copies/Fax Lease & Maintenance (53235)	4,000	4,000	2,000	2,000
Office Equipment & Maintenance				
Advertising (53236)	1,000	1,000	1,000	1,000
Professional Organ. Memberships (53237)	-	2,000	2,000	2,000
Web Maintenance (53233)	-	-	-	-
Training & Maintenance (53239)	2,000	2,000	1,000	1,000
Imaging System Maintenance & Training		-	-	-
Security Alarm System (55250)	-	-	-	-
Collection Services	-	-	-	-
<b>SUB-TOTAL</b>	<b>\$ 10,500</b>	<b>\$ 15,000</b>	<b>\$ 9,000</b>	<b>\$ 9,000</b>
<b>SUPPLIES</b>				
Office Supplies/Materials (S54240)	\$ 2,000	\$ 3,000	\$ 2,000	\$ 2,000
<b>SUB-TOTAL</b>	<b>\$ 2,000</b>	<b>\$ 3,000</b>	<b>\$ 2,000</b>	<b>\$ 2,000</b>
<b>CAPITAL OUTLAY</b>				
Computers/HardDrive/Monitors/Printers (55250)	\$ 2,000	\$ 7,592	\$ 5,000	\$ 5,000
Container 20'	-	-	-	-
Minor Office Renovation	-	-	-	-
File Cabinets	-	-	-	-
Imaging System	-	-	-	-
Electronic Billboard	-	-	-	-
Shredder	-	-	-	-
Multi Media Projector	-	1,500	-	-
Scanner	-	-	-	-
<b>SUB-TOTAL</b>	<b>\$ 2,000</b>	<b>\$ 9,092</b>	<b>\$ 5,000</b>	<b>\$ 5,000</b>
<b>OVERTIME</b>				
Mileage				
<b>PERSONNEL (Includes - Salaries/Benefits)</b>				
	\$ -	\$0	\$0	\$0
Program Coordinator III (Vacant)	\$ 40,000	\$0	\$0	\$0
Customer Serv. Rep (Vacant - downgrade from PCIII)	\$ 35,000	\$24,800	\$0	\$0
Customer Serv. Rep (Vacant - downgrade from PCIV)	\$ 34,000	\$24,801	\$0	\$0
Program Coordinator IV		\$60,247	\$60,247	\$60,247
Program Coordinator II		\$50,368	\$50,368	\$50,368
Program Coordinator I	\$ 44,374	\$47,735	\$47,735	\$47,735
Program Coordinator I	\$ 42,691	\$46,813	\$46,813	\$46,813
Program Coordinator I (Vacant)	\$ 58,521	\$0	\$32,000	\$32,000
Administrative Assistant (SFAP)	\$ 45,819	\$45,819	\$45,819	\$45,819
Collection Agent Supervisor(Julie Rosario)	\$ 36,033	\$35,855	\$44,718	\$44,718
Collection Agent (Herbert Garcia)	\$ 31,835	\$31,835	\$33,341	\$33,341
Collection Agent (Eloise Nagallo)	\$ 31,835	\$31,835	\$32,166	\$32,166
Bursar (50% supported by UOG/SFAP)	\$ 39,300	\$39,300	\$39,300	\$39,300
<b>SUB-TOTAL</b>	<b>\$ 439,408</b>	<b>\$439,408</b>	<b>\$432,507</b>	<b>\$432,507</b>
<b>MISCELLANEOUS</b>				
Contingency	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500
<b>SUB-TOTAL</b>	<b>\$ 3,500</b>	<b>\$ 3,500</b>	<b>\$ 3,500</b>	<b>\$ 3,500</b>
<b>GRAND-TOTAL</b>	<b>\$ 457,408</b>	<b>\$ 470,000</b>	<b>\$ 452,007</b>	<b>\$ 452,007</b>



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 12-31

RELATIVE TO APPROVING THE CAREER PRIORITY LISTING  
FOR AY 2013-2014

**WHEREAS**, the governance and control of the University of Guam is vested in the Board of Regents of the University of Guam; and,

**WHEREAS**, the provisions of Title 17 of the Guam Code Annotated, Chapter 15, governing the Student Financial Assistance Fund, state that the Student Financial Assistance Fund shall be administered and granted by the Board of Regents in accordance with Public Law 19-37, Section 5 as amended; and

**WHEREAS**, in accordance with applicable provisions, the Student Affairs, Scholarship, Alumni Relations & Honorary Degree Committee held a public hearing on November 8, 2012 to address the Career Priority Listing for AY 2013-2014 for the Student Financial Assistance Program; and

**WHEREAS**, the Senior Vice President, Academic & Student Affairs, Dean Enrollment Management & Student Services, and the Acting Director, Financial Aid Office have all certified that the Career Priority Listing for AY 2013-2014 complies with appropriate Public Laws and the Board of Regents' Rules and Regulations; and


**WHEREAS**, as a result of that meeting, the Student Affairs, Scholarship, Alumni Relations & Honorary Degree Committee recommends to the Board approval of the Committee's recommendation on the Career Priority Listing for AY 2013-2014.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents on behalf of the administration, faculty and students of the University of Guam hereby approves the Career Priority Listing for AY 2013-2014 as attached.

Adopted this 13th day of December, 2012.

  
W. Chris Perez, M.D., Chairman

ATTESTED:

  
\_\_\_\_\_  
Dr. Robert A. Underwood, Executive Secretary

UNIVERSITY OF GUAM  
Student Financial Assistance Program  
CAREER PRIORITY LISTING  
For Academic Year 2013-2014

**Agriculture:**

Forestry  
Horticulture  
Organic

**Education:**

Administration & Supervision  
Assessment & Evaluation  
Chamorro Language Instruction  
ESL  
Reading & Literacy  
Secondary (Math, Science, Social Studies)  
Special Education

**Engineering:**

Alternative Fuels Development  
Architecture  
Civil  
Electrical  
Environmental  
Mechanical

**Environmental**

Management  
Planning  
Science

**Health Care Professionals:**

Cardiology  
Diabetes Specialist / Endocrinologist  
Health Administration  
Health Disparities Researcher  
Hospital Administration  
Laboratory Technology  
Medical Doctors (All fields)  
Nursing  
Nutritionist  
Oncology Specialist  
Orthopedics  
Pharmacy  
Physician Assistants  
Psychiatry (Adolescent)  
Psychology: Clinical  
Public Health Administration  
Radiology Technology  
Social Work  
Speech Pathology  
Therapy: Occupational, Physical, Respiratory  
Veterinary Medicine

**Law:**

Criminal Justice  
Enforcement  
Jurisprudence

**Others:**

Aquaculture  
Archeology, Anthropology  
Business: Accounting, Administration, Management, Human Resources  
Computer and Information Systems (MS) / IT  
Computer Science  
Construction: Management, Quality Control, Safety  
Consumer Family Science Program  
Counseling  
Cultural Resources Management  
Economics  
Energy/Resource Management  
Finance, Government Finance, Auditing  
Foreign Language Instruction  
Forensic Science  
Higher Education Administration  
Historic Preservation & Conservation  
International Relations  
Journalism and Mass Media  
Library & Information Science  
Marketing/Advertising, Quality Management  
Micronesian Studies  
Museum Studies  
Natural Resources Management  
Organizational Development  
Public Administration / Policy & Social Change  
Science: Physical, Atmospheric, Biology, Chemistry  
Tourism & Hospitality Management  
Urban/Community Planning  
Veterinary Technician



Dr. Robert A. Underwood, Executive Secretary



Mr. Chris Perez, Chairperson

**UNIVERSITY OF GUAM  
Student Financial Assistance Program  
CAREER PRIORITY LISTING  
For Academic Year 2013-2014  
(DRAFT - DRAFT - DRAFT)**

<b>Agriculture:</b>	Forestry Horticulture Organic
<b>Education:</b>	Administration & Supervision Assessment & Evaluation Chamorro Language Instruction ESL Reading & Literacy Secondary (Math, Science, Social Studies) Special Education
<b>Engineering:</b>	Alternative Fuels Development Architecture Civil Electrical Environmental Mechanical
<b>Environmental</b>	Management Planning Science
<b>Health Care Professionals:</b>	Cardiology Diabetes Specialist / Endocrinologist Health Administration Health Disparities Researcher Hospital Administration Laboratory Technology Medical Doctors (All fields) Nursing Nutritionist Oncology Specialist Orthopedics Pharmacy Physician Assistants Psychiatry (Adolescent) Psychology: Clinical Public Health Administration Radiology Technology Social Work Speech Pathology Therapy: Occupational, Physical, Respiratory Veterinary Medicine
<b>Law:</b>	Criminal Justice Enforcement Jurisprudence
<b>Others:</b>	Aquaculture Archeology, Anthropology Business: Accounting, Administration, Management, Human Resources Computer and Information Systems (MIS) / IT Computer Science Construction: Management, Quality Control, Safety Consumer Family Science Program Counseling Cultural Resources Management Economics Energy/Resource Management Finance, Government Finance, Auditing Foreign Language Instruction Forensic Science Higher Education Administration Historic Preservation & Conservation International Relations Journalism and Mass Media Library & Information Science Marketing/Advertising, Quality Management Micronesian Studies Museum Studies Natural Resources Management Organizational Development Public Administration / Policy & Social Change Science: Physical, Atmospheric, Biology, Chemistry Tourism & Hospitality Management Urban/Community Planning Veterinary Technician

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W. Chris Perez, Chairperson

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Dr. Robert A. Underwood, Executive Secretary

Regent John Arroyo, Chairman of the BFIA and Investment Committees, will report on the committees' meetings.

## UNIVERSITY OF GUAM

Statement of Revenues, Expenses, and Changes in Net Assets  
For the month ending September 30, 2012 (UNAUDITED)

	Sept. 2012 Unaudited	Sept. 30, 2011 Audited	variance	
<b>A-OPERATING REVENUES</b>				
Student tuition and fees, net	21,712,739	21,629,754	82,985	
Discount	(9,138,640)	(12,090,988)	2,952,348	Pell for FY10 was awarded in FY11
FEMA Disaster recoveries				
Federal grants/contracts	47,456,671	45,345,252	2,111,419	ARRA Grants
GovGuam grants & contracts	1,864,290	2,366,475	(502,185)	decrease in GovGuam grants
Nongovt. grants & contracts	1,054,053	927,977	126,076	
Sales & services of education dept.	578,030	747,776	(169,746)	
Auxiliary enterprises	2,239,482	2,364,324	(124,842)	
Other revenues	3,957,335	4,355,310	(397,975)	decrease in NAF revenue
<b>Total operating revenues</b>	<b>69,723,960</b>	<b>65,645,860</b>	<b>4,078,080</b>	
<b>B-OPERATING EXPENSES</b>				
Educational and general:				
Instruction	20,102,748	19,681,460	421,288	increase in salary/benefits
Research	10,890,948	11,327,217	(436,269)	decrease in grants salary/benefits
Public service	11,577,339	10,858,966	718,373	increase in salary/benefits
Academic support	8,495,850	9,277,889	(782,039)	decrease in salary/benefits/contracts
Student services (net of allowance)	4,388,996	4,091,657	297,339	
Institutional support	7,685,478	7,539,321	146,157	
Operations and maintenance plant	10,659,907	8,655,578	2,004,329	ARRA Grants
Depreciation	3,118,525	2,663,474	455,051	
Scholarships & fellowships	11,191,455	13,972,752	(2,781,297)	Pell for FY10 was awarded in FY11
Auxiliary enterprises	2,529,687	2,477,896	51,791	
<b>Total operating expenses</b>	<b>90,640,933</b>	<b>90,546,210</b>	<b>94,723</b>	
<b>Operating income (loss)</b>	<b>(20,916,973)</b>	<b>(24,900,330)</b>	<b>3,983,357</b>	
<b>C-NONOPERATING REVENUES (EXPENSES)</b>				
Federal approp/reimburse				
GovGuam appropriations	31,766,505	31,391,276	375,229	
GovGuam GCTF	2,292,281	544,633	1,747,648	
Investments income (net of expense)	2,698,281	198,332	2,499,949	increase in investment income MS
Interest on capital assets - debt related	(219,779)	(578,299)	358,520	
<b>Net nonoperating revenues</b>	<b>36,537,288</b>	<b>31,555,942</b>	<b>4,981,346</b>	
<b>Income before other revenues/expenses</b>	<b>15,620,315</b>	<b>6,655,612</b>	<b>8,964,703</b>	
<b>D-OTHERS</b>				
Debt service - DOA bond	(2,027,811)	(2,199,249)	171,438	
<b>Total other revenues/expenses</b>	<b>(2,027,811)</b>	<b>(2,199,249)</b>	<b>171,438</b>	
<b>(Decrease) Increase in net assets</b>	<b>13,592,504</b>	<b>4,456,363</b>	<b>9,136,141</b>	see Cell D97
<b>E-NET ASSETS</b>				
<b>Net assets beginning</b>	<b>93,252,311</b>	<b>88,925,179</b>	<b>4,327,132</b>	
Adjustment - YEC				



Net assets ending YTD FY2012	106,844,815	93,381,542	13,463,273
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**Note 1:**

a. **\$13.6M INCREASE** in net assets using ACUAL BASIS. **\$9.30M INCREASE** using CASH BASIS. Therefore, GovGuam is \$4.6M in arrears for FY12 allotments.

Breakdown of General Operations Appropriation Request:	Budget	Requested	Received	Balance Due
General Operations (from General Fund)	27,048,064	27,048,064	24,643,134	2,404,930
Less: 15% Allotment Control *	1,423,517	1,423,517	-	1,423,517
Additional release	500,000	500,000	-	500,000
<b>Net Appropriation - General Operations</b>	<b>25,624,547</b>	<b>25,624,547</b>	<b>24,643,134</b>	<b>1,481,413</b>
Capital Improvement Fund	500,000	500,000	425,000	75,000
Special Appropriations	6,834,239	6,834,239	6,123,066	711,173
	32,958,786	32,958,786	31,191,200	2,267,586
HFF-Cancer Trust Fund PL30-80 FY09	1,100,000	1,100,000	1,100,000	-
Less: hold back on special appro.				1,083,494
<b>Total Appropriations</b>	<b>34,058,786</b>	<b>34,058,786</b>	<b>32,291,200</b>	<b>1,184,092</b>

Fixed Assets	Beg. (per audit)	End-unaudited	Diff
CIP	1,303,417	1,893,495	590,078
Capital Assets, net	67,224,947	72,944,166	5,719,219
	68,528,364	74,837,661	6,309,297

Capitalized ARRA to Bal. Sheet

ANALYSIS OF SURPLUS	Increase in net assets, accrual	\$	13,592,504
Accounted for as follows:			
GCTF excess of revenues (cash) over expenses	(1,641,750)	(\$1M invested, = \$371k encumbrance)	
Increase in investment income-non cash	(2,698,281)		
Capitalized ARRA-to Balance Sheet	(6,309,297)	see above	
Net asset increase	\$	2,943,176	*
Due to financial services, no expenses associated with BMMF appropriation build			

## UNIVERSITY OF GUAM

## Statement of Revenues, Expenses, and Changes in Net Assets

For the month ending September 30, 2012 (UNAUDITED)

	Sept. 2012 Unaudited	Sept. 30, 2011 Audited	variance	
<b>A-OPERATING REVENUES</b>				
Student tuition and fees, net	21,712,739	21,629,754	82,985	
Discount	(9,138,640)	(12,090,988)	2,952,348	Pell for FY10 was awarded in FY11
FEMA Disaster recoveries				
Federal grants/contracts	47,456,671	45,345,252	2,111,419	ARRA Grants
GovGuam grants & contracts	1,864,290	2,366,475	(502,185)	decrease in GovGuam grants
Nongovt. grants & contracts	1,054,053	927,977	126,076	
Sales & services of education dept.	578,030	747,776	(169,746)	
Auxiliary enterprises	2,239,482	2,364,324	(124,842)	
Bookstore	1,379,166	1,544,858	(165,692)	
Housing	396,182	346,134	50,048	
English Language Institute	310,538	331,778	(21,240)	
Other auxiliary enterprises	153,596	141,554	12,042	
Other revenues	3,957,335	4,355,310	(397,975)	decrease in NAF revenue
<b>Total operating revenues</b>	<b>69,723,960</b>	<b>65,645,880</b>	<b>4,078,080</b>	
<b>B-OPERATING EXPENSES</b>				
Educational and general:				
Instruction	20,102,748	19,681,460	421,288	increase in salary/benefits
Research	10,890,948	11,327,217	(436,269)	decrease in grants salary/benefits
Public service	11,577,339	10,858,966	718,373	increase in salary/benefits
Academic support	8,495,850	9,277,889	(782,039)	decrease in salary/benefits/contracts
Student services (net of allowance)	4,388,996	4,091,657	297,339	
Institutional support	7,685,478	7,539,321	146,157	
Operations and maintenance plant	10,659,907	8,655,578	2,004,329	ARRA Grants
Depreciation	3,118,525	2,663,474	455,051	
Scholarships & fellowships	11,191,455	13,972,752	(2,781,297)	Pell for FY10 was awarded in FY11
Auxiliary enterprises	2,529,687	2,477,896	51,791	

Bookstore	1,468,675	1,489,934	(21,259)
Housing	525,277	417,409	107,868
English Language Institute	236,334	263,025	(26,691)
Other auxiliary enterprises	299,401	307,528	(8,127)
<b>Total operating expenses</b>	<b>93,170,620</b>	<b>90,546,210</b>	2,624,410
<b>Operating income (loss)</b>	<b>(23,446,660)</b>	<b>(24,900,330)</b>	1,453,670
<b>C-NONOPERATING REVENUES (EXPENSES)</b>			
Federal approp/reimburse			
GovGuam appropriations	32,291,200	31,391,276	899,924
GovGuam GCTF		544,633	(544,633)
Investments income (net of expense)	2,698,281	198,332	2,499,949
Interest on capital assets - debt related	(219,779)	(578,299)	358,520
Capital Expenditures loan repayment (Endowment)			
Other non-operating revenues/expenses			
<b>Net nonoperating revenues</b>	<b>34,769,702</b>	<b>31,555,942</b>	<b>3,213,760</b>
<b>Income before other revenues/expenses</b>	<b>11,323,042</b>	<b>6,655,612</b>	<b>4,667,430</b>
<b>D-OTHERS</b>			
Expended for plant facilities-net		-	
Additions to permanent endowments			
Debt service - DOA bond	(2,027,811)	(2,199,249)	171,438
Transfers-Agencies (YEC/Yamashita Educator Corps)			
Transfer-Agencies-net			
<b>Total other revenues/expenses</b>	<b>(2,027,811)</b>	<b>(2,199,249)</b>	<b>171,438</b>
<b>(Decrease) Increase in net assets</b>	<b>9,295,231</b>	<b>4,456,363</b>	<b>4,838,868</b>
<b>E-NET ASSETS</b>			
<b>Net assets beginning</b>	<b>93,252,311</b>	<b>88,925,179</b>	<b>4,327,132</b>
Adjustment - YEC			
<b>Net assets ending YTD FY2012</b>	<b>102,547,542</b>	<b>93,381,542</b>	<b>9,166,000</b>

Increase in Investment Income MS

see Cell D99



## Note 1:

a. **\$13.6M INCREASE** in net assets using ACUAL BASIS. **\$9.30M INCREASE** using CASH BASIS. Therefore, GovGuam is \$4.6M in arrears for

Breakdown of General Operations Appropriation Request:	Budget	Requested	Received	Balance Due
General Operations (from General Fund)	27,048,064	27,048,064	24,643,134	2,404,930
Less: 15% Allotment Control *	2,028,605	2,028,605	-	2,028,605
Additional release	500,000		-	500,000
<b>Net Appropriation - General Operations</b>	<b>25,019,459</b>	<b>25,019,459</b>	<b>24,643,134</b>	<b>876,325</b>
Capital Improvement Fund	500,000	500,000	425,000	75,000
Special Appropriations	10,891,458	10,891,458	6,123,066	4,768,392
	36,410,917	36,410,917	31,191,200	5,719,717
HFF-Cancer Trust Fund PL30-80 FY09	1,100,000	1,100,000	1,100,000	-
Less: hold back on special appro.				1,083,494
<b>Total Appropriations</b>	<b>37,510,917</b>	<b>37,510,917</b>	<b>32,291,200</b>	<b>4,636,223</b>

Fixed Assets	Beg. (per audit)	End-unaudited	Diff
C/P	1,303,417	1,893,495	590,078
Capital Assets, net	67,224,947	72,944,166	5,719,219
	68,528,364	74,837,661	6,309,297

Capitalized ARRA to Bal. Sheet

Increase in net assets-PY vs CY, accrual	9,106,396	
Accounted for as follows:		
GCTF excess of revenues (cash) over expenses	1,641,750	(\$1M invested; = \$371k encumbrance)
increase in investment income-non cash	(2,500,000)	
Capitalized ARRA-to Balance Sheet	(6,309,297)	see above
Decrease in net assets after adjustments	(1,938,849)	

# BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees

FY12 2012 Appropriations Status Report										
AS OF 09/30/12 ( as of 10/26/2012)										
Program	Fund Source	PL Section	A	15% Allot Reserve-General Fund	Net Appropriation	B	C	C. 1	C. 2	TOTAL OWED TO UOG
UOG Operations								Unpaid funded by GF (at 100%)	Unpaid-other sources	
UOG Operations	General Fund	PL31-77 Ch II, Part II, Sec 2a	19,954,790.00	2,993,218.50	16,961,571.50	18,381,471.48	1,573,318.52	1,573,318.52		
Medical/Dental/Life Insurance	General Fund	PL31-77 Ch XIV, Part I, Sec 6	843,801.00	126,570.15	717,230.85	703,170	140,631.00	140,631.00		
Medical/Dental/Life Insurance	GWA Reimb	PL31-77 Ch XIV, Part I, Sec 6	742,650.00	-	742,650.00	742,650.00	-	-		
Utility Cost account- Power & Water	General Fund	PL31-77 Ch XIV, Part II, Sec 4	4,145,880.00	621,882.00	3,523,998.00	3,454,900	690,980.00	690,980.00		
UOG Operations	GF-Sec 30 reimb	PL 31 - 126, Sec 3	1,360,943		1,360,943	1,360,943	0.00	-	-	
Total UOG General Operations			27,048,064.00	3,741,670.65	23,306,393.35	24,643,134.48	2,404,929.52	2,404,929.52	-	
Special Appropriations										
Student Financial Assistance (SFAP)	General Fund	PL31-77 Ch II, Part II, Sec 3a	2,423,137.00	363,470.55	2,059,666.45	2,221,208.00	201,928.00	201,929.00		
YEC Corps	General Fund	PL31-77 Ch II, Part II, Sec 3b	1,176,221.00	176,433.15	999,787.85	1,078,198.00	98,020.00	98,023.00		
Aquaculture Developp/Training	General Fund	PL31-77 Ch II, Part II, Sec 4	125,254.00	18,788.10	106,465.90	106,466.00	18,790.00	18,788.00		
Weri- Guam Hydrologic Survey	General Fund	PL31-77 Ch II, Part II, Sec 5	182,694.00	27,404.10	155,289.90	155,290.00	27,404.00	27,404.00		
Weri- Comp Water Monitoring	General Fund	PL31-77 Ch II, Part II, Sec 6	155,626.00	23,343.90	132,282.10	132,282.00	23,346.00	23,344.00		
No/So Soil and Water Conservation	General Fund	PL31-77 Ch II, Part II, Sec 7	149,384.00	22,407.60	126,976.40	126,976.00	22,404.00	22,408.00		
Capital Improvements Fund	Highway Fund	PL31-77 Ch II, Part II, Sec 10	500,000.00	-	500,000.00	425,000.00	75,000.00	-	75,000.00	
Guam Cancer Trust Fund	Healthy Futures	PL31-77 Ch II, Part II, Sec 11	1,421,923.00	-	1,421,923.00	1,090,141.00	331,331.00	-	331,782.00	
Rhinoceros Beetle Program	Tourist Attraction	PL31-77 Ch X, Sec 12	200,000.00	-	200,000.00	212,505.00	(12,505.00)	-	(12,505.00)	
GBOA-UOG Operations	GBOA	PL31-77 Ch II, Part II, Sec 2c	1,000,000.00	-	1,000,000.00	1,000,000.00	-	-		
HFF-Guam Cancer Trust Fund PL30-80 FY09	Tobacco Tax addn	PL30-80	1,100,000.00			1,100,000.00	-	-		
Total Special Appropriations			8,434,239.00	631,847.40	5,702,391.60	7,648,066.00	785,718.00	391,896.00	394,277.00	
Agency Funds										
KPRG (Public Radio)	General Fund	PL31-77 Ch II, Part II, Sec 8	89,467.00	13,420.05	76,046.95	76,047.00	13,420.00	13,420.00	-	
Guampedia Foundation	Tourist Attraction	PL31-77 Ch II, Part II, Sec 9	140,000.00	-	140,000.00	140,000.00	0.00	-		
Total Agency Funds			229,467.00	13,420.05	216,046.95	216,047.00	13,420.00	13,420.00	0.00	
Grand Total PL 31-77,PL31-126,PL30-80			35,711,770.00	4,386,938.10	29,224,831.90	32,507,247.48	3,204,067.52	2,810,245.52		
			50%	2,193,469				(2,193,469.05)		
				(50% of 15%)				616,776.47	394,277.00	
							Add back: (not subject to reserve)			
							SFAP-50% of 15%		181,735.28	
							YTC-50% of 15%		88,216.58	
							add'l release		500,000	
							Total owed to UOG		1,386,728.32	394,277.00
									1,781,005.32	

# BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees

University of Guam  
Collections Report  
as of  
October 30, 2012

## 1. SFAP Receivables Data

Oct-30-12

	Principal \$	Interest \$	Paid \$	Balance
Service Credit	14.3M	N/A	3.86M	10.44M
Deferred	1.55M	N/A	N/A	1.55M
In-School	3.70M	N/A	N/A	3.70M
Paving	2.04M	466K	946K	1.57M
Non-Paving	6.39M	1.94M	1.87M	6.86M

8.42M

## 3. Combined Total Outstanding

	Oct. '12	Sept. '12	Aug. '12	July '12
YEC	1,613,438	1,599,999	1,602,853	1,611,813
Merit	2,454,752	2,430,869	2,554,833	2,520,338
Nurses	223,970	251,248	245,468	236,390
Doc/Fellow	593,184	594,184	594,465	595,715
Doc Sanchez	151,198	151,871	141,124	141,199
Pro-Tech	1,137,399	1,207,018	1,010,033	997,016
Student Loan	2,247,572	2,241,570	2,252,476	2,210,722
Total	8,421,491	8,476,839	8,401,452	8,313,195

## 1.a. Monthly Aging Summary (Paying/Non-Paying)

	TOTAL	0-30	31-60	61-90	over 90
YEC	1,613,438	166,830	64,265	22,743	1,359,800
Merit	2,454,752	225,555	218,455	44,197	1,966,545
Nurses	223,970	29,948	37,264	4,554	152,204
Doc/Fellow	593,184	246,782	0	0	346,382
Doc Sanchez	151,198	16,177	0	25,953	109,068
Pro-Tech	1,137,399	66,867	0	198,498	872,236
Student Loan	2,247,572	124,754	49,464	27,830	2,045,524
Total	8,421,491	887,813	358,448	132,773	7,042,457

	ACTUAL COLLECTIONS					Forecast by Bursar	1 mo Actual
	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013
SFAP	624,302	491,655	395,951	571,178	614,500	501,629	502,933
DOC	15,371	16,812	11,520	4,111	5,120	4,445	4,111
YEC	167,775	123,085	118,420	117,956	98,762	109,950	117,956
	\$ 807,448	\$ 631,552	\$ 525,891	\$ 693,243	\$ 718,382	\$ 616,024	\$ 625,000

PROJECTION: \$660,000 \$690,000 \$710,000 \$585,000 \$25,000 \$25,000 \$25,000 10% Actual 90% Forecast

Collections Comparison 2012 and 2013 YTD ending October 30, 2012

## 2. Collections Data

	FY2012	FY2013	YTD 10/11	YTD 10/12
	Month end Oct. '11	Month end Oct. '12	YTD Oct. '11	YTD Oct. '12
1 SFAP	\$ 38,744	\$ 86,202	\$ 38,744	\$ 86,202
2 DOC	75	575	75	575
3 YEC	19,079	6,593	19,079	6,593
Total	\$ 57,898	\$ 93,370	\$ 57,898	\$ 93,370



\*\*Shaded area is under review\*\*



UNIVERSITY OF GUAM  
UNIBETSEDĀT GUAHAN

Administration and Finance  
Office of the Comptroller

FY 2013 Procurement Report  
As of October 2012

Compliance with BOR Resolution 05-54 (Adopted 12/5/05): At each monthly Board meeting, the Board requires a listing of approved procurement transactions and contracts greater than \$100,000.

Purchase Order > \$100k				
	Count	\$ Value	Vendor	Description
October 2012	1	\$228,591.77	G4S Security System (Guam)	Security Service renewal and alarm system maintenance for FY2013
November 2012				
December 2012				
January 2013				
February 2013				
March 2013				
April 2013				
May 2013				
June 2013				
July 2013				
August 2013				
September 2013				
Contracts > \$100k				
October 2012	1	\$177,244.00	James W. Stanford	Review of the Micronesia Bio-security Plan and develop a strategic implementation plan
	2	\$187,477.00	Premier International, inc. dba Carpet Master & The Shutters	Office Graduate Studies UOG BID P41-12 Installation of new storm shutters @ HSS, EC, and Marine Lab
	3	\$144,580.00	U.S. Department of the Interior	Cooperative Water Program agreements for water resource monitoring
	4	\$400,000.00	Guam Cancer Care	Cancer Support Services Guam Cancer Research
November 2012				
December 2012				
January 2013				
February 2013				
March 2013				
April 2013				
May 2013				
June 2013				
July 2013				
August 2013				
September 2013				





UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 12-32

**RELATIVE TO APPROVING THE PROPOSED TUITION RATE CHANGES**

**WHEREAS**, the University of Guam 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**, the governance and well-being of the University is vested in the Board of Regents; and

**WHEREAS**, for the past six years the cost of educating students alone has risen from \$29M to \$39 million (M), while the University's appropriation for operations from Government of Guam has been \$24-28M; and

**WHEREAS**, the University requires sufficient funding to achieve its mission and sustain academic quality and student learning, as it looks to educate over 3,700 students in Fall 2012, the second highest level of students since Fall 2000; and

**WHEREAS**, in 2000 there were 3,454 students (7% less) and the appropriation was \$24.8M, which would require a \$33.2M appropriation to have the same buying power today as compared to the \$26.7M appropriated by PL31-233; and

**WHEREAS**, the University faces financial sustainability challenges, specifically an \$8.4M shortfall in FY13, which is comprised of a \$3.4M shortfall magnified by BBMR's \$5M (15%) allotment reserve; and

**WHEREAS**, the University has acted to reapportion budgets, implement austerity controls, increase revenues, cutback expenditures and manage working capital; and the University must take further steps to sustain its mission and protect its highest priority of sustaining academic quality and student learning within its resources; and

**WHEREAS**, the University administration received recommendations on areas of resource needs and priorities from the University Planning and Budget Advisory Committee (UPBAC) and has implemented revenue generation and cost reduction measures, to partially fill the operational funding shortfall; and

**WHEREAS**, as the University still faces a significant gap in order to balance the FY13 budget, the University administration and UPBAC recommend tuition rate changes to both resident and non-resident tuition; and

**WHEREAS**, the University administration has proposed tuition rate changes and made them publicly available with an economic impact statement detailing financial, cost of living, accessibility, affordability, employment and other impacts per 5 GCA Article 3 Section 9301 (f); and

**WHEREAS**, the Budget, Finance, Investment and Audit Committee (BFIA) and the Student Affairs, Scholarship, Alumni Relations and Honorary Degree Committee (SASARHD) jointly held a public hearing on proposed tuition rate changes for Spring Semester 2013, and Academic Year 2013-2014 on October 11, 2012; and

**WHEREAS**, the 31<sup>st</sup> Guam Legislature has introduced legislation appropriating funds for tuition support; and



**WHEREAS**, the President, BFIA and SASARHD Committees have reviewed the report on the public hearing and recommend that the Board approve the tuition rate proposal, to be reviewed if sufficient tuition support is appropriated.


**NOW, THEREFORE, BE IT RESOLVED**, that the BOR hereby approves the University's proposed tuition rate changes for Spring Semester 2013 and Academic Year 2013-2014, as per the attached proposal.

**BE IT FURTHER RESOLVED**, that the Board authorizes the President, in consultation with the Board Chairperson, the BFIA Committee Chair, and the SASARHD Committee Chair, to modify the tuition rate increases should tuition support be appropriated.

Adopted this 13<sup>th</sup> day of December, 2012.

  
W. Chris Perez, M.D., Chairman

**ATTESTED:**

  
\_\_\_\_\_  
Dr. Robert A. Underwood, Executive Secretary



## University Of Guam

### Proposal For Tuition Rate Changes and Economic Impact Statement

#### Time, Date and Place of Public Hearing on Proposed Tuition Rate Changes

Time: 2 pm

Date: Thursday, October 11, 2012

Place: CLASS Lecture Hall, University of Guam, Mangilao, Guam 96923

#### Proposal for Tuition Rate Changes

The University recommends the following tuition rates. For residents the rates will increase 10% in Spring Semester 2013 and another 5% in both Academic Years 2013-14 and 2014-15. For non-residents the rates will decrease in Spring Semester 2013 (see page 4) and then increase 5% in each of the next two academic years. Revenue generated by the proposed tuition increase will benefit academic quality and support student learning.

**COMPARISON OF TUITION RATES**  
**(PROPOSED RATES: SPRING SEMESTER 2013 THROUGH ACADEMIC YEAR 2014-15)**

Academic Year	2009-10	2010-11	2011-12	2013 Spring	2013-14	2014-15
1. Resident Undergraduate	\$190	\$190	\$190	\$209	\$220	\$231
2. Resident Graduate	\$258	\$258	\$258	\$283	\$298	\$313
3. Non-Resident Undergraduate	\$565	\$565	\$565	\$435	\$457	\$480
4. Non-Resident Graduate	\$639	\$639	\$639	\$589	\$618	\$649

1. Increase the resident undergraduate tuition rate per credit hour to the following levels:
  - \$209 (10% increase) effective Spring Semester 2013
  - \$220 (+ 5%) effective Fall Semester 2013
  - \$231 (+ 5%) effective Fall Semester 2014
2. Increase the resident graduate tuition rate per credit hour to the following levels:
  - \$283 (+10%) effective Spring Semester 2013
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3. Change the non-resident undergraduate tuition rate per credit hour to the following levels:
  - \$435 from \$565 effective Spring Semester 2013
  - \$457 (+ 5%) effective Fall Semester 2013
  - \$480 (+ 5%) effective Fall Semester 2014
4. Change the non-resident graduate tuition rate per credit hour to the following levels:
  - \$589 from \$639 effective Spring Semester 2013
  - \$618 (+ 5%) effective Fall Semester 2013
  - \$649 (+ 5%) effective Fall Semester 2014.

## ***UOG Proposal For Tuition Rate Changes & EIS***

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### **Purpose, Need and Assessment of Risk and Cost**

The University requires sufficient funding to achieve its mission and maintain academic quality and student learning. We rely on revenues from Government of Guam appropriations, grants and contracts, student tuition/fees and auxiliary enterprises for the majority of our operational funds. Five years ago government appropriations were 41% of total revenues. In FY2011, appropriations have decreased to 33% of the total and University-generated sources increased to 67%. For the past five years, the appropriation for operations has been in the \$25-28 million (M) range, while the cost of educating students has risen from \$31M to \$39M. The University looks to educate 3,702 students for Fall Semester 2012. Budget Law PL 31-233 appropriates \$26.7M to the University for general operations to educate these students.

By way of comparison, in 2000 there were 3,454 students. The FY00 appropriation was \$24.8M. Adjusted for inflation, it would take a \$33.2M appropriation to have the same buying power today<sup>1</sup>. That is \$6.5M more than the \$26.7M that PL 31-233 appropriates. Yet, there are 248 (7%) more students today. It is clear that the University needs to control costs and earn lots of external funds, including tuition, in order to operate.

It should be noted that, if the University receives the additional funding appropriated in Bill 516-31 (COR), the proposed tuition rate increase for Spring Semester will not be necessary. With the \$1.47M support for student tuition provided by this bill, higher education will remain accessible and affordable for our 3,702 students at the current tuition rates.

The University is submitting this proposal and scheduling a public tuition hearing in October to provide sufficient time to meet deadlines for the publication of Spring Semester 2013 schedules. This timing also allows students to plan ahead for their Spring Semester tuition and fees and affords the University the time to reappropriate its operating budgets.

### **Financial Impact upon the University and Our Students, Guam's Economy and the People of Guam**

In order to maintain academic quality and student learning, support enrollment growth of 13% over the last 5 years, and meet mandated cost increases for such as retirement and utilities, the University requested a \$28.8M (\$27.5M + \$1.4 roll-over for tuition assistance) appropriation for our FY13 general operations. PL 31-233 appropriated \$26.7M.

The lower-than-requested government appropriations and the mandated cost increases have together left the University with a \$3.4M shortfall in its FY13 General Operations budget. On top of this the Governor has called for a 15% allotment reserve, which means another \$4M held back from the University's appropriations. At these levels our operations cannot be sustained in their current form and something needs to change. Viable options for the University are to restructure basic operations; seek new revenues; request supplemental appropriations; and/or increase tuition/fees. We are pursuing all four options in order to bridge the gap. Specifically:

- Approximately \$2M will be filled through additional belt-tightening cost reductions and improved productivity through new technology; energy and utility conservation measures; deferral of hiring, elimination of positions; increased revenue generation; and academic program consolidations/phase-outs over time, larger class sizes and fewer class offerings.
- This tuition rate increase, or an appropriation under Bill 516-31, is sought to fill \$1.47M of the gap.
- Financial management controls will be applied during the year to live within the 15% holdback.

These actions will further reduce the University's operational capacity and lead to substantive changes.

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<sup>1</sup> US Dept of Labor Bureau of Labor Statistics Inflation Calculator, [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm), 2000-2012

## ***UOG Proposal For Tuition Rate Changes & EIS***

The proposed tuition rate changes will result in the following financial impacts on students:

Resident undergraduates taking 24 credits and currently paying \$5,098 p.a. in tuition and fees:

- \$228 increase in 2013 Spring Semester
- \$264 increase in 2013-2014 Academic Year, Fall and Spring Semesters, to \$5,818 p.a.
- \$264 increase in 2014-2015 Academic Year, Fall and Spring Semester, to \$6,082 p.a.

Resident graduates taking 18 credits and currently paying \$5,182 p.a. in tuition and fees:

- \$225 increase in 2012 Spring Semester
- \$270 increase in 2012-2013 Academic Year, Fall and Spring Semesters, to \$5,902 p.a.
- \$270 increase in 2013-2014 Academic Year, Fall and Spring Semester, to \$6,172 p.a.

Non-resident undergraduates taking 24 credits and currently paying \$14,098 p.a. in tuition and fees:

- \$1,560 decrease in 2012 Spring Semester
- \$528 increase in 2012-2013 Academic Year, Fall and Spring Semesters, to \$11,506 p.a.
- \$552 increase in 2013-2014 Academic Year, Fall and Spring Semester, to \$12,058 p.a.

Non-resident graduates taking 18 credits and currently paying \$12,000 p.a. in tuition and fees:

- \$450 decrease in 2012 Spring Semester
- \$522 increase in 2012-2013 Academic Year, Fall and Spring Semesters, to \$11,662 p.a.
- \$558 increase in 2013-2014 Academic Year, Fall and Spring Semester, to \$12,220 p.a.

There are also financial impacts on the people and economy of Guam:

- Family debt levels will likely rise. The Pew Research Center reports that the average undergrad student borrower in 2010 left school owing almost \$27,000 with the burden of the debt greatest for the young and the poor<sup>1</sup>. With tuition rates increasing nationwide student debt has been growing since, as have default rates on student debt.
- Students and their families are price-sensitive and have a wide range of choices for higher education. Should students attend off-island colleges and universities because of the tuition price increase, they take off-island the money that would be spent and would circulate here.
- With a tuition increase, students and their families would spend less on other goods and services.
- The new non-resident tuition rates are planned to attract more students to the island for their higher education, bringing outside money to the island that would be spent and would circulate here.

### **Potential Impacts on the Cost of Living and Availability of Goods and Services**

With the proposed tuition increase higher education at the University of Guam will be less affordable and accessible to the people of Guam and the region. Tuition and fees are already 13% of median household income on Guam<sup>2</sup>. All else being equal, this will increase to 15% over the next three years. Nevertheless, almost 81% of students who attend public universities in the United States pay higher tuition and fees than University of Guam students, whose tuition and fees are 70% of the average of 4-year public universities<sup>3</sup>. When compared to our open-admissions university peers, our current tuition and fees rank fifth of ten.

<sup>1</sup> A Record One-in Five Households Now Owe Student Loan Debt, Pew Research Center, 26 September 2012

<sup>2</sup> 2010 median household income \$39,052. Household and Per Capita Income: 2010 Report, Guam Department of Labor, Bureau of Labor Statistics [http://www.dol.guam.gov/index.php?option=com\\_content&view=article&id=469&Itemid=600](http://www.dol.guam.gov/index.php?option=com_content&view=article&id=469&Itemid=600)

<sup>3</sup> Chronicle of Higher Education, Almanac of Higher Education 2012



## UOG Proposal For Tuition Rate Changes & EIS

Imagine the impact on the cost of a university education without the government subsidies to public universities. On Guam, students would pay the \$10,850 full cost of their education, which would be 28% of the median household income. Today, they pay half of that. The Government of Guam subsidizes the other half.

Nationwide, the Pew Research Center reports that 75% of the public say college is too expensive for most Americans to afford<sup>5</sup>. This statistic is likely even more powerful for Guam. The graph below illustrates how over the recent past the cost of education has increased, government appropriations have stayed flat, and students have paid an increasing share of the cost of their education. Their share has gone from around 40% in 2005 to approximately 47 % in 2010.

TRENDS IN COST OF EDUCATING STUDENTS, TUITION AND FEES PAID, AND GOVERNMENT APPROPRIATIONS (NOT ADDITIVE)  
FISCAL YEARS 2005-13



Our students and their families pay for their education by reducing their current consumption and through federal and local student aid. 73% of all undergraduates receive some form of student aid, of which 54% receive Pell Grant. Except for 2010-2012 the tuition rate has increased at a nominal 10% compound rate since 1998. Adjusted for inflation, tuition has increased 2.4 times over that period<sup>6</sup>. Unfortunately, with the tuition increases students and families will have less of their cost of education covered by Pell Grants and Student Financial Aid Programs. In 2013 Pell Grants will cover a maximum of \$5,550 for undergrads, which is similar to the proposed annualized tuition and fees, but less than the \$5,818 and the \$6,082 proposed for 2014 and 2015 respectively. In addition students will not have additional grant monies to cover books and supplies.

The tuition rate proposals for non-residents will decrease in Spring 2013 but then increase 5% in each of the next two academic years. While this change will lower their tuition costs, it is designed to increase the likelihood of their attending the University of Guam. Non-resident undergraduate students currently pay \$14,098 per year to attend, which is 2.8 times more than the \$5,098 paid by resident undergraduates. This proposal will lower that multiple to 2.0 times the cost. The proposed non-resident rates will fully cover the direct and indirect costs of educating a student at the University (resident rates are more than 50% subsidized by the Government of Guam appropriation). The new non-resident tuition rates have been set to attract more students to the island for their higher education, leading to a more diverse student body and enriching experiences for resident students.

<sup>5</sup> College Graduation: Weighing the Cost...and the Payoff, Pew Research Center, 17 May 2012

<sup>6</sup> US Dept of Labor Bureau of Labor Statistics Inflation Calculator, [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm), 1998-2010

## UOG Proposal For Tuition Rate Changes & EIS

### Impacts on Employment and Availability of Jobs

At the Fall Semester 2011 Faculty Convocation President Underwood reported that over the last 60 years the University has graduated 12,000 students who now provide the professional backbone for almost everything we do in Guam and for much of the region. Political leaders, our nurses, our teachers, our accountants, our entrepreneurs, our public administrators, military officers, police officers, probation officers, environmental experts and monitors, technicians at all levels and supervisors and managers of all different public and business sectors are all prepared and strengthened by their educational experience at the University of Guam. This is who we are and this is our collective impact on Guam and Micronesia.

By the year 2018, a Georgetown University study projects that 63% of job openings will require college training or better and 45% a college degree <sup>7</sup>. Only 37% will require workers with just a high school diploma or less. This means that Guam's ninth graders must finish high school on time and graduate from college in order to have a reasonable chance at being employed in the new economy.

Students who graduate from the University of Guam are more likely to pursue careers on-island compared to those who attend off-island colleges and universities. Students who pursue careers on island, pay taxes on island, and pay higher taxes as well. Nationwide, a student with a college degree earns an additional \$19,550 annually and \$650,000 more over a forty-year career, even after factoring in the costs and foregone earnings associated with going to college<sup>8</sup>.

Nationwide, 73% of adults who have a four-year college degree are employed. 56% of adults who do not have a college degree are employed<sup>9</sup>.

### Impacts on the Costs of Doing Business

None

### Any Other Adverse or Beneficial Impacts

All revenue generated by the proposed tuition increase will benefit academic quality and support student learning. The words of the *Pacific Daily News* in its editorial of November 24, 2008, still apply<sup>10</sup>:

*University of Guam President Robert Underwood and the Board of Regents must now scrutinize the university's budget and priorities.*

*They must look at the possibility of increasing the price of tuition and explore areas that can be cut to prioritize programs such as the nursing and teaching programs. If Underwood doesn't want to increase tuition, then what other cuts need to be made?*

*While the university has seen enrollment increase by 15 percent over the past four years, every year the Legislature cuts the amount of money requested by UOG.*

*That has prevented the University from hiring more faculty members and growing programs to produce professionals so desperately needed by our community. These professionals, especially teachers and nurses, will be in even higher demand in the coming years as the population increases due to the military buildup.*

<sup>7</sup> Carnevale, Anthony P., Nicole Smith, and Jeff Strohl. 2010. "Help Wanted: Projections of Employment and Education Demand 2008-2018." Washington, DC: Georgetown Center on Education and the Workforce, pp.13-14  
<http://cew.georgetown.edu/jobs2018/>

<sup>8</sup> College Graduation: Weighing the Cost...and the Payoff, Pew Research Center Publications 17, May 2012

<sup>9</sup> Is College Worth It?, Pew Research Center, 16 May 2011, p.53

<sup>10</sup> Extract from PDN <http://www.guampdn.com/article/20081124/OPINION01/811240317/1014/OPINION>, Nov 24, 2008



# University Of Guam

## Proposal For Tuition Rate Changes and Economic Impact Statement

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### Time, Date and Place of Public Hearing on Proposed Tuition Rate Changes

Time: 2 pm  
 Date: Thursday, October 11, 2012  
 Place: CLASS Lecture Hall, University of Guam, Mangilao, Guam 96923

### Proposal for Tuition Rate Changes

The University recommends the following tuition rates. For residents the rates will increase 10% in Spring Semester 2013 and another 5% in both Academic Years 2013-14 and 2014-15. For non-residents the rates will decrease in Spring Semester 2013 (see page 4) and then increase 5% in each of the next two academic years. Revenue generated by the proposed tuition increase will benefit academic quality and support student learning.

**COMPARISON OF TUITION RATES**  
**(PROPOSED RATES: SPRING SEMESTER 2013 THROUGH ACADEMIC YEAR 2014-15)**

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## *UOG Proposal For Tuition Rate Changes & EIS*

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- Financial management controls will be applied during the year to live within the 15% holdback.

These actions will further reduce the University's operational capacity and lead to substantive changes.

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<sup>1</sup> US Dept of Labor Bureau of Labor Statistics Inflation Calculator, [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm), 2000-2012



## *UOG Proposal For Tuition Rate Changes & EIS*

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Resident undergraduates taking 24 credits and currently paying \$5,098 p.a. in tuition and fees:

- \$228 increase in 2013 Spring Semester
- \$264 increase in 2013-2014 Academic Year, Fall and Spring Semesters, to \$5,818 p.a.
- \$264 increase in 2014-2015 Academic Year, Fall and Spring Semester, to \$6,082 p.a.

Resident graduates taking 18 credits and currently paying \$5,182 p.a. in tuition and fees:

- \$225 increase in 2012 Spring Semester
- \$270 increase in 2012-2013 Academic Year, Fall and Spring Semesters, to \$5,902 p.a.
- \$270 increase in 2013-2014 Academic Year, Fall and Spring Semester, to \$6,172 p.a.

Non-resident undergraduates taking 24 credits and currently paying \$14,098 p.a. in tuition and fees:

- \$1,560 decrease in 2012 Spring Semester
- \$528 increase in 2012-2013 Academic Year, Fall and Spring Semesters, to \$11,506 p.a.
- \$552 increase in 2013-2014 Academic Year, Fall and Spring Semester, to \$12,058 p.a.

Non-resident graduates taking 18 credits and currently paying \$12,000 p.a. in tuition and fees:

- \$450 decrease in 2012 Spring Semester
- \$522 increase in 2012-2013 Academic Year, Fall and Spring Semesters, to \$11,662 p.a.
- \$558 increase in 2013-2014 Academic Year, Fall and Spring Semester, to \$12,220 p.a.

There are also financial impacts on the people and economy of Guam.

- Family debt levels will likely rise. The Pew Research Center reports that the average undergrad student borrower in 2010 left school owing almost \$27,000 with the burden of the debt greatest for the young and the poor<sup>2</sup>. With tuition rates increasing nationwide student debt has been growing since, as have default rates on student debt.
- Students and their families are price-sensitive and have a wide range of choices for higher education. Should students attend off-island colleges and universities because of the tuition price increase, they take off-island the money that would be spent and would circulate here.
- With a tuition increase, students and their families would spend less on other goods and services.
- The new non-resident tuition rates are planned to attract more students to the island for their higher education, bringing outside money to the island that would be spent and would circulate here.

### **Potential Impacts on the Cost of Living and Availability of Goods and Services**

With the proposed tuition increase higher education at the University of Guam will be less affordable and accessible to the people of Guam and the region. Tuition and fees are already 13% of median household income on Guam<sup>3</sup>. All else being equal, this will increase to 15% over the next three years. Nevertheless, almost 81% of students who attend public universities in the United States pay higher tuition and fees than University of Guam students, whose tuition and fees are 70% of the average of 4-year public universities<sup>4</sup>. When compared to our open-admissions university peers, our current tuition and fees rank fifth of ten.

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<sup>2</sup> A Record One-in Five Households Now Owe Student Loan Debt, Pew Research Center, 26 September 2012

<sup>3</sup> 2010 median household income \$39,052. *Household and Per Capita Income: 2010 Report*, Guam Department of Labor, Bureau of Labor Statistics [http://www.dol.guam.gov/index.php?option=com\\_content&view=article&id=469&Itemid=600](http://www.dol.guam.gov/index.php?option=com_content&view=article&id=469&Itemid=600)

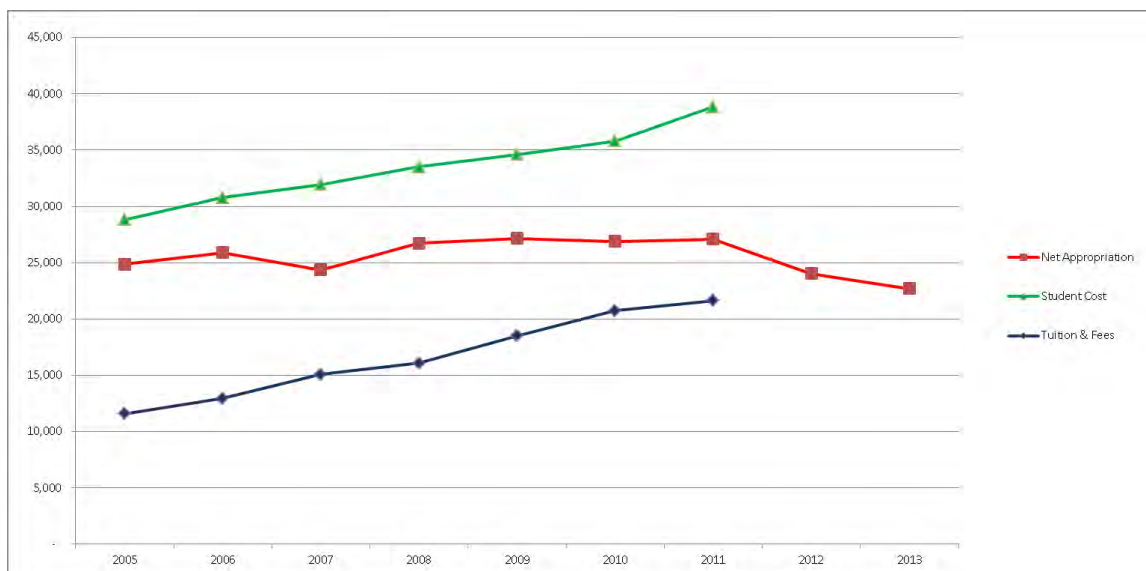
<sup>4</sup> *Chronicle of Higher Education*, Almanac of Higher Education 2012

## UOG Proposal For Tuition Rate Changes & EIS

Imagine the impact on the cost of a university education without the government subsidies to public universities. On Guam, students would pay the \$10,850 full cost of their education, which would be 28% of the median household income. Today, they pay half of that. The Government of Guam subsidizes the other half.

Nationwide, the Pew Research Center reports that 75% of the public say college is too expensive for most Americans to afford<sup>5</sup>. This statistic is likely even more powerful for Guam. The graph below illustrates how over the recent past the cost of education has increased, government appropriations have stayed flat, and students have paid an increasing share of the cost of their education. Their share has gone from around 40% in 2005 to approximately 47 % in 2010.

**TRENDS IN COST OF EDUCATING STUDENTS, TUITION AND FEES PAID, AND GOVERNMENT APPROPRIATIONS (NOT ADDITIVE)  
FISCAL YEARS 2005-13**



Our students and their families pay for their education by reducing their current consumption and through federal and local student aid. 73% of all undergraduates receive some form of student aid, of which 54% receive Pell Grant. Except for 2010-2012 the tuition rate has increased at a nominal 10% compound rate since 1998. Adjusted for inflation, tuition has increased 2.4 times over that period<sup>6</sup>. Unfortunately, with the tuition increases students and families will have less of their cost of education covered by Pell Grants and Student Financial Aid Programs. In 2013 Pell Grants will cover a maximum of \$5,550 for undergrads, which is similar to the proposed annualized tuition and fees, but less than the \$5,818 and the \$6,082 proposed for 2014 and 2015 respectively. In addition students will not have additional grant monies to cover books and supplies.

The tuition rate proposals for non-residents will decrease in Spring 2013 but then increase 5% in each of the next two academic years. While this change will lower their tuition costs, it is designed to increase the likelihood of their attending the University of Guam. Non-resident undergraduate students currently pay \$14,098 per year to attend, which is 2.8 times more than the \$5,098 paid by resident undergraduates. This proposal will lower that multiple to 2.0 times the cost. The proposed non-resident rates will fully cover the direct and indirect costs of educating a student at the University (resident rates are more than 50% subsidized by the Government of Guam appropriation). The new non-resident tuition rates have been set to attract more students to the island for their higher education, leading to a more diverse student body and enriching experiences for resident students.

<sup>5</sup> College Graduation: Weighing the Cost...and the Payoff, Pew Research Center, 17 May 2012

<sup>6</sup> US Dept of Labor Bureau of Labor Statistics Inflation Calculator, [http://www.bls.gov/data/inflation\\_calculator.htm](http://www.bls.gov/data/inflation_calculator.htm), 1998-2010

## *UOG Proposal For Tuition Rate Changes & EIS*

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### **Impacts on Employment and Availability of Jobs**

At the Fall Semester 2011 Faculty Convocation President Underwood reported that over the last 60 years the University has graduated 12,000 students who now provide the professional backbone for almost everything we do in Guam and for much of the region. Political leaders, our nurses, our teachers, our accountants, our entrepreneurs, our public administrators, military officers, police officers, probation officers, environmental experts and monitors, technicians at all levels and supervisors and managers of all different public and business sectors are all prepared and strengthened by their educational experience at the University of Guam. This is who we are and this is our collective impact on Guam and Micronesia.

By the year 2018, a Georgetown University study projects that 63% of job openings will require college training or better and 45% a college degree <sup>7</sup>. Only 37% will require workers with just a high school diploma or less. This means that Guam's ninth graders must finish high school on time and graduate from college in order to have a reasonable chance at being employed in the new economy.

Students who graduate from the University of Guam are more likely to pursue careers on-island compared to those who attend off-island colleges and universities. Students who pursue careers on island, pay taxes on island, and pay higher taxes as well. Nationwide, a student with a college degree earns an additional \$19,550 annually and \$650,000 more over a forty-year career, even after factoring in the costs and foregone earnings associated with going to college<sup>8</sup>.

Nationwide, 73% of adults who have a four-year college degree are employed. 56% of adults who do not have a college degree are employed<sup>9</sup>.

### **Impacts on the Costs of Doing Business**

None

### **Any Other Adverse or Beneficial Impacts**

All revenue generated by the proposed tuition increase will benefit academic quality and support student learning. The words of the *Pacific Daily News* in its editorial of November 24, 2008, still apply<sup>10</sup>:

*University of Guam President Robert Underwood and the Board of Regents must now scrutinize the university's budget and priorities.*

*They must look at the possibility of increasing the price of tuition and explore areas that can be cut to prioritize programs such as the nursing and teaching programs. If Underwood doesn't want to increase tuition, then what other cuts need to be made?*

*While the university has seen enrollment increase by 15 percent over the past four years, every year the Legislature cuts the amount of money requested by UOG.*

*That has prevented the University from hiring more faculty members and growing programs to produce professionals so desperately needed by our community. These professionals, especially teachers and nurses, will be in even higher demand in the coming years as the population increases due to the military buildup.*

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<sup>7</sup> Carnevale, Anthony P., Nicole Smith, and Jeff Strohl. 2010. "Help Wanted: Projections of Employment and Education Demand 2008-2018." Washington, DC: Georgetown Center on Education and the Workforce, pp.13-14  
<http://cew.georgetown.edu/jobs2018/>

<sup>8</sup> College Graduation: Weighing the Cost...and the Payoff, Pew Research Center Publications 17, May 2012

<sup>9</sup> *Is College Worth It?*, Pew Research Center, 16 May 2011, p.53

<sup>10</sup> Extract from PDN <http://www.guampdn.com/article/20081124/OPINION01/811240317/1014/OPINION>, Nov 24, 2008



**UNIVERSITY OF GUAM  
UNIBETSEDAT GUÅHAN  
BOARD OF REGENTS**

**Resolution No. 12-33**

**RELATIVE TO APPROVING REAPPORTIONED FY2013 GENERAL OPERATIONS,  
NON-APPROPRIATED FUND, AND AUXILIARY FUND BUDGETS**

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

**WHEREAS**, the governance of the University is vested in the Board of Regents (BOR) which is responsible for approving, adopting budgets and plans that together are primary controls to ensure effectiveness and financial well-being; and

**WHEREAS**, the University's general operations budget addresses government and University-generated funding for personnel, operational expenditures and special appropriations; non-appropriated fund (NAF) budgets address University-generated funding for operations of academic, student services and administrative departments in performance of departmental high priorities; and Auxiliary budgets address self-supporting or revenue generating activities that furnish goods or services to students, faculty, staff and extramurally; and

**WHEREAS**, on February 16, 2012, the BOR approved Resolution 12-03 approving FY2013 general operations and special appropriations budgets for submittal to the Guam Legislature, Resolution 12-05 for FY2013 NAF budgets and Resolution 12-06 for FY2013 Auxiliary budgets; and

**WHEREAS**, as required by BOR policy, the University is required to reapportion its budgets, since the shortfall from expiry of the PL 31-233 appropriation and flat enrollment is \$3.4 million (M) less than the BOR-approved FY2013 budgets; and

**WHEREAS**, the BOR approved Resolution 12-19, which continued FY2012 budgets for FY2013 budgetary, accounting and certification purposes until the FY2013 budgets were reapportioned and approved; and

**WHEREAS**, the University has agreed upon the goals articulated in its strategic plan, focused its revenues and spending upon the highest priorities within its missions, and demonstrated commitment to a balance budget, financial stability and long-term viability to deliver its mission and sustain educational effectiveness; and

**WHEREAS**, the University administration received recommendations on areas of resource needs and priorities from the University Planning and Budget Advisory Committee and has implemented revenue generation and cost reduction measures, thereby reapportioning and balancing its FY2013 budgets; and

**WHEREAS**, the President, the Physical Facilities Committee, in regards to the reapportioned FY2013 Finance and Administrative Support NAF budget, and the Budget, Finance, Investment and Audit Committee have reviewed and recommend that the Board approve the reapportioned FY2013 General Operations Budget including Special Appropriations


Budgets, the reappropriated FY2013 NAF budgets and the FY2013 reappropriated FY2013 Auxiliary budgets that are attached hereto;

**NOW, THEREFORE BE IT RESOLVED**, that the University's reappropriated FY2013 General Operations Budget including Special Appropriations Budgets, the reappropriated FY2013 NAF budgets and the FY2013 reappropriated FY2013 Auxiliary budgets that are attached hereto are hereby approved and will be administered effective December 13, 2012.

Adopted this 13th of December, 2012.

  
W. Chris Perez, M.D., Chairman

**ATTESTED:**

  
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Dr. Robert Underwood, Executive Secretary



# BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees

## UNIVERSITY OF GUAM

### A. General Operations Budget

#### SUMMARY OF GENERAL OPERATIONS BUDGET

FY2013 Budget Request	FY13 Bill 426-31	FY2013 PL131-233
Revenues	42,569,197	39,673,528
Expenses	(42,569,197)	(40,737,222)
Balance	\$ 0	\$ (3,386,592)

#### Revenues

Appropriation Request -General Fund	27,482,396	25,688,064	25,688,064	-
Appropriation Request -TEFF		1,000,000	1,000,000	-
Appropriation - Tuition or 10% Tuition Rate Increase	1,360,943		-	-
Tuition Fund Projected Net Revenue	11,997,858	11,257,464	12,241,158	(983,694)
Federal Matching Funds	1,508,000	1,508,000	1,508,000	-
PIP Net Revenue (transfer)	220,000	220,000	300,000	(80,000)
<b>Total Revenues</b>	<b>42,569,197</b>	<b>39,673,528</b>	<b>40,737,222</b>	

#### Expenses

<b>Personnel Expenses</b>				
Existing Personnel	(31,340,189)	(32,130,578)	(31,401,313)	(729,265)
Savings from the transitioning of 12mo. faculty			100,000	(100,000)
One month voluntary furlough for 5 administrators - estimated savings based on ave. salary			55,393	(55,393)
Vacant Positions	(1,819,691)	(1,463,443)	(391,158)	(1,072,285)
Salary Increments -2013	(208,218)	(265,000)	-	(265,000)
Other Personnel Cost	(575,757)	(575,757)	(594,500)	18,743
<b>Total Personnel Expenses</b>	<b>(33,943,855)</b>	<b>(34,434,778)</b>	<b>(32,231,577)</b>	

#### Operating (Non-personnel) Expenses

Contracts	(3,430,949)	(3,430,949)	(3,311,252)	(119,697)
Supplies	(461,531)	(461,531)	(461,531)	(169,697)
Equipment	(75,392)	(75,392)	(75,392)	50,000
Accreditation	(35,000)	(35,000)	(35,000)	(119,697)
Miscellaneous	(31,920)	(31,920)	(31,920)	
Utilities	(3,805,550)	(3,805,550)	(3,805,550)	
Library & IT Priorities - Capital	(275,000)	(275,000)	(275,000)	
Center for Island Sustainability Investments	-	-	-	
Capital Outlay for repair and maintenance	(510,000)	(510,000)	(510,000)	
<b>Subtotal Operating (Non-personnel) Expenses</b>	<b>(8,625,342)</b>	<b>(8,625,342)</b>	<b>(8,505,645)</b>	

#### Total General Operations Expenses

	(42,569,197)	(43,060,120)	(40,737,222)	
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#### General Operations Balance

	0	(3,386,592)	(0)	(3,386,591)
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### B. Special Appropriations (Continuing)

Water and Environmental Research Institute				
Guam Hydrologic Survey (GHS)	204,200	182,694	182,694	
Guam Comprehensive Water Monitoring Prog (CWMP)	173,948	155,626	155,626	
GADTC Hatchery	131,846	125,254	125,254	
Northern & Southern Soil and Water Conservation Programs	157,720	149,384	149,384	
<b>Total Special Appropriations</b>	<b>\$ 667,714</b>	<b>\$ 612,958</b>	<b>\$ 612,958</b>	

(\$ millions)	
(3.40)	Deficit
0.08	(3.32) PIP Support (original target 220K, increased to 300K)
0.17	(3.15) Insurance program savings for FY13 (original est- 850K, actual 680K)
0.70	(2.45) Results of unit meetings with VPAF & misc personnel changes, net of outsourcing
1.00	(1.45) Tuition rate increase / additional appropriation
1.10	(0.35) Hiring freeze for positions on vacancy list \$0.8m & changing all vacant faculty positions to 9mo. Asst Prof \$0.2m
0.10	(0.25) Change of status for 12mo faculty to 11mo.-voluntary basis
(0.10)	(0.35) Limited-Term pool for urgent needs
0.05	(0.30) 1-month Voluntary furlough for up to 5 administrators
0.30	0.00 Freezing of FY13 salary increments

(729,265) incl \$600k full year impact of FY12 salary increments in FY13

(119,697) (169,697) Ins  
50,000 Plant & Facilities' outsourcing contracts to replace some eliminated positions  
(119,697)

**BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees**

<b>FY13 General Operations Detail Reapportioned</b>	<b>Vac FTE</b>	<b>Vacant Positions</b>	<b>Filled FTE</b>	<b>PERSONNEL</b>	<b>CONTRACTS</b>	<b>SUPPLIES</b>	<b>EQUIP</b>	<b>MISC EXP</b>	<b>UTILITIES</b>	<b>CAPITAL OUTLAY</b>	<b>TOTALS</b>	<b>%</b>
<b>EXECUTIVE OFFICES</b>												
President's Office	-	136,000	6	665,734	179,905	5,963					851,602	2.09%
Alumni Relations Office	-	-	1	112,770							112,770	0.28%
EEO (includes ADA services)	-	-	2	143,242	33,250	1,000	-	500			177,992	0.44%
Legal Counsel	-	-	2	202,856	5,700	1,200	-				209,756	0.51%
<b>Executive Office Expenses</b>	<b>0</b>	<b>136,000</b>	<b>11</b>	<b>1,124,603</b>	<b>218,855</b>	<b>8,163</b>	<b>-</b>	<b>500</b>	<b>-</b>	<b>-</b>	<b>1,352,121</b>	<b>3.32%</b>
<b>ACADEMIC AND STUDENT AFFAIRS</b>												
Senior Vice President's Office	-	-	6	649,065	89,490	15,000	-	35,000			788,555	1.94%
Assessment	-	-			75,000						75,000	0.18%
Faculty Senate	-	-	1	35,290							35,290	0.09%
CEDDERS	-	-	1	213,263							213,263	0.52%
Graduate Studies	-	-	1	40,997	5,700	1,980	2,600	200			51,477	0.13%
Office of Sponsored Programs	-	-	4	331,849	5,700	1,980	2,600	200			342,329	0.84%
Micro Area Res Center (MLI, Cham Lang& Culture)	-	-	11	939,163	20,853	2,381	-	-		5,000	967,397	2.37%
Marine Lab	1	39,795	10	856,615	29,724	9,386				-	895,725	2.20%
Water and Environmental Research Institute	-	-	10	921,781		1,000					922,781	2.27%
Computer Center	-	-	12	857,110	460,975	18,341	3,500	-		-	1,339,926	3.29%
College of Natural and Applied Sciences	1	9,949	86.0	7,304,260	44,032	19,000	10,242	3,250		-	7,380,784	18.12%
College of Liberal Arts and Social Sciences	-	-	67.5	5,719,721	40,000	-	-			-	5,759,721	14.14%
School of Business and Public Administration	-	-	23	2,180,528	17,175	-	-	3,500			2,201,203	5.40%
School of Education	1	51,646	22.5	1,893,014	46,000	12,800		7,000			1,958,814	4.81%
School of Nursing	2	49,744	14.5	1,034,884	61,309	2,800	2,150				1,101,143	2.70%
UOG Library	-	-	20	1,341,095	205,200	-	-	-		200,000	1,746,295	4.29%
Enrollment Management & Student Services-Dean	-	-	3	221,767	6,650	1,000	1,250	-			230,667	0.57%
Career Development	1	21,039	-	-	1,900	1,000	1,500				4,400	0.01%
Student Counseling	-	-	2	178,487	1,425	1,500	850				182,262	0.45%
Student Life Office	-	-	1	61,857	-	1,000	2,700				65,557	0.16%
Admissions and Records	-	-	13	594,055	14,250	2,875		200			611,380	1.50%
Student Health	-	-	0.5	53,558	3,800	325					57,683	0.14%
Financial Aid Office	-	-	6	340,693	-	-	-				340,693	0.84%
<b>Academic and Student Affairs Expenses</b>	<b>6.0</b>	<b>172,174</b>	<b>315</b>	<b>25,769,050</b>	<b>1,129,183</b>	<b>92,368</b>	<b>27,392</b>	<b>49,350</b>	<b>-</b>	<b>205,000</b>	<b>27,272,343</b>	<b>66.95%</b>
<b>ADMINISTRATION AND FINANCE</b>												
Vice President's Office	-	-	2	231,878	1,750	2,000	3,000				238,628	0.59%
PIP-TADEO	-	-	2	196,068							196,068	0.48%
Comptroller's Office	-	-	23.35	1,327,157	137,650	25,000	15,000	5,000			1,509,807	3.71%
Facilities and Utilities	1	20,581	48.75	2,058,542	355,000	2,500					2,416,042	5.93%
Safety and Security	1	39,002	1	54,175	99,262	71,500					224,937	0.55%
Human Resources Office	-	-	9	559,556	10,199	10,000		12,070			591,825	1.45%
Auxiliary and Fieldhouse	0.75	23,401	2	80,283							80,283	0.20%
<b>Administration and Finance Expenses</b>	<b>2.8</b>	<b>82,984</b>	<b>88.1</b>	<b>4,507,660</b>	<b>603,861</b>	<b>111,000</b>	<b>18,000</b>	<b>17,070</b>	<b>-</b>	<b>-</b>	<b>5,257,591</b>	<b>12.91%</b>
<b>Staffing Pattern</b>			414.10	31,401,313								
<b>Other Personnel Costs</b>												
Vacancies	8.8	391,158									391,158	0.96%
Savings from the transitioning of 12mo. faculty		(100,000)									(100,000)	-0.25%
One month voluntary furlough for 5 administrators		(55,393)									(55,393)	-0.14%
Recruitment Costs				110,000							110,000	0.27%
Other Personnel Costs				284,500							284,500	0.70%
<b>Total Other Personnel Costs</b>	<b>8.8</b>	<b>235,764</b>		<b>394,500</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>630,264</b>	<b>1.55%</b>
<b>UTILITY COSTS, CAMPUS SUPPLIES AND BUILDING SAFETY IMPROVEMENTS</b>												
Plant Maintenance (custodial/maintenance)					140,000	250,000	30,000	-		110,000	530,000	1.30%
Security Guard Services					192,050						192,050	0.47%
Property and Liability Insurance Coverage					680,303						680,303	1.67%
Academic and Research Internet Access Utility Fund										70,000	70,000	0.17%
Capital Outlay and ADA Safety Improvements										400,000	400,000	0.98%
Power									3,175,100		3,175,100	7.79%
Water / Wastewater									91,200		91,200	0.22%
Telephone									389,250		389,250	0.96%
Hazardous/Metallic Waste/Trash Removal									150,000		150,000	0.37%
<b>Total</b>	<b>-</b>	<b>-</b>	<b>0</b>	<b>-</b>	<b>1,012,353</b>	<b>250,000</b>	<b>30,000</b>	<b>-</b>	<b>3,805,550</b>	<b>580,000</b>	<b>5,677,903</b>	<b>13.94%</b>
UTAC Priorities				200,000	347,000						547,000	1.34%
<b>Grand Total</b>	<b>8.8</b>	<b>235,764</b>	<b>414</b>	<b>31,995,813</b>	<b>3,311,252</b>	<b>461,531</b>	<b>75,392</b>	<b>66,920</b>	<b>3,805,550</b>	<b>785,000</b>	<b>40,737,222</b>	<b>100%</b>

**BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees**

**FY13 Vacant Positions**

				36%		
				Vacant Postions		
Vacant	Department	Name	Title	Annual Salary	Benefits	Total Salary & Benefits
		Limited Term Pool for urgent needs		100,000	36,000	136,000
1	School Of Education	Vacant (Dr. McManus-Dec2012 hire)	ASST PROF	37,975	13,671	51,646
1	Nursing	Vacant (Dial, Myrna)	ASST PROF	29,261	10,534	39,795
1	Nursing	Vacant (Wood, Kathryn)	ASST PROF (Fall 2013 hire)	7,315	2,634	9,949
1	Natural Sciences	Vacant (Raulerson, Lynn)	ASST PROF (Fall 2013 hire)	7,315	2,634	9,949
1	EMSS-Career Dev Office	Vacant	PROG COORDINATOR II (March 2013 hire)	15,470	5,569	21,039
1	Marine Laboratory	Vacant (Mcilwain, Jennifer)	ASST PROF ( Jan 2013 hire)	29,261	10,534	39,795
1	Administration & Finance	Vacant (Wilkins, Suzanne)	TECH ASST (LAB MGR)	28,678	10,324	39,002
0.75	Af- Field House & Althletics	Vacant (Scott, Ruth)	ADMIN ASST	17,207	6,194	23,401
1	Custodial Services	Vacant (Villagomez, Edwin)	BLDG CUST	15,133	5,448	20,581
				287,616	103,542	391,158



# **BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees**

## UTAC IT Priorities FY13 Budget

<u>Funding</u>	<u>INITIATIVE</u>	<u>FY12 recommend</u> Genl Ops	<u>FY12 recommend</u> NAF Budgets	<u>FY13 recommend</u> Genl Ops	<u>FY13 recommend</u> NAF Budgets	<u>ASSUMPTIONS</u>
	<u>Web Services &amp; Presence</u>					
Gen Ops	UOG Web	\$ 60	\$ -	\$ 60	\$ -	operational expense
Gen Ops	IT Interface	60		60		increased broadband
		-	-	-	-	
		120	-	120	-	
	<u>ITRC Infrastructure Investment</u>					
Gen Ops	Moodleroom Bandwidth			10		Oll
Gen Ops	On-Line Faculty Evaluation	-		30		Oll
Gen Ops	IT Infrastructure			30		
.5 CC naf, .5 GenOps	Software Licenses (anti-virus)	7	7	7	7	increased frequency of attacks & problems
.5 CC naf, .5 GenOps	Power Conditioners	-	-	-	-	upgrade existing system
		7	7	77	7	
	<u>Decentralized IT Support in Academic Units</u>					
.5 colleges naf, .5 Gen Ops	SBPA, SONHS-EMSS, SOE, CLASS (thru ITRC), CNAS, Sponsored Programs	257	257	200	200	Recommended priority is dedicated IT support person followed by priorities submitted by units, Genl Ops match NAF up to \$30k (EMSS&SON will share support staff)
		257	257	200	200	
	<u>Colleague for Academics &amp; Business Processes</u>					
Gen Ops	Release 18 Web-based applications					student, advisory and business processes
Gen Ops	IT Capacity Development		100	50	100	Colleague IT Project
		-	100	50	100	
	<u>Distance Education</u>					
Gen Ops	Distance Education Resource Support	178		100		DE support team under TADEO, start up subsidy . Manpower support from exisiting faculty and staff/ some dedicated.
		-	-	-	-	
		178	-	100	-	
<b>Grand Total</b>		<b>\$ 562</b>	<b>\$ 364</b>	<b>\$ 547</b>	<b>\$ 307</b>	
	Contracts (subject to 15% BBMR allotment holdback)			347		
	Personnel			200		
	Total			547		

11/28/2012

## UNIVERSITY OF GUAM FY2013 AUXILIARY BUDGET

Department/Unit: \_\_\_\_\_ PIP \_\_\_\_\_ Signature-Dept Head: \_\_\_\_\_ Cathleen Moore-Linn \_\_\_\_\_

## Revenue (Please list sources)

		Quarterly Breakdown			
		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Tuition (Professional Development, Course by Conference, Special Project, Credit by Exams, etc.)	510,000				
Workshops and Online Courses (Non-Credit)	425,000				
Examinations (Driver's, Real Estate, Insurance)	142,000				
Grants and Contracts	270,000				
Miscellaneous Income	20,000				
<b>Total FY13</b>	<b>\$ 1,367,000</b>	<b>341,750</b>	<b>341,750</b>	<b>341,750</b>	<b>341,750</b>

## A. SALARIES AND BENEFITS

Please attach UOG/PIP FY2013 staffing pattern	\$ 494,033	123,508	123,508	123,508	123,508
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## B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
Vehicle maintenance and fuel	2,000				
Cathleen Moore-Linn	6,000				
Various Faculty/Subject Matter Experts	25,000				
Justification / Notes: Travel related to contracts/grants, 4th year partnership program, PIP Professional Development	<b>Total FY13</b>	<b>\$ 33,000</b>	<b>2,000</b>	<b>7,500</b>	<b>20,500</b>
			<b>3,000</b>		

## C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Data Communication	4	1,000	4,000				
Postage, Long Distance	4	500	2,000				
Contractual Services	4	121,062	484,247				
Vehicle/Equipment Lease	4	3,250	13,000				
Ads, Printing, Copying	4	6,500	26,000				
Subscriptions, Dues, Books	4	500	2,000				
Other Services	4	3,375	13,500				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 544,747</b>	<b>108,949</b>	<b>108,949</b>	<b>163,424</b>	<b>163,424</b>	

## D. SUPPLIES

Item	Qty	Cost	Total				
Office Supplies	4	1,500	6,000				
Instructional Supplies	4	11,500	46,000				
Custodial Supplies	4	250	1,000				
Computer	4	750	3,000				
Other Supplies and Materials	4	2,750	11,000				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 67,000</b>	<b>16,750</b>	<b>16,750</b>	<b>16,750</b>	<b>16,750</b>	

## E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Furniture and Equipment	4	750	3,000				
Justification / Notes: Replace Worn Office Furniture (Safety Hazard)	<b>Total FY13</b>	<b>\$ 3,000</b>	<b>0</b>	<b>1,500</b>	<b>1,500</b>	<b>0</b>	

## F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
None							
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>					

## G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs &amp; Renovations

Item	Qty	Cost	Total				
None							
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>					

## H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	14,500				
Telephone	7,000				
<b>Total FY13</b>	<b>\$ 21,500</b>	<b>5,375</b>	<b>5,375</b>	<b>5,375</b>	<b>5,375</b>

I. Transfer to General Ops (see guidelines for more information)	\$ 201,000	50,250	50,250	50,250	50,250
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<b>Annual Surplus (Deficit)</b>	<b>\$ 2,721</b>	<b>34,917</b>	<b>27,917</b>	<b>(39,557)</b>	<b>(20,557)</b>
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## UNIVERSITY OF GUAM FY2013 AUXILIARY BUDGET

Department/Unit: PIP - English Adventure Programs

Signature-Dept Head: Cathleen Moore-Linn

## Quarterly Breakdown

## Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Hankuk University of Foreign Studies (Korea)	31,500				
Zeze High School (Japan)	31,500				
Okayama University (Japan)	8,250				
Short-Term (less than 5 days) Programs	95,000				
long term (more than 5 days) Programs	27,000				
<b>Total FY13</b>	<b>\$ 193,250</b>	139,140	32,853	3,865	17,393

## A. SALARIES AND BENEFITS

NOTE: Support Staff funded through PIP; Instructors are short-term contractual appointment, as needed basis	\$ -	0	0	0	0
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## B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
Cathleen Moore-Linn	Director	5,000			
Russell Ocampo	Outreach Coordinator	2,500			
Carlos Taitano	Outreach Coordinator	2,500			
Justification / Notes: Travel for marketing and promotion in Japan and Korea in collaboration with Guam Visitor's Bureau	<b>Total FY13</b>	<b>\$ 10,000</b>	2,500	2,500	2,500

## C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Postage, Long Distance	4	500	2,000				
Contractual Services	4	18,359	73,435				
Ads, Printing, Copying	4	1,750	7,000				
Other Services	4	1,750	7,000				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 89,435</b>	64,393	15,204	1,789	8,049	

## D. SUPPLIES

Item	Qty	Cost	Total				
Office Supplies	4	750	3,000				
Instructional Supplies	4	750	3,000				
Computer & Projector	4	1,000	4,000				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 10,000</b>	7,200	1,700	200	900	

## E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
None							
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>	0	0	0	0	

## F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Fiesta Lunches requested and funded by visitor (via proposal)	4	3,500	14,000				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 14,000</b>	10,080	2,380	280	1,260	

## G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs &amp; Renovations

Item	Qty	Cost	Total				
None							
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>					

## H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	-				
Telephone	-				
<b>Total FY13</b>	<b>\$ -</b>	0	0	0	0

## I. Transfer to General Ops (see guidelines for more information)

	<b>\$ 69,000</b>	49,680	11,730	1,380	6,210
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<b>Annual Surplus (Deficit)</b>	<b>\$ 815</b>	5,287	(661)	(2,284)	(1,527)
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## UNIVERSITY OF GUAM FY2013 AUXILIARY BUDGET

Department/Unit: PIP / English Language Institute

Signature-Dept Head: Cathleen Moore-Linn

## Quarterly Breakdown

## Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Tuition (43 students per semester)	361,800				
<b>Total FY13</b>	<b>\$ 369,600</b>	92,400	92,400	92,400	92,400

## A. SALARIES AND BENEFITS

Please attach UOG/PIP-ELI FY2013 staffing pattern	\$ 301,230	75,308	75,308	75,308	75,308
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## B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
Terry Perez	Instructor	4,500			
Justification / Notes: Travel related to PIP and ELI Accreditation	<b>Total FY13</b>	<b>\$ 4,500</b>	4,500	0	0

## C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Postage, Long Distance	4	125	500				
Contractual Services	1	7,000	7,000				
Ads, Printing, Copying	2	500	1,000				
Subscriptions, Dues, Books	2	500	1,000				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 9,500</b>	7,300	750	750	700	

## D. SUPPLIES

Item	Qty	Cost	Total				
Office Supplies	4	500	2,000				
Instructional Supplies	4	250	1,000				
Custodial Supplies	3	100	300				
Computer	1	1,000	1,000				
Other Supplies and Materials	4	500	2,000				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 6,300</b>	1,575	1,575	1,575	1,575	

## E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Furniture and Equipment	4	500	2,000				
Justification / Notes: Replace Worn Office Furniture (Safety Hazard)	<b>Total FY13</b>	<b>\$ 2,000</b>	1,000	1,000	0	0	

## F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
None							
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>					

## G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs &amp; Renovations

Item	Qty	Cost	Total				
None							
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>					

## H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	12,500				
Telephone	500				
<b>Total FY13</b>	<b>\$ 13,000</b>	3,250	3,250	3,250	3,250

## I. Transfer to General Ops (see guidelines for more information)

<b>\$ 30,000</b>	2,500	2,500	2,500	2,500
<b>Annual Surplus (Deficit)</b>	<b>\$ 3,070</b>	<b>(3,033)</b>	<b>8,017</b>	<b>9,017</b>

## UNIVERSITY OF GUAM FY2013 AUXILIARY BUDGET

Department/Unit: \_\_\_\_\_ PIP / Planetarium \_\_\_\_\_

Signature-Dept Head: \_\_\_\_\_ Cathleen Moore-Linn \_\_\_\_\_

## Quarterly Breakdown

## Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Show Fees	-				
Planetarium Shows (EAP)	1,000				
Show Sponsorships	-				
Income - Teaching Astronomy (Adjunct)	-				
<b>Total FY13</b>	<b>\$ 1,000</b>	<b>250</b>	<b>250</b>	<b>250</b>	<b>250</b>

## A. SALARIES AND BENEFITS

Please attach UOG/PIP-Planetarium FY2013 staffing pattern	\$ 39,613	9,903	9,903	9,903	9,903
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## B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
None	-				
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>	<b>0</b>	<b>0</b>	<b>0</b>

## C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Data Communication	4	125	500				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 500</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>

## D. SUPPLIES

Item	Qty	Cost	Total				
Office Supplies	4	50	200				
Justification / Notes:	<b>Total FY13</b>	<b>\$ 200</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>

## E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
None			-				
Justification / Notes: Replace Worn Office Furniture (Safety Hazard)	<b>Total FY13</b>	<b>\$ -</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
None							
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs &amp; Renovations

Item	Qty	Cost	Total				
None							
Justification / Notes:	<b>Total FY13</b>	<b>\$ -</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	-				
Telephone	500				
<b>Total FY13</b>	<b>\$ 500</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>125</b>

## I. Transfer to General Ops (see guidelines for more information)

	\$ -	0	0	0	0
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<b>Annual Surplus (Deficit)</b>	<b>\$ (39,813)</b>	<b>(9,953)</b>	<b>(9,953)</b>	<b>(9,953)</b>	<b>(9,953)</b>
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# BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees

## TADEO Projected Budget for FY 2013-14

	Code	General Operations	F&A	UTAC	OLL	TADEO	Total
<b>Revenue</b>							
Local Appropriations		\$198,071		\$100,000			\$298,071
F&A			\$17,858				\$17,858
Online Learning Student Fee					\$147,495		\$147,495
PeaceSat						\$9,000	\$9,000
VTC						\$6,000	\$6,000
Cancer Grant						\$5,100	\$5,100
<b>Sub-Total</b>		<b>\$198,071</b>	<b>\$17,858</b>	<b>\$100,000</b>	<b>\$147,495</b>	<b>\$20,100</b>	<b>\$483,524</b>
<b>Expenses</b>							
<b>Salary</b>							
Associate Director(MH)	0110	\$73,710					\$73,710
Instructional Designer(BM)	0110	\$124,361					\$124,361
Radio Operator	0170			\$25,000		\$7,186	\$32,186
Administrative Aide	0170		\$17,858		\$5,953		\$23,811
IT Technician	0170					\$5,460	\$5,460
<b>Sub-Total</b>							<b>\$259,528</b>
<b>Contractual Services</b>							
Comm-Fax/Postage Long Distance	3231					\$100	\$100
DE Coordinator	3233				\$55,200		\$55,200
Moodle Technician	3233				\$29,484		\$29,484
Learning Management System	3233				\$12,000		\$12,000
Online Course Development	3233			\$50,000	\$10,000		\$60,000
Online Course Mentor	3233				\$2,500		\$2,500
Virtual Classroom	3233				\$1,500		\$1,500
Security Monitoring Service	3239				\$750		\$750
Broadband Service	3239				\$1,500		\$1,500
On-line Training	3239			\$15,217			\$15,217
DE-Contracts	3233				\$12,000		\$12,000
Adv/Printing/Duplicating	3236					\$254	\$254
Newspaper	3237					\$500	\$500
<b>Sub-Total</b>							<b>\$191,005</b>
<b>Professional Development</b>							
Travel					\$3,292		\$3,292
Conference Fees					\$0		\$0
<b>Sub-Total</b>							<b>\$3,292</b>
<b>Supplies and Materials</b>							
Office Supplies	4240					\$1,500	\$1,500
Instructional Supplies	4241				\$0	\$1,300	\$1,300
<b>Sub-Total</b>							<b>\$2,800</b>
<b>Equipment Non Capital Items/Misc</b>							
ce Furniture & Equipment (500-4999.99)	5250					\$3,800	\$3,800
<b>F&amp;A Fees (4%)</b>					\$5,899.80		<b>\$5,900</b>
<b>Sub-Total</b>							<b>\$9,700</b>
<b>Personnel Expenses</b>		<b>\$198,071</b>	<b>\$17,858</b>	<b>\$25,000</b>	<b>\$90,637</b>	<b>\$12,646</b>	<b>\$344,212</b>
<b>Non-personnel expenses</b>				<b>\$65,217</b>	<b>\$49,442</b>	<b>\$7,454</b>	<b>\$122,113</b>
<b>15% Holdback Amount</b>				<b>\$9,783</b>	<b>\$7,416</b>		<b>\$17,199</b>
<b>Total Expenses</b>		<b>\$198,071</b>	<b>\$17,858</b>	<b>\$100,000</b>	<b>\$147,495</b>	<b>\$20,100</b>	<b>\$483,524</b>

OLL Fees	\$	20	\$	10
students		Full-time (75%)		Part-time (25%)
3814		57210	\$	9,535
1200		18000	\$	1,500
3500		52500	\$	8,750
	\$	127,710	\$	19,785
			\$	147,495

Revised 10/18/12 - MH

Notes:

Reduced the UTAC budget to \$100,000 (\$50,000 reduction)  
 Reduced TADEO budget to reflect 15% holdback  
**OLL is NAF (Student Fee) and is not subject to the holdback - statement is wrong-see below. Also, OLL is subject to 4% F&A fee.**

UTAC

- Removed Miscellaneous amount of \$32,000
- Removed LMS amount of \$10,000
- Reduced Online Course Development from \$60,000 to \$40,000
- Reduced Online Training from \$25,000 to \$20,000
- Increased Radio Operator salary from \$23,000 to \$25,000

OLL

- Moved full Moodle Technician salary to OLL. (Used to be 75% OLL and 25% TADEO)
- Increased Learning Management System from \$10,000 to \$12,000
- Increased Office Supplies from \$500 to \$1,500
- Increased Instructional Supplies from \$500 to \$1,500

TADEO

- Removed salary for Computer Technician \$5,460
- Added Comm-Fax/Postage Long Distance
- Removed broadband service for \$1,500
- Added Adv/Printing/Duplicating for \$200
- Added Office Furniture & Equipment (500-4999.99) for \$2,500
- Added Office Furniture & Equipment (up to 499.99) for \$500 (Need furniture for the conference room.)
- Working on the IT Technician salary to be paid full-time by the Cancer Grant.

## UNIVERSITY OF GUAM FY2013 AUXILIARY BUDGET

Department/Unit: \_\_\_\_\_ IAC \_\_\_\_\_

Signature-Dept Head: \_\_\_\_\_ Ann SA Leon Guerrero, Acting Director

## Quarterly Breakdown

## Revenue (Please list sources)

		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Athletic Fees: Fall, Spring, Summer	174,000				
Sponsored Tournaments	5,000				
Adventure/Sports Camp	112,600				
Sports Leagues	5,000				
Miscellaneous	5,000				
	\$ 301,600	75,400	75,400	75,400	75,400

## A. SALARIES AND BENEFITS

Please see staffing pattern	\$ 203,615				
	\$ 203,615	50,904	50,904	50,904	50,904

## B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
Justification / Notes: _____	Total FY13	\$ -			

## C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Postage, Long Distance, Pagers			1,000				
Equipment Maintenance			3,000				
Contractual Services			10,000				
Vehicle/Equipment Lease			6,000				
Ads, Printing, Copying			3,000				
Other Services			4,000				
Justification / Notes:		Total FY13	\$ 27,000	6,750	6,750	6,750	6,750

## D. SUPPLIES

Item	Qty	Cost	Total				
Office Supplies			1,500				
Instructional Supplies			1,500				
Custodial Supplies			10,000				
Computer Supplies			1,500				
Other Supplies and Materials			1,000				
Justification / Notes:		Total FY13	\$ 15,500	3,875	3,875	3,875	3,875

## E. EQUIPMENT: below \$5,000

Item				Qty	Cost	Total				
Justification / Notes:				Total FY13	\$	-				

## F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Justification / Notes:		Total FY13	\$ -				

## G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs &amp; Renovations

Item	Qty	Cost	Total				
Justification / Notes:		Total FY13	\$ -				

## H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	30,000				
Telephone					
Total FY13	\$ 30,000	7,500	7,500	7,500	7,500

I. Transfer for F & A Fees (see guidelines for more information)	\$ 25,000	6,250	6,250	6,250	6,250
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Annual Surplus (Deficit)	\$ 485	121	121	121	121
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## UNIVERSITY OF GUAM FY2013 AUXILIARY BUDGET

Department/Unit: \_\_\_\_\_ Fieldhouse Signature-Dept Head: \_\_\_\_\_ Bob Pelkey

## Revenue (Please list sources)

		Quarterly Breakdown			
		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Transfer Fieldhouse Fees (90%)	124,000				
Rental (General Use)	146,000				
Users Fee	6,000				
Concession Sales	14,000				
Miscellaneous	6,000				
Transfer - General OPS Salaries (75%)	58,470				
	\$ 354,470	88,618	88,618	88,618	88,618

## A. SALARIES AND BENEFITS

Please staffing pattern	\$ 274,187				
	\$ 274,187	68,547	68,547	68,547	68,547

## B. OFF-ISLAND TRAVEL

Name & Position of Traveler	Total				
Justification / Notes:	Total FY13	\$ -			

## C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Postage, Long Distance, Pagers			500				
Equipment Maintenance			2,000				
Vehicle/Equipment Lease			8,000				
Justification / Notes:	Total FY13	\$ 10,500	2,625	2,625	2,625	2,625	

## D. SUPPLIES

Item	Qty	Cost	Total				
Office Supplies			1,000				
Custodial Supplies			7,000				
Justification / Notes:	Total FY13	\$ 8,000	2,000	2,000	2,000	2,000	

## E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Justification / Notes:	Total FY13	\$ -					

## F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Justification / Notes:	Total FY13	\$ -					

## G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs &amp; Renovations

Item	Qty	Cost	Total				
Justification / Notes:	Total FY13	\$ -					

## H. UTILITIES: Power, Water, Telephone

Item	Total				
Power	36,000				
Telephone					
Total FY13	\$ 36,000	9,000	9,000	9,000	9,000

I. Transfer for F & A Fees (see guidelines for more information)	\$ 25,000	6,250	6,250	6,250	6,250
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Annual Surplus (Deficit)	\$ 783	196	196	196	196
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**BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees**

**Facilities and Administrative Support Budget  
FY13 REAPPORTIONED AND BOR-APPROVED DEC'12**

**Revenues**

Per BOR Policy  
reduction

\$ 833,867

Net Revenue Totals

833,867

merit as  
applicable

35%

1.00% growth  
\$ 842,206 gross  
holdback  
(126,331)  
715,875  
15%

			FY13 REAPPORTIONED AND BOR-APPROVED DEC'12										FY13 w/ 15% holdback	
Expenditures			FY12 reapportio n	Personnel	Benefits	Supplies	Equip	Contracts	Travel / Misc	Subtotal	Cap Outlay	Est Cost	FY13 reapportion	
			FTE											
TADEO	Admin Aide (F) (partial )	1	23,811	17,858	6,250					24,108		24,108	24,108	24,108
Business Office	Compliance Monitoring & Coordination		53,000		-			55,650	3,500	59,150		59,150	59,150	59,150
	Mgt Analyst III (M)- ACamacho was Acct I (K)	1	33,286	46,000	16,100					62,100		62,100	62,100	62,100
	Payroll Clerk I (Marcia Afaisen)	1	15,000	20,940	7,329					28,269		28,269	28,269	28,269
HRO	EA-PAII (Tess Duenas) was PS 1(K)	1	36,286	24,656	8,630		3,000			36,286		36,286	36,286	36,286
	EA-PS I (K)-Eliza was El Silverio	1	33,286	25,396	8,888		3,000			37,284		37,284	37,284	37,284
	Operations (supplies)		10,000			10,000				10,000		10,000	10,000	8,500
Plant & Facilities			63,000							-		-	-	
	Outsourcing Contracts	1	38,603					135,000		135,000		135,000	135,000	114,750
	Maintenance Worker (H) (Safety)	1	26,965	20,000	7,000					27,000		27,000	27,000	27,000
	Planner III/IV or BMS (K or M) Fmans:	1	52,421	38,830	13,591					52,421		52,421	52,421	52,421
	Engineering Tech II (J)	1	33,286	24,656	8,630					33,286		33,286	33,286	33,286
Fieldhouse / IAC	Equipment & Capital Expenditures		10,000				5,000			5,000		5,000	5,000	4,250
	UOG Teams (AY13 Soccer, AY14+B-Ball)		3,000							-		-	-	-
IT/ eWorks	Colleague (OT or Backup contract)		30,000					30,000		30,000		30,000	30,000	30,000
	DIMC web support		23,800					23,800		23,800		23,800	23,800	23,800
	IT Contract Support		20,000					20,000		20,000		20,000	20,000	20,000
	HRO & Bus Office eWorks Support		55,000					55,650	3,500	59,150		59,150	59,150	59,150
A&F	Safety		13,500			4,500	4,000		5,000	13,500		13,500	13,500	13,500
	Safety & Security Vehicles								13,400	13,400		13,400	13,400	11,390
	Ad Hoc Needs		15,991				4,000	12,000	10,500	26,500		26,500	26,500	22,525
GSSPR	Transfer for GSSPR Operating Funds		5,000	4,000				15,000	31,000	50,000		50,000	50,000	42,500
			-							-		-	-	
TBD	Contingency for Urgent Projects/ Needs		-						95,953	95,953		95,953	95,953	5,607
		16	833,868	222,336	76,417	14,500	19,000	347,100	162,853	842,206	-	842,206	842,206	715,875
Net Surplus (Deficit)			0											-

# BOR Regular Meeting Packet - Reporting Requirement - Reports from Standing Committees

## UNIVERSITY OF GUAM FY2013 Non-Appropriated Fund Budget

Account Name: President's Development Fund Signature-Dept Head: Robert A. Underwood, Ed.D.

Account Number: \_\_\_\_\_

Revenue (Please list sources)

		Quarterly Breakdown			
		Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
Federal Grant Indirect Funds	480,000	120,000	120,000	120,000	120,000
	\$ 480,000	120,000	120,000	120,000	120,000

### A. SALARIES AND BENEFITS

Please attach staffing pattern					
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### B. OFF-ISLAND TRAVEL

Name & Position of Traveler		Total				
Robert A. Underwood	President	30,000	7,500	7,500	7,500	7,500
Louise M. Toves	Executive Assistant to the President	5,000			5,000	
Jonas Macapinlac	Director, Integrated Marketing Communication	5,000				5,000
Norman Analista	Director, Development and Alumni Affairs	5,000		5,000		
David Okada	Chief Planning Officer	5,000			5,000	
Victorina Renacia	Legal Counsel	5,000	5,000			
Justification / Notes:		Total FY13	\$ 55,000	12,500	12,500	17,500 12,500

### C. CONTRACTUAL SERVICES

Item	Qty	Cost	Total				
Consultants		70,000	70,000	17,500	17,500	17,500	17,500
EEO/ADA		20,000	20,000	5,000	5,000	5,000	5,000
Legal Expenses		30,000	30,000	7,500	7,500	7,500	7,500
GEDCA Legal Expenses		30,000	30,000	7,500	7,500	7,500	7,500
Business Process Redesign		25,000	25,000	5,000	7,500	7,500	5,000
Accreditation		30,000	30,000	7,500	7,500	7,500	7,500
Justification / Notes:	Total FY13	\$ 205,000	50,000	52,500	52,500	50,000	

### D. SUPPLIES

Item	Qty	Cost	Total				
Justification / Notes:	Total FY13	\$ -					

### E. EQUIPMENT: below \$5,000

Item	Qty	Cost	Total				
Justification / Notes:	Total FY13	\$ -					

### F. MISCELLANEOUS Expense

Item	Qty	Cost	Total				
Board of Regents Development Fund		35,000	35,000	15,000	5,000	10,000	5,000
Faculty Development Fund		20,000	20,000	5,000	5,000	5,000	5,000
Staff Development Fund		15,000	15,000		7,500		7,500
Strategic Initiatives		75,000	75,000	15,000	20,000	20,000	20,000
Commencement		60,000	60,000	30,000		30,000	
Charter Day		15,000	15,000		15,000		
Justification / Notes:	Total FY13	\$ 220,000	65,000	52,500	65,000	37,500	

### G. CAPITAL OUTLAY: Cost over \$5,000 - Equipment and Vehicles, All Library Acquisitions, All Building Repairs & Renovations

Item	Qty	Cost	Total				
Justification / Notes:	Total FY13	\$ -					

### H. UTILITIES: Power, Water, Telephone

Item	Total				
Power					
Telephone					
Justification / Notes:	Total FY13	\$ -			

### I. Transfer for F & A Fees (see guidelines for more information)

Annual Surplus (Deficit)	\$ -	(7,500)	2,500	(15,000)	20,000

Physical Facilities Chairperson William Leon Guerrero will give his report.

The Plant and Facilities Update will be given at this time.

## PHYSICAL MASTER PLAN (PMP) UPDATE

- Initiated PMP Update in Aug 2011, following the completion of the University Strategic Plan in Dec 2010.
- Contract for the PMP to provides for:
  - ✓ Phase I - Conceptual Designs (Engineering Annex, Triton Engagement Center, Fine Arts Complex, WERI Facility).
  - Phase II – PMP Update Document (addressing Building Use/space Needs; Transportation/Parking; Landscape; Project Priorities).
- PMP is a living document that provides the framework for capacity building envisioned for academics, research, service, and support.





# CURRENT PMP LAYOUT



NOTE:  
As of 26 Nov 2012

## FUTURE PLANS

- PMP pending final revision for review/approval around Dec 14, 2012.
- 3D Model pending after approval of PMP.
- Campus LEED application consideration.
- GLUC or Legislative approval consideration.
- Funding / financing priorities (est. subject to change):
  - ❖ Student Services Center \$19.2M
  - ❖ Engineering Annex \$4.3M
  - ❖ Triton Engagement Center \$28M
  - ❖ Fine Arts Building \$12M
  - ❖ Computer Center Upgrades \$1.5M

**\$65M**







UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 12-34

**RELATIVE TO NAMING THE ENGLISH AND COMMUNICATIONS BUILDING  
THE "TAN LAM PEK KIM ENGLISH AND COMMUNICATIONS BUILDING"**

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

**WHEREAS**, the UOG Endowment Foundation (UOGEF) is a private, not-for-profit corporation organized exclusively for charitable, scientific, and educational purposes within the meaning of Section 501(c) (3) of the Internal Revenue Code of 1954 and operates exclusively for the benefit of the UOG; and

**WHEREAS**, the UOG's Charter (17 GCA 16 § 16104.8) authorizes the BOR to designate campus buildings and facilities by appropriate name and states that the BOR shall develop a policy for the naming of buildings and facilities; and

**WHEREAS**, BOR Resolution No. 07-40 dated October 25, 2007, established a naming policy for UOG building and facilities and vested the authority in naming facilities with the BOR; and the Foundation; and

**WHEREAS**, the UOG President and UOGEF Board of Directors (BOD) finds great merit in a proposal from the Tan Siu Lin family to rename the English and Communications Building in honor of Tan Lam Pek Kim, whose family has demonstrated long-term support and commitment to UOG as the natural choice, which is further demonstrated by her children's attendance at and graduation from UOG as a result of her encouragement; and

**WHEREAS**, Tan Lam Pek Kim exemplifies the core values of the Tan Family which include: "to always live below our means; willingness to offer support anytime, anywhere; encouragement of individual talents and diversities; and recognizing that wealth can be destructive, if not managed correctly;" and

**WHEREAS**, the UOG President and the UOGEF BOD has signed an agreement with the Tan Siu Lin family for a significant monetary gift for the purpose of UOG's Capital Campaign and support of the English and Communications Division; and

**WHEREAS**, the Administration has recommended, the Physical Facilities Committee has reviewed and together recommend to the BOR the naming the English and Communications Building in honor of Tan Lam Pek Kim for approval,

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR hereby approves the naming of the English and Communications Building as the "Tan Lam Pek Kim English and Communications

Building,” effective immediately, as per the authority and procedures established in the UOG Buildings and Facilities Naming Policy.

Adopted this 13<sup>th</sup> day of December, 2012.

  
W. Chris Perez, M.D., Chairman

ATTESTED:

  
Dr. Robert A. Underwood, Executive Secretary



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 12-35

**RELATIVE TO APPROVING THE UNIVERSITY OF GUAM 60<sup>TH</sup> ANNIVERSARY  
CAPITAL CAMPAIGN NAMING OPPORTUNITIES PLAN**

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

**WHEREAS**, the UOG Endowment Foundation (UOGEF) is a private, not-for-profit corporation organized exclusively for charitable, scientific, and educational purposes within the meaning of Section 501(c) (3) of the Internal Revenue Code of 1954 and operates exclusively for the benefit of the UOG; and

**WHEREAS**, the UOG's Charter (17 GCA 16 § 16104.8) authorizes the BOR to designate campus buildings and facilities by appropriate name and states that the BOR shall develop a policy for the naming of buildings and facilities; and

**WHEREAS**, BOR Resolution No. 07-40 dated October 25, 2007, established a naming policy for UOG building and facilities and vested the authority in naming facilities with the BOR; and

**WHEREAS**, the UOG President and the UOGEF Board of Directors (BOD) recommend the approval of the University of Guam 60th Anniversary Capital Campaign Naming Opportunities Plan which outlines the naming opportunities and associated donation levels; and

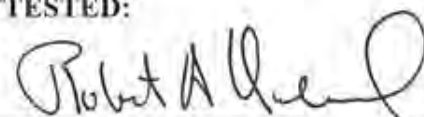
**WHEREAS**, the UOG President and the UOGEF BOD further recommend that upon the acceptance of a donor and a signed donor agreement, the naming opportunity will be reported by the President to the Physical Facilities Committee for review.

**NOW, THEREFORE, BE IT RESOLVED**, that the BOR hereby approves the University of Guam 60th Anniversary Capital Campaign Naming Opportunities Plan effective immediately as per the authority and procedures established in UOG Buildings and Facilities Naming Policy.

Adopted this 13th day of December, 2012.

  
W. Chris Perez, M.D., Chairman

**ATTESTED:**

  
Dr. Robert A. Underwood, Executive Secretary

# *The University of Guam 60th Anniversary Capital Campaign*

## **Naming Opportunities**



*Celebrating*  
**The Triton Spirit**





# A Vision for the 21st-Century Campus

As University of Guam celebrates its 60th anniversary, we are pleased to unveil our five-year capital fundraising campaign - "Celebrating the Triton Spirit" - with a fundraising goal of \$30 million by 2017.

To successfully compete in a rapidly changing global economy, the University of Guam must be able to provide a state-of-the-art learning environment. By providing funding for needed facilities, you help create an enhanced campus life that will instill pride in our community and region.

The benefits of new and well-maintained facilities include providing a space for our students to strive for excellence and for our faculty to conduct world-class research.

The 60th Anniversary offers a unique opportunity for the University to expand in order to meet the growth needs of our student population. As the University of Guam academic programs receive recognition from specific accreditation bodies and as community confidence in the University continues to grow, it is anticipated that the current facilities will need to expand to meet increased demand and to create environments that are conducive to learning and research.

The 60th Anniversary Capital Campaign will focus on building an endowment fund to support the financing of facility priorities as identified in the UOG Physical Master Plan. The master plan includes the following buildings:

- Student Services Center
- Engineering Building
- Fine and Applied Arts Building
- Triton Engagement Center

We ask for your support to help foster a nurturing learning environment so that we may continue to provide the leadership and talent that sustains our Western Pacific region.

*High levels of sponsorship include naming opportunities and recognition across the University of Guam's beautiful campus. These naming opportunities are subject to concurrence by the UOG Board of Regents and include prominent banner placement of your company logo in the UOG Field House.*



## Student Services Center

estimated groundbreaking: 2013  
estimated completion: 2014



Current Student Services Center

As of fall semester 2011, enrollment at the University of Guam numbered 3,721, which marked a 19% increase since 2001. 60% of students are female, and 40% are male. Approximately 50% of students are Pacific Islander, and 40% are Asian. The average age for undergraduate students is 23 and for graduate students is 35.

With dozens of student organizations and an active Student Government Association, the campus offers a variety of activities that appeal to everyone from animé enthusiasts to budding marine biologists.



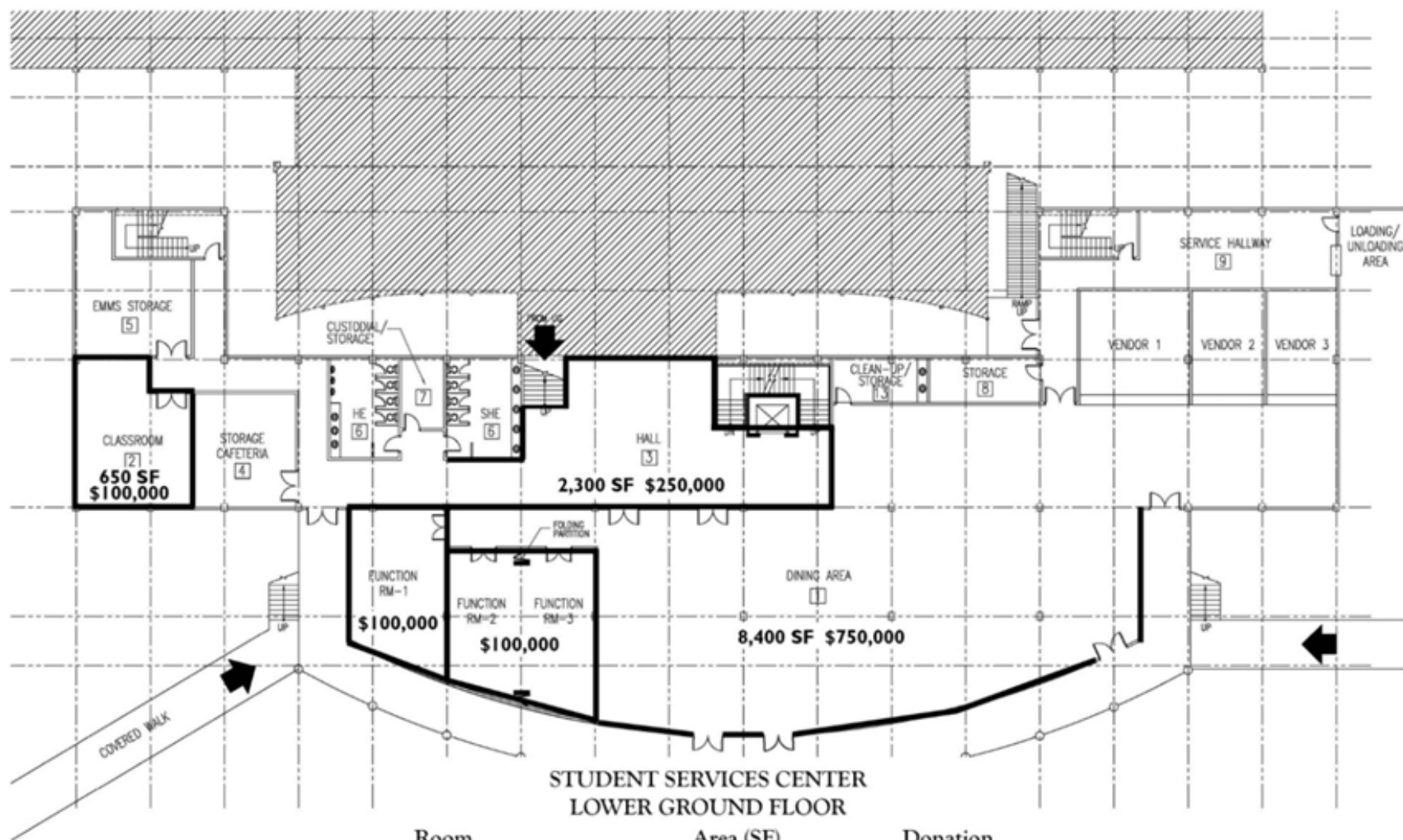


[Enter Your Name]  
Student Services Center  
74,000 SF  
\$2 million donation

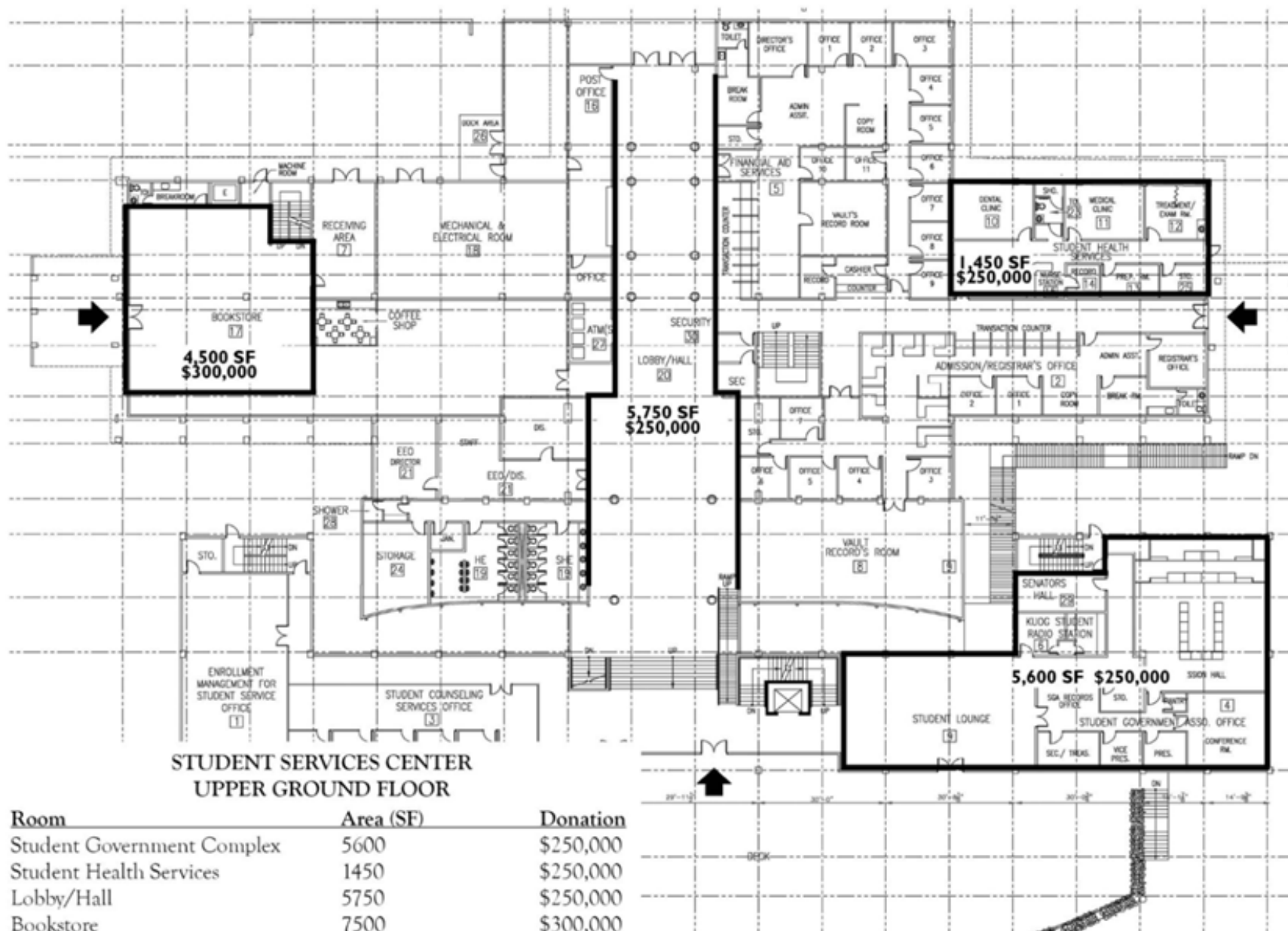
NAMING OPPORTUNITIES IN THE  
STUDENT SERVICES CENTER



Room	Area (SF)	Donation
Dining Area	8400	\$750,000
Hall	2300	\$250,000
Classroom	650	\$100,000
Function Room 1		\$100,000
Function Room 2 & 3		\$100,000
Student Government Complex	5600	\$250,000
Student Health Services	1450	\$250,000
Lobby/Hall	5750	\$250,000
Bookstore	7500	\$300,000



Room	Area (SF)	Donation
Dining Area	8400	\$750,000
Hall	2300	\$250,000
Classroom	650	\$100,000
Function Room 1		\$100,000
Function Room 2 & 3		\$100,000





## Engineering Building

estimated groundbreaking: 2013  
estimated completion: 2013





On October 29, 2009, President Robert Underwood expressed his vision for establishing a four-year civil and environmental engineering degree program accredited by the Accreditation Board for Engineering and Technology (ABET) to help meet current and growing demand for engineering expertise in Guam's private and public sectors. The program will expand upon UOG's existing pre-engineering program and will have at least seven faculty with expertise in the basic civil engineering and environmental fields. A new facility will house the new program and provide adequate space for classrooms, laboratories, and offices for students and faculty.



LIGHT SHELVES ALLOW DAYLIGHT TO PENETRATE DEEP INTO THE BUILDING.

EAST ELEVATION

PHOTOVOLTAIC SYSTEM LOCATED ON THE ROOF GENERATES POWER THAT WILL REDUCE POWER CONSUMPTION FROM THE UTILITY COMPANY.



WEST ELEVATION

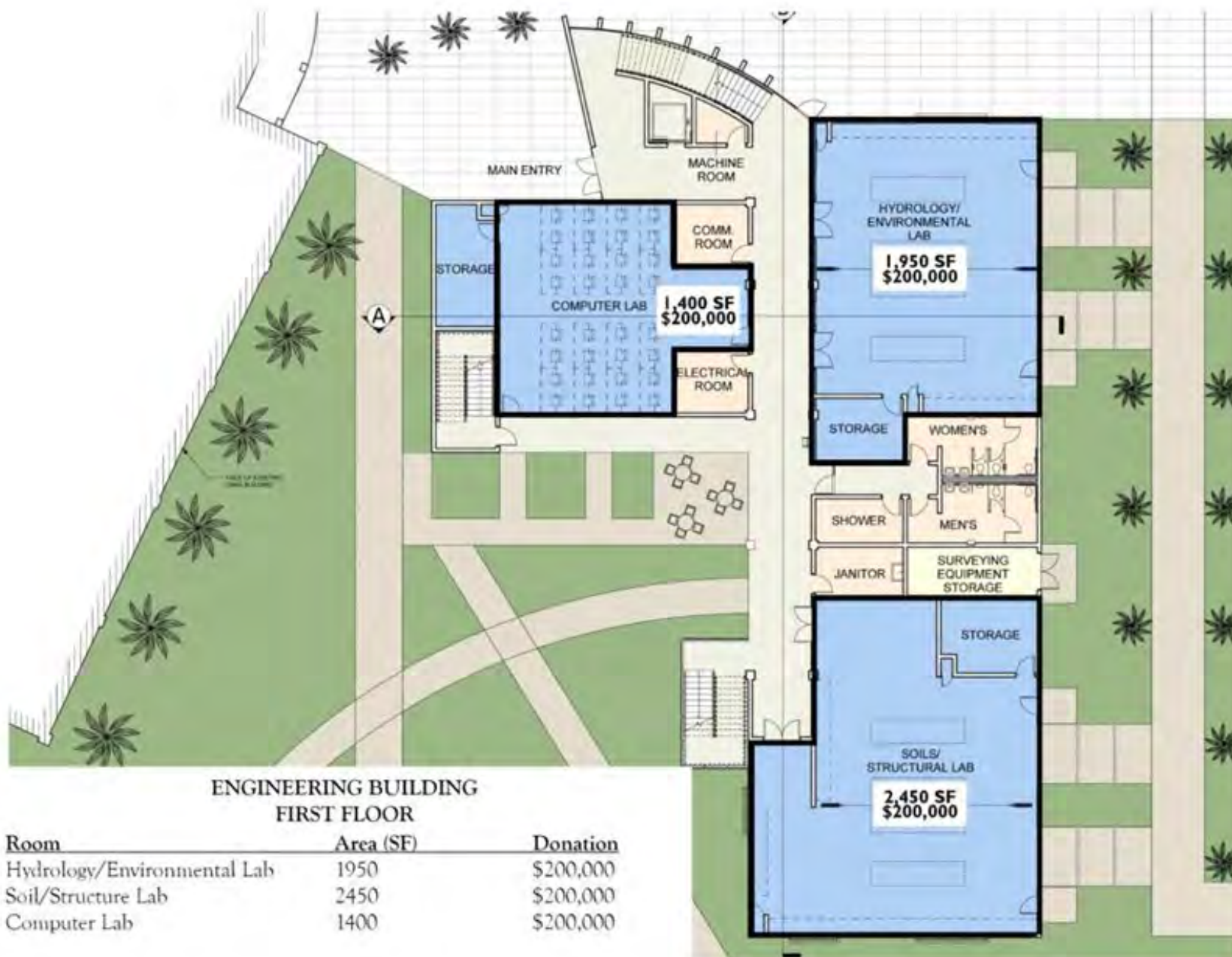
HORIZONTAL SUN SHADE DEVICES REDUCE HEAT GAIN AND COOLING REQUIREMENTS, WHILE ALSO IMPROVING THE NATURAL LIGHTING QUALITY OF THE BUILDING.

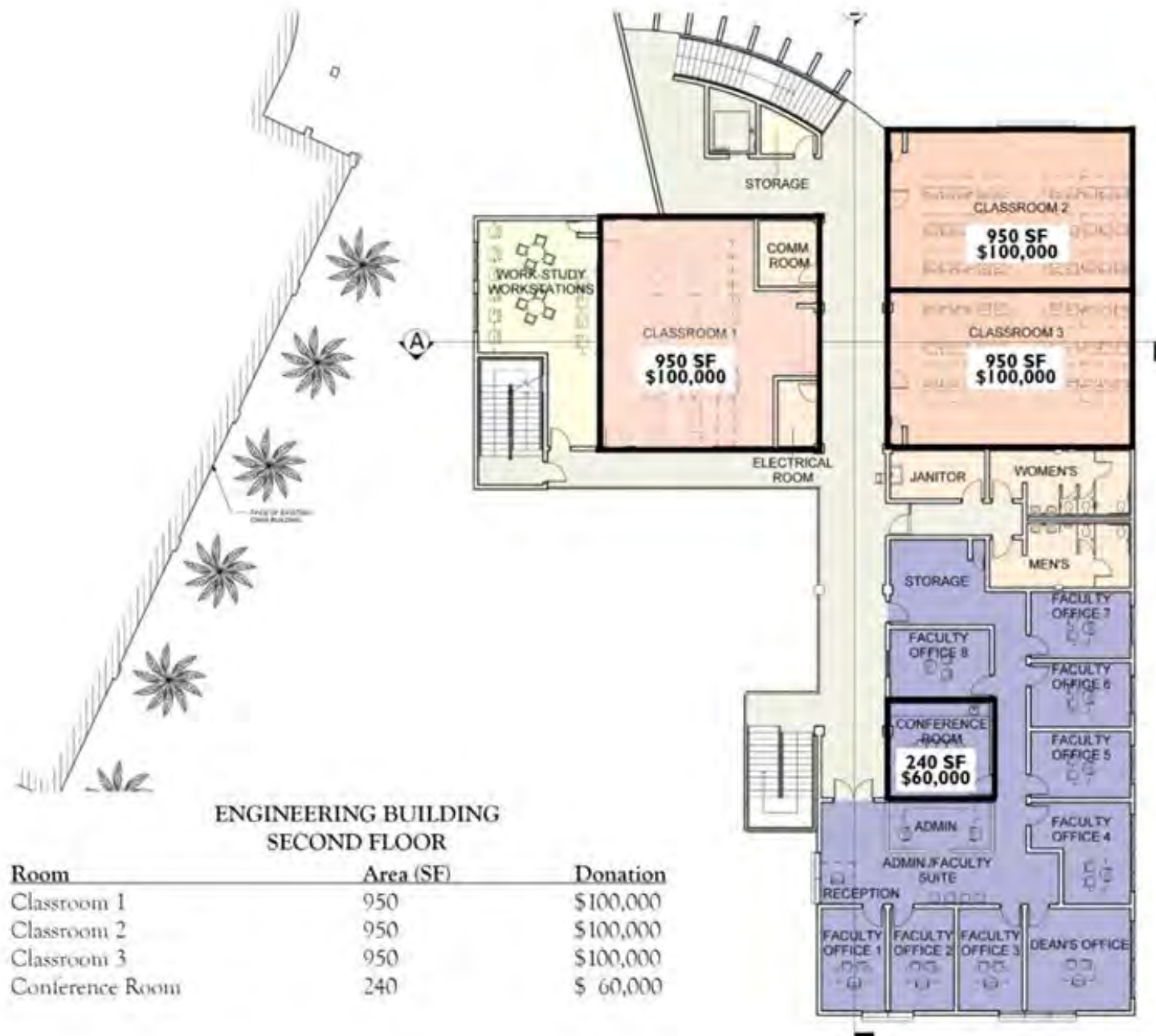
[Enter Your Name]  
Engineering Building  
20,300 SF  
\$1 million donation

#### NAMING OPPORTUNITIES IN THE ENGINEERING BUILDING

Room	Area (SF)	Donation
Hydrology/Environmental Lab	1950	\$200,000
Soil/Structure Lab	2450	\$200,000
Computer Lab	1400	\$200,000
Classroom 1	950	\$100,000
Classroom 2	950	\$100,000
Classroom 3	950	\$100,000
Conference Room	240	\$ 60,000









## Fine and Applied Arts

estimated groundbreaking: 2014  
estimated completion: 2015





The Fine Arts Department offers a major and minor in Fine Arts to students at the University of Guam. The Fine Arts major allows students to concentrate in one of the following areas: Art, Music/General, Music/Performance, or Theater. In all areas, emphasis is placed on the creation of art work. To accomplish this end, it is necessary to lay a proper foundation and therefore, all areas utilize both a traditional lecture/discussion, paper/exam format, as well as a hands-on, studio, experimentation/creation process. In the Arts, both are necessary.



The most unique aspect of the program is the combining of Art, Music, and Theater into one major. While the norm is to isolate the arts into three separate areas, the Fine Arts program at UOG encourages a continuing dialogue between artists of different disciplines, which encourages student awareness of the creative process throughout the arts.



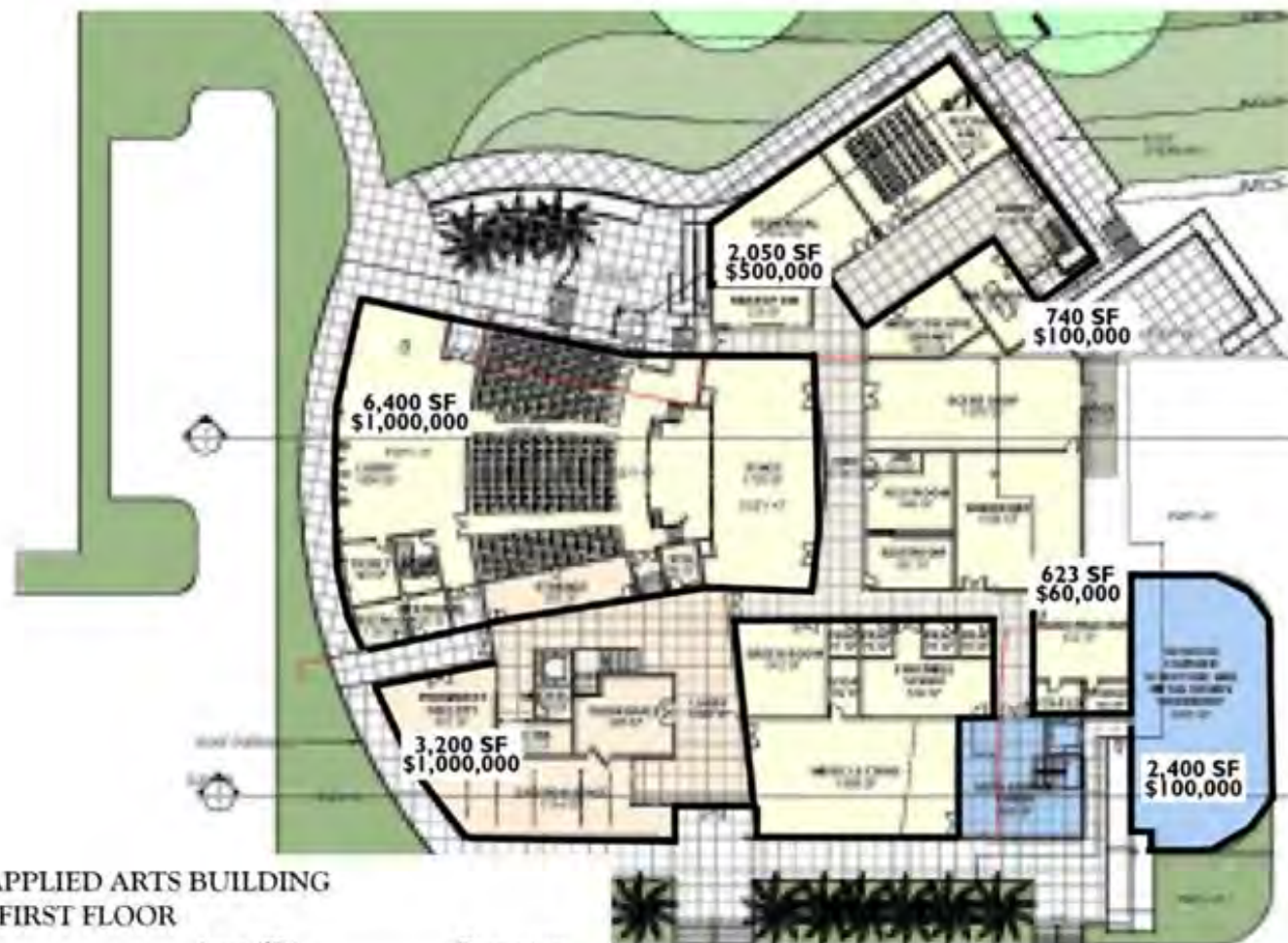
[Enter Your Name]  
**Fine and Applied Arts  
 Building**  
 27,000 SF  
 \$2 million donation



**NAMING OPPORTUNITIES IN THE  
 FINE AND APPLIED ARTS BUILDING**

<u>Room</u>	<u>Area (SF)</u>	<u>Donation</u>
Isla Center for the Arts	3200	\$1,000,000
Main Auditorium/Lobby/Ticket Booth	6400	\$1,000,000
Recital Hall/Lobby/Rehearsal/Makeup	2050	\$ 500,000
Piano Practice Rooms	623	\$ 60,000
Music/Theatre Library/Multipurpose	740	\$ 100,000
Music Lecture/Ensemble Studio/Green Room	2650	\$ 200,000
Outdoor Sculpture & Metal Works Workshop	2400	\$ 100,000
Paint Studio/Drawing Studio	1400	\$ 100,000
Paint Studio 2	1000	\$ 100,000
Computer Room	450	\$ 100,000
Print & Photo Studios	360	\$ 60,000
Lecture Hall	800	\$ 100,000
Glaze, Kiln, Ceramics & Sculpture	2650	\$ 200,000





Room	Area (SF)	Donation
Isla Center for the Arts	3200	\$1,000,000
Main Auditorium/Lobby/Ticket Booth	6400	\$1,000,000
Recital Hall/Lobby/Rehearsal/Makeup	2050	\$ 500,000
Piano Practice Room	623	\$ 60,000
Music/Theatre Library/Multipurpose	740	\$ 100,000
Music Lecture/Ensemble Studio/Green Room	2650	\$ 200,000
Outdoor Sculpture & Metal Works Workshop	2400	\$ 100,000





FINE AND APPLIED ARTS BUILDING  
SECOND FLOOR

Room	Area (SF)	Donation
Paint Studio/Drawing Studio	1400	\$100,000
Paint Studio 2	1000	\$100,000
Computer Room	450	\$100,000
Print & Photo Studios	360	\$ 60,000
Lecture Hall	800	\$100,000
Glaze, Kiln, Ceramics & Sculpture	2650	\$200,000



## Triton Engagement Center

estimated groundbreaking: 2014  
estimated completion: 2016



One of the organizations that will be housed in Triton Engagement Center includes the University of Guam Center for Excellence in Developmental Disabilities Education, Research, and Service (Guam CEDDERS), which serves as a training and technical assistance provider in the Pacific Basin region. It is the largest training, service, and technical assistance center at the University.

From its inception in 1993, Guam CEDDERS has evolved into a dynamic organization that aims to build bridges with partners for creating stronger linkages, programs, services, and support to positively impact the quality of life of individuals with developmental disabilities and their families.

In partnership with individuals with disabilities and their families, agencies, organizations, and service providers, the Guam CEDDERS creates pathways that enhance, improve and support the quality of life of individuals with developmental disabilities and their families.



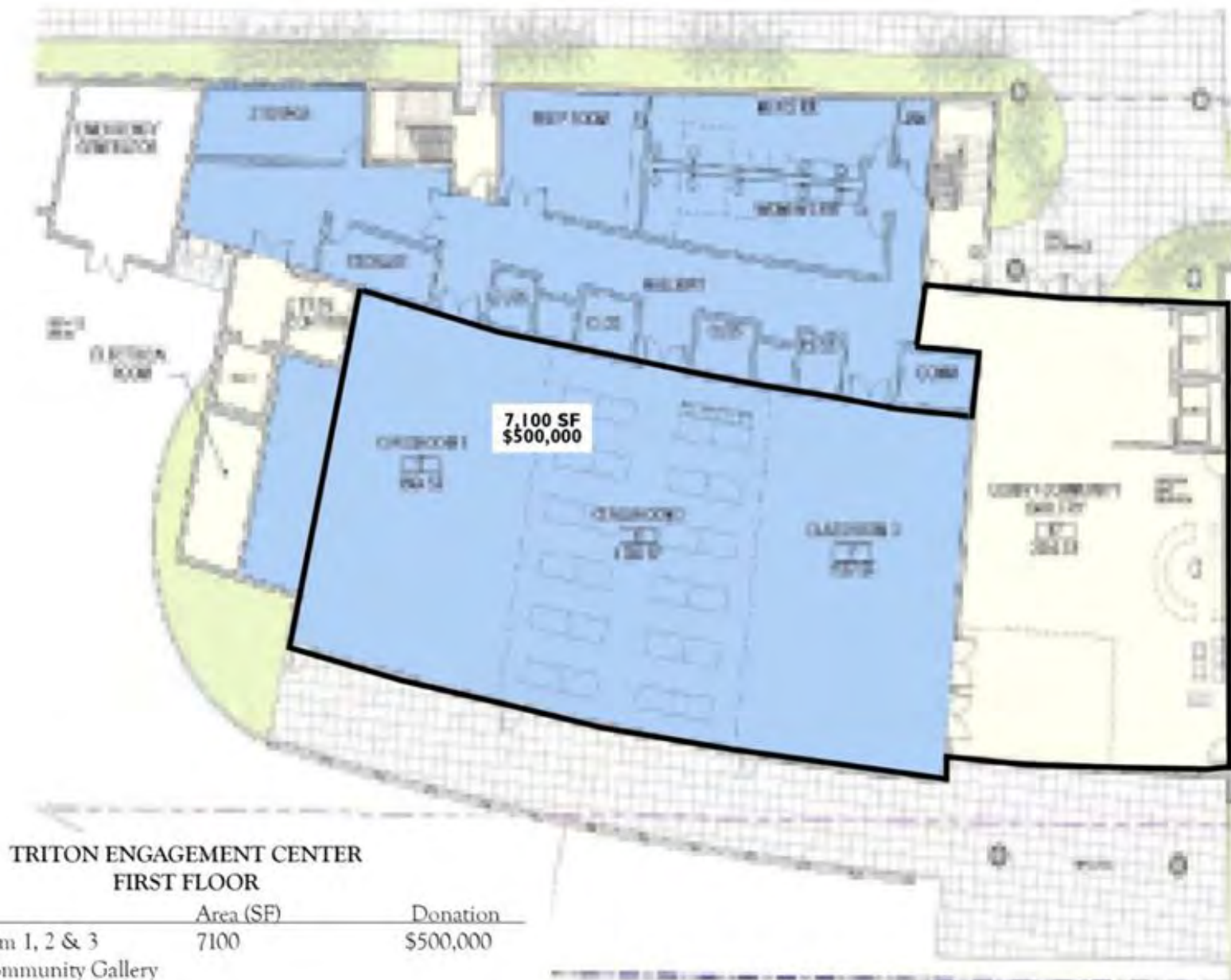


## Triton Engagement Center 60,000 SF



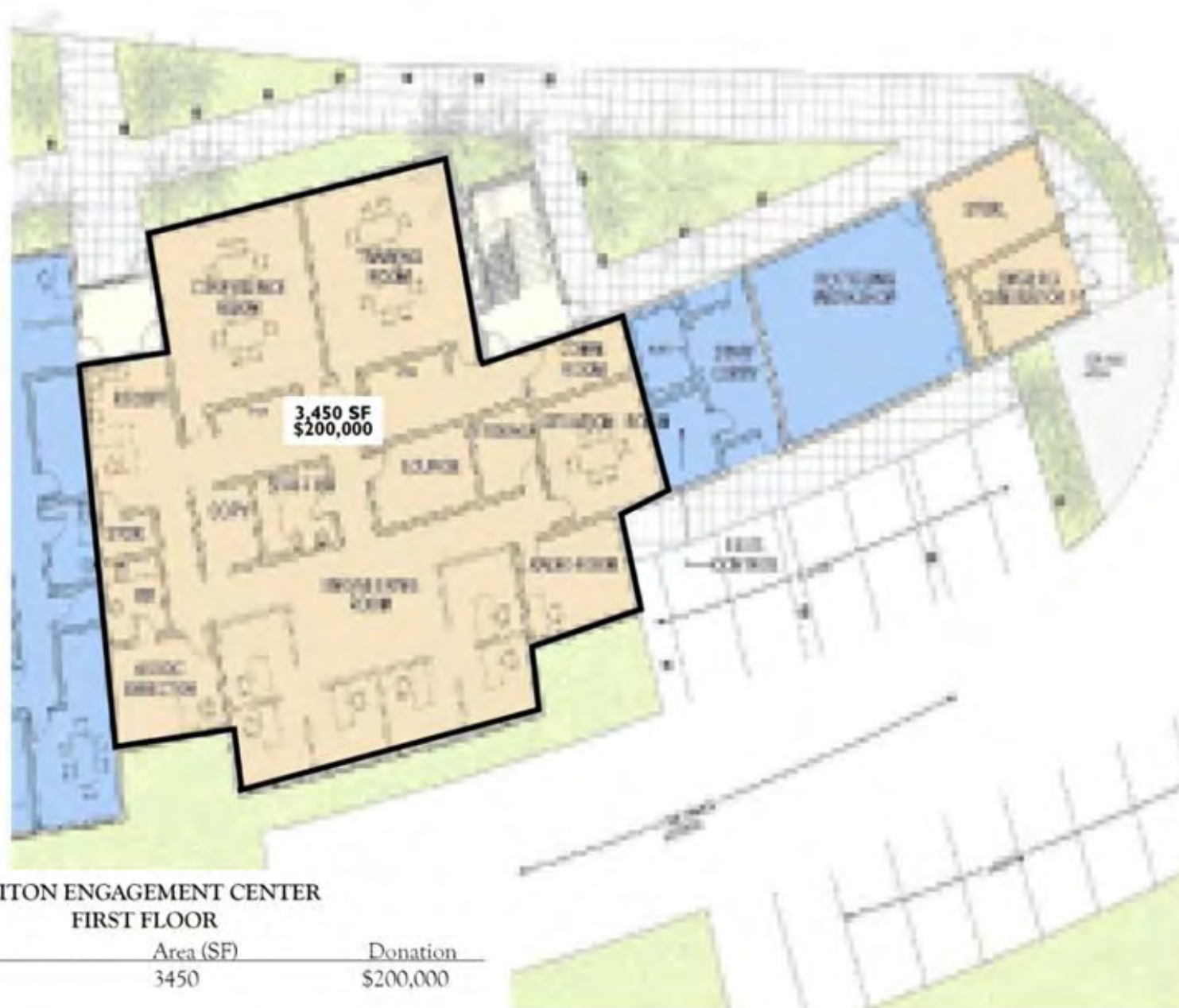
### NAMING OPPORTUNITIES IN THE TRITON ENGAGEMENT CENTER

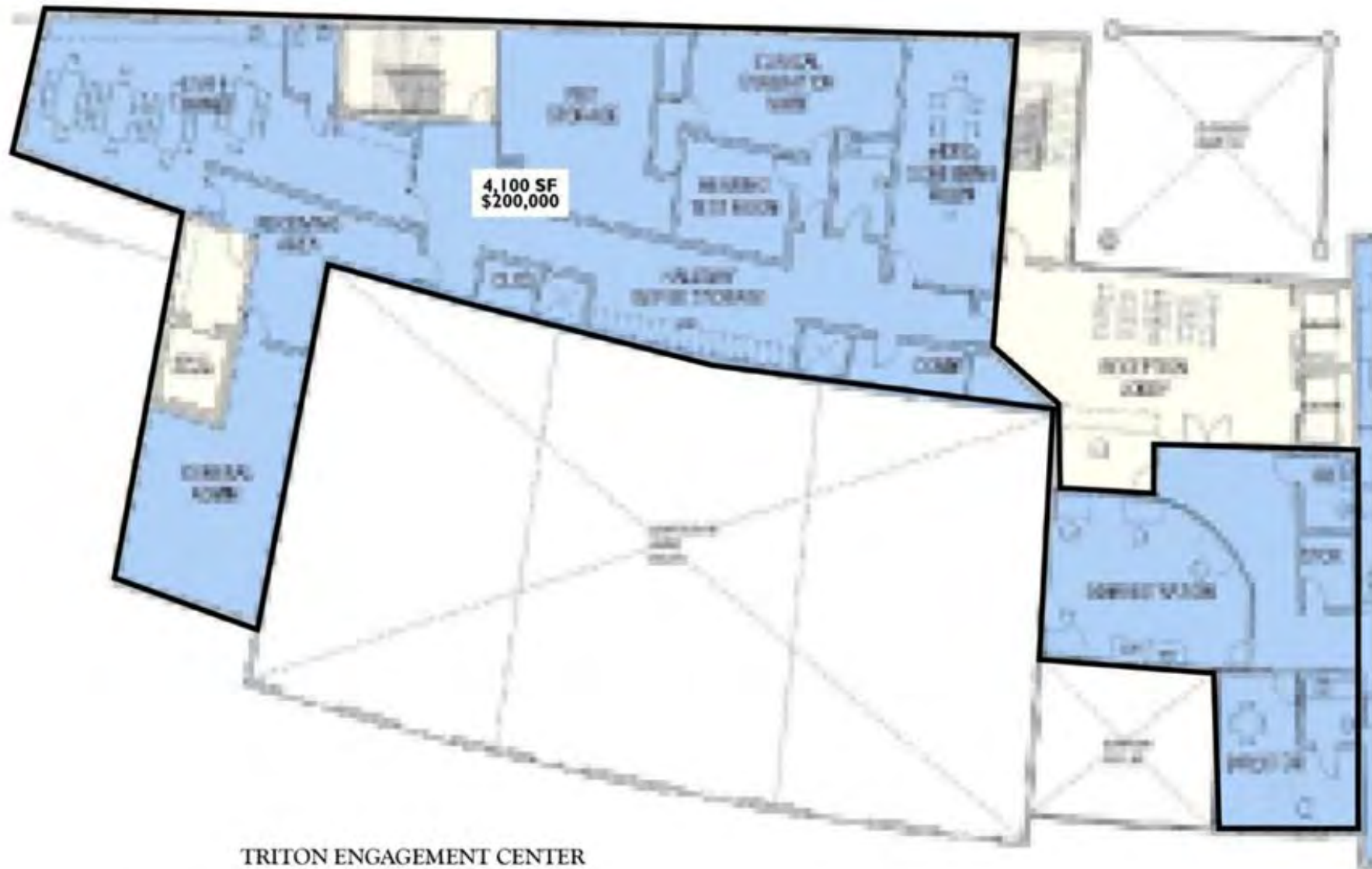
Room	Area (SF)	Donation
Conference Room 1, 2 & 3 and Lobby/Community Gallery	7100	\$500,000
CEDDERS Library, Work Room, Staff Work Area, & GSAT Model Home	4000	\$500,000
TADEO	3450	\$200,000
CEDDERS West Wing	4100	\$200,000
CEDDERS East Wing	13,000	\$300,000
Cancer Research Center and World Health Organization Office	7400	\$500,000





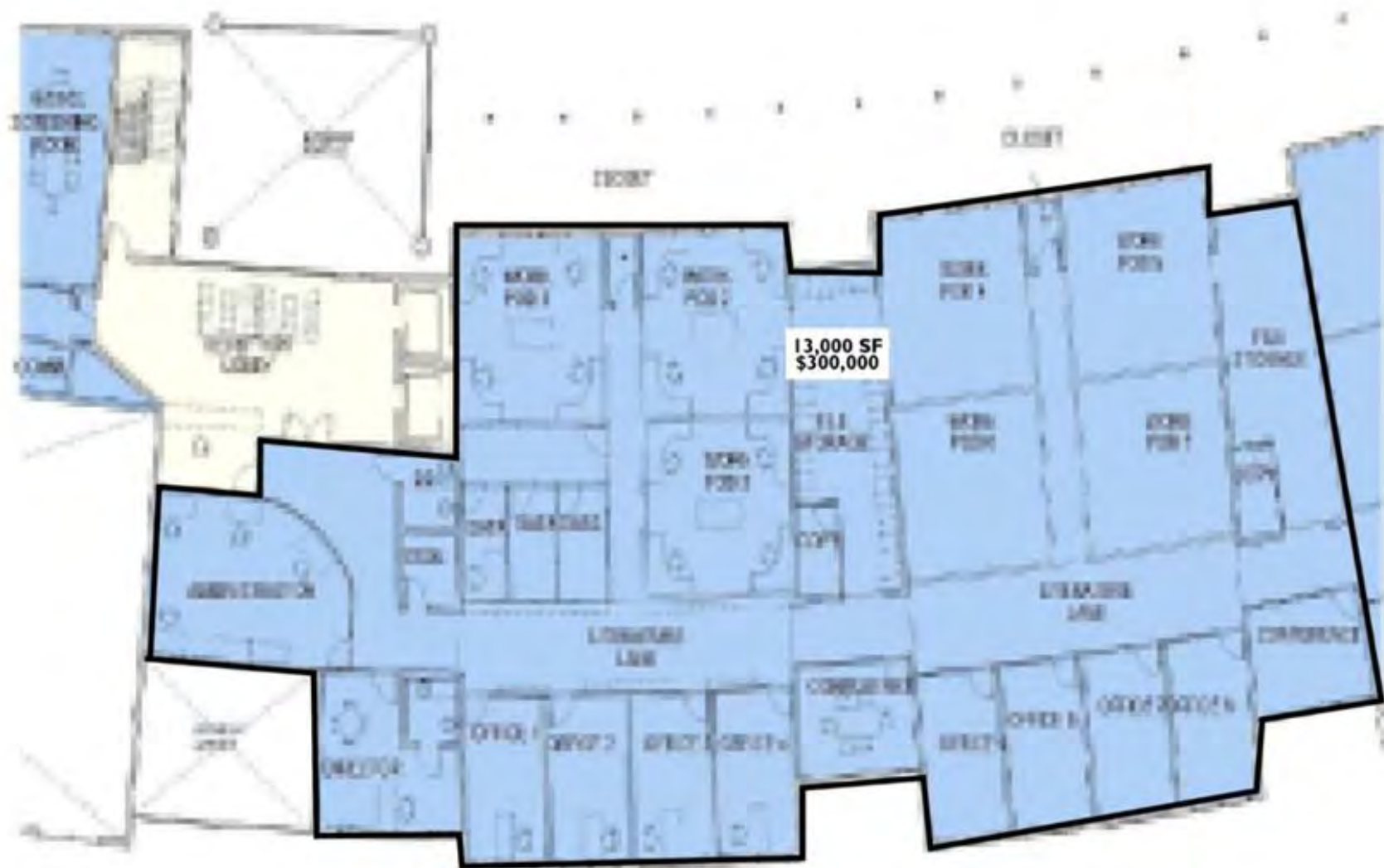






TRITON ENGAGEMENT CENTER  
SECOND FLOOR

Room	Area (SF)	Donation
CEDDERS West Wing	4100	\$200,000



TRITON ENGAGEMENT CENTER  
SECOND FLOOR

Room	Area (SF)	Donation
CEDDERS East Wing	13,000	\$300,000





TRITON ENGAGEMENT CENTER  
THIRD FLOOR

Room	Area (SF)	Donation
Cancer Research Center and World Health Organization Office	7400	\$500,000

Regent John Arroyo, Ex-Officio member of the UOG Endowment Foundation, will give his report.

New Business will be presented at this time.



## I. LEGAL AUTHORITY AND CORPORATE ARTICLES

### Guam Public Laws

Legal authority of the University of Guam's Board of Regents (BOR) is contained in Public Laws 13-194, 17-55, and 19-40, which provide the necessary autonomy and charter for the University of Guam. These laws are further codified in 17 Guam Code Annotated (GCA), Chapters 15 to 22, and include programmatic and other defined relationships. Public Law 9-233 changed the *name* "College of Guam" to "University of Guam."

### Articles of Incorporation and By Laws

The operating documents which further the intent of the public laws are contained in the Articles of Incorporation and By Laws of the University, which were first approved on October 19, 1979 and subsequently amended. The BOR resolutions, since 1970, have internally governed the University of Guam. The resolutions are filed at the President's office and are available for review as necessary.

## II. MEMBERSHIP, DUTIES, POWER, AND ORGANIZATION

### Membership

The number of Regents is nine (9). They must be citizens of the United States of America or permanent resident aliens who have domiciled in Guam for at least three (3) years prior to appointment. At least one (1) member must be an alumnus of the University of Guam, and one (1) member must be from the student body of the University of Guam.

The Regent Nominating Council (RNC) nominates all qualified candidates for non-student membership on the BOR in accordance with 17 GCA §16104.5. The Governor appoints *a regent from the list of RNC nominees. The regent-appointee must then be confirmed by the Legislature in order to begin serving on the BOR.* ~~with the advice and consent of the Legislature appoints regents.~~ Procedures for selection are established by law and incorporated in Article 5, Sections B, C, D, and E of the Articles of Incorporation. *A Member whose term is expiring may be considered for reappointment.* The procedures for the removal of a member of the BOR from office are given in 17 GCA §16106.

### Regent Nominating Council

The Regent Nominating Council (RNC) shall consist of eleven (11) members, eight (8) of which are designated and three (3) community at large members. The designation of membership for the RNC is found in 17 GCA §16104.5 (a) The eight designated members listed are to serve terms of one (1) year and the

three (3) community at large members, who are appointed by the RNC, shall serve a term of two (2) years. The criteria for community at large members is also found in §16104.5 (a). The RNC shall be responsible for submitting a list of at least one (1) and no more than three (3) qualified candidates for every vacancy on the BOR to the Governor of Guam. Nominations are to be thirty (30) days prior to the expiration of a term or within fourteen (14) days following an unforeseen vacancy. Other duties of the RNC are listed under 17 GCA Section §16104.5 (b),

### **Student Regent**

The student member is the person receiving the highest number of votes cast at an election of all the students, whether full-time or part-time, registered at the University of Guam. The election is held in March of each even numbered year and is conducted by the Student Government Association (SGA), formerly known as the Student Body Senate, in accordance with the regulations adopted by the SGA and approved by the BOR. The Chairman of the BOR proclaims the day of the election. The student receiving the highest number of votes is certified by the Chairman of the BOR who forwards the name to the Governor for appointment. Any vacancy during the term of a student member shall be filled for the remainder of the term by an election of a majority of the SGA. The process for nominating and electing, and the qualifications for a student member candidate are found in §17 GCA 16104.6.

### **Term of the Office**

Except for the student member, the Regents serve staggered terms of six years each. The Student Regent serves for a term of two (2) years beginning at 12:00 noon of the first Monday in May in the year elected. The current list of Regents and their terms of office is included in the Appendix.

### **Duties, Powers, and Functions of the Board of Regents**

The primary purpose of the BOR is to create, establish, and support an educational institution of higher learning within the Territory of Guam, wherein graduates of accredited high schools, private secondary schools, and other persons of equivalent academic attainment may pursue their education in all the various branches of the liberal arts and sciences and such other fields and pursuits of learning as are and may be customarily offered to students in institutions of higher learning. The duties of the BOR are detailed in 17 GCA §16104.1. The powers of the BOR are enumerated in Article 3 of the Articles of Incorporation and Article II, Section 1 of the amended By Laws. *The administration of the Student Financial Assistance Programs (17 GCA Chapt. 15) and the Nursing Training Program (17 GCA Chapt. 19) are also responsibilities of the BOR.*

## **BOR Officers**

Article III of the By Laws (17 GCA §16107) provides for BOR officers, which include a chair, a vice chair, and a treasurer who are elected by a majority vote of the total membership. The election takes place annually at the regular BOR meeting in April. The President of the University is the Executive Secretary of the BOR.

At the discretion of the BOR, one or more vice chairs, one or more assistant secretaries, and other officers may be appointed by the Chair in accordance with Section 3 of Article III of the By Laws.

The Chair, in addition to presiding at all regular and special BOR meetings, also:

- 1) Appoints the chair and members of the BOR Sub-Committees and any other committees,
- 2) Acknowledges communications, petitions, requests and proposals on behalf of the BOR and refers same to the President or appropriate Committee of the BOR for action or recommendation.
- 3) Maintains liaison with the President to facilitate an effective working relationship between the administration and the BOR,
- 4) Approves all press releases and public statements made by the BOR,
- 5) Approves agenda items for any regular or special meeting of the BOR,
- 6) Coordinates the efforts of the BOR Sub-Committees to strengthen their roles and functions and,
- 7) Performs such other duties as may be from time to time assigned by the BOR or prescribed by the By Laws.
- 8) Acts as spokesperson for the BOR when required.

The Vice Chair assumes the duties and responsibilities of the Chair in the absence or disability of the Chair and undertakes such other duties as may be assigned by the Chair, the BOR or the By Laws. When so acting, the Vice Chair has all the powers of, and is subject to, all the restrictions upon the Chair.

The Treasurer provides general supervision and oversight of the financial and other assets of the University. The Treasurer:

- 1) Keeps and maintains, or causes to be kept and maintained, adequate and correct accounts of the properties and business transactions of the University, including accounts of its assets, liabilities, receipts and disbursements, gains, losses, capital and surplus, and

- 2) Has such other powers and performs such other duties as may be prescribed by the BOR or the By Laws.

The President of the University of Guam, as Executive Secretary:

- 1) Keeps, or causes to be kept, a book of minutes of all meetings of the BOR to include the time and place of meeting; whether regular or special; if special, how authorized; the notice given; and the names of those present at the meeting.
- 2) Prepares and distributes agenda for each of the regular, special, and committee meetings,
- 3) Schedules and sets regular or special meetings of the BOR in consultation with the Chairman of the BOR and as prescribed by the By Laws.
- 4) Assures responsibility for securing information from the University on matters under consideration by the BOR,
- 5) Maintains, collects, and preserves the official records of the BOR,
- 6) Collates and provides an index of policies which are adopted by the BOR, and
- 7) Performs additional duties as assigned by the BOR.

### **Board Committees**

Committees facilitate the review of and make recommendations on policy matters needing the action of the BOR. Recognizing that authority to act on all matters is reserved for the full BOR, the Committees consider and make recommendations to the BOR for action. The Committees and their functions are:

#### **Academic, Personnel and Tenure Committee**

- 1) Reviews and makes recommendations on new degree programs offered at the University,
- 2) Reviews and makes recommendations on the list of approved administrative positions at the University,
- 3) Reviews and makes recommendations on all other academic matters needing the attention and action of the BOR as established in the *Rules, Regulations and Procedures Manual (RRPM)*, the *Board/Union Agreement*, and the *Western Association of Schools and Colleges (WASC) Handbook of Accreditation*.
- 4) Reviews and makes recommendations on the Academic Master Plan of the University,
- 5) Reviews and makes recommendations on personnel matters as provided in the *Interim Personnel Rules and Regulations for*

*Classified Service Employees, the RRPM, and the Board/Union agreement.*

- 6) Reviews and considers policies and practices relating to University personnel.
- 7) Reviews and makes recommendations relative to applications for tenure following the recommendation of the Administration.
- 8) Reviews and makes recommendations relative to other matters referred to the Committee by the Administration.

**Student Affairs, Scholarships, Alumni Relations and Honorary Degrees Committee**

- 1) Reviews and makes recommendations on awards to new and continuing recipients of the professional-technical and student loan awards of the Government of Guam.
- 2) Reviews and makes recommendations for approval of merit award recipients to the University,
- 3) Reviews and makes recommendations on rules and regulations for the administration of the Government of Guam Student Financial Assistance Programs,
- 4) Reviews and makes recommendations for approval of recipients of the ROTC scholarship,
- 5) Reviews and makes recommendations for approval of Regents scholars, and
- 6) Reviews and makes recommendations for approval of Nursing Scholarship recipients,
- 7) Provides liaison between the BOR and the University of Guam Alumni Association,
- 8) Reviews and makes recommendations of persons worthy to receive an honorary doctoral degree to be conferred during the University Commencement Exercise, and
- 9) Reviews and makes recommendations on the Commencement Speaker,
- 10) Reviews and makes recommendations to the BOR on other matters referred by the Administration.

**Budget, Finance, Investments and Audit Committee**

- 1) Reviews and makes recommendations on the budget process, budget proposals, expenditure plans, and development plans of the University,
- 2) Exercises general oversight of the financial reports of the University,
- 3) Reviews and makes recommendations on the Fiscal Master Plan of the University, and

- 4) Reviews and makes recommendations on the investment of University assets and the Investment Policy, and
- 5) Reviews and makes recommendations on the endowment funds of the University,
- 6) Reviews and makes recommendations on University risk management and insurance policies,
- 7) Reviews and makes recommendations on other fiscal policy matters referred by the Administration, and
- 8) Reviews and makes recommendations on the University Audit.

### **Physical Facilities Committee**

- 1) Provides direction and guidance for all capital improvement activities of the University,
- 2) Reviews and recommends action on the operation and management of University facilities, and
- 3) Reviews and makes recommendations on the Physical Master Plan of the University, and
- 4) Reviews and makes recommendations on the budget, expenditures, operations and development plans of the University Fieldhouse.

### **Board Affairs Committee**

The Board Affairs Committee has primary responsibility for special projects associated with the work of the Board of Regents. The Committee works closely with the Chairperson and the Executive Committee which details assignments to the Committee.

### **Composition of Committees**

The chair of each committee is appointed annually by the Chair of BOR, following the April election. Regent members volunteer or are appointed to Committees based on interest, background, and experience. The committees review, research, and make recommendations to the BOR for action. They facilitate the work of the BOR and are subject to the provisions of the Articles of Incorporation, the By Laws, and those powers delegated by the BOR itself.

### **Procedures**

The following procedures govern matters for consideration by the respective Committees:

- 1) The committee chair selects or approves the date, place of meeting, and approves an agenda in consultation with the Administration.



- 2) Meeting materials or packets are normally distributed at least two (2) days before the meeting date to Regent Committee members and respective University administrators, faculty, or staff involved.
- 3) A quorum of Regent Committee members is needed to conduct business at a meeting. Only regents are eligible to vote. **More than At least** half of the Regent Committee members must be present to constitute a quorum.
- 4) Meeting procedures follow agenda items. Appropriate University support for the taking of minutes is assigned by the President.
- 5) A majority vote determines any action of the Committee. Such action includes, but is not limited to: a recommendation to the full BOR; return of the item to the Administration for more information or work; or deciding that no further action is needed. The Committee determines whether the matter will be referred to the full BOR or not.
- 6) Committee minutes are documented and filed in the President's Office. If the action is to recommend to the full BOR, the minutes may constitute part of the packet to be used for deliberation by the full BOR during a regular or special meeting.

### **Board of Regents' Meetings**

Regular meetings of the BOR are held at the University of Guam, the principal office of the corporation. Special meetings of the BOR may be held either at a place so designated or at the principal office. **Article II, Section 5 Of UOG's Amended Bylaws state that regular meetings are held not less than four (4) times a year, and a schedule of meetings for the year will be adopted prior to the start of the new academic year.** Special meetings may be called by the Chair or by written request of a majority of the Regent members, as often as may be necessary. Meetings of the BOR, regular or special, are subject to the Open Government Law of Guam. A minimum of five (5) Regents must be present to constitute a quorum, and an affirmative vote of five (5) members is required for any action to be valid.

### **Agenda**

The agenda of a regular monthly meeting of the BOR is prepared by the Executive Secretary and submitted to the Chairman of the BOR for approval. A special meeting agenda follows the regular meeting agenda procedures. Normally, copies of the agenda of the regular meeting of the BOR are made available in the President's office no later than three (3) calendar days prior to the meeting date. This time period may be shortened if circumstances require it and if adequate public notice is provided. Normally, the BOR will consider only those

items listed in its published agenda. However, the BOR reserves the right to consider matters not included in the published agenda which are, in its opinion, of sufficient importance to address in the scheduled meeting.

### **Presentation of Views and Opinions**

The BOR agenda includes an item labeled “open discussion.” At that time, members of the public may come before the BOR to express a view, or opinion or give information germane to the welfare of the University of Guam. Normally, this is placed on the agenda after the completion of the committee reports and before an Executive Session. Currently, there is a three minute limit per person.

### **Executive Sessions**

Executive sessions of the BOR are closed to the general public as established by 5 GCA §8111 and as provided for in the *Interim Personnel Rules and Regulations for Classified Service Employees*, the *RRPM*, and the *Board/Union Agreement* regarding personnel matters. There are no recordings of Executive sessions, except as provided for by law. No decisions or actions may be taken during an Executive Session.

### **Actions, Decisions, and Directives**

Actions, decisions and directives of the BOR are generally in the form of resolutions; provided, however, that when a resolution is neither practical nor appropriate, other forms may be adopted by the BOR. Each resolution passed is identified by a number consisting of the last two digits of the year in which it was adopted, and its numerical sequence. The first resolution is numbered 70-01. All decisions, actions and directives of the BOR are voted on in open session of a BOR meeting.

Policy matters approved by the BOR in open sessions are considered matters of public record. Policy matters affecting general terms and conditions of employment or general academic matters are decided in open sessions of the BOR except as otherwise provided by law or contractual agreement. Access to information concerning policy decisions is available to members of the general public in the form of minutes and records. Recordings of public sessions are available and kept on file for a limited time. ***BOR minutes and resolutions can be publicly accessed on the UOG website, [www.uog.edu](http://www.uog.edu).***

### **Board of Regents' Code of Conduct**

The Association of Governing Boards (AGB) of Universities and Colleges has promulgated an Illustrative Trustee Code of Conduct. The Western Association of Schools and Colleges expects governing boards to adopt and follow a Code of Conduct. Therefore, the Academic, Personnel and Tenure Committee of the BOR recommended, and the BOR adopted Resolution No. 01-18, on July 19, 2001, establishing the UOG Regents' Code of Conduct. *On January 25, 2002, the BOR adopted Resolution No. 02-01, which replaced Resolution No. 01-18.*

### **BOR Self-Evaluation**

Each year each member of the BOR is required to participate in a self-evaluation of their performance as a Regent and in the performance of the BOR as a whole. To facilitate the process, the Chair appoints an Ad Hoc Committee to determine the procedure to be used. Findings of the committee are then presented to the BOR as a whole for discussion, modification or acceptance as a guide for future performance.

### **Orientation of New Members**

Orientation of new Regents is the joint responsibility of the Chair, the individual Regents, the President and his staff. New members receive a copy of this Handbook and its supporting materials. Additionally, individual or group orientation meetings may be arranged as necessary.

## **III. THE UNIVERSITY PRESIDENT, VICE PRESIDENTS, ADMINISTRATORS, and FACULTY**

### **University President**

The BOR, by an affirmative vote of at least five (5) members, appoints the President of the University, whose duties and compensation are determined by the BOR. The BOR sets the tenure of office for the President. However, any employment contract for the position of the President must not end six months prior to or six months after an election for senators and governor and lieutenant governor. The BOR, by an affirmative vote of at least five (5) members, may renew the contract of the President. By an affirmative vote of at least five (5) members, the BOR may terminate the service of the President for cause in the same manner and procedure that a Regent may be removed pursuant to 17 GCA §16110 (c).

When a vacancy occurs in the office of the President, a Search Committee, whose composition is determined by the BOR, is appointed by the BOR and,

following advertisement and evaluation of candidates, subsequently recommends a candidate or candidates to the full BOR based on qualifications enumerated in PL 19-40 and as further prescribed by the BOR. It is the policy of the BOR to solicit input from the University faculty and administration in the selection of the President. By an affirmative vote of at least five (5) members, the President is appointed for a specified contractual term.

### **Duties and Powers**

The President is the executive head of the internal operating organization of the University and is responsible for the administration of the academic, business, and service activities thereof. The President of the University also serves as Executive Secretary of the BOR. The President, in accordance with the provisions of the *RRPM*, the *Interim Personnel Rules and Regulations for Classified Service Employees* and the existing *Board/Union Agreement*, upon the recommendations of appropriate administrators, and guided by the recommendations of Search Committees, appoints faculty and administrators as may be necessary to fulfill the mission and purposes of the University.

### **Evaluation of the President**

One of the major responsibilities of the BOR is the evaluation of the President. The President is evaluated annually by an ad hoc committee that makes recommendations to the full BOR. To assist in the evaluation, the BOR has endorsed the Conceptual Framework embodied in the Presidential and Board Assessment in Higher Education: Purposes, Policies and Strategies, promulgated by AGB. Results of the evaluation are then discussed with the President.

### **Academic Officers**

A Senior Vice President and other Vice Presidents assist the President in the management and operation of the University. In addition, Deans, Directors, and Administrators further support the Vice Presidents in the operation of their respective units. The BOR approves the list of academic personnel administrators, the Administrator Salary Scale, and any changes to both. The organizational chart, a list of current administrative positions, and the current Salary Scale are found in the Appendices.

The ~~Vice Presidents~~ *Senior Vice President and the Vice President for Administration and Finance*, on the recommendation of the appropriate supervisors, appoint non-academic and classified staff in accordance with the BOR-approved *Interim Personnel Rules and Regulations for Classified Service Employees* and the *RRPM*.

## Faculty Senate

The Faculty Senate is the means by which the Faculty provides academic leadership at the University of Guam. It promotes the fundamental principles of the academy and provides the Faculty with a unified voice in matters of educational programs. The Senate empowers and protects the prerogatives of the Faculty for maintaining the educational purposes and character of the University and the quality of its academic programs. It also promotes an environment favorable to the professional activity and development of the Faculty.

The Senate facilitates the work of the academic committees and serves as the organ for faculty endorsement of their products and recommendations. It seeks to protect and promote the basic principles of higher education and articulates faculty positions on key issues affecting the University through representation in the Regent Nominating Council, BOR committees and the Administrative and Employee Development Council, as well as the University committees on Budget and Planning and Technology. Furthermore, the Senate promotes faculty excellence through its coordination of faculty travel grants and faculty excellence awards. Members of the Senate are elected by their peers.

## Faculty Union and Negotiated Contract

*The UOG Faculty Union, Local 6282, was chartered in 2004 by the American Federation of Teachers, AFL-CIO and was acknowledged by the BOR in Resolution No. 04-23.*

~~The BOR entered into a negotiated contract, the *Board/Union Agreement*, with the GFT/UOG Faculty Union, GFT Local 1581 on February 1, 2003. The contract covers the bargaining unit composed of non-supervisory, full time academic employees defined in the contract as the Faculty. Subsequent to the approval of the contract, the Faculty Union terminated its association with the local Guam Federation of Teachers and was re-chartered with the American Federation of Teachers, AFL-CIO as the UOG Faculty Union, Local 6282 (Resolution 04-23). The re-chartered Union and the BOR mutually agreed that the negotiated contract would continue in effect until its expiration date of August 15, 2007. A copy of the current *Board/Union Agreement* will be provided to all new BOR members.~~

## Faculty/Administrator Disputes

The *RRPM*, approved by the BOR on February 17, 2000, addresses disputes related to elections for an employee organization to be granted recognition as exclusive bargaining agent for the faculty under Article V Faculty Policies, H.(3). Article IX and Article X of the *Board/Union*

*Agreement* dated March 1, 2008, addresses grievance, adverse action, and adverse action appeal processes.

#### **IV. CLASSIFIED PERSONNEL**

##### **Classified Personnel**

Classified personnel employment, as defined in Title IV of the Guam Code Annotated and Public Laws 13-194 and 16-123, amended by Public Law 16-41, and further amended by Public Law 17-5, is governed by the *Interim Personnel Rules and Regulations for Classified Service Employees* approved on June 19, 2003, through BOR Resolution No. 03-17. Public law provides for the development of personnel rules and regulations governing the selection, promotion, performance evaluation, demotion, suspension, and other disciplinary action of classified employees. As provided by law, the Civil Service Commission retains jurisdiction over classified employee appeals.

##### **Employee/Management Disputes**

Under the *Interim Personnel Rules and Regulations for Classified Service Employees*, Chapter 11 refers to adverse action and Chapter 12 refers to grievance procedures, with appeal to the Civil Service Commission under section 11.312 and 12.801 respectively. These processes provide for the resolution of disputes between a classified employee and the administration of the University.

#### **V. STUDENTS**

##### **Admission, Enrollment and Retention**

The undergraduate and graduate catalogs contain the current policies relating to student admission, enrollment, retention, graduation and general policies relating to students. Changes in these policies are subject to the approval of the BOR based on the recommendation of the appropriate BOR committees.

##### **Tuition and Fees**

Increases in tuition and fees are subject to a public hearing before consideration by the BOR which has final authority.

##### **Student Rights and Responsibilities**

Resolution 75-07 contains policy statements on student rights and responsibilities. The Student Government Association Constitution and By Laws



additionally provide more information on rights and responsibilities in student government. *Article III of the RRPM addresses Student Policies, including rights and responsibilities.*

### **Student Government Association**

The Student Government Association is the student governance body of the University. It has the general responsibility to work for the welfare of the students and to be their spokesperson. Its constitution and bylaws, including any revisions, are subject to the approval of the BOR by recommendation of the appropriate committee. Its budget is approved annually by the BOR. The Student Government Association has the responsibility for conducting the election of the student Regent, who serves a two-year term.

### **Financial Aid**

#### **Student Financial Aid Budget**

This budget is developed internally and presented to the BOR, then is submitted by the BOR to the Guam Legislature. The budget is developed in accordance with Guam law which provides various forms of student financial aid.

#### **Regents Scholarships**

To provide an incentive to students to continue their education at the University of Guam and to reward academic excellence, a Regent Scholars program has been established by the BOR. Based upon a combination of factors which include, but are not limited to academic performance, the Regents Scholar receives recognition each year and financial aid in accordance with need. This program is not mandated by Guam law; consequently, any financial aid is subject to availability of funds.

#### ***Major Henry San Nicolas Ofeciar Army ROTC Scholarship Program***

As an incentive for participation in the ROTC program, the BOR established a BOR ROTC Scholarship program. *Resolution No. 08-23 was passed on June 29, 2008 to name the program the "Major Henry San Nicolas Ofeciar Army ROTC Scholarship Program" in honor of the first graduate of the University's Army ROTC program to have been Killed In Action.* Receipt of these scholarships is based upon a number of factors that include academic grade point average, full-time enrollment, and recommendation by the ROTC program. These scholarships are not mandated by Guam law and are subject to the availability of funds, with a maximum of twelve scholarships each academic year.

## Other Financial Assistance

Various other types of financial aid are available to students. The bulk of these come from Federal sources; however, scholarships offered by private and civic organizations and individuals are especially valued and are of great assistance to students needing financial assistance.

## VI. BUSINESS MANAGEMENT

### Operational Budget

*Following a Strategic Planning and Budget Retreat held in December, the University's General Operations Budget request, the Student Financial Aid Program Budget request and the Special Appropriations Budget requests for the following year are approved by the BOR and submitted to the Guam Legislature, together with requests for government appropriations, in February as required by statute. At this time, the Board also approves the budgets for auxiliary funds, non-appropriated funds, and special appropriations funds. Personnel and operating costs necessary for carrying out the mission, purposes and general activities of the University are delineated. The budgets may be reapportioned following passage of the budget law, if the appropriations are less than the BOR approved appropriation request.*

*The appropriations in the budget law are made available to the University through the Bureau of Budget and Management Research (BBMR) allotment process. The University's allotments are released by BBMR on a scheduled basis. If BBMR believes that government revenues will not cover the allotments, they may hold back temporary and/or permanent allotment reserves, which have historically run from 3-15% of the University's appropriation.*

*Allotment payments are disbursed to the University by the Department of Administration (DOA) upon release by BBMR. Payments are made bi-weekly, but have been delayed due to cash availability from the General Fund. Subsequently, the BOR assumes fiscal oversight of the funds. University funds derived from auxiliary revenues as well as student tuition and fees, indirect costs, and miscellaneous revenues, which are considered non-appropriated funds of the University, are also under the fiscal oversight of the BOR.*

*The Academic Master Plan (2000), Physical Master Plan (2000), and five-year budget assumptions **and strategic financial plan, which are presented and adopted annually at each December's Strategic Planning and Budget Retreat**, serve as guiding documents in the formulation of the University budget. In addition, the University's President provides assumptions for development of the budget and guidelines on priorities and program justifications. These are used by the academic and administrative units in their budget proposals.*

~~Normally, on February 15 or earlier of each calendar year, the General Operations Budget request for the following University year is approved by the BOR and submitted to the Guam Legislature, together with a request for government appropriation. Personnel and operating costs necessary for carrying out the mission, purposes and general activities of the University are delineated. An appropriation made available to the University is disbursed according to BBMR on a regular basis. Subsequently, the BOR assumes full control of the funds. University funds derived from student tuition and fees are considered non-appropriated funds of the University and are under the fiscal control of the BOR.~~

~~The *Academic Master Plan* (2000), the *Physical Master Plan* (19872000) and the *Fiscal Master Plan* (1986) all serve as guiding documents in the formulation of the University budget. In addition, the University's President provides assumptions for development of the budget and guidelines on priorities and program justifications. These are used by the academic and administrative units in their budget proposals.~~

### **President's Institutional Development Budget**

The President's Institutional Development Budget supports academic excellence initiatives, institutional development and activities, which support the strategic initiatives of the University. This budget is developed annually by the President, reviewed by the BFIA committee and approved by the BOR.

~~The President's Institutional budget, \$25,000 of which is annually retained for the BOR's budget, is funded from 42% of the funds derived from indirect costs associated with research grants and contracts. Another 42% of the indirect costs is deposited in the non-appropriated fund (naf) account of the unit generating the grant/contract. The remaining 16% of the indirect cost recoveries is deposited into the Facilities and Administration Costs account. This allocation was adopted by Resolution No. 08-40.~~

### **Board of Regents' Budget**

The BOR's budget is developed annually by the Chair of the BOR for review and approval by the entire BOR. This budget supports the operating expenses of the BOR, an annual retreat of the BOR and expenses incidental to the proper functioning of the BOR.

### **Accounting and Expenditures**

All moneys received by the University, through legislative appropriations or otherwise, are deposited in the University of Guam Fund in eligible banks as

defined in Public Law 15-77:23. The Fund is maintained separate and apart from other funds, and independent records and accounts are maintained. Signatories to the disbursement checks are approved by the BOR by resolution.

Following the close of each fiscal year, the BOR prepares, or causes to be prepared, a detailed financial summary, the accuracy and completeness of which is attested to by an independent certified public accountant.

~~The BOR approves the budget of non-appropriated funds, as recommended by the BFIA Committee. These funds are separate from the appropriation approved by the Guam Legislature and are moneys generated by University units. The funds are in addition to the student tuition and fees noted earlier.~~

### **Purchasing and Procurement**

The *Procurement Manual* establishes policies, procedures, and guidelines relating to the procurement, management, control, and disposal of supplies, services, and construction. The guidelines incorporate the applicable authority of the BOR pursuant to the Guam Procurement Act (PL 16-124). The *Manual* contains regulations to achieve uniformity in procurement activities and to maintain proper controls, responsiveness, and accountability. *BOR Resolution No. 12-18 adopted on September 20, 2012, approved the Contracts Management Control Policy and amended the authority delegated to University officials in the approval of contracts.*

Authority for procurement and services are limited as follows:

- 1) No contract for the services of legal counsel may be executed without approval of the BOR *and the Office of the Attorney General of Guam.*
- 2) The Chair of the BOR must affix his/her signature to contracts *and procurement awards* above \$200,000.00 and both the Chairman of the BOR and the Treasurer of the BOR must affix their signatures to contracts and procurement awards above \$500,000.

Amendments and revisions to the *Procurement Manual* must be approved by the BOR.

### **Acceptance and Management of Gifts, Grants, Endowments, and Donations**

The BOR is empowered to accept gifts, grants, endowments, and donations on behalf of the University of Guam. Resolution No. 81-11 established a gift policy for the University of Guam.

The University of Guam Endowment Foundation, Inc., is authorized by the BOR to accept and manage gifts, grants and donations on behalf of the University of

Guam. The respective Articles of Incorporation and By Laws stipulate further the terms and conditions of approval by the BOR.

### **University of Guam Land Grant Endowment Fund**

The “University of Guam Land Grant Endowment Fund” (Land Grant Endowment Fund) was established by §16126 of Public Law 19-40, the University Charter. This was done in compliance with Federal laws designating the University as a land-grant college. The sum of \$3 million was received from the Federal government as the permanent corpus of the Land Grant Endowment Fund. The corpus may only be invested in United States bonds, bank certificates of deposits or other investment-grade investments. The BOR administers the Fund subject to law and the University’s Investment Policy Statement. The BOR administers the interest earned on the investments for the benefit of the University.

### **University of Guam Higher Education Endowment Fund**

The “University of Guam Higher Education Endowment Fund” (Tobacco Settlement Fund) was established by Public Law 25-187 and Public Law 26-04. The law securitized a portion of Government of Guam’s interest in the tobacco settlement with major United States tobacco manufacturers for spending on health care and higher education. The Guam Economic Development and Commerce Authority (GEDCA) was authorized to issue bonds to create immediate capital. Approximately \$3.2 million or 15% of the bond proceeds were for the purpose of funding the management and enhancement of learning resources and technology at the University as defined in 5 GCA §221305.

### **University of Guam Endowment Foundation**

The University of Guam Endowment Foundation (UOGEF) is a private, non-profit organization which raises funds to assist the University in carrying out its mission. It was created and incorporated in 1988. A nine-member Board of Directors manages the Foundation’s affairs. One member of the BOR serves as an ex-officio member of the UOGEF Board of Directors.

## **Use of Physical Facilities**

### **Fieldhouse**

User eligibility, fees, and arrangements for the Fieldhouse are established in the BOR-approved *Fieldhouse Operational Manual* and incorporated in Article VII.R of the *RRPM*. To integrate university and community use, the Physical Facilities Subcommittee reviews and recommends policy for the best use of the Fieldhouse.

### **Other Facilities**

BOR policy and user fees for other University facilities used by non-university organizations and entities was *initially* established by Resolution 85-02. *Since then, however, user fees have been established in subsequent resolutions for specific buildings, facilities, equipment, and services.* ~~It delegates approval of the requests to the University President subject to certain conditions and stipulations. Rental of specialized equipment is also addressed.~~

### **Construction and Maintenance**

The University *Physical Master Plan* (1987) established a graduated plan for the development and improvement of physical facilities, *was last approved in 2000 and is being updated in 2012.* The BOR has set aside funds to implement the Plan. The account is called the University Facilities Development Fund. Legislative appropriations provide the necessary but limited funds for the maintenance of facilities. The *Procurement Manual* establishes policies in regard to the awarding and implementation of major construction projects as they arise.

### **Board of Regents' Travel**

As stated in the *RRPM*, which supersedes BOR Resolution 86-19, the Chairman of the BOR shall authorize Travel on Official University Business for members and staff of the BOR, and the President. Allowable expenses and other related information are provided in the *RRPM* under Article VII Operational Policies, F. Travel.

It is the declared policy of the University that all travel must be performed either for the direct benefit of the University or to fulfill a real and legitimate obligation of the University. The purpose of this policy is to ensure that the traveler will neither make nor lose money while traveling on University business. In order to travel and ensure proper reimbursement, a person should request permission to travel on a travel authorization. When travel is complete, the traveler should report his or her expenses on the travel clearance form.

## **VII. PUBLIC RELATIONS**

### **Citizen Input**

The regular meeting agenda includes the item of Open Discussion. Citizen complaints or concerns may be aired at that time. Normally, the BOR encourages communication with administrators prior to the meeting. Also, there is provision for public hearings by the BOR on matters affecting large numbers of the University community such as tuition and fees.



## **Public Relations**

The Integrated Marketing Communications Office oversees marketing, public relations, media relations, radio and video productions and strategic communications for the University. The Director serves as spokesperson for UOG.

The office is responsible to communicate information about the University's programs, activities and events to the public via the media in order to build a positive perception and public trust in the institution and its mission. Media relations duties include responding to media inquiries with accurate information in a timely manner to achieve fair and balanced coverage. Other Office duties include preparation of annual reports, production of the University magazine and other reports or brochures. This office reports to the President and works closely with various other offices and individuals within the University community.

## **Development and Alumni Affairs**

The Development and Alumni Affairs office acts as a liaison between the University of Guam and its alumni. This is done by establishing and maintaining current information on alumni, and by providing them periodic information about the activities of the University. The office also maintains, supports, and/or establishes other UOG alumni associations. The Development and Alumni Affairs office assists in the marketing of the University and the recruitment of new students. It also seeks to raise funds for scholarships and promotes alumni involvement in University activities.

## **VIII. ACCREDITATION**

### **Western Association of Schools and Colleges (WASC)**

The University of Guam is accredited by the Accreditation Commission for Senior Colleges and Universities of the Western Association of Schools and Colleges. The BOR recognizes the need for accreditation and is committed to the standards of governance and other standards of the Accrediting Commission. Currently, the Senior Vice President is appointed as the Accreditation Liaison Officer (ALO) with WASC and is responsible for keeping the University current in any accreditation-related requirements.

**IX. APPENDICES**

- A. Organizational Chart (October 23, 2012)
- B. Strategic Initiatives - Presidential Convocation Speech (August 19, 2008)
- C. Current Reapportioned Operating Budget
- D. Current President's Institutional Development Budget
- E. Current Board of Regents Budget
- F. Current Student Financial Assistance Budget
- G. Current Salary Schedule, Faculty
- H. Current Salary Schedule, Administrators
- I. Index of Board Resolutions for 2010 to present
- J. Current List of Regents, respective Term of Office and Bio
- K. List of UOG Auxiliary Units
- L. List of UOG Acronyms
- M. Regents Code of Conduct (BOR Resolution No. 02-01)
- N. University Travel Policy (RRPM, Article VII, Section F)
- O. University Gift Policy (BOR Resolution 81-11)

**X. OTHER MATERIAL TO BE FURNISHED (Hard Copy)**

Current Negotiated Agreement, BOR and UOG Faculty Union  
Current Undergraduate Catalog  
Current Graduate Bulletin

**XI. ELECTRONIC DATA FURNISHED (on CD)**

2011 Fact Book  
WASC EER Action Letter (June 24, 2009)  
WASC IRC Action Letter (June 16, 2011)  
WASC Handbook of Accreditation 2008 (ratified 2/24/2012)  
Endowment Foundation, Articles of Incorporation  
The Charter, PL 19-40 as amended  
University Investment Policy Statement (amended 2011)  
Constitution and Bylaws of the Student Government Association (updated May 2008)  
Charter and Bylaws of the Faculty Senate  
Rules Regulations and Procedures Manual  
Honorary Degree Nomination Process  
Five-year Academic Calendar (2012 – 2017)

BOR Orientation Handbook approved and accepted during BOR mtg. of April 20, 2006; Amended on December 13, 2012.

Open presentations can be made at this time. Please note that there is a limit of three (3) minutes per person.

The Board of Regents will enter Executive Session at this time.

The documents presented here are not available for public review.

The Board of Regents will now vote on the recommendations reviewed in Executive Session.



A vote will be taken on the tenure application of Dr. Hui Gong.

Chairman W. Chris Perez will adjourn the meeting.