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

May 22, 2018

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

#067-18 ASSISTANT PROFESSOR (WATER SCIENTIST OR WATER ENGINEER)

Location:	Research & Sponsored Programs/Water & Environmental Research Institute (WERI)
University Information:	<p>The University of Guam is the premier institution of higher education in the Western Pacific. It is a land-grant institution, accredited by the Western Association of Schools and Colleges Senior Commission. Located in the village of Mangilao on the island of Guam, the campus overlooks beautiful Pago Bay and the University's world-class Marine Biology Lab. The University has approximately 3,900 students, 90% of Asian or Pacific Islander ancestry, providing a uniquely diverse campus and multicultural atmosphere. As a regional, comprehensive, open admissions institution, the university awards degrees at the baccalaureate and master's levels through its two colleges and four professional schools. Over the next five years, the University will be entering an exciting period of growth linked to anticipated increases in military investments and resultant economic expansion in Guam. Three major University initiatives have been developed to maximize academic and community opportunities during this period: "UOG, the Natural Choice" to encourage local students to aspire to attend college and to choose the University of Guam; "UOG Green" with renewable energy and sustainability central to the initiative; and "UOG Leading Change" on Guam and in Micronesia. Extramural funding from competitive Federal sources as well as contracts is rapidly expanding. Such opportunities along with a critical mass of dedicated and capable administration, faculty, students, and staff make the University of Guam an exciting place to be for many years to come. Information on the University's campus security and fire safety may be accessed at http://www.uog.edu/hro (Under Links).</p>
General Description:	<p>The University of Guam is looking for an individual who is interested in new challenges and opportunities for professional and personal growth. This position calls for someone who is self-motivated and adaptable, intelligent, possesses a global vision and who is interested in working in a dynamic, multi-cultural institution.</p>
Unit Description:	<p>WERI is one of the National Institutes for Water Resources Research (NIWRR) that resides at each Land Grant university in the 54 U.S. states and territories. Currently ranked in the top eight of the 54 NIWRR institutes, WERI focuses on applied research, graduate instruction, and professional outreach to preserve, develop, and promote sustainable management of water resources on Guam, the Commonwealth of the Northern Mariana Islands (CNMI), and the Federated States of Micronesia (FSM). WERI has ongoing collaborations with federal scientific agencies, including United States Geological Survey (USGS), National Aeronautics and Space Administration (NASA), National Oceanic and Atmospheric Administration (NOAA), and Department of Defense (DOD), and with other university laboratories that include the University of Texas-Austin's Jackson School of Geosciences and the University of Hawaii's College of Engineering. Locally, WERI fosters a robust research program through its support of the University of Guam's graduate environmental science program and its emerging new School of Engineering. WERI operates a Water Quality Laboratory that conducts analyses for WERI researchers and testing for commercial applications. WERI faculty and students have received national recognition for top-quality research relevant to local needs. Its success owes in large part to having filled its faculty with first-rate, team-oriented scientists and engineers who enjoy living on Guam and working in the region. WERI's suite of specialties addresses each element of the natural water cycle and chain of human water use, from rainfall to wastewater treatment and disposal. WERI therefore seeks to maintain a team-oriented faculty with core expertise in Pacific island geology, carbonate petrology, tropical Pacific meteorology, surface and groundwater hydrology, water quality, water production and distribution, wastewater treatment and disposal, and geospatial analysis of water resources. Applicants with outstanding credentials in any of these core specialties will be considered, but WERI especially seeks to preserve its current base of expertise in toxicology and risk assessment, and for understanding causes of water resource contamination and determining appropriate strategies for remediation.</p>
Character of Duties:	<p>This is a research position, although the appointee will also be expected to contribute to instruction and service. WERI engages in both basic and applied research, and encourages application of its research expertise to practical and local problems. The appointee will thus work as part of a multi-disciplinary team of water scientists and engineers not only to do research, but also to provide local technical professionals and policy-makers of Guam, the CNMI, and FSM with reliable and timely scientific advice on the development and use of their freshwater resources.</p> <p>Primary duties of this position thus include conducting original research and leading a crucial research support activity at WERI. Specifically, the appointee will:</p> <ol style="list-style-type: none">(1) Develop and conduct a collaborative research program, including field, laboratory, and theoretical components, which leverages his or her specialty with WERI's existing research strengths; and(2) Work with the WERI Water Quality Laboratory Manager and advise the WERI Director to ensure that the laboratory remains optimally equipped and properly staffed to support ongoing and anticipated research work as well as commercial (revenue-generating) activities.(3) Work with other WERI faculty to contribute the annual water resource status reporting requirements mandated by the Guam Hydrologic Survey (Section 2.c¹ of Guam Public Law 24-247). <p>Secondary duties include teaching and service. The appointee will:</p> <ol style="list-style-type: none">(1) Develop and teach at least one graduate course in his or her specialty in the university's graduate Environmental Science program.

¹ "c. Conduct analyses to assess the status of Guam's water resources and publish annual and other concise reports on water use, trends, and key concerns, for use by *I Maga' lehenGuaban, I Libeslateran*, public agencies and private businesses, and citizens for Guam."

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- (2) Advise graduate students and supervise graduate thesis research in his or her specialty and related areas; and
- (3) Work with other WERI faculty to contribute to the development and presentation of public and professional education materials on water resources mandated by Section 2.d.² of Guam Public Law 24-247; and
- (4) Contribute service at the unit, university, and community levels. Unit and university service include the traditional activities expected of university faculty, such as serving on academic committees. Community service includes such activities as participating in water resource-related community working groups.
- (5) Must be willing to teach online.
- (6) Experience working with online programs preferred.

Qualifications:

Minimum: Applicants must have an earned doctorate from a U.S. regionally accredited institution or foreign equivalent in biology, chemistry, toxicology or a related field; or civil/environmental engineering with training and/or experience in water-quality management and remediation.

Guam draws 90% of its drinking water from the karst aquifer beneath the uplifted limestone plateau that comprises the northern half of the island and hosts most of the island's population and economic activities. The southern half of the island is a deeply weathered volcanic highland drained by surface streams that discharge onto the reef-rimmed coast. The islands of the CNMI—Saipan, Tinian, and Rota—also rely mainly on karst aquifers. The islands of the FSM—Yap, Chuuk, Pohnpei, Kosrae, and their associated low-lying atoll islands—rely on water from surface streams, aquifers, and rain-water catchments. The strongest candidates for this position will thus have demonstrated competence in laboratory-based water-quality research, field research—including fieldwork in remote locations—and the application of state-of-the-art laboratory, statistical, or modeling tools to research problems in toxicology, including the incidence and behaviors of contaminants found in the aquifers and watersheds of Guam, CNMI, and FSM; understanding of the processes that determine the residence times, fates, and transport of contaminants in groundwater and surface water sources; assessing the health risks and appropriate management and regulatory strategies for specific contaminants found in island drinking water sources; and developing best practices for public policy aimed at the general protection of island aquifers and watersheds from surface contamination.

Preferred: Guam enjoys a tropical climate ranging from balmy to hot and humid. There are occasional typhoons, earthquakes and power outages and the cost of living is relatively high. The population is highly mixed ethnically, culturally, and linguistically. Applicants meeting all the above requirements and with some prior living and working experience in such environments are therefore preferred.

Salary Level:

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

Assistant Professor \$39,473 - \$68,237 Per Academic Year

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

Appointment/ Relocation:

The position is a nine (9) month faculty position, three-year tenure track or non-tenure track (1, 2, 3 year) contractual appointment. The University provides relocation assistance to new employees if hired off-island on a three-year initial contract. Provided are travel expenses for the applicant and the applicant's spouse (as defined by Guam Law) and children under the age of 18 by the least expensive and most direct air route from the point of hire and for moving household goods to Guam by the least expensive carrier up to 3,500 pounds for a family and 1,750 pounds for an applicant without dependents. Insurance of household goods, if desired, is at the employee's expense.

Benefits:

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

Application Process:

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

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

Applicants who are short-listed for an interview will be required to provide a short (approximately 5 minutes) video clip (lecture/presentation) outlining how they best see themselves suited for the position advertised in this announcement.

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

Selected candidate must provide official transcripts prior to hire date. For further information, please contact Dr. Gary R.W. Denton, Chair, Water Scientist or Water Engineer Search Committee at gdenton@triton.uog.edu or the Human Resources Office at uoghro@triton.uog.edu, telephone number, (671) 735-2350 or fax number at (671) 734-6005.

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

Application Deadline:

Applications will be received no later than 11:59 p.m. on July 31, 2018 (Chamorro Standard Time/UTC+10).

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

² "d. Provide educational materials and regular forums for Island educators and the general public to raise the level of public understandings of Guam's water resources problems, and the issues that must be addressed to solve them."

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Anticipated start date is January 22, 2019.

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

Work Eligibility:

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

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

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

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

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

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


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