



**UNIVERSITY OF GUAM
UNIBETSEDĀT GUÅHAN
Board of Regents**

Resolution No. 26-21

**RELATIVE TO APPROVING THE AMENDMENT OF THE POSITION DESCRIPTION FOR THE
DIRECTOR, GLOBAL LEARNING AND ENGAGEMENT TO VICE PROVOST, GLOBAL
LEARNING AND ENGAGEMENT**

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

WHEREAS, the University of Guam is committed to advancing academic excellence, student success, global engagement, workforce development, lifelong learning, and regional partnerships in support of its mission and strategic priorities; and

WHEREAS, the Global Learning and Engagement unit plays an important role in extending the University's educational outreach through professional development, lifelong learning, English language programs, edu-tourism initiatives, distance education support, outreach programs, grants, and local, regional, and international partnerships; and

WHEREAS, the current position description for the Director, Global Learning and Engagement is being amended to reflect an elevated institutional leadership role as Vice Provost, Global Learning and Engagement; and

WHEREAS, the amendment recognizes the increased academic, administrative, strategic, and external engagement responsibilities of the position, including leadership in global learning, professional and continuing education, international engagement, entrepreneurial programming, and revenue-generating educational initiatives; and

WHEREAS, the amended position will no longer report to the President and will instead report to the Senior Vice President and Provost for Academic and Student Affairs, aligning the position within the University's academic and student affairs leadership structure; and

WHEREAS, the amended position description supports improved coordination with academic units, deans, directors, and University leadership in advancing global learning, continuing education, workforce development, academic outreach, and regional engagement initiatives; and

WHEREAS, the UOG Administrative Council has reviewed this action and recommended that it be sent to the President for consideration and to recommend that it be sent to the full BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the University of Guam Board of Regents hereby approves the amendment of the position description from Director, Global Learning and Engagement to Vice Provost, Global Learning and Engagement, and that the Vice Provost, Global Learning and Engagement shall report to the Senior Vice President and Provost for Academic and Student Affairs; and

BE IT FURTHER RESOLVED, that the amended position description shall supersede the prior position description for the Director, Global Learning and Engagement, and that the President is authorized to take all necessary administrative actions to implement this resolution.

Adopted this 24th day of September, 2026.



Mike W. Naholowaa, Chairperson

ATTESTED:



Anita Borja Enriquez, D.B.A., Executive Secretary

**UNIVERSITY OF GUAM
POSITION DESCRIPTION****DIRECTOR VICE PROVOST**, GLOBAL LEARNING AND ENGAGEMENT**SALARY RANGE: \$104,000 - \$156,000****REPORTS TO: Senior Vice President and Provost for Academic and Student Affairs**

POSITION NARRATIVE:

The ~~Director~~ **Vice Provost**, Global Learning and Engagement (GLE), under the general direction of the Senior Vice President and Provost for Academic & Student Affairs and is primarily responsible for providing **executive leadership and strategic oversight for** professional development programs and services that ~~extends~~ **extend** the University's educational outreach and enhance its responsiveness to our community and the Asia Pacific region consistent with the mission, strategic initiatives, accreditation standards, autonomy and academic freedom of the University of Guam. The ~~Director~~ **Vice Provost**, GLE ~~manages~~ **provides leadership for** the Professional Development and Lifelong Learning Center (PDLLC); English Language Institute (ELI); English Adventure/Edu-Tourism Program (EAP); and other outreach and grant programs. The ~~Director~~ **Vice Provost**, GLE supports the achievement of institutional purposes and educational objectives through the management of these programs in a profitable, entrepreneurial, market driven and outcomes based manner. The ~~Director~~ **Vice Provost**, GLE manages a staff of 9 and administers programs and services with gross revenues \$1.3 million (M). Direct reports are the Assistant Director, GLE, 2 Outreach Coordinators, 3 Program Assistants, 3 ESL Instructors, and over 75 annually contracted instructors.

MINIMUM QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the education and experience required:

1. Master's degree from a U.S. accredited college/university or foreign equivalent with ~~ten~~ ~~three (3)~~ **(10)** years of progressively responsible leadership experience in two or more of the following areas: a) demonstrated entrepreneurial, business, and marketing success; b) professional development, personal enrichment or community programs; c) sustained, profitable management of similar operations, marketing management of successful, commercial, for-profit enterprise.

PREFERRED QUALIFICATIONS:

1. Successful, relevant experience and personal networks on Guam and the Pacific Islands and in the Asia-Pacific region.
2. Accomplishments in securing grants and contracts, building shared agendas, and negotiating strategic partnerships.
3. Experience in project and outreach program management, contract administration, teamwork, problem-solving, and customer service.
4. Ability to communicate and work effectively with the public, students, employees, and government officials at all levels.

DUTIES AND RESPONSIBILITIES:T: +1 671.735.2350 F: +1 671.734.6005 W: www.uog.edu

Mailing Address: 303 University Drive UOG Station Mangilao, Guam 96913

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Vice Provost, Global Learning and Engagement Position Description

Primary duties and responsibilities shall include, but not be limited to the following:

1. ~~Manage and direct~~ Provide executive leadership and strategic direction for the Global ~~and Learning and~~ Engagement office, which includes PDLLC, ELI, and EAP; and other outreach and grant programs. Direct operations in a manner that provides a net revenue stream while providing academic excellence and service quality.
2. ~~Support~~ Lead and support entrepreneurial and distance education efforts of University units, providing planning support, expertise and oversight.
3. Create, implement, and regularly assess a GLE business plan for responding to local, regional and international professional development needs within a higher education framework.
4. Develop business plans to meet the strategic, market share, and financial goals of the self-funded GLE units through an appropriate mix of commercially offered professional development, personal enrichment and community services training programs, and externally-funded educational and outreach programs.
5. Define and deliver profitable strategic initiatives related to market growth and development, innovative lifelong learning, distance education, collaborative educational public/private partnerships, and market-based program development, in alignment with academic and student affairs priorities.
6. ~~Collaborate with~~ Serve as a senior academic administrator and collaborate with academic administrators on matters of admission and course credit policies and procedures and with college and schools deans and directors on matters that relate to academic programs and distance education.
7. Facilitate, deliver and support approved out of the regular semester time frame and off island academic credit courses and programs.
8. Develop commercial relationships and partnerships with industry, government and other institutions of higher education.
9. Plan, prepare, administer and control budgets; maintain financial records; procure contracts; provide financial reports; assemble appropriate human, technical, and financial resources (including grant and other external funding); and identify marketing channels.
10. Recruit, develop, motivate, and manage a high-performing professional, customer-~~staff~~ service staff, adjunct faculty and independent contractors.
11. Monitor and assure compliance with all relevant external and internal rules, policies, and procedures.
12. Efficiently and effectively administer the budgets for the GLE units.
13. Chair the University's entrepreneurial planning and oversight committee; serve on the Administrative Council, Academic Officer's Council and University Planning and Budget Advisory Committee; and participate in relevant Board committees as appropriate and as designated by the Senior Vice President and Provost for Academic and Student Affairs.
14. Represent UOG at community, campus, regional, national, and international events.
15. ~~Oversee~~ Provide leadership and coordination for event planning and management for the University's events.
16. Provide grant management for PDLLC, including identifying grant funding opportunities.
17. Initiate income generation programs that lead to expanded opportunities for faculty and staff.

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Vice Provost, Global Learning and Engagement Position Description

18. Perform other related duties as assigned by the Senior Vice President and Provost for Academic and Student Affairs.

Approved:



Anita B. Enriquez, D.B.A., President

Date: 09/24/26

UOG Administrator's Salary Scale

Amended by Board of Regents' Resolutions 26-20, 26-21, and 26-22 | September 24, 2026

Position Title		CUPA Position No.	BOR Reference	Quartile 1 80%-90% Range		Quartile 2 90%-100% Range		Quartile 3 100%-110% Range		Quartile 4 110%-120% Range	
Office of the President											
1	President			Salary Negotiated							
2	Chief Marketing and Communications Officer	#1048	03-09, 03-16	\$86,544	\$97,362	\$97,362	\$108,180	\$108,180	\$118,998	\$118,998	\$129,816
3	Associate Director, Web Development and Strategy	#5015	26-05, 05-28	\$65,927	\$74,168	\$74,168	\$82,409	\$82,409	\$90,650	\$90,650	\$98,891
4	Chief Planning Officer	#1033	03-09, 03-16	\$90,116	\$101,381	\$101,381	\$112,645	\$112,645	\$123,910	\$123,910	\$135,174
5	Chief of Strategy and Operations	#1004	20-02	\$90,464	\$101,772	\$101,772	\$113,080	\$113,080	\$124,388	\$124,388	\$135,696
6	Director, University Advancement	#1033	24-30, 03-09, 03-16, 11-01	\$90,116	\$101,381	\$101,381	\$112,645	\$112,645	\$123,910	\$123,910	\$135,174
7	General Counsel	#1036	03-09	\$122,400	\$137,700	\$137,700	\$153,000	\$153,000	\$168,300	\$168,300	\$183,600
Office of Academic and Student Affairs											
8	Senior Vice President and Provost		03-09, 03-16	Salary Negotiated							
9	Dean, College of Liberal Arts and Social Sciences	#1204	03-09, 03-16	\$109,102	\$122,739	\$122,739	\$136,377	\$136,377	\$150,015	\$150,015	\$163,652
10	Associate Dean, CLASS	#1404	06-06	\$82,763	\$93,109	\$93,109	\$103,454	\$103,454	\$113,799	\$113,799	\$124,145
11	Dean, College of Natural and Applied Sciences	(#1201+1236)/2	03-09, 03-16	\$132,106	\$148,619	\$148,619	\$165,132	\$165,132	\$181,645	\$181,645	\$198,158
12	Associate Dean, [Instruction]	#1409	06-06	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
13	Associate Director, Western Pacific Tropical Research Center	#1409	10-01	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
14	Associate Director, Cooperative Extension Service	#1409	10-01	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
15	Dean, Enrollment Management and Student Success	#1043	14-29	\$100,000	\$112,500	\$112,500	\$125,000	\$125,000	\$137,500	\$137,500	\$150,000
16	Associate Dean, EMSS and Registrar	(#1044+1045)/2	15-32	\$75,767	\$85,238	\$85,238	\$94,709	\$94,709	\$104,180	\$104,180	\$113,651
17	Director, Financial Aid and Triton One Stop	#2082	03-09, 03-16	\$61,346	\$69,014	\$69,014	\$76,682	\$76,682	\$84,350	\$84,350	\$92,018
18	Director, Residence Halls	#7076	15-16	\$57,418	\$64,595	\$64,595	\$71,772	\$71,772	\$78,949	\$78,949	\$86,126
19	Dean, School of Business and Public Administration	#1206	08-11	\$119,727	\$134,693	\$134,693	\$149,659	\$149,659	\$164,625	\$164,625	\$179,591
20	Dean, School of Education	#1212	08-11	\$108,669	\$122,252	\$122,252	\$135,836	\$135,836	\$149,420	\$149,420	\$163,003
21	Dean, School of Engineering	#1213	16-27	\$124,794	\$140,394	\$140,394	\$155,993	\$155,993	\$171,592	\$171,592	\$187,192
22	Dean, School of Health	#1230	05-34, 14-01	\$115,244	\$129,650	\$129,650	\$144,055	\$144,055	\$158,461	\$158,461	\$172,866
23	Dean, University Libraries	#1226	18-14	\$104,190	\$117,213	\$117,213	\$130,237	\$130,237	\$143,261	\$143,261	\$156,284
24	Director, RFT Micronesia Area Research Center (MARC)	#1409	12-11	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
25	UOG Press Director and Publisher	#3006*.9	21-20	\$75,538	\$84,981	\$84,981	\$94,423	\$94,423	\$103,865	\$103,865	\$113,308
26	Director, Center for Excellence in Dev Disabilities, Education, Research, & Svc (CEDDERS)	#1409	19-05	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
27	Director, Center for Island Sustainability & Sea Grant	#1409	22-38	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
28	Director, Marine Laboratory	#1205	22-39	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
29	Director, Water and Environmental Research Institute (WERI)	#1409	Sept 15, 2022, BOR	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
30	Associate Director, Water and Environmental Research Institute (WERI)	#1409	26-14	\$107,744	\$121,212	\$121,212	\$134,680	\$134,680	\$148,148	\$148,148	\$161,616
31	Vice Provost for Academic Excellence, Graduate Studies, and Online Learning	#2002	07-25, 16-36	\$98,941	\$111,308	\$111,308	\$123,676	\$123,676	\$136,044	\$136,044	\$148,411
32	Director, Center for Online Learning	#2012	09-01, 25-02	\$82,472	\$92,781	\$92,781	\$103,090	\$103,090	\$113,399	\$113,399	\$123,708
33	Vice Provost for Institutional Effectiveness	#2002	16-36	\$98,941	\$111,308	\$111,308	\$123,676	\$123,676	\$136,044	\$136,044	\$148,411
34	Vice Provost for Research & Innovation	#8027	16-36, 25-18	\$109,769	\$123,490	\$123,490	\$137,211	\$137,211	\$150,932	\$150,932	\$164,653
35	Director, Contracts and Grants	#3005	03-09, 03-16, 14-29	\$64,000	\$72,000	\$72,000	\$80,000	\$80,000	\$88,000	\$88,000	\$96,000
36	Vice Provost, Global Learning and Engagement	#1047	20-02	\$104,000	\$117,000	\$117,000	\$130,000	\$130,000	\$143,000	\$143,000	\$156,000
37	Associate Director, Global Learning and Engagement	#2010	09-01	\$65,209	\$73,360	\$73,360	\$81,511	\$81,511	\$89,662	\$89,662	\$97,813
Office of Administration and Finance											
38	Vice President, Administration and Finance and Chief Business Officer		14-19	Salary Negotiated							
39	Associate Budget and Administrative Process Officer	#3026	03-09, 03-16, 21-03	\$82,469	\$92,777	\$92,777	\$103,086	\$103,086	\$113,395	\$113,395	\$123,703
40	Chief Human Resources Officer	#1037	03-09, 03-16	\$83,200	\$93,600	\$93,600	\$104,000	\$104,000	\$114,400	\$114,400	\$124,800
41	Director, EEO and Title IX/ADA Coordinator	#4009	16-16	\$72,015	\$81,017	\$81,017	\$90,019	\$90,019	\$99,021	\$99,021	\$108,023
42	Chief Information Officer (benchmarked to CUPA 2013 for effective recruitment)	#1038	15-20	\$99,184	\$111,582	\$111,582	\$123,980	\$123,980	\$136,378	\$136,378	\$148,776
43	Comptroller	#1040	03-09, 03-16	\$82,072	\$92,331	\$92,331	\$102,590	\$102,590	\$112,849	\$112,849	\$123,108
44	Associate Comptroller / Bursar	#3027	10-30	\$60,011	\$67,513	\$67,513	\$75,014	\$75,014	\$82,515	\$82,515	\$90,017
45	Director, Facilities Management and Services	#1039	03-09, 03-16	\$83,360	\$93,780	\$93,780	\$104,200	\$104,200	\$114,620	\$114,620	\$125,040
46	Capital Projects Manager (benchmarked to CUPA 2013/2014 for effective recruitment)	#121000	18-26, 21-03, 22-16, 25-03	\$104,908	\$118,022	\$118,022	\$131,135	\$131,135	\$144,249	\$144,249	\$157,362
47	Risk Officer [Internal Auditor]	#1050	16-07, 20-16	\$76,287	\$85,823	\$85,823	\$95,359	\$95,359	\$104,895	\$104,895	\$114,431
48	Director, Auxiliary Services	#3050	03-09, 03-16	\$58,464	\$65,772	\$65,772	\$73,080	\$73,080	\$80,388	\$80,388	\$87,696
49	Director, Athletics & Field House	#6001	14-19	\$62,351	\$70,145	\$70,145	\$77,939	\$77,939	\$85,733	\$85,733	\$93,527

Scale is managed by UOG Human Resources Office. Updated September 24, 2026

Originating Resolution for many positions 03-09 (confirmation or establishment) and 03-16, and 15-20 for this salary framework.