



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

Resolution No. 18-24

**RELATIVE TO EXPRESSING APPRECIATION TO DR. ROBERT ANACLETUS
UNDERWOOD FOR HIS DEDICATED AND OUTSTANDING SERVICE TO THE
UNIVERSITY OF GUAM AS THE 10TH PRESIDENT**

WHEREAS, Dr. Robert A. Underwood was born in 1948 on Guam, and is the proud son of the late John Joseph Underwood and the late Esther Flores Taitano; and

WHEREAS, Dr. Robert A. Underwood graduated from John F. Kennedy High School on Guam (1965); earned his Bachelors (1969) and Masters (1971) Degree from Cal State University, Los Angeles; and achieved his Doctorate of Education degree from the University of Southern California (1987); and

WHEREAS, Dr. Robert A. Underwood has five children, two grandchildren and is married to the former Guam Senator Nerissa Bretania Underwood, a prominent educator and former Superintendent of the Guam Department of Education; and

WHEREAS, Dr. Robert A. Underwood became the 10th President of the University of Guam (UOG) on May 19, 2008 and implemented numerous positive initiatives over the next decade through the end of his tenure on May 4, 2018; and

WHEREAS, upon becoming the 10th President, Dr. Robert A. Underwood reviewed the current UOG Strategic Plan and revised its framework and guidelines over a two-year period that included refining the mission of *"Inina, Diskubre, Setbisio"* to our current mission of *"Ina, Diskubre, Setbe"*, defining the four major objectives to the four Core Commitments, and shaping the three Strategic Initiatives to transform UOG to the age of globalization, sustainability, and performance improvements: (1) UOG – The Natural Choice, (2) UOG Green, and (3) Leading Change; and

WHEREAS, Dr. Robert A. Underwood personally facilitated and guided the UOG Good-To-Great (G2G) process, an initiative to move the University from a good institution to a great one; an undertaking which involved the entire University and engaged employees to embark on a difficult and challenging self-reflection of the institution's unique purpose, priorities, and resources; all academic and support units moved from Good to Great with a transparent plan of action and timelines for completion over the next three to five years to keep UOG relevant in a changing higher education landscape, and to re-align initiatives with recently revised accreditation standards from the re-structured Western Association of Schools and Colleges (WASC) Senior College and University Commission (WSCUC); and

WHEREAS, Dr. Robert A. Underwood seamlessly transitioned into the UOG community to lead the effort to guide the University through the WASC's host of recommendations concerning autonomy, governance, assessment, student learning, finance, and compliance with standards, resulting in UOG receiving a record eight years of accreditation in 2008, then maneuvering UOG through a complex, diverse, and transparent

process of transformation known as G2G, resulting in another record 8 years of accreditation in 2016; and

WHEREAS, from Fall 2008 to Fall 2017, enrollment at the University of Guam increased by 16 percent; six-year graduation rates improved by 5.5 percentage points; new and relevant undergraduate degree programs in Pre-Engineering, Agriculture & Life Sciences, and Pacific Asian Studies (Track: Chamorro), and the Masters of Science in Sustainable Agriculture, Food, & Natural Resources were established; and financial assistance opportunities to attend the University and for off-island travel through student exchange programs or short term activities were instituted to expand and improve the student experience; and

WHEREAS, Dr. Robert A. Underwood played an active role to align Public Law with the University's mission to expand its autonomy while remaining accountable to inherent responsibilities in areas of property management such as the adjacent cliff-line property Conservation Area (Lot 5397) and Chamorro Land Trust property adjacent to the Guam Aquaculture Development and Training Center (GADTC)(Lot 5412-R11); and

WHEREAS, Dr. Robert A. Underwood has led the effort to further stabilize and diversify the University's financial resource baseline resulting in a reduction of the University's reliance on the Government of Guam funding from over 39% in 2008 to 29% in 2017 of its total revenues; and despite a constrained fiscal environment, the University of Guam continued to meet its mission of teaching, research, and service; and

WHEREAS, during his tenure as President, Dr. Robert A. Underwood has led the effort to improve financial accountability which resulted in the University being designated as a federal low-risk auditee from 2008 through 2011 and 2015 through 2017; and

WHEREAS, Dr. Robert A. Underwood guided the University in managing a complex array of over 84 grants and contracts, which have increased by 16 from Fiscal Year 2008 (23.5%), and, as of the Fiscal Year 2017 audit, totaled over \$32 million dollars thereby greatly enhancing the research and service missions of the University, meeting the needs of the community, and creating numerous local jobs; and

WHEREAS, Dr. Robert A. Underwood initiated the update of the UOG Physical Master Plan, called *Vision 2025*, that incorporated the institutional strategic and Good-To-Great initiatives into a designed framework to transform UOG into a 21st century campus, and served as the basis to prioritize the top six projects to include the Student Success Center and Engineering Science Annex for the School of Engineering, Triton Engagement Center, Fine Arts Complex, Dorm A Building, Parking Structure C, and Cultural Repository Facility; and

WHEREAS, Dr. Robert A. Underwood guided and reshaped a framework and aggressive fundraising effort for the capital improvements campaign through the UOG Endowment Foundation to support *Vision 2025* by instituting programs through a variety of different initiatives which currently totals over \$3 million as of February 28, 2018. This included initiating the annual Founder's Day Gala in 2012 as one of the primary fundraising event that raised about \$60K for the first occasion, and between \$30K to \$50K for succeeding years; and

WHEREAS, Dr. Robert A. Underwood established the Presidential Lecture Series designed to bring in special speakers who can talk to unique or highly visible topics where students and the island community can dialog and grow from the experience; and

WHEREAS, Dr. Robert A. Underwood, through his UOG Green strategic initiatives, conducted nine annual UOG Regional Conferences on Island Sustainability which have brought a variety of subject matter experts together to address issues and concerns regarding local, regional, and global matters in areas of responsible environmental stewardship, strong economic development, and social progress and well-being; and

WHEREAS, Dr. Robert A. Underwood was duly appointed by President Barack Obama as a member of the Board of Directors of the National Board for Education Sciences for a four-year term, from November 29, 2012 to November 28, 2016; and

WHEREAS, Dr. Robert A. Underwood received the Higher Education Award from the Asian & Pacific Islander American Scholarship Fund (APIASF) on November 10, 2010 for his long-standing commitment to education and efforts to increase access to education for Asian and Pacific Islander American (APIA) students. Dr. Underwood was the first Chair of the Board of Directors when it began in 2004, and APIASF is the nation's largest 501c(3) non-profit organization that provides scholarships to APIAs with financial needs; and

WHEREAS, Dr. Robert A. Underwood in his continued effort to preserve the Chamorro language and heritage, and identify uniqueness for our University and its location, has changed the names of UOG's semesters from English to Chamorro, effective in 2017, where the Fall Semester is now known as the *Fanuchanan* semester (August to December) which means "a place of rain" and represents the rainy season; where the Spring Semester is now known as the *Fanomnakan* semester (January to May) which means "a place for sunshine" and represents the dry season; where the Fall Intersession is now known as *Tinalo* which means "in the middle", and where the Summer Sessions are now known as *Finapko* which means "at the end"; and

WHEREAS, Dr. Robert A. Underwood played a key role in the vast expansion and development of UOG's STEM research field through acquisition of large grants such as the National Science Foundation (NSF) Experimental Program to Stimulate Competitive Research (EPSCoR) Grant in 2015 for \$6 million; NASA EPSCoR Grant from 2016 to present for \$274,647; NASA Cooperative Agreement Notice from 2017 to present for \$749,995; the establishment of the Western Pacific Coral Reef Institute with National Oceanic and Atmospheric Administration from 2010 to 2016 for \$1 million; the establishment of the Pacific Island Climate Science Center with University of Hawaii at Manoa/U.S. Geological Survey from 2012 to present for \$641,846; the establishment of the Sea Grant with NOAA from 2009 to present for \$3.1 million; and the establishment of the Cooperative Ecosystem Studies Unit (CESU) projects with the U.S. Department of the Navy from 2011 to present for \$6.3 million; and

WHEREAS, Dr. Robert A. Underwood orchestrated the establishment of the Research Corporation of the University of Guam (RCUOG) by Public Law to create an efficient and effective environment to support management of an increasingly complex federal grants portfolio and millions of dollars in funding from federal agencies. RCUOG accepted its first grant in October 2014 and today provides support to the 84 different grants and contract projects equating to \$12.3 million. RCUOG processes enable

scientists to focus on their research which benefits our island community and communities in the region; and

WHEREAS, Dr. Robert A. Underwood ensured engagement with the Guam Open Research & Education Exchange (GOREX) initiative through the UOG Office of Information and Technology that will greatly expand UOG's technological capabilities and outreach with the Region, Asia, Australia, Hawaii, and Continental United States; and

WHEREAS, Dr. Robert A. Underwood reinstated the Triton Athletics Program through the new Athletics Director thereby increasing the opportunity to recruit more students as well as to provide athletic leadership, participation, and teamwork, and helping to develop the national federation team players' skills in the initial areas of basketball, soccer, and volleyball. The Triton Athletics Program also includes the workplace fitness program for all employees; and


WHEREAS, Dr. Robert A. Underwood led and set the direction to transform and improve the operational efficiency of UOG by moving appropriate content out of the Rules, Regulations, and Procedures Manual (RRPM) and into robust stand-alone manuals in mission critical units with an eye to shared governance, appropriate oversight, and continuous review; and

WHEREAS, the Executive Committee has reviewed this recommendation and recommends approval of this resolution expressing appreciation to Dr. Robert A. Underwood for his numerous accomplishments leading UOG up the road to Greatness.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents of the University of Guam, the administration, faculty, staff, and students, convey to Dr. Robert Anacletus Underwood their heartfelt gratitude for his significant achievements, exemplary service, and devotion to the growth and prosperity of our University, people of Guam, and Region, as the 10th and longest serving President; and

BE IT FURTHER RESOLVED, that copies of this resolution be sent to Dr. Robert Anacletus Underwood and his family, to the University of Guam, to the Governor of Guam, and to the Speaker and members of the thirty-fourth (34th) Guam Legislature.

Adopted this 26th day of April 2018.



Elizabeth C. Gayle, Chairperson

ATTESTED:



Dr. Anita B. Enriquez, Acting Executive Secretary