The University of Guam does not discriminate on the basis of sex, race, color, religion, national or ethnic origin, disability unrelated to job requirements, age (except as permitted by law), citizenship status, marital status, or political affiliation. Furthermore, the University of Guam does not discriminate on the basis of sex in the admission to or employment in its education programs or activities.

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

November 4, 2026

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

#021-27 INSTRUCTOR TO ASSOCIATE PROFESSOR (OBSTETRIC MATERNAL-CHILD HEALTH/COMMUNITY HEALTH)

Location: **Margaret Perez Hattori Uchima School of Health**

University Information: The University of Guam is the premier institution of higher education in the Western Pacific. It is a land-grant, a sea-grant, and a space-grant institution, accredited by the Western Association of Schools and Colleges Senior College & University Commission (WSCUC). Located in the village of Mangilao on the island of Guam, the campus overlooks the beautiful Pago Bay and the University's world-class Marine Laboratory and Water and Environmental Research Institute of the Western Pacific. The University has 3,400 students, 47% of Asian ethnicity and 45% of Pacific Islander ancestry, providing a uniquely heterogeneous campus and multicultural atmosphere. As a regional, comprehensive, open-admissions institution, the University awards degrees at the certificate, baccalaureate, and master's levels through its two colleges and four professional schools. The University also offers a professional doctorate degree in Instructional and Academic Leadership (its first-ever online doctoral program) through the School of Education. The institution's mission of Ina (to Enlighten), Diskubre (to Discover), Setbe (to Serve) serve as the foundation for the institution's Tulos Mo'na strategic plan, with its vision to transform lives and advance communities as a land-grant, a sea-grant, and a space-grant university. One of the university's key strategic initiatives is to be recognized as a research university centered in Island Wisdom. Island Wisdom acknowledges that Pacific ways of knowing and Western models of higher education are central to the institution's teaching, research, and service endeavors, and that balanced consideration of the ideas that emerge from them is essential to the prosperity and sustainability of island communities. Through its robust research portfolio fueled by extramural funding from competitive grants and contracts, the University delivers public value through dedicated and capable administration, faculty, students, and staff. As a complement to the research carried out at the institution, the University of Guam has an active press dedicated to publishing research and writing about Guam and Micronesia. A variety of publishing opportunities are available to UOG faculty, employees, students, and members of the communities we serve through the University of Guam Press. UOG is a safe and secure campus, where the institution places paramount importance on the physical, intellectual, emotional, and spiritual wellbeing of its students and employees. It fosters open dialogue and collegiality based upon mutual respect for varied perspectives. The university has enacted processes to ensure the physical safety of the campus (most recent information may be accessed at https://www.uog.edu/safety-security/) and a policy that encourages open dialogue and respect for all points of view. Community responsive academic programs, robust research agendas, ample publishing opportunities, and commitment to community make the University of Guam an exciting place to be for many years to come.

General Description: 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, multicultural institution.

Unit Description: The Margaret Perez Hattori Uchima School of Health is one of the fastest growing schools in the University of Guam. It offers three (3) undergraduate degree programs: Bachelor of Science in Nursing (BSN), Bachelor of Science with concentrations in Exercise Science and Health Promotion, Pre-Physical Therapy, and Public Health, and a Bachelor of Social Work. The nursing program allows students to exit and take the nursing assistant certification test and the licensed practical nursing examination. The BSN program is accredited by the Accreditation Commission for Education in Nursing (ACEN).

Character of Duties: The selected candidate will teach undergraduate theory and practicum courses in maternal-child health nursing/community health and will teach other nursing courses based on program needs and candidate's experience, including caregiver and/or certified nursing assistant (CNA). Responsibilities will also include advising undergraduate nursing majors, coordinating clinical experiences, working collaboratively with other schools and colleges to integrate education technology into coursework, and providing services to the division, the school, the University, the community, and the profession. The candidate must be prepared to teach using a variety of modalities, including distance education.

Qualifications: **Minimum:** For the rank of Assistant/Associate Professor, the following requirements must be met: An earned doctorate from a U.S. regionally accredited institution or foreign equivalent and an earned Master's degree in Nursing from a U.S. regionally accredited institution or foreign equivalent. The applicant must also have at least four (4) years of acute care inpatient clinical practice experience in maternal-child (obstetrics) nursing of which two (2) years must be within the past (5) years. Registered Nurse (RN) with a current Guam license is required upon hire. Must be willing to teach online.

For the rank of Instructor, the following requirements must be met: An earned Master's degree in Nursing from a U.S. regionally accredited institution or foreign equivalent is required. The applicant must also have at least four (4) years of inpatient clinical practice experience in maternal-child (obstetrics) of which two (2) years must be within the past (5) years. RN with a current Guam license is required upon hire. Must be willing to teach online.

Preferred: Three (3) years of teaching in an RN program or equivalent at the post-secondary level within the past five (5) years. An earned doctorate from a U.S. regionally accredited institution or foreign equivalent in Nursing, Education, or a health-related field and to those applicants with varied work and in patient clinical practice experience; prior

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experience in community health, curriculum development and evaluation. An interest and experience in contributing to research projects and prior experience working effectively with an ethnically and culturally diverse campus community. Experience working and teaching in online learning programs.

Salary Level:

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

Instructor	$45,155 - $88,995 Per Academic Year
Assistant Professor	$52,408 - $105,140 Per Academic Year
Associate Professor	$58,369 - $115,705 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 contractual appointment and requires the hired applicant to relocate to Guam and work on campus. 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), annual leave, sick leave, 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 of their lecture or presentation.

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

Selected candidate must provide official transcripts prior to hire date. For further information, please contact Ms. Nicole Torrey, Chair, Obstetric Maternal-Child Health/Community Health Nursing Search Committee at torreyn@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 accepted no later than February 26, 2027 (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.)

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.com. For local newspapers, The Pacific Daily News is available at http://www.guampdn.com and The Guam Daily Post is available at http://www.postguam.com.

Work Eligibility:

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

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

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

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

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

The University of Guam complies with Public Law 24-109 in reference to the provisions and requirements of the Americans with Disabilities Act. Assistance in EEO/ADA matters and inquiries concerning the application of Title IX and its implementing regulations may be referred to the University's Director, EEO and Title IX/ADA Coordinator, located at the EEO/ADA and Title IX Office, Dorm II, Iya Hami Hall, Room 104, Telephone No. (671) 735-2244; TTY (671) 735-2243; or to the Office of Civil Rights (OCR).

Joseph Gumataotao (Nov 4, 2026 16:35:46 GMT+10)

JOSEPH B. GUMATAOTAO
Chief Human Resources Officer