



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.

ANNOUNCEMENT

December 31, 2025

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):

#JA-026-26 INSTRUCTOR TO ASSOCIATE PROFESSOR (BIOLOGY)

Location:

College of Natural and Applied Sciences/Division of Natural Sciences

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 Commission. 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 diverse 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 Service) 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, emotion, and spiritual wellbeing of its students and employees. It fosters open dialogue and collegiality based upon mutual respect for diverse 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 agenda, 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 Biology Program in the College of Natural and Applied Sciences invites applications for a full-time, non-tenure track/tenure-track position in the field of Biology. The successful candidate will be able to instruct Human Anatomy and Physiology I & II lecture and laboratories, scientific report writing and scientific arguments as well as upper-division courses in their relevant field of specialization (e.g. pharmacology, molecular biology, etc.). Applicants must have a Master of Science (M.S.) or Doctor of Philosophy (Ph.D.) in Biology or any Bio-medical related field and will have demonstrated teaching effectiveness.

The Division of Natural Sciences is looking for individuals strongly interested in undergraduate teaching, with flexibility to teach both large enrollment introductory courses and upper-division courses in the biological sciences, as well as develop upper division elective courses in their area of interest. This position requires experience with student-centered syllabi and learning outcomes, experience with and/or interest in research in the tropics, and flexibility in coping with island challenges.

Character of Duties:

This is primarily a teaching position as described above, but the successful applicant will also be expected to conduct research of regional relevance. Participation in a variety of core introductory and more advanced undergraduate courses for the Biology Program is required, and interaction with graduate students in the Biology or Environmental Sciences Master’s programs is encouraged. The faculty member will be expected to teach students of varying backgrounds, conduct research, seek outside funding for building research capacity, student advising, and serve on university committees. The Biology Program anticipates filling its needs primarily in the area of biomedical related biology and secondarily in organismal biology. Prospective candidates will be expected to teach courses in these areas in addition to other coursework in their specialty. Applicants are encouraged to review the catalog (<https://www.uog.edu/course-catalog>) to see what courses are currently offered. In addition, applicant should review the Faculty-Board Union Agreement (<https://www.uog.edu/faculty/faculty-union.php>). Successful candidates will be expected to take up their respective positions by August 17, 2026 or until filled.

Qualifications:

Minimum: 1) M.S. degree in Biology, Biomedical science, Evolution, Zoology, or a closely related appropriate field from a U.S. regionally accredited institution or foreign equivalent for the rank of Instructor (Non-Tenure Track Appointment) OR Ph.D. in Biology, Biomedical science, Evolution, Zoology, or a closely related appropriate field from a U.S. regionally accredited institution or foreign equivalent for the ranks for Assistant/Associate Professor (Tenure-Track Appointment). 2) At least two years experience teaching the subject matter of this position. 3) Demonstrated ability to effectively communicate and collaborate with students, colleagues. 4) Ability and willingness to work with people of diverse cultures, backgrounds. 5) record of research and publications. 6) Must be willing to teach online.

Preferred: 1) Preference will be given to applicants that can be hired under the Assistant/Associate Professor ranks on a Tenure-Track Appointment. 2) Demonstrated excellence in teaching Human Anatomy & Physiology with multiple years instructional experience. 3) Experience in teaching an upper division Pharmacology or Molecular Biology course. 4) Knowledge of or experience in working with Pacific Island populations. 5) Extensive experience in communications and

#JA-026-26 INSTRUCTOR TO ASSOCIATE PROFESSOR
(BIOLOGY)

Salary Level:

collaboration with students, faculty & staff. 6) Record of research publication in refereed journals. 7) Experience working and teaching in online learning programs.

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

Appointment/
Relocation:

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.

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
- (4) Demonstration of teaching excellence (student evaluations, recorded lecture, etc.)

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 Dr. G. Curt Fiedler, Chair, Biology Search Committee at gcfiedler@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.

Optimal submittal date is February 17, 2026 (Chamorro Standard Time/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.


(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>.

Application
Deadline:

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Work Eligibility:	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Due to budgetary constraints, UOG is not able to pay the additional application cost of \$100,000 as required by the U.S. Presidential Proclamation for any applicants that will require an H1B Visa to legally work at UOG.</p> <p>The University of Guam is an equal opportunity employer and provider.</p> <p>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).</p>
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Kristina Sayama (Dec 31, 2025 15:02:09 GMT+10)
KRISTINA C. SAYAMA
Acting Chief Human Resources Officer