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

February 25, 2025

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

## #041-25 EXTENSION AGENT II/INSTRUCTOR TO EXTENSION AGENT IV/ASSOCIATE PROFESSOR (COMMUNITY DEVELOPMENT)

**Location:**

**College of Natural and Applied Sciences/Cooperative Extension & Outreach**

**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 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 Dean of the College of Natural and Applied Sciences (CNAS) serves as Director of the UOG Extension Service (Extension) and the agInnovation Research Center (agInnovation). Faculty in Extension and agInnovation are in the Agriculture and Life Sciences (ALS) Division. Within Extension there are currently twelve (15) tenure track Extension faculty positions; two in Community Development (this position), four in family consumer sciences (two in Nutrition, one in Food Science, one in Family Life), one in 4H youth development, three in Horticulture, one in Plant Pathology, one in Entomology, two in Agriculture Economics, one in Animal Science, as well as four (4) full time non-tenure track faculty (4-H, Horticulture, Ag/Wellness, and Nutrition) and several Extension associates and assistants. The UOG Extension Service enables the multicultural community of Guam to make informed decisions through non-formal education programs based on research and assessed local needs. The agInnovation Research Center, the University's Agricultural Experiment Station (AES), conducts research based on local and regional needs, often identified by Extension's community need assessments.

**Character of  
Duties:**

This position is a 12-month tenure-track Extension position in Community Development within the UOG Extension Service with a primary role in "Extension and Outreach." In this role the faculty member will review past Extension programs and accomplishments, and conduct needs assessments to identify current issues and factors affecting a broad spectrum of Community Development topics for the island and region. As a change agent the successful candidate will use these findings and relevant data to plan, develop, implement, and evaluate Extension programs in Community; wellness, livability, economics, and resource development for Guam and the Western Pacific. Particularly, the areas of emphasis are on community engagement, community assessment and planning, sustainable development, livability and wellness, community resource management, and identifying and promoting economic opportunities. These programs are conducted under 5-year federally-approved Plans of Work (POW). As a tenure track Extension faculty member, the successful candidate must also support the teaching and research efforts of CNAS Agriculture & Life Sciences (ALS) Division.

The successful candidate is expected to:

- Deliver and/or implement effective educational programs (e.g. strategic planning, community visioning, assessment, public conflict, public deliberation, and group facilitation) addressing community needs identified through needs assessment and community-based studies
- Prepare and implement technical reports (e.g. annual, impact/outcomes) in community, and priorities within Guam and Pacific region
- Conduct applied research and evidence-based extension projects and programs using various multi-media approaches
- Develop extension and/or research publications related to community issues and development, such as professional refereed and nonrefereed articles, brochures, news articles and/or fact sheets
- Develop and carry out the plans of work approved by United States Department of Agriculture (USDA) and contribute to federal reports

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- Collaborate with other Extension faculty and staff, local and regional community programs, and local and federal agencies to plan, coordinate, execute, and evaluate programs related to local and regional community development initiatives
- Secure internal and external grant funding to conduct independent and collaborative research and extension
- Serve in division, college, University, and community organizations' advisory or committee roles
- Support the Resident Instruction's Agriculture & Life Sciences program learning outcomes and overall track objectives including, but not limited to, teaching and/or developing courses (3 contact hours minimum per year) and curriculum assessment

**Qualifications:**

**Minimum:** 1) Masters degree in a field relevant to community development education or closely related fields from a U.S. regionally accredited institution or foreign equivalent. Formal education should include significant coursework in applied, community development; community or regional economics; management and business; public policy education; planning and/or administration; sociology; adult education and/or a closely related field; 2) Three years of experience directly related to community development outreach education work and research, or any equivalent combination of experience and education demonstrating faculty level ability and skills in these areas; 3) Demonstrated ability to secure and manage competitive grants; 4) Demonstrate excellence in writing, communication, and teaching skills; 5) Proficiency in public speaking; 6) Able and willing to work with people of diverse cultures, backgrounds, and economic status; and 7) Must be willing to teach online.

**Preferred:** 1) PhD degree in a field relevant to community development education/outreach or closely related fields from a U.S. regionally accredited institution or foreign equivalent 2) Three years of experience directly related to community development education and/or research or any equivalent combination of experience and education; 3) At least two or more years of experience working in Cooperative Extension or other non-formal instruction and/or related outreach programs; 4) Demonstrated ability to engender positive community change/impact; 5) demonstrated ability to secure and manage competitive grants; 6) Work experience with diverse audiences and historically underrepresented groups; 7) Experience working and teaching in online learning programs/platforms.

**Salary Level:**

Salary will be commensurate with qualifications and experience relevant to the position. The following salary figures are for twelve (12) months:

Extension Agent II/Instructor	\$58,700 - \$115,695 Per Annum
Extension Agent III/Assistant Professor	\$68,129 - \$136,685 Per Annum
Extension Agent IV/Associate Professor	\$75,878 - \$150,415 Per Annum

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 twelve (12) 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 Dr. Timmy C. Dela Cruz, Chair, Community Development Search Committee at [delacruz237@triton.uog.edu](mailto:delacruz237@triton.uog.edu) or the Human Resources Office at [uoghro@triton.uog.edu](mailto: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:**

Optimal submittal date is May 30, 2025, 5:00 PM (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>.

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**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, 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).



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**JOSEPH B. GUMATAOTAO**  
Chief Human Resources Officer