



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

June 3, 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):

#064-26 ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR (IN THE DOCTOR OF EDUCATION PROGRAM)

Location:

School of Education

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 School of Education is a dynamic school with vibrant and enthusiastic faculty. The School of Education provides initial preparation and continuing education opportunities to aspiring teachers, and other professional personnel engaged in educational activities in Guam, the Western Pacific region, and the U.S. mainland. The students come from multi-cultural, multi-lingual environments, primarily from Pacific Island settings. The school offers several degree programs in a number of fields. Undergraduate programs include Elementary and Secondary Education with specializations available in Second Language, Special Education, and Early Childhood Education. Graduate masters' programs include a Master of Arts (M.A.) in Counseling, M.A. in Teaching, and the Master of Education (M.Ed.) degree with specializations available in Administration and Supervision, Reading (online program), Special Education, Innovations in Teaching and Learning, and Teaching of English to Speakers of Other Languages (TESOL); and a Master in Library and Information Science (MLIS) program. The School of Education also offers a Doctor of Education (EdD) in Instructional and Academic Leadership degree, as an online program. The EdD is a professional doctorate degree and offered to advance learning for our stakeholders in Guam, the surrounding Western Pacific region, and beyond the region.

Character of Duties:

The successful candidate will be expected to:

- (a) Demonstrate expertise and scholarly productivity in areas related to educational research, research methods, and educational leadership with a scholar-practitioner emphasis;
- (b) Teach doctoral level courses in the EdD program and teach graduate master-level courses related to education/educational research;
- (c) Engage in continuous development and enhancement of graduate curricula through assessment, applied research, and scholarly activity;
- (d) Maintain evidence of high-quality teaching and mentoring of graduate/doctoral students;
- (e) Serve on doctoral dissertation committees and supervise doctoral candidates;
- (f) Pursue and maintain an active agenda of scholarly publications and presentations;
- (g) Participate in department, college, and university committees;
- (h) Provide service to the community and profession;
- (i) Maintain commitment to collaborating with diverse populations in teaching, research, and service activities; and
- (j) Cultivate community partnerships and relationships locally in Guam, surrounding Micronesian region, and beyond our region.

Teaching, research, and service are expected duties of the faculty position and are part of the annual evaluation of the work. Further, the successful candidate can expect to create, revise, and/or update doctoral level curriculum and instructional activities in an online learning management system; and teach courses online.

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Qualifications:

Minimum:

- Candidates must have a Ph.D. or EdD in education, educational leadership or closely related field from a U.S. regionally accredited institution or foreign equivalent.
- Further academic expertise in educational research and with emphasis in quantitative research methods.
- Evidence of teaching in the K-12 setting and in a higher education setting, minimum of 1-2 years; or evidence of teaching in education specific contexts that support adult learners, minimum of 1-2 years.
- Experience working with student populations of varied backgrounds.
- Familiarity with online learning management systems and experience teaching online, minimum of 1-2 years.
- Evidence of scholarly productivity in areas related to educational research, research methods, and education/educational leadership.

Preferred:

- Experience working and teaching in online learning programs at the university-level/higher education context, 2 or more years.
- Chairing or serving on doctoral dissertation committees.
- Conducting, publishing, and presenting research related to educational leadership or academic and instructional leadership.
- Experience with mentoring scholar-practitioners.
- Evidence of work experience that demonstrates scholar-practitioner work in educational settings/contexts.
- Evidence of creating online courses with the emphasis of student engagement and evidence of regular and substantive interaction.
- Involvement with educators and other community members in research-practice partnerships.
- Creation of program evaluation plans.
- Collaboration on a research team and preparation and dissemination of research findings to educators, partners, and funders.
- Successfully funded research proposals to philanthropic funders and/or government granting agencies.

Salary Level:

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

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. Specifically, applicants who are short-listed will be required to demonstrate online teaching via a 5-minute video demonstration.

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. Kathrine Gutierrez, Chair, In the Doctor of Education Program Search Committee at gutierrezk@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 August 21, 2026 (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>.

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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.

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.

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