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 programs or activities.

ANNOUNCEMENT

October 18, 2019

THE FOLLOWING ANNOUNCEMENT IS HEREBY AMENDED TO READ AS FOLLOWS:

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

Announcement No. 082-19

Position Title
INSTRUCTOR/EXTENSION AGENT II TO
ASSISTANT PROFESSOR/EXTENSION AGENT III
(EXTENSION ANIMAL SCIENCE)

Application Deadline:
Optimal submittal date is November 15, 2019 (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.)
vice
Application Deadline:
Optimal submittal date is October 1, 2019 (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 MORE INFORMATION:
Please call 735-2350, Fax 734-6005, or visit the University of Guam, Human Resources Office located in the Administration Building for information regarding position.

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 inquires concerning applications 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 Office, Dorm II, Iya Hami Hall, Room 106, Telephone No. (671) 735-2244; TTY: (671) 735-2243, or to the Office of Civil Rights (OCR).

JOSEPH B. GUMATAOTAO
Acting Chief Human Resources Officer

Instructor/Extension.Agent.II.to.Assistant.Professor/Extension.Agent.III.(Extension Animal Science).10/18/19
Approved by Acting CHRO 10/18/19

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

July 10, 2019

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

#082-19 INSTRUCTOR/EXTENSION AGENT II TO ASSISTANT PROFESSOR/EXTENSION AGENT III (EXTENSION ANIMAL SCIENCE)

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 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 beautiful Pago Bay and the University's world-class Marine Biology Lab. The University has approximately 3,900 students, 90% of Asian or Pacific Islander ancestry, providing a uniquely diverse campus and multicultural atmosphere. As a regional, comprehensive, open admissions institution, the university awards degrees at the baccalaureate and master's levels through its two colleges and four professional schools. Over the next five years, the University will be entering an exciting period of growth linked to anticipated increases in military investments and resultant economic expansion in Guam. Three major University initiatives have been developed to maximize academic and community opportunities during this period: "UOG, the Natural Choice" to encourage local students to aspire to attend college and to choose the University of Guam; "UOG Green" with renewable energy and sustainability central to the initiative; and "UOG Leading Change" on Guam and in Micronesia. Extramural funding from competitive Federal sources as well as contracts is rapidly expanding. Such opportunities along with a critical mass of dedicated and capable administration, faculty, students, and staff make the University of Guam an exciting place to be for many years to come. Information on the University's campus security and fire safety may be accessed at http://www.uog.edu/hro (Under Links).

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, multi-cultural 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.

Unit Description:

The Dean of the College of Natural and Applied Sciences (CNAS) serves as Director of the UOG Cooperative Extension & Outreach (CE&O) and the Western Pacific Tropical Research Center (WPTRC). Faculty in CE&O and WPTRC are in the Agriculture and Life Sciences (ALS) Division. Within CE&O there are currently eleven (11) tenure track Extension faculty positions; two in Community Development, one in Nutrition, one in Food Science, one in Family Life and Youth Development, one in Horticulture, one in Entomology, two in Agriculture Economics, one in Animal Science, and one in Plant Pathology, as well as soft money full time faculty and several Extension associates and assistants. The UOG-CE&O enables the multicultural community of Guam to make informed decisions through non-formal education programs based on research and assessed local needs. The WPTRC, the University's Agricultural Experiment Station (AES), conducts research based on local and regional needs, often identified by CE&O's community need assessments.

Character of Duties:

This position is a 12-month tenure-track Extension faculty position in Animal Science within the Agriculture and Natural Resources Program of the University of Guam Cooperative Extension Service. The primary role of this position is designated as "Extension and Community Outreach". In this role the faculty member will review past accomplishments and conduct needs assessments to develop a knowledge base of Animal Science issues and factors affecting the island and region. This knowledge will be used to plan, develop, implement and evaluate Extension education programs in Animal Science for Guam and the Western Pacific. These programs are driven by needs assessments conducted under 5-year federally approved Plans of Work (POW).

As a tenure-track faculty, the successful applicant is required to develop a portfolio of accomplishments that reflect a minimum of 50% within the primary endeavor (Extension and Community Outreach), a minimum of 25% Creative Scholarly Activities or Research, and a minimum of 15% University and Community Service during the first five years of the tenure track appointment. It is anticipated that this position will be a split position with at least 12.5% Research (WPTRC) funding. In addition, all tenure track faculty in the Agriculture and Life Sciences Division are required to teach at least three (3) contact hours per year in the Agriculture and Life Sciences (ALS) Undergraduate Program. Faculty members are required to submit an annual report of accomplishments and a Plan of Work. These are reviewed and approved by the Dean/Director of the College.

This Extension faculty will work as a member of the UOG-CE&O team and as a representative of the University of Guam. This faculty will be under ALS Dvision as a member of UOG-CE&O and provide leadership support for Animal Science issues and programs, while also working across the various Extension Plan of Work areas.

The successful candidate is expected to engage in the following topical areas:

- Provide technical assistance to subsistence and commercial stakeholders involved in production of swine, poultry, goats, and cattle.
- Conduct formal and non-formal education programs on animal science topics relevant to community needs and emerging issues.
- Create and provide animal science information in the form of printed, web based, and in person education venues.
- Through applied and participatory research, develop practical programs in livestock waste management, nutrition, housing, pasture management, reproduction, animal health, and genetics.

#082-19 INSTRUCTOR/EXTENSION AGENT II TO ASSISTANT PROFESSOR/EXTENSION AGENT III (EXTENSION ANIMAL SCIENCE)

- Explore development of feed sources from local materials to create cost effective feeding programs that also increase island food security.
- Promote sustainable (environmentally and economically) livestock waste management systems that integrate with local fruit and crop production systems. Maintain close outreach partnerships with local regulatory agencies.
- Provide technical support and outreach education on livestock housing and pasture design, modification and management.
- Provide technical support and outreach education on emerging local needs, and animal topics for both small scale (subsistence) and commercial livestock operations.
- Develop/explore efficient USDA approved methods to process meat, poultry, and eggs appropriate for a small island context.
- Participate in regional projects supporting US-affiliated Western Pacific (Republic of the Marshall Islands, Federated States of Micronesia, Republic of Palau, and Commonwealth of the Northern Mariana Islands, Hawaii, and American Samoa) Land Grant programs.
- Participate in University, College, and community committees and boards.
- Establish and maintain positive relationships among diverse groups and stakeholders to assess community needs and concerns around the agricultural industry; in production, processing, and marketing.
- Work with local government agencies (Guam Department of Agriculture, Guam Environmental Protection Agency, and Guam Department of Public Health and Social Services) and Federal partners supporting the agriculture industry.
- Provide technical expertise in animal science to local agencies and policy makers to assist in developing science based and community need based policies that support, environmentally and economically sustainable, growth of the island's livestock and food industries.
- Collaborate with community-based organizations for Extension program delivery, especially Soil and Water Conservation Districts, local cooperatives, livestock producer groups, and other Non-Government Organizations (NGOs).
- Secure extramural grant funding that supports stakeholder and University needs.
- Generate creative scholarly/research literature that broadens local and global knowledge, and white papers, lay materials and news articles that support island needs and Extension & Outreach programs.

Qualifications:

Minimum:

- Master's degree in Animal Science or closely related field from a U.S. regionally accredited institution or foreign equivalent for the rank of Instructor/Extension Agent II.
- A Doctor of Philosophy (PhD) in animal science or closely-related field or a Doctor of Veterinary Medicine (DVM) from an US-accredited university or foreign equivalent for the rank of Assistant Professor/Extension Agent III.
- Demonstrated ability to communicate, interact, and collaborate effectively with farmers, students, colleagues and the community, both orally and in writing.
- Ability and willingness to work with people of diverse cultures, backgrounds and economic status.
- Must be willing to teach online.

Preferred:

- Demonstrated ability to secure and manage competitive grants.
- Record of producing community and academic publications.
- Demonstrated knowledge and experience with tropical animal production.
- Experience working in, and knowledge of, Land Grant Universities and Colleges.
- Experience working with online learning programs.

Salary Level:

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

Instructor/Extension Agent II	$44,419 - $75,261 Per Annum
Assistant Professor/Extension Agent III	$51,314 - $88,707 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 (1, 2, 3 year) contractual appointment. 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), and the Government of Guam retirement plan.

#082-19 INSTRUCTOR/EXTENSION AGENT II TO ASSISTANT PROFESSOR/EXTENSION AGENT III (EXTENSION ANIMAL SCIENCE)

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 Mr. Joseph Tuquero, Chair, Extension Animal Science Search Committee at tuqueroj@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:

Optimal submittal date is October 1, 2019 (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.org. 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.

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 106, Telephone No. (671) 735-2244; TTY (671) 735-2243; or to the Office of Civil Rights (OCR).

JOSEPH B. GUMATAOTAO
Acting Chief Human Resources Officer