



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

March 6, 2020

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. 089-19

Position Title

**ASSISTANT PROFESSOR TO PROFESSOR OF PRACTICE IN BUSINESS
(ACCOUNTING, FINANCE-ECONOMICS, MANAGEMENT, AND/OR MARKETING)**

Minimum Qualifications:

Management: Earned Doctorate (business administration or relevant management field, of particular interest: Business Analytics/Information Systems, Entrepreneurship, Human Resources, Strategy, and Tourism) or earned MBA degree with 15 years of accumulated business experience with at least 10 years of high-level executive experience. Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABD may apply, but must have earned doctorate prior to employment. Candidate has taught courses at the undergraduate level, and conducted current relevant research and/ or has current professional experience in management or a related field, especially in a field noted above. Must be willing to teach online.

Preferred Qualifications:

Management: Earned Doctorate in Management (or a specialized field in Business Analytics/Information Systems, Entrepreneurship, Human Resources, Strategy, and Tourism) with a successful record of teaching upper division courses in management and demonstrates a distinguished record of research/technical publications and has business experience in management, especially in a field noted above. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with online learning programs.

Application Deadline:

Optimal Submittal Date is March 7, 2020 (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.)

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Minimum Qualifications:

Management: Earned Doctorate (business administration or relevant management field) or earned MBA degree with 15 years of accumulated business experience with at least 10 years of high level executive experience. Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABD may apply, but must have earned doctorate prior to employment. Candidate has taught courses at the undergraduate level, and conducted current relevant research and/or has current professional experience in management or a related field. Must be willing to teach online.

Preferred Qualifications:

Management: Earned Doctorate in Management (or equivalent field) with a successful record of teaching upper division courses in management and demonstrates a distinguished record of research/technical publications and has business experience in the field of management. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with online learning programs.

Application Deadline:

Optimal Submittal Date is September 30, 2019 (Chamorro Standard Time/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.

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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

*Assistant Professor to Professor of Practice in Business (Accounting, Finance, Economics, Management, and/or Marketing). 03/06/20
Approved by Acting CHRO 03/06/20*



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ANNOUNCEMENT

August 6, 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):

#089-19 ASSISTANT PROFESSOR TO PROFESSOR OR PROFESSOR OF PRACTICE IN BUSINESS (ACCOUNTING, FINANCE-ECONOMICS, MANAGEMENT, AND/OR MARKETING)

Location:

School of Business and Public Administration

**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:

Faculty in Accounting, Finance and Economics, Management, and Marketing are part of the Business Administration Division within the School of Business and Public Administration. The School is the regional center for education, development, service and research in business and government.

**Character of
Duties:**

The University of Guam School of Business and Public Administration is seeking qualified candidates for faculty positions in Accounting, Finance and Economics, Management, and/or Marketing starting Spring 2020. The individuals may be expected to teach upper-level undergraduate courses and to teach advanced level courses in the Professional Master of Business program in their respective area of study. The University of Guam is seeking candidates who will advance the academic and professional quality of the School through research (theoretical and/or applied) and by facilitating student acquisition of conceptual knowledge, a broad set of professional competencies, and a clear sense of identity and character. Faculty are expected to participate in service initiatives as a commitment to the University's mission and to contribute to the growth of the region.

Qualifications:

Minimum:

Accounting: Earned Doctorate (business administration or relevant field) or earned MBA degree, current U.S. CPA license with 15 years of accumulated business experience with at least 10 years of high level executive experience. Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABD may apply, but must have earned doctorate degree prior to employment. Candidate has taught courses at the undergraduate level, and conducted current relevant research and/or has current professional experience in accounting or a related field. Must be willing to teach online.

Finance and Economics: Earned Doctorate (business administration or relevant finance-economics field) or earned MBA degree with 15 years of accumulated business experience with at least 10 years of high level executive experience. Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABD may apply, but must have earned doctoral degree prior to employment. Candidate has taught courses at the undergraduate level, and conducted current relevant research and/or has current professional experience in finance, economics, or a related field. Must be willing to teach online.

Management: Earned Doctorate (business administration or relevant management field) or earned MBA degree with 15 years of accumulated business experience with at least 10 years of high level executive experience. Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABD may apply, but must have earned doctorate prior to employment. Candidate has taught courses at the undergraduate level, and conducted current relevant research and/or has current professional experience in management or a related field. Must be willing to teach online.

Marketing: Earned Doctorate (business administration (or related field) or earned MBA degree with 15 years of accumulated business experience with at least 10 years of high level executive experience. Degrees must be from a U.S. regionally accredited institution or foreign equivalent. ABD may apply, but must have earned doctoral degree prior to employment. Candidate has taught courses at the undergraduate level, and conducted current relevant research and/or has professional experience in marketing or a related field. Must be willing to teach online.

**#089-19 ASSISTANT PROFESSOR TO PROFESSOR
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Preferred:

Accounting: Earned Doctorate (Accounting or equivalent field) with a successful record of teaching upper division courses in accounting and demonstrates a distinguished record of research/technical publications and has business experience in the field of accounting. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with online learning programs.

Finance and Economics: Earned Doctorate in Finance, Economics (or equivalent field) with a successful record of teaching upper division courses in finance and economics and demonstrates a distinguished record of research/technical publications and has business experience in the fields of finance and economics. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with online learning programs.

Management: Earned Doctorate in Management (or equivalent field) with a successful record of teaching upper division courses in management and demonstrates a distinguished record of research/technical publications and has business experience in the field of management. Demonstrated ability for course design, instructional presentation, and assessment. Experience working with online learning programs.

Marketing: Earned Doctorate in Marketing (or equivalent field) with a successful record of teaching upper division courses in marketing and demonstrates a distinguished record of research/technical publications and has business experience in the field of marketing. Demonstrated ability for course design, instructional presentation, and assessment. 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 nine (9) months (Hard to Hire Designation):

Assistant Professor	\$71,006 - \$80,183 Per Academic Year
Associate Professor	\$80,751 - \$88,238 Per Academic Year
Professor	\$82,361 - \$92,699 Per Academic Year
Professor of Practice	\$79,042 - \$89,999 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 (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.

**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) Accounting Certification

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 Roseann M. Jones, PhD, Chair, Accounting, Finance-Economics, Management, and Marketing Search Committee at jonesr@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 September 30, 2019 (Chamorro Standard Time/UTC+10) when review of received applications will begin. Applications will be accepted until the position is filled.

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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>.

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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 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