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ANNOUNCEMENT

July 29, 2025

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-TIME, SUBJECT TO THE AVAILABILITY OF FUNDS):

Announcement No. 099-24

Position Title

**ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR
(WASTEWATER SCIENTIST)**

Application Deadline:

July 29, 2025

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Application Deadline:

Review will start on November 1, 2024, but the 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 inquiries 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 Gumataotao (Jul 29, 2025 09:38:07 GMT+10)

JOSEPH B. GUMATAOTAO
Chief Human Resources Officer

Assistant Professor to Associate Professor (Wastewater Scientist). 07/29/25
Approved by CHRO 07/29/25



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ANNOUNCEMENT

July 3, 2024

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):

#099-24 ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR (WASTEWATER SCIENTIST)

Location:	Water and Environmental Research Institute (WERI)
University Information:	<p>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 Para Hulo' 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/life-at-uog/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.</p>
General Description:	<p>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.</p>
Unit Description:	<p>WERI was established in 1975 as one of the nation's 54 National Institutes for Water Resources Research. Its mission is to conduct water resources research, professional training, and public outreach for Guam, the Federated States of Micronesia (FSM), and the Commonwealth of the Northern Mariana Islands (CNMI). Accordingly, its faculty support the university's graduate Environmental Science program and provide training for professional and technical staff in local and regional government agencies and private firms. WERI faculty collaborate with external university researchers and with University of Guam faculty in other units, including its new School of Engineering. The institute has seven faculty, with a broad span of expertise in earth science and water resources engineering and is equipped with a Water Quality Analysis Laboratory and a state-of-the-art Geographic Information System Laboratory. For more information about WERI, see the website – https://weri.uog.edu/.</p>
Character of Duties:	<p>WERI seeks an early-to mid-career wastewater scientist/engineer for a full-time research position. Appointment may be at assistant or associate professor rank, depending on experience and qualifications.</p> <p>The wastewater scientist research faculty duties include leading research teams, teaching graduate courses, advising thesis research, mentoring students and junior colleagues, and providing expert advice to local and regional officials and community leaders. The wastewater scientist will thus be expected to establish and lead vigorous independent research programs as well as to pursue collaborative research at WERI addressing basic and applied questions in wastewater collection, treatment and disposal, sludge waste treatment, wastewater sources, contaminants from wastewater and their impacts on water quality, contaminant transport dynamics and fate, water resources development, and water management and conservation for island communities throughout the Western Pacific Region (WPR), including Guam, the Commonwealth of the Northern Mariana Islands (CNMI), and the Federated States of Micronesia (FSM). As the central contributor to the University's graduate Environmental Science Program, the wastewater scientist will develop and offer courses in his/her own specialty and contribute to team-taught interdisciplinary courses.</p> <p>The wastewater scientist will be working with multidisciplinary teams of scientists, engineers, and graduate research assistants. WERI thus seeks candidates with demonstrated skills, commitment, and success in unit-level teamwork and inter-collegial collaborations. The wastewater scientist is expected to continue and expand on wastewater work for which previous WERI researchers have established local knowledge bases and which are of particular value to the regional communities, e.g., documentation of wastewater distribution systems such as sewer lines and septic tanks, wastewater contamination including complex organic materials, nitrogen compounds, chloride and antibiotics, Per- and Polyfluoroalkyl Substances (PFAS), and objective assessments of local and regional trends and patterns of contaminants in wastewater. Research responsibilities include publishing technical reports for local applications as well as specialized scientific papers for professional journals.</p> <p>In service, WERI has a strong commitment to providing expert advice and assistance to local agency heads, policy makers, and water resources professionals. The wastewater scientist will be expected to establish professional connections, foster</p>

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	inter-agency collaboration, and contribute to local scientific activities with Guam EPA, Guam Waterworks Authority (GWA), US Geological Survey (USGS), and US EPA. At the university level, WERI faculty serve in university governance activities, e.g., Faculty Senate and curriculum committees.				
Qualifications:	<p>Minimum: Ph.D. in wastewater treatment technology/engineering or related fields from a U.S. regionally accredited institution or foreign equivalent. The applicant should be competent in fieldwork, prepared to live and work in the tropics, willing to travel to islands within Micronesia, and interested in treatment and reuse of wastewater in the Western Pacific region and making a long-term commitment to WERI and the University of Guam. Must be willing to teach online.</p> <p>Preferred: Interest, experience, knowledge and skills in wastewater treatment, septic system management, wastewater leaking detection, biosolid waste management, reactor designs, biological treatment, anaerobic/aerobic reactions, oxidation/reduction process, analysis of contaminants from wastewater, and impacts of wastewater on water quality and environment in tropic islands, especially those in the WPR. Knowledge and skills in geospatial and statistical analysis. Familiarity with the regional and international professional communities in these fields. Experience working and teaching in online learning programs.</p>				
Salary Level:	<p>Salary will be commensurate with qualifications and experience relevant to the position. The following salary figures are for nine (9) months:</p> <table><tr><td>Assistant Professor</td><td>\$52,408 - \$105,140 Per Academic Year</td></tr><tr><td>Associate Professor</td><td>\$58,369 - \$115,705 Per Academic Year</td></tr></table> <p>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.</p>	Assistant Professor	\$52,408 - \$105,140 Per Academic Year	Associate Professor	\$58,369 - \$115,705 Per Academic Year
Assistant Professor	\$52,408 - \$105,140 Per Academic Year				
Associate Professor	\$58,369 - \$115,705 Per Academic Year				
Appointment/ Relocation:	<p>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.</p>				
Benefits:	<p>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.</p>				
Application Process:	<p>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:</p> <ul style="list-style-type: none">(1) Letter of Intent, stating interest(2) Up-to-date curriculum vitae or resume(3) Copies of all graduate and undergraduate transcripts <p>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.</p> <p>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.</p> <p>Selected candidate must provide official transcripts prior to hire date. For further information, please contact Dr. Myeong-Ho Yeo, Chair, Wastewater Scientist Search Committee at yeom@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.</p> <p>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.</p>				
Application Deadline:	<p>Review will start on November 1, 2024, but the applications will be accepted until the position is filled.</p> <p>(Note to applicants in the mainland United States: Please be advised that Guam is a day ahead of the mainland United States.)</p> <p>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.</p>				
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>				

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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).


Elaine Faculo-Gogue (Jul 3, 2024 15:31 GMT+10)

ELAINE M. FACULO-GOGUE
Acting Chief Human Resources Officer