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.

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

October 23, 2026

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 (SUBJECT TO THE AVAILABILITY OF FUNDS):

Announcement No. 057-26

Position Title
ASSOCIATE DEAN FOR INSTRUCTION,
COLLEGE OF NATURAL & APPLIED SCIENCES (CNAS)

Application Deadline:
October 23, 2026
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Application Deadline:
Optimal submittal date is by May 26, 2026 (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 Gumataotao (Oct 23, 2026 09:32:27 GMT+10)

JOSEPH B. GUMATAOTAO
Chief Human Resources Officer

Associate.Dean.for.Instruction,.College.of.Natural.&.Applied.Sciences.(CNAS).10/23/26
Approved by CHRO 10/23/26

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

May 8, 2026

THE UNIVERSITY OF GUAM SOLICITS APPLICATIONS TO ESTABLISH A LIST OF ELIGIBLES FOR THE FOLLOWING POSITION (SUBJECT TO THE AVAILABILITY OF FUNDS):

#057-26 ASSOCIATE DEAN FOR INSTRUCTION, COLLEGE OF NATURAL & APPLIED SCIENCES (CNAS)

Location:

CNAS

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 seeks an executive who is interested in new challenges and opportunities for professional and personal growth and who is interested in working in a dynamic, multi-cultural institution of higher education in the Pacific.

The Associate Dean of CNAS is an academic and administrative officer under the general administrative direction of the Dean of the College. He/She will perform the duties of the Associate Dean, as these are delegated by the Dean. He/She is expected to uphold the University's mission, policies, and procedures, and to provide vision, ethical leadership, and advocacy in academic affairs and scholarly activities. Included is an emphasis on the continuing support of the highest standards of academic quality in instruction, research, and service. He/She will support the Dean's visible leadership and representation of the College on campus and in the greater community. He/She is expected to share the Dean's work in marshalling the vibrancy and creative energies of the faculty and staff, and to support the development of specific strategic steps to encourage excellence. He/She will participate in the Dean's activities to guide the Chairs and faculty in the definition of expected outcomes and to support the College in achieving those outcomes via academic programs, outreach, research, and extramural fundraising assignments to manage the resources of the College: to recruit, evaluate, and retain well-qualified faculty and staff; and to develop effective undergraduate and graduate student recruitment and retention initiatives.

Character of Duties:

Primary duties and responsibilities shall include, but not be limited to the following:

- Plan, coordinate, and evaluate the College's academic programs and activities;
- Participate in the development and implementation of the College's strategic plan and academic master plan;
- Review, recommend, and provide guidance to program faculty on curriculum matters;
- Oversee the College's assessment activities, including ensuring timely submission of required reports such as the Annual Assessment Inventory;

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- Coordinate accurate and effective academic advisement to students;
- Serve as a liaison to faculty members and divisions regarding student advisement, curricular issues, student learning outcomes assessment, grant writing, research facilitation, and strategic initiatives;
- Determine all aspects of the College's Fall, Intersession, Spring, and special course schedules, including faculty and room assignments;
- Recruit, supervise, mentor, and evaluate highly qualified faculty and staff;
- Review performance and personnel actions of faculty and staff and make recommendations concerning employment based on evaluations;
- Recommend expansion, reduction, transfer, or reassignment of positions in consultation with the Dean, the Provost and Senior Vice President, Academic and Student Affairs, with approval of the President;
- Develop and provide opportunities for professional development for faculty and staff members;
- Coordinate the development of College budgets and prepare annual budget requests;
- Monitor budget expenditures to ensure fiscal integrity and responsible stewardship of funds;
- Administer and determine the use of instructional space assigned to the College;
- Develop recommendations on policies, procedures, and organizational structures in consultation with the Provost and Senior Vice President, Academic and Student Affairs, the appropriate Academic Affairs Committee, and with the concurrence of the President;
- Serve on University-level committees, including supporting accreditation and institutional effectiveness efforts;
- Prepare annual reports and other required or requested administrative documents;
- Represent and promote the College within the University, community, with donors, and external stakeholders;
- Develop relationships and partnerships with government agencies, NGOs, businesses, and other organizations;
- Work with the CNAS Media Team to coordinate and maintain the College's online and social media presence and ensure dissemination of accurate information;
- Serve as Acting Dean, when needed;
- Perform other duties as assigned.

Qualifications:

Minimum:

- An earned terminal degree appropriate to a discipline in CNAS (e.g., a PhD in Agriculture, Biology, Chemistry, Computer Sciences, Mathematics, Physics, or a related field);
- Evidence of prior experience at a US regionally-accredited institution or foreign equivalent at the rank of tenured associate or full professor in a discipline represented in the college;
- Commitment to interdisciplinary and intercollegiate collaboration to build mutually supportive ties with the Programs, Colleges, and University, as well as with the institution's culturally and ethnically diverse stakeholders;
- Evidence of experience and leadership within the Academic Programs Section of the Association of Public and Land-grant Universities (APLU), as well as demonstrated understanding of the land-grant mission in higher education;
- Fair principled leadership to uphold the University's mission, policies, and procedures, and the highest standards of academic quality for instruction, research, and service;
- Evidence of prior successful academic administrative or quasi-administrative experience (at least three years) at the level of Program, Department or Division Chair, Faculty Senate Executive position(s), Director or Principal Investigator of substantive extramural projects involving supervision of faculty and staff, Assistant or Associate Dean, or above;
- Evidence of knowledge and ability to support the Dean and College Administrative team in managing and administering the College;
- Experience working with a culturally diverse faculty, staff, student body, administration, and community; and
- Have experience in the use of data analysis for decision making, as well as a working knowledge of information technology and data management.

Preferred:

- Demonstrated scholarly productivity;
- Major accomplishments in the areas of instruction, research, and service;
- Evidence of effective communication skills in writing and speaking;
- Strong organization and human relation skills;
- Knowledge of and experience in working within multicultural communities, and an interest in the Western Pacific;
- A strong multidisciplinary perspective embracing the College's range of disciplines;
- Ability to carry out the academic administration role effectively in a multicultural environment;
- Demonstrated leadership qualities in coordination of faculty development and governance as well as planning and monitoring academic programs;

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- Knowledge and skills in budgetary matters, personnel procedures, academic policy and management, and evaluation of programs and personnel;
- Experience in mediating concerns of students, staff, and faculty; and
- Experience in a unionized faculty setting.

Salary Level: $107,744 - $161,616 per annum

Appointment/ Relocation: The position is a full-time (12 month) academic administrative 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 administrator positions must complete an online job application through the UOG online employment portal at https://uog.peopleadmin.com. Please have the following documents prepared and ready to upload with your application:
(1) Letter of application that describes candidate's qualifications
(2) Curriculum vitae
(3) Copies of all graduate and undergraduate transcripts

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. Frank Camacho, Search Committee Chair, fcamacho@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 by May 26, 2026 (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.

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.

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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.

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.

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Joseph Gumataotao (May 8, 2026 16:22:51 GMT+10)

JOSEPH B. GUMATAOTAO
Chief Human Resources Officer