



University of Guam

# STRATEGIC PLAN 2023-2028

OFFICE OF RESEARCH &  
SPONSORED PROGRAMS

<https://www.uog.edu/research/>





# **Strategic Initiative 1**

**Place-based Research with Local,  
Regional, and Global Relevance**

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## **Strategic Initiative 2**

**Talent Acquisition, Development,  
and Support**



GOAL 3: To have a flexible allocation of the faculty role that supports research.			2023	2024	2025	2026	2027	2028
OBJECTIVE	BENCHMARKS	PRIORITY						
1. To have a list of options that are financially feasible for the allocation of faculties' time/role, which support research.	<b>Action 1:</b> To investigate what other university research institutions are doing and how they are doing it (and covering teaching at the same time).	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Anticipated Impact(s):</b> To be able to have an informed conversation.							
	<b>Action 2:</b> To codify the list of options and present to decision-makers.	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Anticipated Impact(s):</b> More faculty involved in research and increased job satisfaction.							
2. To have updated job descriptions for UOG Research Employees for PTE positions.	<b>Action 1:</b> To compile a list of positions and identify / adopt draft job descriptions that need to be updated or added.	MEDIUM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Anticipated Impact(s):</b> Task and job title alignment.							
	<b>Action 2:</b> To embed the updated job descriptions in the UOG system, via the shared-governance process.	MEDIUM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Anticipated Impact(s):</b> Strengthen the research eco-system.							



## **Strategic Initiative 3**

Infrastructure & Financial Support



GOAL 1: To have additional and up-to-code workspaces.			2023	2024	2025	2026	2027	2028
OBJECTIVE	BENCHMARKS	PRIORITY						
1. To know research faculty needs for space by June 2023.	<b>Action 1:</b> To survey research faculty space issues. <b>Anticipated Impact(s):</b> Needs identified.	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Action 2:</b> Create prioritization criteria and prioritize the list by Dec 2023. <b>Anticipated Impact(s):</b> Informed decision-making.	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Action 3:</b> To act on plan. <b>Anticipated Impact(s):</b> More efficient research. More options for faculty.	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
GOAL 2: To increase informatics and technology research infrastructure so that world-class research can be conducted at UOG.			2023	2024	2025	2026	2027	2028
OBJECTIVE	BENCHMARKS	PRIORITY						
1. To have high quality security to conduct research on an on-going basis.	<b>Action 1:</b> To update the recent EPSCOR IT assessment by December 2023. <b>Anticipated impact(s):</b> Knowing where to focus resources based on highest needs.	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Action 2:</b> Act on plan. <b>Anticipated impact(s):</b> Stable and secure infrastructure to do high quality research work.	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Action 3:</b> Once an assessment of existing software (e.g., statistical analysis software) on campus is conducted, to purchase software deemed high priority to support research needs. <b>Anticipated impact(s):</b> Increase research capacity and increase collaboration.	MEDIUM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. To increase research capability by improving access to library resources and software.	<b>Action 1:</b> Perform a needs assessment and identify who has what software. <b>Anticipated impact(s):</b> Prioritize, cost savings, and increased efficiency.	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Action 2:</b> To develop a software directory and enhance OIT's website list of software. <b>Anticipated impact(s):</b> Cost savings, consolidation, and sharing of resources.	HIGH	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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## **Strategic Initiative 4**

**Operational Excellence**

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## **Strategic Initiative 5**

**A Great Place to Work**





**For more information about research at the University of Guam, contact:**

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