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# ANNOUNCEMENT

April 2, 2025

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

## #055-25 ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR (SOIL SCIENCE)

|                         |   |
|-------------------------|---|
| Location:               | College of Natural and Applied Sciences/University of Guam agInnovation Research Center/Cooperative Extension   |
| 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 an affiliated space-grant institution, accredited by the Western Association of Schools and Colleges Senior Commission. Guam is an EPSCoR state with EPSCoR grants in NSF and NASA. 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 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 <a href="https://www.uog.edu/safety-security/">https://www.uog.edu/safety-security/</a>) 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>Agriculture and Life Science Division: The Division offers the Bachelor of Science degree in Agriculture and Life Science and the Master of Science degree in Sustainable Agriculture, Food and Natural Resources. The Division consists of faculty members of UOG agInnovation Research Center (Guam Agricultural Experiment Station) and Cooperative Extension who engage in research, extension and teaching in agriculture and life sciences of the main land-grant mission.</p>   |
| Character of Duties:    | <p>The selected candidate will design, conduct, and report high quality research on Soil Science and related disciplines. He or she will provide support and leadership in Extension outreach on soil issues and will also teach graduate and undergraduate classes in these disciplines, mentor graduate students, pursue extramural grants, collaborate in outreach activities, and serve on UOG committees. This position is part of a strategic decision to position UOG as a focal institution in Sustainable Agriculture, Horticulture, and Natural Resource Management in the Western Pacific region. The faculty member will increase local capacity in soil science through teaching mentorship, outreach, training and the skills that they bring to the University of Guam.</p> <p>The selected candidate will:</p> <ul style="list-style-type: none"><li>• Conduct research projects according to the principles of integrity in research, excellence, collegiality, respect, and diversity.</li><li>• Investigate topics related to tropical island soils, including as it relates to sustainable agriculture, soil conservation, and plant nutrition, specifically in Guam and other neighbor islands in the region.</li><li>• Publish research findings in peer-reviewed scientific journals and present research findings in local, regional, national, and international forums.</li><li>• Procure extramural grants and additional funding by developing comprehensive, interdisciplinary research proposals relating to soil sciences in collaboration with other research and extension faculty in the Agriculture and Life Science Division as well as with faculty of other division and other institutions.</li><li>• Collaborate and support Research faculty in the agInnovation Research Center (Guam Agricultural Experiment Station) in their research project needs related to soil testing, fertility and soil conservation efforts.</li><li>• Provide training and supervision to research associates, research assistants and other personnel in the Soil Science laboratory and field settings.</li><li>• Take a leading role as a primary Extension contact for interpreting soil test for stakeholders (farmers, nurseries, landscape managers, and gardeners) and making fertilizer recommendations. Also to conduct soil fertility and soil building Extension workshops.</li><li>• Actively seek grant and other funding for extension programs relating to soil testing activities in the region.</li><li>• Collaborate with faculty to gather feedback from stakeholders and communicate research and agriculture production information to the public at various levels to include K-12 and our local producers.</li></ul>   |

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|                             | <ul style="list-style-type: none"><li>Actively engage with organizations such as the Guam Department of Agriculture, Farm Service, Forest Service, Natural Resources Conservation Service, Guam Soil and Water Conservation Districts, and others.</li><li>Teach undergraduate and graduate courses in one or more of the following disciplines: soil science, plant nutrition, organic waste management and recycling, and other related topics.</li><li>Mentor undergraduate and graduate students as a committee member or main advisor.</li></ul>   |                     |                                |                     |                                |
| Qualifications:             | <p><b>Minimum:</b> PhD from a U.S. regionally accredited institution or foreign equivalent in the area of Soil Science. Must be willing to teach online.</p> <p><b>Preferred:</b> Having a strong background in research and teaching experiences in Soil Science and an experience in 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 twelve (12) months:</p> <table><tr><td>Assistant Professor</td><td>\$68,129 - \$136,685 Per Annum</td></tr><tr><td>Associate Professor</td><td>\$75,878 - \$150,415 Per Annum</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 | \$68,129 - \$136,685 Per Annum | Associate Professor | \$75,878 - \$150,415 Per Annum |
| Assistant Professor         | \$68,129 - \$136,685 Per Annum  |                     |                                |                     |                                |
| Associate Professor         | \$75,878 - \$150,415 Per Annum  |                     |                                |                     |                                |
| Appointment/<br>Relocation: | <p>The position is a twelve (12) month faculty position, three-year 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<br>Process:     | <p>Applicants for University of Guam faculty positions must complete an online job application through the UOG's online employment portal at <a href="https://uog.peopleadmin.com">https://uog.peopleadmin.com</a>. Please have the following documents prepared and ready to upload with your application:</p> <ul style="list-style-type: none"><li>(1) Letter of Intent, stating interest</li><li>(2) Up-to-date curriculum vitae or resume</li><li>(3) Copies of all graduate and undergraduate transcripts</li></ul> <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><b>Special Instructions for References:</b> 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><b>Selected candidate</b> must provide official transcripts prior to hire date. For further information, please contact Dr. Mari Marutani, Chair, Soil Science Search Committee at <a href="mailto:marutanim@triton.uog.edu">marutanim@triton.uog.edu</a> or the Human Resources Office at <a href="mailto:uoghro@triton.uog.edu">uoghro@triton.uog.edu</a>, telephone number, (671) 735-2350 or fax number at (671) 734-6005.</p> <p><b>Police and Court Clearance:</b> 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<br>Deadline:    | <p>Optimal submittal date is May 31, 2025 (Chamorro Standard Time/UTC+10) when review of received applications will begin. 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 <a href="http://www.uog.edu">http://www.uog.edu</a>. General information about Guam is available at <a href="http://www.visitguam.com">http://www.visitguam.com</a>. For local newspapers, The Pacific Daily News is available at <a href="http://www.guampdn.com">http://www.guampdn.com</a> and The Guam Daily Post is available at <a href="http://www.postguam.com">http://www.postguam.com</a>.</p>   |                     |                                |                     |                                |
| Work Eligibility:           | <p><b>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.</b></p> <p><b>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.</b></p> <p><b>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.</b></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).

  
Joseph Gumataotao (Apr 2, 2025 16:22 GMT+10)

**JOSEPH B. GUMATAOTAO**  
Chief Human Resources Officer