



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
Board of Regents

UOG Station, Mangilao, Guam 96923  
Telephone: (671) 735-2995 • Fax: (671) 734-2296

**REGULAR MEETING**

**Thursday, December 4, 2014, 5:30 p.m., AV Room 1, RFK Library,  
Tan Siu Lin Building, UOG Campus, Mangilao, Guam**

**AGENDA**

- 1.0 CALL TO ORDER**
- 2.0 MEETING MINUTES**
- Action 2.1 Regular Meeting Minutes of September 25, 2014**
- Information 3.0 CHAIRMAN'S REMARKS**
- Information 4.0 PRESIDENT'S REPORT**
- 5.0 REPORTS FROM STANDING COMMITTEES**
  - 5.1 Academic, Personnel and Tenure Committee**
    - Action 5.1.1 Resolution No. 14-29, Relative to Approving the Administrative Positions of Dean, Enrollment Management and Student Success and Grants Officer**
  - 5.2 Student Affairs, Scholarship, Alumni Relations, and Honorary Degree Committee**
    - Action 5.2.1 Resolution No. 14-30, Relative to Approving the Fall 2014 Commencement Graduate Listing**
    - Information 5.2.2 Collections Report**
  - 5.3 Budget, Finance, Investments and Audit Committee**
    - Information 5.3.1 Financial Update**
    - Information 5.3.2 Update on Proposed Tuition Rate Changes**
  - 5.4 Physical Facilities Committee**
    - Information 5.4.1 Plant and Facilities Update**
- 6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE**
- 7.0 OPEN PRESENTATION (3 Minute Limit Per Person)**
- 8.0 ADJOURNMENT**

Chairperson William Leon Guerrero will call the meeting to order.



**UNIVERSITY OF GUAM  
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**Board of Regents**

UOG Station, Mangilao, Guam 96923  
Telephone: (671) 735-2995 Fax: (671) 734-2296

**Regular Meeting Minutes  
September 25, 2014**

**1.0 CALL TO ORDER**

The Regular Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson William Leon Guerrero on September 25, 2014, at 5:30 p.m., in AV Room #1, University of Guam RFK Library, Tan Siu Lin Building, notice of such meeting having been duly and regularly provided by the BOR.

**QUORUM:**

**William Leon Guerrero  
Marcos Fong  
Toni Sanford  
Elizabeth Gayle  
Jillette Leon-Guerrero  
Elvin Chiang  
Vinni Orsini**

**Chairperson  
Vice Chairperson  
Treasurer  
Member  
Member  
Member  
Member**

**ALSO PRESENT:**

**Robert A. Underwood  
Louise M. Toves  
Victorina M.Y. Renacia**

**Executive Secretary  
Recording Secretary  
Legal Counsel**

**2.0 MEETING MINUTES**

**2.1 Regular Meeting Minutes of May 22, 2014**

Regent Sanford moved for the approval of the Regular Meeting Minutes of May 22, 2014 subject to corrections, which was duly seconded. The motion carried.

**3.0 CHAIRMAN'S REMARKS**

Chairman W. Leon Guerrero welcomed everyone back to the new academic year. He thanked the Plant and Facilities staff for their efforts in preparing the buildings. He reported that former Chairman W. Chris Perez ended his term on the BOR, and expressed the BOR's appreciation for his service. He then introduced the BOR's newest regent, Mr. Elvin Chiang. He noted that Regent Chiang is not new to the University,

## **Board of Regents Regular Meeting Minutes of September 25, 2014**

having previously served on the SBPA Advisory Board. He then invited Regent Chiang to address the audience. Regent Chiang expressed his appreciation for the opportunity to serve on the BOR. He stated that he will do his best to contribute to the University during his term. Chairman W. Leon Guerrero then asked President Underwood to proceed with his report.

### **4.0 PRESIDENT'S REPORT**

President Underwood gave his report, a copy of which is attached.

### **5.0 REPORTS FROM STANDING COMMITTEES**

#### **5.1 Academic, Personnel, and Tenure Committee**

Regent J. Leon-Guerrero gave a summary of the AP&T committee meeting.

##### **5.1.1 Resolution No. 14-18, Relative to Approving New Classified Positions**

Regent J. Leon Guerrero introduced Resolution No. 14-18, which was duly seconded. She reported the new positions recommended for approval. The motion carried.

##### **5.1.2 Resolution No. 14-19, Relative to Revising the List of Administrative Positions and Salary Schedule**

Regent J. Leon Guerrero introduced Resolution No. 14-19, which was duly seconded. She summarized the changes to the List of Administrative Positions and the Administrator Salary Scale. The motion carried.

##### **5.1.3 WASC Update**

Senior Vice President Enriquez provided an update, noting important upcoming dates, in relation to the University's accreditation review and the University's efforts to prepare the required reports and for the upcoming site visits.

#### **5.2 Student Affairs, Scholarship, Alumni Relations and Honorary Degree Committee**

Regent Fong noted SASARHD Committee Chairperson, Regent Felix, is currently off-island and he will be introducing the action items Regent Felix' place.

##### **5.2.1 Resolution No. 14-20, Relative to Updating Clery Act Policy Statements**

Regent Fong introduced Resolution No. 14-20, which was duly seconded. He explained the purpose of the resolution. The motion carried.

**Board of Regents Regular Meeting Minutes of September 25, 2014**

**5.2.2 Resolution No. 14-21, Relative to Approving the Student Financial Assistance Program Reapportioned FY2015 Budget, which Provides Benefits for AY2014-2015 New Applicants and Continuing Recipients of the Program**

Regent Fong introduced Resolution No. 14-21, which was duly seconded. He explained the purpose of the SFAP budget reallocation. The motion carried.

**5.3 Budget, Finance, Investments and Audit Committee**

**5.3.1 Financial Update**

Regent Sanford reported on the status of the YTD financial report and the FY2014 allotment payments.

**5.3.2 Collections Report**

Regent Sanford reported that FY2014 YTD collections is \$292k, which is about 50% of the forecast. She noted that the committee has discussed that a more realistic collections forecast must be used to identifying annual targets due to the age of the arrears currently owed.

**5.3.3 Procurement Transactions and Contracts Report**

Regent Sanford reported that there were two contracts and one purchase order over \$100,000 awarded during the month of August. She noted that the purchase order was with Ellucian Inc. for software maintenance support, and that the contracts are with Bureau of Statistics and Plans for coral reef monitoring and with Guam Department of Education for sheltered instruction observation protocol.

**5.3.4 Resolution No. 14-22, Relative to Approving the Proposed FY2015 Insurance Program**

Regent Sanford introduced Resolution No. 14-22, which was duly seconded. Regent Sanford reported that this is an annual process, the insurance requirements were put out for bid, and there was a good response to the bid by local insurance vendors. She noted that the package selected has several vendors and has realized savings for this year. Regent Gayle reported that the Physical Facilities Committee also recommend this resolution for approval by the BOR. The motion carried.

**5.3.5 Resolution No. 14-23, Relative to Approving the Reapportioned FY2015 General Operations, Non-Appropriated Fund (NAF), and Auxiliary Fund Budgets**

Regent Sanford introduced Resolution No. 14-23, which was duly seconded. She explained the purpose of reapportioning the budgets. Regent Gayle reported that the

## **Board of Regents Regular Meeting Minutes of September 25, 2014**

Physical Facilities Committee also reviewed these documents and recommend the resolution to the BOR. The motion carried.

### **5.3.6 Resolution No. 14-24, Relative to Approving the Operating Agreement Between the Research Cooperation of the University of Guam (RCUOG) and the University of Guam**

Regent Sanford introduced Resolution No. 14-24, which was duly seconded. Regent Sanford explained how RCUOG will assist the University, and that this agreement allows the University to work with RCUOG to facilitate its efforts in working on research projects. President Underwood commented on the progress in establishing RCUOG and the opportunities that will be available to benefit the University with this agreement in place. The motion carried.

### **5.3.7 Resolution No. 14-25, Relative to Revising the UOG Investment Policy Statement (IPS)**

Regent Sanford introduced Resolution No. 14-25, which was duly seconded. Regent Sanford explained the process that the committee went through to evaluate and update the UOG IPS and the proposal that is now recommended for adoption, to include asset reallocation. Chairman W. Leon Guerrero noted that it appears to provide the University of Guam with additional options for investment. The motion carried.

President Underwood was recognized by Chairperson W. Leon Guerrero and he provided clarification on the process and issues addressed in the budget reapportionment.

## **5.4 Physical Facilities Committee**

### **5.4.1 Facilities Update**

Regent Gayle provided a report summarizing the updates given at the Physical Facilities Committee meeting. Chairperson W. Leon Guerrero asked for clarification on the impact of the solar panel installation on the University's power bill. President Underwood noted that the University will reach the GovGuam energy usage goal by next year and that it attempts to serve as a model for the community. He noted that due to continued increases in the charges by the utility company, the amount of the power bill may not reflect the impact of conservation efforts.

### **5.4.2 Resolution No. 14-26, Relative to Approving the FY2015 Capital Equipment Reserve/Capital Facilities Reserve Budget**

Regent Gayle introduced Resolution No. 14-26, which was duly seconded. VPAF O'Brien reported on the purpose if the reserves and the proposed budget for the fiscal year. The motion carried.

**Board of Regents Regular Meeting Minutes of September 25, 2014**

**5.4.3 Resolution No. 14-27, Relative to Naming the University of Guam Field House Facility the University of Guam Calvo Field House**

Regent Gayle introduced Resolution No. 14-27, which was duly seconded. President Underwood stated that the University is grateful to the commitment of the Calvo family to supporting higher education. The motion carried.

**6.0 AD HOC REPORT: ENDOWMENT FOUNDATION UPDATE**

No report was provided.

**7.0 NEW BUSINESS**

**7.1 Resolution No. 14-28, Relative to Expressing Appreciation to Walter Chris Perez for His Service as a Member, Vice Chairperson, and Chairperson of the Board of Regents**

Regent Fong introduced Resolution No. 14-28, which was duly seconded. Regent Fong provided a brief summary of Regent Perez' service on the BOR. The motion carried.

**8.0 OPEN PRESENTATION (3 Minute Limit per Person)**

Chairman Leon Guerrero opened the floor for open presentations.

Mr. Michael Gombar, Founder of the Triton Strength Bodybuilding Club, reported that the Club circulated a petition which has been signed by over 1000 students. He noted that copies of the petition were distributed to the BOR. He reported that student fees are paid for the upgrade and maintenance of the Field House and that the current equipment is old, broken, and need to be repaired or replaced. He states that as a result, students have been unable to use the facilities and pay to join other gyms. He detailed the concerns that the Club has regarding the quality and availability of the equipment and facilities and asked the BOR to tour the facility so they could see the state of the facility themselves.

SGA President Melissa Quinata reported that an election is being scheduled for next week for changes to the SGA constitution. She stated that once any changes are recommended, they will be presented to the BOR for acceptance.

**9.0 EXECUTIVE SESSION**

There was no executive session held.

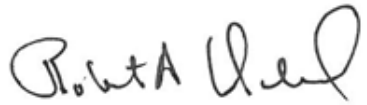
**10.0 ADJOURNMENT**

Board of Regents Regular Meeting Minutes of September 25, 2014

Chairman Leon Guerrero adjourned the meeting at 6:20 p.m.

  
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William D. Leon Guerrero, Chairman

ATTESTED:

  
\_\_\_\_\_  
Dr. Robert A. Underwood, Executive Secretary

## **PRESIDENT'S REPORT**

### **September 25, 2014**

#### **1. Mourning**

I would like to ask for a moment of silence to acknowledge the passing of Dr. John Walsh in April 2014, and Dr. Doreen Minsinger, formerly Bast, and Maryann Barcinas in July, 2014. Dr. Walsh and Dr. Minsinger, formerly Bast, are both retired faculty from the College of Liberal Arts and Social Sciences at the University. Mrs. Barcinas was an Administrative Assistant from the Triton Bookstore. I would also ask that we remember former Speaker Ben Pangelinan, who was a strong advocate for higher education and the efforts of the University to fulfill its mission.

#### **2. Fall 2014 Enrollment**

Despite national trends of declining enrollment in higher education within the past five years, enrollment at the University of Guam continues to rise. UOG Admissions has reported a certified enrollment of 3,958 students for fall 2014, which is an increase of 3% over fall 2013 and the highest enrollment ever recorded at the University. Credit hour production also increased by 3% over last fall.

#### **3. Upcoming Events**

On November 6, 2014, the Richard Flores Taitano Micronesian Area Research Center (MARC) will hold its 6<sup>th</sup> annual MARC Dinner at the Ocean Sirena Ballroom, Sheraton Laguna Guam Resort. This year, Dr. Wilfred Leon Guerrero, UOG President Emeritus, and Mr. Johnny Sablan will be honored for their contributions to the development of Micronesian Scholarship and Cultural Awareness.

Please save the date for the UOG Alumni Reunion, which will be held on Saturday, November 15<sup>th</sup> at the Guam Hilton Resort and Spa. The UOG Distinguished Alumni Awards will be presented at this event.

#### **4. Capital Campaign Donors**

I want to recognize and thank the following business partners of the month: June - Fruits and (July/August) Tango Theatres. This is the 3<sup>rd</sup> year for both of these businesses to partner with UOG.

#### **5. Students**

Manuel L. Cruz III, a Communication major at the University of Guam, will be presented his paper on Chamorro Cyberactivism at the 10<sup>th</sup> Biennial Conference of the Pacific & Asian Communication Association (PACA). The conference will be held from June 24-26, 2014 at the Universitas Padjajaran in Bandung, Indonesia. Manny's paper, "*I A'adahi: An Analysis of Chamorro Cyberactivism*," is based on his research project in CO491, the capstone course of the Communication Studies program.

The University of Guam Singers won the Gold Award in the "small ensemble with microphones" division at the 42<sup>nd</sup> International Choir Festival of Songs in the Olomouc, Czech Republic. The UOG Singers scored 96 out of a possible 100 points in the category. The UOG Singers who competed at the festival are Randy Dahilig, Melwert Etumai, Jisela Galino, Andrew Gumataotao, Nicole Leon Guerrero, Donna Lubas, Jacob Mafnas, Julia Rivera, Kalani Sisson, Alfredo Tindugan, and Lovelynn Trinidad.

The UOG Army Senior ROTC program held its Change of Command Ceremony on Friday, September 12, 2014. Cadet Lt. Colonel Pierce Evangelista passed the battalion colors to Cadet Lt. Colonel Jennifer Uy. A total of 14 cadets were recognized for receiving the Major Henry Ofeciar Army ROTC Scholarship, 8 of which are continuing recipients and 6 new recipients. The new recipients are cadets: Michael J. Delfin, Belizabeth N.V. Rengiil, Ramon Joe A. Respicio, Philip S. Taijeron III, Shane Au Salas, and Maurielleine L. Landingin. There were seven new recipients for the National Army Scholarships. These are cadets: Jacquelyn Andersen, Micah Paulino, Adrian Araullo, Thomas Borgonia, Kenneth Meno, Rainer Dale Porras, and Jhon Michael Delfin.

Special recognition was given to Cadet Jesse Lee Fontanilla for receiving the Green to Gold Scholarship. Cadet Fontanilla attended the UOG ROTC program as a freshman, but discontinued his studies and left the island in 2011 for active duty with the U.S. Army. As a recipient, he could utilize the scholarship to attend any university offering the Army ROTC program to complete his studies. Cadet Fontanilla chose to return to Guam and complete his education at UOG. The last person to use a Green to Gold scholarship at UOG is retired LT. Colonel Vince Merfalen, whose niece is currently an MS-3 in the UOG ROTC program.

## **6. Recognition**

The following appointments have been made:

Dr. Anita Borja Enriquez as Senior Vice President for Academic and Student Affairs

Dr. John Sanchez as Dean for the School of Education

Cathleen Moore-Linn Interim Executive Director of the RCUOG

Carlos Taitano as Acting Director of Professional and International Programs

Dr. James Sellmann, Dean of the College of Liberal Arts and Social Sciences published his paper "Two Paths to Self-Realization: Übermensch and Zhenren," in the Taiwan Journal of East Asian Studies, vol. 11, no. 1 (Issue 21), June 2014. He was invited, with all expenses paid, to present "A Way of Learning: Bridging Ancient Chinese Philosophy of Education with Contemporary Learning Assessment and Learning Organizations," at the International Conference on Classics and College Education in an Age of Globalization at National Taiwan University, July 31 to August 1, 2014.

Dr. Yukiko Inoue-Smith, a professor of Educational Psychology and Research at the University of Guam School of Education announces the release of her new book, CAT TANKA: Our Home Reflected in the Eyes of Two Cats. The book, written in a classic Japanese poetry form called tanka, is published by Union Press.

Chairperson William Leon Guerrero will give his report.

President Robert Underwood will give his report.

Reports will be given for each of the standing committees.

Regent Elizabeth Gayle gave the AP&T report in place of AP&T Chairperson Jillette Leon-Guerrero.



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 14-29

**RELATIVE TO APPROVING THE ADMINISTRATIVE POSITION OF GRANTS OFFICER AND  
DEAN, ENROLLMENT MANAGEMENT AND STUDENT SUCCESS**

**WHEREAS**, the University of Guam (University) is the primary U.S. Land Grant institution accredited by the Western Association of Schools and Colleges (WASC) serving the post-secondary needs of the people of Guam and the region; and

**WHEREAS**, the governance and well-being of the University is vested in the Board of Regents (BOR); and

**WHEREAS**, pursuant to GCA 16112, the Board the Board of Regents is authorized to adopt rules and regulations governing the compensation of academic personnel; and

**WHEREAS**, on May 22, 2003, the Board of Regents approved Resolution No. 03-09, relative to Establishing Administrative Positions at the University of Guam, and on June 19, 2003, approved Resolution No. 03-16, Relative to Establishing and Adopting the Policy for Administrative Salary and a Revised Salary Schedule at the University of Guam; and

**WHEREAS**, the University administration has adopted the College and University Professional Association (CUPA) for Human Resources administrative compensation surveys as its benchmark for best practice in establishing academic administrator positions and salaries; and

**WHEREAS**, the University's strategic resource alignment calls for updating the Grants Officer and Dean, Enrollment Management and Student Success position descriptions and respective salary range and appropriately amending the Administrative Salary Schedule. These positions are important to the delivery of the University's mission, strategic, research, and service initiatives, and G2G implementation; and

**WHEREAS**, the President and the Academic, Personnel and Tenure Committee reviewed the proposed position descriptions and salary ranges for the Grants Officer and the Dean, Enrollment Management and Student Success positions; and

**WHEREAS**, based upon an assessment of the priority needs of the University, the responsibilities of the positions, and comparable CUPA-HR salary benchmarks, the President and the Academic, Personnel and Tenure Committee recommends to the Board the attached position descriptions and revised Administrative Salary Schedule.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby approves the revised list of Administrative Positions and Administrative Salary Schedule.

Adopted this 4<sup>th</sup> day of December, 2014.

William D. Leon Guerrero, Chairman

**ATTESTED:**

Dr. Robert A. Underwood, Executive Secretary

UNIVERSITY OF GUAM  
POSITION DESCRIPTION  
Dean, Enrollment Management and Student Success  
PROPOSED SALARY RANGE: \$80,021 - \$120,031

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**POSITION NARRATIVE:**

The University of Guam, Dean, Enrollment Management and Student Success is a member of the Senior Vice President for Academic and Student Affairs' cabinet that supports and serves the vision of the University of Guam as a student learner centered institution, dedicated to the enhancement of student success, enrollment growth, and institutional visibility. The Enrollment Management and Student Success team provides a new focus for the student services area at the University of Guam. The Dean ensures consistency, currency, responsiveness, and excellence in all aspects of enrollment management and student success which includes admissions, student records, financial aid, health services, career placement, counseling, residence halls, ADA, student life, and comprehensive efforts towards retention, degree completion, and student advancement.

The Dean of EMSS is responsible for the offices of Admissions and Records, Academic Counseling, Student Life, Career Services, Educational Opportunity Program, Financial Aid, Learning Communities, Student Retention (including the First Year Experience), Student Health (including Wellness), Academic Counseling, TRIO Programs (including Student Support Services, Educational Talent Search, and Upward Bound) and KUBRE Program.

**DUTIES AND RESPONSIBILITIES:**

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

- Serve as the administrative leader of Enrollment Management and Student Success unit and reports to the Senior Vice President, Academic and Student Affairs, with a commitment to shared governance
- Serve as the chief student affairs officer for the Senior Vice President, Academic and Student Affairs and provide leadership to the enrollment services, student affairs, and student service areas at the University, providing a vision and framework for innovative and collaborative programs and services that meet the needs of a diverse student and academic community, and working collaboratively with the Deans of the academic schools and colleges
- Develop and manage a Student Success Plan, and will manage a portfolio consisting of new student orientation and leadership development programs, student activities and student life, student government, health and wellness programs, student conduct and judicial affairs, career services, and services to students with disabilities
- Oversee departments impacting the quality of student experience at the University of Guam from the point of inquiry through enrollment to graduation, including admissions, financial aid, student records, and off-campus enrollments
- Exercise vision, ethical leadership and develop effective marketing strategies designed to increase enrollments and expand markets for the University
- Managing the resources of the Enrollment Management and Student Success units, including student recruitment and retention initiatives
- Coordinates international student exchange initiatives in collaboration with the institution's academic deans and international programs office, coordinates assessment activities, and carries out other administrative functions such as report development, contract oversight, budget development and performance reviews
- Perform other related duties as assigned

**MINIMUM QUALIFICATIONS:**

- An earned master's degree from a U.S. regionally-accredited institution or foreign equivalent, sufficient for appointment to the rank of a junior faculty
- Demonstrated ability to implement change and provide ethical leadership
- At least three years combined successful administrator and program chair/manager experiences at an institution of higher education, including resource management, program evaluation, needs assessment and customer service
- Demonstrated understanding of the enrollment management and student affairs organization model
- Proven track record of experience leading a diverse administrative staff in a higher education setting
- Demonstrated ability to plan and coordinate student activities and solve student grievances
- Demonstrated effectiveness in budget planning and management in a shared governance environment
- Experience working with culturally diverse populations
- U.S. citizen or permanent resident for Designated School Official (DSO) eligibility in the Student Exchange Visitor Information System (SEVIS)

**PREFERRED QUALIFICATIONS:**

- An earned doctorate from a U.S. regionally-accredited institution or foreign equivalent
- Experience in developing and implementing a student retention plan

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Created November 2014

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UNIVERSITY OF GUAM  
POSITION DESCRIPTION  
Dean, Enrollment Management and Student Success  
PROPOSED SALARY RANGE: \$80,021 - \$120,031

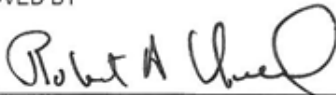
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- Ability to articulate a vision for the future of marketing, student services, enrollment management, and student success in a land-grant, commuter, open-admission institution
- Demonstrated commitment to consultative processes, and consensus building
- Demonstrated experience in a higher education student success initiative that supports student retention, persistence to degrees, and student achievement
- Familiarity and experience in the use of the student database system and interacting at the National level with other land grant institutions.

**DESIRABLE QUALIFICATIONS:**

- Demonstrated ability to participate effectively as a member of a collaborative professional leadership team; A successful track record in marketing, admissions, student success and enrollment management initiatives
- Demonstrated ability to interact effectively in a culturally and ethnically diverse community
- Sense of humor and ability to foster unit and focus within the student support area, displaying support for emerging models of technology infusion.

APPROVED BY



DR. ROBERT A. UNDERWOOD, PRESIDENT

DEC 04 2014

DATE

Created November 2014

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**UNIVERSITY OF GUAM**  
**POSITION DESCRIPTION**  
**Grants Officer**  
**PROPOSED SALARY RANGE: \$56,000 - \$84,000**

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**POSITION NARRATIVE:**

Under the direction of the Assistant Vice President for Graduate Studies, Research, and Sponsored Programs (GSRSP), the Grants Officer will appropriately plan, direct and manage the Office of Research and Sponsored Programs (ORSP) and activities to include seeking out grant and contract opportunities for the University of Guam. The Grants Officer will be responsible for pre-award grant writing, coordination of grant applications (to submissions and a database) and overall grant compliance to support the University's mission.

**DUTIES AND RESPONSIBILITIES:**

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

- Under the direction of the Assistant Vice President for Graduate Studies, Research, and Sponsored Programs (GSRSP), manage the Office of Research and Sponsored Programs (ORSP) to ensure the proper and efficient coordination of grant and contract opportunities, pre-award grant writing, grant applications, and grant compliance in support of the University's mission
- Plan, assign, supervise, coordinate, and evaluate subordinates in accordance with University needs and policies
- Actively seek, identify and meet ORSP goals, University priorities and search requests
- Research, interpret and disseminate information on federal, state and other funding resources
- Create and maintain systems for dissemination of information about external funding opportunities and other grants-related information
- Regularly meet with faculty and staff to learn about their funding needs and cultivate project engagement
- Provide leadership and guidance to faculty and staff in the planning, program design, and budget development and evaluation of grants
- Write or assist with the writing of grant applications; conduct training and group workshops to develop and write grant proposals
- Serve as liaison with funding source program and contract officers, resource developers nationally, and with community organizations
- Work collaboratively with the Office of Academic Assessment and Institutional Research to coordinate the gathering of data needed for proposals
- Ensure quality of collected and reported fiscal grant data
- Track and report proposal submissions and progress
- Develop and maintain a process to monitor grant compliance
- Review and interpret grant agreements for compliance
- Assist in acknowledgement and recognition of grant awards through communications and published announcements
- Perform other duties as assigned.

**REQUIRED QUALIFICATIONS:**

Master's degree in Public Administration, Business Administration, or a closely related field from a U.S. regionally-accredited institution or foreign equivalent with three (3) years of professional experience in the grants administration including two (2) years of experience as a supervisor, manager, or project leader in a higher education environment; proven record of program development and ability to handle multiple projects simultaneously and work under pressure; demonstrated ability to communicate and work effectively with the public, students and employees at all levels (i.e., staff, faculty and administrators); and demonstrated ability to work with culturally diverse groups.

**PREFERRED QUALIFICATIONS:**

- Ability to demonstrate the characteristics of being: a self-starter, diplomatic, pro-active individual capable of managing people and processes reasoning to plan and prioritize work that is primarily project oriented and involves some extremely difficult problems and/or decisions
- Ability to make presentations to potential industry partners to engage them in working with the UOG and the Research Corporation of the University of Guam (RCUOG)
- Experience in Micronesia
- Experience in the use of Ellucian Colleague system or another integrated enterprise system used in higher education
- Ph.D. and demonstrated professional experience with federal funding agencies

APPROVED BY



DR. ROBERT A. UNDERWOOD, PRESIDENT

DEC 04 2014

DATE

# **BOR Regular Meeting of December 4, 2014 for reporting purposes - Reports from Standing Committees**

Administrator's Salary Scale  
Approved by Board of Regents Resolution No. 03-16  
Amended on 12/04/14 Resolution No. 14-29

POSITION TITLE	Quartile 1 80%-90% Range		Quartile 2 90%-100% Range		Quartile 3 100%-110% Range		Quartile 4 110%-120% Range	
<b>Office of the President</b>								
President	Salary Negotiated							
Legal Counsel	\$ 94,074	\$ 105,833	\$ 105,833	\$ 117,592	\$ 117,592	\$ 129,351	\$ 129,351	\$ 141,110
Director, Integrated Marketing Communications	\$ 59,794	\$ 67,268	\$ 67,268	\$ 74,742	\$ 74,742	\$ 82,216	\$ 82,216	\$ 89,690
Executive Assistant to the President	\$ 66,054	\$ 74,311	\$ 74,311	\$ 82,568	\$ 82,568	\$ 90,825	\$ 90,825	\$ 99,082
Director, Planning and Assessment (Director, Chief Planning Officer)	\$ 81,927	\$ 92,168	\$ 92,168	\$ 102,409	\$ 102,409	\$ 112,650	\$ 112,650	\$ 122,891
Institutional Compliance Officer	\$ 48,779	\$ 54,877	\$ 54,877	\$ 60,974	\$ 60,974	\$ 67,071	\$ 67,071	\$ 73,169
International Program Development (Coordinator, Director)	\$ 51,886	\$ 58,372	\$ 58,372	\$ 64,858	\$ 64,858	\$ 71,344	\$ 71,344	\$ 77,830
Web Master	\$ 32,006	\$ 36,007	\$ 36,007	\$ 40,008	\$ 40,008	\$ 44,009	\$ 44,009	\$ 48,010
Director, Development and Alumni Affairs	\$ 56,962	\$ 64,083	\$ 64,083	\$ 71,203	\$ 71,203	\$ 78,323	\$ 78,323	\$ 85,444
<b>Office of Academic and Student Affairs</b>								
Senior Vice President, Academic and Student Affairs	Salary Negotiated							
Assistant Vice President of Graduate Studies, Research and Sponsored Programs	\$ 106,550	\$ 119,869	\$ 119,869	\$ 133,188	\$ 133,188	\$ 146,507	\$ 146,507	\$ 159,826
Dean, College of Liberal Studies and Social Sciences	\$ 81,806	\$ 92,032	\$ 92,032	\$ 102,258	\$ 102,258	\$ 112,484	\$ 112,484	\$ 122,710
Dean, College of Natural and Applied Sciences	\$ 96,243	\$ 108,274	\$ 108,274	\$ 120,304	\$ 120,304	\$ 132,334	\$ 132,334	\$ 144,365
Dean, School of Education	\$ 88,826	\$ 99,930	\$ 99,930	\$ 111,033	\$ 111,033	\$ 122,136	\$ 122,136	\$ 133,240
Dean, School of Business and Public Administration	\$ 94,200	\$ 105,975	\$ 105,975	\$ 117,750	\$ 117,750	\$ 129,525	\$ 129,525	\$ 141,300
Dean, School of Nursing and Health Sciences	\$ 85,888	\$ 96,624	\$ 96,624	\$ 107,360	\$ 107,360	\$ 118,096	\$ 118,096	\$ 128,832
Associate Director, Western Pacific Tropical Research Center	\$ 84,694	\$ 95,280	\$ 95,280	\$ 105,867	\$ 105,867	\$ 116,454	\$ 116,454	\$ 127,040
Associate Director, Cooperative Extension Service	\$ 76,995	\$ 86,620	\$ 86,620	\$ 96,244	\$ 96,244	\$ 105,868	\$ 105,868	\$ 115,493
Dean, Enrollment Management and Student Success	\$ 80,021	\$ 90,023	\$ 90,023	\$ 100,026	\$ 100,026	\$ 110,029	\$ 110,029	\$ 120,031
Registrar	\$ 51,294	\$ 57,705	\$ 57,705	\$ 64,117	\$ 64,117	\$ 70,529	\$ 70,529	\$ 76,940
Associate/ Assistant Deans	\$ 73,448	\$ 82,629	\$ 82,629	\$ 91,810	\$ 91,810	\$ 100,991	\$ 100,991	\$ 110,172
Grants Officer	\$ 56,000	\$ 63,000	\$ 63,000	\$ 70,000	\$ 70,000	\$ 77,000	\$ 77,000	\$ 84,000
Director/Coordinator:								
Learning Resources	\$ 49,056	\$ 55,188	\$ 55,188	\$ 61,320	\$ 61,320	\$ 67,452	\$ 67,452	\$ 73,584
Computer Center/Technology Resources	\$ 64,483	\$ 72,544	\$ 72,544	\$ 80,604	\$ 80,604	\$ 88,664	\$ 88,664	\$ 96,725
Graduate Studies	\$ 88,278	\$ 99,313	\$ 99,313	\$ 110,348	\$ 110,348	\$ 121,383	\$ 121,383	\$ 132,418
Centers of Excellence and Research Institutes	*Based on Faculty Salary and RRP, Article IV Section A1.a.(6)							
Financial Aid	\$ 50,410	\$ 56,711	\$ 56,711	\$ 63,012	\$ 63,012	\$ 69,313	\$ 69,313	\$ 75,614
Student Resource Center (one-stop center)								
Student Services/Student Life	\$ 40,893	\$ 46,004	\$ 46,004	\$ 51,116	\$ 51,116	\$ 56,228	\$ 56,228	\$ 61,339
Summer School and Off-Campus Programs	\$ 51,550	\$ 57,994	\$ 57,994	\$ 64,438	\$ 64,438	\$ 70,882	\$ 70,882	\$ 77,326
Director of Academic Assessment/Institutional Research	\$ 62,288	\$ 70,074	\$ 70,074	\$ 77,860	\$ 77,860	\$ 85,646	\$ 85,646	\$ 93,432
Director of Micronesian Area Research Center	\$ 61,695	\$ 69,407	\$ 69,407	\$ 77,119	\$ 77,119	\$ 84,831	\$ 84,831	\$ 92,543
<b>Office of Administration and Finance</b>								
Vice President, Administration and Finance	Salary Negotiated							
Comptroller/Chief Financial Officer	\$ 63,190	\$ 71,089	\$ 71,089	\$ 78,988	\$ 78,988	\$ 86,887	\$ 86,887	\$ 94,786
Associate Comptroller/Bursar	\$ 51,058	\$ 57,441	\$ 57,441	\$ 63,823	\$ 63,823	\$ 70,205	\$ 70,205	\$ 76,588
Associate Budget and Administrative Process Officer	\$ 51,216	\$ 57,618	\$ 57,618	\$ 64,020	\$ 64,020	\$ 70,422	\$ 70,422	\$ 76,824
Chief Human Resources Officer	\$ 65,084	\$ 73,220	\$ 73,220	\$ 81,355	\$ 81,355	\$ 89,491	\$ 89,491	\$ 97,626
Chief Plant and Facilities Officer	\$ 63,873	\$ 71,857	\$ 71,857	\$ 79,841	\$ 79,841	\$ 87,825	\$ 87,825	\$ 95,809
Director/Manager/Coordinator:								
Campus Facilities	\$ 43,704	\$ 49,167	\$ 49,167	\$ 54,630	\$ 54,630	\$ 60,093	\$ 60,093	\$ 65,556
Campus Construction Projects	\$ 42,380	\$ 47,678	\$ 47,678	\$ 52,975	\$ 52,975	\$ 58,273	\$ 58,273	\$ 63,570
Bookstore and Auxiliary Services	\$ 50,521	\$ 56,836	\$ 56,836	\$ 63,151	\$ 63,151	\$ 69,466	\$ 69,466	\$ 75,781
Athletic Director	\$ 52,474	\$ 59,033	\$ 59,033	\$ 65,592	\$ 65,592	\$ 72,151	\$ 72,151	\$ 78,710
Director, Professional and International Programs	\$ 65,032	\$ 73,161	\$ 73,161	\$ 81,290	\$ 81,290	\$ 89,419	\$ 89,419	\$ 97,548
Associate Dir, PIP Telecommunications and Distance Education and Outreach	\$ 44,276	\$ 49,811	\$ 49,811	\$ 55,345	\$ 55,345	\$ 60,880	\$ 60,880	\$ 66,414
Associate Dir, PIP Professional Development and Lifelong Learning Center	\$ 43,582	\$ 49,029	\$ 49,029	\$ 54,477	\$ 54,477	\$ 59,925	\$ 59,925	\$ 65,372

\*Scale is managed by UOG Human Resources Office; last updated 12/19/14

UNIVERSITY OF GUAM  
POSITION DESCRIPTION  
Dean, Enrollment Management and Student Success  
PROPOSED SALARY RANGE: \$80,021 - \$120,031

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**POSITION NARRATIVE:**

The University of Guam, Dean, Enrollment Management and Student Success is a member of the Senior Vice President for Academic and Student Affairs' cabinet that supports and serves the vision of the University of Guam as a student learner centered institution, dedicated to the enhancement of student success, enrollment growth, and institutional visibility. The Enrollment Management and Student Success team provides a new focus for the student services area at the University of Guam. The Dean ensures consistency, currency, responsiveness, and excellence in all aspects of enrollment management and student success which includes admissions, student records, financial aid, health services, career placement, counseling, residence halls, ADA, student life, and comprehensive efforts towards retention, degree completion, and student advancement.

The Dean of EMSS is responsible for the offices of Admissions and Records, Academic Counseling, Student Life, Career Services, Educational Opportunity Program, Financial Aid, Learning Communities, Student Retention (including the First Year Experience), Student Health (including Wellness), Academic Counseling, TRIO Programs (including Student Support Services, Educational Talent Search, and Upward Bound) and KUBRE Program.

**DUTIES AND RESPONSIBILITIES:**

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

- Serve as the administrative leader of Enrollment Management and Student Success unit and reports to the Senior Vice President, Academic and Student Affairs, with a commitment to shared governance
- Serve as the chief student affairs officer for the Senior Vice President, Academic and Student Affairs and provide leadership to the enrollment services, student affairs, and student service areas at the University, providing a vision and framework for innovative and collaborative programs and services that meet the needs of a diverse student and academic community, and working collaboratively with the Deans of the academic schools and colleges
- Develop and manage a Student Success Plan, and will manage a portfolio consisting of new student orientation and leadership development programs, student activities and student life, student government, health and wellness programs, student conduct and judicial affairs, career services, and services to students with disabilities
- Oversee departments impacting the quality of student experience at the University of Guam from the point of inquiry through enrollment to graduation, including admissions, financial aid, student records, and off-campus enrollments
- Exercise vision, ethical leadership and develop effective marketing strategies designed to increase enrollments and expand markets for the University
- Managing the resources of the Enrollment Management and Student Success units, including student recruitment and retention initiatives
- Coordinates international student exchange initiatives in collaboration with the institution's academic deans and international programs office, coordinates assessment activities, and carries out other administrative functions such as report development, contract oversight, budget development and performance reviews
- Perform other related duties as assigned

**MINIMUM QUALIFICATIONS:**

- An earned master's degree from a U.S. regionally-accredited institution or foreign equivalent, sufficient for appointment to the rank of a junior faculty
- Demonstrated ability to implement change and provide ethical leadership
- At least three years combined successful administrator and program chair/manager experiences at an institution of higher education, including resource management, program evaluation, needs assessment and customer service
- Demonstrated understanding of the enrollment management and student affairs organization model
- Proven track record of experience leading a diverse administrative staff in a higher education setting
- Demonstrated ability to plan and coordinate student activities and solve student grievances
- Demonstrated effectiveness in budget planning and management in a shared governance environment
- Experience working with a culturally diverse populations
- U.S. citizen or permanent resident for Designated School Official (DSO) eligibility in the Student Exchange Visitor Information System (SEVIS)

**PREFERRED QUALIFICATIONS:**

- An earned doctorate from a U.S. regionally-accredited institution or foreign equivalent
- Experience in developing and implementing a student retention plan

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Created November 2014

The University of Guam is an equal opportunity employer and provider

UNIVERSITY OF GUAM  
POSITION DESCRIPTION  
Dean, Enrollment Management and Student Success  
PROPOSED SALARY RANGE: \$80,021 - \$120,031

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- Ability to articulate a vision for the future of marketing, student services, enrollment management, and student success in a land-grant, commuter, open-admission institution
- Demonstrated commitment to consultative processes, and consensus building
- Demonstrated experience in a higher education student success initiative that supports student retention, persistence to degrees, and student achievement
- Familiarity and experience in the use of the student database system and interacting at the National level with other land grant institutions.

**DESIRABLE QUALIFICATIONS:**

- Demonstrated ability to participate effectively as a member of a collaborative professional leadership team; A successful track record in marketing, admissions, student success and enrollment management initiatives
- Demonstrated ability to interact effectively in a culturally and ethnically diverse community
- Sense of humor and ability to foster unit and focus within the student support area, displaying support for emerging models of technology infusion.

APPROVED BY

\_\_\_\_\_  
DR. ROBERT A. UNDERWOOD, PRESIDENT

\_\_\_\_\_  
DATE

\_\_\_\_\_  
Created November 2014

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**UNIVERSITY OF GUAM**  
**POSITION DESCRIPTION**  
**Grants Officer**  
**PROPOSED SALARY RANGE: \$56,000 - \$84,000**

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**POSITION NARRATIVE:**

Under the direction of the Assistant Vice President for Graduate School, Research, and Sponsored Programs (GSRSP), the Grants Officer will appropriately plan, direct and manage the Office of Research and Sponsored Programs (ORSP) and activities to include seeking out grant and contract opportunities for the University of Guam. The Grants Officer will be responsible for pre-award grant writing, coordination of grant applications (to submissions and a database) and overall grant compliance to support the University's mission.

**DUTIES AND RESPONSIBILITIES:**

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

- Under the direction of the Assistant Vice President for Graduate School, Research, and Sponsored Programs (GSRSP), manage the Office of Research and Sponsored Programs (ORSP) to ensure the proper and efficient coordination of grant and contract opportunities, pre-award grant writing, grant applications, and grant compliance in support of the University's mission
- Plan, assign, supervise, coordinate, and evaluate subordinates in accordance with University needs and policies
- Actively seek, identify and meet ORSP goals, University priorities and search requests
- Research, interpret and disseminate information on federal, state and other funding resources
- Create and maintain systems for dissemination of information about external funding opportunities and other grants-related information
- Regularly meet with faculty and staff to learn about their funding needs and cultivate project engagement
- Provide leadership and guidance to faculty and staff in the planning, program design, and budget development and evaluation of grants
- Write or assist with the writing of grant applications; conduct training and group workshops to develop and write grant proposals
- Serve as liaison with funding source program and contract officers, resource developers nationally, and with community organizations
- Work collaboratively with the Office of Academic Assessment and Institutional Research to coordinate the gathering of data needed for proposals
- Ensure quality of collected and reported fiscal grant data
- Track and report proposal submissions and progress
- Develop and maintain a process to monitor grant compliance
- Review and interpret grant agreements for compliance
- Assist in acknowledgement and recognition of grant awards through communications and published announcements
- Perform other duties as assigned.

**REQUIRED QUALIFICATIONS:**

Master's degree in Public Administration, Business Administration, or a closely related field from a U.S. regionally-accredited institution or foreign equivalent with three (3) years of professional experience in the grants administration including two (2) years of experience as a supervisor, manager, or project leader in a higher education environment; proven record of program development and ability to handle multiple projects simultaneously and work under pressure; demonstrated ability to communicate and work effectively with the public, students and employees at all levels (i.e., staff, faculty and administrators); and demonstrated ability to work with culturally diverse groups.

**PREFERRED QUALIFICATIONS:**

- Ability to demonstrate the characteristics of being: a self-starter, diplomatic, pro-active individual capable of managing people and processes reasoning to plan and prioritize work that is primarily project oriented and involves some extremely difficult problems and/or decisions
- Ability to make presentations to potential industry partners to engage them in working with the UOG and the Research Corporation of the University of Guam (RCUOG)
- Experience in Micronesia
- Experience in the use of Ellucian Colleague system or another integrated enterprise system used in higher education
- Ph.D. and demonstrated professional experience with federal funding agencies

**APPROVED BY**

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**DR. ROBERT A. UNDERWOOD, PRESIDENT**

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**DATE**

# **BOR Regular Meeting of December 4, 2014 for reporting purposes - Reports from Standing Committees**

Administrator's Salary Scale  
Approved by Board of Regents Resolution No. 03-16  
Amended on **12/04/14** Resolution No. 14-~~XX~~

POSITION TITLE	Quartile 1 80%-90% Range		Quartile 2 90%-100% Range		Quartile 3 100%-110% Range		Quartile 4 110%-120% Range	
<b>Office of the President</b>								
President			Salary Negotiated					
Legal Counsel	\$	94,074	\$	105,833	\$	117,592	\$	129,351
Director, Integrated Marketing Communications	\$	59,794	\$	67,268	\$	74,742	\$	82,216
Executive Assistant to the President	\$	66,054	\$	74,311	\$	82,568	\$	90,825
Director, Planning and Assessment (Director, Chief Planning Officer)	\$	81,927	\$	92,168	\$	102,409	\$	112,650
Institutional Compliance Officer	\$	48,779	\$	54,877	\$	60,974	\$	67,071
International Program Development (Coordinator, Director)	\$	51,886	\$	58,372	\$	64,858	\$	71,344
Web Master	\$	32,006	\$	36,007	\$	40,008	\$	44,009
Director, Development and Alumni Affairs	\$	56,962	\$	64,083	\$	71,203	\$	78,323
<b>Office of Academic and Student Affairs</b>								
Senior Vice President, Academic and Student Affairs			Salary Negotiated					
Assistant Vice President of Graduate Studies, Research and Sponsored Programs	\$	106,550	\$	119,869	\$	133,188	\$	146,507
Dean, College of Liberal Studies and Social Sciences	\$	81,806	\$	92,032	\$	102,258	\$	112,484
Dean, College of Natural and Applied Sciences	\$	96,243	\$	108,274	\$	120,304	\$	132,334
Dean, School of Education	\$	88,826	\$	99,930	\$	111,033	\$	122,136
Dean, School of Business and Public Administration	\$	94,200	\$	105,975	\$	117,750	\$	129,525
Dean, School of Nursing and Health Sciences	\$	85,888	\$	96,624	\$	107,360	\$	118,096
Associate Director, Western Pacific Tropical Research Center	\$	84,694	\$	95,280	\$	105,867	\$	116,454
Associate Director, Cooperative Extension Service	\$	76,995	\$	86,620	\$	96,244	\$	105,868
Dean, Enrollment Management and Student Success	\$	80,021	\$	90,023	\$	100,026	\$	110,029
Registrar	\$	51,294	\$	57,705	\$	64,117	\$	70,529
Associate/Assistant Deans	\$	73,448	\$	82,629	\$	91,810	\$	100,991
Grants Officer	\$	56,000	\$	63,000	\$	70,000	\$	77,000
Director/Coordinator:								
Learning Resources	\$	49,056	\$	55,188	\$	61,320	\$	67,452
Computer Center/Technology Resources	\$	64,483	\$	72,544	\$	80,604	\$	88,664
Graduate Studies	\$	88,278	\$	99,313	\$	110,348	\$	121,383
Centers of Excellence and Research Institutes			*Based on Faculty Salary and RRP, Article IV Section A1.a.(6)					
Financial Aid	\$	50,410	\$	56,711	\$	63,012	\$	69,313
Student Resource Center (one-stop center)								
Student Services/Student Life	\$	40,893	\$	46,004	\$	51,116	\$	56,228
Summer School and Off-Campus Programs	\$	51,550	\$	57,994	\$	64,438	\$	70,882
Director of Academic Assessment/Institutional Research	\$	62,288	\$	70,074	\$	77,860	\$	85,646
Director of Micronesian Area Research Center	\$	61,695	\$	69,407	\$	77,119	\$	84,831
<b>Office of Administration and Finance</b>								
Vice President, Administration and Finance			Salary Negotiated					
Comptroller/Chief Financial Officer	\$	63,190	\$	71,089	\$	78,988	\$	86,887
Associate Comptroller/Bursar	\$	51,058	\$	57,441	\$	63,823	\$	70,205
Associate Budget and Administrative Process Officer	\$	51,216	\$	57,618	\$	64,020	\$	70,422
Chief Human Resources Officer	\$	65,084	\$	73,220	\$	81,355	\$	89,491
Chief Plant and Facilities Officer	\$	63,873	\$	71,857	\$	79,841	\$	87,825
Director/Manager/Coordinator:								
Campus Facilities	\$	43,704	\$	49,167	\$	54,630	\$	60,093
Campus Construction Projects	\$	42,380	\$	47,678	\$	52,975	\$	58,273
Bookstore and Auxiliary Services	\$	50,521	\$	56,836	\$	63,151	\$	69,466
Athletic Director	\$	52,474	\$	59,033	\$	65,592	\$	72,151
Director, Professional and International Programs	\$	65,032	\$	73,161	\$	81,290	\$	89,419
Associate Dir, PIP Telecommunications and Distance Education and Outreach	\$	44,276	\$	49,811	\$	55,345	\$	60,880
Associate Dir, PIP Professional Development and Lifelong Learning Center	\$	43,582	\$	49,029	\$	54,477	\$	59,925

\* Scale is managed by UOG Human Resources Office; last updated 11/21/14

Regent Christopher Felix will report on the SASARHD Committee meeting.



UNIVERSITY OF GUAM  
UNIBETSEDAT GUAHAN  
BOARD OF REGENTS

RESOLUTION NO. 14-30

RELATIVE TO APPROVING THE FALL 2014 COMMENCEMENT GRADUATE LISTING

**WHEREAS**, the Registrar is responsible to certify completion of courses for degree requirement; and

**WHEREAS**, according to policy, degree requirements means all courses and credits needed to graduate, including general education requirements, college requirements, university-wide requirements, and major course requirements; and

**WHEREAS**, according to policy, students must apply early in the semester previous to the semester in which the student plans to complete their degree requirements; and

**WHEREAS**, if a student fails to file this request for graduation, the actual awarding of the diploma maybe delayed; and

**WHEREAS**, if the student fails to complete degree requirements after having filed the necessary application, the student must then submit a new application and pay the graduate reapplication fee.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby approve that all students who have submitted an application for completion, whose names are on the attached list or subsequent revised list, and have been certified to have met all degree requirements shall have conferred upon them a diploma signed by the Dean, the Senior Vice President for Academic and Student Affairs, the President, and the Chairman of the Board of Regents at Commencement on December 21, 2014.

Adopted this 4<sup>th</sup> day of December, 2014.

  
\_\_\_\_\_  
William D. Leon Guerrero, Chairman

**ATTESTED:**

  
\_\_\_\_\_  
Dr. Robert A. Underwood, Executive Secretary

Candidates for Degree in Course

**COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES**

**Dr. James D. Sellmann, Dean**

**Bachelor of Arts (B.A.)**

Alissa Marie Paine <i>Santa Rita</i> Anthropology	Asha Marie Robles <i>Yigo</i> Communication: Mass Media, Journalism, and Public Relations Tracks	Angelica Mae Evangelista Ramos <i>Barrigada</i> English for Education
Joy James Ada <i>Tamuning</i> Communication: Communication Studies Track	Catherine Mie Walker Bungabong <i>Tumon</i> Communication: Public Relations	Natalia Garrido Chargualaf <i>Mongmong</i> English: Language Emphasis and East Asian Studies
Camarin M. Uncangco <i>Chalan Pago</i> Communication: Communication Studies Track	Brittany Marie L. Aguon <i>Yona</i> Communication: Public Relations and Communication Studies Tracks	Haane Isa Barcinas <i>Mangilao</i> English: Literature Emphasis
John Ignacio Borja <i>Sinajana</i> Communication: Mass Media and Public Relations Tracks	Karl Irish Hidalgo Davis <i>Mangilao</i> Communication: Public Relations, Mass Media and Communication Studies Tracks	Erika Takahashi Camacho <i>Latte Heights</i> English: Literature Emphasis
Ruzelle Almonte Amparo <i>Dededo</i> Communication: Mass Media Studies	April Ann Chua Cordova <i>Dededo</i> English and Secondary Education	Tiana Marie Duenas Camacho <i>Sinajana</i> English: Literature Emphasis
Ashley Puzon Chua <i>Latte Heights</i> Communication: Mass Media Studies	Pauleen Uai Soltowski Mateo <i>Dededo</i> English and Secondary Education	Travis Jae Simpao <i>Dededo</i> English: Literature Emphasis
Nathaniel Agbanlog Macaraeg <i>Mangilao</i> Communication: Mass Media Track	Dylan D'Anthony Leal Orot <i>Dededo</i> English and Secondary Education	Erika Josefa Chang Untalan <i>Yigo</i> English: Literature Emphasis
		Angelina Rita Pangelinan Yamashita <i>Yona</i> English: Literature Emphasis

**Candidates for Degree in Course**

Clariza C. Aviles <i>Dededo</i> Fine Arts: Art Track	Sophia Angelina Tenorio Sablan <i>Chalan Pago</i> Psychology	Mae Alexis Parras Acain <i>Santa Rita</i> Sociology: Gender and Family, Social Problems and Developmental Studies Concentrations
Omron Monroe A. Soto <i>Ordot</i> Fine Arts: Art Track	Eunice Dizon Salonga <i>Tamuning</i> Psychology	Alice KC B. Mendoza <i>Mangilao</i> Sociology: Gender and Family, and Social Problems, Concentrations
Steven J. Torres <i>Talofofo</i> Fine Arts: Theater Track	Charlette Genne Giron Santos <i>Mangilao</i> Psychology	Myotel Gloway Ngwal <i>Mongmong</i> Sociology: Gender and Family, Social Problems, and Developmental Studies Concentrations
Jasmin Renee Benavente <i>Barrigada</i> Psychology	Maya Angelica Lee Wong <i>Tumon</i> Psychology	Kayla Marie Sablan <i>Sinajana</i> Sociology: Gender and Family, Social Problems, and Developmental Studies Concentrations
Theamika Blanco Blas <i>Barrigada</i> Psychology		
Jennifer Ann Tongson Camacho <i>Yigo</i> Psychology		

**COLLEGE OF NATURAL AND APPLIED SCIENCES**  
**Dr. Lee S. Yudin, Dean**

**Bachelor of Science (B.S.)**

D'Leoleigh-Aloha Ucheliou Layce <i>Dededo</i> Biology	Mark Leonard Olive <i>Mangilao</i> Chemistry	Leilani Gillian Giltinag <i>Mangilao</i> Computer Information Systems
Leonard-John Limtuatco Ventura <i>Yigo</i> Biology	Melecio D. Dorego II <i>Dededo</i> Computer Information Systems	Jason M. Jingco <i>Dededo</i> Computer Information Systems

**Candidates for Degree in Course**

Joel Ollet <i>Dededo</i> Computer Information Systems	Lynnette Marie Cepeda Cruz <i>Yona</i> Consumer and Family Science	Pavĺina Fojtkov <i>Barrigada</i> Tropical Agriculture: Applied Emphasis
Joshua Luke Portin <i>Mangilao</i> Computer Science	Audrey Amor M. Hernandez <i>Dededo</i> Consumer and Family Science	Jathan Ryan Muña-Barnes <i>Mangilao</i> Tropical Agriculture: Applied Emphasis
Maria Cecilla Alarcon Baldemor <i>Dededo</i> Consumer and Family Science	Arisha Akiko Muna Nishimura <i>Mangilao</i> Consumer and Family Science	Jessica Kristine Nangauta <i>Talofofo</i> Tropical Agriculture: Applied Emphasis
Cheng, Sze Man <i>Dededo</i> Consumer and Family Science	Alexis Joel Caldern <i>Mangilao</i> Mathematics	Gregorio Concepcion Borja III <i>Sinajana</i> Tropical Agriculture: Research Emphasis
	Robert Frederick Alexander <i>Tamuning</i> Tropical Agriculture: Applied Emphasis	

**SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION**

**Dr. Annette Taijeron Santos, Acting Dean**

**Bachelor of Business Administration (B.B.A.)**

Kunitaka Akita <i>Yigo</i> Accounting	Renemar C. De Guzman <i>Dededo</i> Accounting	Gerardine Vinesha Merfalen Mendiola <i>Agana Heights</i> Accounting
Shannon Kate P. Bartonico <i>Dededo</i> Accounting	Keysha M. Duenas <i>Mangilao</i> Accounting	Charlene Faye V. Oliverio <i>Mangilao</i> Accounting
Maverick P. Calisay <i>Yigo</i> Accounting	Darlene R. Inclano <i>Dededo</i> Accounting	Elizabeth Dawn Ficke Pendon <i>Agat</i> Accounting
Kevin Allen Malinao Caponpon <i>Dededo</i> Accounting		

**Candidates for Degree in Course**

RitaMarie Balajadia Salisbury <i>Yona</i> Accounting	Jaedene Jetaime Santos Tenorio <i>Barrigada</i> Entrepreneurship Concentration	Frank Untalan Candaso Jr. <i>Barrigada</i> Human Resource Management Concentration
Jessica Rae A. Valencia <i>Mangilao</i> Accounting	Antonio P. Torres <i>Agana Heights</i> Entrepreneurship Concentration	Roveena Anita Francis <i>Ordot</i> Human Resource Management Concentration
Jarren L.G. Villagomez <i>Toto</i> Accounting	Maria Krista Nolos Aggabao <i>Dededo</i> Finance and Economics Concentration	Tracy-Anne Helgenberger <i>Mangilao</i> Human Resource Management Concentration
Andriana Ursula Cook Quitugua <i>Sinajana</i> Accounting w/a double major in Criminal Justice	Kelly David Heflin <i>Yona</i> Finance and Economics Concentration	Daphne May H. Leon Guerrero <i>Agana Heights</i> Human Resource Management Concentration
Alan J.C. Cepeda <i>Barrigada</i> Entrepreneurship and International Tourism and Hospitality Management Concentrations	YeonJoo Kim <i>Tamuning</i> Finance and Economics Concentration	Ione Skye Llagas <i>Dededo</i> Human Resource Management Concentration
Ryan Bustamante <i>Dededo</i> Entrepreneurship Concentration	Frank C. Quitugua, III <i>Barrigada</i> Finance and Economics Concentration	Rowell P. Santos <i>Yigo</i> Human Resource Management Concentration
Phillip S. Choi <i>Dededo</i> Entrepreneurship Concentration	Jennelyn Ocampo Santos <i>Dededo</i> Finance and Economics Concentration	Tanya U. Tellei <i>Mangilao</i> Human Resource Management Concentration
Neelam S. Goetzfridt <i>Mangilao</i> Entrepreneurship Concentration	Erica Baker Shedd <i>Barrigada</i> Finance and Economics Concentration	Dolores Ann Terlaje <i>Agat</i> Human Resource Management Concentration
Gianna Marie Taijeron Santos <i>Barrigada</i> Entrepreneurship Concentration	Tammy Palacios Ada <i>Dededo</i> Human Resource Management Concentration	Angelica A.P. Valentine <i>Dededo</i> Human Resource Management Concentration

**Candidates for Degree in Course**

Vipin Vikraman  
*Tumon*  
Human Resource  
Management Concentration

Nena L. Waguk  
*Mangilao*  
Human Resource  
Management Concentration

Tingting Zheng  
*Tamuning*  
Human Resource  
Management Concentration

Jonathan Rai Cruz Sablan  
*Asan*  
International Business  
Concentration

Katarina Rose Calvo Sgro  
*Maite*  
International Business  
Concentration

Ryan James Caleja Vicente  
*Tamuning*  
International Tourism &  
Hospitality and  
Entrepreneurship  
Concentrations

Andrew Chang  
*Tamuning*  
International Tourism and  
Hospitality Management  
Concentration

Joleen Michelle Diaz Leon  
Guerrero  
*Piti*  
International Tourism and  
Hospitality Management  
Concentration

Alexis Perry Parales Arauban  
*Dededo*  
Marketing and Human  
Resource Management  
Concentrations

Jhanice Joyce T. Miranda  
*Dededo*  
Marketing and Human  
Resource Management  
Concentrations

Bernadette Valencia Capindo  
*Yigo*  
Marketing Concentration

**Bachelor of Science (B.S.)**

James K.N. Chin  
*Dededo*  
Criminal Justice

Manuel Ramon Chong  
*Chalan Pago*  
Criminal Justice

Jolene Palacios David  
*Dededo*  
Criminal Justice

Reedwin Edwin  
*Yigo*  
Criminal Justice

John Gogue Gamboa  
*Agat*  
Criminal Justice

Adrian Tano Mora  
*Barrigada*  
Criminal Justice

Misty Nobuo Palomo  
*Dededo*  
Criminal Justice

Darwin Peter  
*Mangilao*  
Criminal Justice

Anthony Jose Baza Quitugua  
*Chalan Pago*  
Criminal Justice

William Joseph Pereda  
Taitingfong Jr.  
*Chalan Pago*  
Criminal Justice

Robert Esebei Tarkong  
*Mangilao*  
Criminal Justice

Percy Yalisman  
*Mangilao*  
Criminal Justice

Diana May Quitaro Cruz  
*Agana Heights*  
Criminal Justice and Public  
Administration

Maria Grace Basada Manalili  
*Yigo*  
Criminal Justice and Public  
Administration

**Candidates for Degree in Course**

Evelyn Pereda Anselmo <i>Dededo</i> Public Administration	Kathleen Edith Gogue Marquardt <i>Barrigada</i> Public Administration	Stefanie Joy Alejandro Quito <i>Tumon</i> Public Administration
Kathleen Bansil Duenas <i>Tamuning</i> Public Administration	Oreng Rosania Ngemaes <i>Mangilao</i> Public Administration	Natasha O. Taitague <i>Dededo</i> Public Administration
Rochelle Rene' Buentipo Borja <i>Yigo</i> Public Administration	Rikki Quichocho Orsini <i>Barrigada</i> Public Administration	Tyra Ivy Tevid <i>Mangilao</i> Public Administration
Marlene Soledad Leon Guerrero <i>Chalan Pago</i> Public Administration	Vinni Giovanni Flores Orsini <i>Mongmong</i> Public Administration	Janessa R.C. Blas <i>Inarajan</i> Public Administration
		Evangeline C. Bernal <i>Yigo</i> Public Administration and Criminal Justice

**SCHOOL OF EDUCATION**

**Dr. John S. Sanchez, Acting Dean**

**Bachelor of Arts in Education (B.A.E.)**

Miklenne Josette Nangauta Guzman <i>Yona</i> Early Childhood Education	Vincent John Blas Carbullido <i>Santa Rita</i> Elementary Education	Sandy Dakanno <i>Pohnpei</i> Elementary Education
Kina-Doreen Guzman Lewis <i>Santa Rita</i> Early Childhood Education	Charity Catunao <i>Agat</i> Elementary Education	Tracy David <i>Pohnpei</i> Elementary Education
Deffeny Aron <i>Pohnpei</i> Elementary Education	Raisa R. Chiwi <i>Mangilao</i> Elementary Education	Jerica Therese Dungca <i>Dededo</i> Elementary Education
Anderson Bonapart <i>Pohnpei</i> Elementary Education	Jenilyn Marie Cruz <i>Mongmong</i> Elementary Education	Yvonne Newleen Gallen <i>Pohnpei</i> Elementary Education

**Candidates for Degree in Course**

Gasma A. Hadley <i>Kosrae</i> Elementary Education	Lorry-Ann Rudolph <i>Pohnpei</i> Elementary Education	Ricky Jr. Guerrero Tyquiengco <i>Dededo</i> Secondary Education: Chamorro Language and Culture Teaching Specialty
Camille Dorothy Q. Manzano <i>Dededo</i> Elementary Education	Sebastian Taruwebeg Tairuwepiy <i>Yap</i> Elementary Education	Rita-Renee L.G. Cruz <i>Dededo</i> Secondary Education: Japanese Studies
Evin Jude Matanane <i>Ordot</i> Elementary Education	Mary Meagan Quenga Terlaje <i>Piti</i> Elementary Education	Kenlyn Pearl P. Butters <i>Agana Heights</i> Secondary Education: Literature Emphasis
Mindira Nanoto <i>Pohnpei</i> Elementary Education	Jessica Fausto Villaverde <i>Dededo</i> Elementary Education	Kiarralene Daniesha Pocaigue Babauta <i>Barrigada</i> Secondary Education: Mathematics
Jessica Nanpei <i>Pohnpei</i> Elementary Education	Charlotte B. Zapanta <i>Mangilao</i> Elementary Education	Roberto Montellano Paulino <i>Mangilao</i> Secondary Education: Physical Education, Health and Sports Studies
Kenneth Paulus <i>Pohnpei</i> Elementary Education	Kellie Breece Castaneto <i>Dededo</i> Physical Education/School Health (PK-12)	Justin Jimmy Naputi Borja <i>Inarajan</i> Secondary Education: Social Studies
Mariesa Cruz Quitugua <i>Mangilao</i> Elementary Education	Joshua Ryan Javellana <i>Barrigada</i> Physical Education/School Health (PK-12)	Wilfredo Santos Ortega <i>Dededo</i> Secondary Education: Social Studies
Jeanda Tomiko Redy <i>Chuuk</i> Elementary Education	Emmanuel R. Mangune J.R. <i>Maite</i> Physical Education/School Health (PK-12)	Shelby Lynn McDowell San Nicolas <i>Santa Rita</i> Secondary Education: Social Studies
Matthew A. Reyes <i>Dededo</i> Elementary Education	Jacob Yamashita Cruz <i>Piti</i> Secondary Education: Agriculture	
Shra Clement Alokoa Ringlen <i>Pohnpei</i> Elementary Education	Pedro Cruz Salas Jr. <i>Dededo</i> Secondary Education: Chamorro Language and Culture Teaching Specialty	
Rovileen A. Rios <i>Agat</i> Elementary Education		

**Candidates for Degree in Course**

Shawlon Tiana Bukikosa  
Abuan  
*Barrigada*  
Special Education

Maria Elena Cura Quiogue  
*Yigo*  
Special Education

Jaelene Jasmin Taitano  
*Yigo*  
Special Education

**SCHOOL OF NURSING AND HEALTH SCIENCES**  
**Dr. Margaret Hattori-Uchima, Dean**

**Bachelor of Science (B.S.)**

Pierce Lee Torres  
Evangelista  
*Yigo*  
Health Science: Exercise  
Science and Health  
Promotion Concentrations

Iesha Lyn Pascua Ibanez  
*Yigo*  
Health Science: Pre-Physical  
Therapy Concentration

Freddie Diaz Silvestre Jr.  
*Barrigada*  
Health Science: Pre-Physical  
Therapy Concentration

Angela Marina P. Torres  
*Barrigada*  
Health Science: Pre-Physical  
Therapy Concentration

Megan Kate Merfalen  
*Tamuning*  
Health Science: Pre-Physical  
Therapy Concentration

Casierra Tianna Paulino Cruz  
*Inarajan*  
Health Science: Public Health  
Concentration

Candidates for Degree in Course

**GRADUATE STUDIES**

**Dr. John A. Peterson, Assistant Vice President of Graduate Studies,  
Research and Sponsored Programs**

***GRADUATE PROGRAMS IN THE COLLEGE OF NATURAL AND  
APPLIED SCIENCES***

***Master of Science in Environmental Science (M.S.)***

Justin Honculada Martinez  
*Dededo*

Sara Namazi  
*Barrigada*

***GRADUATE PROGRAMS IN THE SCHOOL OF BUSINESS AND PUBLIC  
ADMINISTRATION***

***Master of Public Administration (M.P.A.)***

Analyn D. Gatus Akigami  
*Dededo*

Travis-Lee Ratuita Carbon  
*Yigo*

Ellery M. Paz  
*Yigo*

Miranda Nicole Valdes Alegre  
*Mangilao*

Mary Ann Carlos Galang  
*Maite*

John E. Ruane  
*Yigo*

Randy S. Alegre  
*Mangilao*

Restine S. Hernandez  
*Dededo*

Bruce Roy C. San Nicolas  
*Chalan Pago*

Rock J. B. Anciano  
*Santa Rita*

Berliann P. Higgins  
*Mangilao*

Ivy Yi Min Yen  
*Tamuning*

Elizabeth Diaz Brown  
*Yigo*

Pete San Nicolas Ofeciar  
*Mangilao*

Jin H. Yi  
*Tumon*

**Candidates for Degree in Course**

**Professional Master of Business Administration (P.M.B.A.)**

Nicole Joyce Merfalen Andre <i>Mangilao</i>	Josephine D. Evangelista <i>Dededo</i>	Cathleen Diane Moore-Linn <i>Ipan Talofofo</i>
Tanya Lee P. Cepeda <i>Chalan Pago</i>	Rachel P. Field <i>Mongmong</i>	Shelia A. Schardein <i>Mangilao</i>
Monica Garcia Cruz <i>Yigo</i>	Kristine Delos Reyes Gerardo <i>Dededo</i>	Carlos Raymond Taitano <i>Yona</i>
	Rowena Leary Macaraig <i>Dededo</i>	

**GRADUATE PROGRAMS IN THE SCHOOL OF EDUCATION**

**Master of Arts in Counseling (M.A.)**

Christina S. Naputi  
*Yigo*

**Master of Arts in Teaching (M.A.T.)**

Andrew Angeles Gulac <i>Yigo</i> Secondary Teaching: Practitioner	Myrna Aguilar Nievera <i>Dededo</i> Secondary Teaching: Practitioner	Shirleen D. S. Santiago <i>Yona</i> Secondary Teaching: Practitioner
Dan Ho <i>Tamuning</i> Secondary Teaching: Practitioner		Gavin Peter Camacho Santos <i>Chalan Pago</i> Secondary Teaching: Practitioner

**Master of Education (M.Ed.)**

**With Specializations**

Rachel Margaret Serrano Flores <i>Mangilao</i> Reading	Cindy Patague Galvez <i>Dededo</i> Reading	Ryann De Hernandez Pegarido <i>Yigo</i> Reading
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**Candidates for Degree in Course**

Kasaundra Lyn Perez Penaflor <i>Dededo</i> Reading	Bianca Maria Tanaka <i>Tamuning</i> Reading	Enrique Crisostomo Mesngon <i>Chalan Pago</i> Special Education
Janel Manley Borja Perez <i>Chalan Pago</i> Reading	Joshlyn Owens Velasco <i>Dededo</i> Reading	Carmellita Rose Nauta <i>Ipan, Talofofo</i> Special Education
Judith Rae G. Reyes <i>Yigo</i> Reading	Emily Leon Guerrero Canto <i>Dededo</i> Secondary Education	Sohlanse Roponei D. <i>Tamuning</i> Special Education
Jesse John Salalu <i>Yap</i> Reading	Brian Dominguez Enriquez <i>Yigo</i> Special Education	Britney S. Torres <i>Agat</i> Special Education
Anne Rose Kinsella Sengebau <i>Dededo</i> Reading	Elizabeth Anne Gault <i>Santa Rita</i> Special Education	Tin Mar Lar Lwin Gugin <i>Tamuning</i> Teaching English to Speakers of other Languages
Jackeline Ann Smith <i>AAFB Yigo</i> Reading	Joleen Michelle Gay <i>Tamuning</i> Special Education	Mark E. Pacheco <i>Tamuning</i> Teaching English to Speakers of other Languages
Amber Nadine Tajalle <i>Mangilao</i> Reading	Maria L. Heisel <i>Mangilao</i> Special Education	

**As of 12/1/14**

Every effort is made to ensure this printed program is accurate with respect to degrees and honors conferred. However, printing schedules make complete accuracy impossible. A certified transcript is the official proof of graduation.

Candidates for Degree in Course

**COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES**

**Dr. James D. Sellmann, Dean**

**Bachelor of Arts (B.A.)**

Alissa Marie Paine

*Santa Rita*

Anthropology

Joy James Ada

*Tamuning*

Communication:

Communication Studies

Track

Camarin M. Uncangco

*Chalan Pago*

Communication:

Communication Studies

Track

John Ignacio Borja

*Sinajana*

Communication: Mass

Media and Public Relations

Tracks

Ruzelle Almonte Amparo

*Dededo*

Communication: Mass

Media Studies

Ashley Puzon Chua

*Latte Heights*

Communication: Mass

Media Studies

Nathaniel Agbanlog

Macaraeg

*Mangilao*

Communication: Mass

Media Track

Asha Marie Robles

*Yigo*

Communication: Mass

Media, Journalism, and

Public Relations Tracks

Catherine Mie Walker

Bungabong

*Tumon*

Communication: Public

Relations

Brittany Marie L. Aguon

*Yona*

Communication: Public

Relations and

Communication Studies

Tracks

Karl Irish Hidalgo Davis

*Mangilao*

Communication: Public

Relations, Mass Media and

Communication Studies

Tracks

April Ann Chua Cordova

*Dededo*

English and Secondary

Education

Pauleen Uai Soltowski

Mateo

*Dededo*

English and Secondary

Education

Dylan D'Anthony Leal Orot

*Dededo*

English and Secondary

Education

Angelica Mae Evangelista

Ramos

*Barrigada*

English for Education

Natalia Garrido Chargualaf

*Mongmong*

English: Language Emphasis

and East Asian Studies

Haane Isa Barcinas

*Mangilao*

English: Literature

Emphasis

Erika Takahashi Camacho

*Latte Heights*

English: Literature

Emphasis

Tiana Marie Duenas

Camacho

*Sinajana*

English: Literature

Emphasis

Travis Jae Simpao

*Dededo*

English: Literature

Emphasis

Erika Josefa Chang Untalan

*Yigo*

English: Literature

Emphasis

Angelina Rita Pangelinan

Yamashita

*Yona*

English: Literature

Emphasis

**Candidates for Degree in Course**

Clariza C. Aviles  
*Dededo*  
Fine Arts: Art Track

Omron Monroe A. Soto  
*Ordot*  
Fine Arts: Art Track

Steven J. Torres  
*Talofofo*  
Fine Arts: Theater Track

Jasmin Renee Benavente  
*Barrigada*  
Psychology

Theamika Blanco Blas  
*Barrigada*  
Psychology

Jennifer Ann Tongson  
Camacho  
*Yigo*  
Psychology

Sophia Angelina Tenorio  
Sablan  
*Chalan Pago*  
Psychology

Eunice Dizon Salonga  
*Tamuning*  
Psychology

Charlette Genne Giron  
Santos  
*Mangilao*  
Psychology

Maya Angelica Lee Wong  
*Tumon*  
Psychology

Mae Alexis Parras Acain  
*Santa Rita*  
Sociology: Gender and  
Family, Social Problems and  
Developmental Studies  
Concentrations

Alice KC B. Mendoza  
*Mangilao*  
Sociology: Gender and  
Family, and Social  
Problems, Concentrations

Myotel Glowly Ngwal  
*Mongmong*  
Sociology: Gender and  
Family, Social Problems,  
and Developmental Studies  
Concentrations

Kayla Marie Sablan  
*Sinajana*  
Sociology: Gender and  
Family, Social Problems,  
and Developmental Studies  
Concentrations

**COLLEGE OF NATURAL AND APPLIED SCIENCES**  
**Dr. Lee S. Yudin, Dean**

**Bachelor of Science (B.S.)**

D'Leoleigh-Aloha Ucheliou  
Layce  
*Dededo*  
Biology

Leonard-John Limtuatco  
Ventura  
*Yigo*  
Biology

Mark Leonard Olive  
*Mangilao*  
Chemistry

Melecio D. Dorego II  
*Dededo*  
Computer Information  
Systems

Leilani Gillian Giltinag  
*Mangilao*  
Computer Information  
Systems

Jason M. Jingco  
*Dededo*  
Computer Information  
Systems

**Candidates for Degree in Course**

Joel Ollet <i>Dededo</i> Computer Information Systems	Lynnette Marie Cepeda Cruz <i>Yona</i> Consumer and Family Science	Pavĺina Fojtıkov <i>Barrigada</i> Tropical Agriculture: Applied Emphasis
Joshua Luke Portin <i>Mangilao</i> Computer Science	Audrey Amor M. Hernandez <i>Dededo</i> Consumer and Family Science	Jathan Ryan Muña-Barnes <i>Mangilao</i> Tropical Agriculture: Applied Emphasis
Maria Cecilla Alarcon Baldemor <i>Dededo</i> Consumer and Family Science	Arisha Akiko Muna Nishimura <i>Mangilao</i> Consumer and Family Science	Jessica Kristine Nangauta <i>Talofofo</i> Tropical Agriculture: Applied Emphasis
Cheng, Sze Man <i>Dededo</i> Consumer and Family Science	Alexis Joel Caldern <i>Mangilao</i> Mathematics	Gregorio Concepcion Borja III <i>Sinajana</i> Tropical Agriculture: Research Emphasis
	Robert Frederick Alexander <i>Tamuning</i> Tropical Agriculture: Applied Emphasis	

**SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION**

**Dr. Annette Taijeron Santos, Acting Dean**

**Bachelor of Business Administration (B.B.A.)**

Kunitaka Akita <i>Yigo</i> Accounting	Renemar C. De Guzman <i>Dededo</i> Accounting	Gerardine Vinesha Merfalen Mendiola <i>Agana Heights</i> Accounting
Shannon Kate P. Bartonico <i>Dededo</i> Accounting	Keysha M. Duenas <i>Mangilao</i> Accounting	Charlene Faye V. Oliverio <i>Mangilao</i> Accounting
Maverick P. Calisay <i>Yigo</i> Accounting	Darlene R. Inclano <i>Dededo</i> Accounting	Elizabeth Dawn Ficke Pendon <i>Agat</i> Accounting
Kevin Allen Malinao Caponpon <i>Dededo</i> Accounting		

**Candidates for Degree in Course**

RitaMarie Balajadia Salisbury  
*Yona*  
Accounting

Jessica Rae A. Valencia  
*Mangilao*  
Accounting

Jarren L.G. Villagomez  
*Toto*  
Accounting

Andriana Ursula Cook  
Quitugua  
*Sinajana*  
Accounting w/a double major  
in Criminal Justice

Alan J.C. Cepeda  
*Barrigada*  
Entrepreneurship and  
International Tourism and  
Hospitality Management  
Concentrations

Ryan Bustamante  
*Dededo*  
Entrepreneurship  
Concentration

Phillip S. Choi  
*Dededo*  
Entrepreneurship  
Concentration

Neelam S. Goetzfridt  
*Mangilao*  
Entrepreneurship  
Concentration

Gianna Marie Taijeron Santos  
*Barrigada*  
Entrepreneurship  
Concentration

Jaedene Jetaime Santos  
Tenorio  
*Barrigada*  
Entrepreneurship  
Concentration

Antonio P. Torres  
*Agana Heights*  
Entrepreneurship  
Concentration

Maria Krista Nolos Aggabao  
*Dededo*  
Finance and Economics  
Concentration

Kelly David Heflin  
*Yona*  
Finance and Economics  
Concentration

YeonJoo Kim  
*Tamuning*  
Finance and Economics  
Concentration

Frank C. Quitugua, III  
*Barrigada*  
Finance and Economics  
Concentration

Jennelyn Ocampo Santos  
*Dededo*  
Finance and Economics  
Concentration

Erica Baker Shedd  
*Barrigada*  
Finance and Economics  
Concentration

Tammy Palacios Ada  
*Dededo*  
Human Resource  
Management Concentration

Frank Untalan Candaso Jr.  
*Barrigada*  
Human Resource  
Management Concentration

Roveena Anita Francis  
*Ordot*  
Human Resource  
Management Concentration

Tracy-Anne Helgenberger  
*Mangilao*  
Human Resource  
Management Concentration

Daphne May H. Leon Guerrero  
*Agana Heights*  
Human Resource  
Management Concentration

Ione Skye Llagas  
*Dededo*  
Human Resource  
Management Concentration

Rowell P. Santos  
*Yigo*  
Human Resource  
Management Concentration

Tanya U. Tellei  
*Mangilao*  
Human Resource  
Management Concentration

Dolores Ann Terlaje  
*Agat*  
Human Resource  
Management Concentration

Angelica A.P. Valentine  
*Dededo*  
Human Resource  
Management Concentration

**Candidates for Degree in Course**

Vipin Vikraman  
*Tumon*  
Human Resource  
Management Concentration

Nena L. Waguk  
*Mangilao*  
Human Resource  
Management Concentration

Tingting Zheng  
*Tamuning*  
Human Resource  
Management Concentration

Jonathan Rai Cruz Sablan  
*Asan*  
International Business  
Concentration

Katarina Rose Calvo Sgro  
*Maite*  
International Business  
Concentration

Ryan James Caleja Vicente  
*Tamuning*  
International Tourism &  
Hospitality and  
Entrepreneurship  
Concentrations

Andrew Chang  
*Tamuning*  
International Tourism and  
Hospitality Management  
Concentration

Joleen Michelle Diaz Leon  
Guerrero  
*Piti*  
International Tourism and  
Hospitality Management  
Concentration

Alexis Perry Paraless Arauban  
*Dededo*  
Marketing and Human  
Resource Management  
Concentrations

Jhanice Joyce T. Miranda  
*Dededo*  
Marketing and Human  
Resource Management  
Concentrations

Bernadette Valencia Capindo  
*Yigo*  
Marketing Concentration

**Bachelor of Science (B.S.)**

James K.N. Chin  
*Dededo*  
Criminal Justice

Manuel Ramon Chong  
*Chalan Pago*  
Criminal Justice

Jolene Palacios David  
*Dededo*  
Criminal Justice

Reedwin Edwin  
*Yigo*  
Criminal Justice

John Gogue Gamboa  
*Agat*  
Criminal Justice

Adrian Tano Mora  
*Barrigada*  
Criminal Justice

Misty Nobuo Palomo  
*Dededo*  
Criminal Justice

Darwin Peter  
*Mangilao*  
Criminal Justice

Anthony Jose Baza Quitugua  
*Chalan Pago*  
Criminal Justice

William Joseph Pereda  
Taitingfong Jr.  
*Chalan Pago*  
Criminal Justice

Robert Esebei Tarkong  
*Mangilao*  
Criminal Justice

Percy Yalisman  
*Mangilao*  
Criminal Justice

Diana May Quitaro Cruz  
*Agana Heights*  
Criminal Justice and Public  
Administration

Maria Grace Basada Manalili  
*Yigo*  
Criminal Justice and Public  
Administration

**Candidates for Degree in Course**

Evelyn Pereda Anselmo <i>Dededo</i> Public Administration	Kathleen Edith Gogue Marquardt <i>Barrigada</i> Public Administration	Stefanie Joy Alejandro Quito <i>Tumon</i> Public Administration
Kathleen Bansil Duenas <i>Tamuning</i> Public Administration	Oreng Rosania Ngemaes <i>Mangilao</i> Public Administration	Natasha O. Taitague <i>Dededo</i> Public Administration
Rochelle Rene' Buentipo Borja <i>Yigo</i> Public Administration	Rikki Quichocho Orsini <i>Barrigada</i> Public Administration	Tyra Ivy Tevid <i>Mangilao</i> Public Administration
Marlene Soledad Leon Guerrero <i>Chalan Pago</i> Public Administration	Vinni Giovanni Flores Orsini <i>Mongmong</i> Public Administration	Janessa R.C. Blas <i>Inarajan</i> Public Administration
		Evangeline C. Bernal <i>Yigo</i> Public Administration and Criminal Justice

**SCHOOL OF EDUCATION**  
**Dr. John S. Sanchez, Acting Dean**

**Bachelor of Arts in Education (B.A.E.)**

Miklenne Josette Nangauta Guzman <i>Yona</i> Early Childhood Education	Vincent John Blas Carbullido <i>Santa Rita</i> Elementary Education	Sandy Dakanno <i>Pohnpei</i> Elementary Education
Kina-Doreen Guzman Lewis <i>Santa Rita</i> Early Childhood Education	Charity Catunao <i>Agat</i> Elementary Education	Tracy David <i>Pohnpei</i> Elementary Education
Deffeny Aron <i>Pohnpei</i> Elementary Education	Raisa R. Chiwi <i>Mangilao</i> Elementary Education	Jerica Therese Dungca <i>Dededo</i> Elementary Education
Anderson Bonapart <i>Pohnpei</i> Elementary Education	Jenilyn Marie Cruz <i>Mongmong</i> Elementary Education	Yvonne Newleen Gallen <i>Pohnpei</i> Elementary Education

**Candidates for Degree in Course**

Gasma A. Hadley <i>Kosrae</i> Elementary Education	Lorry-Ann Rudolph <i>Pohnpei</i> Elementary Education	Ricky Jr. Guerrero Tyquiengco <i>Dededo</i> Secondary Education: Chamorro Language and Culture Teaching Specialty
Camille Dorothy Q. Manzano <i>Dededo</i> Elementary Education	Sebastian Taruwebeg Tairuweپی <i>Yap</i> Elementary Education	Rita-Renee L.G. Cruz <i>Dededo</i> Secondary Education: Japanese Studies
Evin Jude Matanane <i>Ordot</i> Elementary Education	Mary Meagan Quenga Terlaje <i>Piti</i> Elementary Education	Kenlyn Pearl P. Butters <i>Agana Heights</i> Secondary Education: Literature Emphasis
Mindira Nanoto <i>Pohnpei</i> Elementary Education	Jessica Fausto Villaverde <i>Dededo</i> Elementary Education	Kiarralene Daniesha Pocaigue Babauta <i>Barrigada</i> Secondary Education: Mathematics
Jessica Nanpei <i>Pohnpei</i> Elementary Education	Charlotte B. Zapanta <i>Mangilao</i> Elementary Education	Roberto Montellano Paulino <i>Mangilao</i> Secondary Education: Physical Education, Health and Sports Studies
Kenneth Paulus <i>Pohnpei</i> Elementary Education	Kellie Breece Castaneto <i>Dededo</i> Physical Education/School Health (PK-12)	Justin Jimmy Naputi Borja <i>Inarajan</i> Secondary Education: Social Studies
Mariesa Cruz Quitugua <i>Mangilao</i> Elementary Education	Joshua Ryan Javellana <i>Barrigada</i> Physical Education/School Health (PK-12)	Wilfredo Santos Ortega <i>Dededo</i> Secondary Education: Social Studies
Jeanda Tomiko Redy <i>Chuuk</i> Elementary Education	Emmanuel R. Mangune J.R. <i>Maite</i> Physical Education/School Health (PK-12)	Shelby Lynn McDowell San Nicolas <i>Santa Rita</i> Secondary Education: Social Studies
Matthew A. Reyes <i>Dededo</i> Elementary Education	Jacob Yamashita Cruz <i>Piti</i> Secondary Education: Agriculture	
Shra Clement Alokoa Ringlen <i>Pohnpei</i> Elementary Education	Pedro Cruz Salas Jr. <i>Dededo</i> Secondary Education: Chamorro Language and Culture Teaching Specialty	
Rovileen A. Rios <i>Agat</i> Elementary Education		

**Candidates for Degree in Course**

Shawlon Tiana Bukikosa  
Abuan  
*Barrigada*  
Special Education

Maria Elena Cura Quiogue  
*Yigo*  
Special Education

Jaelene Jasmin Taitano  
*Yigo*  
Special Education

**SCHOOL OF NURSING AND HEALTH SCIENCES**  
**Dr. Margaret Hattori-Uchima, Dean**

**Bachelor of Science (B.S.)**

Pierce Lee Torres  
Evangelista  
*Yigo*  
Health Science: Exercise  
Science and Health  
Promotion Concentrations

Ilesha Lyn Pascua Ibanez  
*Yigo*  
Health Science: Pre-Physical  
Therapy Concentration

Freddie Diaz Silvestre Jr.  
*Barrigada*  
Health Science: Pre-Physical  
Therapy Concentration

Angela Marina P. Torres  
*Barrigada*  
Health Science: Pre-Physical  
Therapy Concentration

Megan Kate Merfalen  
*Tamuning*  
Health Science: Pre-Physical  
Therapy Concentration

Casierra Tianna Paulino Cruz  
*Inarajan*  
Health Science: Public Health  
Concentration

**Candidates for Degree in Course**

**GRADUATE STUDIES**

**Dr. John A. Peterson, Assistant Vice President of Graduate Studies,  
Research and Sponsored Programs**

***GRADUATE PROGRAMS IN THE COLLEGE OF NATURAL AND  
APPLIED SCIENCES***

**Master of Science in Environmental Science (M.S.)**

Justin Honculada Martinez  
*Dededo*

Sara Namazi  
*Barrigada*

***GRADUATE PROGRAMS IN THE SCHOOL OF BUSINESS AND PUBLIC  
ADMINISTRATION***

**Master of Public Administration (M.P.A.)**

Analyn D. Gatus Akigami  
*Dededo*

Travis-Lee Ratuita Carbon  
*Yigo*

Ellery M. Paz  
*Yigo*

Miranda Nicole Valdes Alegre  
*Mangilao*

Mary Ann Carlos Galang  
*Maite*

John E. Ruane  
*Yigo*

Randy S. Alegre  
*Mangilao*

Restine S. Hernandez  
*Dededo*

Bruce Roy C. San Nicolas  
*Chalan Pago*

Rock J. B. Anciano  
*Santa Rita*

Berliann P. Higgins  
*Mangilao*

Ivy Yi Min Yen  
*Tamuning*

Elizabeth Diaz Brown  
*Yigo*

Pete San Nicolas Ofeciar  
*Mangilao*

Jin H. Yi  
*Tumon*

**Candidates for Degree in Course**

**Professional Master of Business Administration (P.M.B.A.)**

Nicole Joyce Merfalen Andre <i>Mangilao</i>	Josephine D. Evangelista <i>Dededo</i>	Cathleen Diane Moore-Linn <i>Ipan Talofofo</i>
Tanya Lee P. Cepeda <i>Chalan Pago</i>	Rachel P. Field <i>Mongmong</i>	Shelia A. Schardein <i>Mangilao</i>
Monica Garcia Cruz <i>Yigo</i>	Kristine Delos Reyes Gerardo <i>Dededo</i>	Carlos Raymond Taitano <i>Yona</i>
	Rowena Leary Macaraig <i>Dededo</i>	

***GRADUATE PROGRAMS IN THE SCHOOL OF EDUCATION***

**Master of Arts in Counseling (M.A.)**

Christina S. Naputi  
*Yigo*

**Master of Arts in Teaching (M.A.T.)**

Andrew Angeles Gulac <i>Yigo</i> Secondary Teaching: Practitioner	Myrna Aguilar Nievera <i>Dededo</i> Secondary Teaching: Practitioner	Shirleen D. S. Santiago <i>Yona</i> Secondary Teaching: Practitioner
Dan Ho <i>Tamuning</i> Secondary Teaching: Practitioner		Gavin Peter Camacho Santos <i>Chalan Pago</i> Secondary Teaching: Practitioner

**Master of Education (M.Ed.)**  
**With Specializations**

Rachel Margaret Serrano Flores <i>Mangilao</i> Reading	Cindy Patague Galvez <i>Dededo</i> Reading	Ryann De Hernandez Pegarido <i>Yigo</i> Reading
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**Candidates for Degree in Course**

Kasaundra Lyn Perez Penaflor <i>Dededo</i> Reading	Bianca Maria Tanaka <i>Tamuning</i> Reading	Enrique Crisostomo Mesngon <i>Chalan Pago</i> Special Education
Janel Manley Borja Perez <i>Chalan Pago</i> Reading	Joshlyn Owens Velasco <i>Dededo</i> Reading	Carmellita Rose Nauta <i>Ipan, Talofofo</i> Special Education
Judith Rae G. Reyes <i>Yigo</i> Reading	Emily Leon Guerrero Canto <i>Dededo</i> Secondary Education	Sohlanse Roponei D. <i>Tamuning</i> Special Education
Jesse John Salalu <i>Yap</i> Reading	Brian Dominguez Enriquez <i>Yigo</i> Special Education	Britney S. Torres <i>Agat</i> Special Education
Anne Rose Kinsella Sengebau <i>Dededo</i> Reading	Elizabeth Anne Gault <i>Santa Rita</i> Special Education	Tin Mar Lar Lwin Gugin <i>Tamuning</i> Teaching English to Speakers of other Languages
Jackeline Ann Smith <i>AAFB Yigo</i> Reading	Joleen Michelle Gay <i>Tamuning</i> Special Education	Mark E. Pacheco <i>Tamuning</i> Teaching English to Speakers of other Languages
Amber Nadine Tajalle <i>Mangilao</i> Reading	Maria L. Heisel <i>Mangilao</i> Special Education	

**As of 12/1/14**

Every effort is made to ensure this printed program is accurate with respect to degrees and honors conferred. However, printing schedules make complete accuracy impossible. A certified transcript is the official proof of graduation.

University of Guam  
Admissions and Records Office  
Graduation Data

**Prospective Graduates Fall 2014 as of December 2, 2014**

COLLEGE	Undergraduate	Graduate	Total
<b>CLASS</b>	36	0	36
<b>CNAS</b>	19	2	21
<b>SBPA</b>	75	25	100
<b>SOE</b>	44	29	73
<b>SNHS</b>	6	0	6
<b>TOTAL</b>	180	56	236

**Masters Degree comparison**

MASTERS		FALL 14	FALL 13	FALL 12		SPRING 14	SPRING 13	
<b>CLASS</b>	Micronesian Studies	0	0	1		0	0	
	English	0	1	0		1	0	
	Clinical Psychology	0	1	2		4	5	
<b>CNAS</b>	Biology	0	1	1		2	0	
	Environmental Science	2	1	3		1	3	
<b>SBPA</b>	Public Administration	15	15	7		16	18	
	PMBA-Business Admin	10	5	0		0	7	
<b>SOE</b>	Counseling	1	7	8		11	9	
	MAT Secondary Teaching	5	6	7		4	8	
	<i>MED - specialization</i>	23	23	9		7	27	
<b>TOTAL</b>		<b>56</b>	<b>60</b>	<b>38</b>		<b>46</b>	<b>77</b>	

**Grad numbers**

Spring	GR	UG	Total
<b>2014</b>	46	245	291
<b>2013</b>	75	221	296
<b>2012</b>	68	215	283
<b>2011</b>	77	200	277
<b>2010</b>	62	197	259

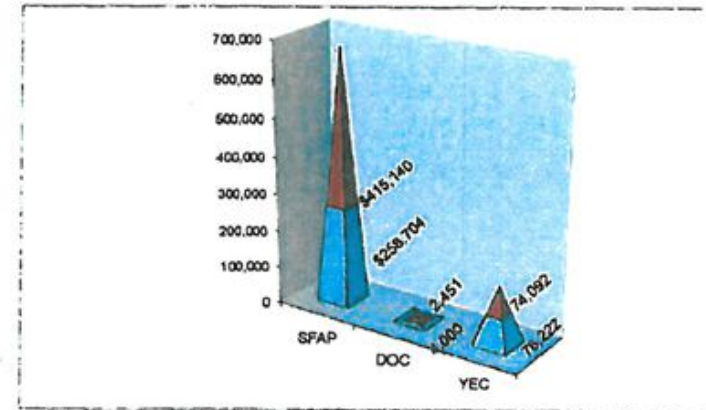
Fall	GR	UG	Total
<b><u>2013</u></b>	63	169	232
<b>2012</b>	38	169	207
<b>2011</b>	57	158	215
<b>2010</b>	49	163	212

University of Guam  
Collections Report  
As of September 30, 2014

	ACTUAL COLLECTIONS						Actual	Forecast by Bursar	12 mo Actual
	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	FY2014	FY2014
SFAP	624,302	491,655	395,951	571,176	614,500	501,629	415,140	440,889	258,704
DOC	15,371	16,912	11,520	4,111	5,120	4,445	4,000	4,111	2,451
YEC	167,775	123,065	116,420	117,956	98,762	109,950	74,092	80,000	76,222
	\$ 807,448	\$ 631,632	\$ 523,891	\$ 693,243	718,382	616,024	493,232	525,000	\$ 337,377
PROJECTION:	\$660,000	\$690,000	\$710,000	\$595,000	625,000	625,000	550,000	525,000	64% Actual 100% Forecast

Collections Data:

	FY2013		FY2014		FYTD 2/13		FYTD 2/14	
	Month end	Sep-13	Month end	Sep-14	YTD	Sep-13	YTD	Sep-14
1 SFAP	\$	51,266	\$	18,490	\$	415,140	\$	258,704
2 DOC		300	\$	-		4,000		2,451
3 YEC		6,899	\$	5,824		74,092		76,222
Total	\$	58,465	\$	24,314	\$	493,232	\$	337,377



BFIA Chairperson Regent Antoinette Sanford will give her report.

Financial update will be given at this time.

President Underwood will give an update on the proposed tuition rate changes.

Physical Facilities Chairperson Elizabeth Gayle will give her report.

Facilities Update will be given at this time.

An update will be provided from the UOG Endowment Foundation.

The floor is now open for presentations by the public. Presentations are limited to 3 minutes only.

Chairperson William Leon Guerrero will adjourn the meeting.