



**UNIVERSITY OF GUAM  
UNIBETSEDÁT GUÅHAN  
Board of Regents**

**Resolution No. 24-25**

**RELATIVE TO APPROVING AND ADOPTING THE GRIEVANCE COMMITTEE'S  
FINDINGS AND RECOMMENDATIONS FOR NORMAN ANALISTA'S  
GRIEVANCE FILED ON APRIL 8, 2024**

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

**WHEREAS**, on April 8, 2024, Norman Analista filed a grievance against UOG President Anita Borja Enriquez regarding the termination of his UOG employment as UOG's Director, Development, Alumni Affairs, and Foundation Relations;

**WHEREAS**, in accordance with Article IV.E.4, UOG RRPM, the Chairperson of UOG's Board of Regents appointed a Grievance Committee to make findings and recommendations concerning the Grievance; and

**WHEREAS**, on September 20, 2024 the Grievance Committee issued their Findings and Recommendations.

**NOW, THEREFORE, BE IT RESOLVED**, the BOR hereby approves and adopts the Grievance Committee's September 18, 2024 Findings and Recommendations and takes the following actions:

1. Norman Analista's April 8, 2024 Grievance is hereby denied.
2. President Anita Borja Enriquez's termination of the Norman Analista's employment as UOG's Director, Development, Alumni Affairs, and Foundation Relations is hereby sustained and said termination shall be effective as of 5:00 p.m. on September 27, 2024.
3. Norman Analista shall be permitted to physically return to UOG's campus after the expiration of six (6) months from the date of this resolution or, should there be pending at the time of the expiration of that six (6) month period any action arising from the Grievance or this resolution, then Norman Analista shall be permitted to physically return to UOG's campus at the expiration of six (6) months from the date such action is fully resolved. Norman Analista shall provide all required clearances required by the Grievance Committee's Findings and Recommendations.

Adopted this 26<sup>th</sup> day of September, 2024.

Sandra H. McKeever, Chairperson

**ATTESTED:**

Anita Borja Enriquez, D.B.A., Executive Secretary