



**UNIVERSITY OF GUAM  
UNIBETSEDAT GUÅHAN**

**Board of Regents**

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**Regular Meeting Minutes  
February 20, 2025**

**1.0 CALL TO ORDER**

The Regular Meeting of the Board of Regents (BOR) was called to order by BOR Chairperson Lesley-Anne Leon Guerrero on February 20, 2025 at 5:31 p.m., RFK Library, Silent Room, and via Zoom. Notice of such meeting have been duly and regularly provided by the BOR.

**QUORUM:**

**Lesley-Anne Leon Guerrero  
Mike W. Naholowaa  
Janice P. Malilay  
Joanna T. Chun  
Christopher L.C. Duenas  
Edward F. Ulloa  
Julie Ann L. Laxamana**

**Chairperson  
Treasurer  
Member  
Member (Zoom)  
Member  
Member  
Member**

**ALSO PRESENT:**

**Anita Borja Enriquez  
Anthony Camacho  
Kalyne Roberto**

**President/Executive Secretary  
General Counsel  
Recording Secretary**

**2.0 MEETING MINUTES**

**2.1 Regular Meeting Minutes of December 12, 2024**

Chairperson Leon Guerrero asked if there were any corrections or discussion regarding the regular meeting minutes as presented. Regent Naholowaa moved to approve, which was duly seconded by Regent Duenas. The motion carried.

**3.0 CHAIRPERSON'S REMARKS**

Chairperson Leon Guerrero delivered her remarks, starting by welcoming attendees and expressing gratitude for their continued efforts in advancing the University of Guam's mission. She acknowledged the Board's endorsement of the new strategic plan, *Tulos Mo'na*, and thanked faculty and staff for their dedication in implementing its goals.

She highlighted upcoming Charter Month celebrations in March, including Blue Night, and recognized the Student Government Association's role in planning events. The Chairperson

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also emphasized the importance of staying engaged during the budget season and advocating for the university's financial needs.

She addressed the impact of recent federal mandates and executive orders, noting the university's cautious approach to spending, while reaffirming the commitment to educational quality and student services.

Additionally, the Chairperson welcomed Mr. Edward Ulloa as a new Regent and invited him to share a few words. She concluded by encouraging nominations for an additional Board of Regents member and stated she would keep her remarks brief.

She concluded her remarks by inviting President Enriquez to deliver her report.

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

President Enriquez began by expressing gratitude to the Board of Regents, faculty, students, and staff for their support and contributions. She highlighted major accomplishments, including a record number of Fall 2024 master's graduates, student research achievements, and faculty research productivity. Dr. Judith Guthertz was recognized as Vice President Emerita, and UOG students were congratulated for winning national finance competitions. The university celebrated the success of its Fish Fest and other campus events. The President also introduced the new strategic plan updates, *Tulos Mo'na: Navigating 2024–2029*, which builds on the prior *Para Hulo'* plan and focuses on student success, research, workforce development, and financial sustainability.

The strategic plan includes specific goals: increasing retention and graduation rates, maintaining program accreditations, expanding grant and research funding, and improving employee satisfaction and professional development. The university seeks to grow enrollment to 3,200 by 2029 and enhance net tuition revenue and auxiliary income. A \$50 million capital campaign is underway to support campus improvements, student success, and strategic initiatives. Additionally, the university is working to reduce utility costs and improve efficiency across units.

A significant portion of the report addressed the impact of new federal restrictions on diversity, equity, and inclusion (DEI) language, which affect \$19.74 million in RCUOG grants. This has led to staff furloughs, frozen student internships, and halted USDA grants. UOG is actively working with federal agencies and local leaders to ensure compliance and mitigate disruptions. Steps include updating job postings, websites, and program descriptions to align with federal guidance, while advocating for clarity and continued support for affected programs.

A copy of the President's report is attached.

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

#### **5.1 Student Affairs, Scholarship, Alumni Relations and Honorary Degree (SASARHD) Committee**

##### **5.1.1 Committee Update**

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Regent Malilay reported that the SASARHD Committee met on February 12<sup>th</sup> at 1:12 p.m. with a quorum present and presented and reviewed the proposed resolutions for the Board's approval.

### **5.1.2 Resolution No. Resolution No. 25-01, Relative to Approving the FY2026 Student Financial Assistance Program (SFAP) Budget**

Regent Mailiay introduced Resolution No. 25-01 and moved to approve, which was duly seconded by Regent Naholowaa. She summarized the resolution explaining the purpose. The motion carried.

## **5.2 Academic, Personnel and Tenure Committee (AP&T) Committee**

### **5.2.1 Committee Update**

Regent Malilay reported that the AP&T Committee met on February 12<sup>th</sup> at 2:32 p.m. with a quorum present and presented and reviewed the proposed resolutions for the Board's approval.

### **5.2.2 Resolution No. 25-02, Relative to Updating the Associate Director of Telecommunication and Distance Learning Education Operation (TADEO) Position to Director, Center for Online Learning**

Regent Malilay introduced Resolution No. 25-02 and moved to approve, which was duly seconded by Regent Duenas. She summarized the resolution explaining the purpose. The motion carried.

### **5.2.3 Resolution No. 25-03, Relative to Updating the Administrator Salary Scale with a Revised Capital Projects Manager Pay Range**

Regent Malilay introduced Resolution No. 25-03 and moved to approve, which was duly seconded by Regent Naholowaa. She summarized the resolution explaining the purpose. The motion carried.

## **5.3 Physical Facilities Committee**

### **5.3.1 Committee Update**

Regent Naholowaa reported that the Physical Facilities Committee met on February 12, 2025, at 4:00 PM in the President's Conference Room with a quorum present. Two previously reviewed and approved resolutions were endorsed for Board consideration. The committee received updates on several capital projects: the USDA-funded Student Services Center is 61% complete and on track for June 2025 completion, while the School of Engineering is 81% complete and scheduled to finish by May 2025. The U.S. Economic Development Administration-supported Water and Environmental Research Institute and School of Health buildings are both progressing, with completion expected by November 2025. Cost increases were noted due to infrastructure adjustments, and construction continues on upper floors.

Other infrastructure updates included preventive HVAC maintenance, ongoing upgrades to power systems, and preparations for a new 600KW generator pending mechanical review. FEMA has prioritized generators for critical campus buildings, and 16 new solar lights have been installed in overflow parking areas. Water system enhancements are in progress, and

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ten FMS staff members are enrolled in Trades Academy certification programs. IT modernization efforts are also underway, including upgrades to the campus network, a shift to Voice over IP, and a move toward cloud-based enterprise software—all part of ongoing initiatives to improve service delivery and cost-efficiency.

The committee supported modifying the CPM salary schedule to improve recruitment and retain qualified personnel, citing significant cost savings. The proposal received favorable recommendations from related committees. The meeting concluded with reassurances that all major federal funding streams—including USDA loans and grants from the U.S. EDA and Treasury—remain active and are being reimbursed on schedule. The committee expressed appreciation for the continued efforts to modernize campus facilities and maintain fiscal responsibility.

### **5.4 Investment Committee**

#### **5.4.1 Committee Update**

Regent Duenas reported that the Investment Committee met on February 13, 2025, at 1:30pm with a quorum present. Ulysses Story presented an update on the Triton Investment Club (TIC), reporting a fund balance of over \$67,000, with investments focused on tech and AI sectors. Apple, NVIDIA, and Alphabet were identified as top holdings. It was noted that the TIC has recently outperformed the University's internal endowment managers. VP for Administration and Finance Randy Wiegand reminded members that the initial \$50,000 seed investment from the Committee had been returned, and the current balance reflects investment gains.

Dan Roland shared Raymond James' 2025 economic outlook, expecting 2.4% growth, two Fed rate cuts, and continued market volatility. Amanda Gima reviewed the University's portfolio, valued at nearly \$27.5 million—its second-best fiscal year ever—with most managers exceeding benchmarks. Concerns were raised over Aristotle Capital's recent performance, though no action was taken. The conservatively managed portfolio stands at \$4.869 million, showing a \$504,000 gain. Minor changes to the Investment Policy Statement (IPS), including adding private credit, were approved. A new IPS for the conservative portfolio will be reviewed by the full Board in April.

VP Wiegand confirmed the extension of Raymond James' advisory contract for its final year and reported on the Committee's participation in a January 2025 offering of Blackstone Private Credit, citing strong returns. A new business item was introduced: the President seeks Board support to petition for relief from legislative oversight of expenditures from the Land Grant Endowment and Tobacco Funds, aiming to fund IT modernization projects. The Board's Budget, Finance, and Audit Committee requested a multi-year expenditure plan with vetted quotes before proceeding with the legislative request. The executive team agreed to this condition.

#### **5.4.2 Resolution No. 25-04, Relative to Authorizing the President to Petition the Guam Legislature to Utilize Land Grant Fund Earnings for the IT Modernization Project and to Seek Relief from Legislature Involvement in the Fund**

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Regent Duenas introduced Resolution No. 25-04 and moved to approve, which was duly seconded by Regent Naholowaa. He summarized the resolution explaining the purpose. The motion carried.

### **5.5 Budget, Finance, and Audit (BFA) Committee**

Regent Naholowaa reported that the BFA Committee met on February 13<sup>th</sup> at 3:00 p.m. and a quorum was present and presented and reviewed the proposed resolutions for the Board's approval.

#### **5.5.1 Financial Update**

Regent Naholowaa reported that the FY2024 appropriation passed by the Legislature fell short by over \$5 million, jeopardizing payroll and critical contractual obligations. Though a supplemental appropriation bill was initially promised, the University was later removed from the legislation. A new measure, Bill No. 58-38 introduced by Senator Vince Borja, seeks to appropriate \$5.7 million to cover payroll for the year. The University continues to work with lawmakers to secure additional funding for equipment and other campus needs. The Department of Administration is providing allotments on time. Comptroller Martin shared that revenue is slightly higher than last year due to increased enrollment, and the University posted a \$3.9 million net gain for the first quarter. Audit work is now underway with a draft expected by March.

Under new business, the Committee reviewed Resolution No. 25-nn, which seeks Board approval for the FY2026 general operations budget request totaling \$47.386 million. This amount includes special appropriations and aligns closely with last year's request of \$44.9 million. No tuition increases are included, although they may be considered depending on legislative funding. The resolution reflects a recommendation to adjust salaries for instructors, assistant professors, and associate professors following a salary study, ensuring fair compensation and pay structure alignment. The Committee voted to include these adjustments in the budget request to the Legislature.

#### **5.5.2 Collections Report**

He reported that budget-to-actual reports confirmed the University is operating within budget. Collections toward the goal of \$200,000 are progressing, with \$62,504 received so far.

#### **5.5.3 Procurement Transactions and Contracts Report**

He stated that Procurement transactions reviewed included insurance payments, meal service contracts, and several amendments and appropriations for ongoing projects. Insurance policies have been renewed with a 5% cost increase, and the risk retention agreement was maintained.

#### **5.5.4 Resolution No. 25-05, Relative to Approving the FY2026 General Operations Budget and Special Appropriations Budgets**

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Regent Naholowaa introduced Resolution No. 25-05 and moved to approve, which was duly seconded by Regent Duenas. He summarized the resolution explaining the purpose. The motion carried.

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

Katrina Perez, Executive Director of the University of Guam Endowment Foundation (UOGEF), expressed her gratitude for the opportunity to report and emphasized the Foundation's important role as a conduit for philanthropic donations to support the University. She acknowledged the valuable partnerships with UOG personnel, whose dedication to the University's programs has helped to foster further community interest and support. Perez highlighted several notable contributions received in recent months, including \$70,925 from the Guam Economic Development Authority for the State Small Business Credit Initiative through SBDC, \$24,000 from the Guam Behavioral Health & Wellness Center for the Asia Pacific Studies Center's 2024 Guam AgraAbility Regional Workshop, and \$20,000 from the Ashenafi Lom Foundation for the creation of the Ashenafi Lom Memorial Scholarship. She also mentioned \$40,000 from Express Care Health & Skin Center to support the Ashenafi Lom Memorial Scholarship, \$17,251 from Security Title related to the Inarajan property donation, and \$13,241 in dividends from Bank of Guam stock, which help pay the annual SBPA Debt Service. Other donations included \$5,500 from Ada's Trust & Investment for UOG Student Scholarships and \$5,000 from Allied Pacific Environmental Consulting for the Mark A. Lander Scholarship for Excellence in Environmental Science.

Perez expressed her appreciation for the efforts of UOG employees and the members of the donating organizations in supporting the University. She encouraged the Board members to personally thank these individuals for their continued partnership. Additionally, she shared information about the upcoming University of Guam Golf Challenge – Driving Higher Education Fore-ward!, scheduled for March 30th at the Country Club of the Pacific in Yona. The event is being co-chaired by Mr. Noel Enriquez and Ms. Melanie Mendiola, with coordination efforts from Mr. Mark Mendiola and Mr. Carlos Taitano. Perez emphasized that the Foundation is proud to support this event, with all proceeds benefiting UOG student scholarships. She expressed hope that the event would be a fun-filled day of golf, aligning with the President's Tulos Mo'na strategic plan to drive college affordability.

### **7.0 OPEN PRESENTATION (3 Minute Limit per Person)**

Chairperson Leon Guerrero opened the floor for open presentations.

Dr. Arun Swamy, President of the Faculty Union, introduced himself and expressed his deep gratitude to the University of Guam (UOG) for the opportunities it has provided him and his family over the past 14 years. He emphasized his commitment to advocating for the faculty and his eagerness to work collaboratively with the Board of Regents for the betterment of the university.

Dr. Nathan Habana, Division Chair and Groundwater Hydrologist at the Water and Environmental Research Institute (WERI), voiced concerns regarding the Administration's proposal to override WERI's longstanding rotating director system. Dr. Habana explained that the new plan to reorganize WERI under the School of Engineering and appoint a director could undermine WERI's mission and regional research funding. He emphasized that the current rotating director system is cost-effective, efficient, and maintains the focus on WERI's

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core mission. He also raised concerns that this reorganization might inadvertently affect federal funding allocations and resource management, particularly in relation to the One Guam agreement. Dr. Habana called for further discussion and consideration of the potential risks, offering to meet with the Administration for a more detailed conversation.

### **8.0 EXECUTIVE SESSION**

Regent Naholowaa motions to move to Executive Session, which was duly seconded by Regent Duenas. The motion carried. The Executive Session commenced at 6:40 p.m.

#### **8.1 Recommendation for Tenure for Dr. ShinHwa Lee, Assistant Professor of Education: Counseling in the School of Education**

The Executive Session ended at 7:00 p.m.

### **9.0 VOTING FILE**

#### **9.1 Recommendation for Tenure for Dr. ShinHwa Lee, Assistant Professor of Education: Counseling in the School of Education**

Regent Naholowaa moved to approve the recommendation for Tenure for Dr. ShinHwa Lee, Assistance Professor of Education: Counseling in the School of Education, which was duly seconded by Regent Ulloa. The motion carried.

### **10.0 ADJOURNMENT**

Regent Naholowaa moved that the meeting be adjourned, which was duly seconded by Regent Duenas. The motion carried. Chairperson Leon Guerrero adjourned the meeting at 7:01 p.m., CHamoru Standard Time.

**ATTESTED:**



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

  
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Lesley-Anne Leon Guerrero, Chairperson