

UOG Town Hall President's 5 Deliverables, Para Hulo' 2019-2024 Strategic Plan, and Your Questions



**May 3, 2019
Fine Arts Theater**

About the Presentation

- 5 Deliverables for the Board of Regents:
 - Connections
 - Marketing
 - Academic Reputation
 - Wrapping up and extending Good-to-Great (G2G)
 - Increasing the Size of the Pie
- Progress on Para Hulo' 2019-2024 Strategic Plan
- Q & A – what's on your mind? Open session plus 3x5 cards for comments or questions to be answered next week



Deliverables:

1. Connections

Connections: Building Relationships

- Making connections was a key objective of the "President Transition Guide"
- The BOR Chair established the Transition Planning Committee to guide the process
- So far, 104 meetings with external key personnel/organizations, more than
- 60 UOG meetings and gatherings
- 13 on-island and off-island alumni events

External meetings (sample)

	Date	Individual or Group
1	7-Aug-18	President Transition Planning Committee
2	14-Aug-18	President Transition Planning Committee
3	27-Aug-18	John Lynskey, President, Association of Government Accountants (AGA)
4	28-Aug-18	Governor Eddie Calvo
5	29-Aug-18	Director General Kosi Latu of Secretariat of the Pacific Regional Environment Programme (SPREP) - <i>Teleconference</i>
6	30-Aug-18	Dr. Michael Cruz, Guam Regional Medical Center President & COO
7	30-Aug-18	Dr. Saied Safabakhsh
8	31-Aug-18	Dr. Sam Mabini, Director, Dept. of Labor
9	5-Sep-18	Therese Terlaje, Vice Speaker, 34th Guam Legislature
10	5-Sep-18	Cathy Castro, American Cancer Society Cancer Action Network (ACS CAN) Ambassador Constituent Team (ACT) Lead and Cory Chun, ACS CAN Hawaii Pacific Government Relations Director
11	6-Sep-18	Peter McPherson, President, Association of Public and Land-Grant Universities (APLU) <i>Phone call</i>
12	6-Sep-18	BJ Cruz, Speaker, 34th Guam Legislature
13	7-Sep-18	Kimberlee Kihleng, Executive Director, Humanities Guahan
14	7-Sep-18	Johnny Taylor, President & CEO, Society for Human Resource Management (SHRM)
15	10-Sep-18	Dr. Mary Okada, President, GCC
16	10-Sep-18	Jason Miyashita and Dan Roland, Raymond James
17	14-Sep-18	Officials from Northern Marianas College
18	18-Sep-18	Society of Emeritus Professors and Retired Scholars
19	20-Sep-18	Guam National Guard and Employer Support of the Guard and Reserve
20	21-Sep-18	John Riegel, Senior Manager, Brown and Caldwell
21	21-Sep-18	Joe San Agustin, Senator and Education Chair, 34th Guam Legislature
22	25-Sep-18	Dr. Phillip Herman, Director, Regional Educational Laboratory (REL) Pacific
23	25-Sep-18	Lt. Governor Ray Tenorio
24	25-Sep-18	Jon Fernandez, GDOE Superintendent
25	25-Sep-18	Dr. Joe Danek, The Implementation Group (TIG)
26	25-Sep-18	George Fraser, Australian Ambassador
27	1-Oct-18	Marciano De Borja, Philippine Consul General
28	2-Oct-18	Capt. Daniel Turner, Commanding Officer, Naval Facilities Engineer Command
29	3-Oct-18	William Leon Guerrero, Former BOR Chair
30	5-Oct-18	Archbishop Michael Bynes
31	8-Oct-18	Dave Sanford, John Onedera and Daphne Shimizu (Guam Board of Accountancy)

Internal meetings (sample)

	Individual or Group	Position
1	Dr. Anita Enriquez	Senior Vice President, Academic and Student Affairs
2	Randy Wiegand	Vice President, Administration and Finance
3	Vicki Renacia	Legal Counsel
4	Jonas Macapinlac	Director, Integrated Marketing Communications
5	Norman Analista	Director, Development and Alumni Affairs
6	David Okada	Chief Planning Officer/ Interim Executive Assistant to the President
7	Meeting	Board of Regents
8	Betty Gayle	Board of Regents, Chairperson
9	Meeting	UOG Endowment
10	Dr. Wilfred Leon Guerrero	UOG Endowment Chairperson
11	Meeting	RCUOG Board of Directors
12	Dr. Robert Underwood	RCUOG Chairperson
13	Rommel Hidalgo	Chief Information Officer
14	Deborah Leon Guerrero	Assistant Vice President, Institutional Effectiveness
15	Dr. Troy McVey	Interim Assist Vice President, Acad Excellence / Dir of Graduate Studies
16	Dr. Lee Yudin	Dean, College of Natural and Applied Sciences (CNAS)
17	Dr. James Sellmann	Dean, College of Liberal Arts and Social Sciences (CLASS)
18	Dr. Annette Santos	Dean, School of Business and Public Administration (SBPA)
19	Dr. Alicia Aguon	Dean, School of Education (SOE)
20	Dr. Margaret Hatttori-Uchima	Dean, School of Nursing and Health Sciences and Social Work
21	Dr. Shahram Khosrowpanah	Interim Dean, School of Education (SENG)
22	Remy Cristobal	Interim Dean, Enrollment Management and Student Success (EMSS)
23	Dr. Monique Storie	Dean, University Libraries (RFK Library / Micronesia Area Research Center)
24	Dr. Mary T.F. Cruz	Faculty Senate President
25	Meeting	Faculty Senate
26	Cris Toves	Staff Council Chairperson
27	Meeting	Staff Council
28	Evander DeGuzman	Student Government Association (SGA) President
29	Meeting	Student Government Association (SGA)
30	Dr. Roseann Jones	Faculty Union President
31	Dr. John Jenson	Water and Environmental Research Institute (WERI) Director

Alumni gatherings

	Date	Location	Activity	Attendees
1	10/8/18	Healthy Fix, Tamuning	Meet and Greet with alumni at IP&E/IT&E	Over 20 alumni
2	10/11/18	Docomo Headquarters	Meet and Greet with alumni at Docomo	Over 20 alumni
3	11/8/18	Coast360 Headquarters	Meet and Greet with alumni at Coast360	Over 10 alumni
4	11/17/18	Dusit Thani Guam	UOG Alumni Reunion	Over 40 alumni
			Distinguished Alumni Awards	Winners: BG Diron Cruz, Military Dr. Ronald Canos, SOE Gener Deliquina, SBPA Valerie Reyes, SOH Dr. Juan Rapadas, CLASS Margaret Denney, CNAS
5	11/29/18	GWA Gloria B. Nelson Building	Meet and Greet with alumni at GWA	Meeting with over 20 alumni
6	12/5/18	SBPA Multi-Purpose Room	Celebration of School of Nursing's accreditation with nursing alumni	Over 30 alumni
7	12/6/18	GTA Headquarters	Meet and Greet with alumni at GTA	Meeting with over 30 alumni
8	1/7/19	East West Center	Meet and Greet with alumni in Honolulu	Dr. Tom Brislin, Mike Martin
9	1/11/19	Koko at Kalia	Meet and Greet with alumni in Honolulu	BG Tracy Smith, Col. Ret. Reynold Palaganas, Col. Ret. John Chiu LTC (Ret.) Patrick Guzman, LTC (Ret.) Serafin Meno, MAJ Romaine Aguon Dr. James Viernes, Kisha Calvo, Vito Calvo, Jr.
10	2/18/19	Hotel Rocore Naha	Meet and Greet with alumni in Okinawa	Celestino Aguon, Tonilynn Aguon, Alan Diaz
11	2/23/19	The Implementation Group	Meet and Greet with alumni in Washington, D.C.	Over 20 alumni Notable guests: Congressman Mike San Nicolas Congresswoman Amata Radewagen, and former Congresswoman Madeleine Bordallo
12	3/2/19	Red Star bar	Meet and Greet with alumni in Portland	Ladera Linn, Ryan Rupley, Jezaiah Valencia, Archie Matta
13	3/3/19	Maggie Bluff's	Meet and Greet with alumni in Seattle	Dr. Ulla Craig and Dr. James Craig

Deliverables:

2. Marketing

2019-2024 Strategic Marketing Plan

2019-2024 STRATEGIC MARKETING PLAN aims to:

- Increase enrollment
- Strengthen the institution's reputation in Guam and beyond
- Align communication efforts across campus
- Position UOG as the premier higher education institution in the Western Pacific & a key partner among Pacific Islands

2019-2024 Strategic Marketing Plan

INITIATIVE 1: STUDENT RECRUITMENT

- Increase both Undergraduate and Graduate enrollments
- Support establishment of an International Recruitment Office
- Implement a Customer Relationship Management (CRM) tool
- Help develop new markets: Military, Transfer, Degree-Completers, Professional Development and Training



2019-2024 Strategic Marketing Plan

INITIATIVE 2: VISIBILITY

- Improve public visibility of UOG academics, research, and service
- Promote UOG's reputation as the higher education leader the Region
- Develop and execute an institutional visibility and awareness campaign
- Highlight outstanding programs, students, faculty, and alumni stories in traditional and new media
- Promote faculty as content and industry experts



2019-2024 Strategic Marketing Plan

INITIATIVE 3: ALUMNI RELATIONS & ADVANCEMENT

- Invigorate UOG's relationship with alumni:
 - Communication strategy
 - Events and connections
- Help grow UOG's Development & Alumni Engagement capacity
- Build the UOG network and connect with CHamoru and Guam diaspora



2019-2024 Strategic Marketing Plan

INITIATIVE 4: MARKETING COMMUNICATIONS

- Implement cohesive Marketing and Communications activities across UOG
- Strengthen internal and external communication
- Produce state-of-the-art marketing and recruitment materials
- Develop more effective internal and external communications
- Develop on-campus MarCom talent



2019-2024 Strategic Marketing Plan

INITIATIVE 5: BRANDING & MERCHANDISING

- Increase brand awareness and affinity through:
 - Triton Store
 - Logo Merchandise
 - Licensing
 - Unified messaging and advertisement plan
- Implement unified branding in all digital and printed materials
- Evaluate and benchmark branding and editorial style guidelines
- Implement UOG logo licensing and merchandising programs



2019-2024 Strategic Marketing Plan

INITIATIVE 6: WEBSITES, WEB APPLICATIONS, & MOBILE APPS

- Continuously improve UOG's website, web services, mobile apps
- Implement "Student Portal" for UOG web services
- Promote UOG's online course and degree offerings
- Continue moving manual processes to online

2019-2024 Strategic Marketing Plan

INITIATIVE 7: TRITON EXPERIENCE

- Create a “Triton Experience” for all who visit the UOG campus
- Contribute to the “Student First” customer service initiative
- Create a campus Welcome Center
- Develop a campus visitation program
- Implement a campus signage and way-finding system
- Develop orientation programs for new students and new employees



Deliverables:

3. Academic Reputation

Raising UOG's Profile

- Highlighted UOG's Land Grant and Sea Grant status—applied for higher level for Sea Grant
- Strong focus on accreditations:
 - Maintaining strong overall WASC accreditation
 - Max 8-year renewal for Nursing accreditation
 - Max 7-year renewal for SBPA accreditation
 - Max 8-year renewal for Social Work
- WERI again ranked among the TOP EIGHT of 54 national institutes in US
- Renowned Marine Lab at core of new EPSCoR grant



Raising UOG's Profile

- Western Pacific regional mission—GCC, PCC, NMC, COM-FSM, CMI
- U.S.-Affiliated Pacific connections—PPEC, REL-Pacific, Islands of Opportunity Alliance with UH, ASCC, Chaminade, HPU
- Pacific Islands collaborations—USP-Fiji, FNU, USP-Alafua, NUS
- Island Universities collaborations—8 Univ Presidential Summit at CISX
- International Higher Education Partnerships—6000+ English language students and 150+ partnerships in Japan, S Korea, China, Philippines

Raising UOG's Profile

- Attracting students from all Guam high schools plus Texas, Korea, Japan
- 3rd year of 100% NCLEX pass rate in Nursing three consecutive years
- UOG has chartered nine national and international honor societies, including:
 - Lambda Pi Eta (for Communications)
 - Sigma Tau Delta (for English)
 - Sigma Beta Delta (for Business Administration)
 - Blue Key Honor Society (service-focused for all disciplines)

Deliverables:
4. Wrapping-up
Good-to-Great (G2G)

G2G: Finishing Up; Looking Ahead

- In 2014, G2G had a total of 205 tasks: 94 tasks got done in Phase I
- By January 2019, there were 111 tasks remaining in six focus areas:
 - **Academics:** Items 1-57
 - **Financial and Administration:** Items 58-83
 - **Devolution:** Items 84-86
 - **Staff and Workforce Portfolio:** Items 87-97
 - **Student Experience:** Items 98-108
 - **Plant Facilities and Fund Raising:** Items 109-111

G2G Wrap-Up – Example



AREA: FOCUSED EMPHASIS: DEVOLUTION					
No	Task	Status	Notes	Deadlines	Responsible Entity
84.	Develop a plan for Devolution of Business and Personnel Management Services, to include staff cross training and upgrades as well as a system of affixing new responsibilities and accountability processes to accompany the devolution. Implementation will occur subsequently per unit on an "as ready" basis.	Ongoing	Supervision/leadership/ evaluation of UOG accountants is a concern that needs to be addressed.	Randy to have plan on March 5	CHRO/Comptroller/ VPAF
	Cross Training activities for Business office staff and CNAS Accountant	DONE	October 2015; Jan 2016; April 2016	October 2016	Comptroller
	HR meets regularly with College/School administrative support personnel to discuss updates, improvements, and enhancements and receive feedback.	Strategic Plan	Updated Oct 2017	See CNAS	CHRO
85.	Comptroller's Office/Business Services - reduction of centralized staff over time with increased focus on audits, investments, financial analysis and reporting. Centralized services will transition many payroll and procurement services out of Business Office.	Strategic Plan		Randy to have plan on March 5	VPAF
	Reduction of centralized staff				
	Transition of services out of business office				
	1. Travel Policy	DONE	Strong resistance from AA/AO	April 2016	
	2. eReg/ePO (purchase order)	Ongoing	Not all units are online	June 2016	
	3. Payroll centralized services (DocEscan)	DONE		May 2015	
	4. W-2 online access via WebAdvisor	DONE	Need ITRC support and employee consent required	March 2017	
	5. Payroll check image via WebAdvisor	DONE	Employee consent required		
	6. 100% payroll direct deposit	DONE	Needs executive directive		
86.	eWorks, Web Advisor and automated workflows will replace inefficient and intensive manual systems and processes. Outsourcing will be explored beyond that for our website and email.	Strategic Plan	See Task 125 – updated Oct 2017		CIO
	Office of Information Technology will work with Business Office, Financial Aid Office and Human Resources Office to convert paper based processes for procurement, attendance, time-keeping, and human resources on-boarding.	Ongoing			
	Pilot implementation of electronic versions of processes (135.c).				
	Roll out new processes upon proven capability to work.				

G2G Wrap-Up

By March 9, 2019 – 111 tasks were sorted by:

52 - Done

27 - Ongoing

2 - No longer relevant/reconsidered

30 - Move to the new Strategic Plan or a Unit's plan

Deliverables:

**5. Growing the Size of
the Pie**

Attracting Financial Support

- Drafted proposed “UOG as a 21st Century University” Bill to promote ability to form Public Private Partnerships (PPPs)
- Current PPP projects in development include the Shrimp/Tilapia Hatchery and International Residence Hall
- Focus on new markets including international students, military, transfer students, professional certificates, and corporate training
- Revenue Expansion Team led by SVP Dr Anita Enriquez has identified **\$1.53M** in potential revenue from new projects for AY19-20
- Growth of Federal grant portfolios and contracts to \$64M



Attracting Financial Support - UOGEF

- University of Guam Endowment Foundation 2018 report:
- “G is for Giving Campaign” raised \$33K surpassing prior goal of \$21K
- Proceeds benefitting student scholarships, programs, and research
- CIS garnered the most in donations by raising \$10,599
- 2018 Corporate Giving topped \$970,000



Attracting Financial Support - UOGEF

Examples of New Scholarship and Institutional Partner Funds:

- Dr. Karri Perez Entrepreneurial Scholarship (Endowed) - \$26,180 so far
- Jon Anderson Journalism Scholarship - \$2,095 raised so far with plans for a golf tournament later this year
- Triton Athletics General Fund (Booster Club and Triton Productions)
- Outreach & Engagement Fund
- Integrated Marketing Communications Fund
- Information Technology Fund
- School of Engineering Building Fund



Attracting Financial Support - UOGEF

2019 Q1 contributions received greater than \$2,000 from nine companies and individuals for a total of \$111,100:

- Takagi & Associates = \$45K
- Bank of Hawaii = \$25K
- UOG Sea Grant = \$15K
- Bank of Guam = \$11.1K
- Hawaiian Rock = \$5K
- IP&E Holdings = \$5K
- Kathleen Owings-Jones = \$2.5K
- Guam Southern Soil & Water Cons. District = \$2.5K



Attracting Financial Support - UOGEF

2019 Cultivating Donors, a few examples:

- Tom Tajalle of BT, Inc. – Room naming of renovated recreation room and atrium area at one of the dormitories
- Dr. Chen of American Medical Clinic – possible naming opportunity of digital library and/or endowed faculty position
- Ms. Susana Parks – possible naming opportunity for MARC Digital Library
- Hawaiian Rock Products – Noted \$275K pledge for SENG building supplies given at time of USDA application



Attracting Financial Support - UOGEF

Envisioning New Naming Opportunities:

- Currently reviewing prior naming price lists and reviewing opportunities with deans and advisory groups
- SENG – rooms, building, equipment donations, scholarships, endowed faculty chair
- SBPA – rooms, donor walls with tiles and tiered donor levels
- Athletics – arena, tennis courts, fields, classrooms, score board/time clock, bleacher areas



**Progress on
Para Hulo'
The 2019-2024 UOG
Strategic Plan**



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Para Hulo' - UOG Strategic Plan 2019-2024



2019-2024 Strategic Plan Update

- UOG's 2010 Plan culminated with G2G: Now it's time for a new plan to stretch to next WASC accreditation visit in 2024
- Strategic Planning Team formed January 2019:
 - President's Council (16 people) plus 11 faculty, staff, SGA President
- Using prior work from G2G and Collaboratoriums plus surveys to reach 930+ employees and 3,700+ students

Our Planning Framework

Phase I: Feb to April

Phase II: May to August

UOG Strategic Plan: 2019-2024+ Para Hulo - *Ever upward!*

V1.0.0

Phase I. February - April

Q1. Think big, think about the long-term impact UOG can have on Guam, the region, the world. What is the best possible shared future? Avoid talking about any discipline. 15 words or fewer.

Vision



Q2. Reality check! What do we need to know so that we are fully-aware of forces inside and outside the institution. Best plans are fully-informed.

External Environment		Internal Environment	
Stakeholders	Trends	Organizational Atmosphere / Culture	Resources
Competitors	Collaborators	What works well?	What needs to be improved?

Q3. Shared values keep the people an organization on track - it's how we pledge to treat each other.

Shared Values
[Values and specific behaviors everyone has agreed to abide by. Most critical to working effectively, together.]



Q4. UOG's current Mission Statement is: Ina (enlightenment), Diskubre (discovery), and Setbe (service). This is "how" UOG does its work. Now we need some words to preface these hows to describe our niche. We need clear, concise, useful words that describe our uniqueness-of-mission: cultures, languages, islands, island character, our region. 15 words or fewer.

Mission
[Big picture/high altitude/ long range: group's niche described by what, where, how]



Q5. More grounding before start making future plans.

S.W.O.T.	
Strengths	Weaknesses
Opportunities	Threats

Strategic Initiatives	
SI 1.	SI 2.
SI 3.	SI



Phase II. May - August

All activities flow up - through our Mission Statement - and contribute to our Vision Statement; the legacy we want to leave for others.

Q6. We can't do everything that everyone wishes, so what criteria will we use to sort high from low priority ideas?

Priority Criteria
Between and within Strategic Initiatives, Goals, Objectives, and Actions - what criteria will be used to prioritize these components?
1) ___
2) ___
3) ___



Based on our final Strategic Initiatives, what are our Goals, Objectives and Action details?

Goal(s) To:	Objective(s) (measurable, with dates)	Action(s)	Anticipated Impact(s)	Priority (H/M/L)	Leader + Team	Start + End Date, 1-5 yrs, 5-10 yrs	Resources Needed	Success Factors + Evaluation	Obstacles + Contingency Plans	Done + Celebrate!
G 1.	O 1.	A 1.								
	O 2.	A 2.								



2019-2014 Strategic Plan update

Phase I:

- Vision Statement
- External & Internal Environmental Scans
- Shared Values
- Mission Statement Elaboration
- S.W.O.T. - Strengths, Weaknesses, Opportunities, Threats
- Strategic Initiatives
- Priority Criteria

2019-2014 Strategic Plan update

Phase II: Develop for Each Strategic Initiative:

- Goals
- Objectives
- Actions
- Team Lead

2019-2014 Strategic Plan update

Phase III: Present the plan for BOR approval, then:

- Initiate efforts along prescribed timeline
- Track and report on public-visible website
- Make course corrections, as needed
- Celebrate successes
- Remain open to other opportunities as they arise



Steps in the Process: Draft Working Vision

Visions are about the impact we want to have, long term, within the scope of our Mission

Transforming lives, advancing communities ...

Steps in the Process:

Current reality: Stakeholders

- Students / alumni
- Faculty / employees
- Employers
- Regional and international partners
- Community
- Prospective students

Steps in the Process:

Current reality: External Trends

- Global perspective
- Distanced ed / on-line courses
- Environmentally responsible
- Advances in technology
- Changing relationship with the region
- Decreases in funding
- Economic uncertainty - locally and globally

Steps in the Process:

Current reality: Competitors & Collaborators

Competitors

- Online programs / universities
- Hawai'i / Mainland U.S. universities
- Community colleges - local/regional
- Military
- Private / public sectors

Collaborators

- GCC and other CCs in Region
- Guam Dept of Education
- Private high schools in Guam/Region
- Private sector partners
- Public / GovGuam and Region
- Other institutions of higher learning
- US Federal partners

Steps in the Process:

Current reality: Culture: what works well?

- Diverse students / faculty
- Land-Grant university status
- Great & innovative people who believe in UOG
- Effective governance structure
- Research (depth & variety)
- Opportunities
- Community partners

Steps in the Process:

Current reality:

Resources: What needs to be improved?

- Need resources, especially from GovGuam
- Need stronger student support and services
- Need to be more proactive vs reactive
- Need more collaboration (be less siloed)
- Need more succession planning/cross-training

Steps in the Process:

Current reality:

Resources: What needs to be improved?

- Transformation of organizational sub-cultures—tension between support units and faculty operational units (academics)
- Student-faculty engagement (improve two-way connectedness between students and faculty)
- Increasing public visibility/fostering public confidence in UOG
- Gaining recognition that UOG is an investment (not an expense)
- Building on strengths of alumni and cultivating alumni relationships
- Student Center (facilities in general)
- Student life experience

Steps in the Process: Shared Values

Campus-wide

- Respect and Supportiveness
- Honesty, Integrity, Trustworthiness and Dependability
- High Standards
- Diversity
- Community Engagement
- Sustainability and Campus Beauty
- Innovation and Proactivity

Role Groups

- As Students
- As Staff Members
- As Faculty Members
- As Administrators

Steps in the Process: Example of the Co-creative Process in Crafting Values

University of Guam's DRAFT (39) Shared Values - version March 15, 2019 / April 9, 2019

Respect and Supportiveness [TK reordered and combined elements]

1. We support a community and climate of respect.
2. We recognize the skills and unique contributions of every person in the University community and honor their fundamental value and dignity.
3. We value differences and treat others with civility, encouraging open and honest communication.
4. We ensure that all encounters [change "encounters" to "services": Jenson] are always performed with hospitality, genuineness, dignity, and respect. [DSO – add "are" as indicated in red]
5. We strive to always see the good in others and try to find strengths in people instead of spreading negativity.
6. We strive for superior customer service and work to fix systems that don't provide an optimal customer service experience. [Move this line to first on this list: Jenson]

Honesty, Integrity, Trustworthiness and Dependability

1. We uphold [change "uphold" to "are committed to" Jenson] the values of [delete "the values of" Jenson] honesty and integrity in our academic programs, research efforts, service to the community, institutional operations and relationships with each other. Integrity means upholding the moral principles and purposes for which the University stands.
2. We stand for academic freedom, honesty, excellence, and progress for the island communities that we serve. [Recommend removing "island". VMR]
3. We are committed to performing our work completely and accurately and strive to meet and exceed expectations of those who place their confidence in us.
4. Our word is our promise, and we keep our commitments.

High Standards

1. We continually seek improvement in all mission-critical areas and to be a model for others to follow.
2. We expect greatness out of ourselves and each other, every day, because Guam and the region, [Delete comma: Jenson] deserve a high-quality university that advances our society.

Diversity

1. We value a campus climate and culture where our interactions are respectful and free speech is protected. The University of Guam is a place where we can work and learn in an atmosphere of dignity and acceptance through inclusive dialogues, interpersonal experiences, and intercultural appreciation. We are responsible for creating this culture.
2. We strive for academic excellence while recognizing that our differences allow us to learn from one another and make us stronger. [DSO – recommend deleting "academic" as it excludes research and service support. Or add research and service support to it] [MS agrees with DSO] [or say "excellence in all endeavors" Jenson] [CML agrees with Jenson]

Community Engagement

1. We are critical to addressing the community's problems. [DSO – recommend deleting this. Appears to be self-centered and self-proclaiming] [MS agrees] [Or replace with "We have unique knowledge and insights into local conditions and problems throughout the region and are thus able to make unique contributions to their solutions. Jenson] [Or replace with We endeavor to use our knowledge and insights to collaboratively address community issues. CML]
2. We [add: "have the confidence of our local citizens and leaders and can" Jenson] improve quality of life by partnering and sharing knowledge, experience and skills with the community. [We need 1 or 2 but not 1 and 2 – CML]
3. We invite community members of all ages, and our alumni, to engage with UOG professionals on our campus so we can learn together.



Our Draft Mission Statement . . .

“Ina, Diskubre, Setbe: The University of Guam empowers the region by uniting island wisdom with universal sources of enlightenment to support exceptional education, discovery, and service that respect and benefit local and global communities.”



Opportunities—Public Input (finishes today)

UOG SP Off Campus Opportunities Survey

iQ Score: Fair | Published

▼ Default Question Block | Block Options ▼

Q1  **Dear Guam Community:**

The University of Guam is in the middle phase of its new strategic planning process called Para Hulo' – Ever Upward – that will guide UOG over the next five years, and we need your help imagining the future UOG. More about Para Hulo' can be found here: <http://www.uog.edu/parahulo>

Today, we are looking for a few brilliant ideas - Opportunities - that are practical and unique, and that can create significant and sustained economic, social, and/or environmental impact for Guam and the Region. Perhaps you have that amazing idea for UOG?

Please contribute your thoughts in this quick five-question survey below - **click on the green arrow box at the bottom to start the survey.** Though we may not be able to pursue and/or fund all ideas, we will certainly consider every single one we receive.

This survey will close Thursday, April 18, 2019 at noon.

Si Yu'os ma'åse'
Thomas W. Krise, Ph.D.
President & Professor of English

The survey you have!

UNIVERSITY OF GUAM BIG IDEA

Today, we are looking for a few brilliant ideas or opportunities that are practical and unique, and that can create significant and sustained economic, social, and/or environmental impact for Guam and the region. Please fill out at least the top 5 questions.

1. What's your new opportunity/idea for UOG?

2. What makes UOG THE best place in our region to work on this idea/opportunity?

3. Briefly describe this idea/opportunity (who, what, where, when, how, why, how much)

4. What are the idea's/opportunity's projected benefits? What do stakeholders get out of this opportunity?

5. What are the idea's/opportunity's specific features?

Thanks for your input! We'd like to keep in touch for future reference.

What is your name?

What is the name of the organization you are affiliated with?

What is your email?

Opportunities we've gotten so far . . .

- Establishing a Research Park (Innovation Village?) to foster new ventures and public-private partnerships (like hatchery)
- Building new dormitories and apartments that are more comfortable for UOG students and even visiting international faculty or lecturers.
- Be like Liberty University which has 3x more students online than in classrooms.
- Expand the tourism department to include hospitality so interns from around our region can work in local hotels to gain experience and improve service
- Identify the various industries in Guam/Micronesia and organize online certificate /degree programs that relate to each. (Qualify for CEU Credits)
- Guam has many talented people living here. We just need to give them opportunities to get technical skills to enhance their projects/talents.
- Mental health and social welfare Education and Training center



Opportunities we've gotten so far . . . (continued)

- Be sure to have programs that teach entrepreneurship -- tourism related would be good. Have *real* business owners teach the classes.
- A Youth/UOG Student Leadership Summit that highlights students' civic and community engagement.
- Assessing the feasibility of a co-operative child care facility for UOG students and/or the community. This may allow for more parents to attend.
- Promote UOG as the best choice for international students to receive a top rated education in an American institution of higher learning.
- Collaboration with a private institution that is a part of the world's largest independent IT training company and established in Guam and Micronesia
- Establish a PhD in Marine Biology

Plus 70 more



How should ideas be prioritized?

26 suggested criteria so far, including ...

1. Fit to mission: Meets relevant demand and is aligned to institution's mission
2. Quality of program / activity: improve the quality of all (faculty and student) research findings; Strengthens quality and integrity of degree program
3. Financial sustainability and efficiency, productivity: Net return on investment over 10 years
4. Demand and relationships: Filling an untapped formal or informal educational niche, or the expansion based on a large enough market base.
5. Student Experience: Efforts that will substantially improve the student experience and ensure that the students are receiving appropriate services in line with the financial contributions they make to the University.
6. Organizational efficiency: promote projects that improve the effectiveness of our people

Next steps

- Conclude Phase I – May 14
- Start Phase II – May 28
- Communicate, communicate, communicate

QUESTIONS?

