

University of Guam
Mangilao, Guam

FACULTY SALARY INCREMENT

Jesse Patrick Bamba
Faculty Member

Extension Agent II
Rank or Title

December 7, 2020 – December 6, 2021
Employment Period

II - 09
Present Level/Step

College of Natural and Applied Sciences
College/Unit

Cooperative Extension Service
Department

RECOMMENDATION OF EVALUATOR

I recommend that a salary increment increase for the above-named faculty member be
APPROVED/DISAPPROVED.


Peter R. Barajas 9/22/22
Date

Interim Associate Director, CE& O
Position Title

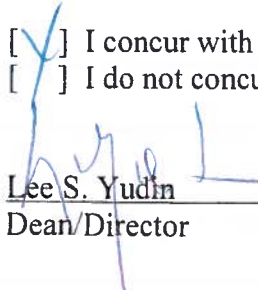
Rationale:

See attached report

RECOMMENDATION OF DEAN/DIRECTOR

☒ I concur with the above recommendation.

☐ I do not concur with the above recommendation (see below).




Lee S. Yudin
Dean/Director



Date

Rationale:

The above Salary Increment recommendations have been discussed with me and my responses, if any are as follows:



Jesse P. Bamba
Faculty Member



Date

CERTIFICATION OF FUNDS

☐ Funds Available


☐ Funds Not Available



Certifying Officer

Date

January 28, 2022

MEMORANDUM

TO: Jesse P. Bamba, UOG, Cooperative Extension & Outreach 

FROM: Dr. Lee S. Yudin, Dean, CNAS 
Peter R. Barcinas, Interim Associate Director, CE&O 

SUBJECT: Review/Evaluation of your December 07, 2020- December 07, 2021, CFES Executive Summary Report (ESR) and Future December 07, 2021 – December 07, 2022, POW Planned Activities

Thank you for presenting your 2020-2021 CFES (reflective and future) summarizing the primary areas of Extension & Outreach, Creative, Research Scholarly and University/Community Service. You submitted your supporting CFES documents to the CE&O Microsoft Team channel to begin the ESR review on November 14, 2021, and with the CE&O Interim Associate Director Mr. Peter Barcinas on January 28, 2021. Your 2020-2021 ESR and future 2022 CFES/POW plan were completed and discussed with you.

As we advance, you are encouraged to align planned activities under the new NIFA reporting system (NRS), including our UOG CE&O Critical Issues dashboard, to review, change, and address emerging issues throughout the program. Other alignment areas include using the NIFA knowledge areas as part of our integrated reporting and shifting towards a quarter reporting of approved planned activities. Additional recommendations include developing program-appropriate Extension publications aligned to your future planned activities.

Please note that a detailed sub-plan of work listing CI, SEAs, KAs, and aligns with the NIFA NRS each of your defined Part II roles will be required. The sub-plans provide for the expanded details, which list objectives, action plans, and identified resources that support the approved planned activities as reviewed and approved. Variances to your planned roles are expected, and any amendments must be reviewed and approved before any changes are taken or initiated.

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For the record, please note the following ESR Review sections:

Part I. Comprehensive Faculty Evaluation System- December 07, 2020 – December 07, 2021

Role Assignments Percent of Time

Extension/Instruction:	60%
Creative/Research/Scholarly	25%
University Service	15%
<hr/>	
Total	100%

This section references your approved 2020-2021 assigned roles and percent of time allocations.
This section represents your reflective work and evaluation summaries.

Part II. Period December 07, 2020 – December 07, 2021, Cooperative Extension & Outreach- 60%

Role Assignment Summary/Increment Recommendations Planned Review Highlights -

Planned Activity (PA)	NIFA Science Emphasis Areas (SEAs)	Knowledge Areas (KA)
Critical Issue (CI)	NIFA Science Emphasis Areas (SEAs)	NIFA Knowledge Areas (KA)
CI-(Identify CI areas) Sustained Agricultural Production Systems-Plant/Pest Efforts; Sustainable Agriculture Production Systems- Global Food Security; Sustainable Agricultural Production Systems- Protect Resources of Guam		Topic Areas: <ul style="list-style-type: none"> V. Food and Non-food products: Development, processing, Quality, and Delivery (KAs 501-512) IX. Program and Project Support, and Administration, Education, and Communication(Kas 901-903) Specific KA areas:
PA1. Agricultural and Natural Resources Content and Process Expertise PA1.1 Farm Visits PA1.2 Technical Assistance to Government Agencies and NGOs	<ul style="list-style-type: none"> Bioeconomy, Bioenergy, Bioproducts Science Emphasis Area Education & Multicultural Alliances Science Emphasis Area Environmental Systems Science Emphasis Area Food Safety Science Emphasis Area Sustainable Agricultural Production Systems Science Emphasis Area 	KA 211 – Insects, Mites and Other Anthropods Affecting Plants KA 212 – Pathogens and Nematodes Affecting Plant KA 213 – Weeds Affecting Plants KA 214 – Vertebrates, Mollusks, and Other Pests Affecting Plants KA 215 – Biological Control of Pests Affecting Plants KA 216 – Integrated Pest Management Systems KA 401 – Structures, Facilities and General-Purpose Farm Supplies KA 601- Economics of Ag Production and Farm Mgmt KA 604 – Marketing and Distribution Practices
UPA1 Variance Activities PA1.1A		
PA2. Agricultural and Natural Resources Engagement PA2.1 Market and Mgmt Issues PA2.2 Needs Assessment		
UPA2 Variance Activities UPA2.1		
PA3. Coordination of Programs PA3.1 Agricultural Technology for Viable Small Production Storage		
UPA3 Variance Activities PA3.1		
PA4. ANR Workshops PA4.1 Vegetable and Fruit Cultivation Workshops		
UP4 Variance Activities PA4.1 E&O		

Program highlights cover the following NIFA Science Emphasis Areas (SEA) and Knowledge Areas (KA):
The following PA activities PA1-5 and subseries encompasses the CI areas noted in the above matrix.

CE&O PA1 Agricultural and Natural Resources Content and Process Expertise

PA1 aligns with the noted SEAs and NIFA topic and corresponding KA areas. While the presentation is a general profile, the best match of activities describes the relevance of the PA1 roles in supporting the ANR CI areas. Under this PA1 endeavor, you initially planned the following activity followed by the documentation provided:

- Planned Activities
 - PA1.1 Farm Visits
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Field notes
 - Email correspondence
 - Meeting agendas
 - PA1.2 Technical Assistance
 - Noted accomplishments or variances reported include provided technical assistance that focus on the needs and requests of clients via emails, phone calls, social media, and personal conversations with emerging issues related to Guam's agriculture.
 - Artifacts
 - Meeting notes
 - Email correspondence

CE&O PA2 Agricultural and Natural Resources Engagement

PA2 Aligns with the noted SEAs and NIFA topic and corresponding KA areas. Under this PA2 endeavor, you initially planned the following activity followed by the documentation provided:

- Planned activities
 - PA2.1 Agricultural and Natural Resources Engagement
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Meeting agendas
 - Meeting minutes
 - Program Plans and Reports
 - PA2.2 Needs Assessment
 - Noted accomplishments or variances reported include engaging with local farmers on market and management issues and agricultural focus groups to identify issues and needs for program development.
 - Artifacts
 - Meeting minutes
 - Program/project documentation

CE&O PA3 Coordination of Programs

PA3 Aligns with the noted SEAs and NIFA topic and corresponding KA areas. While the presentation is a general profile, the activities describe the relevance of the PA3 roles in supporting the ANR CI areas. Under this PA3 endeavor, you initially planned the following activity followed by the documentation provided:

- Planned Activities
 - PA3.1 Agricultural Technology for Viable Small Production Storage Project
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Subplan of Work
 - Manage/program implementation
 - Evaluation of program activities
 - Program plans
 - Reports

CE&O PA4 ANR Planned Workshop Series

PA4 Aligns with the noted SEAs and NIFA topic and corresponding KA areas. While the presentation is a general profile, the best match of activities describes the relevance of the PA4 roles in supporting the ANR CI areas. Under this PA4 endeavor, you initially planned the following activity followed by the documentation provided:

- PA4.1 Vegetables and Fruit Cultivation Workshops
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Sign-in sheet
 - Workshop Evaluations
 - Email communication
 - End-of-Year Program Report

CE&O PA5 Extension Publications

PA5 Aligns with the noted SEAs and NIFA topic and corresponding KA areas. While the presentation is a general profile, the best match of activities describes the relevance of the PA5 roles in supporting the ANR CI areas. Under this PA5 endeavor, you initially planned the following activity followed by the documentation provided:

- PA5.1 Extension Publications (Updated selected publications and new series)
 - Noted accomplishments or variance reported include:

Effort on generating updated publications is recognized- Electric fence for Feral Swine. This publication provides timely information for helping farmers and homeowners consider options for mitigating damage to farms and real-estate properties. Other related publications work includes a technical report for improving irrigation efficiency.
 - Artifacts
 - Draft manuscript
 - Approved CE&O publications committee
 - Final publication

Period January December 07, 2020 – December 07, 2021, CFES Review Extension & Outreach (60%)

PA1. Thru PA5 series. In this CE&O planned endeavor (as profiled above) you provided the supporting documentation and where appropriate, noted accomplishments and planned activity variances. In summary, your work role areas 60% CE&O has been evaluated. In our opinion, your work during this reporting period reflects the efforts of continuing support and leveraged role of your CE&O planned areas. You have demonstrated a high degree of quality programming support to both the roles noted under PA1 thru PA5 series and related subparts. Ongoing work noted during this period include continuing the publications effort into the future period 2021-thru 2022 to include the draft publications-

- Sweetsop Tree Care on Guam
- Focus Group Study Report on Guam Agricultural Challenges and Opportunities
- Complete Genome Sequence of Tomato Leaf Curl Guam Virus, a novel tomato-infecting begomovirus in Guam (*Journal of Microbiology Resource Announcement*)

Part II. Period December 07, 2020 – December 07, 2021, Creative/Research/Scholarly-25%

Planned activities (PA) reported - *Creative/Research/Scholarly highlights cover the following planned activities:*

Planned Activity (PA)	NIFA Science Emphasis Areas (SEAs)	Knowledge Areas (KA)
Critical Issue (CI)	NIFA Science Emphasis Areas (SEAs)	NIFA Knowledge Areas (KA)
<i>CI-Sustained Agricultural Production Systems- Plant/Pest Efforts; Sustainable Agriculture Production Systems- Global Food Security; Sustainable Agricultural Production Systems- Protect Resources of Guam</i>		<p>Topic Areas:</p> <ul style="list-style-type: none"> • V. Food and Non-food products: Development, processing, Quality, and Delivery (KAs 501-512) • IX. Program and Project Support, and Administration, Education, and Communication (KAs 901-903) <p>Specific KA areas:</p> <p>KA 211 – Insects, Mites and Other Arthropods Affecting Plants</p> <p>KA 212 – Pathogens and Nematodes Affecting Plant</p> <p>KA 213 – Weeds Affecting Plants</p> <p>KA 214 – Vertebrates, Mollusks, and Other Pests Affecting Plants</p> <p>KA 215 – Biological Control of Pests Affecting Plants</p> <p>KA 216 – Integrated Pest Management Systems</p> <p>KA 401 – Structures, Facilities and General-Purpose Farm Supplies</p> <p>KA 601- Economics of Ag Production and Farm Mgmt</p>
CRS-PA1. Grants Management CRS-PA1.1 PSEFMP CRS-PA1.2 Swimming Pool Mgmt Training Manual for Pesticide Applicators CRS-PA1.3. Sustainable Plan to Rescue/Revitalizing Guam's Commercial Agriculture Industry while Mitigating Food Insecurity during COVID-19	<ul style="list-style-type: none"> • Bioeconomy, Bioenergy, Bioproducts Science Emphasis Area • Education & Multicultural Alliances Science Emphasis Area • Environmental Systems Science Emphasis Area • Food Safety Science Emphasis Area • Sustainable Agricultural Production Systems Science Emphasis Area 	
CRS-PA2. Proposal Development CRS-PA2.1 GEDA QCCC Proposal – <i>Agricultural Enterprise Development Using Research and Education to work with Agriculture Producers and Farm Operators</i> CRS-PA2.1- Proposal Development		
CRS-PA3. QCCC grant proposal "Agricultural Enterprise Development using Research and Extension to work with Agriculture producers and Farm Operators".		
CRS-PA4 Variance Activities CRSUP4.1		

CRS-PA1 Grants Management

CRS-PA1 aligns with the noted SEAs and NIFA topic and corresponding KA areas. While the presentation is a general profile, the best match of activities describes the relevance of the CRS-PA1 roles in supporting the ANR CI areas. Under this PA1 endeavor, you initially planned the following activity followed by the documentation provided:

- CRSPA1.1 PSEFMP
 - Planned Activities
 - Proposal development
 - Established Multi-media Team
 - Continuing PSEP workgroup project scope of work
 - PSEP Online Training Resource
 - Core PSEP Manuals completed
 - Swimming Pool PMTM Pesticide Applicator manual
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Funding award letter
 - Multi-Media PSEP workgroup established
 - NPSEC zipped folder containing RISE modules
 - CRS-PA1.1 Variance Activities
 - Guam Fruit and Vegetable Pesticide Guide completed during this period
- CRSPA1.2 Sustainable Plan to Rescue/Revitalizing Guam's Commercial Agriculture Industry while Mitigating Food Insecurity during COVID-19
 - Planned Activities
 - Proposal
 - MOU
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Proposal development
 - Meeting notes
 - Email correspondence
- CRS-PA1.3 Swimming Pool Mgmt Training Manual for Pesticide Applicators
 - Planned Activities
 - Training Manual
 - Noted Accomplishments
 - Artifacts
 - Completed Manual

CRS-PA2 aligns with the noted SEAs and NIFA topic and corresponding KA areas. While the presentation is a general profile, the best match of activities describes the relevance of the PA2 roles in supporting the ANR CI areas. Under this PA1 endeavor, you initially planned the following activity followed by the documentation provided:

- CRS-PA2.1- Proposal Development GEDA QCCC Proposal –*Agricultural Enterprise Development Using Research and Education to work with Agriculture Producers and Farm Operators*
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Proposal
 - Field notes
 - Virtual Presentation
 - Email correspondence
- CRS-PA4 Variance Activities
 - CRS-PA4.1 Co-PI National Conservation Innovation Grant (CIG) Program
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Publication Improving Irrigation Efficiency on Vegetable Crops Using Smart Irrigation Technologies in Guam. Western Pacific Tropical Research Center (WPTRC). Technical Report No. 1 October 2021. \$935,581.00 (1/2/2020-1/1/2023)
 - Field notes
 - Email correspondence

Period December 07, 2020 – December 07, 2021, CFES Review Creative/Research/Scholarly (25%)

CRSPA1 -CRSPA5. In this CRS Role planned endeavor (as profiled above) you provided the supporting documentation and where appropriate, noted accomplishments and planned activity variances. Variances noted acknowledge the research overage areas. Please include your documentation for human subjects review artifacts for the appropriate role areas.

In summary, your work role areas 25% CRS has been evaluated. In our opinion, your work during this reporting period reflects the efforts of continuing research support to existing multi-state programming efforts and your noted roles. You have demonstrated a high degree of research programming work and continue to provide the nexus of taking project results and aligning them for CE&O programming artifacts and report resources.

Part II. Period December 07, 2020 – December 07, 2021, Instruction -

Role Assignment Summary/Increment Recommendations Planned Review Highlights -

Planned Activity (PA)	NIFA Science Emphasis Areas (SEAs)	Knowledge Areas (KA)
	NIFA Science Emphasis Areas (SEAs)	NIFA Knowledge Areas (KA)
PA1. Resident Instruction PA1.1 AL/BI 345 General Entomology		

Extension/Instruction for the Period December 07, 2020- December 07, 2021:

CE&O/I Planned Activities (CE&O/Instruction PA Series 1)*

- Unplanned activity during this period
 - CRS-PA1.1 Variance
 - Instruction PA1
 - PA1.1 AL/BI 345
 - Planned Evidence of Accomplishment
 - Noted accomplishments or variances reported include:
 - Guest lecturer for AL/BI 345 related to general entomology. Specific topics include information on pests and control methods for agriculture crops
 - Artifacts
 - Outline of presentation notes
 - Other supporting documents

**Part II. Period December 07, 2020 – December 07, 2021, Role Assignment University
Service-15%**

Role Assignment Summary/Increment Recommendations Planned Review Highlights -

Planned Activity (PA)

UCSPA1. UOG-CE&O Liaison to FCAG Board	<ul style="list-style-type: none"> • Bioeconomy, Bioenergy, Bioproducts Science Emphasis Area • Education & Multicultural Alliances Science Emphasis Area • Environmental Systems Science Emphasis Area • Food Safety Science Emphasis Area • Sustainable Agricultural Production Systems Science Emphasis Area 	<p>Topic Areas:</p> <ul style="list-style-type: none"> • V. Food and Non-food products: Development, processing, Quality, and Delivery (KAs 501-512) • IX. Program and Project Support, and Administration, Education, and Communication(Kas 901-903) <p>Specific KA areas:</p> <p>KA 211 – Insects, Mites and Other Arthropods Affecting Plants</p> <p>KA 212 – Pathogens and Nematodes Affecting Plant</p> <p>KA 213 – Weeds Affecting Plants</p> <p>KA 214 – Vertebrates, Mollusks, and Other Pests Affecting Plants</p> <p>KA 215 – Biological Control of Pests Affecting Plants</p> <p>KA 216 – Integrated Pest Management Systems</p> <p>KA 401 – Structures, Facilities and General-Purpose Farm Supplies</p> <p>KA 601- Economics of Ag Production and Farm Mgmt</p>
UCSPA2. MTM MPC Council		
UCSPA3. Hospitality Ministry-Dulce Nombre De Maria Cathedral Basilica		
UCSPA4. Marriage Ministry and Head of Western Vicariate for the Roman Catholic Archdiocese of Hagatna		
UCSPA5. CNAS Search Committee		

**Part II. Period December 07, 2020 – December 07, 2021, Role Assignment University
Service-15%**

Role Assignment Summary/Increment Recommendations Planned Review Highlights -

UCSPA1 aligns with the noted SEAs and NIFA topic and corresponding KA areas. While the presentation is a general profile, the best match of activities describes the relevance of the UCS-PA1 roles in supporting the ANR CI areas. Under this UCSPA1 endeavor, you initially planned the following activity followed by the documentation provided:

- UCSPA1. UOG-CE&O Liaison to FCAG Board
 - Planned Activities
 - Provide Meeting documentation
 - Report of Accomplishment
 - Noted accomplishments or variances reported include:
 - Artifacts
 - Attended and supported Monthly FCAG/ Guam Farmers Market Board general meetings documentation report
 - Provided information on CE&O Multi-state collaborative study on Farm Stress Survey
 - Provided FCAG 2021 election results support on May 07, 2021
 - Meeting Agendas
 - Email Correspondence

UCSPA2. MTM MPC Council

Under this CSPA2 endeavor, you initially planned the following activity followed by the documentation provided:

- Noted accomplishments
 - Attended and supported Monthly MTM-MPC general meetings
 - Artifacts of these activities include:
 - MTM Mayoral letter of support
 - Meeting Agendas
 - Email Correspondence

UCSPA3. Hospitality Ministry-Dulce Nombre De Maria Cathedral Basilica

Under this CSPA3 endeavor, you initially planned the following activity followed by the documentation provided:

- Noted accomplishments
 - Attended and supported Monthly MTM-MPC general meetings
 - Artifacts of these activities include:
 - MTM Mayoral letter of support
 - Meeting Agendas
 - Email Correspondence

UCSUPA4- Marriage Ministry and Head of Western Vicariate for the Roman Catholic Archdiocese of Hagatna

Under this UCSUPA 3.2 endeavor, the following documentation provided:

- Noted accomplishments
 - Participation in faith-based community engagement work and providing training support to NGO groups.
 - Artifacts of these activities include:
 - Letter from the Roman Catholic Archdiocese of Hagatna Marriage Ministry Coordinator acknowledging my participation.

UCSPA5. CNAS Search Committee

Under this UCSUPA 5 endeavor, the following documentation provided:

- Noted accomplishments
 - Elected to Faculty Election Committee
 - Appointed to the UOG-IRB committee
 - Provide workplace planning support to the CNAS search and recruitment efforts
 - Artifacts of these activities include:
 - Committee documents
 - Appointment letters

Period December 07, 2020 – December 07, 2021, CFES Review Assignment University Service-(15%)

UCSPA1 -UCSPA5 Under this UCSPA Role planned endeavor (as profiled above) you provided the supporting documentation and where appropriate, noted accomplishments and planned activity variances. In summary, your work role areas 15% UCS has been evaluated. In our opinion, your work during this reporting period reflects the efforts of recognized and appropriate university service efforts and your noted roles.

Part III. Topics to Address for December 07, 2021- December 07, 2022, Period

Role Assignments Percent of Time

Extension/Instruction:	50%
Creative/Research/Scholarly:	25%
Instruction:	10%
University Service:	15%

TOTAL 100%

The above role assignment Part III. Future December 07, 2021, thru December 07, 2022, percent of time allocations have been identified and discussed with you along with the corresponding planned role areas. This ESR and future plan evaluation conclude with our recommendation to approve your new performance period.

Part III. Period December 07, 2021 – December 07, 2022,

Cooperative Extension & Outreach -

50%

Role Assignment Summary/Increment Recommendations Planned Review Highlights -

Planned Activity (PA)	NIFA Science Emphasis Areas (SEAs)	Knowledge Areas (KA)
Critical Issue (CI)	NIFA Science Emphasis Areas (SEAs)	NIFA Knowledge Areas (KA)
CI-Sustained Agricultural Production Systems- Plant/Pest Efforts; Sustainable Agriculture Production Systems- Global Food Security; Sustainable Agricultural Production Systems- Protect Resources of Guam		Topic Areas: <ul style="list-style-type: none"> V. Food and Non-food products: Development, processing, Quality, and Delivery (KAs 501-512) IX. Program and Project Support, and Administration, Education, and Communication(Kas 901-903) Specific KA areas:
PA1. Agricultural and Natural Resources Content and Process Expertise PA1.1 Farm Visits PA1.2 Technical Assistance to Government Agencies and NGOs	<ul style="list-style-type: none"> Bioeconomy, Bioenergy, Bioproducts Science Emphasis Area Education & Multicultural Alliances Science Emphasis Area Environmental Systems Science Emphasis Area Food Safety Science Emphasis Area Sustainable Agricultural Production Systems Science Emphasis Area 	KA 211 – Insects, Mites and Other Anthropods Affecting Plants KA 212 – Pathogens and Nematodes Affecting Plant KA 213 – Weeds Affecting Plants KA 214 – Vertebrates, Mollusks, and Other Pests Affecting Plants KA 215 – Biological Control of Pests Affecting Plants KA 216 – Integrated Pest Management Systems KA 401 – Structures, Facilities and General-Purpose Farm Supplies KA 601- Economics of Ag Production and Farm Mgmt KA 604 – Marketing and Distribution Practices
PA2. Agricultural and Natural Resources Engagement PA2.1 Market and Mgmt Issues PA2.2 Needs Assessment		
PA3. Coordination of Programs PA3.1 Agricultural Technology for Viable Small Production Storage		
PA4. ANR Workshops PA4.1 Vegetable and Fruit Cultivation Workshops PA4.2 New and Emerging Issues in Agriculture		
PA5. Extension Publications PA5.1 Extension Fact Sheets		

Extension for the Period December 07, 2021- December 07, 2022: 50%

CE&O/I Planned Activities (CE&O/Instruction PA Series)*

CE&O PA1 Agricultural and Natural Resources Content and Process Expertise

- PA1.1 Farm Visits
 - Planned Evidence of Accomplishments
 - Field notes
 - Email correspondence
 - Meeting agendas
- PA1.2 Technical Assistance
 - Planned Evidence of Accomplishments
 - Meeting notes
 - Email correspondence

CE&O PA2 Agricultural and Natural Resources Engagement

- PA2.1 Agricultural and Natural Resources Engagement
 - Planned Evidence of Accomplishments
 - Meeting agendas
 - Meeting minutes
 - Program Plans and Reports
- PA2.2 Needs Assessment
 - Planned Evidence of Accomplishments
 - Planned Evidence of Accomplishments
 - Meeting agendas
 - Meeting minutes
 - Program Plans and Reports

CE&O PA3 Coordination of Programs

- PA3.1 Agricultural Technology for Viable Small Production Storage Project
 - Planned Evidence of Accomplishment
 - Subplan of Work
 - MOU
 - Manage/program implementation
 - Evaluation of program activities
 - Program plans
 - Reports

CE&O PA4 ANR Planned Workshop Series

- PA4.1 Vegetables and Fruit Cultivation Workshops
 - Planned Evidence of Accomplishment
 - Workshop supporting documents
 - Sign-in sheet

CE&O PA5 Extension Publications

- PA5.1 Extension Publications (Updated selected publications and new series)

- Planned Evidence of Accomplishment
 - Draft manuscript
 - Approved CE&O publications committee
 - Final publication

**CRS PA-1-5 will be expanded based on the approved PA1-5 supporting sub-plans of work/documentation and proposed evidence of accomplishments.*

*** Bridge projects allow for coordination with other CE&O programs and projects*

Part III. Period December 07, 2021 – December 07, 2022, Creative/Research/Scholarly-25%

Planned activities (PA) reported - *Creative/Research/Scholarly highlights cover the following planned activities:*

Planned Activity (PA)	NIFA Science Emphasis Areas (SEAs)	Knowledge Areas (KA)
Critical Issue (CI)	NIFA Science Emphasis Areas (SEAs)	NIFA Knowledge Areas (KA)
<i>CI- Sustained Agricultural Production Systems- Plant/Pest Efforts; Sustainable Agriculture Production Systems- Global Food Security; Sustainable Agricultural Production Systems- Protect Resources of Guam</i>		Topic Areas: <ul style="list-style-type: none"> • V. Food and Non-food products: Development, processing, Quality, and Delivery (KAs 501-512) • IX. Program and Project Support, and Administration, Education, and Communication(Kas 901-903) Specific KA areas:
CRS-PA1. Grants Management CRS-PA1.1 PSEFMP CRS-PA1.2 PI WSARE 5 Future Trainers: Developing a Farmer Run Agriculture Production Monitoring Program (FCAG) CRS-PA1.3 Co-PI National Conservation Innovation Grant	<ul style="list-style-type: none"> • Bioeconomy, Bioenergy, Bioproducts Science Emphasis Area • Education & Multicultural Alliances Science Emphasis Area • Environmental Systems Science Emphasis Area • Food Safety Science Emphasis Area • Sustainable Agricultural Production Systems Science Emphasis Area 	KA 211 – Insects, Mites and Other Anthropods Affecting Plants KA 212 – Pathogens and Nematodes Affecting Plant KA 213 – Weeds Affecting Plants KA 214 – Vertebrates, Mollusks, and Other Pests Affecting Plants KA 215 – Biological Control of Pests Affecting Plants KA 216 – Integrated Pest Management Systems KA 401 – Structures, Facilities and General-Purpose Farm Supplies KA 601- Economics of Ag Production and Farm Mgmt
CRS-PA2. GEDA QCCC Proposal – Agricultural Enterprise Development Using Research and Education to work with Agriculture Producers and Farm Operators CRS-PA2.1- Proposal Development CRS-PA2.2 Project Briefing		

Part III. Period December 07, 2021 – December 07, 2022, Creative/Research/Scholarly-25%

CE&O/I Planned Activities (CE&O CRS-PA Series)*

CE&O CRS-PA1 Grants Management

- CRS-PA1.1 PSEFMP
 - Planned Evidence of Accomplishments
 - Field notes
 - Email correspondence
 - Meeting agendas
- CRS-PA1.2 Western SARE- "5 Future Trainers: Developing a Farmer Run Agriculture Production Monitoring Program (FCAG)"
 - Planned Evidence of Accomplishments
 - Program Plan
 - Field Notes
- CRS-PA1.3 Co-PI National Conservation Innovation Grant
 - Planned Evidence of Accomplishments
 - CIG Field Notes
 - Email
 - Progress Reports

CRS-PA2. GEDA QCCC Proposal – Agricultural Enterprise Development Using Research and Education to work with Agriculture Producers and Farm Operators

- CRS-PA2.1 GEDA QC Proposal
 - Planned Evidence of Accomplishments
 - QC proposal
 - Cooperator Feedback
- CRS-PA2.2 Project Briefing
 - Planned Evidence of Accomplishments
 - Video production on farming practices
 - Developed program production strategies manuscript

Part III. Period December 07, 2021 – December 07, 2022, Instruction - 10%

Role Assignment Summary/Increment Recommendations Planned Review Highlights -

Planned Activity (PA)	NIFA Science Emphasis Areas (SEAs)	Knowledge Areas (KA)
	NIFA Science Emphasis Areas (SEAs)	NIFA Knowledge Areas (KA)
PA1. Resident Instruction PA1.1 SP2022 AL485/L (Tropical Fruits Horticulture Lecture and Laboratory)		

Extension/Instruction for the Period December 07, 2021- December 07, 2022: 10%

CE&O/I Planned Activities (CE&O/Instruction PA Series 1)*

- CE&O/Instruction PA1
 - PA1.1 & PA 1.2 Instruction
 - PA1.1 AL485
 - Planned Evidence of Accomplishment
 - Syllabus
 - Student Evaluations
 - Student grades

Part III. Period December 07, 2021 – December 07, 2022, Role Assignment University Service-15%

Role Assignment Summary/Increment Recommendations Planned Review Highlights -
Planned Activity (PA)

UCSPA1. UOG-CE&O Liaison to FCAG Board	<ul style="list-style-type: none"> Bioeconomy, Bioenergy, Bioproducts Science Emphasis Area Education & Multicultural Alliances Science Emphasis Area Environmental Systems Science Emphasis Area Food Safety Science Emphasis Area Sustainable Agricultural Production Systems Science Emphasis Area 	<p>Topic Areas:</p> <ul style="list-style-type: none"> V. Food and Non-food products: Development, processing, Quality, and Delivery (KAs 501-512) IX. Program and Project Support, and Administration, Education, and Communication(Kas 901-903) <p>Specific KA areas:</p> <p>KA 211 – Insects, Mites and Other Anthropods Affecting Plants</p> <p>KA 212 – Pathogens and Nematodes Affecting Plant</p> <p>KA 213 – Weeds Affecting Plants</p> <p>KA 214 – Vertebrates, Mollusks, and Other Pests Affecting Plants</p> <p>KA 215 – Biological Control of Pests Affecting Plants</p> <p>KA 216 – Integrated Pest Management Systems</p> <p>KA 401 – Structures, Facilities and General-Purpose Farm Supplies</p> <p>KA 601- Economics of Ag Production and Farm Mgmt</p>
UCSPA2. Representative Guam Livestock Producers Cooperative		
UCSUPA3. MTM MPC Council		
UCSUPA4. Hospitality Ministry-Dulce Nombre De Maria Cathedral Basilica		
UCSUPA5. Marriage Ministry and Head of Western Vicariate for the Roman Catholic Archdiocese of Hagatna		
UCSUPA6. CNAS Search Committee		
UCSUPA7. UOG-IRB Committee 2yr appointment		
UCSUPA8. UOG Faculty Election Commission		

University & Community Service for the Period August 10, 2021- August 09, 2022: 15%

CE&O University Service (CE&O UCS-PA Series 1-7)

- CE&O UCS PA1 UOG-CE&O Liaison to FCAG Board
 - Planned Evidence of Accomplishment
 - Meeting Agendas
 - Minutes & Reports
- CE&O UCS PA2 Liaison Guam Livestock Producers Cooperative
 - Planned Evidence of Accomplishment
 - Email Correspondence
 - In-person documentation
- CE&O UCS PA3 MTM MPC Council
 - Planned Evidence of Accomplishment
 - Email Correspondence
 - In-person documentation
 - MPC supporting documentation

- CE&O UCS P6 CNAS Search Committee Roles
 - Planned Evidence of Accomplishment
 - Email Correspondence
 - Supporting documentation

- IRB agenda CE&O UCS P7 CNAS IRB Committee Member
 - Planned Evidence of Accomplishment
 - Email Correspondence
 - In-person documentation
 - Lead Reviewer documentation
 - IRB agenda

- CE&O UCS P8 UOG Faculty Election Commission
 - Planned Evidence of Accomplishment
 - Email Correspondence
 - FEC documentation

Part IV. ESR Supporting Documentation and Approved 2021-2022 CFES Agreement Plan (AP)

- Your approved 2020-2021 CFES Agreement Plan (AP) and your 2021-2022 CFES ESR are attached to this follow-up evaluation report.
 - *CFES Part I & II Attachments Submitted via email and posted on Microsoft Teams (MT)*
 - *CFES Reflective Form December 07, 2020, thru December 07, 2021*
- For the 2020-2021 reporting year, please submit all documentation pertinent to activities, accomplishments, programs, and emerging issues.
- Approved December 07, 2021, thru December 07, 2022, CFES/POW Agreement Plan (AP)

Summary/Increment Recommendations

In summary, your work roles across each planned endeavor (Reflective references) areas have been evaluated. In our opinion, your work during this performance period related to CE&O/Instruction, Scholarly/Creative/Research, and University Service reflects a high level of engagement and productivity (as agreed upon) given the noted variances. Also, note the expectations for continued scholarly and engaged education guided by the defined Critical Issue areas aligned to your roles. Related knowledge areas will concurrently be evaluated and expanded to reflect the concerns and needs of our stakeholders. In addition to aligning programs with stakeholder needs, we encourage future scholarly efforts or projects to translate into educational delivery as defined in your plan with variance options to amend or expand planned activities. Other avenues to explore include developing network roles through established national extension organization memberships and considering leadership development programs as future career progression planning.

We will approve any increments that you are entitled. Although increments for faculty may become frozen due to the unavailability of funds, we will prepare the necessary increment documents for your signature as soon as imposed financial exigency situations or financial policies are lifted. Please submit all documentation pertinent to activities, accomplishments, programs, and emerging issues for the reporting period.

Thank you for your continued Extension and Outreach work roles supporting our Extension and Outreach programs resulting in a valuable part of our land-grant institution and sharing the narratives of why Extension and outreach work matters. Our earlier conversations on your progression through the ranks acknowledge the nature of both the CE&O/Instruction and CSR roles and keeping pace with increasing programming demands and expectations and the associated risks of over-commitment. Your future instructional load will be considered and augmented with additional resources to include other programming and instructional capacity as appropriate. I am also aware of your interest in expanding programming and research efforts under the health and wellness initiatives and providing suitable resource capacity to support diabetes education programming and research efforts. In the FY2022 coming program year, expect to address some of these concerns more directly and align across all program areas.

We would like to also acknowledge your recognition as a Health Researcher-Professor 2021 Health Disparities Research Institute Scholar and serving as the recently established Family and Consumer Sciences (FCS) program voice.

Jesse P. Bamba Future Plan Roles Signature Page
Approval of Percent of Time Allocations
for the Period December 07, 2021- December 07, 2022

Role Assignments Percent of Time (Based on Part III expanded PA Series)

Extension & Outreach/Instruction:	50%
Creative/Research/Scholarly:	25%
Instruction:	10%
University Service:	15%

TOTAL 100%

Approval Signatures:



Date Feb 6, 2022

Peter R. Barcinas,
Interim Associate Dean/Director, Extension & Outreach



Date Feb 8, 2022

Dr. Lee S Yudin, Dean, CNAS

As in past evaluation and future reporting feedback, you are encouraged to contact fellow UOG Extension professionals and WPTRC research faculty to identify useful information that can be utilized in transdisciplinary programming.



Date Feb 8, 2022

Jesse P. Bamba, Cooperative Extension & Outreach










Jesse P Bamba CFES 2020_2021 Final ESR Report CFES Reflective and 2021-2022 Future Plan Final


Final Audit Report

2022-02-07

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