


University of Guam  
Promotion and Tenure Committee  
Academic Year 2018-19

Application AY 2018-19: #7

**Transmittal Memorandum**

April 19<sup>th</sup>, 2019

**To:** Dr. Anita Enriquez, Senior Vice President, Academic and Student Affairs

**From:** Dr. Stephen Bednarzyk, Chair, P&T Committee 

**Subject:** P&T Committee Recommendation Regarding Promotion to Full Professor

Dr. Aubrey Moore submitted an application for Promotion to Full Professor on December 6, 2018. The P&T Committee conducted a thorough review of Dr. Moore's application for Promotion to Full Professor. Following the discussions of the application, the P&T Committee voted on April 12, 2019 with the **result of 9-yes, 0-no**. Therefore the Committee recommends **for Promotion to Full Professor** in accordance with the Agreement. The Committee's rationale for this vote is explained below.

**Background**

1988 Ph.D., Entomology, University of Hawaii, Honolulu, Hawaii

1984 M.S., Entomology, Michigan State University, East Lansing, Michigan

1979 B.Sc., Integrated Science Studies, Carleton University, Ottawa, Ontario

In the current applications, Dr. Moore identified his application allocations as: **Extension 51%; Creative Scholarly & Research 25%; and University & Community Service 15%**. Dr. Moore's CFES documents and related Director's Reviews are consistent in the basic allocations of these endeavors.

**Solicited Letters (8):** Highly supportive letters that highlight collegiality, productivity & service. There are many glowing and positive comments from: Ross Miller, Russell Campbell, Curt Fiedler, Sean Marshall, John Brown, Olympia Terral, Adrian Ares

**Dean's Letter – Dr. Lee Yudin** - "I strongly support Dr. Moore's application to be promoted to Professor at the University of Guam. I expect Dr. Moore to continue his work in the fight against the Coconut Rhino Beetle and his extemporary work on invasive species."

**Comprehensive Statement**

Dr. Moore's comprehensive statement is remarkably thorough, cogent, and easy to navigate. He includes 2 versions of his comprehensive statement: 1) an abbreviated, 45-page document and 2) the full document with all appendices, weighing in at 1,714 pages. Dr. Moore opens his comprehensive statement part 1.1 with a paragraph "What is Extension?" His comprehensive statement is extremely and scientifically organized. He goes on to highlight with references on his thumb drive the 8 subfields of what he has either created or accomplished under this endeavor – insect diagnostic services, detection and documentation of invasive species, UOG insect collection, Guam coconut rhino beetle project, national plant diagnostic network, Guam invasive species advisor committee and council, mosquito committee, and public outreach.

### **Extension (51%)**

- Dr. Moore lists insect-diagnostic services as his primary ECA role, stating that he averaged three (3) calls per work day during the review period (2013-2018);
- Reviewing Dr. Moore's **167 postings** to the *iNaturalist* website reveals an extraordinary amount of work. Each post includes at least one photo of various insects, location information, the specific date and time of observation, and other pertinent details;
- Dr. Moore gives credit in these posts to student assistants when they, rather than Dr. Moore, observed insects previously unseen on Guam;
- **Thirty-one (31)** of these posts are flagged as "Research Grade," which *iNaturalist* defines as a data-quality assessment that uses ten (10) different criteria to evaluate the posting's accuracy. All other posts seem to meet these requirements;
- Dr. Moore lists detecting and documenting invasive species as another primary ECA role, and his evidence demonstrates protracted and ongoing efforts in this duty, particularly concerning the coconut rhinoceros beetle;
- Dr. Moore lists updating and maintaining UOG's Insect Collection as an ongoing project that finds him collaborating with Dr. Ross Miller to curate and catalog this large and impressive collection;
- Dr. Moore founded an internship program, funded by grant money, to train entomology students (in curating such collections) that continues until the present day;
- Reviewing this collection, whether online or in person, reveals meticulous curation that is impressive in scope, breadth, depth, and detail. It includes more than **34,000 entries**;
- Dr. Moore classifies his work on the Guam Coconut Rhinoceros Beetle Project as "my largest and most important project" while also including its findings as part of CSR. As the frontline expert on this matter, he coordinates with GovGuam agencies—including the Department of Agriculture and the Port of Guam—to detect, document, and offer advice about controlling this beetle's spread;
- Dr. Moore's work as part of the National Plant Diagnostic Network, the Guam Invasive Species Advisory Committee (of which he is a founding member), and the Guam Invasive Species Council (on which he serves as an official UOG representative) connect him to the local community, both in terms of government agencies and individual farmers, every week;
- Dr. Moore engages in continuous public outreach in the form of presentations, media articles and appearances, and workshops (that frequently take him into the fields of local farmers

**The Committee concluded that Dr. Moore achieved excellence in his primary role of Extension.**

### **Creative and Scholarly Research (25%)**

#### **Peer-Reviewed /Refereed Journal Articles**

- Eight (8) co-authored articles, ranging from a research note identifying the first *Doleschallia tongana* butterfly discovered on Guam to a fascinating article ("Coconut Rhinoceros Beetles Develop in Arboreal Breeding Sites in Guam") published in the journal *Florida Entomologist*—a prestigious, high-impact journal in Dr. Moore's specialty;
- Dr. Moore is the first listed author of four (4) articles, although the *Doleschallia tongana* article lists two of Dr. Moore's graduate assistants as first authors, demonstrating his laudable commitment to graduate-student training and publication;

- Dr. Moore lists his authorial contribution as 80 percent on five (5) articles, as 25 percent on one (1) article, and as 20 percent on two (2) articles. Although difficult to confirm, reading each article supports these percentages. Had Dr. Moore included statements from all co-authors attesting to his participation in each article's research and composition, these percentages would be easier to verify;
- Despite this proviso, these articles are meticulously researched, documented, and presented, as the reviewers' comments on two (2) open-access articles explicitly note. Despite not being a subject-matter expert in entomology, I find these articles to be rigorous, impressive, and pleasant reading (or as pleasant reading as scientific journal articles ever can be to a literature specialist).

## Citations

- Dr. Moore claims 325 citations of his professional publications since 2013, according to Google Scholar (as of 29 November 2018), although the actual figure is **348 citations** as of 4 April 2019. This number, impressive by any measure, demonstrates Dr. Moore's expertise in entomology and his engagement with this field's national and international scholarly communities.

## Professional Presentations

- Dr. Moore claims 53 authored and co-authored professional presentations.
- This impressive record demonstrates that Dr. Moore has established exactly the type of local, national, and international profiles demanded of full professors.

## Technical Reports

- Dr. Moore claims **107 published technical reports, 75 percent of which he authored by himself**. These reports are generally short publications (five pages or less) that frequently resemble how-to guides (or instruction manuals) offering practical advice for researchers, field technicians, and farmers in short, punchy, to-the-point prose.

## Grants

- Dr. Moore was Principal Investigator for 16 grants, totaling \$1,443,821, between 2013 and 2018. Dr. Moore includes evidence of these grants throughout his binders. Eight (8) grants pertain to coconut-rhinoceros-beetle control, accounting for \$1,288,577 (or 89 percent) of his total grant funding;
- The number, dollar amount, and background research into preparing these grant proposals are extensive and impressive.
- **The Committee concluded that Dr. Moore has exceeded excellence in this endeavor**

## University and College/School Committee Service (15%)

### Undergraduate Instruction

- Dr. Moore taught six (6) undergraduate sections from 2013 to 2018: 1) AG109: Insect World (2 sections) and 2) AL/BI345I: General Entomology (4 sections and their associated labs);
- Dr. Moore includes two (2) syllabi for these courses. The AL/BI345 syllabus is detailed, cogent, and easy to follow, while its associated website is excellent;
- Dr. Moore's student evaluations for each section show scores above both CNAS and University averages;

- Dr. Moore's narrative student comments can be described as raves that compliment his expertise, energy, and approachability. Many comments about improvement state that Dr. Moore needn't change any aspect of his teaching, but continue to praise him, while a few claim that his in-class pace is too quick.

## **Graduate Instruction**

- Dr. Moore currently serves as faculty/thesis advisor for one Environmental Science graduate student and previously served as a thesis-committee member of a graduate student who successfully completed his master's degree in Environmental Science;
- Dr. Moore's comprehensive statement notes that he has not been the instructor of record for any graduate courses in Agriculture, Biology, or Environmental Science, but that he frequently lectures in these courses.

## **College Service**

- Chair, 2 CNAS Search Committees (Extension Animal Specialist & Research Associate II)
- Chair, 1 Continuing Employment Committee (Austin Shelton)
- Member, 1 CNAS Search Committee (Extension Agricultural Economist)
- Member, 1 CNAS Continuing Employment Committee (Andrea Blas)
- Member, CNAS Faculty Building Facilities Committee
- Member, CNAS Extension Publications Committee

## **University Service**

- Elected Member, Undergraduate Curriculum Review Committee, April 2013-May 2015
- Appointed Representative, University Technical Advisory Committee

## **Professional Organizations**

- Entomological Society of America
- Hawaiian Entomological Society
- Florida Entomological Society
- Pacific Science Association

**Summary:** On many occasions the P&T committee has been concerned that when someone becomes a full professor they will back off on what they do that got them there. This does not seem to be the case in this situation. The committee highly recommends Dr. Moore for promotion to Professor. He has shown excellence in his major role of creative and scholarly research, also in instruction and service.

-- End of Explanation --

cc: Dr. Aubrey Moore

