

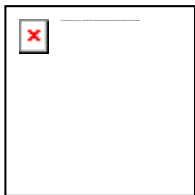
From: Committee on Rules 36GL <cor@guamlegislature.org>
Sent: Thursday, December 2, 2021 4:51 PM
To: Clerks; Rennae Meno
Cc: Speaker Therese M. Terlaje
Subject: Messages & Communications for Doc. No. 36GL-21-1402.
Attachments: 36GL-21-1402.pdf

Håfa Adai Clerks,

Please see attached M&C Doc. No. 36GL-21-1401 for processing:

36GL-21-1402	Board Appointment of Dr. John J. Rivera- Member, Board of Commissioners Guam Housing & Renewal Authority.	Office of the Governor of Guam
--------------	--	-----------------------------------

Si Yu'os Ma'åse',



COMMITTEE ON RULES

Vice Speaker Tina Rose Muña Barnes
36th Guam Legislature
I Mina'trentai Sais Na Liheslaturan Guåhan
163 Chalan Santo Papa Hågatña Guam 96910
Email: cor@guamlegislature.org

"Disclaimer: This message is intended only for the use of the individual or entity to which it is addressed and may contain information which is privileged, confidential, proprietary, or exempt from disclosure under applicable law. If you are not the intended recipient or the individual responsible for delivering the message to the intended recipient, you are strictly prohibited from disclosing, distributing, copying, or in any way using this message. If you have received this communication in error, please notify the sender and immediately delete any copies you may have received. Thank you."

----- Forwarded message -----

From: **Speaker Therese M. Terlaje** <speaker@guamlegislature.org>
Date: Thu, Dec 2, 2021 at 4:04 PM
Subject: Messages & Communications Doc. No. 36GL-21-1402
To: Legislative Secretary Amanda Shelton <officeofsenatorshelton@guamlegislature.org>, Committee on Rules 36GL <cor@guamlegislature.org>

Håfa Adai,

Please see attached M&C Doc. No. 36GL-21-1401 for processing:

36GL-21-1402	Board Appointment of Dr. John J. Rivera- Member, Board of Commissioners Guam Housing & Renewal Authority	Office of the Governor of Guam
--------------	---	-----------------------------------

Si Yu'os Ma'åse',
Joseph Madlangbayan
Policy Analyst

Office of Speaker Therese M. Terlaje
Committee on Health, Land, Justice and Culture

I Mina'trentai Sais na Liheslaturan Guahan

36th Guam Legislature

Address: Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910

T: (671) 472-3586 F: (671) 989-3590 Email: speaker@guamlegislature.org

website: www.senatorterlaje.com



Virus-free. www.avg.com

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

November 30, 2021

Doc Type: 36GL-211402
OFFICE OF THE SPEAKER
THERESE M. TERLAJE

Honorable Therese M. Terlaje
Speaker
I Mina'trentai Sais Na Liheslaturan Guåhan
Guam Congress Building
163 Chalan Santo Papa
Hagatna, Guam 96932

-12-02 2021

Time: 3:20 PM
Received: [Signature]

RE: Board Appointment

Dear Madame Speaker:

By virtue of the authority vested in me pursuant to the Organic Act of Guam and the local laws applicable to the following position, I am pleased to transmit the following appointment and supporting documents for:


APPOINTEE: Dr. John J. Rivera

POSITION: Member, Board of Commissioners
Guam Housing & Urban Renewal Authority

TERM LENGTH: **Five (5) Years; May 3, 2021 to May 2, 2026**
To fill the seat of Sabino Flores, whose term has expired.

The appointment is subject to the consent of *I Liheslaturan Guåhan*. Please schedule a hearing at your earliest convenience.

Senseramente,

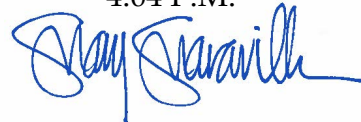

JOSHUA F. TENORIO
Åkto Maga'låhen Guåhan
Acting Governor of Guam

COMMITTEE ON RULES

RECEIVED:

December 2, 2021

4:04 P.M.



cc: Governor of Guam

LOURDES A. LEON GUERRERO
GOVERNOR

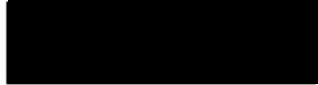


JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

November 30, 2021

MR. JOHN J. RIVERA, PH.D.



Dear Dr. Rivera:

Pursuant to my authority under 12 GCA § 5103, I am appointing you to serve as a

**MEMBER, BOARD OF COMMISSIONERS
GUAM HOUSING AND URBAN RENEWAL AUTHORITY
Term Length: Five (5) Years; May 3, 2021 to May 2, 2026
To fill the seat of Sabino Flores, whose term has expired.**

Appointing you to this position comes with great responsibility because you will have a vital role to perform which will place many demands on your time and energy. Integrity and honesty are virtues that I prioritize for my Administration to exemplify, and I know that you will do the same while in service to the people of Guam. Your responsibilities shall be significant and consequential. I trust that you will fulfill your duties and set a standard for others to follow.

I appreciate your willingness to serve in this position, and I am confident that your time will be spent in a manner to improve the island of Guam.

This appointment is subject to the advice and consent of *I Liheslaturan Guåhan*. If you have any questions or concerns, please contact Michael Weakley of the Governor's Office at 473-1131.

Senseramente,

JOSHUA F. TENORIO
Åkto Maga'låhen Guåhan
Acting Governor of Guam

cc: *Honorable* Lourdes A. Leon Guerrero, Governor of Guam
Executive Director, GHURA



OFFICE OF THE GOVERNOR OF GUAM Nomination and Appointment Information Sheet

The following information is required for submission to the
Speaker of *I Liheslaturan Guåhan* in accordance with Title 4, Guam Code Annotated Section 2103

NOMINEE INFORMATION

Last Name RIVERA	First Name JOHN	Middle Initial J
Mailing Address [REDACTED]		Apartment/Unit #
City [REDACTED]	State [REDACTED]	Zip Code [REDACTED]
Phone [REDACTED]	E-mail Address [REDACTED]	
Position to which Appointment is Made Member, Board of Commissioners, Guam Housing & Urban Renewal Authority (GHURA)		
Are you a citizen of the United States? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
If no, are you authorized to work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>		

EDUCATION

SCHOOL (Name, City and State)	DATES OF ATTENDANCE	TYPE OF DEGREE	YEAR EARNED
High School Father Duenas Memorial High School, Guam		High School Diploma	1997
College University of Guam		BBA / PMBA / MBA	2001/05 & 2015
Graduate School Capella University, Minneapolis, MN		Ph.D.	2012
Other Degree Harvard University, Kennedy School of Gov't.		Executive Cert	2019

EMPLOYMENT HISTORY

Name of Present/Last Employer and Mailing Address University of Guam Government of Guam	Position Title Assistant to Associate Professor
	Dates Held 2013 - PRESENT

Previous Employer and Mailing Address ** SEE ATTACHED CV	Position Title
	Dates Held

Previous Employer and Mailing Address	Position Title
	Dates Held

Previous Employer and Mailing Address	Position Title
	Dates Held

Previous Employer and Mailing Address	Position Title
	Dates Held

PRIOR GOVERNMENT OF GUAM SERVICE

Agency or Department Name		Position Title	
Address	Phone No.	Dates Held	

Agency or Department Name		Position Title	
Address	Phone No.	Dates Held	

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

Agency or Department Name		Position Title	
Address	Phone No.	Dates Held	

Agency or Department Name		Position Title	
Address	Phone No.	Dates Held	

TRAINING

INSTITUTE/SEMINARS/ON-THE-JOB TRAINING	DATE
SEE ATTACHED CV	

AWARDS

List all educational, professional, civic awards, and recognition for public service:
SEE ATTACHED CV

PROFESSIONAL INVOLVEMENT

List involvement on a local/national/international level. List organizations, activities participated in, and offices held:
SEE ATTACHED CV

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities participated in, and offices held:

SEE ATTACHED CV

PUBLICATIONS AND PRESENTATIONS

List any published articles, papers delivered at professional meetings, etc.:

SEE ATTACHED CV

MILITARY SERVICE (Please attach Form DD-214)

BRANCH	DATES OF SERVICE	RANK AT DISCHARGE	TYPE OF DISCHARGE

OTHER INFORMATION

(1) Have you ever been found guilty of a felony in any court, whether within or without the United States?

Yes No If so, please specify in detail: _____

Address of the Court: _____

Date(s) of Conviction: _____

Specific Infraction Committed: _____

(2) Have you ever been declared mentally incompetent by any court, whether within or without the United States?

Yes No If so, please specify in detail the reasons and facts related to such declaration:

(3) Have you ever been found not guilty or not punishable in any criminal proceedings by reason of insanity?

Yes No

(4) Have you ever been confined to a mental institution for any reason?

Yes No If so, please specify in why the appointing authority believes you that you are not suffering from any mental illness or affliction:



OFFICE OF THE GOVERNOR OF GUAM

Statement of Financial Interests

(Required by 4 G.C.A. §13104.1)

TO: The Honorable Lourdes A. Leon Guerrero
Governor of Guam
Ricardo J. Bordallo Governor's Complex
Adelup, Guam 96910

FROM: John J. Rivera

I have no financial interest in any business

I do have interest(s) in the following business(es):

NAME AND ADDRESS OF BUSINESS INTEREST	TYPE AND AMOUNT OF INTEREST
John Rivera DBA JRivera Consulting	Consulting - Sole Proprietorship
John Rivera DBA The Source	Retail - Sole Proprietorship
Allied Business Consultants, Inc.	BOD President
Y.C. Corporation	BOD Vice President

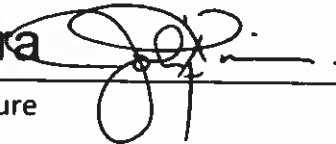

Signature

Nov. 20, 2021
Date

AFFIDAVIT / DECLARATION UNDER PENALTY OF PERJURY

I, the undersigned, do hereby depose and say that: (1) I have read and reviewed the information contained in the attached Appointment/Nomination letter from the Governor of Guam; (2) that the matters contained in the Appointment/Nomination letter, together with all attachments thereto, are true and correct and that I am competent to testify to said matters; and (3) that this Declaration is made for the purpose of complying with the requirements of 4 G.C.A. Section 2103.5.

I declare under penalty of perjury under the laws of Guam (4 G.C.A. Section 4308) that the foregoing is true and correct.

John J. Rivera 

Print Name and Signature

Nov. 20, 2021

Date



SUPERIOR COURT OF GUAM

Guam Judicial Center • 120 West O'Brien Drive • Hagatña, Guam 96910

Telephone (671) 475-3370/475-3449

Fax (671) 472-2856

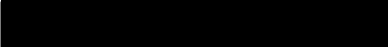
DANIELLE T. ROSETE

Clerk of Court

Name: **JOHN JOSEPH RIVERA**

SS#:

ID#



Date of Birth:



CERTIFICATE OF SEARCH

The undersigned Clerk hereby certifies the following results of a diligent search of the records of this Court:

Criminal Cases:

- A. No Case Found
- B. 1. Criminal Case No.
- 2. Criminal Case No.
- 3. Criminal Case No.
- 4. Criminal Case No.
- 5. Criminal Case No.

Criminal Record: Page 1 of 1

Civil Cases:

- A. No Case Found
- B. 1. Civil Case No.
- 2. Civil Case No.
- 3. Civil Case No.
- 4. Civil Case No.
- 5. Civil Case No.

Civil Record: Page 1 of 1

Request for further information may be addressed at the Records Division of the Superior Court of Guam, Guam Judicial Center, 120 West O'Brien Drive, Hagatña, Guam. Hours of operation are Monday – Friday, 8:00 a.m. to 5:00 p.m. Closed Saturday, Sunday and local/federal holidays. Court Clearances are Non-Refundable.

Dated: 11/29/2021

DANIELLE T. ROSETE

Clerk of Court

BY:

Carl P. Perez
Court Archivist

Prepared By: CPP



The absence of an original Court Seal invalidates this document



**Government of Guam
 GUAM POLICE DEPARTMENT
 RECORDS & IDENTIFICATION SECTION
 P.O. Box 23909
 Guam Main Facility, Guam 96921**



November 26, 2021

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	John J. RIVERA		
DATE OF BIRTH:	██████████	FINGERPRINT#:	██████████
■	The individual has no record of criminal conviction(s) in the Guam Police Department files that are subject to Guam law.		

*****NOTHING FOLLOWS*****

THIS INFORMATION MAY BE LIMITED TO A LOCAL CRIMINAL OFFENSE ONLY AND IS NOT INTENDED FOR USE FOR ANY LOCAL, STATE, OR FEDERAL LAW ENFORCEMENT AGENCY.

(Handwritten signature)

By Direction: priscilla

(Handwritten signature)
STEPHEN C. IGNACIO
 Chief of Police

The absence of an original GUAM POLICE seal invalidates this police clearance.
 REVISED 04/26/19

JOHN J. RIVERA

PH.D. L5, AIF, CFE, CM, SHRM-SCP, SPHR, PHR, CFD, KSS, KHS

• Phone: (671) [REDACTED] • Email: [REDACTED]

John J. Rivera is an executive coach, consultant, and professor with more than 15 years of diverse professional, executive, and academic experience. John's expertise and forte is in Human Capital Innovation through Agile Leadership Transformation and Organizational Development - specializing in Emotional Intelligence, Personality Type, and Strategic Talent Capacity Building.

Throughout Guam and the region John has worked with a diverse array of companies from startup to global brands, federal, and public sector to nonprofits. He has a solid track record of proven success and a strong portfolio of professional credentials. His skill sets are complemented by some of the most prominent talent developmental assessments in the market today. He is Guam's first and only MBTI™ Master Practitioner and MBTI™ Certified Step III Practitioner. He is also an Entrepreneurial Mindset Profile (EMP) Founding Practitioner and was among the first Emotional Intelligence (EQ-i) certified Guam practitioners. Other assessments include: FIRO®, JTB™, KGI®, MMTIC®, PMAI®, TIPS™ TKI®, and Strong®.

Recognized for his exceptional leadership he was knighted into Equestrian Order of Saint Sylvester Pope & Martyr, one of three active Orders of Knighthood bestowed by the Pope. John was instrumental in establishing the Equestrian Order of the Holy Sepulchre of Jerusalem Magistral Delegation of Guam, an order he was also knighted into that finds its origins in the First Crusade (c1099). He assisted in the establishment of the FBI Guam Citizen's Academy Alumni Association as the founding board vice president and current President; is an Honorary Deputy Chief of Police; a founding board member and Past President of the Rotary eClub of Pago Bay Guam; was a member of the SHRM Guam Board of Directors; the first faculty to concurrently hold both the School of Business and Public Administration (SBPA) Graduate Programs Chair positions (PMBA and MPA), was former Program Chair for the BOH Center for Entrepreneurship and Innovation, was recognized as Who's Who in the Government of Guam: 40 Years and Under, and 50 Under 40 Emerging Leaders in the Government of Guam.

After 20 years in the non-profit world, he moved into academia. Currently, he is a Tenured Associate Professor of Public Administration with the University of Guam's School of Business and Public Administration, is the MPA Program Director, and is Co-Founder and Director for the Regional Center for Public Policy. Additionally, he still actively trains and consults with various organizations. In his time with the University of Guam, he has won numerous awards and accolades for his program's projects, both local and national; founded several honor societies; raised program caliber through specialized accreditation efforts; and embarked on legacy projects with noteworthy social impact for Guam and Greater Micronesia. Most recently, under his leadership, the MPA program ranked 24th in Public Administration/Management in Far East Asia in the 2021 Eduniversal Ranking for Best Masters in the World, was the first program in the UOG's history to rank in U.S. news and World Report (among the Best Public Affairs Programs), and won the 2020 UOG Triton Institutional Prestige Award. He was also named the 2020 UOG Triton Faculty of the Year Award winner and was among the first speakers invited for TEDx Hagåtña in 2021.

EDUCATION

Ph.D. in Organization and Management, Specialization in Leadership Dissertation: An exploration of emotional intelligence and its relationship to Catholic Clergy in the Archdiocese of Agaña CAPPELLA UNIVERSITY - Minneapolis, Minnesota	2012
Awarded an Executive Certificate in Public Policy for completion of: Cyber Security: The Intersection of Policy And Technology Program, Jan. 2021; Leadership in the 21st Century Program, Sept. 2019; Emerging Leaders Program, June 2018; JOHN F. KENNEDY SCHOOL OF GOVERNMENT AT HARVARD UNIVERSITY, EXECUTIVE EDUCATION	2021
Master of Public Administration	2015
Professional Master of Business Administration, Emphasis in Emerging Markets Inaugural (1 st) PMBA Cohort and 1 st to earn a PhD/Terminal Degree from the PMBA Program	2005
Master of Clinical Psychology - Degree Not Completed - Dates attended (2013-2014)	

Bachelor of Business Administration

2001

Double Major: Business Management / Finance & Economics; Minor: Human Resource Management
 Magna Cum Laude / 1st ever Dean's Outstanding Graduate Award Recipient / Merit Scholar / Datatel Scholar
 UNIVERSITY OF GUAM - Mangilao, Guam

High School Diploma - Graduated with High Honors

1997

FR. DUENAS MEMORIAL HIGH SCHOOL - Mangilao, Guam

ACADEMIC EXPERIENCE**University of Guam – Guam**

2007 to present

- Faculty/Teaching Positions:

Transformational and dynamic teaching philosophy that grounds itself in the belief that teaching must blend and evolve pedagogical philosophies into andragogical realities; ever cognizant that cultural and generational (organizational, personal, or otherwise) nuances undertow the tapestry of student diversity. Experiential learning and community-based research are powerful tools in professional disciplines and amongst the generations of the day. Success should be measured in the transfer of knowledge, the difference between wisdom and mere regurgitation. Wisdom, therefore, must engage the learner in practical, relevant, and useful ways that inspire them to move beyond themselves, challenge the resolve of their paradigms, and foster a passion for lifelong learning. See "Courses" below.

 - Tenured Associate Professor of Public Administration – Unanimous vote by P&T Committee (8/17/20)
 - Tenured - unanimous vote by P&T Committee/Endorsed by Board of Regents Vote (04/23/20)
 - Assistant Professor of Public Administration – (2014-Present)
 - Assistant Professor of Public Administration – Full Time Temporary Contact (2013-2014)
 - Adjunct Professor (2011-2013)
 - Guest Lecturer and Teaching Assistant (2007-2011)
 - Face-to-face, Online/DE, and Hybrid teaching delivery and curriculum development proficient
- UOG Regional Center for Public Policy Director and Co-Founder (November 2016-Present)

The UOG Regional Center for Public Policy (RCPP) was created to be a regional nexus in Micronesia where leaders converge to address, research, collaborate and solve crucial issues in relation governance, leadership and public policy. RCPP creates globally minded and locally relevant strategic conduits by leveraging a symbiotic and complementary synergy between the university community, public-private partnerships, public service collaborations, SBPA programs/partners and others.

 - Director UOG Regional Center for Public Policy (May 2017-Present)/Co-Director (Nov. 2016-May 2017)
 - Fostered Projects/Activities to include: Local and Regional Economic Reports; Corruption Surveys; Creation of the 1st research fellows for the School of Business and Public Administration; USDA Loan Application Packages; Gap Analysis Studies, Self Determination Related Studies and work; Ethical Training for Government Officials; Americorps, Incident Response Training, grant work, and others.
 - Synergy between the Regional Center and the SBPA Graduate Programs has yielded: National Recognition (FBI Director's Community Leadership Award); numerous Certificates of Congressional Special Recognition, Legislative Resolutions and Legislative Certificates; twice recipient of the Governor's Latte Award; the 1st ever recipient of the UOG Graduate Program's Community Impact Award, the 1st ever recipient of the UOG President's Award for Community Leadership, the 1st ever UOG Presidential Thesis Award for Special Projects; work in the US Library of Congress, largest gubernatorial debates, regional conferences hosting, policy effectuation, and other accolades.
- Fusion Liaison Officer (FLO) for the Mariana Regional Fusion Center (MRFC) – (Oct. 2019 – Present)
 - Functioned as a Fusion Center Liaison (2018-Present) / Official Appointment Ltr. Oct. 1, 2019
- Bank of Hawaii Center for Entrepreneurship and Innovation Program Manager (August 2019-January 2020)
- SBPA Graduate Program's Director (MPA: 2013-Present / PMBA: 2016-Sept.2019)
 - Responsible for more than a third, on average, of all master degree graduates
 - First faculty to concurrently hold responsibility for both MPA and PMBA programs
 - Responsible for Programs Accreditation Efforts: WASC, IACBE, and NASPAA
 - Program Director Duties include, but not limited to:

- Ensures the integrity, excellence and ongoing development of the program
 - Responsible for specialized accreditation
 - Represents the program in departmental, unit, and university community activities
 - Represents the department regarding curriculum, faculty, budget, scheduling, course delivery and facilities
 - Represents the program in the greater local, regional and global community
 - Fosters & builds value, networks & partnerships for & between the program & stakeholders
 - Ensures the quality and recruitment of faculty
 - Ensures the integration/coordination of programs and initiatives
 - Responsible for communicating and reporting to the Dean
- Professional Master of Business Administration (PMBA) Program Chair (June 2016-Sept. 2019)
 - Collaboration with the Center for Island Sustainability (CIS) on a comprehensive Guam Green Growth Initiative Badge Program based on the United Nations Sustainability Goals
 - Launched Startup Weekend Micronesia which ran seven simultaneous startup events throughout Micronesia: Guam, Palau, Chuuk, Kosrae, CNMI, Yap, & Pohnpei - hosted 119 participants & 30 teams
 - Nominated for the 2020 UOG Community Impact Graduate Award
 - Started work on Certificate Program Creation, PMBA regional program expansion in Micronesia, revamping and re-structuring the online and on ground program
 - Responsible for IACBE Accreditation for PMBA
 - Established Sigma Beta Delta International Honor Society for Business, Management and Administration (Fall 2017) and Founding Vice President
 - Creation of the Professional Master of Business Administration (PMBA) Online – Project Coordinator
 - WASC approval on first submission (Spring 2013)
 - Completed and delivered the WASC application and program materials within two months
- Master of Public Administration (MPA) Director (Fall 2014-Present)
 - Ranked 24 in Public Administration / Management in Far East Asia in the 2021 Eduniversal Ranking for Best Masters in the World
 - First UOG Program to rank in U.S. News and World Report – Best Public Affairs Program tied #256
 - 2020 Annual Triton Awards – Institutional Prestige Award Winning Program
 - Responsible for Certificate Program Creation – In progress
 - Responsible for NASPAA Accreditation – In progress
 - Pursuing NASPAA Accreditation – Accepted for Site Visit in Spring of 2019 / Accreditation Decision deferral till Aug. 2021
 - Convened by Dr. Palmira N. Rios Gonzales (University of Puerto Rico/NASPAA President 2018-2019) I was a part of the inaugural “NASPAA Territories Panel.” A staple NASPAA panel that was formed to focus on issues specific and bring attention to US unincorporated territories. To date I have participated in all three panels (2017, 2018, 2019).
 - Pi Alpha Alpha Internal Council Founding Member (Sept 2020)
 - Established UOG MPA’s Pi Alpha Alpha Honor Society (Mar. 2015)
 - Founding Charter Advisor
 - Pi Alpha Alpha Steering Committee Member
 - Coordinated UOG representative - 1st NASPAA Student Simulation Competition (Feb. 2015)
 - 2015 Pi Alpha Alpha Manuscript Awards Review Committee
 - Established UOG as a NASPAA Member School (Nov. 2014)
 - Established Domestic Intelligence Emergency Management MPA Cohort (2019)
 - 2018 Implementation of MPA Program Transformation
 - Established the Guam Judicial Institute/MPA Partnership Pilot and from that pilot established MPA CoPro - Accelerated Cohort Track for Judiciary, Legislative, and Government of Guam.
 - Collaborated with the UOG Endowment Foundation to establish the Pedro Palomo Ada Jr. & Fe Perez Ada Student Seed Fund: a graduate program mini-grant
 - MPA Program Review Lead for Yrs. 2011-2016 (Fall 2016)
 - Acting Chair (Spring 2013-Summer 2014)
 - Established Pre/Post Assessment - Common Professional Component Based Comprehensive Exam (CPC based COMP) for MPA
 - Led the restructuring and action response of the MPA program in response to the Good to Great (G2G) University-Wide Strategic Initiative.

- Courses Taught

- Graduate Programs – Master of Public Administration (MPA)

- PA510: Administrative Thought

- PA525: Private Enterprise and Public Policy

- PA530: Public Management

- PA598: Public Administration Internship

- PA560: Leadership and Social Responsibility of Organizations

- PA570a: Special Topics in Public Personnel (a) Policy

- PA570d: Special Topics in Public Personnel (d) Organizations

- PA690: Practicum (Responsible for the MPA Qualifying Exam)

- Spring 2021: Guam Green Growth Commitment (G3C) Badge Program Pilot

- Partnered with the Center for Island Sustainability and the Guam Mayors Council to launch this pilot program for the 19 Guam Mayors as early adopters.

- The G3C Badge Program is original and localized badge program that allows businesses and organizations to earn badges, based on the UN SDGs, that display their commitment toward our 2030 goal of sustainability.

- Successes include: 4 villages awarded Badges 1 & 2; 7 villages committed to earning their badges; First ambassadors for the G3C Badge Program; Received legislative resolution (No.87-36); Received commendation from the Guam Mayors Council; Winner of the 2021 UOG Graduate Awards for Community Impact.

- Fall 2020:

- COVID-19 Pandemic-work shifted to assisting the Dean's Office with support services.

- Spring 2020:

- COVID-19 Pandemic-work shifted to assisting the local government with support services.

- Fall 2019: Domestic Operation and Emergency Management Cohort

- Formed the Pacific Emergency Management Association (PEMA) a non-profit to facilitate a Regional Emergency Management Credential that the cohort researched and created.

- Successes include: 12 out of 13 students passed and received the Certified Manager (CM) credential; 1 student passed and received the Certified Emergency Manager (CEM) credential; founded and became the first members of the UOG chapter of Epsilon Pi Phi Emergency Management Honor Society; Received a legislative resolution (No.266-35), certificate of recognition by Guam Homeland, and a certificate of recognition by the governor.

- Fall 2019: Project Choice

- Hosted the Western Pacific Conference on Public Administration and Policy Solutions: Guam's Self Determination: The Voice of a Business Community

- Created a curriculum for Self-Determination for potential adoption by DOE

- Successes include legislative resolution

- Spring 2019: Project kNOW MORE

- Collaboration between MPA Graduate Students, the Guam Coalition Against Sexual Assault and Family Violence, and regional partners through Pacific Partners Project (PPP).

- Creation of the Sexual Misconduct Awareness Regional Toolkit (S.M.A.R.T.); the first comprehensive, regionally responsive, and culturally sensitive sexual misconduct awareness toolkit divided into three pillars: 1) What is Sexual Misconduct; 2) Consent; and 3) Talk About It. Toolkit includes instructors guide, PowerPoint with script, learning tools (translated: Chuukese, Palauan, and Pohnpeian), PSAs and a mobile app.

- Culmination of the Pacific Partners Project (PPP), one of nine projects nationally awarded by the US Department of Health and Human Services Office of Women's Health

- Successes include: Legislative Certificate, Legislative Resolution No.137-35 (COR), recognition from the Guam Coalition Against Sexual Assault and Family Violence, nomination for the 2019 UOG Graduate Programs Innovation in Research Award, Presentation of the toolkit at the Annual National Pacific Island Violence Prevention Conference: Empowerment is Healing! West Valley City, Utah – April 2019; at the National Sexual Assault Conference in Philadelphia – August 2019; and at the 2019 Pacific Regional Summit in Guam – October 2019.

- Fall 2018: Project Homeland

- Requested by Guam Homeland Security Advisor to focus on comparison of US law and local Guam law, as provided through the Organic Act, and the authorities those legal

constructs provide US Customs and Border Protection (CBP) and the Guam Customs and Quarantine Agency (CQA) with the outcomes of:

- Providing analysis of the gaps in authorities for CBP and CQA
- Provide draft legislative bills, recommendations on legislation, other mitigative options
- Present, collaborate and work with stakeholders from local, juridical, legislative, executive, and federal agencies
- Certificate of Recognition from Guam Homeland Security Administration, Certificate of Recognition from Guam Customs and Quarantine Agency, Certificate of Congressional Special Recognition, Legislative Resolution No. 552-34 (LS) and winner of the 1st ever UOG Graduate Programs Community Impact Award -2019.
- Publication of the 2018 Guam Customs Study: Finding the Gaps and Closing the Breaches Report
- Fall 2018: The Great Gubernatorial Debate of 2018
 - Guam's largest and last debate before the general election
 - Legislative Resolution No. 553-34 (LS)
- Spring 2018: One Guam - Toward Decolonization
 - Winner of the 1st ever UOG President's Award for Community Leadership, Governor's Latte Award, Certificate of Congressional Special Recognition, and Legislative Resolution No. 413-34 (COR).
 - Cited by the Director of the Guam Commission on Decolonization as one of Guam's major milestones in their quest for self-determination before the UN Committee ([http://www.un.org/en/decolonization/pdf/PRS-2018-CRP.14%20\(Guam\).pdf](http://www.un.org/en/decolonization/pdf/PRS-2018-CRP.14%20(Guam).pdf))
 - Survey on the "Public understanding on self-governance in Guam"
- Fall 2017: Biennial Western Pacific Conference on Public Administration and Policy Solutions
 - Veteran's History Project - created by the United States Congress in 2000 to collect and preserve the firsthand remembrances of U.S. wartime veterans. Partnership with Guam Congress Office for Guam's submission to the Library of Congress.
 - Veteran's Registry and outreach
 - Winner of the Latte Award, Certificate of Congressional Special Recognition, Legislative Resolution (No. 301-34 LS) and commendation from the Guam Veteran's association.
- Spring 2017: Project T.E.A.C.H.
 - Partnership with GPD
 - Legislative Recognition (No. 120-34 COR)
 - Pilot by San Vicente Catholic School to implement for a three year period
 - Winner of the 1st ever UOG Presidential Thesis Award for Special Projects
- Spring 2017: Project Dream (MPA-Guam Judiciary Pilot Cohort)
 - Recognition from the Chief Justice Katherine A. Maraman of the Supreme Court, the Judicial Council and other judiciary leadership.
 - iCivics Submission (www.icivics.org) for consideration of curriculum that is more in line with the needs of our youth from Micronesia. iCivics, inc. is a 501 non-profit organization in the United States that provides educational online games and lesson plans to promote civics education and encourage students to become active citizens founded in 2008 by retired Supreme Court of the United States Justice Sandra Day O'Connor.
- Fall 2016: Project THRIVE - Saipan Finance and Economic Report with Policy Recommendations
 - Collaboration with Commonwealth Development Authority (CDA), CNMI Chamber of Commerce, and Northern Mariana's College (NMI)
 - Published CNMI Economic Report
 - Certificate of Congressional Special Recognition (Guam) and United States Congress Certificate of Commendation from Congressman Gregorio Kilili Camacho Sablan (CNMI)
- Spring 2016: Project Foresight - Partnership w/ FBI and other Community Partners on Sexting Awareness and its impact
 - Won the FBI Director's Community Leadership Award – Washington DC: April 28, 2017
 - Congressional Gubernatorial, and Legislative Resolution (No. 376-33 (COR)
 - AASCU Excellence and Innovation Awards Nominee
 - Formed Project Foresight, Inc. – a nonprofit (Sept. 2016)
 - 1st MPA Student Project turn Non-Profit
- Fall 2015: Western Pacific Conference on Public Policy and Policy Solutions

- Congressional and Legislative Recognition
 - Spring 2015: Partnership w/ FBI / Human Trafficking Grant simulation (FY 2015 Enhanced Collaborative Model to Combat Human Trafficking Competitive Solicitation: ID: OVC-2015-4070)
 - Fall 2014: Gubernatorial Great Debate of 2014
 - Spring 2014: Identity Theft Forum
- PA692: Special Project
PA695: Thesis

➤ Graduate Programs – Professional Master of Business Administration (PMBA)

- BA601: DE: Case Studies in Management
- BA613: Strategic Leadership & Ethics
- BA613: DE: Strategic Leadership & Ethics (Online)
- BA630: Human Resource Management
- BA711: Business Capstone Experience

Other PMBA Program Success Highlights:

- 2019 Startup Weekend Micronesia – Partnership with the Pacific Islands Small Business Development Center Network (PISBDCN) to host seven simultaneous startup events throughout Micronesia: Startup Weekends Guam, Palau, Chuuk, Kosrae, CNMI, Pohnpei, and Yap. This event featured 119 attendees and 30 teams across the 7 islands.
- Isla Center for the Arts Strategic Plan – Nominated for the 2019 UOG Graduate Programs Innovation in Research Award
- 2016 Google Startup Weekend Saipan – 1st Startup Weekend for CNMI
- Initiated the first PMBA Alumni Mixer in 2017

➤ Undergraduate Programs (Public Administration and Legal Studies)

- PA215: Supervision in Government Organizations
- PA303: Government Finance
- PA401: Community Planning
- PA402: Public Administration and Public Policy
- PA405: Leadership Ethics in the Profession
- PA498: Public Administration Internship
- LW404: Administration & Management in Criminal Justice Organizations
- LW498: Legal Studies Internship

➤ Undergraduate Programs (Business Administration)

- BA480: Business Strategy & Policy (BBA Capstone)
 - Success with student pursuing startup as a result of project created in the class
 - Assisted with curriculum review and development update and revision
 - Assisted in the creation and implementation of the SnakePit Competition
 - Formalized Partnership with Pacific Islands Small Business Development Center Network to integrate the service into curriculum.
 - Spring 2020 (Circular Economy in the Context of Village-based Social Entrepreneurship on Guam); Spring 2019 (Economic Opportunity Zones); Fall 2016 (Franchises); Spring 2016 (Students Building a Great University of Guam); Fall 2015 (The Business of Stem); and Fall 2014 (Think Guam)
- BA440: Organizational Behavior
- BA240: Management of Organizations
- BA241: Human Resource Management

● Advisor Positions:

- UOG Student Center for the Public Trust Founding Advisor – StudentCPT/NASBA (2020-Present)
- Epsilon Pi Phi Emergency Management Honor Society Founding Advisor (2019-Present)
- Pi Alpha Alpha Global Honor Society Founding Advisor – UOG (Jan 2015-Present)
- Golden Key International Honor Society Founding Advisor - UOG (2018-Present)
- Alpha Phi Sigma Criminal Justice Honor Society Co-Advisor – UOG (2016-Present)
- Public Administration and Legal Studies (PALS) Student Organization Advisor - UOG (2016-Present)
- Blue Key Honor Society Advisor – UOG (May 2015-Present)

- Sigma Beta Delta Intl. Honor Society Founder and Vice President – UOG (Nov. 2017-Dec. 2019)
- Entrepreneur Society Advisor - UOG (Feb. 2019-Jan. 2020)
- SHRM Guam Board of Directors Student Relations Director (2015-2018)
- Other Appointments and Positions Held:
 - Among the first group of 11 TEDx Hagåtña Speakers – Guam first TEDx Licensed event (2021)
 - UOG EPSCoR- Guam Ecosystems Collaboratorium for Corals and Oceans (GECCO) Education and Workforce Development Team (EPSCoR Grant 2020-2025)
 - Appointed to the Island Sustainability Program Committee (Appointed October 2020-Present)
 - Elected to the General Education Review Committee (2020-2022)
 - Selected to the UOG Academic Leaders Mentorship Program (2019-2020)
 - Appointed by UOG President to the Strategic Planning Group (Feb. 2019-2020)
 - Appointed by UOG President to the Collaborative Learning Network (Oct. 2018) – Nominated and selected as 1 of 10 individuals around campus to serve on this Presidential Transition Committee
 - UOG Graduate Council Thesis Observer (2018)
 - Elected – 18th and 19th Faculty Senate (2018-Nov. 2019)
 - Served on the 18th Faculty Senate Standing Comm. on Evaluations (2018-2019)
 - Served on the 19th Faculty Senate Standing Comm. on Institutional Excellence (2019-Nov. 2019)
 - Public Company Accounting Oversight Board Scholarship Program (PCAOB) UOG Nominating Representative (2018-2019)
 - George J. Mitchell Scholarship Foundation Faculty Representative (2017-Present)
 - Harry S. Truman Scholarship Foundation Faculty Representative (2016-Present)
 - 2016 (Truman Finalist), 2017 (Truman Scholar), 2019 (Truman Finalist)
 - Presidential Thesis Awards Committee (2017)
 - Guam Coalition Against Sexual Assault & Family Violence Pacific Partners Project (PPP), one of nine projects nationally awarded by the US Department of Health and Human Services Office of Women's Health - UOG Representative to the Technical Advisory Group (TAG) (Spring 2016-2019)
 - Guam Coalition Against Sexual Assault & Family Violence Partnership UOG Lead – Mini grant to implement Guam's 2016 National Crime Victim's Rights Week Community Awareness Project (SP 2016)
 - Elected to the Undergraduate Curriculum Review Committee (2016-2018)
 - Search Committees:
 - Public Administration Search Committee (2019)
 - Criminal Justice Search Committee (2019)
 - Multiple Business Faculty Search Committee for: Two (2) Accounting; One (1) Management; One (1) Marketing; and One (1) Finance/Economics (2019)
 - Pacific Islands Small Business Development Center Network Director Search Committee (2018)
 - Accounting Search Committee (2017)
 - Legal Studies Search Committee Chair (2016)
 - Public Administration Search Committee Chair (2016)
 - Academic and Institutional Research a)Statistician and b)Research/Statistics Analyst Search Committee (2016)
 - SBPA Dean's Search Committee (2015) – Presidential Appointment
 - UOG Founder's Day Gala Committee (65th-Summer 2017, 64th-Summer 2016)
 - Triton Alumni Luncheon – Meet the Congressional Candidates Moderator (Oct. 2016)
 - Elected – UOG Undergraduate Curriculum Review Committee (May 2016- May 2018)
 - Congressional Awards – Initiative with Congress Woman Bordallo's Office UOG Lead (2016-Present)
 - Pi Alpha Alpha Special Ad Hoc Committee (2016-2017)
 - Congressional Candidate Forum – Moderator (Aug. 2016)
 - Mosaic Taiwan PMBA/MPA Nominations Coordination (2016 and 2017)
 - Taiwan Youth Ambassador Roundtable UOG Coordinator (Sept. 2015)
 - Good to Great (G2G) Workforce Portfolio Committee (2015)
 - Graduate Institutional Learning Outcomes Task Force (2015)
 - 2015 Pi Alpha Alpha Manuscript Awards Review Committee (Appointed by NASPAA Jul. 2015)
 - United States Attorney General's Human Trafficking Task Force UOG Representative (2015)
 - CSI - Journal of Scholastic Inquiry: Business (JOSI:B) – Peer Reviewer (Mar. 2015)
 - School of Business and Public Administration Advisory Council (2014-Present)
 - School of Business and Public Administration Administrative Academic Council (2014-2020)
 - Elected - Research Council Member (Term 2014-2016)

- PMBA Primer Coordinator (Fall 2012-Fall 2014)
- Graduate Council SBPA Representative (Spring 2014-present)
- MPA Thesis Committee Member (Fall 2013)
- Presenter for UOG Staff Development Day (2013, 2014 and 2016)

First Certified Manager (CM) Certified Instructor

Aug. 2019 to Present

University of Guam Global Learning and Engagement Dept.

2011 to present

- International Student Exchange with UOG's School of Business and Public Administration (SBPA): Coordinate Curriculum, Assign/Vet Instructor Pool, and Teach. Partnerships with:
 - Jeju Global Teachers University - Korea
 - Chiba Institute of Technology- Japan
- American Management Association (AMA) Program Instructor
 - 1st Line Supervision Course
 - Communication Skills for Managers
 - Effective Communication
 - First-Level Leadership: Supervising in the New Organization
 - First Line Supervision
 - Fundamentals of Human Resource Management
 - Gaining Competitive Advantage with Shared-Leadership Teams
 - Getting Assertive
 - How to Manage Training: Facilitating Workplace Learning for High Performance
 - Keeping Customers For Life
 - Leadership Skills for Managers
 - Managing the Customer Satisfaction Process
 - Performance Management
 - Presentation Success: How to Plan, Prepare, and Deliver Effective Presentations
- Other Courses
 - Classrooms to Careers Training Program
 - Customer Service Excellence
 - Dealing With Difficult People
 - Ethics in Government / Boardsmanship
 - Introduction to Personality Type and the MBTI
 - Managing Change
 - Managing Your Time
 - Sales and Marketing
 - Workforce Readiness Training Program

University of Maryland University College Asia - Guam

2011-2019

- Adjunct Professor
 - Courses Approved for Instruction:
 - FINC 330: Business Finance
 - MRKT 310: Marketing Principles
 - BMGT 110: Intro to Business & Mgmt
 - BMGT 354: Mgmt & Organization Theory
 - BMGT 464: Organizational Behavior
 - BMGT 484: Managing Teams in Organizations
 - BMGT 485: Leadership for the 21st Century (Management Studies Capstone)
 - BMGT 495: Strategic Management (Business Administration Capstone)
 - PRO 600: Communicating, Problem Solving, and Leading in Professional Fields
- UMUC Certified Online Instructor and UMUC Faculty Mentor

Bishop Baumgartner Memorial School - Guam

2000-2001

- 5th - 8th Grade Computer Teacher / Created WASC accreditation material for the computer program
- Appointed Catholic Schools Week Chairman

PUBLICATIONS AND ARTICLES

- Rivera, J.J. (2021). CHamoru Women and COVID. *Mariana's Business Journal*. Posted on December 24th issue from
- Cabot, C., Natividad, L.L., Rivera, J., Badowski, G., Fama, C., Quenga, J., Dulana, L., Teria, R. (2020). Developing effective culturally specific sexual misconduct policies and prevention strategies for campuses in Micronesia. *The Micronesian Editor #28*.
- Watson, D., Rivera, J., & McNinch, R. (2019). *Stakeholder Perceptions about Guam Police Department Service Provision: Community Perceptions Survey*. The University of the South Pacific, Fiji
- Rivera, J.J. (2019). Are you suffering from CEO disease? *Mariana's Business Journal*. Posted on July 22nd issue from <https://mbjguam.com/2019/07/22/are-you-suffering-from-ceo-disease/>
- Rivera, J.J., Colfax, R.S., and Diego, J.C. (2019). Reinforcing responsible learning: acknowledgment of syllabus and Course Requirements. Book Ch: in *Faculty Roles and Changing Expectations in the New Age*. *IGI Global Publishing* - DOI: 10.4018/978-1-5225-7438-5.ch005. [Rivera-40%; Colfax-40%; Diego-20%]
- Rivera, J.J. (2018). Performance-what is so hard about getting better. *Mariana's Business Journal*. Posted on December 24th issue from <https://mbjguam.com/2018/12/24/performance-what-is-so-hard-about-getting-better/>
- Rivera, J.J. (2018). The importance of genuine organizational culture. *Mariana's Business Journal*. Posted on October 29th issue from <https://mbjguam.com/2018/10/29/the-importance-of-genuine-organizational-culture/>
- Casimbon, R.G., Rivera, J.J., Ruane, J.E., and Ruane, M.C. (2018). Factors that explain or correlate with corruption in the united states of america: a regression analysis. *Asia Pacific Business and Economic Perspectives Journal* - Volume 6, Issue 1. [Casimbon-60%; Rivera-20%; Ruane, J.E.-10%; Ruane, M.C.-10%]
- Rivera, JJ. and Colfax, R.S., (Sept. 2018). What does the HR program alignment mean for Guam? *SHRM Guam 2018 Conference Magazine*. [Colfax-50%; Rivera-50%]
- Rivera, J.J. (2018). Caution - emotional hijacking in progress. *Mariana's Business Journal*. Posted on March 19th issue from <https://mbjguam.com/2018/03/19/caution-emotional-hijacking-in-progress/>
- Rivera, JJ. (Oct. 2017). The University of Guam SHRM Collegiate Chapter. *SHRM Guam 2017 Conference Magazine*.
- Rivera, J.J. (Jan. 2017). Make a list and check it twice: 2017 policy updates. *Mariana's Business Journal*. Posted on January 9th issue from <https://mbjguam.com/2017/01/09/make-a-list-and-check-it-twice-2017-policy-updates/>
- Rivera, J.J. (2017). The resilient leader. *Mariana's Business Journal*. Posted on Nov. 13th issue from <https://mbjguam.com/2017/11/13/the-resilient-leader-and-facing-adversity/>
- Ruane, M.M., Rivera, J.J., Santos, J., et al. (2017). 2016 CNMI economic report. Published online at <https://www.uog.edu/schools-and-colleges/school-of-business-and-public-administration/regional-center-for-public-policy> [Ruane-40%; Rivera-20%; Santos-30%; et al-10%]
- Rivera, J.J. (2016). Pokemon go in the workplace. *Mariana's Business Journal* . Posted on August 22, 2016 at <https://mbjguam.com/2016/08/22/pokemon-go-in-the-workplace-needs-a-policy/>
- Rivera, J.J. (May 30, 2016). The five-generation workplace. *Mariana's Business Journal* V.14 – No.2.
- Rivera, J.J. (December 28, 2015). The tides of men-dominated leadership roles are changing. *Mariana's Business Journal* V.13 – No.17.
- Rivera, J.J (2015). Beat the chaos with a nice deep breath. *Mariana's Business Journal*. Published on October 19, 2015 at <https://mbjguam.com/2015/10/19/beat-the-chaos-with-a-nice-deep-breath/>
- Rivera, J.J. and Hernandez, R. (Aug. 10, 2015). The right way to know when you don't know. *Mariana's Business Journal* V.13 – No.9. [Rivera-80%; Hernandez-20%]
- Rivera, JJ. (Oct. 14, 2015). What is your emotional intelligence potential? *SHRM Guam 2015 Conference Magazine*.

- Rivera, J.J. (July 13, 2015). Note to customers – We are too busy for you! *Mariana's Business Journal* V.13 – No.4.
- Cepeda, T., Gerardo, K., Perez, K.T., & Rivera, J.J. (2014). Credit card fraud: When employees move from being an employer's biggest asset to their biggest liability. *Journal of the International Academy of Case Studies - V.21, No.3*. [Cepeda-10%; Gerardo-10%; Perez-10%; Rivera-70%]
- Rivera, J.J. (2012). An exploration of *emotional intelligence and its relationship to Catholic Clergy in the Archdiocese of Agaña*. Ph.D. Dissertation, Capella University, United State - Minnesota. ProQuest LLC. UMI#3512463.
- Colfax, R.S., Rivera, J.J. & Perez, K.T. (2011). Applying Emotional Intelligence (EQ-i): Vital to Global Business Success. *Journal of International Business Research- Special Issue, 2011*. [Colfax-50%; Rivera-40%; Perez-10%]

ARTICLES (DRAFTED – NOT PUBLISHED)

- Rivera, J.J. (Publication Pending). Chaplaincy - Mapping the Realities, Triumphs and Challenges of Serving Federal and Local Law Enforcement in Guam and Micronesia.
- Rivera, J.J. Guam healthcare challenges: A case study on the shortages of, and the growing demand for, physicians on the island of Guam.
- Rivera, J.J. 21st Century global executive leadership: framework and competencies.
- Colfax, R.S. and Rivera, J.J. The need for "andragogy of workplace relevance in college classrooms."

PROCEEDINGS, PANELS, & OTHER SELECT PRESENTATIONS

- Cabot,C., Natividad, L.L. & Rivera, J.J. (2019). A Pacific Toolkit for the Prevention of Campus Sexual Misconduct. Presented at the National Sexual Assault Conference: Beyond the Breakthrough. Philadelphia, Pennsylvania – August 2019. [Cabot-33%; Rivera-33%; Natvidad-33%]
- Rivera, J.J. (2019). Emotional Intelligence in Workplace Interactions. Presented to SHRM Northern Marianas Chapter during their general membership meeting - Saipan.
- Rivera, J.J. (2019). Interdisciplinarity in the Field of Emergency Management – Panel Moderator. *NASPAA Emergency Management Education Conference: San Juan, Puerto Rico*.
- Cabot,C., Natividad, L.L. & Rivera, J.J. (2019). Developing Culturally-Specific Sexual Misconduct Policies and Prevention Strategies for Campuses in the Pacific. Presented at the Annual National Pacific Island Violence Prevention Conference: Empowerment is Healing! West Valley City, Utah – April 2019. [Cabot-33%; Rivera-33%; Natvidad-33%]
- Rivera, J.J. (April, 2019). Emotional intelligence: improving your EQ through training – Presented to SHRM Guam Chapter during their monthly Breakfast Briefing (earns PDC credits for SHRM CP-SCP for attendance).
- Rivera, J.J. (2019). Guam's business insights: an application of Hofstede's Six Dimension of Culture. *Proceedings of the ICBEIT 2019 Conference. Singapore - March 2019*.
- McNinch, R., and Rivera, J.J., (2018). Ethics in Government Training as per Guam Law (4 GCA 15410). Presented to the incoming Governor, Lt. Governor, and over 100 new Directors and Executive Leadership in the new administration. [McNinch-50%; Rivera-50%]
- Rios, P., Rivera, J.J., and Walter, A. (2018). The construction of disrupted states in US territories - panel. *2018 NASPAA Conference: Atlanta, Georgia*. [Rios-33%;Rivera-33%;Walter-33%]
- Rivera, J.J., and Walter, A. (2018). How public affairs education can promote global/regional/ indigenous perspectives/knowledge of shared governance in disrupted State: EKIUCHU-Unity of Thoughts, TIPECHU-Unity of Hearts, ANGECHU-Unity of Deeds - panel. *2018 NASPAA Conference: Atlanta, Georgia*. [Rivera-50%;Walter-50%]
- Rivera, J.J., Colfax, R.S.; & Diego, J.C.E. (2018). Slinky-coil effect for management theories. *Proceedings of the ICBEIT 2018 Conference. Osaka, JP - March 2018*. [Rivera-40%; Colfax-40%; Diego-20%]
- Rivera, J.J., Colfax, R.S. & Perez, S.P. (2018). The Jello theory of leadership: A new framework for leadership

- that explores leadership development through "leadership consistency" and "consistency modification." *Proceedings of the ICBEIT 2018 Conference. Osaka, JP - March 2018.* [Rivera-30%; Colfax-40%; Perez-30%]
- Rivera, J.J. (2017). The growing pains of success panel. Bank of Guam 2nd Annual Small Business Forum, Guam.
- McNinch, R., & Rivera, J.J. (2017). Using path analysis to improve academic program success at the University of Guam. *Proceedings - 2017 ICBEIT Conference, Guam.* [McNinch-50%; Rivera-50%]
- Rivera, J.J. (Dec., 2016) – One Island Bridging the Gap Forum – Problems in Criminal Justice. Community Relations Panel.
- McNinch, R., Rivera, J.J., and Walter, A. (2016). Emerging trends in US Insular Areas administration and development - panel. *2016 NASPAA Conference, Ohio.* [McNinch-33%; Rivera-33%; Walter-33%]
- Rivera, J.J. (Sept, 2016). Education Opportunities for Business Panel - 2016 CNMI Business and Finance Conference – Saipan.
- Rivera, J.J. (May, 2016). Shaping Tomorrow's Leaders Today – Local Leader Panel. Island-wide Board of Governing Students (IBOGS) 1st Student Leadership Conference.
- McNinch, R., & Rivera, J.J., (2015). Taiwan Election Observation – UN Report Submission. [McNinch-50%; Rivera-50%]
- Rivera, J.J. & Murphy, S. (July, 2015) - Emotional Intelligence – Presented to SHRM Guam Chapter during their monthly Breakfast Briefing (earns PDC credits for SHRM CP-SCP for attendance). [Rivera-80%; Murphy-20%]
- Colfax, R.S., Law, W.K., Perez, K.P., Rivera, J.J., & Schumann, F.R. (2015). Making Global Connections: Restructuring Programs to Address the Present Needs of Today's Students in a Global Business Environment. *Panel at the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015.* [Colfax-20; Law-20; Perez-20; Rivera-20%; Schumann-20%]
- Perez, K.P., Colfax, R.S. & Rivera, J.J., & Mangune, S. (2015). HR Processes and Practices: A Comparative Analysis of Private and Public Human Resource Management Practices in Guam and Implications for Employers. *Proceedings of the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015.* [Perez-30%; Colfax-20%; Rivera 30%; Mangune-20%]
- Colfax, R.S. & Rivera, J.J. (2015). Exploring the "Andragogy of Workplace Relevance:" Discussion of a Workplace Expectation Study. *Proceedings of the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015.* [Colfax-50%; Rivera 50%]
- Colfax, R.S. & Rivera, J.J. (2015). Building on the "Andragogy of Workplace Relevance" in College Classrooms. *Proceedings of the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015.* [Colfax-60%; Rivera 40%]
- Rivera, J.J. (2015). The "14 Rules" – A Guide for Unlocking Leadership Potential. *Proceedings of the ICBEIT 2015 Guam Conference. Tamuning, GU - March 2015.*
- Rivera, J.J. (May, 2015). Changing the Tide: Empowering a new wave of student leaders - Key Note Speaker presented at Student Leadership Summit.
- Colfax, R.S. & Rivera, J.J. (Oct. 2014). The andragogy of workplace relevance. *Proceedings of the Center for Scholastic Inquiry International Academic Research Conference Minnesota* – Won Best Paper in Business Track Award [Colfax-30%; Rivera-70%]
- Rivera, J.J. (Sept, 2014). Leadership - Presented to Guam Rotaract at their Empowering the Youth Leadership Conference.
- Rivera, J.J. (2014). Global leadership: a 21st century global executive leadership framework and evaluation model. *Proceedings of the ICBEIT 2014 Taipei, Taiwan - March 2014.*
- Rivera, J.J., Andre', N.M., & Taitano, J.R. (2014). Guam healthcare challenges: a case study on the shortage of, and the growing demand for, physicians on the island of guam. *Proceedings of the ICBEIT 2014 Taipei, Taiwan - March 2014.* [Rivera-80%; Andre'-10%; Taitano-10%]
- Cepeda, T., Gerardo, K., Perez, K.T., & Rivera, J.J. (2014). Credit card fraud: When employees move from

being an employer's biggest asset to their biggest liability. *Proceedings of the ICBEIT 2014 Taipei, Taiwan - March 2014.*

Colfax, R. S., Rivera, J.J. & Perez, K.T. (2010). Applying Emotional Intelligence (EQ-i): Vital to Global Business Success. *Proceedings of the ICBEIT 2010 Seoul, March 2010.* [Colfax-40%; Rivera-40%; Perez-20%]

Rivera, J.J., Colfax, R.S. & Perez, K.T (2010). TeamWorks! – ARRA Grant Workshop. [Rivera-40%; Colfax-30%; Perez-30%]

Colfax, R.S & Rivera, J.J. (2009). IQ or EQ: Which is Better? - SHRM Guam 14th Annual HRM Conference. [Colfax-40%; Rivera-60%]

AWARDS & RECOGNITION

- Numerous Certificates of Congressional Special Recognition, Legislative Certificates, Legislative Resolutions, and Governor's Latte Award and other certificates for community projects and other efforts associated with the SBPA Graduate Programs / Regional Center for Public Policy
- Memberships into 9 Honor Societies / Founding Advisor for 4 Honor Societies (see below)
- Featured on Zippia's Future of the Job Market Report Main Page
- 50 Under 40: Emerging Leaders in the Government of Guam [In celebration of the AGA Guam Chapter's 50th Anniversary] – Awarded October 2020
- 2020 Annual Triton Awards – Faculty of the Year
- 2020 UOG Graduate Award – Outstanding Graduate Faculty Award Nominee
- 2018 Certificate of Recognition from Guam Homeland Security Administration and Certificate of Recognition from Guam Customs and Quarantine Agency for work on Policy Gaps
- Recognition for work on the *One Guam Gubernatorial Debate* and work on decolonization during the 2018 Congressional Address of Guam Congresswoman
- Letter of Commendation from ASAC Honolulu Division for FBI for Partnership success
- 1st ever UOG Community Impact Award – Project Homeland
- 1st ever UOG Presidential Community Leadership Award – One Guam Toward Decolonization
- 1st ever UOG Presidential Thesis Award for Special Project – Project T.E.A.C.H.
- 2017 FBI Director Community Leadership Award for Project Foresight (Washington DC FBI Headquarters)
- 2017 Judiciary Stakeholders Recognition Award
- 2017 Albert Nelson Marquis Lifetime Achievement Award
- Who's Who in the World (34th-2017, 35th-2018, 36th-2019, 37th-2020 ed.)
- Fall 2016 Faculty Awards – Most Outstanding
- 2016 MagPRO Excellence in Higher Education SBPA Nominee
- Fall 2015 Faculty Awards – Most Inspiration; Tough As Nails
- Who's Who in the Government of Guam: 40 Years and Under Awardee [In celebration of the AGA Guam Chapter's 45th Anniversary] – Awarded September 2015
- UOG 2015 U.S. Professor of the Year (Carnegie Professor) nominee
- Volunteer Leader Recognition in support of SHRM and the HR Profession (Given 2015-2018)
- Who's Who in Science and Engineering 12th – 2016 edition
- Center for Scholastic Inquiry (CSI) – Best Paper in Business Track Award (Oct. 1, 2014)
- FBI Citizens Academy 2014 Top Gun Award
- New Faculty of the Year Award (UOG-May 2014)
- Who's Who in America 68th (2014 ed), 69th (2015 ed) and 70th (2016 Platinum ed)
- 60th Anniversary, University of Guam - Featured Alumni Triton Success Story
- Magna Cum Laude (Bachelor Degree)
- University of Guam's College of Business and Public Administration Dean's Outstanding Graduate Award for Fall 2001
- University of Guam's Regent's List (99/SP, 99/FA, 00/SP, 00/FA, 01/SP, 01/FA)
- University of Guam's President's List (98/FA, 99/FA, 01/SP)
- University of Guam's Dean's List (99/SP, 00/SP, 00/FA, 01/FA)
- Datatel Scholarship Recipient
- Merit Scholarship Recipient
- National Dean's List (98-99/99-00/00-01)
- National Dean's List Multiple Year Award Recognition
- 2001 Leonard R. Brice SPHR Undergraduate Leadership Award Nominee
- 28th Guam Legislature Official Commendation and Congratulations for inclusion in Who's Who in American Colleges and Universities (Executive Committee Certificate No.42)
- 26th Guam Legislature Official Commendation and Congratulations for inclusion in Who's Who in

- American Colleges and Universities (Legislative Certificate No.1)
- 26th Guam Legislature Official Commendation and Congratulations for inclusion in Who's Who in American Colleges and Universities (Legislative Certificate No.53)
- 26th Guam Legislature Office of the Speaker Antonio R. Unpingco Official Commendation and Congratulations for inclusion in Who's Who in American Colleges and Universities (Ltr. Dated May 4, 2001)
- Who's Who in American Colleges and Universities (00, 02 & 05)
- National Collegiate Business Merit Award Winner
- United States National Collegiate Award Winner
- United States All-American Scholar
- United States Achievement Academy Member
- 26th Guam Legislature Official Commendation and Congratulations for outstanding service in production of "I Lihenden Duhendes" (Legislative Certificate No.26-003)

PROFESSIONAL CREDENTIALS

- SHRM People Analytics Specialty Credential (Oct. 2021)
- SHRM Workplace Investigations Specialty Credential (Oct. 2021)
- L5 Behavioral Governance – certified by 3Ethos with the L5 professional designation (Nov. 2018)
- AIF: Accredited Investment Fiduciary – Certified by Fi360 (Jan. 2018)
- CFE: Certified Fraud Examiner – Certified by the Association of Certified Fraud Examiners (June 2016)
- SPHRi: Senior Professional in Human Resource – International / rebranded and renamed from the HRMP™ - Certified by HRCI (Feb. 2016)
- CFD: LERN Certified Faculty Developer – Certified by Certified Faculty Development Institute (May 2015)
- SHRM-SCP: SHRM Senior Certified Professional – Certified by SHRM (Jan. 2015)
- HRMP: Guam's 1st Human Resource Management Professional – Certified by HRCI (2013)
- PHR: Professional in Human Resources – Certified by HRCI (2012)
- CM: One of Guam's first Certified Managers – Credentialed by Institute of Certified Professional Managers /James Madison University College of Business (2011)
- KHS: Equestrian Order of Holy Sepulchre of Jerusalem – Chivalrous Order of Knighthood (2012-Present)
 - Instrumental in establishing this Order with roots in the First Crusade (c1099)
 - Appointed Founding Chancellor of the Council of the Magistral Delegation of Guam
- KSS: Equestrian Order of St. Sylvester Pope & Martyr – Pontifical Order of Knighthood (conferred by Pope Benedict XVI in 2009)

PROFESSIONAL MEMBERSHIPS, BOARDS, AND AFFILIATIONS

- Pacific Asian Travel Association – PATA Guam Member / Education Committee (2020)
- Pi Alpha Alpha International Council Founding Member (Sept. 2020)
- PathCheck Foundation COVID-19 Volunteer: Guam Rollout of GAEN, non-GAEN, Bluetooth Pilot for Contact Tracing App; Language Support
- HR Certification Institute (HRCI) – SPHRi (Senior Professional in Human Resources – International) Exam Writing Panel (Selected Jan. 2020)
- Executive Order No. 2019-23: Appointed Member – Guam Green Growth (G3) Working Group (Jan. 2020)
- UOG Phi Kappa Phi Honor Society (#354) – Founding Charter Member (inducted Mar.2020) / Treas. (2021)
- Epsilon Pi Phi Emergency Mgmt. Honor Society – UOG Chapter Founding Advisor/Member (Aug. 2019)
- Omicron Delta Epsilon (ODE) Intl. Honor Society for Econ. – UOG Chapter Member (inducted May 2019)
- Executive Order No. 2019-04: Appointed Vice-Chair to the Governor's Task Force to Reform Government Permitting Procedures (Feb. 2019 – Aug. 2019) / (April. 2021 – Present)
- Member, Behavioral Governance Society-3Ethos (Nov. 2018-Present)
- Dulce Nombre de Maria Cathedral-Basilica Parish Finance Council (Nov. 2018-Present)
- GPD Honorary Deputy Chief of Police (Sworn in Aug. 7, 2018)
- FBI Guam Citizens Academy Alumni Association (Nov. 20, 2015 – Present)
 - President (2021)
 - Founding Board Member and Inaugural Board VP (2015-Present)
 - Federal Bureau of Investigations (FBI) Citizens' Academy Graduate - Alumni since 2012
 - Top Gun Award (2014)
- SHRM Guam Board of Directors Student Relations Director (2015-2018)
 - SHRM 100% Chapter

- 2018 Top 25 Fundraising Chapter
- 2017 SHRM Excel Platinum Chapter Award
- 2017 Pinnacle Award Chapter - the highest honor given to SHRM state councils and chapters for notable contributions to the human resource profession. Main Award Packet Co-Author.
- 2017 Top 25 Fundraising Chapter SHRM Foundation
- 2017 Learning System Champion
- SHRM Foundation 2016 Chapter Champion
- 2016 SHRM Excel Platinum Chapter Award
- 2016 Top 25 Fundraising Chapter SHRM Foundation
- 2016 SHRM Learning System Champion
- Rotary E-Club of Pago Bay Guam Member – chartered June 12, 2014 (2014-Present)
 - President (2019-2020) / 2019-2020 Rotary Citation with Platinum Presidential Distinction
 - Secretary (December 2014-2016)
 - Inaugural Int'l. and Community Service Director and Charter Member (Jun. 2014 – Mar. 2015)
- Fiduciary Academy Member (2018-Present)
- Golden Key International Honor Society – UOG Chapter Founding Member (inducted 2018)
- Sigma Beta Delta International Honor Society for Business, Management and Administration – UOG Chapter Founding Member (inducted Nov. 2017)
- Alpha Phi Sigma Criminal Justice Honor Soc. Lambda Psi Chapter – Honorary Member (inducted April 2017)
- Institute of Certified Professional Managers (ICPM) Exam Advisor (2012-2017)
- Techstar Community Leader (2016-present)
- Blue Key Honor Society – UOG Chapter Founding Member (inducted 2016)
- Capella University Peer Mentor (2012-2016)
- Imagine Guam Core Steering/Facilitation Committee – Appointed by Governor of Guam (2015)
 - Imagine Guam Values Committee Facilitator
 - Imagine Guam Convention I, II, III Imagination Team Facilitator
 - Imagine Guam Planning Team – Workforce Rehabilitation Lead
- Academy of Criminal Justice Sciences Member (ACJS) – (2015 – 2017)
- Pi Alpha Alpha Global Honor Society for Public Affairs and Administration – UOG Chapter Founding Member (inducted 2015)
- Association of Certified Fraud Examiners Member (ACFE) – (Feb. 2014 – Present)
- Guam Hotel and Restaurant Association Member (2013-Present)
- Institute of Certified Professional Managers (ICPM) International Advisory Group (IAG) Founding Member (2013-2014)
- Institute of Certified Professional Managers (ICPM) Exam Advisor (2012-2017)
- KHS: Equestrian Order of Holy Sepulchre of Jerusalem – Chivalrous Order of Knighthood (2012-Present)
 - Instrumental in establishing this Order with roots in the First Crusade (c1099)
 - Appointed Founding Chancellor of the Council of the Magistral Delegation of Guam
- Catholic Cemeteries of Guam, Inc. Founding Board of Directors (2011-2014)
- Capella University Ambassador (2011-2014)
- Association for Psychological Type International – APTi (Since 2010-Lifetime Member)
- Society for Human Resource Management (1998-Present)
- Catholic Cemetery Conference Member (2002–2012)
- Chi Omicron Gamma Honor Society (inducted 2001)
- National Catholic Education Association Teacher Associate (2000 & 2001)
- President, Collegiate Chapter of the Society for Human Resource Management (2000-2001)
- University of Guam Student Government Public Relations Committee Member (2000-2001)
- Island Wide Guam Job Fair Planning Committee (2000)
- Guam Business Show coordinator for jobsonguam.com/SHRM Booth (2000)
- National Honor Society President and National Junior Honor Society President

PROFESSIONAL CERTIFICATIONS AND TRAINING

- Selected 1 of 35 leaders - American Association of State Colleges and Universities (AASCU) 2021 Emerging Leaders Program

- Diversity, Equity, and Inclusion Champion Certificate (June 2021)
- Certificate in Agile Project Management – HRCI / Series of 3 courses (June 2021)
- HR Ethics Certificate – HRCI / Series of 10 ethics courses (2020)
- Selected [invitation only] University of Guam Academic Leaders Mentorship Program (2019-2020)
- Selected [invitation only] 2019 NASPAA Next Class – How to prepare for the NEXT 50 years of Public Affairs Education (Oct. 2019)
- First Certified Manager (CM) Certified Instructor and CM Exam Proctor (Aug. 2019 – Present)
- Rotary International District 2750 2019 President-Elect Training Seminar (May 2019)
- IACBE Accreditation Institute (April 2018 and 2019)
- SHRM Foundation’s Veterans at Work Certificate (Feb. 2019)
- Fiduciary Essential (FE®) Certificate Training – Fi360 (Nov. 2018)
- Initial Law Enforcement Response to Suicide Bombing Attacks (ILERSBA) Mobile Course (Nov. 2017) - New Mexico Tech in partnership with Guam Homeland Security
- Understanding and Planning for School Bomb Incidents (UPSBI) Mobile Course (Nov. 2017) - New Mexico Tech in partnership with Guam Homeland Security
- EEOC Guam Technical Assistance Seminar 2017 – EEOC Training Institute (Sept. 2017)
- Non-Confrontational Interview & Interrogation - Wicklander-Zulawski & Associates, Inc. (Aug. 2017)
- FBI National Improvised Explosives Familiarization and Chemical Industry Outreach Workshop (April 2017)
- Incident Response to Terrorist Bombings (IRTB) – New Mexico Tech/EMRTC First Responder Training Program (March 2017)
- FEMA Emergency Management Institute (EMI) - National Incident Management System (NIMS)
 - IS-100.b - Introduction to Incident Command System ICS-100 (March 2017)
 - IS-3 – Radiological Emergency Management (March 2020)
 - IS-100.c – Introduction to the Incident Command System ICS-100 (June 2019)
 - IS-100.he - Introduction to the Incident Command System ICS-100 for Higher Education (March 2017)
 - IS-200.b - ICS for Single Resources and Initial Action Incident, ICS-200 (March 2017)
 - IS-230.d - Fundamentals of Emergency Management (June 2019)
 - IS-240.b - Leadership and Influence (June 2019)
 - IS-700.a - National Incident Management System (NIMS) An Introduction (March 2017)
 - IS-702.a - NIMS Public Information (June 2019)
 - IS-703.a - NIMS Resource Management (June 2019)
 - IS-706 - NIMS Intrastate Mutual Aid – An introduction (June 2019)
 - IS-00800.b - National Response Framework, An Introduction (March 2017)
 - IS-907 – Active Shooter: What You Can Do (March 2020)
- Guam Joint Criminal-Epidemiological Investigations Workshop (Feb. 2017) – FBI and CDC
- Criminal Justice and Juvenile Justice Evaluation Training – Univ. of Cincinnati Corrections Inst. (Dec. 2016)
- Type Coaching Using Multiple Models – Practitioner Certified by APTi (August 2016)
- The Justice System and Persons with Disabilities Training– Judiciary of Guam (2016)
- Explosive Response Training – Guam FBI (2016)
- National Criminal Justice Association Grants Management Workshop Training (2015)
- One Community Guam: Engaging Our Community in Crime Prevention, Strengthening Protections for Vulnerable Populations, and Reentry Efforts through Workforce Development Strategies Training – U.S. Attorney’s Office (2015)
- Educating, Retaining, and Graduating First Generation Students - Souder, Betances & Assoc. (2015)
- TIPS® (Training for Intervention Procedures) Trainer - Certified September 2015
- Entrepreneurial Mindset Profile (EMP) Certified - Certified in December 2014 by the Institute Leadership Development Institute at Eckerd College (a Network Associate of the Center for Creative Leadership) and named a Founding Practitioner
- Ethics in Government Train the Trainer Qualifier (4 GCA 15410) - Certified by UOG SBPA (2014)
- Universal HR Management Strategies SHRM Learning System (2013)
- Project Management Preparation Course – Leading Edge (2013)
- FBI Citizens' Academy Graduate - Federal Bureau of Investigations (2012)
- University of Maryland University College - Online teaching certified (2012)
- Graphology Training - Lisa Schuetz (Taken over 15 courses between 2011 and 2012)
- Leadership Process: Motivating Achievement - Spencer-Shenk-Capers & Assoc., Inc. (2012)
- Founding Board Treasurer of St. Thomas Aquinas Catholic High School (2008-2012)
- Introduction to Body Language and Type: Reading People (APti): (2011)

- Guam's 1st Strong Interest Inventory® (Strong) – Certified in 2011 by GS Consultants
- Guam's 1st and only Certified MBTI® (Myers-Briggs Type Indicator) Master Practitioner (2011)
- MBTI® - Myers-Briggs Type Indicator Assessment – STEP I, II, & III Certified
 - Guam's First and only Step III Certified Practitioner
 - MBTI™ Step III: Certified by Center for the Application of Psychological Type (CAPT) – 2011
- developed a "Perception and Judgment Model" for use in certification and training
 - MBTI™ Step I & II: Certified by Center for the Application of Psychological Type (CAPT) –2009
 - Type Coaching Executives and Managers Certification Workshop: Fairfax, VA - 2011
 - Generations and Type Training Certification Workshop: Fairfax, VA - 2011
 - Using Type with Leaders and Managers Certification Workshop: Fairfax, VA - 2011
 - Type and Temperaments Certification Workshop: Fairfax, VA - 2011
 - MBTI/Type Trainers Workshop: Fairfax, VA - 2011
- Klein Group Instrument® (KGI) – Certified in 2011 by Otto Kroger & Associates (OKA)
- Pearson-Marr Archetype Indicator® (PMAI) – Certified in 2011 by Otto Kroger & Associates (OKA)
- Portraits of Jung Type Behavior™ (JTB)– Certified in 2011 by Otto Kroger & Associates (OKA)
- Fundamental Interpersonal Relations Orientation (FIRO-B® and FIRO Business®) assessments – Qualified in 2011 by CPP
- Murphy-Meisgeiger Type Indicator for Children® (MMTIC): Qualified in 2011/certified in 2014 by CPP
- Thomas-Kilmann Conflict Mode Instrument (TKI) – Qualified in 2011 by CPP
- Collaborative Institutional Training Initiative (CITI): Protection of Human Research Subjects (2010)
- EQ-i® and EQ-i 2.0® - Emotional Quotient Index – Certified in 2009 by Multi-Health Systems (MHS) and among Guam's first certified emotional intelligence practitioners
- Founding Member of the International Center for Holy Relics, Inc. (2009)
- Certificate, International Human Resource Management Seminar (2003)
- Certificate, EEOC: Affirmative Action Conference (2001)
- Certificate, EEOC: Basic and Advanced EEO Topics, Technical Assistance Program Seminar (2000)

PROFESSIONAL EXPERIENCE

President/Senior Consultant, Allied Business Consultants, Inc., GU 2017-Present

Development Consultants that combine the most experienced, credentialed, and dynamic talent this side of the Western Pacific to offer a wide range of services. Clients include local and regional governments, military, nonprofits, private companies (small, family-owned to corporate), medical, construction, educational institutions, etc. <http://www.alliedbusinessglobal.com/>

Director & Co-Founder, UOG Regional Center for Public Policy, GU 2016-Present

The Regional Center for Public Policy (RCPP) was created to be a regional nexus in Micronesia where leaders converge to address, research, collaborate and solve crucial issues in relation governance, leadership and public policy. RCPP creates globally minded and locally relevant strategic conduits by leveraging a symbiotic and complementary synergy between the university community, public-private partnerships, public service collaborations, SBPA programs/partners and others.

Consultant, Leading Edge, GU 2014-Present

Business Consultants that offer a myriad of services, with a proven track record, for non-profit and military sectors throughout the Western Pacific and Asia.

Owner, J | Rivera Consulting, GU 2011-Present

Started in 2011 to provide clients with dynamic Educational, Executive, Leadership, Organizational Training, Development and other related consulting services; backed by the most prominent developmental assessments of the day.

Consultant, Area Defense Counsel Anderson, AFB, Guam 2013

Provided consulting and served as an expert witness for the Area Defense Counsel.

Practicum Counselor, ISA Psychological Services, GU 2012-2013

Isa Psychological Services Center is a University of Guam sponsored training clinic that offers a variety of free professional services to the University of Guam's students, faculty, staff and the greater community.

Owner, the Source, GU

2004-Present

Started in 2004, "the Source" was created as an outsourcing company for various types of products, gift related items, souvenirs, and pre-paid cards.

Executive Director, Archdiocesan Development Group (ADG), GU

2008-2014

Promoted to lead and consolidate specific institutional and functional activities of the Archdiocese of Agaña. The ADG was created to streamline and strategically align critical management talent, effectively administer debt management, and anticipate growth capacity.

- Created the concept, organizational, and formal structure of the ADG.
- Responsible for the following institutions:
 - Guam Catholic Television
 - Exploratory team for the first Archdiocesan Television Station/Channel
 - U Matuna Si Yu'os (formally Pacific Voice) – Roman Catholic Newspaper of the Archdiocese of Agaña (2011-2013)
 - Facilitated and assisted in the takeover, restructuring and redesign of the newspaper
 - Reinstated the original Chamorro name of the publication - U Matuna Si Yu'os
 - Founding member of St. Thomas Aquinas Catholic High School (2008-2012)
 - 1st Catholic High School in 40 yrs.
 - Founding Board Treasurer (2008-2012)
 - In the Founding Year
 - Received WASC accreditation in founding year
 - Over 83% of the student body made "Honor Roll" In the first quarter of 2008-2009.
 - 100% passing rate on AP exams with 40% achieving a perfect score of 5.
 - Carmel on the Hill Archdiocesan Retreat Center (2010-2012)
 - Conversion of a Carmelite Monastery into an Archdiocesan Retreat Center
 - Largest retreat center on the island with capacity for several hundred retreatants
 - Coordinated local and regional events for the facility
 - Created the marketing, branding, business plan, etc.
 - Cathedral-Basilica Gift Shop
 - Started the gift shop in 1999
 - Facilitated buyout and merger with John Paul the Great Catholic Book Store
 - Grew to the largest and most complete religious (Catholic Store) on Guam
 - Catholic Cemeteries of the Archdiocese of Agaña
 - Catholic Cemeteries of Guam, Inc. founding Board of Directors (2011-2014)
 - See entries under Catholic Cemeteries below
 - Cathedral-Basilica Media Ministries
 - Graphics Design, Videography, Still Photography, Editing, Scripting, Commercial production, Audio, Internet Streaming
 - Internet streaming and Cable TV airing of various Liturgical Events
 - Operate NewTek TriCaster System
 - National Museum of the Dulce Nombre de Maria Cathedral-Basilica
 - Dulce Nombre de Maria Cathedral-Basilica
 - Founding Member of the International Center for Holy Relics, Inc. (2009)
 - Coordinated the production of "The Golden Harvest Documentary" (2008) and "Servus Tuus Documentary" (2009)
 - Archdiocesan Logistics Coordinator for "Operation Special Intention" Military Relic Tour (Guam-2009); the Pilgrim Relics of St. Therese of Lisieux (Guam, Saipan, Tinian, Rota-2008/Guam-2003); Relics of the Passion Tour (Manila, PI-2008); and Relics of the Passion Tour (Guam-2007)
 - Executive Planning Committee for the 50th Anniversary – the Golden Jubilee of the Dulce Nombre de Maria Cathedral-Basilica (2008)
 - Executive Planning Committee for the Monsignori Elevation (2006).

- Official Delegation to Lisieux (France) to return the Pilgrim Relics of St. Therese of Lisieux
 - Archdiocesan Executive Committee for the Great Jubilee of 2000
 - Post Beatification - Blessed Pedro Calungsod Planning Committee
 - Instituted the Logo / Branding for the Cathedral-Basilica
- Responsibilities include Hosting of Vatican Officials and Church Dignitaries; Coordination of island-wide liturgical events, development activities, documentaries, concerts, gallery exhibits, fundraising events, etc.

Executive Director, Catholic Cemeteries of the Archdiocese of Agaña, GU 2007-2008

Led three Archdiocesan Catholic Cemeteries with over half a million in sales and 20M in assets (Pigo Catholic Cemetery, Anigua / Holy Cross Catholic Cemetery, Yona / Mt. Carmel Catholic Cemetery, Agat)

- Complete reorganization, strategic/personnel realignment, and business model overhaul
- Responsible for the following other institutions:
 - Carmel on the Hill Archdiocesan Retreat Center
 - National Museum of the Dulce Nombre de Maria Cathedral-Basilica
 - Cathedral-Basilica Gift Shop (largest religious store on Guam)
 - Cathedral-Basilica Media Ministries (Graphics Design, Videography, Still Photography, Editing, Commercial production, Audio, Internet Streaming)

Executive Director of Administration and Finance, Catholic Cemeteries, GU 2006-2007

Established and managed critical organizational and formal structures; led the financial management, stabilization of revenues, debt service, and human resource matters.

- Responsible for all personnel, finance and human resources matters
- Established SOPs, handbook, wage scale, position descriptions and formal organizational chart
- Established 401K, medical/dental Benefits and performance appraisals
- Managed the debt service that was used to rehabilitate existing facilities, beautify grounds, construct new buildings and increase inventory

Sales and Marketing Manager, Catholic Cemeteries, GU 2001-2006

Established and managed the first sales and marketing department. Recruited, trained and supervised all independent sales counselors and created all program materials; Implemented marketing campaigns, educational and incentive programs to fuel and further business development.

- Led financial turnaround from negative to positive cash flow and financial sustainability
- Increased market share from 6% to 18%
- Designed and crafted all graphic concepts, layout, designs, placement
- Responsible for the Cathedral-Basilica Gift Shop
- Assisted with the National Museum of the Dulce Nombre de Maria Cathedral-Basilica

Business Startup, Cathedral-Basilica Gift Shop, GU 1999-2014

Established and managed all aspects of the religious retail shop startup.

- General Manager during its initial years realizing exponential growth in the first 3 years
- Facilitated buyout and merger with John Paul the Great Catholic Book Store to become the largest and most complete religious store on the island
- Created the Catholic Education Series and other initiatives

Part Owner, Brown Bag Café, Eastwood, Philippines 2005-2007

Administrative Assistant, Dulce Nombre de Maria Cathedral-Basilica, GU 1994-2001

- Assistant Curator - Monsignor Oscar Calvo Gallery (1997-2001)
- Archdiocesan Executive Committee for the Great Jubilee of 2000
- Post Beatification – Blessed Pedro Calungsod Planning Committee
- Dulce Nombre de Maria Cathedral-Basilica Restoration and Rededication Committee
- Confirmation Retreat Master and Facilitator

- Served on numerous fundraising committees, planning committees, and coordination of island-wide archdiocesan events.

OTHER VOLUNTEER/COMMUNITY SERVICE

- Reverence: Choir – (2001 – Present)
 - Dulce Nombre de Maria Cathedral-Basilica 6:00pm Choir (Jan 2019-Present)
 - Dulce Nombre de Maria Cathedral-Basilica 7:00pm Choir (2001-May 2014)
 - Contributing composer of "Mass of Peaceful Reverence" (2007)
 - Assist in music ministry in parishes island wide: weddings, funerals, and other liturgical celebrations.
- Emmaus Choir - Dulce Nombre de Maria Cathedral-Basilica 11:30am Choir (1998-2003)
- Choir - Blessed Diego, Tumon Catholic Church (1999-2001)
- Confraternity of Christian Doctrine Teacher: Nuestra Senora de las Aguas - Guam (1997-1999)
 - 6th Grade and Confirmation teacher
 - Formed Confirmation Youth Choir

REFERENCES

Available upon request