

**UNIVERSITY OF THE VIRGIN ISLANDS
RESOLUTION OF THE BOARD OF TRUSTEES**

Approving the Creation of two Vice President positions and Providing Bonuses to Employees

Whereas, the UVINext Recommendations, approved by the Board of Trustees at its meeting in June 2014 recommends a reorganization of the Office of the President and the creation of a Vice President for Strategic Initiatives and Innovation;

Whereas, best practices at various universities involve having a position of Vice President that focuses on business development and innovation, and a position of Vice President that focuses on Information Services and Institutional Assessment;

Whereas, the new Career Advancement Policy (CAP) approved by the Board encourages the promotion of individuals who are exceeding expectations in their performance, and various individuals in the University have been identified for promotion or salary enhancement under CAP;

Whereas, other employees who for the lack of funds in the operating budget of the University, will not be able to receive salary enhancements under CAP, and yet many of these employees have not received a salary increase for numerous years and also incurred an 8% reduction in their salary for two years.

NOW BE IT THEREFORE RESOLVED BY THE BOARD OF TRUSTEES:

That the positions of Vice President for Business Development and Innovation and Vice President of Information Services and Institutional Assessment be created, and that all employees (employed for no less than six months) who are not promoted or receive salary increases under the Career Advancement Policy will receive a \$1000 bonus effective October 1, 2014. The Board authorizes the administration to withdraw \$697,553 from the Quasi-Endowment Fund to achieve this purpose.

CERTIFICATION

The undersigned hereby certify that the foregoing is a true and exact copy of the resolution approved by the Board of Trustees at a Special Meeting of the Board on September 11, 2014, as recorded in the minutes of that meeting.



Secretary of the Board

September 11, 2014

Date