

# Key Performance Indicators Mid-Year Report Spring 2014

University of the Virgin Islands  
Board of Trustees Meeting  
March 8, 2014



# Mid-Year Report

## Key Performance Indicators

- Faculty Publication (1A)
- UVI Offering (1B)
- P-16 Collaborative (1D)
- Average Salaries of Instructional staff (1E, 5B)
- Number of Staff (5B)
- Faculty service activities (3B)
- University's data repository (3G)
- Financial Aid to Students (6C, 6E)
- Financial (6A, 6B, 6C, 6G, 6F, 2A, 1A)
- Research (6F)
- Development (6C, 6E)

# Peers Institutions

## Institutional Peers

- ▶ Alabama A&M University
- ▶ Clark Atlanta University
- ▶ Langston University
- ▶ Albany State University
- ▶ University of Guam
- ▶ University of Turabo, Puerto Rico
- ▶ University of the West Indies – Cave Hill
- ▶ Western New Mexico University
- ▶ Savannah State University
- ▶ Ohio State University – Lima Campus

## Aspirational Peers

- ▶ SUNY at Purchase College
- ▶ Wayne State College
- ▶ Oregon Institute of Technology
- ▶ Delaware State University
- ▶ University of Hawaii at Hilo
- ▶ Alfred University
- ▶ Andrews University
- ▶ University of Wisconsin – Superior
- ▶ University of Montevallo
- ▶ The University of Texas of the Permian Basin

Peers comparisons are made using UVI institutional Peers

# Number of Faculty Publications

\*\*\*A process for this measure/indicator has been established and data is still being compiled. An update will be provided at the next reporting cycle\*\*\*

Data Source: UVI Libraries

1A: Increase faculty productivity and effectiveness by expanding research and faculty scholarship expectations and opportunities.

- By spring 2016, UVI faculty will increase the number of faculty publications by 10 percent over current numbers

# UVI Academic Offerings

- ▶ UVI offers 43 academic programs including 9 associate, 27 bachelor and 7 graduate degrees through five schools and colleges.
- ▶ New Program offering: Bachelors of Business Administration in Information Systems and Technology

Data Source: UVI Website

- 1B: Increase the number of academic programs at the graduate and undergraduate levels.
- By fall 2017, UVI will increase by five the number of programs at the graduate and undergraduate levels.

# Number of teachers certified through the P-16 Collaborative.

- ▶ Number of UVI exiting students who have successfully passed the PRAXIS examination:
  - In spring 2012—of 16 students exiting the program 14 were successful on the PRAXIS (pass rate: 87.5%)
  - In spring 2013 – of 15 students exiting 13 passed the PRAXIS (pass rate: 86.6%)
  - In fall 2013 – of 4 students exiting the program, 4 were successful on PRAXIS (pass rate:100%)

1D: Fully implement the P-16 Collaborative with the Department of Education, the Board of Education, the Department of Human Services and the private schools.

- By fall 2017, UVI will reduce to 60 percent the number of entering students who need to take skill courses.
- UVI will fully implement the teacher certification program funded by SAFRA.

Data Source: School of Education - UVI



# Human Resources Indicators

1E: . Improve the quality of teaching at all levels of the University. Develop competitive compensation packages inclusive of salary and benefits.

- Develop competitive compensation packages inclusive of salary and benefits.

5B: Increase persistence rates of employees at the University. Increase the retention rate of employees by 5 percent over current levels.

- By December 2015, UVI will increase the retention rate of employees by 5 percent over current levels.

Data Source: IPEDS, Human Resources - UVI

# Number of Employees\*

## FY 2011–12 and 2012–13

	Full-time	Part-time	FTE Staff**	Staff Turn-over Rate (FT)	Faculty Turn-over Rate (FT)
FY 2011–12	488	208	557	4%	2%
FY 2012–13	486	242	567	8%	2%

\*Faculty and staff

\*\*Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one third of the total number of part-time staff.  
Graduate assistants are not included in the above figures.

Source: UVI HR & IPEDS report



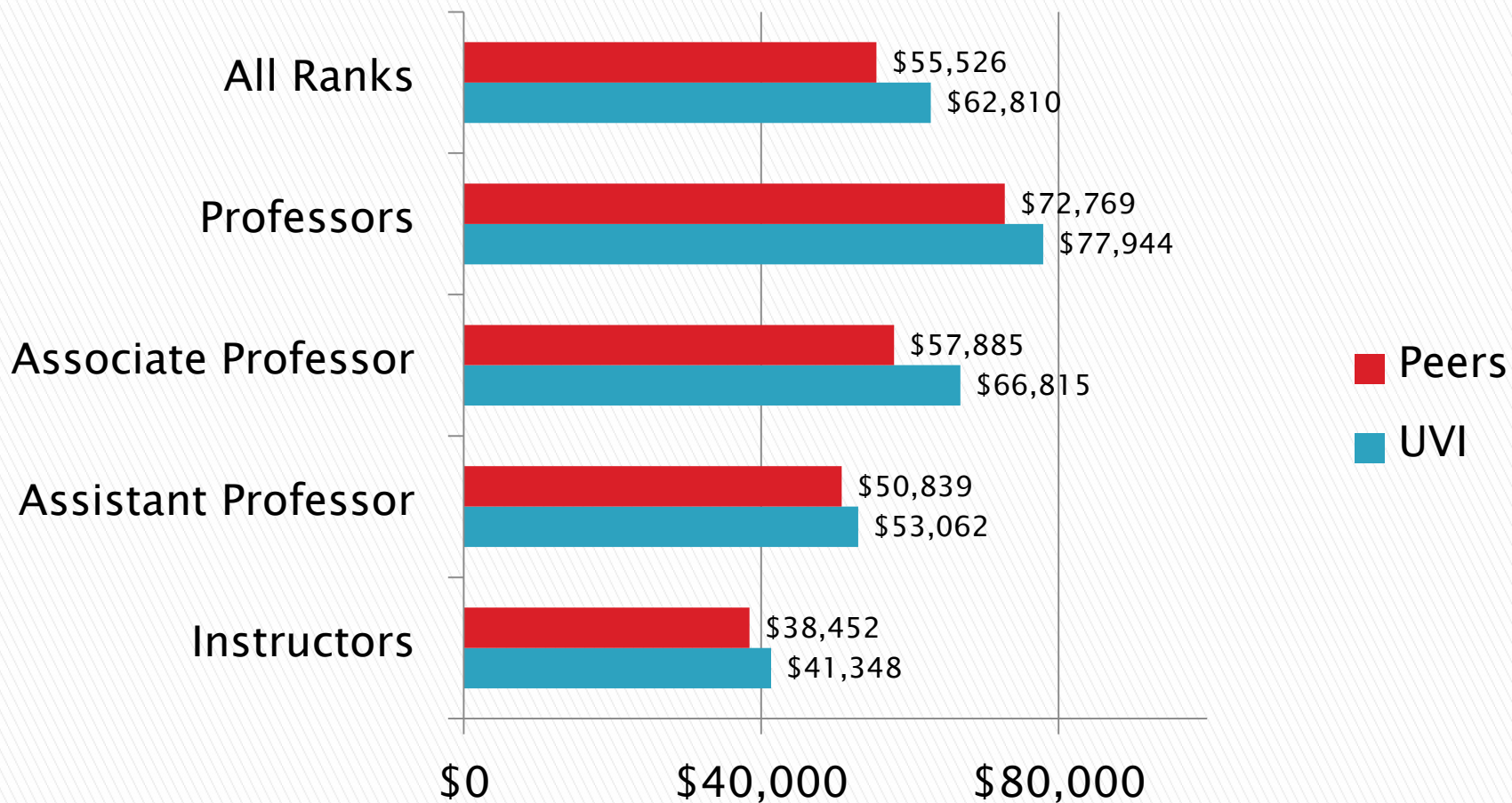
# Average Salaries of Full-time Instructional Staff by Academic Rank

	UVI FY 2011-12	UVI FY 2012-13	Peers FY 2012-13
All Ranks	\$63,494	\$62,810	\$55,526
Professor	\$82,436	\$77,944	\$72,769
Associate Professor	\$64,760	\$66,815	\$57,885
Assistant Professor	\$54,446	\$53,062	\$50,839
Instructor	\$39,072	\$41,348	\$38,452

Employees fringe benefits: 33% of annual salaries

Data Source: IPEDS

# Average Salaries of Full-time Instructional Staff by Academic Rank with Peers\* Comparisons



\*Institutional Peers

Data Source: IPEDS

# UNIVERSITY OF THE VIRGIN ISLANDS

## BENEFIT FACT SHEET– TEACHING FACULTY POSITIONS

### ▶ **RELOCATION & MOVING EXPENSES**

### ▶ **HOUSING**

### ▶ **INSURANCE PROGRAMS**

- Group Health, Dental and Prescription Drugs and Employee Assistance Program (EAP) – Compulsory
- Group Life, Accidental Death, and Dismemberment/Non-Contributory - \$10,000
- Contributory – Plan A @ 1x, 2x's, 3x's, 4x's base annual salary
- B @ \$10,000, 15,000, \$25,000, \$50,000, \$75,000, \$100,000, \$150,000
- Death Benefits (*3/5 of base salary paid to beneficiaries*)
- Income Disability (*Eligible after one year of continuous employment*)
- Medical Air Services Association – MASA (Optional)
- American Family Life Assurance Company of Columbus-AFLAC (Optional)
- Worker's Compensation

### ▶ **RETIREMENT- DEFINED CONTRIBUTION OR DEFINED BENEFIT ACCOUNTS-COMPULSORY**

- Employee percentage=8%, Employer Percentage=14.5% for TIAA-CREF Annuity Plan
- \*\*\*Employee percentage=\*8.5%, Employer Percentage=17.5% for (**GERS**) Government Employees Retirement System.

### ▶ **EDUCATION**

- Free tuition For Faculty, Spouse, and Eligible Dependents
- Tuition Exchange Program for Eligible Dependent Children
- Auditing Privileges
- Library Privileges

### ▶ **HEALTH SERVICES**

### ▶ **SAVINGS PLAN**

### ▶ **LEAVE BENEFITS**

### ▶ **PRE-TAX BENEFITS**

### ▶ **OTHERS**

- Direct Deposit of payroll checks
- Notary Public

Data Source: Human Resources - UVI

# UNIVERSITY OF THE VIRGIN ISLANDS

## BENEFIT FACT SHEET– REGULAR STAFF POSITIONS

### ▶ **INSURANCE PROGRAMS**

- Group Health, Dental, Prescription Drugs, and Employee Assistance Program (EAP)-Compulsory
- Group Life, Accidental Death, and Dismemberment / Non-Contributory - \$10,000
- Contributory – Plan A @ 1x, 2x's, 3x's, 4x's base annual salary
- Plan B @ \$5, 000, \$10,000, 15,000, \$25,000, \$50,000, \$75,000, \$100,000, \$150,000
- Medical Air Services Association – MASA (Optional)
- American Family Life Assurance Company of Columbus-AFLAC (Optional)
- Worker's Compensation

### ▶ **RETIREMENT- DEFINED CONTRIBUTION ACCOUNT-COMPULSORY**

- Employee percentage=\*8.5%, Employer Percentage=17.5% (*GERS*) for Government Employees Retirement System  
(\**Participants that have uninterrupted service credit of more than five years with GERS prior to October 1, 2005, employee contribution percentage rate is 8%*)

### ▶ **RETIREMENT-TAX DEFERRED CONTRIBUTION ACCOUNT**

### ▶ **EDUCATION**

- Free tuition for Full-time Employees, Spouse and Eligible Dependents
- Tuition Exchange Program for Eligible Dependent Children
- Auditing Privileges
- Library Privileges

### ▶ **HEALTH SERVICES**

### ▶ **SAVINGS PLAN**

### ▶ **LEAVE BENEFITS**

### ▶ **PRE-TAX BENEFITS-(Flexible Spending Account)**

Data Source: Human Resources - UVI

# BENEFITS FACT SHEET

## EXECUTIVE, ADMINISTRATIVE, PROFESSIONAL & RESEARCH FACULTY POSITIONS

### ▶ **RELOCATION EXPENSES**

### ▶ **HOUSING**

### ▶ **INSURANCE PROGRAMS**

- Group Health, Dental, Prescription Drugs, and Employee Assistance Program (EAP)-Compulsory
- Group Life, Accidental Death and Dismemberment/Non-Contributory - \$10,000
- Contributory – Plan A @ 1x, 2x's, 3x's, 4x's base annual salary
- Plan B @ \$10,000, 15,000, \$25,000, \$50,000, \$75,000, \$100,000, \$150,000
- \*\*Death Benefits (*3/5 of base salary paid to beneficiaries*)
- Income Disability (*Eligible after one year of continuous employment*)
- Medical Air Services Association – MASA (Optional)
- American Family Life Assurance Company of Columbus-AFLAC (Optional)
- Worker's Compensation

### ▶ **RETIREMENT- DEFINED CONTRIBUTION or DEFINED BENEFIT ACCOUNTS-COMPULSORY**

- Employee percentage=8%, Employer Percentage=14.5% for TIAA-CREF Annuity Plan OR
- \*\*\*Employee percentage=\* 8.5%, Employer Percentage=17.5% for **(GERS)** Government Employees

### ▶ **RETIREMENT-TAX DEFERRED CONTRIBUTION ACCOUNT**

### ▶ **EDUCATION**

- Free tuition For Full-time Employees, Spouse, and Eligible Dependents
- Tuition Exchange Program for Eligible Dependent Children
- Auditing Privileges
- Library Privileges

### ▶ **HEALTH SERVICES**

### ▶ **SAVINGS PLAN**

### ▶ **LEAVE BENEFITS**

### ▶ **PRE-TAX BENEFITS**

# Faculty Service Activities

**UVI Anti-Violence and Peace Initiative (AVPI)** : The UVI Anti-Violence and Peace Initiative (AVPI) was formed to promote peace across the Virgin Islands by supporting anti-violence organizations and programs in an effort to avoid, document, and eradicate acts of violence.

- ▶ AVPI co-sponsored the inaugural 18-mile *Peace Walk* on March 16, 2013.
- ▶ AVPI co-sponsored, along with the *Association of Virgin Islands' Psychologists*, the *From Hurt to Healing: A Community Approach to Treating Trauma* on May 16-17, 2012 on the UVI campuses on St Croix and St Thomas.
- ▶ Dr. Frank Mills and Dr. Asha DeGannes made presentations about the mission and plans of AVPI to two Rotary clubs on St. Thomas: Rotary Sunrise on July 16, 2013 and Rotary St Thomas II on August 14, 2013.
- ▶ President Hall, Dr. Mills, Dr. DeGannes and Mr. Curtis attended a peaceful demonstration and vigil in memory of David Payne, Jr. on August 30, 2013 at the Alexander Justice Complex.
- ▶ AVPI hopes to implement the *Mentors in Violence Prevention* (MVP) program at UVI.

3B: Develop and implement a formal mentorship program between UVI personnel and identified community groups.

- By Fall 2015, there will be in place a distinct volunteer program at UVI that is offering services to the public



# University's Data Repository

## **GeoCAS: Institute for Geocomputational Analysis and Statistics**

GeoCAS is a greatly successful and productive program, filling a deeply needed niche and addressing the demands of the geospatial research and planning community in the Territory.

- ▶ More than 100 VI professionals have received certified GIS training, 8 graduate students have completed a 4 credit GIS certified training course and 15 undergraduate students are currently taking a GIS course using the GeoCAS facilities.

3G: Provide access to University intellectual and other resources through technology to enhance UVI's position and leadership within the region.

- By fall 2013, UVI will increase the number of persons that access the University's automated data repository as a credible source of reference for research and other purposes.

# Students Financial Aid

- Total financial aid for first year students
  - Federal Grant Aid
  - Val and Sal Scholarships
  - Institutional Scholarships
  - Student Loans

6C: Increase enrollment across the University.

6E: Expand the funding base of the University through increased philanthropic support.

Data Source: IPEDS

# Full-time First Year Students Receiving Financial Aid by Aid Type

Source: IPEDS Reports	Aid Year 11-12	Aid Year 12-13	Average Peers Aid Year 12-13
Federal Grants	71%	72%	74%
Pell Grants	71%	72%	73%
Other Federal Grants	9%	8%	13%
Val and Sal Scholarships	4%	3%	N/A
Institutional scholarships	28%	32%	21%
Federal Loans to Students	35%	38%	66%
Federal, State, Local or Institutional Aid	80%	80%	85%
Any Type of Financial Aid	91%	91%	92%

- Average amount of aid paid to full-time first-year students:
  - Aid Year 11-12: \$5,253
  - Aid Year 12-13: \$5,474

# Financial Indicators

All references to FY 2013 are based on unaudited numbers.  
Data Source: IPEDS, UVI Administration and Finance







- 1A: Increase faculty productivity and effectiveness by expanding research and faculty scholarship expectations and opportunities.
- 2A: UVI will produce graduates who are academically excellent, globally sensitive, entrepreneurially focused, emotionally and spiritually balanced, and committed to serving the world.
- 6A: Create an institutional culture of entrepreneurship.
- 6B: Increase revenues from new client bases, new products, and other revenue generating activities.
- 6C: Increase enrollment across the University.
- 6F: Increase the number and dollar value of federal, corporate, and industry grants awarded to the University.
- 6G: Restore local government funding to 2009 levels and higher.
- 6H: Enhance productivity and sustainability of auxiliaries.

# Finance Indicators

## ▶ Financial Indicators – FY 2013 (unaudited)

- VI Government Support  3%
- UVI Revenues from Operations\*  16%
- Revenues from Centres and Auxiliaries  17%
- Total Operating Revenues \*\*  10%

## ▶ Summary Revenues – FY 2012 (audited)

• Unrestricted Revenues	\$44,764,277		<u>9%</u>
• Federal Restricted Revenues	\$22,405,853		<u>15%</u>
• Local Capital Appropriation (Debt Service)	\$ 3,992,205		
• Gifts	\$ 1,404,204		<u>30%</u>
• Net Investment Income	\$ 3,000,000		<u>200%</u>
• Total Actual Sources of Funds FY2012	\$75,564,539		<u>9%</u>

\*Revenues from Operations(restricted + unrestricted) = tuition and fees + federal grants and contracts (excluding student grants) + state grants and contracts + auxiliary + miscellaneous income.

\*\*Operating revenues (unrestricted) = tuition and fees + government operating appropriations + auxiliary + miscellaneous income. (Source: UVI Administration and Finance)

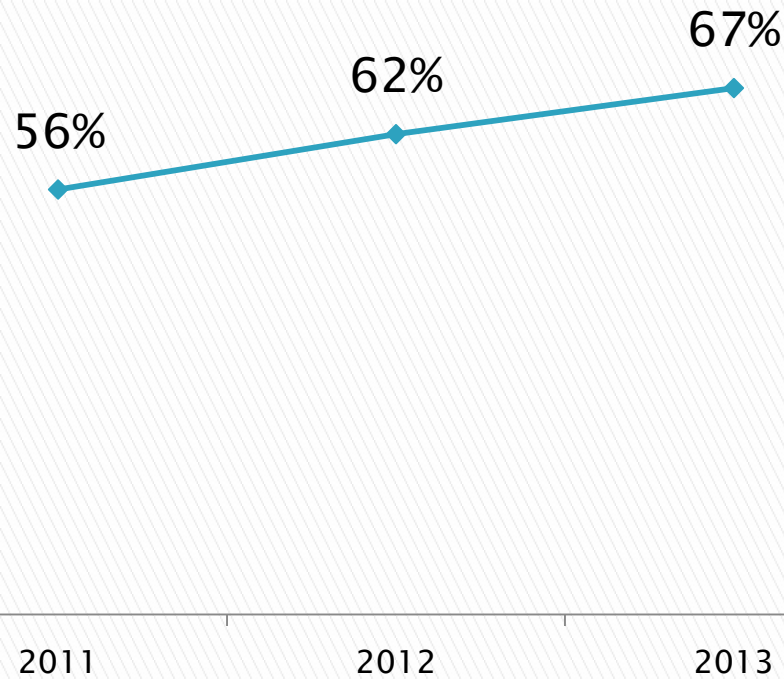
# VI Government Support – FY 2013

- ▶ VI Government Support  17% over FY 09

(Appropriations for operations FY 13 – \$28,878,868)  
(Appropriations for operations FY 09 – \$34,638,278)



# % of VI Gov't Operating Appropriations to UVI's Operating Revenues

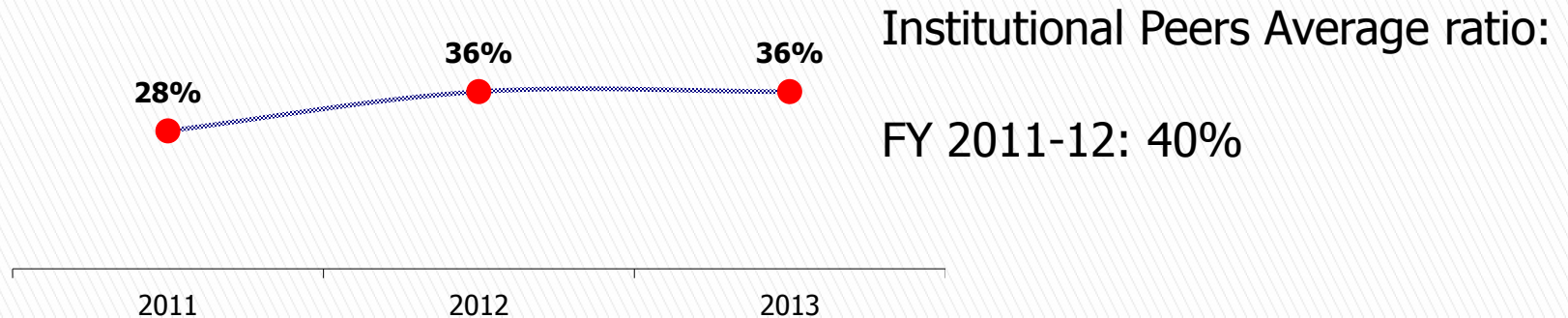


↑ 5 pts (FY 12 to FY 13)

Institutional Peers Average ratio

FY 2011-12: 63%

# Percentage of Tuition and Fees to Total UVI's Operating Revenues



# Core Revenues Defined

- ▶ Total revenues for the essential education activities of the institution. Core revenues for public institutions (...GASB standards) include:
  - Tuition and fees
  - Government appropriations (federal, state, and local)
  - Government grants and contracts
  - Private gifts, grants, and contracts
  - Investment income
  - Other operating and non-operating sources
  - Other revenues and additions
- ▶ Core revenues exclude revenues from auxiliary enterprises (e.g., bookstores, residence halls), hospitals, and independent operations. (Source: IPEDS Glossary)

# Core Revenues % Total Core Revenues

(source IPEDS)

Revenue Source FY12	UVI % of Total Core Revenues	Institutional Peers (FY 11-12)
Tuition and fees	19%	21%
Government appropriations	33%	32%
Government grants and contracts	37%	33%
Private gifts, grants, and contracts	3%	1%
Investment income	2%	1%
Other core revenues	6%	12%
Total core revenues	100%	100%

The full-time equivalent (FTE) enrollment used in this report is the sum of the institution's FTE undergraduate enrollment and FTE graduate enrollment (as calculated from or reported on the 12-month Enrollment component). FTE is estimated using 12-month instructional activity (credit and/or contact hours). All doctor's degree students are reported as graduate students.

# Core Revenues per FTE (source IPEDS)

Revenue Source FY12 UVI FTE : 2,020 Peers Average FTE: 4,325	UVI Core Revenue per FTE Enrollment*	Peers Core Revenue per FTE Enrollment*
Tuition and fees	\$ 7,311	\$ 4,258
Government appropriations	\$12,716	\$ 5,682
Government grants and contracts	\$14,217	\$ 7,521
Private gifts, grants, and contracts	\$ 1,136	\$ 296
Investment income	\$ 845	\$ 264
Other core revenues	\$ 2,151	\$ 2,895
<b>Total core revenues</b>	<b>\$38,376</b>	<b>\$20,916</b>

The full-time equivalent (FTE) enrollment used in this report is the sum of the institution's FTE undergraduate enrollment and FTE graduate enrollment (as calculated from or reported on the 12-month Enrollment component). FTE is estimated using 12-month instructional activity (credit and/or contact hours). All doctor's degree students are reported as graduate students.

# Core Expenses Defined

- ▶ Total expenses for the essential education activities of the institution. Core expenses for public institutions (...GASB standards) include:
  - Instruction
  - Research
  - Public service
  - Academic support
  - Institutional support
  - Students services
  - Other core expenses
- ▶ Core expenses include also expenses for operation and maintenance of plant, depreciation, scholarship, fellowships expenses, other expenses, and non-operating expenses. (Source: IPEDS Glossary)



# Core Expenses % of Total Core Expenses

(source IPEDS)

Revenue Source FY12	UVI % of Total Core Expenses	UVI % of Total Core Expenses (FY 11-12)
Instruction	21%	38%
Research	14%	8%
Public service	13%	6%
Academic support	7%	9%
Institutional support	25%	17%
Students services	6%	8%
Other core expenses	14%	14%
<b>Total core expenses</b>	<b>100%</b>	<b>100%</b>

The full-time equivalent (FTE) enrollment used in this report is the sum of the institution's FTE undergraduate enrollment and FTE graduate enrollment (as calculated from or reported on the 12-month Enrollment component). FTE is estimated using 12-month instructional activity (credit and/or contact hours). All doctor's degree students are reported as graduate students.

# Core Expenses per FTE (source IPEDS)

Revenue Source FY12 UVI FTE : 2,020 Peers Average FTE: 4,325	UVI Core Expenses per FTE Enrollment	Peers Core Expenses per FTE Enrollment
Instruction	\$ 8,170	\$ 7,369
Research	\$ 5,252	\$ 2,158
Public service	\$ 4,855	\$ 1,685
Academic support	\$ 2,738	\$ 1,709
Institutional support	\$ 9,738	\$ 3,835
Students services	\$ 2,276	\$ 1,638
Other core expenses	\$ 5,528	\$ 3,317
<b>Total core expenses</b>	<b>\$38,258</b>	<b>\$21,710</b>

The full-time equivalent (FTE) enrollment used in this report is the sum of the institution's FTE undergraduate enrollment and FTE graduate enrollment (as calculated from or reported on the 12-month Enrollment component). FTE is estimated using 12-month instructional activity (credit and/or contact hours). All doctor's degree students are reported as graduate students.

# Endowment by Student FTE

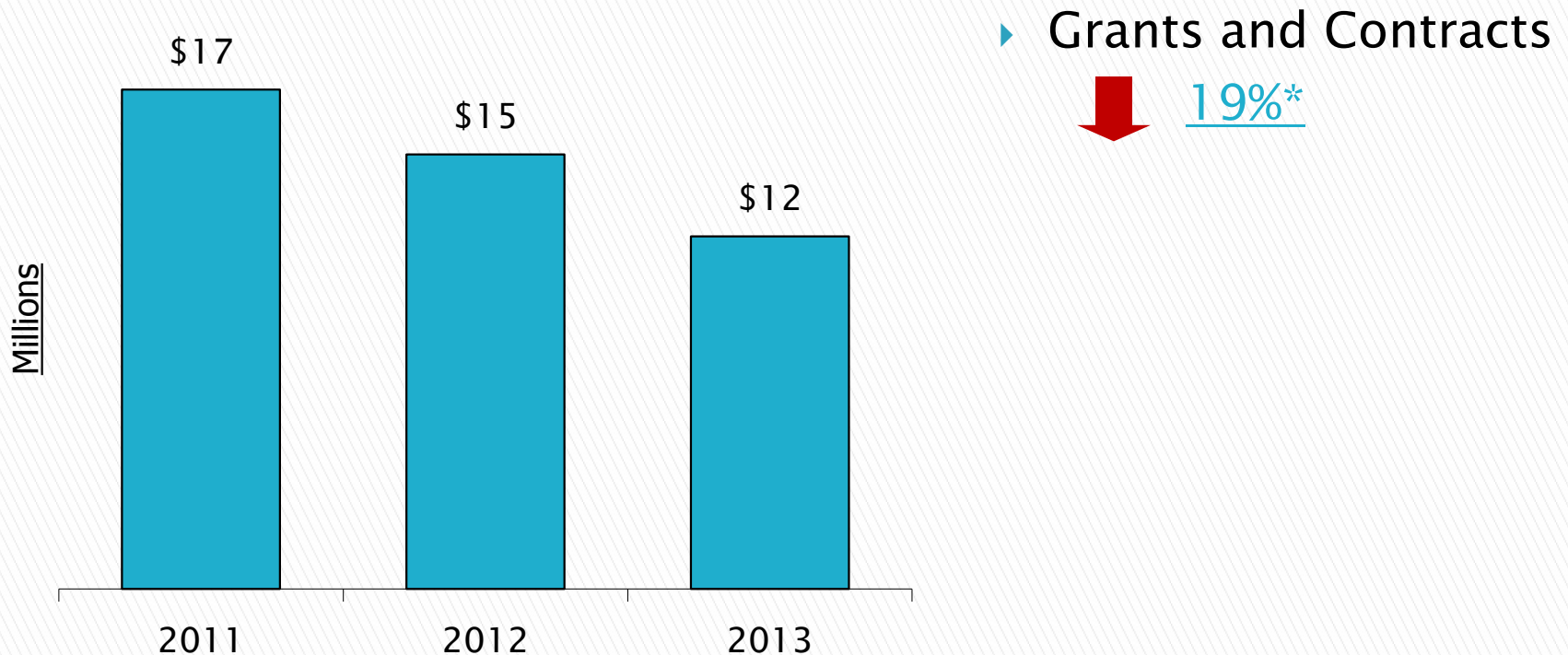
- ▶ FY 2012-13: \$17,851

# Research Indicators

Data Source: Office of Sponsored Programs - UVI

6F: Increase the number and dollar value of federal, corporate, and industry grants awarded to the University.

# Externally Funded Grants and Contracts Awarded FY 2013



\*Based on actual numbers. Calculation:  $\frac{\$12,202,364 - \$15,049,301}{\$15,049,301} = -18.9\%$

# Externally Funded Grants and Contracts Awards by Source FY 2012 –2013

Awards by Source	FY 2012	FY 2013
Federal Direct Awards	\$11,547,941	\$ 9,026,996
Federal Subcontracts	\$ 2,561,787	\$ 1,694,457
VI Territory	\$ 906, 173	\$ 1,187,317
Private	\$ 33,400	\$ 293,594

- In FY 2013 a total of 72 proposals (71 in FY 12) were submitted for 58 awards (56 in FY 2012).
- Of the \$12,202,364 received, \$10,929,615 were allocated as Direct Costs and \$1,272,749 as Indirect Costs.

# Externally Funded Grants and Contracts by Recipients FY 2012 –2013

Amount Awarded by Recipients	FY 2012	FY 2013
College of Science and Mathematics	\$ 1,420,061	\$ 1,967,552
CLASS	\$ 49,000	\$ 60,000
School of Education	–	–
School of Business	–	\$ 6,400
School of Nursing	\$ 1,846,048	\$ 2,012,730
Research and Public Service	\$ 5,100,784	\$ 5,804,652
Others (e.g. Athletics, CELL)	\$ 6,633,408	\$ 2,351,030



# Development Indicators













Data Source: Office of Institutional Advancement - UVI

6C: Increase enrollment across the University.

6E: Expand the funding base of the University through increased philanthropic support.

- By spring 2017, UVI will raise \$15 million in gifts and contributions through annual giving and the capital campaign.

# Development (10/1/13 – 02/24/14)

- ❖ Total Contribution: \$462,154  61%
- ❖ Cash Contribution: \$445,629  60%
- ❖ Gift-in-Kind: \$ 16,525  78%
  
- ❖ Total Alumni Contributions  48% = \$15,330
  - 2% Traditional Alumni Contributed  6pts
    - \$14,370 Contributions  46%
  - Less 1% Special Alumni Contributed 
    - \$960 Contributions  65%
  
  - 56% Cabinet Contributed 
    - \$4,425 Total Contributions  5%
  
  - 44% Trustees Contributed  6pts
    - \$22,750 Total Contributions  40%