



PRESIDENT'S REPORT TO THE BOARD OF TRUSTEES OF THE UNIVERSITY OF THE VIRGIN ISLANDS

REPORTING PERIOD: OCTOBER 24, 2015 TO FEBRUARY 15, 2016

The President's Report for this reporting period is organized into two sections. Part I provides highlights of new and ongoing presidential initiatives and institutional accomplishments since the last report. Part II highlights major accomplishments within the framework of *Pathways to Greatness*, the University's current strategic plan.

This framework has been adopted to ensure that all Components and Departments across the University are focused on areas that the University has determined are critical to our future success. I continue to be extremely impressed with the productivity and commitment of our University's students, faculty, staff and administrators.

PART I: PRESIDENTIAL INITIATIVES AND ACCOMPLISHMENTS

I am honored to share with the Board of Trustees highlights of the University's activities and achievements for the reporting period. This section contains some of the major achievements of the University. These accomplishments speak to the commitment and resilience of our students, faculty, staff and administrators.

STUDENT ACHIEVEMENTS

- The body of water just south of the Cyril E. King International Airport has a new name — Hawksbill Cove. **Scott Eanes**, a graduate student in the Marine and Environmental Science Program, was the pioneer behind the naming. In the midst of writing his thesis on the habitat utilization of the critically endangered Hawksbill sea turtles, he realized that

the cove had no name, and he decided it would be best to name it after its most important resident. Eanes felt that naming the cove after the Hawksbill turtle would bring some attention to the plight of the Territory's sea turtles and the need to conserve and protect them. After contacting the Board of Geographic Names (BGN), an agency that governs the application and geographic names of places, features and areas, Eanes underwent an application process which required letters of support from members of the community. The application process took about six months, after which the BGN unanimously passed the decision to name the area, Hawksbill Cove.

- UVI Hackfest 2015 St. Thomas Campus (November 6 & 7, 2015):
 - The judges bestowed the \$500 “Best Hack” award to the four-person team of **Jesus Arista, Morvel Fahie, Shanice James** and **Hanna Joseph**. These students designed the community service app “Win-Win.” This app’s goal is to raise awareness and participation in community service across the Territory. App users will earn points for performing community service that could then be redeemed at local merchants for discounts and other specials.
 - The \$100 “Most Innovative Hack” was awarded to the team of **Ackeem Baker, Andy Brenton, A. Jodie Dasent** and **Riviere King** for their app “Eill.” Eill is a disease tracking phone application that allows users to submit symptoms they or others are displaying. This information will be used by the Department of Health to analyze and determine what types of diseases are on the rise in the Virgin Islands, benefiting citizens and healthcare providers alike.
 - The four-student team of **Zandria Acosta, Calwyn Morton, Vendel Williams** and **Elangeni Yabba** earned both the \$100 “Most Impactful Hack” honors and a \$100 textbook scholarship presented by EPSCoR (UVI’s National Science Foundation-funded Experimental Program to Stimulate Competitive Research). Rather than creating a phone application, the typical output of a hackathon, this team took the risk of designing an automated ocean research drone that can collect, analyze, and transmit data from the ocean and relay it to researchers and the general public in real-time. Beyond providing scientists with invaluable data on our ocean environment, it will also provide local fisherman and swimmers real-time water quality updates.
- UVI Hackfest 2015 Albert A. Sheen Campus (October 23 & 24, 2015):
 - The judges awarded the “Best Hack” to the team that created the social media app “Where’s da Lyme?” The team of **Max Peerman Daniels** and **Tijani Shabazz** won \$500 for their efforts. This app helps both locals and visitors discover what is happening on the island in real time. The app also connects to transportation options that allow users to arrive at the event hassle-free.
 - The most “Impactful Hack” was awarded to the team of **Shawn Olson** and **Jemanuel**

- Viera** who created the phone app “AquaLast.” This app shows your cistern level on your phone, alerts you when your water level is low, and can automatically send an order to a water delivery service for you. This team was also awarded an \$100 textbook scholarship for “Best Sustainable Hack.” That award was sponsored by UVI’s EPSCoR.
- The four-person team of **Idrees Donaie, Rahim Donaie, Alexis Murrain, and Khadijah O'Neill** won “Most Innovative Hack” for their app “Pocketiversity.” Their app will allow students to make payments at the bookstore, cafeteria and other places around campus via a phone payment service that is connected to their student account. The app also has a calendaring feature that can track class schedules and other important events.
 - **Madeleine Arencibia** successfully defended her Master’s thesis on “Estimating the Aerobic Dive Limits of Captive South American Sea Lions (*Otaria Flacescens*).”
 - Eleven students from both campuses participated in the Thurgood Marshall College Fund (TMCF) Leadership Institute in Washington, DC in November 2015. This four-day conference gave talented future leaders a unique professional development experience and the opportunity to interact with the nation’s top executives for leadership training, career management, life skills, development and recruitment opportunities. One of the main components of the Leadership Institute — the Recruitment Fair — provided students with the opportunity to meet with over sixty Fortune 500 companies and government agencies offering jobs and internship opportunities. Eight students received interviews for internships with companies including Altria, Lowe’s and Wal-Mart. Students also had the opportunity to attend the 27th Annual Thurgood Marshall Awards Gala where President David Hall was honored with the Educational Leadership Award. The TMCF Education Leadership Award is the highest individual award presented annually to a president of a HBCU who has demonstrated outstanding business, academic and visionary leadership through effective management.

PRESENTATIONS AT NATIONAL CONFERENCES

- **Imani Dailey**, a UVI undergraduate student working in Dr. Zimmerman’s lab in Agricultural Experiment Station (AES), presented a seminar on her trip to American Samoa that was an internship funded by a grant from the U.S. Department of Agriculture National Institute of Food and Agriculture (USDA-NIFA) Program for Resident Instruction in the Insular Areas.
- **Sarah H. Groves**, Marilyn E. Brandt, Daniel M. Holstein, Derek P. Manzello, Tyler B. Smith. Poster presented at the 24th National Science Foundation (NSF) EPSCoR National Conference, Portsmouth, New Hampshire. Presentation title: “Physical Drivers of

Community Structure and Growth among Mesophotic Coral Ecosystems of St. Thomas, U.S. Virgin Islands.” November 2, 2015.

- **Nirisha Commodore** Winner Best Poster Presentation: “Identifying Intrinsic Resistance in *Pseudomonas Aeruginosa* in Microbiology,” Annual Biomedical Research Conference for Minority Students (ABRCMS) in Seattle, WA November 11-14, 2015.
- Three students were selected for oral presentations at the ABRCMS. Oral presentations are selected on a competitive basis. Only eight oral presentations were selected from over 100 abstracts submitted in each field. The below UVI students selected are the largest number ever to present oral presentations at the ABRCMS :
 - **Jonique George** and Nalini Santanam. “Dietary Modulation of Insulin Sensitivity in Antioxidant Excess Mice” Oral Session: Physiology.
 - **Lorne S. Joseph**, Michael J. Celestine and Alvin A. Holder. “Mechanism of the Oxidation of a Cobaloxime by Bromine and Sodium Hypochlorite in Aqueous Media” Oral Session: Chemistry.
 - **Krislen D. Tison**, Philip Lavretsky, and Jeffery Peters. “Examining Genome Differentiation of Old and New World *Anas Platyrhyncos*” Oral Session: Developmental Biology and Genetics.
- Other students who travelled to the Annual Biomedical Research Conference for Minority Students (ABRCMS) in Seattle, WA November 11-14, 2015 and made presentations:
 - **Sherika Alexis**, Lara Kirkbride, and Leah Villegas. “Sugar-Induced Inflammation and Pulmonary Hypertension.”
 - **Annalyn Brown**, Deborah J. Stearns, and Ji Hye Seo. “Gb3 Expression on Human Cervical Cancer Cells and Effects of Shiga Toxin-2.”
 - **Jean L. Devera**, Antonio D. Brathwaite, and Michael A. Duncan. “Deriving Vibrational Scaling Factors for Metal-Carbonyl Complexes.”
 - **Antonios Doliotis** and Xiaobo Tan. “Utilizing Micromodems for Underwater Communication.”
 - **Shanan N. Emmanuel**, Jennilee B. Robinson, and Andrew G. Campbell. “Development of a Protocol for Enrichment of Hemogregarine-Infected Fish Erythrocytes and Transmissible Cysts.”

- **Kyle J. Gonsalves**, Robert Mobley, and Janette Boughman. “Sexual Selection and Its Relation to Isolative Reproduction in Three-Spine Stickleback (*Gasterosteus Aculeatus*).”
- **Villisha Gregoire**; Alice Stanford, and Hema Balkaran. “Differential Success of Primers on Tissue Samples Extracted from Populations of *Molossus* on St. Thomas.”
- **Serena R. Joseph**, John-Mary Vianney, and John M. Spitsbergen. “The Effect of Rk35 Anti- Myostatin on Muscle Growth and Neurotrophic Factor Expression in Heart Tissue and Cardiac Muscle Cells in Culture.”
- **Shenee C. Martin**, Joel Soler, Antonio Nunez, and Lily Yan. “The Effects of Chronic Daylight Deficiency on BDNF Protein Expression in a Diurnal Species.”
- **Genique Nicholas** and Bernard Castillo, II. “Antioxidant Activity in Fresh Herbs.”
- **Brianna L. Scotland** and Bernard Castillo, II. “Antioxidant Activity in Local Algae.”
- **Ryan P.H. Shaw**, Bernard Castillo, II, **Genique Nicholas**, and **Brianna L. Scotland**. “Antioxidant Activity in *Hibiscus Sabdariffa*.”
- **Rawle C. Watkins, Jr.** and Nancie M. Archin. “The Efficacy of Latency Reversing Agents on HIV Latency in Vitro.”
- **Elangeni Yabba**, Anthony Johnson, and Victor Torres, Jr. “Time Resolved Pump Probe Reflectivity.”

CARIBBEAN EXPLORATORY RESEARCH CENTER (CERC) 8th ANNUAL HEALTH DISPARITIES INSTITUTE, STUDENT PRESENTATIONS:

- **S. Lewis-Dawkins** “Prevalence of Childhood Obesity in the East End Area of St. Thomas.” (Poster presentation).
- **Kimberli Simon** “Exploring Themes in Recruitment for a Study with Women.” (Poster presentation).
- **Allena Clifford** “Women Voices-Adaptation of Intervention Tools for Use with Women Victims of Violence and Abuse in the USVI.”
- **Leon Cole** “Adherence of Black Male Military Veterans on St. Croix.” Funded by the Benny Benjamin Foundation. (Poster presentation).

- **Berlina Wallace**, MA Psychology student presented her thesis “Relationship between Childhood Maltreatment and Teen Dating Violence.” Funded by the Benny Benjamin Foundation.
- **Sudi-Ann Lewis-Dawkin** and **Kimberli Simon**, who were supported in a research internship at CERC through UVI’s Summer Research Program, research abstracts were accepted for consideration to present posters at the 9th Annual Health Disparities Conference which is to be held March 9-12, 2016 in Washington, DC.

PUBLICATIONS

- M. K. Assefa, **J. L. Devera**, A. D. Brathwaite, J. D. Mosley and M. A. Duncan “Vibrational Scaling Factors for Transition Metal Carbonyls” Chemical Physics Letters. October 2015, 640, 175.
- E. Cruz-Rivera, M. Flores-Diaz, and **A. Hawkins**. “A Fish Kill Coincident with Dense Sargassum Accumulation in a Tropic Bay.” Bulletin of Marine Science 91(4): 455-456.
- J. M. Artim, **J. C. Sellers**, and P. C. Sikkel. “Micropredation by Gnathiid Isopods On Settlement-stage Reef Fish in the Eastern Caribbean Sea.” Bulletin of Marine Science 91(4): 479-487.

ALUMNI UPDATES

- **Odaelys Walwyn** earned a Ph.D. in Microbiology and Immunology from New York Medical College. She earned a BS in Biology from UVI in 2007. She is currently a Visiting Assistant Professor at Albany College of Pharmacy and Health Sciences.
- **Jessica Keller** has accepted a position with The Nature Conservancy (TNC) in the Florida Keys. She will move on to a position with Florida Fish and Wildlife Conservation Keys when her internship with TNC is completed.
- **Tyler Grespin** is a Biological Research Aid for the U.S. Department of Agriculture’s Research Service for the Vegetable Disease Research Unit and serves as an Adjunct Science (Biology) Instructor for the College of Charleston.
- **Brittney Honisch** has accepted a position at the Bigelow Laboratory for Ocean Sciences in Boothbay, Maine.
- **Amber Alexander** received her Master’s of Arts in Organizational Leadership from The Chicago School of Professional Psychology.
- Social Sciences alumnus, **Mario Nisbett**, graduated with his Ph.D. from U.C. Berkeley, in African Diaspora Studies. His dissertation was titled, “The Work of

Diaspora History, Tradition, and Sovereignty in Modern Jamaican Maroon Communities.”

- **Cathriellah Shabazz**, graduate from the School of Business, was nominated for a Tommy Star as Hotel Employee of the Year.

FACULTY ACHIEVEMENTS

- **Dr. Bruce Gendre**, an astrophysicist who joined UVI this past year to work at the Etelman Observatory and Science Center with support from our National Aeronautics and Space Administration (NASA) grant funding, is part of the team of scientists nationally with the Laser Interferometer Gravitational-Wave Observatory (LIGO) group who recently discovered gravitational waves. The international collaboration of scientists associated with the LIGO published its findings on February 11, 2016 in *Physical Review Letters*. Their reports follow the first direct detection of gravitational waves, predicted by Albert Einstein's general theory of relativity. For the first time in history, scientists have directly detected gravitational waves. The find not only validates one of the most fundamental theories in physics but also promises to revolutionize astronomy. Because gravitational waves carry information about their source, the ability to detect these peculiar undulations will allow researchers to study distant and elusive features of the universe. This breakthrough discovery is being lauded by the scientific community as one of the greatest discoveries in physics. Dr. Gendre will continue to collaborate with the LIGO team, including contributions from the Etelman Observatory.

PRESENTATIONS AND CONFERENCES

- Fortenberry, M. and **Boumedine, M.** “Use of N-Gram and Frequency-Inverse Document Frequency in Extracting Features for Malware Classification.” Poster presented at the Annual Computer Security Applications Conference 2015.
- **Gendre, B.** 2015. “The New High Energy Sky after a Decade of Discoveries” and “Ultra-long Gamma-ray Bursts: A New Event or a New Progenitor?” invited talk to the INTEGRAL 2015 Workshop, Rome, October 2015.
- **Schwartz, Steven M.** presented at the America’s Health Insurance Plans Conference, Research Driven Innovation Insights. Chicago, IL, October 2015.

- **Coaplen, Carrie and Wilder, Mary Jo.** "Research and Citations: The Happy Sandwich." Virgin Islands Writing Project 7th Annual Conference. November 11, 2015.
- **Combie, Valerie.** "Rethinking and Refining Professional Development: What We Are Learning from Our Work." National Writing Project's Annual Meeting. November 19, 2015.
- **Cooper, Vincent.** "Language and Cultural Identity: Tiffanie Yanique's Land of Love and Drowning: a Cultural Perspective." Panel Presentation at the 18th Annual Islands in Between Conference. St. Kitts, November 5-7, 2015.
- **Engerman, Kimarie.** "Girl Power" 7th Annual P.E.A.R. Conference. St. Thomas, VI. October 31, 2015.
- **Harkins-Pierre, Patricia.** "Little Girl Lost: Family Rebellion and Redemption in Edwidge Danticat's Claire of the Sea Light." Panel Presentation at the 18th Annual Islands in Between Conference. St. Kitts, November 5-7, 2015.
- **Harkins-Pierre, Patricia.** Poetry Reading from her book, *Prophets of Morning Light*. 18th Annual Islands in Between Conference. St. Kitts, November 5-7, 2015.
- **Wilder, Mary Jo.** "Alternatives to Violence Program Creates a Peace Conference: A Personal Narrative for Social Action in the Local Community" Peace and Conflict Studies for the 2015 Association for Baha'i Studies Conference, Orange County, CA.
- **Combie, Valerie.** "Strategies for Incorporating Writing across the Curriculum (WAC)." Brown Bag Presentation by Master Professor Award Winner. UVI, December 3, 2015.
- **Harkins-Pierre, Patricia.** Advisory Board Member, Friends of the St. Thomas Public Libraries. Organizer for National Friends of the Public Libraries Week. Hosted an event on Thursday, October 22, 2015 at the St. Thomas Campus Library, featuring guest presenter, playwright and film producer **Professor David Edgecombe**. Fifteen students read a poem from either Caribbean Writer or from her collection, *Prophets of Morning Light*.
- **Marie Guthrie's** paper in the area of Science Fiction and Fantasy, titled "Robert A. Heinlein: The Campbell Collaboration," was accepted to the Annual Popular and American Culture Association's March 22-25, 2016 conference in Seattle, WA.
- **Guthrie, Marie** presented on "Daily Silent Sustained Reading (SSR) in K-12 Classrooms" at a VI Writing Project meeting on October 20, 2015.

- **Hill, John.** "Classroom Instruction that Helps to Improve Student Achievement." TESOL 42nd Annual Convention. The conference theme: Transforming the Learning Experience for Life-Long Learners through Creativity. Santurce, PR. November 20-21, 2015.

PUBLICATIONS AND PAPERS ACCEPTED

- **S.A. Weiss, R.W. Godfrey,** R. Ben-Avraham and R.C. Ketring. 2015. "Performance and Carcass Characteristics of Hair Sheep Lambs Finished on Tropical Pasture or Rangeland and Supplemented with Maize." *Livestock Research for Rural Development*. Volume 27, Article #228. Retrieved from <http://www.lrrd.org/lrrd27/11/weis27228.htm>
- A.J. Ashworth, C.P. West, F.L. Allen, P.D. Keyser, **S.A. Weiss,** D.D. Tyler, and A.M. Taylor, K.L. Warwick, and K.P. Beamer. 2015. "Biologically Fixed Nitrogen in Legume Intercropped Systems: Comparison of N-difference and 15N Enrichment Techniques." *Agronomy Journal*. 107:2419-2430. DOI:10.2134/agronj14.0639.
- **R.S. Ferrarezi,** M.W. Van Iersel; R. Testezlaf. "Plant Growth Response of Subirrigated Salvia 'Vista Red' to Increasing Water Levels at Two Substrates." *Horticultura Brasileira*, (In Press).
- M. Morgan, and **T.W. Zimmerman.** "Pregerminative Treatment on *Bursera Graveolens* Seeds." *Tree Planters Notes* (In Press).
- **R. S. Ferrarezi.** Low-cost Open-source Microcontrollers for Precision Irrigation." USDA-NIFA W3128 Multi-State grant "Scaling Microirrigation Technologies to Address the Global Water Challenge" annual meeting, Long Beach, CA, Nov 12-13, 2015.
- **S. A. Weiss,** D.D. Treadwell, **R.S. Ferrarezi,** and K.P. Beamer. 2015. "Utilizing the Cover Crop Sunn Hemp (*Crotalaria juncea* L.) To Improve Vegetable Cropping Systems." In: International Annual Meetings ASA-CSSA-SSSA; 301-2. Available at: <https://scisoc.confex.com/crops/2015am/webprogram/Paper95099.html>
- **S. A. Weiss,** K.P. Beamer, A.J. Ashworth, F.L. Allen, and P.D. Keyser. 2015. "Harvest Timing and Inorganic-Nitrogen Alternatives Impact on Lignocellulosic Characteristics and Yield under an Intensified Climate." In: International Annual Meetings ASA-CSSA-SSSA; 149-10. Available at <https://scisoc.confex.com/crops/2015am/webprogram/Paper95459.html>
- Treadwell, D.D., and **S.A. Weiss.** 2015. "A Comparison of Tillage and Mulching Strategies for Weed Management in Organic Pepper (*Capsicum annum* L. 'Tormenta')." In: International Annual Meetings ASA-CSSA-SSSA; 258-12. Available

at <https://scisoc.confex.com/crops/2015am/webprogram/Paper94073.html>

- **R. S. Ferrarezi, S. A. Weiss**, K.P. Beamer, and T.C. Geiger. 2015. “Low-Cost Sensor-Based Irrigation System Powered By Solar Energy.” In: International Annual Meetings ASA-CSSA-SSSA; 314-3. Available at: <https://scisoc.confex.com/crops/2015am/webprogram/Paper95677.html>
- **T. W. Zimmerman**, C. Montilla and S. Crossman. 2015. “Production Potential of Pitaya in the U.S. Virgin Islands” <http://www.agnet.org/activities.php?func=view&id=20150817121105>
- M. K. Assefa, J. L. Devera, **A. D. Brathwaite**, J. D. Mosley and M. A. Duncan “Vibrational Scaling Factors for Transition Metal Carbonyls” Chemical Physics Letters. October 2015, 640, 175.
- DeBlase, A. F., J. A. Maner, **A. D. Brathwaite** “The 70th International Symposium on Molecular Spectroscopy” Journal of Physical Chemistry, August 2015, 119, 9570.
- Hakkila, Lien, Sakamoto, D. Morris, Neff, & Giblin. 2015. “Swift Observations of Gamma-Ray Burst Pulse Shapes: GRB Pulse Spectral Evolution Clarified.” The Astrophysical Journal. In press.
- J. P. Kennedy, M.W. Pil, C. Proffitt, W. A. Boeger, **A.M. Stanford**, et al. 2015. “Postglacial Expansion Pathways of Red Mangrove, *Rhizophora Mangle* (*Rhizophoraceae*), in the Caribbean Basin and Florida.” American Journal of Botany.
- N. Gurnani, M. Gupta, D. Mehta, & B.K. Mehta. 2015. “Chemical Composition, Total Phenolic and Flavonoid Contents, and in Vitro Antimicrobial and Antioxidant Activities of Crude Extracts from Red Chili Seeds (*Capsicum frutescens* L.)” Journal of Taibah University for Science DOI: 10.1016/j.jtusci.2015.06.011
- Bushra, Sabri, Huerta Julia, Alexander Kamila A, Noelle M. St. Vil, Jacquelyn C. Campbell, **G. Callwood**. (2015). “Multiple Intimate Partner Violence Experiences: Knowledge, Access, Utilization and Barriers to Utilization of Resources by Women of the African Diaspora.” Journal of Health Care for the Poor and Underserved. 26 (4): 1286-303. doi:10.1353/hpu.2015.0135.
- Elizabeth, Sloand, Killion Cheryl, Gary Faye A, Dennis Betty, Glass Nancy, Hassan Mona, Doris W Campbell, **G. Callwood**, (2015). “Barriers and Facilitators to Engaging Communities in Gender-Based Violence Prevention following a Natural Disaster.” Journal of Health Care for the Poor and Underserved. 26 (4): 1377-90. doi:10.1353/hpu.2015.0133.

- **D. Griffith**, December 2015. "The Changing Face of School Administration for the Twenty-first Century with Special Reference to the USVI." Book (in press). Morrison Publishing, 3312 U.S. 30, Kearny, NE 68847.
- **K. A. Hendrickson** & K. A. Francis (2015). "Surviving Senior Seminar Research: Helpful Strategies for Improving Overall Project Performance." (eds) J. McClinton, M.A. Melton, C.R. Jackson & K. Engerman. "Infusing Undergraduate Research into Historically Black Colleges and Universities Curricula" (pp. 219-240). United Kingdom: Emerald Group Publishing Limited.
- **C. Coaplen**, "250% Postcard Perfect: Tourist Imaginings, Newbies, Extra Special Snowflakes, and Sugar Orchids," accepted for publication in the upcoming Volume 25.1 of Writing on the Edge.
- **V. Cooper**, "Pan Caribbean Poetry," formerly published by Harbrace Custom Publishers, accepted by Caribbean Studies Press. The book comes along with a CD with readings from all 40 poets who contributed to the textbook collection. The list of contributing poets includes: Derek Walcott, Lorna Goodison, E. Kamau Brathwaite, and others. Cooper's textbook is the first work to include all of the official languages of the Caribbean, along with their related dialects. All poems also appear in Standard English.
- **R. Nicholls**, "Old World Influences on Afro-Creole Masquerades in the Eastern Caribbean." In Nicholas Faraclas, et al, "Envisioning the Greater Caribbean: Transgressing Geographical and Disciplinary Boundaries" (pp. 118-124). Vol. 2. University of Curacao.

OTHER ACTIVITIES

- Caribbean Exploratory Research Center (CERC) collaborated with Massachusetts General Hospital and Harvard Medical School on a grant proposal focused on interventions for chronic diseases. The proposal was submitted on December 15, 2015. Funding decisions are expected by April 2016.
- **Dr. Robert Nicholls** reviewed Tuk Music Tradition in Barbados by Sharon Meridith SOAS, which will appear in Musicology for the New West Indian Guide in 2016.
- Faculty Development Writing Group, led by **Dr. Kimarie Engerman**, continued during the Fall 2015 semester. Participants were required to submit writing goals prior to the start of the program. The scholarly outputs reported as a part of participating are:
 - Began working on a new research project;
 - Completed two book chapters with one being published;
 - Submitted a proposal to present at the Louisville Conference on Literature and Culture;

- Submitted personal essay about moving to and teaching in the VI to two academic journals;
 - Submitted chapter for book on Gender and Science; and
 - Editor on book published September 2015 on Undergraduate Research.
- **Tamara Lang-Allen** received an award from the U.S. Virgin Islands Hotel and Tourism Association's (USVI-HTA) for her dedication and service to the Hospitality Industry at the 14th Annual Tommy Star Awards Gala.
 - The editor of *The Caribbean Writer*, **Alscess Lewis-Brown**, was selected as the Chief Juror for the 2016 Burt Award for Caribbean Literature. The Burt Award for Caribbean Literature was established by CODE, a Canadian charitable organization that has been supporting literacy and learning for over 50 years, in collaboration with William Burt and the Literary Prizes Foundation and in partnership with The Bocas Lit Fest, which fosters development of the Caribbean Literary sector.
 - **Dr. Rhuanita Ferrarezi**, Assistant Professor of Horticulture & Aquaculture in the Agriculture & Experimental Station (AES), served as an editor for the *Agricultural Engineering International: CIGR Journal* and *Pesquisa Agropecuária Tropical* journal for 10 articles.

GRANTS AND SPECIAL PROJECTS FUNDED

- **Dr. Thomas Zimmerman**, Biotechnology & Agroforestry in Agricultural Experiment Station (AES), received funding (\$14,500) from Ventria Bioscience for a project titled "Evaluation of Sorghum x Sudan Cover following Rice Production."
- The *Caribbean Writer* was awarded \$3,000 from the Virgin Islands Council on the Arts to publish a second edition of Virgin Islands writings published in *The Caribbean Writer* within the last fifteen years. The first edition, "Seasoning for the Mortar," includes Virgin Islands writings published within the first fifteen years of *The Caribbean Writer*'s existence. This new collection entitled: "First the Kata, Then the Bundle," will feature Virgin Islands writings from Volumes 16 to 30.
- For the first time in the history of *The Caribbean Writer*, the Virgin Islands Department of Education purchased 300 copies of *The Caribbean Writer* for use in the junior high and senior high classrooms Territory-wide. Students from each of the high schools are currently preparing interpretive presentations of selections to be featured at the Second Annual Virgin Islands Literary Festival and Book Fair, scheduled for April 20, 2016.
- The conference grant proposal submitted to support the 2015 Caribbean Exploratory Research Center (CERC) Institute was eventually funded in the amount of \$50,000.

This reversal was welcomed, and allayed concerns for financing the Institute. Other contributions included:

- The Bennie and Martha Benjamin Foundation contributed \$1,500 to support student attendance at the Institute.
 - The Novo Nordick pharmaceutical company contributed \$5,000 to host a Reflective Reception at the Reichhold Center for the Arts. WTJX aired the activities in November 2015.
- Verna Rivers, Dean of Students on the St. Thomas Campus and Nurse Ronda Herbert received funding from the Truth Initiative Tobacco Free Grant of \$2,500. The grant is aimed at reducing harmful effects of tobacco products and secondhand smoke, provide an environment that encourages persons to be tobacco-free, establish a campus culture of wellness, and promote a tobacco-free future.
 - The University received funding in the sum of \$40,000 from William “Teddy” Gimenez to establish the UVI Physics Endowed Scholarship Fund to provide students graduating from one of the local high schools with a scholarship to study in the University of the Virgin Islands’ Bachelors of Physics program.

GLOBAL AFFAIRS

- Provost McKayle, Dr. James Maddirala, Associate Provost for Global, Graduate and Academic Affairs, and Dr. Robert Stolz, Chair of Mathematical Sciences in the College of Science and Mathematics, visited India to solidify agreements with top universities including:
 - Manav Rachna International University (Faridabad, Haryana) — to establish student exchanges in Hotel Tourism Management;
 - GITAM University (Vizag, Andhra Pradesh) — to establish a School of Engineering at UVI;
 - Koneru Lakshmaiah University (Vijayawada, Andhra Pradesh) — to establish a joint newly designed Accountancy Program leading to Certified Public Accountant (CPA) and Certified Public Manager (CPM) certifications;
 - Krishnadevaraya University (Anantapur, Andhra Pradesh) — to pursue the possibilities of organizing an annual conference on Entrepreneurship in collaboration with four other universities in Andhra Pradesh; and
 - Adhikavi Nannaya University (Rajahmundry, Andhra Pradesh) — pursuing faculty and student exchanges.
- Discussions are underway with Bharati Vidhyapeeth University (Pune, Maharashtra) to design a second Ph.D. program in Environmental Science and Sustainability, a certificate in Creative Leadership in Environmental Management, and a one-year certificate program in Indian Traditional Medicine.

- Dr. Dion Gouws, School of Business, attended the 2015 Indo-Global Education Summit in Hyderabad, India November 13-15, 2015. At that summit, it was agreed that UVI will assist the LA University in India with developing a similar model to UVI's School of Business. This partnership will assist with bridging the gap between their accounting students exposed to International Financial Reporting Standards (IFRS) and United States Generally Accepted Accounting Principles (US GAAP). This will enable their students to take the U.S. Certified Public Accountants examinations through the U.S. Virgin Islands. The goal would be to enable Indian students living in India to become licensed through the U.S. Virgin Islands. Initial discussions have been held with the Virgin Islands Board of Accountancy and they are enthusiastic about such a development as this will build revenue capacity for the board.

- Plans are being made to submit a concept paper to Andhra Pradesh State Council of Higher Education, a statutory body of the Government of Andhra Pradesh that oversees hundreds of colleges and universities, to organize a National Summit on Creative Leadership for Innovation in collaboration with the International Center for Studies in Creativity (ICSC), Buffalo State University, Fielding Graduate University, Creativity at Work in British Columbia, Canada, the University of the Virgin Islands, and the Government of Andhra Pradesh. Provost McKayle and Dr. Maddirala have met with Dr. L. Venugopal Reddy, Chairman, and Dr. P. Narasimha Rao, Vice-Chairman, seeking their support for the National Summit on Creativity.

SIGNIFICANT INSTITUTIONAL ACHIEVEMENTS

UVI LAUNCHES CENTERS OF INNOVATION AND CREATIVITY

UVI held the official grand opening of our Innovation Centers on each campus on January 21-22, 2016. The UVI Innovation Centers are located in our Libraries and are creative spaces for our faculty and students to drive learning through innovation and link creative fields like business, Science, Technology, Engineering and Mathematics (STEM) education, entrepreneurship, design, computer science and others to expand the potential for developing new concepts, products and real-world applications. The open houses showcased our 3D printer and 3D design software capabilities and provided demonstrations on how to take a digital 3D model and transform that digital file into a physical object. The Innovation Centers also house the only 3D printers in the Territory. These types of innovative technological exposure cultivate creative collisions to provide our students with hands-on experiences across the continuum of the innovation process.

Innovation Centers are transforming college campuses across the nation into centers of creativity, innovation and entrepreneurship. At UVI, the Innovative Centers will be no different and will provide a place to conduct lively brainstorming sessions, perform searches for competitive solutions, craft storyboards of how the solution would be implemented, and provide a dedicated space where innovators can convert their creative solutions into tangible prototypes from which they can obtain market feedback. The 3D design software, coupled with 3D printing, gives the innovator the ability to quickly and inexpensively create and modify those essential early prototypes. In the final phase of the innovation process, teams come together to determine how to plan, resource, and manage the execution of their project. UVI's Innovation Centers provide a meeting space, white boards, and computers equipped with project planning tools to accomplish these critical tasks.

The Innovation Centers were made possible by financial support from two Research & Technology Park (RTPark) clients – Hidalgo, LLC and 13D Research.

PARTNERSHIP WITH THE U.S. DEPARTMENT OF DEFENSE (DOD) ON TECHNICAL ASSISTANCE WORKSHOP

In conjunction with the United States Department of Defense (DoD), Office of Diversity Management and Equal Opportunity, UVI was selected to host the “2016 Taking the Pentagon to the People Technical Assistance Program” on January 20-21, 2016. UVI was pleased to be a part of the DoD's conversation to support Presidential Executive Orders that strengthen the infrastructure of Minority Serving Institutions (MSIs) and Historically Black Colleges and Universities (HBCUs). These workshops provide particular emphasis on enhancing institutional

infrastructure and facilitating planning, development, and the use of new technologies to ensure the goal of long-term viability and enhancement of MSIs and HBCUs as a major resource for the DoD mission. The workshop attracted DoD Leaders, public and private officials, and faculty, staff, and administrators of colleges from across the nation. The discussions provided an opportunity for the sharing of information, technology and research that can be used in support of the security of our nation and to develop a comprehensive assessment of the areas of greatest opportunity in areas of pipeline development, Science Technology Engineering and Mathematics (STEM) and technical assistance needs. It also provided an opportunity for our faculty and staff to cultivate relationships with various federal agencies and partners, enhance our grant and contracting opportunities and develop human capital and workforce development activities.

UVI is among five other institutions who have partnered with the DoD to host these technical assistance and information sessions. Previous universities include Tuskegee University, Morgan State University, the University of Texas at San Antonio, Dillard University and North Carolina A&T State University.

SUSTAINED OVERALL ENROLLMENT INCREASES

The University is experiencing sustained increases in overall enrollment. Compared to the same period last year, our Spring 2016 enrollment numbers reflect a 1% increase in overall enrollment, 3% increase in undergraduate continuing students, 13% increase in graduate continuing students and 5% increase in credit hours. We are encouraged by this positive trend which signals a reversing of the previous enrollment declines.

In continuing the focus on recruitment, the Office for Undergraduate Recruitment & Admissions (UR&A) engaged in 43 new student outreach and recruitment activities during the period of September to December 2015. These efforts have the potential to continue to positively impact our enrollment. Some of these activities included participation in 18 College/Career Fairs within the Caribbean region and the U.S. mainland; 10 high school visits and/or “On-Site Admissions Application Days” within the Territory; and a visit to the Learning Unlimited School on St. Maarten. Six campus tours were completed across both campuses as well as three on-campus events, which included the Fall Open House on both campuses and Shadow Our Students (SOS) on St. Croix.

For the second consecutive year, the University of the Virgin Islands has contracted with the enrollment management and consulting firm, Royall & Co., to assist UR&A in increasing awareness of UVI to selected populations of students in the U.S. Virgin Islands, the Eastern Caribbean and the continental U.S. As of the end of 2015, the University has experienced dramatic increases over last year in the number of applications received from prospective freshman and transfer students.

NEW SYSTEMATIC APPROACH TO RECORD RETENTION

UVI is one of more than 160 higher education institutions participating in the Student Success Collaborative (SSC) – an initiative developed by EAB (formerly the Education Advisory Board) that combines technology, best practice research, process improvement, and predictive analytics to help institutions positively inflect outcomes among students. UVI joined SSC as part of our ongoing efforts to enhance the student experience and improve retention and graduation rates of our students. At the center of SSC is a proprietary predictive model that identifies at-risk students as well as an analytics engine that isolates systemic barriers to degree completion. This is the first type of systematic, comprehensive analytic approach that the University has adopted to look beyond first-year retention and create compressive strategies to better support students from the onset to graduation and beyond.

SSC is working with the University to compile and leverage historical data to uncover insight into the individual and systemic factors driving student attrition to improve student outcomes. This coordinated campus-wide effort includes senior leadership, Academic Deans and the Center for Student Success working with Access and Enrollment, Financial Aid, Faculty Advisors, Student Success Specialists, and others to cultivate a coordinated care network for students. We are also upgrading our student tracking systems to create a comprehensive database of student performance. This will be a single system of record for all notes, alerts, and interactions with students. It will also serve as a proactive outreach for interventions, campus-wide case management, central reporting and evaluation.

Our Information Technology Services Department and the Center for Student Success are currently in the developmental phase of creating the student tracking and analytics system. Various individuals and value leaders are engaged with assisting with the rollout and in developing accountability systems to enhance student support and retention. We anticipate that the system will be ready for the Fall 2016 semester.

ARCLIGHT AGREEMENT TO PROVIDE SCHOLARSHIPS TO UVI

The Government of the Virgin Islands entered into a landmark agreement with ArcLight Capital Partners' Limetree Bay Holdings, the Government's winning bidder to operate the oil storage terminal of the HOVENSA Refinery on St. Croix. As part of the ongoing negotiations, Governor Mapp engaged President Hall to ensure that the ArcLight agreement contained appropriate charitable and education commitments that included the University. According to the agreement, ArcLight is required to make annual contributions of at least \$200,000 for training and scholarships for residents of the Territory, and \$300,000 in annual charitable contributions to non-profits and charities on St. Croix. As part of the agreement, the training facility which was previously the home of our Process Technology Program, was turned over to the Government. Governor Mapp has tasked President Hall and Commissioner of Education Dr. Sharon McCollum to develop a plan on how the training facility can be utilized to meet the needs of technology and vocational education in the Territory.

UVI OUTREACH RAISES AWARENESS WITH MISS AMERICA 2015

The University hosted a public lecture by Miss America 2015, Kira Kazantsev, a powerful advocate for domestic violence victims. Kazantsev, a long-time partner with Safe Horizon, the largest provider of Domestic Violence services in the country, shared her story and personal platform: *Love Shouldn't Hurt: Protecting Women Against Domestic Violence* with UVI students and employees. She has partnered with Safe Horizon to create the "Put The Nail In It" campaign, which has reached over 20 million people, encouraging them to show their support against domestic violence. The lecture raised awareness on our campuses on domestic violence, resources for advocacy support and the consequences of sexual misconduct. The message was consistent with our Sexual Misconduct Policy and the UVI Cares campaign to raise awareness among our students, faculty and staff about the dangers of sexual misconduct. The lecture was well-attended, in particular by our student organizations — Student Government Association, Brothers With a Cause and Sisters With Purpose.

This event was made possible as part of our ongoing community outreach and partnership with the Family Resource Center. UVI volunteers transformed the therapeutic serenity garden at the Family Resource Center last year into a welcomed place of healing for domestic violence and sexual assault victims who seek counseling at the Center. Family Resource Center is a non-profit organization that provides crisis intervention, counseling, emergency shelter, court advocacy, financial assistance and other services to victims of domestic violence, sexual assault, child abuse and other crimes.

REICHHOLD CENTER FOR THE ARTS SOLD-OUT PERFORMANCES

The 37th season of the Reichhold Center for the Arts has already featured two show stopping sold-out performances this year. Reichhold opened its gates on January 23, 2016 with a throwback performance with Rhythm and Blues (R&B) troubadour Keith Sweat and the popular 1990's female vocal group Sisters With Voices (SWV). The evening brought back nostalgia of the '90s R&B love ballads. After the major success of Kirk Franklin in the 36th Season, Reichhold brought back a spiritual performance with gospel legend Pastor Donnie McClurkin that reinforced that the people of the Virgin Islands are in support of quality performances of this genre. On February 6th, Grammy award winning singer and songwriter, Donnie McClurkin, unleashed the power of his signature raspy tenor in a gospel jubilee performance at the Reichhold Center. Reichhold erupted in praise and adoration as Donnie McClurkin gave a hand clapping, foot stomping gospel performance that left the sold-out crowd imploring for more. Our Gospel Jubilee Series has been a successful addition to the Reichhold season attracting various audiences who ordinarily would not attend Reichhold. The number of senior citizens in attendance was also impressive, and the renovations to the facility made it easier for individuals to navigate. We anticipate another successful performance for the season finale featuring international Reggae star Shaggy.

PROGRESS TOWARDS REAFFIRMATION OF ACCREDITATION

The University's Middle States Commission on Higher Education (MSCHE) Reaffirmation of Accreditation processes are on schedule as per the Greatness By Design Timeline that was established last year. Although two of the Subcommittee Chairs had to be replaced, the new chairs have worked diligently to bring their standards on schedule. A complete draft outline has been produced, with a full draft scheduled to go to the Institutional Effectiveness and Assessment Advisory Board (IEAAB), which provides oversight to the Self-Study Steering Committee. The next accreditation town hall meeting will be held on March 17, 2016. The University is on schedule to be ready for the MSCHE impending accreditation 2017 site visit.

PRESIDENT'S APPRECIATION AWARD

One of the Presidential Goals for this fiscal year requires the creation of an Innovation Center on at least one campus. This will serve as a creative space where students, under the supervision of faculty, staff and industry volunteers, can transform their ideas into real objects, projects and software. Under the leadership of Dr. Timothy Faley, Kiril Sokoloff Endowed Chair for Entrepreneurship in the School of Business and Special Assistant to the President for Entrepreneurial Initiatives, this Presidential Goal was surpassed. On January 21-22, 2016, UVI held open houses for Innovation Centers on both campuses. The UVI Innovation Centers are dedicated spaces for students who are interested in innovation and entrepreneurship to develop and test ideas alongside their peers. These new learning centers of innovation and creativity erode the traditional academic boundaries and empower new levels of discovery. The Centers inspire meaningful creativity, encourage student exploration of new frontiers, and drive innovation in a range of areas to generate scalable solutions to various societal and business problems.

The Innovation Centers' flexible, collaborative-oriented space will also accelerate the progress of student innovators through every phase of the innovation process. The creative collisions that are enabled by these spaces will leverage a variety of technologies. That technology will range from low-tech (white boards, markers, sticky-notes, and cardboard to produce low-level concept mock-ups) to very high-tech (3D printers that enable rapid prototyping and user feedback). The space and the tools contained within it will allow our student innovators to think with their hands as well as their minds. In doing so, they will envision a new and different future for themselves and the world. The Innovation Centers will provide unique opportunities to achieve educational goals and support our broader desire to create an institutional culture of entrepreneurship.

The opening of the Innovation Centers was an institution-wide collaborative process. Dr. Faley with key support from Tina Koopmans (Vice President, Information Services and Institutional Assessment), Sharlene Harris (Assistant Chief Information Officer), Judith Rogers (Director of Libraries), Nereida Washington (Director of Campus Operations on St. Croix) and Dr. Marc Boumedine (Associate Professor of Computer Science) were critical in ensuring that suitable spaces were identified on both campuses and that the Centers were properly equipped and ready for the unveiling at the open houses. Special thanks is also extended to Dr. Gillian Marcelle, Executive Director of the Research & Technology Park (RTPark) and the RTPark clients — Hidalgo, LLC and 13D Research, the corporate financial supporters of the Innovation Centers. Because of this collaborative effort across the institution, UVI's Innovative Centers now serve as a hub to stimulate creativity, drive innovation and optimize research and entrepreneurship.

PART II: PATHWAYS TO GREATNESS INITIATIVES AND ACTIVITIES

AREA OF FOCUS #1: ACADEMIC QUALITY AND EXCELLENCE

- The School of Nursing achieved one of its major goals for 2014-15 when the faculty of the school approved the revised generic Bachelor of Science in Nursing (BSN) program curriculum in October, which was subsequently approved by the UVI Curriculum Committee on November 19, 2015. The revised curriculum was forwarded to the Virgin Islands Board for Nurse Licensure for their approval in December 2015. The new curriculum was developed with input from stakeholders in the Territory, including faculty members, students, alumni and community partners. The new curriculum will be implemented in Fall 2016. Meanwhile, transition paradigms have been developed for all student cohorts currently enrolled in the BSN program for use in Spring 2016.
- The National Council for Accreditation of Teacher Education (NCATE) Board of Examiners visited on November 22-24, 2015, to review the progress made by the School of Education on the unmet standard 3: Field and Clinical Experience. The Exit Report on November 24, 2015, was favorable. The unofficial report indicates that the standard has been met. The School of Education awaits the official notice.
- Institutional Research and Planning (IRP) will collaborate with Indiana University for Postsecondary Research to administer both the National Survey of Student Engagement (NSSE) and the 2016 Faculty Survey of Student Engagement (FSSE). The FSSE was designed to complement the National Survey of Student Engagement (NSSE) and was previously administered once at UVI. The information from faculty, instructors and graduate students at our institution can be used to identify areas of strength, and areas of our campuses that may warrant attention. The results are intended to be a catalyst for productive discussions related to teaching, learning and the quality of the undergraduates' educational experience.

AREA OF FOCUS #2: STUDENT DEVELOPMENT AND SUCCESS

- Eight students, including one from the St. John Academic Center, participated in a group counseling experience for the Master's Level Counseling students in Education and Psychology facilitated by **Patricia Towal**, as part of the required curriculum for graduate level group counseling classes EDU 543 and PSY 642.
- As part of the International Day of Peace activities on the Albert A. Sheen Campus, **Patricia Towal** served as presenter on the "Five Languages of Love" and healthy relationships. This event was organized by **Professor Mary Jo Wilder** and included

speakers from many disciplines to discuss ways in which to give “peace a chance.” Approximately 60 participants.

- The UVI 13D Student Entrepreneurship Competition was launched with a revised format that will use workshops throughout the Fall semester to better prepare students for the competition and to usher them through the Business Design Grant Program (BDGP). Students this year began presenting their proposals to mentors in January, working towards the first and final competitive round of the program. The 13D competition has used guest speakers this year, most of which have been prior winners who have launched their businesses. One exception to that was a visiting student speaker from the University of Florida, who has launched a business using crowd funding through Kickstarter. The integration of the Business Design program has been successful and the students are benefiting from the new workshop format. Another benefit was the later dates for the hackathons, which allowed those participants a timely entry into the competition. This year there were 63 initial signups for the 13D Entrepreneurship Competition.

The BDGP, sponsored by Innovative, was repositioned and launched to bridge the gap between product ideation and design, which occurs during the hackathons, and the 13D competition, which focuses on business launch and execution. The grant program was integrated into the front-end of the 13D Entrepreneurship Competition. The business design program, “Learn-Do-Learn-Do” is a process that teaches students how to identify business opportunities, and formulate and evaluate business concepts around those opportunities. Three workshops were held this term as part of the “learn” portion of the program. Over 60 students initially registered for this program.

- Our Hospitality & Tourism Management Program has formed an alliance with the Divi Carina Bay Resort & Casino on St. Croix to offer programs and create certificate programs for the casino employees.
- Thirteen students enrolled in a certificate program in the School of Business to become Certified Fraud Examiners (CFE).

AREA OF FOCUS #3: COMMUNITY ENGAGEMENT AND GLOBALIZATION

- The Virgin Islands University Center for Excellence in Developmental Disabilities (VIUCEDD) continues to collaborate with government agencies, and non-profit and private organizations to provide trainings, programs, and technical assistance as well as to disseminate information and raise public awareness regarding disability-related issues. During this reporting period, VIUCEDD hosted the following events:

- A highlight for this reporting period is the 12th Annual Voices that Count Conference, a forum that has traditionally brought together people with disabilities, the Virgin Islands legislative body, and the community-at-large to address issues and challenges faced by people with disabilities and their families. The conference focus this year was the employability of people with disabilities with the theme, “My Disability is One Part of Who I Am.” The conference theme was consistent with the National Disability Employment Awareness Month’s (NDEAM). Janet L. LaBreck, Commissioner of Rehabilitation Administration Services at the U.S. Department of Education, local guest panelists representing the V.I. Legislature, Office of the Governor (Americans with Disabilities Act (ADA) Coordinator), Small Business Development Center, the Disability Rights Center of the U.S. Virgin Islands, and agencies with hiring oversight, made special presentations at the event. The conference was held on St. Thomas and St. Croix, with 62 and 50 in attendance, respectively.
- **Dr. Kimberly Mills** and **Dr. Karen Brown** of VIUCEDD, teamed up with Jamila Russell, ADA Coordinator to the Governor, and Archie Jennings, Staff Attorney from the Disability Rights Center of the U.S. Virgin Islands, to conduct a Territory-wide training for the Virgin Islands Police Department and their community law enforcement partners. The training on Disability Knowledge was designed to increase officers’ awareness with regards to people with disabilities. The training covered both high and low incidence disabilities and featured a number of strategies to better understand and meet the needs of those with hidden disabilities. Approximately 100 people attended the trainings between islands.
- VIUCEDD participated in partnership activities with the Virgin Islands Department of Education, the Disability Rights Center, The Virgin Islands Autism Network, Island Therapy Solutions, and the Virgin Islands Developmental Disability Council on its Yearlong Training Institute for educators and parents. Each of the trainings highlighted a research-based best practice in the field of special education and disability studies. The total number of participants across trainings were 142.
- VIUCEDD hosted a workshop with Toni Fitzgerald, American Sign Language Interpreter and Deaf and Hard-of-Hearing Advocate, in partnership with the Center of Independent Living, surrounding disability and substance abuse and sexual health. There were 24 participants in this workshop.
- The V.I. Small Business Development Center St. Thomas/St. John Service Center reached 550 clients in various capacities during the first quarter of fiscal year 2016. This included attendance at various St. Thomas/St. John Chamber of Commerce “Business After Hours” events hosted by Thrive Chiropractic, Reichhold Center for the Arts, the U.S. Virgin Islands Department of Labor, and the Bank of Nova Scotia. The Center also partnered with WVIE’s community cable/radio forum broadcast online on November 1, 2015 and participated in the Downtown Revitalization community forum

“Enhancing Downtown Business: What’s in It for You?” held at the Memorial Moravian Church.

- The V.I. Small Business Development Center, in collaboration with the Small Business Administration (SBA), the University of the Virgin Islands, School of Business, Entrepreneurship Program, and Freedom Bonding, Inc., provided training seminars to 188 individuals in the small business community in the Virgin Islands. These seminars included, NxLevel: How to Write a Business Plan; Starting Your Business in the Virgin Islands; The Fundamentals of Business Credit; Developing Your Business Plan; Introduction to Crowd Funding and Small Business Management; Bonding 101/102; SBA Small Business Workshop: Veterans and Entrepreneurs; We Have the Resources You Need!; Are You Really Connected?; and The Power of Email Marketing: Featuring Social Media Engagement.
- Under the guidance of **Dr. Frank Mills**, Vice Provost for Research and Public Service, the Eastern Caribbean Center (ECC) collaborated with the Office of Insular Affairs and the Government of the Virgin Islands to conduct training sessions on St. Croix and St. Thomas to begin data collection for the 2015 Household Income and Expenditures Survey (HIES) and the 2015 Virgin Islands Community Survey (VICS). Interviewing in a probability sample of households began in early October 2015. Trained UVI employees administered a population and housing questionnaire to the randomly selected households. Householders were asked to participate by completing a daily diary of purchases for a one-week period. As part of the continued development of the Consumer Price Index (CPI) in the US Virgin Islands, information must be collected on current consumer spending. The CPI is often used to adjust consumers' income payments, to adjust income eligibility levels for government assistance, and to automatically provide cost-of-living wage adjustments to workers.
- The Eastern Caribbean Center (ECC) and **Dr. Frank Mills** collaborated with the Caribbean Exploratory Research Center (CERC) on the Needs Assessment for the St. Thomas East End Medical Center Corporation (STEEMCC). ECC conducted the household data collection in the Bovoni and Tutu housing communities using the Behavioral Risk Factor Surveillance System (BRFSS) survey instrument. Additionally, ECC analyzed health and physical activities data collected from elementary and secondary school students in the Territory. In October 2015, all quantitative data analyses were submitted to CERC for inclusion in the STEEMCC Needs Assessment.
- The Caribbean Writer established a partnership with the Caribbean Museum Center for the Arts located in Frederiksted, St. Croix, as a way of celebrating the linkages between visual arts, literature, and the community. The first joint event included the launch of Volume 29 and the premier of the film, *Poetry is an Island*, about the life of Nobel Laureate, Derek Walcott, who is also an accomplished visual artist, playwright, poet, and a member of The Caribbean Writer’s advisory editorial board.

- Cooperative Extension Service (CES) 4-H Ambassadors, teen leaders, and UVI Collegiate 4-H members, conducted their 3rd annual community service activity, "Race for CANs." With turkeys and other items donated by a local supermarket, the group assembled Thanksgiving baskets valued at over \$1,500 to 16 deserving families. This partnership was in collaboration with the V.I. Department of Human Services Division of Children and Family Services.
- The Children, Youth & Families at-Risk Program (CYFAR), designed to address childhood obesity through an afterschool program, focused on educational sessions in nutrition, healthy living, gardening, and physical activity, opened on St. Croix at the Louis E. Brown Apartments. The first year's cohort target is 25 five-to-fourteen-year olds. Partial volunteer support will be provided by UVI students, who will assist in tutoring and homework. This grant was provided by the United States Department of Agriculture. In addition, over 400 youth participated in Expanded Food & Nutrition Education (EFNEP) educational sessions in the school system on St. Croix and St. Thomas during this period.
- Cooperative Extension Service (CES) staff conducted two Basic Computer Training Courses; two 10 ½-hour Usefulness of the Internet courses; developed and conducted its first seven-hour smart phone and tablet workshop utilizing both the android and apple platforms; a Social Media for Farmers training course; pesticide certification and recertification classes; 15 environmental educational hikes/tours for private and public schools, summer groups, and local businesses; collaborated with the Department of Education in the "Caught You Reading Campaign" made several presentations on "Sustainable Agriculture and Beneficial Insects" to students from several local pre-schools and elementary schools; kicked off its annual observation of World Food Day with a Hunger Banquet sponsored by the Rotary Mid-Island Club along with its partners, UVI Agricultural Experiment Station and the VI Department of Agriculture. Approximately 5,000 vegetable seedlings were distributed to residents to start their gardens at this event.
- The Agricultural Experiment Station (AES) published its 2015 Annual report highlighting recent research projects, grants, publications and student participation in AES. The document can be viewed and downloaded at the AES web page <http://aes.uvi.edu>.
- The Virgin Islands Institute for Science Technology Engineering and Mathematics (STEM) Education Research and Practice (funded through the Virgin Islands Experimental Program to Stimulate Competitive Research (VI- EPSCoR) Program sponsored workshops for in-service teachers from both the St. Thomas-St. John and the St. Croix Districts in September, October and November 2015.
- The Etelman Observatory and Science Center held three public outreach events attended

by approximately 600 individuals to hear about UVI's astronomy and astrophysics projects and collaborations with the National Aeronautics and Space Administration (NASA). The public observing sessions include use of the Virgin Islands Robotic Telescope (VIRT) and guests are treated to views of various planets like Venus, Jupiter, and Saturn as well as deep sky objects including several nebulae and galaxies.

- The Mental Health First Aid training was conducted regarding first aid for those persons undergoing mental health issues. The training held on the Albert A. Sheen Campus by the Substance Abuse and Mental Health Services Administration (SAMSHA), provided basic information to 24 students, faculty and staff who attended. Dr. Warren Chinyani, our SAMSHA provided speaker, is a mental health advocate, educator, scholar, and former public health employee. While completing her doctorate with a concentration in health and intercultural communications at Howard University, Dr. Chinyani focused her scholarship on creating strategies to educate diverse audiences about the signs and symptoms of mental illness in African and African American populations. The workshop provided 8 hours of training for our participants and was positively received.
- The Golden Key International Honour Society on the Albert A. Sheen Campus conducted outreach in conjunction with Red Ribbon Week. The events included Servicing, Preparing and Readyng Kids (SPARK) A Change Marathon event which included over 500 K-6th grade students at Claude O. Markoe School for a Red Ribbon Rally and twenty 5th grade students at Lew Muckle School for real-world math lessons. SPARK A Change in children is a Golden Key International Honour Society's global service initiative to impact and improve the lives of at-risk youth across the globe through literacy, education and real-world preparedness.
- The Fall Counseling Workshop Series on the Albert A. Sheen Campus included 42 participants. The series included a workshop on "Depression Awareness" presented by Shelene Gumbs of the Women's Coalition (November 17, 2015); a "Study Away & National Student Exchange (NSE) Interest Session" was presented by **Patricia Towal** with talking points shared from **Dr. James Maddirala** and **Leslyn Tonge** of the Office of the Provost (November 18, 2015); and "Healthy Relationships" was presented by Khnuma Esannason of the V.I. Domestic Violence and Sexual Assault Council (DVSAC) (November 19, 2015).
- Representatives from the Virgin Islands public libraries, public schools and UVI libraries met on possible areas of collaboration. The Commissioners of Education and the Department of Planning & Natural Resources met with President Hall and Information Technology Services (ITS) leadership on opportunities that may exist to save money on staff, collections, development, facilities, online databases and a library system. An assessment of the holdings of all agencies was completed and ongoing collaborations with UVI is expected.

- The College of Liberal Arts and Social Sciences (CLASS) co-sponsored with St. Croix Alumnae Chapter of Delta Sigma Theta Sorority, Incorporated the Financial Fortitude Workshop on November 7, 2015.
- The Virgin Islands Writing Project (VIWP) conducted its 7th Annual Conference on Literacy in November 2015, with the theme: “Teacher Leadership for Enhanced Performance.” **Dr. Valerie Combie** directed the conference, and Dr. Tonya Perry of the University of Alabama at Birmingham served as the keynote speaker. The teacher leadership program is made possible through the 2015-2016 Supporting Effective Educators Development (SEED) grant of \$20,000, which Dr. Combie received from the National Writing Project.
- For the reporting period, the Alumni Affairs Office continued the institution’s philanthropic efforts through the strengthening of the alumni campaign. A total of three appeals were planned and executed during this reporting period: UVI Homecoming - Albert A. Sheen Campus, UVI World Food Day, and the Class of 2015 Fall Graduates Campaigns. Ongoing collaborations and support for institutional-wide events: UVI Homecoming at Albert A. Sheen Campus, UVI World Food Day, and My Next Step After High School Recruitment Seminar which featured several St. Croix alumni promoting the value of a higher education degree.
- The Dedicated Alumni Recruitment Team (DART) aggressively collaborated with Access and Enrollment Services (ACES) and prospective students to ensure all enrollment requirements were met in time for the Fall 2015 semester. This direct approach included application and transfer of credits review, the satisfaction of U.S. immigration requirements, tuition and fees payments, residence hall payments and the confirmation of rooms. This is the first time such an initiative was undertaken by DART. During this reporting period, over 8 new students arrived on both campuses to continue their academic journey. These students hailed from St. Kitts, Nevis, Anguilla, Dominica, Antigua, and the United States and British Virgin Islands.
- The Offices of Development and Alumni Affairs collaborated on various outreach projects to engage a number of alumni constituents, including supporting the Enrollment Director in preparations for a College Fair and compiled contact information for alumni constituents residing in certain areas in the Caribbean and on the U.S. mainland. Over 1,700 contacts were made with alumni through this campaign.
- The Development and Alumni Affairs Office distributed over 54,359 electronic communications during the first quarter engaging alumni and friends of the University. The inclusion of the year-end mailing (11,700) increased the 2016 first quarter outreach contact to 66,059.
- The Alumni Affairs Office continues to stay connected with alumni and friends. In an effort to bolster alumni engagement and support, over 5,000 alumni situated throughout

the Territory, the Caribbean, and the U.S. mainland received over five blasts to include UVI Homecoming at Albert A. Sheen, Veteran's Day eCard and Thanksgiving Day eCard thanking alumni and friends of UVI for their continued support. The "My Life After High School," an off-campus faith-based recruitment initiative, was also powered by UVI Alumni.

AREA OF FOCUS # 4: MODERN AND SAFE UNIVERSITY ENVIRONMENT

- In an effort to design and implement a plan to sustain the St. John Academic Center (STJAC), the University is working in partnership with the Department of Planning & Natural Resources (DPNR) to develop a sustainable plan by the end of fiscal year 2016. Discussions between President Hall and DPNR Commissioner Dawn Henry led to UVI being offered the joint use of the Cruz Bay, St. John DPNR office for both agencies. This will provide space for UVI classes and meetings, while allowing DPNR inspectors and the public to connect to the St. Thomas headquarters when UVI videoconference (VC) equipment is not in use. Three VC systems will be available in the new location, making it possible for three (3) classes or meetings to be simultaneously held, connecting to the St. Thomas or Albert A. Sheen campuses.

In order to accommodate both organizations, some construction was needed. DPNR planned to build-out part of the porch in order to accommodate three (3) additional permit officers. The bathroom will be upgraded in accordance with the Americans with Disabilities Act (ADA) compliance. UVI added an air conditioner system to one of the rooms which will house VC equipment, tiled the porch and replaced the sliding glass door, in addition to other minor upgrades.

- The University received an invitation to participate in a pilot test of the Interfaith Diversity Experiences & Attitudes Longitudinal Survey (IDEALS), primarily due to UVI's diverse student population. Designed as a longitudinal study, IDEALS measures the impact of college on student knowledge of and appreciation for other religious, spiritual and non-religious worldviews. IDEALS will be administered at approximately 140 campuses nationwide, comprising a diverse and representative sample of colleges and universities. As part of the four-year survey administration, campuses will administer the instrument to students during their first and fourth years. We are collaborating with researchers at North Carolina State University, New York University and Interfaith Core, to administer the survey to all first-year and first academic term students at UVI. Time I administration of the survey was completed in September 2015. Time I reports will be distributed to campuses in April/May 2016, and will include a) a summary of institutional data, b) a comparison report with the peer group selected, and c) an overview of findings for the national sample. Time II administration of the survey will take place in March 2016.

- The third floor of the Gordon House on the St. Thomas Campus became available for reprogramming as a result of the consolidation of Student Services and the Rouppe House building for the Student Affairs component. As a result of this process, a total of three offices became available for immediate use. This minor renovation project included the upgrade of the restroom on the third floor, interior painting, door replacement, AC replacement, rekeying and miscellaneous repairs. The project was executed and completed in-house by the Physical Plant Department.
- On the Albert A Sheen Campus, the 25,000 volt switchgear was temporarily relocated from the Research Extension Center and installed as the main switch gear for all facilities, including the Melvin Evans Center, east of the electrical distribution system from the Student Center. The electrical contractor conducted the emergency assessment of the switchgears, transformers and underground high voltage cables immediately after the failure of the switch gear on November 17, 2015. Upon completion of the assessment, the temporary relocation of the switchgear was completed in an effort to restore the entire campus to utility power. The campus was on generator power from November 17 through November 20, 2015, while the assessment to isolate the problem was conducted and the main switchgear was replaced.
- Two commercial stoves were replaced in the kitchen on the Albert A. Sheen Campus. The new Vulcan commercial stoves enhanced the capacity of the caterer to prepare meals more efficiently. One of the new stoves has 10 burners and 2 standard ovens; the other has 6 burners, 2 standard ovens and a 24' griddle. The stoves were purchased on November 28, 2015. The vendor was able to work in conjunction with the caterer on the campus to install the equipment without disrupting service to the university community.
- The Security Department on the Albert A. Sheen Campus purchased a new 2014 Jeep Wrangler which replaced a 2007 Chevy Equinox. The Equinox, which was once utilized by all security staff, was in very poor condition and inoperable. Island Chrysler Jeep Dodge Ram, formerly Caribbean Auto Mart, was selected for the purchase of the vehicle based on the type of vehicle needed for the department. In addition, the dealer was able to extend government discounts and the Jeep was purchased December 17, 2015.
- The Office of Compliance on the Albert A. Sheen Campus conducted several training sessions for UVI employees in reference to the Occupational Safety and Health Administration (OSHA) Globally Harmonized System (GHS) of Classification and Labelling of Chemicals during the month of October 2015. These sessions included sharing the new OSHA regulations regarding chemical inventories, labelling of chemicals and safety data sheets (SDS) needed to comply with new regulations effective June 2016. In addition, the Compliance Specialist met with each department and provided the inventory template and instructions on how to obtain the new SDS information required. The SDS requirement replaces the Material Safety Data Sheets (MSDS). The SDS is a global classification system that mandates uniformity in the manufacturer information

sections and added OSHA's hazards classification system as a section which was not previously provided.

Additionally, the Compliance Specialist attended a training held by the Environmental Resource Center in Virginia in November 2015, regarding Hazardous Waste Management and Department of Transportation regulations. Hazardous Waste Management includes the annual Resource Conservation and Recovery Act (RCCA) training needed for managing hazardous waste, universal waste, and special waste as well as for completion of the associated manifest.

- As requested by the Occupational Safety and Health Administration (OSHA), the Material Safety Data Sheets (MSDS) are currently required to be readily available for all chemicals and chemical products on campus under OSHA's Right to Know Act, and referenced by the Hazard Communication Standard. A deadline of June 1, 2016 has been established for employers to complete the update of alternative workplace labelling and the hazard communication program as necessary for the new Global Harmonized System (GHS) format. Employer is also required to provide additional employee training for newly identified physical or health hazards if required. As such, all MSDS sheets on campus are being replaced with new GHS compliant SDS information.
- With the assistance of the Center for Marine and Environmental Studies (CMES) personnel, old preserved marine organism specimens that were no longer needed or useful were identified and collected for proper disposal. The specimens themselves are not classifiable as federal hazardous waste and don't represent a biohazard. However, many liquid preservatives commonly used with these samples are classified as hazardous waste. Samples with fluid remaining were preserved and stored in either a 70% ethanol solution or a 10 % formalin solution.
- On the St. Thomas Campus, Biohazard "sharps" containers were collected for disposal and a program review was conducted during this quarter with the assistance of the Director of Health Services on the St. Thomas Campus. Seven containers were collected for disposal that were the result of the following programs administered at Health Services:
 - Biometrics screening-lancets, cassettes for the glucose and cholesterol testing, pipets for collecting the blood.
 - Blood Glucose and cholesterol testing- Lancets
 - Needles and syringes
 - a. From flu shot distribution from our seasonal flu testing on campus; and
 - b. Needles and syringes from occasional injections that were given to staff and students prescribed by their private physician.
- The 32nd Annual St. Thomas-St. John Agriculture and Food Fair, titled *From Drought to Green in 2015*, was held November 21-22, 2015 at the grounds of the Reichhold Center

for the Arts. Physical Plant engaged in preparations for this event. The cutting of the grass on the field and other associated areas were very important as workmen ensured the areas were well groomed for this major community event.

- The UVI Campus Security and Police Department accomplished the following during the reporting period:
 - Trainings/workshops attended:
12 officers attended a CPR training. All officers are now CPR certified.
 - Major events - Paradise Jam 2015
 - Student Orientation/Campus Safety Presentation 2016
Resident Assistants and Student Leaders Orientation for the Spring semester
New Students and Parents Orientation
 - Installation of new lockers completed.

AREA OF FOCUS #5: ORGANIZATIONAL AND HUMAN DEVELOPMENT

- The WOW Customer Service team, including President Hall and Provost McKayle, made surprised visits to fifty-three (53) employees who received WOW recognition in 2015. Each employee was presented with a UVI WOW award pin and recognized for going above and beyond in providing excellent customer service to UVI's customers.

As a result of the institution-wide Customer Service survey, suggestion boxes will be installed at various strategic locations on both campuses. The objective is to provide customers with an opportunity to provide immediate feedback on how UVI is serving its customers.

- A series of Sexual Misconduct Policy Workshops were conducted in collaboration with the Virgin Islands Domestic Violence and Sexual Assault Council (DVSAC). These events covered the University's updated Sexual Misconduct Policy overview presented by Title IX Coordinator **Nereida Washington**, Bystander Awareness presented by DVSAC's Executive Director Khnuma Esannason, and self-defense demonstrations presented by NswNebKaRa Herishetapaheru.
- In conjunction with our Sexual Misconduct Policy, our Human Resources Department has commenced mandatory Sexual Misconduct training for all faculty and staff. The initial training sessions were conducted in December 2015 on both the Albert A. Sheen and St. Thomas Campuses. Make-up training for those unable to attend the earlier sessions will occur in March 2016.

- The Government Employees Services Commission (GESC) Group Health Insurance Board of Trustees through the VI Legislature approved an overall 3.5% increase to the Government Health Insurance Program. The Legislature voted to appropriate funds to absorb the entire cost of the increase for all active employees and retirees under the age of 65 enrolled in the health insurance program. This included the semi-autonomous agencies on the plan, such as the University of the Virgin Islands, Schneider Regional Medical Center and Juan F. Luis Hospitals. As a result, active employees and retirees under age 65, the health insurance premium costs remained the same as it was for fiscal year 2014-2015. The Board also voted to change the cost structure for life insurance coverage. Effective November 2015, the cost for life insurance decreased for active employees and retirees under age 65 and increased by 35% for retirees over age 65.
- The new TIAA-CREF Senior Financial Consultant, Eric Berry, conducted individual financial counseling and retirement planning sessions in February 2016 for faculty and staff who are a part of the retirement plan. The sessions occurred on the St. Thomas Campus between February 1-5, 2016 and on the Albert A. Sheen Campus from February 8 -11, 2016.

AREA OF FOCUS #6: FINANCIAL SUSTAINABILITY AND GROWTH

- The University received a memorandum dated October 21, 2015 from the Office of Management and Budget indicating our allotments were reduced by 2% or \$599,081 resulting in an allotment ceiling level of \$29,354,972. At the beginning of the New Year, the University then received another memorandum dated January 7, 2016 informing us that the reduction of \$599,081 that was imposed will now be restored. Thus, we will receive the restoration over the remaining nine (9) months of FY2016. This brings the University's Fiscal Year 2016 allotment ceiling level back to the amount of \$29,954,053.