

TESTIMONY OF PRESIDENT DAVID HALL
UNIVERSITY OF THE VIRGIN ISLANDS

BEFORE THE
COMMITTEE ON FINANCE

29TH LEGISLATURE
OF THE VIRGIN ISLANDS

EARL B. OTTLEY LEGISLATIVE HALL
ST. THOMAS, U.S. VIRGIN ISLANDS

JULY 27, 2011

Good morning, Chairman Dowe and other members of the Committee on Finance, other members of the 29th Legislature present, other testifiers, members of the Press, persons in the viewing and listening audiences, ladies and gentlemen. My name is David Hall, President of the University of the Virgin Islands, and it is indeed an honor for me to appear before this distinguished body to present the University's budget request for FY 2011-2012 and report on accomplishments as well as respond to your questions and comments.

To assist with this presentation today, I have with me Dr. Karl Wright, Provost; Mr. Vincent Samuel, Vice President for Administration and Finance; and Ms. Dionne Jackson, Vice President for Institutional Advancement. Also present in the audience are key support personnel, Directors of various programs, Deans, and other Cabinet members.

I am pleased to present to you the University's Fiscal Year 2011 – 2012 appropriation budget request. We are very appreciative of this body's consistent support of the University's past requests and we look forward to your continued support.

I have organized my testimony into four major areas. First, key accomplishments and highlights of the year will be presented, along with challenges faced. Second, some areas of focus for FY2011-2012 are presented. This is followed by the presentation of the University's specific budgetary request. Finally, the University's approach to implementing the provisions of Act 7261, as amended, will be presented.

Accomplishments and Highlights: 2010-2011

During the present fiscal year, there have been many significant accomplishments at UVI. The accomplishments which I will highlight could not have been achieved without the dedication and commitment of the faculty, staff and students who create and contribute to the character of this special institution. The Board of Trustees has been extremely supportive of our aspirations to move the University along the path to greatness, and I want to publically thank them for their enormous devotion of time, resources and wisdom. In the interest of time, I will only share some of the highlights of accomplishments related to the broad institutional goals which were shared during the University's Budget Hearing presentation last year.

With respect to institutional goals, significant progress has been made, and I am pleased to report that these accomplishments have moved us forward on the road to greatness. The accomplishments highlighted below speak to progress made on institutional goals that directly impact the academic growth, development, and success of current and prospective students. They include:

- The establishment of an Academic Learning Center on St. John which now enables UVI to offer selected courses and library resources to St. John students and residents through the use of our videoconferencing

capabilities. The highly interactive classroom environment connects St. John students to instructors and students on St. Thomas and St. Croix. For fall 2011, a total of 43 video-conference classes will be available through the Academic Learning Center on St. John. A listing of the available courses can be found in **Appendix I**. Additionally, the VI-Small Business Development Center and Cooperative Extension Services have satellite offices at the Center.

- The establishment of a female initiative, *Sisters with Purpose*, focused on providing support systems to enhance the experiences of female students as well as programs and services to increase their academic success. Additionally, the male initiative, "Brothers with a Cause", continued outreach activities to male students at UVI as well as male students within the public school system. The highlight activity was the first of an annual Man-UP Conference that reached over 3,200 male students from public junior and senior high schools, as well as private and parochial schools across the territory. This conference and this effort will continue to plant seeds of academic and social success within the souls of our young men throughout the Territory.
- The establishment of a Bachelor of Business Administration degree in Hotel and Tourism Management, as approved by the UVI Board of Trustees. This degree program is scheduled to commence in August 2011, the start of the 2011-2012 academic year. The University received significant support from the Department of Tourism, the Department of Education and from industry partners to explore the development of this long overdue program.
- The creation and implementation of the Center for Student Success (the Center). One of the most critical challenges facing higher education, and especially HBCUs is the retention, persistence and graduation of the students we admit. This issue is extremely critical for the Territory because each time a student is not successful in college we lose a valuable resource for addressing the economic and social development of the Virgin Islands.
 - ✓ The purpose of the Center is to provide targeted and specialized assistance to students to help them meet the standards for success (or graduation requirements) in a variety of careers.
 - ✓ Through the Center, services will be provided within the context of a retention management system. Services to be provided and programs to be offered include, but are not limited to, adult re-entry programs, service learning, learning communities, mentorship, student success workshops, academic alert, on-line study skills assessment, advocacy, outreach, specialized tutoring, and campus involvement.
- The challenge of student success begins long before students arrive at the University of the Virgin Islands. Based on this understanding, we have

established a P-16 Collaborative which will allow us to work more closely with public and private secondary institutions to enhance the academic performance of students at an earlier age. As part of the Collaborative, we implemented a Summer Bridge Program where 79 12th grade students, 37 on St. Croix and 42 on St. Thomas, are participating in an intensive four-week residency program designed to increase their success in college. In addition, the Superintendent of the St. Thomas-St. John District, Ms. Smith-Barry approached us to develop a special program where 50 seventh grade males could spend five weeks on the St. Thomas campus receiving academic, social and cultural support from our faculty and students, in order to put them on a pathway toward academic success. The program, named Junior University, slated to end on Friday, August 5, 2011, is providing another opportunity for these young men to master fundamental subject-matter content to increase their likelihood of promotion to the next grade. These efforts are in addition to our long standing Upward Bound program that continues to support Virgin Islanders in their pursuit of higher education.

At the University's Budget Hearing session last year, I also shared with this body, institutional goals, that, once achieved, would demonstrate UVI's leadership role in the Territory and the wider Caribbean region. Some examples of our achievements in this area are:

- The University's Caribbean Green Technology Center (CGTC) was launched in April 2011. The mission of the Caribbean Green Technology Center (CGTC) is to be the central hub for all things "Green" in the Caribbean and to be the region-wide leader in renewable energy thought and activity, ranging from research and training, patent development, and private industry incubation, to region-wide, governmental "green" policy. The Center has already received a grant from the Virgin Islands Energy Office to conduct an audit and assessment of newly installed energy saving equipment in selected V.I. public schools. The Center is also part of a national consortium of Universities working on projects with Brookhaven National Laboratory. We expect the Center to be a major player in the Territory's quest to become more energy efficient.
- The University's Center for the Study of Spirituality and Professionalism (CSAP) was also launched in April 2011. This Center will serve as a catalyst and a source of support for research in the professions, particularly, law, business, health, education, and counseling psychology. It aspires to be the leading center and storehouse of knowledge and resources for the study of spirituality and professionalism in the Virgin Islands and the world. The Center will conduct seminars and workshops this Fall on ethics, virtuous business practices, and professional renewal.
- The University launched its *UVI Goes Green Initiative* on March 13, 2011 at Afternoon on the Green. This Initiative is part of the University's plan to

address utility costs, matters of environmental sustainability and responsible use of resources, and reduce its carbon footprint. After University-wide consultation through the shared governance process, the Board of Trustees approved the UVI Environmental Sustainability Policy Statement and recognized the University's plan of action for the initiative at its special meeting in February 2011.

- The University reviewed the existing Criminal Justice program, with a view to increasing enrollment and better utilizing resources provided by this body to support students who enroll in the program. We are pleased to report that since the program's inception in 2008, 20 students have been awarded Associate of Arts degrees. Additionally, 75 students were enrolled in the program in fall 2010 and, to date, a total of \$73,517 in scholarships have been awarded. Including scholarships, faculty salaries and operating expenses, the program has expended approximately \$179,747, or 42% of the funds received from this body in support of the program.

In order to address the critical need for more mental health professionals in the Territory, the University enrolled its first students in the master's degree program in Counseling Psychology in fall 2010. For the 2010-2011 academic year, 16 students were enrolled in fall 2010, with 10 students being on the Albert A. Sheen campus. In spring 2011, 18 students were enrolled, with seven being on the St. Thomas campus. For fall 2011, an additional six students have been admitted into the program.

There is one other category of institutional goals that I would like to provide a status update on to this body, specifically, institutional goals that will preserve and enhance UVI's academic and financial viability. I am pleased to share with you that UVI recently completed a compelling case statement outlining its academic, programmatic, and facilities' needs as priorities for its first comprehensive, capital campaign. Once it has been approved by our Board, we hope to launch this campaign, which we are optimistic will bring much needed resources to the University.

Additionally, UVI's Development Office implemented several new strategies for success, including heightening its focus on fundraising and broadening UVI's network of alumni supporters. This has led to a 79% year-to-date increase in alumni contributions (\$75,178 compared to \$43,011 for the same period last year) and an almost 4.5 point increase in alumni giving. Before the end of fiscal year 2010-2011, we hope to surpass our 13% alumni giving goal. I want to personally thank those Senators (alumni and non-alumni), who responded to our appeal. Your generosity is greatly appreciated.

UVI also secured a \$5 million gift commitment from investment strategist and entrepreneur Kiril Sokoloff, founder of 13D Research (USVI) LLC. The Sokoloff gift will enable the University to establish and endow two initiatives: *The Kiril Sokoloff Distinguished Professorship in Entrepreneurship* in the School of Business, and the *13D Entrepreneurship Student Competition*. The Kiril Sokoloff Distinguished Professorship will be the first endowed chair at the University of the Virgin Islands. The professorship

will enable UVI to recruit a nationally known expert in the field of entrepreneurship who will work with faculty and students to create a culture of entrepreneurship within the University and the wider Virgin Islands community.

Utilizing funding and support from this body as well as institutional funds, I am pleased to share that the construction of a bathhouse on John Brewers Beach is complete. We are presently in communication with representatives from the Legislature and the Office of the Governor to confirm a date for the ribbon cutting ceremony to mark the official opening of the bathhouse.

We are very pleased to share with you that we have made significant progress on the five facilities improvement projects on the Albert A. Sheen and St. Thomas campuses funded by State Fiscal Stabilization Funds under the American Recovery and Reinvestment Act. In the interest of time, we have included a detailed update on these projects in **Appendix II**.

Finally, I am pleased to report that the University is well under way with plans for the celebration of the institution's Golden Jubilee (50th Anniversary). We have both an Honorary and an Operations Committee in place and we are planning a year-long celebration starting in January 2012 through which we will showcase the University and its relevance to the Virgin Islands community and to the wider Caribbean; recognize its founders, alumni, faculty, staff, students, donors, and friends; and demonstrate our continued commitment to the economic viability and social and economic transformation of the Territory.

The accomplishments presented above are just some highlights of a very productive and successful year for UVI. This was due, in part, to the University's continued commitment to function within the framework of the Seven Management Values which resulted in a reduction of the turnaround time in regards to certain services; the provision of better services to our customers; and more informed and thoughtful decision-making. Additionally, much work was done during the fiscal year to institutionalize each value, resulting in the University's steady movement towards increased effectiveness and efficiency in the management of the resources which are provided by this body and other persons and entities. More detailed accomplishments are delineated in **Appendix III**.

We would now like to turn your attention to some critical challenges the University has been faced with in recent times and that we will have to address in the foreseeable future. They are as follows:

- Need for additional resources to increase the retention and graduation rates and help more students (especially males) to succeed in their studies.
- The possibility and implications of losing key University personnel as a result of the prevailing economic situation and the recent passage of Act 7261.
- Addressing the unfunded provision of Act 7261 relative to the payment of one-time \$10,000 bonuses to employees with 30+ years of service to the University who elect to retire within the next two years.

- The continued need for space to house classrooms, offices, and other essential University services, particularly on the Albert A. Sheen campus.
- The need to hire additional full-time faculty and reduce dependence on part-time instructors, for quality purposes.
- The need to pay competitive salaries to recruit and retain faculty and staff.
- Attracting qualified faculty to support the student demand for enrollment in the School of Nursing.
- The ongoing support and maintenance of the Brewers Beach Bathhouse, for which additional operational funding has not been provided.

These are just a few of the challenges we continue to face and which your support will increase our ability to address. We see each year as an opportunity to move the University further along the path to greatness. And though we have extremely challenging days, weeks, months, and possibly years ahead of us, we are committed to using all of our resources, insights and people to move along the path.

Areas of Focus for Fiscal Year 2011-2012

It is in that spirit that we share with you some broad areas of focus for the next fiscal year. As we begin the 2011-2012 academic year and prepare ourselves for the start of Fiscal Year 2011-2012, the University is poised to continue work on the institutional goals that we reported on earlier, to ensure that they are fully achieved by the end of the fiscal year. With respect to movement on new facilities, we anticipate having a groundbreaking ceremony for the new residence hall on the St. Thomas campus in the near future, with the finished facility ready to accept students in fall 2012. Additionally, we will be collaborating with the Research and Technology Park on the construction of a facility on the Albert A. Sheen campus of the University. Groundbreaking for this facility is also expected to occur in the near future, with the building ready for occupancy before the end of 2012.

As we move into FY 2011-2012, the University will continue its efforts to preserve and enhance its academic and financial viability. Further, the University will solidify programs that impact students in a very direct way; academic programs that will provide current and prospective students with a wider range of career options and respond to community needs; programs that will demonstrate UVI's continued role as a leader in the community and projects that move us closer to addressing pressing facilities' needs.

The following projects and initiatives will be critical to our efforts for the next academic and fiscal years.

First, we will work to ensure that our new entrepreneurship program is fully developed and implemented so that we can start the process of expanding the cadre of economic and business leaders of the Virgin Islands.

Second, now that we have approval for the Hotel and Tourism Management program, we must ensure that students are attracted to the program, and that we build



it into a leading program within the Caribbean. We are particularly committed to cultivating and recruiting students from the Territory to enroll in this program. Additionally, it is anticipated that implementation of these two programs will spark a renewed vibrancy within the institution and will attract students from across the Caribbean, the U.S. mainland and beyond.

Third, we hope to launch a leadership and organizational effectiveness institute, where UVI will use its resources, insights and experiences, and those of key partners, to help develop our managers and leaders, and provide these same services to the public and private sectors of the Virgin Islands. This should be an exciting and meaningful effort that could bring additional revenues to the University, and a valuable service to the Territory.

Fourth, we will use this year to develop our next strategic plan, which should guide our efforts and directions for the next five years. We look forward to receiving the input of key stakeholders, like the members of this body, as we craft this new vision for the University.

As we move closer to the new fiscal year, we will be developing more detailed institutional goals. Though we are moving into FY 2011-2012 in a climate of fiscal challenges and uncertainty, we are firmly committed to honoring the University's mission and leaving an indelible mark on the students who walk through our doors and on this Territory and our neighbors near and far. We want to be known as a transforming force in the lives of those we serve and on the communities from which our students hail.

Fiscal Year 2011-2012 Budget Request

It should be evident from the projects and initiatives shared, that UVI has great ambitions and clearly understands its mandate and its purpose for existing within this community. In order for us to effectively address the identified projects and initiatives, and continue to gain momentum on our path to greatness, it is critical to have the level of financial support that will allow us to move forward boldly and confidently towards the completion of projects and achievement of initiatives. You can greatly assist us on our journey by supporting the University's budget request for FY 2011-12.

Please note that on March 4, 2011 the University submitted its FY2011-12 budget request totaling \$33,192,631 based on information received from the Office of Management and Budget (this was a 4.3% reduction from our prior year appropriation). However, in his June 10, 2011 submission of the Fiscal Year 2012 Executive Budget, Governor John P. deJongh, Jr. recommended an amount of \$30,910,079 for the University. This reduction of approximately 8% in the general operating appropriation would severely impact the University's ability to respond to the increasing educational needs of the Territory. I will present the details later in my testimony.

The breakdown of the University's FY2011-12 budget request, as approved by the Board of Trustees, is as follows:

1. General Operating Appropriation	\$ 28,111,687
2. Debt Service Requirements	3,992,205
3. SBDC Local Matching Requirements	300,000
4. Senior Citizens' Tuition Requirements	87,773
5. Valedictorian and Salutatorian Scholarships	400,966
6. Community Engagement and Lifelong Learning	100,000
7. Green Technology Program	200,000
Total Operating Requirements	<u>\$ 33,192,631</u>

It is important to note that this year's request is in line with the current financial climate locally and nationally. We have made the requisite reductions in our budget request and adopted budget reduction strategies consistent with Budget Reduction Principles as approved by the University's Board of Trustees. We will continue to explore opportunities for cost containment and reductions while ensuring that academic quality is maintained to the extent possible.

Consistent with this strategy, our request for funding the following programs remains at the FY2010-11 level: Debt Service, Senior Citizens' Tuition waivers and Valedictorian and Salutatorian scholarships. Additionally, we have determined that sufficient fund balances are available to continue the Academic and Cultural Awards program, and the Veterans and National Guard tuition requirements for Fiscal Year 2011-12. As these programs previously received appropriations, it is our intention to include them in future requests when their fund balances are unable to support their continuation. The programs are critical to our ability to provide higher education opportunities for the Territory's brightest and bravest and we will be approaching you at the appropriate time.

The general operating appropriation of \$28,111,687 will be used to support salaries and fringe benefits for the University's faculty and staff; books, equipment, supplies, laboratories, professional services, and other legitimate expenses of the University. This amount represents approximately sixty-percent (60%) of the operating budget of the University, inclusive of revenues and expenditures. **Appendix IV** provides details of the University's Fiscal Year 2010-2011 operating budget inclusive of revenues and expenditures as of June 30, 2011.

The amount of \$3,992,205 for debt service is \$800,000 more than the amount appropriated each year for at least the ten years preceding Fiscal Year 2011. I must at this time express my thanks and appreciation to this body for its wisdom in increasing the University's debt service in Fiscal Year 2011. With this increase of \$800,000, we were successful in securing additional funds towards the construction of a state of the art residence hall on the St. Thomas campus and additional classrooms, faculty offices and consolidation and upgrading of laboratories on the Albert A. Sheen campus. Our long term goals include adding other critically needed buildings to both campuses to

address our growing enrollment needs and raise the quality of facilities on both campuses. As mentioned briefly earlier, our additional facilities' needs include:

- A multi-purpose building on the Albert A. Sheen campus which would accommodate a gymnasium, wellness center, and student activities center, and serve as a venue for commencement exercises.
- A science building on the St. Thomas campus.

Our efforts in securing additional funds include engaging in aggressive fundraising from private donors and securing support from various federal agencies. Once completed, these facilities will elevate this University to another level of excellence and make the people of the Virgin Islands prouder of their University.

Once again, I must express my appreciation for your vision and wisdom in appropriating funds for the creation of the Green Technology Program at the University. We launched the Caribbean Green Technology Center (CGTC) in April 2011. The Center is positioned to be the premier facility for leading the creation of a sustainable energy future for the Caribbean. We look forward to your continued support and participation in this important initiative which will benefit the people of the Territory for generations to come.

The University continues to be innovative with the limited resources available to us. We are continuing our efforts to strengthen and explore strategies to achieve efficiency and effectiveness in the delivery of programs and services. Additionally, we will continue our efforts to identify and pursue alternate funding sources to launch a number of initiatives to prepare our institution for new challenges and developments that lie ahead.

I must interject here that the University remains very much accountable and is an excellent steward of the resources allocated to it. Our external auditors have consistently provided unqualified reports of the University's financial condition, and as recently as June of this year, we were able to file, on time, our financial statements and federally required audit report for the year ending September 30, 2010. This, we believe, is confirmation that we are managing our appropriations and other revenues in a thoughtful and fiscally responsible manner.

UVI's Approach to Addressing Reduced Appropriation Dollars and Implementing Acts 7261, as Amended

Finally, I will share with the Committee the University's approach to implementing the provisions of Act 7261, as amended. The University's approach is to maintain the highest quality of performance both in terms of our outputs and our services while making the needed adjustments associated with the projected reduction. At last year's Budget Hearing, I shared that the University had developed a set of nine principles that provided a thoughtful, prudent, and judicious approach to absorbing the projected 8.25% reduction for FY 2010-2011. (See **Appendix V**) Those principles remain relevant for the 2011-2012 fiscal year.

Within the framework of the nine principles, the University engaged in a strategic, proactive zero-based budgeting exercise, which was done systematically Component by Component, and included the prioritization of positions, programs and services. Through this exercise, Component Heads identified areas where reductions could be made, while honoring the nine principles. All Components participated in this exercise, to include the Office of the President. Subsequent to this, Component Heads met with key fiscal personnel and the President to review the recommended reductions. Through the use of this process, we were able to reduce the fiscal year 2011 budget by approximately \$1 million, and reduce the 2011-2012 projected budget by \$1.4 million.

With the enactment of Act 7261, we have implemented the provisions as they relate to Section 4 (a) which requires an 8% salary reduction, effective July 4, 2011. This translates to approximately \$1.74M annually in reduced salary related expenditures, including fringe benefits. When this amount is applied to the proposed reduction of \$2.28M in appropriations we are left with a funding gap of approximately \$540,000. I must alert this body that given our already tenuous position, many of our critical services such as library hours, maintenance of our physical plant, and violence prevention strategies may be impacted by the funding gap.

Section 7 (a) is another significant provision of Act 7261 for which the impact may be overwhelming to the University. This provision speaks to the \$10,000 payment to employees with 30 or more years of service that elect to retire under the provisions of Act 7261. We presently have approximately twenty-four (24) employees with 30 or more years of service at the University; however, we do not have an exact count at this time of how many may elect to retire as a result of Act 7261. Note that there may be others who have years of credited service at other agencies for which we have no record. Whether the number is five (5) or twenty (20), the University does not have the funding to make the \$10,000 pay out to these employees and would require additional appropriation dollars to fund this mandate. We have been told that other government agencies would be receiving funding for this initiative and we are thus requesting that the University be similarly considered. Given our inability to meet this requirement of Act 7261, the University has submitted correspondence to the Governor requesting consideration for funding to support Section 7 (a).

As part of the implementation of Act 7261, the University will be developing criteria that will guide hiring during the life of Act 7261. Additionally, a protocol will be established that requires all requests for hires to be reviewed by Component Heads and approved by the President. I want to thank this body for creating an exemption for UVI from the freeze so that we can hire faculty and fill other critical positions that will enable us to fulfill our mission.

In conclusion, it has been an honor to serve as President of the University of the Virgin Islands for the past two years. I have been tremendously impressed by the level of commitment of faculty and staff at UVI and of the thirst for knowledge that the majority of our students possess. And so, after two years at this remarkable institution, I can say unequivocally that this University *is* destined for greatness. The journey is more

challenging today than it was a year ago; and I daresay that it is not as challenging as it may be in the weeks and months to come; the path will certainly not be straight; and we will not always agree about which turns to take when we reach a fork in the road. But, I am persuaded, that if we walk by faith and by sight, we will reach our destination. This journey toward ever-increasing excellence is not for the swift, but for those who endure to a just and perfect end. I believe that among our faculty, staff, administrators, students, alumni and Trustees, we have individuals who are committed to walking this sacred path and enduring until we reach higher ground.

These are challenging times for the Territory and for us as individuals. However, higher education must be preserved and supported even in challenging times, because a highly educated populace serves as the engine for economic and social progress. UVI understands that we must share in the burden of this economic challenge, but we also know that your investment in our students is an investment in our future and in the future of these islands. I am confident that it will be a bright and productive future.

I thank this legislative body for your past support, for your dedication to UVI and for believing in the bright future that awaits this University. Thank you for this opportunity to appear before you today and I look forward to answering your questions.

APPENDIX I

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CRN	SUBJ	CRSE	SEC	TITLE	HRS	DAYS	TIME
83801	ACC	310	V	Not-for-Profit Accounting	3	TR	1100-1215
83803	ACC	442	V	Auditing	3	TR	2030-2145
83391	BIO	295	V	Responsible Conduct of Research	1	M	1200-1250
83904	BUS	351	V	Business Law	3	MWF	0900-0950
83829	BUS	436	V	Business Strategy	3	MW	1730-1845
83853	CIS	121	V	Data Management Concepts	3	TR	1430-1545
83861	CIS	310	V	Adv Bus. Software Apps.	3	MW	1600-1715
83989	CJU	110	V	Intro to Criminal Justice	3	TR	1100-1215
83992	CJU	222	V	Law Enforce/Comm Relat	3	MW	1730-1845
83993	CJU	223	V	Juv Delinq/Justice	3	F	1730-2015
83671	COM	110	V	Introduction to Communication	3	MWF	1100-1150
83677	COM	200	V	Journalism Workshop	1	T	1100-1150
83680	COM	205	V	Broadcast Communication I	4	F	1400-1615
83690	COM	403	V	Rhetorical Criticism	3	TR	1100-1215
83691	COM	465	V	Selected Topics: Exploring Film	3	TR	0930-1045
83445	CSC	117	V	Intro to Programming I	4	MWF	1000-1050
83446	CSC	118	V	Intro to Programming II	4	MWF	1100-1150
83448	CSC	239	V	Scientific Computer Apps	2	MW	1000-1050
83449	CSC	241	V	Intro Comp Archict & Dig Systems	4	MTWR	1400-1450
83455	CSC	242	V	Data Structures	4	MTWR	1500-1550
83456	CSC	317	V	Programming III	3	TR	0930-1045
83457	CSC	332	V	Databases & Info. Retrieval	3	TR	1100-1215
83458	CSC	397	V	Junior CSC Seminar I	0.5	MW	1200-1250
83460	CSC	430	V	Knowledge Engineer & Expert Sys	3	MW	1400-1530
84083	CSC	465	V	Sel. Topics - Computer Science	3	MW	1400-1530
83465	CSC	497	V	Senior Science Seminar I	1	MW	1200-1250
83617	EDU	221	V	Foundations of Education	3	MW	1600-1715
83629	EDU	304	V	Tchnng Reading & Literacy IECE	3	TR	1730-1845
83645	EDU	500	V	Basic Research Techniques	3	M	1730-2010
83678	ENG	200	V	Journalism Workshop	1	T	1100-1150
83752	ENG	301	V	Intro to Creative Writing	3	MW	1900-2015
84069	ENG	350	V	The Bible as Literature	3	MW	1900-2015
83754	ENG	363	V	Black American Literature	3	TR	1600-1715
83755	ENG	381	V	Modern African Literature	3	TR	1530-1845
84064	ENG	415	V	Literary Criticism	3	TR	1900-2015
83693	ENG	465	V	Selected Topics: Exploring Film	3	TR	0930-1045
83868	FIN	301	V	Fundamentals of Finance	3	MWF	1600-1650
83507	MAT	344	V	Probability	3	TR	1100-1215
83889	MGT	342	V	Personnel Management	3	TR	1900-2015
83890	MGT	410	V	Labor Management Relations	3	MW	2030-2145
83827	MGT	434	V	Public Policy Toward Business	3	MW	1900-2015
83893	MKT	334	V	Advertising & Promo. Strategy	3	TR	2030-2145
83825	MKT	426	V	Marketing Research	3	MW	1600-1715
84084	NUR	310	V	Disparities in Health Care	3	TR	1430-1545
83967	POL	120	V	Intro to Political Science	3	MW	1600-1715
83957	PUA	527	V	Administrative Law	3	T	1730-2010
83958	PUA	531	V	Group Processes & Leadership	3	M	1730-2010
83959	PUA	532	V	Government, Business & Society	3	W	1730-2010
83960	PUA	534	V	Budget Management	3	R	1730-2010
83961	PUA	536	V	Select Topics In Public Admin	3	F	1730-2010
83894	SCI	220	V	Intro to Geographic Info Syst	3	TR	1500-1600
83945	SSC	220	V	Intro to Geographic Info Syst	3	TR	1500-1600
84002	SWK	224	V	Introduction To Social Welfare	3	TR	0930-1045
84112	SWK	310	V	Disparities in Health Care	3	TR	1430-1545

APPENDIX II

UPDATE ON ARRA FUNDS RECEIVED

APPENDIX II: UPDATE ON ARRA FUNDS RECEIVED

GRANTS RECEIVED

Over the life of the funding available to the U.S. Virgin Islands through ARRA, the University of the Virgin Islands has received two direct grants. The first grant in the amount of \$600,000 was received in September 2009 from the National Institutes of Health-National Institute on Minority Health and Health Disparities (NIH-NIMHD). The second grant received is a part of a larger State Fiscal Stabilization Grant applied for by the Government of the U.S. Virgin Islands (GVI). UVI received a total of \$8,797,800 in State Fiscal Stabilization Funds, with \$5,000,000 earmarked for restoration projects and \$3,797,800 targeted to five capital projects across the two campuses.

NATIONAL INSTITUTES OF HEALTH GRANT

The grant received from the National Institutes of Health is to fund a project entitled *A Collaborative Response to Public Health Challenges linked to Climate Change Impacts in the Virgin Islands and the Caribbean*. The grant specifically addresses the University's Caribbean Exploratory Research Center's (UVICERC) aim to "enable academic institution and community partners to evaluate interventions designed to improve the health of Virgin Islanders". The project is based on a collaborative partnership comprised of UVICERC, the Medical University of South Carolina Office of Public Information and Community Outreach (MUSC-PICO) and the USVI Department of Health.

Major Accomplishments to Date

To date, there has been significant progress towards the achievement of the major objectives of the grant. First, the collaborative partnerships have been solidified through the execution of a subcontract between UVI and MUSC-PICO as well as through regular meetings with key Department of Health personnel, including the Commissioner and the Epidemiologist. Additionally, both teleconference and face-to-face planning meetings with MUSC-PICO partners have occurred.

Additionally, with respect to the project's focus on climate change and its impact, the Co-Principal Investigator has completed a background research paper entitled *Climate – Health Linkages under conditions of Climate Variability and Change in the Caribbean*. This research was presented at the first of three Institutes that are a part of the project. The project was also launched publicly on July 16, 2010. Other related accomplishments include the following:

- ✓ Conducted focus group meetings on St. Croix, St. John, and St. Thomas in November 2010: community members received information on climate change, dengue, and ciguatera (fish poisoning); mini-surveys were conducted to determine the community's knowledge of the climate change, dengue, and ciguatera.
- ✓ Key project personnel participated in the VI Health Disparities Conference and Advisory Board meeting – October 2010.

In 2010, contracts were also executed with a web developer and a television producer. The project's website, www.myhealthwhatsclimategottodowithit.com, was launched February 2011. In addition to the launching of the website, the project has been meeting its objective to provide information to the public. Specifically,

- ✓ The Co-Principal Investigator made radio appearances and individual presentations in fall 2010 and spring 2011 to discuss the project;
- ✓ In February 2011, the project held Institute II, a Town Hall meeting which focused on the collection of recommendations and suggestions from community members on the best ways to mobilize Virgin Islanders to follow guidelines that would make them safer from dengue fever and ciguatera.
- ✓ Institute 3, the technical assistance workshops, convened on both St. Thomas and on St. Croix on July 15 and 16, 2011. Both workshops were successful learning activities conducted by our partners from the Medical University of South Carolina. The participants, 16 on St. Thomas and 17 on St. Croix, came from community organizations and government agencies and spent a day in lecture-discussion sessions and computer laboratory hands-on sessions learning about grant sources and development of successful grants.

In collaboration with WTJX, the VI Public Television system, the VI Department of Health, local experts on health and the environment and the Medical University of South Carolina, a live one-hour television program entitled, "Climate and Health: New Challenges for the Virgin Islands", was produced and broadcast on March 6, 2011. The program addressed the predicted impacts of climate change on the Territory, the potential of increased incidences of ciguatera and dengue fever, and the actions people could take to improve their life experiences under these negative conditions.

DVDs were produced using the television program as the basis of the information being presented and 245 copies were distributed to community groups, physicians' offices, the Department of Health, schools, UVI, the Office of the Governor, the Delegate's Office, and the Medical University of South Carolina. Presentations on the information collected through the project and the design of the project were made on local talk shows and regional meetings.

Because one of the purposes of the ARRA funds was to stimulate the economy, we are pleased to report that this project has resulted in full time employment (initially a part-time position) for one individual and part-time employment for two other individuals within the community.

Remaining Activities

As the project moves into its last two months, only three outstanding outputs remain to be completed. These are:

1. The completion and dissemination of PSAs on climate change, dengue fever and ciguatera.
2. The valuation of the project by an external evaluator.
3. The submission of the project's final report

Administratively, the Co-Principal Investigators will continue to consult with MUSC/PICO partners and the Department of Health. The remaining activities are scheduled to be completed by September 20, 2011.

STATE FISCAL STABILIZATION GRANT

The University's State Fiscal Stabilization Fund grant was focused on meeting two sets of needs within the University: 1) restoration of the reduction in UVI's allotment by the local government; and, 2) support for five capital projects.

State Fiscal Stabilization Restoration Projects

Because of fiscal challenges, in FY 2010, the local government was unable to fund UVI at the level that it had in FY 2009. As such, because of the requirements of the American Recovery and Reinvestment Act (ARRA) that education had to be funded at least at the level it had been funded in FY 2009, the University was able to receive State Fiscal Stabilization Funds (SFSF) to restore its funding to the FY 2009 level. All restoration projects were funded in FY 2009-10.

As presented in testimony before the Committee of the Whole on March 4, 2011, the University has completed all activities related to restoration projects funded through State Fiscal Stabilization Funds. Specifically, the University utilized 80% or \$4,011,261 of restoration funds to continue to provide course offerings and degree programs towards degrees in Education, Business Administration and Nursing. These academic areas were particularly critical to restore because course offerings and degrees from the Education, Business Administration and Nursing divisions were judged to be vital in assisting the Territory with meeting the goals and objectives of the *No Child Left Behind Act*, increase enrollment and enhance graduates' employability.

Additionally, the University budgeted \$888,739 of the restoration funds for scholarship for students. Another \$100,000 was budgeted for CELL to provide the funding needed for the Center to continue its work of coordinating local and federal resources in the establishment of a program network for the delivery of management and technical assistance through training programs to tradesmen in the U.S. Virgin Islands.

In carrying out restoration projects, the University expended 98.3% of the total budget or \$4,912,845.

State Fiscal Stabilization Capital Projects

St. Thomas Campus

Project I: STT Upper Campus and Library ADA Compliance Project

The services, operations and collections at the University of the Virgin Islands' (UVI) libraries are being reorganized to support a cultural shift in the delivery of library and information services. The driving concept is to enhance student, faculty and staff knowledge throughout the University and foster unlimited peripheral vision for students, faculty and alumni. The goal is to redesign the library with a focus on collaborative work environments, flexible learning spaces and enhanced staff support areas while mitigating ADA accessibility barriers. Phase I of the project is to merge IT and Library staff into one building. Phase II of the project is the addition of seating and technology to improve student and faculty training areas. Phase III of the project is to bring the interior and exterior of the library in compliance with ADA access requirements.

Major Accomplishments to Date

Phases I and II of the project have been completed. Highlights include:

- ❖ Purchase and installation of equipment required to increase the bandwidth capabilities of the interisland microwave
- ❖ Purchase and installation of new entranceway and security system
- ❖ Purchase and installation of new automatic ADA Compliant Book Checkout System
- ❖ Purchase and installation of new circulation desk
- ❖ Purchase and installation of narrow profile circulation system
- ❖ Installation of new carpet and VCT flooring
- ❖ Reconfiguration of existing stacks
- ❖ Installation of new furniture and study rooms

Significant progress has been made on Phase III of the project, to include:

- ❖ The November 2010, award of the design contract to the architectural firm of Jerryn McCray Architects of St. Thomas on the basis of a competitive process to perform design services to address the ADA compliance issues for the Upper Campus Buildings and the Library.
- ❖ Completion of a site survey of existing conditions
- ❖ Development of a plan that includes the re-stripping of the Quarters B Parking Lot, the reconfiguring the existing 8 non-compliant ramps to meet ADA Guidelines; the introduction of a new ramp at the Nursing Building; the introduction of 6 LULA lifts and 3 LULA Platform Stair lifts; and the reconfiguration of the second floor Library bathroom to meet ADA Requirements.
- ❖ Completion of construction documents
- ❖ Submission of plans for permit review
- ❖ LULA lift vendor selection process and pricing

Remaining Activities

In July it is anticipated that the appropriate building permits will be secured from the Department of Planning and Natural Resources, the needed lifts will be purchased and the contractor selected. It is

anticipated that construction will begin in late July and all construction work will be completed by November 31, 2011.

Number/ID	Name	Start Date	Completion Date	Duration	Comments
1	Finalize Construction Documents	03/01/11	06/23/11		
2	Issue Contractor RFO	03/01/11	04/01/11		
3	Submit for Building Permit	06/20/11	07/25/11		
4	Contractor Selection	07/11/11	08/08/11		
5	Award LULA Lift Contract	07/11/11	07/11/11		Contract Value \$262,000
	Permit Issued	07/25/11	07/25/11		
6	Award Contract for Construction	08/05/11	08/05/11		
7	Start Construction	08/15/11	11/30/11		
8	Library Elevator Shaft	09/05/11	10/05/11		
9	Ramp/Step Construction	08/25/11	11/21/11		
10	Mezzanine Renovations	08/25/11	09/09/11		
11	Library ADA Bathroom	09/19/11	09/26/11		
12	Restripe Parking Lot	08/29/11	09/02/11		
13	Structural Work for Lifts	10/03/11	10/03/11		
14	Electrical Work for Lifts	10/10/11	11/15/11		
15	Ramp/Step Construction	08/25/11	11/21/11		
16	Delivery of Lifts	10/15/11	10/15/11		
17	Installation of Lifts	10/30/11	11/30/11		
18	Substantial Completion	11/30/11	11/30/11		
19	Inspections	12/05/11	12/10/11		
20	Use and Occupancy	12/15/11	12/15/11		
21	Final Payment	12/15/11	12/15/11		

Project II: CA Building ADA and Code Compliance Project

The Classroom Administration Building is a 3-story facility constructed over six decades ago. The building is a mixed use facility that is primarily utilized for classrooms and laboratories. It also accommodates a small performing arts theatre, a student support program, Center for Advisement and Tutorial Services (CATS), and faculty offices. Presently only the first and second floors are ADA compliant. The goal of the project is to upgrade the facility and address building code requirements including ADA compliance that will improve its accessibility and maximize usage. The project was developed in two phases. Phase I focuses on the design and construction of a new central entrance that will incorporate a three stop elevator and a new central stairway to provide ADA compliant access to make the facility fully accessible. Phase II of the project will address building code compliance, life safety threats and the upgrade of the Little Theatre to support the academic curriculum.

Major Accomplishments to Date

Based on the competitive bidding process, the firm Steven Hutchins Architects, Inc. was selected to provide design services in support of this project. The project planning and design phases are completed. Two major unforeseen conditions were discovered during the planning process. These conditions required major changes to the first floor egress plan as well as the replacement of the existing North Fire Stairway. These discoveries delayed the Construction Documents completion until June 30, 2011. The vendor selection process for the new elevator included in the scope of work has been completed.

Remaining Activities

At this time the contractor selection process is underway. A contractor should be selected by July 31, 2011 with work to begin upon the award of the contract and all required permits. All work is scheduled to be completed by November 1, 2011 with project turnover and closeout to be completed by November 30, 2011

Number/ID	Name	Start Date	Completion Date	Duration	Comments
1	Award of Design Contract	08/01/10	12/30/10		
2	Preliminary Design Approval	09/01/10	10/15/10		
3	Final Design Approval	01/15/11	02/27/11		
4	Finalize Construction Documents	03/01/11	06/23/11		
5	Issue Contractor RFQ	03/01/11	04/01/11		
6	Submit for Building Permit	07/15/01	08/15/11		
7	Contractor Selection	07/15/11	08/15/11		
8	Award Elevator Contract	07/11/11	07/11/11		Contract Value \$90,262.00
9	Award Contract for Construction	07/07/11	08/17/11		
10	Start Construction	08/22/11	11/30/11		
11	Elevator Shaft	08/25/11	10/05/11		
12	Bathroom Scope of Work	08/25/11	10/30/11		
13	Little Theatre Scope	09/01/11	10/15/11		
14	Fire Stairway	08/25/11	11/21/11		
15	Delivery of Elevator	10/03/11	10/03/11		
16	Installation of Elevator	10/10/11	11/15/11		
17	Substantial Completion	11/21/11	11/21/11		
18	Inspections	11/28/11	12/05/11		
19	Use and occupancy Permit	12/11/11	12/11/11		

*Albert A. Sheen Campus Projects***Project III: Melvin Evans Center Improvement Project**

This project essentially focuses on the retrofitting of the electrical system of the facility as well as addressing roofing issues. Specifically, with respect to the electrical system, the scope of work calls for the re-grounding of the entire electrical distribution system, as well as the reorganization of the electrical distribution system including replacement of panels, circuits, and switchgear. With respect to the roof repairs, the scope of work includes the removal and replacement of all damaged or worn roof flashing, valley lining, ridge caps, and ridge vents, removal of damaged metal gutter and downspout system and replacement with a new gutter and downspout system.

Major Accomplishments to Date

Spotts, Stevens and McCoy (SSM) was contracted to provide the engineering and construction support services needed for the electrical upgrade component of the project. The original electrical design developed in 2006 has been reviewed and updated by SSM to incorporate changes to the building that occurred since the plans were originally developed. The specifications have been updated to include more energy efficient fixtures.

In addition, the final scope of work for the roof/guttering repairs in the Melvin Evans Center has been completed and pricing of the work is in progress.

Remaining Activities

The selection process for contractors will begin with the issuance of an RFP for the electrical and another for the roof and guttering repair services on July 20, 2011. Contractor proposals will be accepted until August 15, 2011 and the review and selection process should be finalized by August 30, 2011. Once the contractors are in place, it is anticipated that the work to be done, specifically, the reground and redistribution of electrical power on the Melvin Evans Center will be completed by November 30, 2011. The roof repairs for the guttering and downspouts are anticipated to be completed no later than December 30, 2011.

Number/ID	Name	Start Date	Completion Date	Duration	Comments
1	Finalize Construction Documents	05/10/11	07/10/11		
2	Issue Contractor RFP Electrical	07/20/11	07/20/11		
3	Issue RFP Roofing	07/18/11	07/18/11		
4	Contract Award Roofing	08/22/11	08/08/11		
5	Contract Award Electrical	08/25/11	07/11/11		
6	Purchase Electrical Equipment	08/05/11	08/05/11		
7	Start Construction Roofing	08/25/11	11/10/11		
8	Start Construction Electric	09/05/11	11/30/11		
9	Final Inspections Roofing	11/14/11	11/14/11		
10	Punch List Electric	11/15/11	11/28/11		
11	Final Payment Roofing	11/30/11	11/30/11		
12	Final inspection Electric	12/05/11	12/05/11		
13	Turnover/ Training Electric	12/10/11	12/10/11		

Project IV: People Lift Replacement Project

People Lift Replacement Project would provide mobility access, primarily to the student population, in two high traffic common areas, the Residence Halls and the Cafeteria. The scope of work calls for the removal of the existing unit and the installation of a weather proof replacement in the Residence Halls, and a new state of the art unit. In the Residence Halls, the lift will allow for ADA compliant access from the residence quad to the residence hall lounge and study areas. In the cafeteria, it will allow for ADA compliant access from the main floor to the stage area.

Major Accomplishments to Date

The wheelchair lifts were purchased to replace the two non-operational units on campus. Deya Elevator Service, Inc. installed the wheelchair lifts in July 2011 in the Cafeteria and in the Delta M. Jackson Dorsch Complex.

Remaining Activities

Modifications are needed of the housing areas where the wheelchair lifts are installed. Carpentry and tile work are needed by the Cafeteria wheelchair lift, and construction of a canopy by the outdoor wheelchair lift in the Delta M. Jackson Dorsch Complex is also needed. The canopy will protect the equipment as well as its users from direct inclement weather. These modifications and repairs are anticipated to be completed by August 30, 2011. A preventative maintenance contract will be negotiated for the continued safe operation of the lifts. Finally, once all modifications and repairs are completed, an inspection will be authorized for the issuance of a certificate of use.

Project V: Athletic Field Establishment Project

The St. Croix Campus has no improved athletic fields of any kind for the purpose of delivering physical education classes or collegiate sports. The scope of work calls for the construction of three (3) athletic fields laid out for soccer to be established and be located by the Tennis/Basketball courts on the south side of the 130 acre property.

Major Accomplishments to Date

The selection of the engineer, BCSC Dospiva, Inc. (formerly GME Dospiva, Inc.) was completed in March 2011. Planning and design work for establishment of the fields were also completed, construction documents were submitted to the Department of Planning and Natural Resources (DPNR) for review and permits. A Phase I, Archaeological Survey was requested in May 2011 as part of the permit process by the VI State Historic Preservation Office (VISHPO). VISHPO noted that the proposed site for the fields was not previously surveyed.

Soltec International, Inc. was selected as the lowest bidder to complete the archaeological survey. Field investigations, of the Phase I archaeological survey, were completed on July 5, 2011. Soltec noted that "The approximate south-central part of the project area was found to contain the ruins of historic building of as yet undetermined function. Cartographic sources indicate that other buildings existed in this area. Additionally, archaeological contexts associated with the building (s) were identified."

Remaining Activities

Further consultation with VISHPO is required pending review of the Phase I Archaeological Survey report. According to Soltec International, Inc., "a Phase II Archaeological Testing and Evaluation Studies may be required to define the horizontal extent of the site and determine whether the building and/or the associated archaeological contexts meet criteria of eligibility to the National Register of Historic Places."

Complete consultations with VISHPO in order to obtain the necessary permits for the establishment of the fields. Anticipating no changes to the proposed design from VISHPO, the next phase of the project includes the review of responses to the RFP; selection of a contractor; and construction of the fields. The selection process for contractors will begin with the issuance of an RFP on July 20, 2011. Contractor selection is anticipated in August 2011 and the field establishment is scheduled to be completed by October 31, 2011.

Number/ID	Name	Start Date	Completion Date	Duration	Comments
1	Finalize Construction Documents	03/01/11	06/23/11		
	Submit Plans for Permit	05/16/11	09/01/11		
2	Issue Contractor RFP	07/20/11	07/20/11		
3	Archeological Review	05/19/11	08/25/11		
4	Contractor Selection	07/20/11	08/25/11		
5	Purchase Irrigation Equipment	08/15/11	08/15/11		
	Purchase Goals/Stands	08/15/11	08/15/11		
6	Award Contract for Construction	08/29/11	08/30/11		
	Issue permit for construction	09/01/11	09/01/11		
7	Start Construction	09/05/11	12/15/11		
8	Clearing	09/05/11	09/09/11		
9	Cut and Fill	09/12/11	10/07/11		
10	Storm Water Management	09/05/11	09/30/11		
11	Underground drainage	09/14/11	09/21/11		
12	Underground utilities	09/15/11	09/22/11		
13	Grading	09/26/11	10/07/11		
14	Install Goals etc	10/10/11	10/12/11		
15	Seed Fields	10/13/11	10/15/11		
16	Install final plumbing and electric	10/07/11	10/12/11		
17	Install stands	11/14/11	11/16/11		
18	Inspections	10/30/11	11/15/11		
19	Substantial Completion	12/05/11	12/10/11		
20	Stripe Fields for Soccer by UVI	12/14/11	12/17/11		
21	Final Payment	12/15/11	12/15/11		

APPENDIX III

SELECTED ACCOMPLISHMENTS

FY 2010-2011

OCTOBER 1, 2010 – MAY 30, 2011

**SELECTED ACCOMPLISHMENTS
FISCAL YEAR 2010-2011**

**UNIVERSITY OF THE VIRGIN ISLANDS
APPROPRIATIONS REQUEST
FOR FISCAL YEAR 2012**

**SUBMITTED BY
DR. DAVID HALL
PRESIDENT**

JUNE 30, 2011

The University of the Virgin Islands is pleased to present selected accomplishments for FY 2010-2011. These accomplishments are presented within the framework of the Seven Management Values that currently serve as the approach to the work that is done at UVI with respect to academic excellence, institutional improvement, financial sustainability, and community engagement. The accomplishments highlight student achievements and opportunities provided for student research, student development, and student leadership. Further, the accomplishments demonstrate systematic, ongoing support provided to students at UVI in support of their academic and overall growth and development.

There are also accomplishments which demonstrate faculty scholarly activities with respect to presentations at academic conferences, publications in scholarly journals; and participation in academic organizations. Additionally, the accomplishments reflect the engagement of staff in professional activities, to include conference attendance and participation as presenters and participation in professional development activities.

The accomplishments reflect significant progress with respect to infrastructure and operational improvements that enhance the delivery of services to students, faculty and staff. These improvements contribute significantly to UVI functioning as a high performing institution that is truly service oriented.

As will be evident by some of the accomplishments presented, the University has exercised fiscal responsibility by seeking out, and successfully obtaining, external funding to augment the local government appropriations. Through the procurement process, the University used the competitive bidding process to ensure the highest quality service for the most competitive pricing. Over the past year, UVI actively reached out to potential donors and alumni to strengthen connections with a view toward increasing financial and other support for the University.

Finally, during FY 2010-2011, the University actively sought to ensure that, as the focus on institutionalizing high quality, service, uncompromised integrity, informed decision making, fiscal responsibility and performance assessment as a framework within which to achieve academic excellence, institutional improvement, financial sustainability and community engagement, there was also keen attention to the spiritual and emotional health of students, faculty and staff.

Accomplishments Demonstrating UVI's Commitment to Being a High Performance Institution with a Focus on Quality

Highlights of Student and Faculty Accomplishments

- ✚ The UVI Green Ambassadors, a group of students mentored by Dr. Cynthia Gomez-Martin, a faculty member in the College of Science and Mathematics and sponsored by VI-EPSCoR made presentations at a national conference in North Carolina in November 2010, and then shared their work at the VI-EPSCoR Annual Conference on December 5, 2010 at the Marriott Frenchman's Reef Hotel where they served as keynote speakers for the pre-conference reception. All of the presentations focused on addressing environmental issues by being more responsible in the choices made and demonstrating how each person can make a difference within the sphere of her/his environment.
- ✚ Several members of UVI's 2011 graduating class have been accepted to graduate school; these include:
 - ⇒ Three students from the College of Science and Mathematics who received 100% funding to pursue doctoral studies (Ph.D. programs);
 - ⇒ One student from the College of Science and Mathematics who will be attending Boston University Medical School;
 - ⇒ Three other graduates from the College of Science and Mathematics and two from the College of Liberal Arts and Social Sciences who have been accepted into Master's degree or Post-baccalaureate programs.
- ✚ Other students who are continuing their education at UVI have also had noteworthy achievements over the past year, to include:
 - ⇒ Two students from the College of Liberal Arts and Social Sciences were accepted into summer research programs at the University of Iowa and Temple University.
 - ⇒ Fourteen undergraduate students travelled to the Emerging Researchers National (ERN) Conference, hosted by the American Association for the Advancement of Science, Washington D.C., to present their research.
- ✚ Eighteen students, along with three advisors from St. Thomas and St. Croix, attended the Thurgood Marshall College Fund's 10th Annual Leadership Institute and Career Fair held on October 29 – November 1, 2010 in New York City. The conference was an informative, intensive, four-day conference, providing the latest tools and technologies to assist students as they continue their college education and prepare to enter today's competitive and global marketplace. **(VISION 2010: 1F)**
- ✚ Three of the first year graduate psychology students have each had their research chosen, in a peer review process, for presentation at the Annual meeting of the Caribbean Regional Conference in Psychology Fall 2011.
- ✚ Members of the Student Government Association Executive Board St. Thomas campus, along with one student council senator attended the NSCL Conference which was held in Orlando, Florida from November 4-7, 2010. These students completed the National Student Council Leader's (NSLC) Certified Student Leader program, which earned them the distinction of Certified Student Leaders. The four-day program featured workshops

and seminars by motivational speakers and experts in the field of Student Leadership. (VISION 2010: 1F)

- ✦ Seventy-eight (78) students and three (3) honorary members were inducted into the Golden Key International Honor Society on April 3, 2011. (VISION 2012: 1D)
- ✦ "PERSPECTIVES: A Collection of UVI Voices," a journal of creative writing was released on April 19, 2011, featuring the work of UVI students.
- ✦ The UVI Men's Buccaneers Basketball team won the Paradise Jam game against Pontificia Universidad Católica of Puerto Rico, 70 – 54 during the Paradise Jam men's tournament in November 2010.
- ✦ Fifty-eight (58) candidates were presented for certification for December 2010 graduation. There were 4 Master's degrees, 35 Bachelor of Science and Arts and 19 Associate of Science and Associate of Arts degrees awarded, from the School of Business, School of Education, College of Science and Mathematics and College of Liberal Arts and Social Sciences. This is the third year that UVI has awarded degrees at the end of the fall semester.
- ✦ Two hundred and eighty-six (286) candidates were presented for certification for spring 2011 graduation. One hundred eighty-four (184) students graduated on the St. Thomas campus and 102 students on the Albert A. Sheen campus. Of the 286 graduates, 121 graduated from the School of Business; 54 from the College of Liberal Arts and Social Sciences; 48 from the College of Science and Mathematics; 33 from the School of Nursing and 30 from the School of Education. Of the degrees conferred, 31 were Master's degrees; 195 were Bachelor's degrees and 60 were Associate's degrees.
- ✦ Two articles based on research activity at the CERC center were accepted for publication: (a) "Faith, Courage, and Prayer: Experiences of HIV- Positive Childbearing Women", based on the Center's research of women at risk for HIV infection. This article was submitted for publication to the *Journal of the Association of Nurses in AIDS Care* and (b) "Self-management among Patients Living with Diabetes in the United States Virgin Islands" was published in *The Journal of the Poor and Underserved*, which was released February 2011.
- ✦ Selected faculty research activities in the Colleges of Science and Mathematics and Liberal Arts and Social Sciences include: Ed Tarver's (Chemistry) acceptance to the Homeland Security Center of Excellence at New Mexico State University for summer, 2011, to study explosives detection and ion mobility spectrometry for detection of WMD (Weapons of Mass Destruction); Stan Latesky's (Chemistry) acceptance to do research at the Pacific Northwest National Laboratory in Washington for summer 2011; Wayne Archibald's acceptance to do research at Harvard University for Summer, 2011. David Gould conducted research in the British Library on the medieval manuscript Cotton Nero A.x for his book *Pearl of Great Price: A Literary Translation of the Middle English Pearl*, which is forthcoming from the University Press of America.
- ✦ Researchers in the Center for Marine and Environmental Studies (CMES) had two manuscripts published in peer-reviewed journals and CMES staff made over 15 conference presentations. In addition, faculty members engaged in professional service through membership on an editorial board; and through service as reviewers for 15 grant proposals.

Support for Students

- ✦ As a direct response to recommendations made by the Task Force on Improving Retention and Graduation Rates and the Task Force on Improving the Quality of Education to improve the retention and graduation rates of students and improve the quality of education throughout the territory, a decision was made to establish the Center for Student Success (CSS) on both campuses.
 - ⇒ The purpose of CSS is to provide targeted and specialized assistance to students to help them meet the standards for success (or graduation requirements) in a variety of careers.
 - ⇒ The CSS will provide a comprehensive and coordinated approach to the delivery of programs and services that impact the student experience and aid in the development of their educational goals and plans.
 - ⇒ The CSS will provide services that include, but are not limited to: adult re-entry programs, service learning, learning communities, mentorships, student success workshops, academic alerts, on-line study skills assessment, advocacy, outreach, and specialized tutoring.
- ✦ VI-EPSCoR supported the participation of three students and their professor in the *First International Conference on Green & Sustainable Technology: Research & Workforce Development*, November 17 – 21, 2010, in Greensboro, North Carolina.
- ✦ Recognizing that attracting Virgin Islands students to enter science-based professions requires early exposures in these areas, VI-EPSCoR co-sponsored the participation of fifteen (15) students from the two senior high schools on St. Croix in the Florida State Science Olympiad, (which promotes higher-level thinking in science and engineering) and sponsored the participation of four high school students in a special session at the 58th Gulf and Caribbean Fisheries Institute (GCFI) annual conference in November, 2010. This special session focused on the control and management of the invasive Indo-Pacific Lionfish, and enhanced the students' understanding of the issues related to the presence of this exotic species on Caribbean coral reefs. Additionally, in May 2011, VI-EPSCoR sponsored a student and chaperone to travel to the 2011 INTEL International Science Fair, held in Los Angeles, California to display their winning project, *How to re-engineer an existing vehicle to achieve a cost of travel less than \$.01 /mile while making the source of fuel independent of current mass production fuel sources*. The project was the direct outgrowth of research and practical work to combat the strong dependency on fossil fuel.
- ✦ UVI Theatre has seen a major resurgence over the last year, delivering four theatre productions with multiple presentations and completing the first Playwrights in Paradise Workshop that produced thirteen original plays written by students.
- ✦ The Biotechnology and Agroforestry program mentored five students conducting research projects. One student attended the Annual Biomedical Research Conference for Minority Students (ABRCMS) meeting in North Carolina and presented his summer research on sweet potato viruses in the Virgin Islands.
- ✦ Research activities at UVI address issues of local significance and provide students with opportunities to develop sensitivities to these issues. Six undergraduate students worked alongside researchers investigating water resources issues and received both local and

national distinction. UVI student, Mr. Khalid Matthew, placed second for his research poster entitled 'Influence of Extraction Solvent on Anthocyanin Concentration in Sorrel', in the undergraduate poster competition in the Horticulture Division of the Southern Regional American Society for Horticultural Sciences at the Southern Association of Agricultural Science (SAAS) conference held in Corpus Christi, TX. His research involved the Influence of Plant Spacing on Sorrel Production and was conducted at the Agricultural Experiment Station.

- ✦ The Upward Bound Program continued to meet its goal of raising achievement levels and encouraging positive attitudes toward learning. There were 106 students enrolled in the Upward Bound 26-week program which ended in May, 2011. Fifty-two (52) students were enrolled on St. Croix, fifty-four (54) on St. Thomas. Staff within the Upward Bound program actively recruited and enrolled thirty four (34) males in the program. The program provided tutorial, counseling and instructional activities through its week-end academies. Workshops in SAT preparation and the Free Application for Federal Student Aid (FAFSA) process were held during the reporting period. [VISION 2012: 1.D]
- ✦ The Female Initiative, *Sisters with Purpose*, was launched on both campuses in April 2011. This effort will serve as a companion activity to *Brothers With a Cause*, and will assist the University in better addressing the unique needs of women students.

Academic Programs, Services & Research Activities

- ✦ The National League for Nursing Accrediting Commission (NLNAC) recommended reaffirmation of the baccalaureate program in the School of Nursing for another eight years (through 2019) with conditions.
- ✦ The Bachelor of Business Administration degree in Hotel and Tourism Management was approved by the Board of Trustees in October 2010. The degree program is set to commence in August, 2011.
- ✦ The Caribbean Exploratory Research Center (CERC) hosted its third annual Health Disparities Institute on St. Thomas, October 21-22, 2010. The Institute focused on the "State of Mental Health and Substance Abuse: An Issue for all Ethnic/Minority and Caribbean Populations".
- ✦ The University's Caribbean Green Technology Center (CGTC) was launched with two separate events – a reception on Sunday, April 10, and a symposium for the general public on Monday, April 11. The mission of the Caribbean Green Technology Center (CGTC) is to be the central focal point for all things "Green" in the Caribbean and to be the region-wide leader in renewable energy thought and activity ranging from research and training, patent development, private industry incubation, and region-wide governmental "green" policy. This can be categorized into five main thrust areas:
 - ⇒ Foster research, education and public service on Sustainability;
 - ⇒ Promote Caribbean inter-Islands' cooperation;
 - ⇒ Advance interdisciplinary investigations and learning;
 - ⇒ Collaborate with governmental agencies and industry partners; and,
 - ⇒ Research, develop, demonstrate, and monitor Green Technology.

- ✦ The Virgin Islands Experimental Program to Stimulate Competitive Research's (VI-EPSCoR) annual conference with the theme, *Integrating Science and Our Economy: A Model for Island Ecosystems*, was held in December 2011. Approximately 100 governmental officials, private sector representatives, green technology researchers and entrepreneurs and others attended this event. The conference created a greater awareness and understanding of the opportunities and mechanisms for optimizing economic leverage from science and technology initiatives in the Territory. The conference theme and timing were particularly important due to the heightened activity in the Territory with regards to the implementation of various green technologies by industry and private individuals.
- ✦ The Virgin Islands Water Resources Research Institute co-sponsored the "Eighth Caribbean Islands Water Resources Congress on Tropical Hydrology and Sustainable Water Resources in a Changing Climate". This series of conferences started in St. Thomas in 1984 and has been held in subsequent years throughout the USVI and Puerto Rico. For over two decades this congress has brought Caribbean water specialists together to address issues particularly relevant to island water resources.
- ✦ Library expansions have been completed on both campuses. These expansions have significantly enhanced the availability of academic resources to students electronically as well as transforming the physical library spaces into enhanced learning environments. Additional computers are now available to students; the ports where students can connect their personal computers have been expanded; and the libraries now boast expandable stacks. Students and faculty can now check out e-books and check out other scholarly resources electronically.
- ✦ The University's Libraries introduced a collection of over 3,400 e-Books from NetLibrary to library users in March 2011. These electronic full-text copies of print publications allow users to check out library books from remote locations and expand access to library resources. [2.B.13]
- ✦ The University's Community Engagement and Lifelong Learning (CELL) program was recognized by the Daily News as the "Best Education and E-commerce / PC training in the USVI.

Other Accomplishments

- ✦ As part of the University's plan to address utility costs and reduce its carbon footprint, the institution has embarked on a **UVI Goes Green Initiative** to address matters of environmental sustainability and responsible use of resources. After University-wide consultation through the shared governance process, the Board of Trustees approved the UVI Environmental Sustainability Policy Statement and recognized the University's plan of action for the initiative at its special meeting in February 2011. The UVI Goes Green Initiative was launched on March 13, 2011 at Afternoon on the Green.
- ✦ To improve recruitment efforts and more effectively communicate with current and prospective students, the Admissions Office revised and updated web pages, recruitment materials, and existing policies and procedures. Specific documents included: 1) Handouts: "Why UVI?"; "Unique Qualities of UVI"; "Why Make the University of the Virgin Islands Your University of 'First Choice'?"; 2) Web pages: "Prospective Students"; and "Admissions"; 3) policy and other documents: Undergraduate and Graduate Applications for Admissions, Early Admissions Program [EAP] marketing materials and

letters, information specific to International Admissions, prospective student communications for regular and electronic transmission, and the "Admissions" chapter of the Undergraduate Catalog.

- ✦ The Admissions Office promoted the University as an institution of "first choice" to approximately 4,000 external constituents (e.g., prospective students, parents, school administrators and counselors, educational agencies, civic and community groups, et cetera) via more than 75 activities including: college and career fairs, high school visits, information sessions, keynote speaker engagements, on-campus appointments and tours, presentations, radio talk-shows, workshops, and the Man Up! Male Empowerment Conference.
- ✦ The Public Relations Office coordinated the publication of guest columns by Carlos Robles (Cooperative Extension Service), Gloria Callwood (CERC), Nicolas Drayton (VI-EPSCoR), Caroline Polydore-Simon (CELL) and Karen Gutloff (Reichhold Center) in "*Virgin Voices*", an online publication that covers regional education, art and culture.
- ✦ The Office of Institutional Advancement has implemented new fundraising strategies, including targeted email and phonathon campaigns, which have contributed to the following significant improvements in the University's annual fund:
 - ⇒ The UVI Alumni Giving rate reached double digits, topping off at 10.24% as of June 3, 2011.
 - ⇒ The amount of money donated to UVI from alumni increased by 102% – from \$33,847 in FY 2010 to \$68,299 in FY 2011.

These accomplishments reflect a significant increase in the number of alumni contributing to the University and are indicators of the effect of the "My UVI" local public relations campaign and other institutional advancement initiatives that have been undertaken over the period.

- ✦ The Reichhold Center for the Arts partnered with the VI Lottery in presenting the Youth Ensemble. This project featured prominent musician Dion Parson, who mentored a group of young local musicians, in preparation for their first appearance at the Reichhold Center.
- ✦ For the second time, Reichhold Center for the Arts was awarded VI's Best Performing Arts by the VI Daily News. The Center was also recognized by the VI Heritage Institute and VI Council on the Arts for the preservation and celebration of music in the Virgin Islands.
- ✦ The Public Relations Office created a button on the UVI website home page, secured local broadcast appearances, issued press releases and generated print and electronic media coverage of the Homeland Security Conference Oct. 13 - 15, 2010; the Caribbean Exploratory Research Center's 3rd Annual Health Disparities Institute Oct. 21 - 22, 2010; the UVI production of the Rodgers & Hammerstein musical, "South Pacific" Nov. 12-16, 2010; and the VI-EPSCoR Conference Dec. 6, 2010.
- ✦ Renovations in the St. Croix and St. Thomas Libraries are complete. The celebration of the enhanced facilities of the Ralph M. Paiewonsky Library on St. Thomas was held Monday, April 11, 2011 as part of National Library Week. Celebration for the St. Croix Campus Library will be held at the beginning of the fall semester 2011. [VISION 2012: 2.B.13]

- ✦ The opening of an academic center on St. John was a high priority for the Information & Technology Services Component during FY2011. The University selected a 2500 square foot site at The MarketPlace on St. John to develop classroom space for credit classes, Cooperative Extension Services (CES) programs and work performed by the VI-Small Business Development Center (SBDC). The facility, called the St. John Academic Center, provides four classroom spaces (three of them videoconference capable), an office and a reception area.
 - ⇒ The first course at the St. John Academic Center was held on March 24, 2011, three days after the Grand Opening event. During the end of the Spring Semester, three students participated in classes at the Center. Other students used the Center for study and exam preparation. UVI senate meetings, the Symposium on Spirituality, Charter Day activities and a press conference for a gift to the University were among the other events attended from the Center.
 - ⇒ During the Summer 1 session, five students attended four different classes on St. John. On Tuesday and Thursday evenings, all three classrooms with videoconferencing capabilities are connected to St. Thomas for credit classes. Fourteen students utilized the Center for a total of 169 hours. To measure the impact of the Center, ITS collected data during March and April on the number of students who live on St. John and the number of times they ride the ferry weekly. In addition, data is being collected on how the students utilize the Center. **[VISION 2012: 2.B.13]**

- ✦ The Center for Excellence in Teaching and Learning (CETL) continues to prove itself as a way to meet faculty needs in technology support and training. For AY 2010-11, there were 228 full-time and part-time faculty using Blackboard for course delivery and depending on support from the CETL staff. This is up from 167 during AY 2009-10. At this time, the percentage of faculty using technology is 98%.
 - ⇒ Technology training initiatives were offered for Blackboard, Adobe Connect Pro, and videoconferencing technologies. Blackboard utilization by faculty who were trained during the third quarter is 75%. Adobe Connect Pro utilization by faculty who were trained during the third quarter is 50%. Seven faculty members attended videoconferencing technology training. Of those who attended, 57% were actively teaching in videoconference classes during the spring semester.
 - ⇒ In addition, the Center established membership in the SLOAN Consortium for Quality Online Education. Benefits include allowance of 100 seats for faculty training in SLOAN workshops throughout the year, including a cohort of ten faculty members that participated in the Sloan Consortium Blended Learning Series. Five successfully completed all three workshops. The faculty members who did not complete all three workshops will complete them when the next session is offered.
 - ⇒ Use of the Center and its services continues to grow, as the results of the ITS customer service survey indicate that 40% of faculty are aware of the CETL and its programs. While this is up from 29% in FY2010, it does not achieve the 75% target that was established by the Component for FY2011. The survey also indicated that the faculty who do know about the Center use its services. Additional steps to market and promote the Center will become part of the

FY2012 project plan; the CETL on St. Croix was opened in January with the completion of the library renovations. [VISION 2012: 2.B.11]

- ✦ The Information & Technology Services (ITS) staff continue to contribute to the efficiency and accuracy in processing data in Banner. ITS staff completed work to automate the process to calculate incomplete grades. Banner now automatically calculates this grade, saving all involved in the student grading process valuable time. Graduate information can now be electronically submitted to the degree printing service. This saves the staff of Access and Enrollment Services (ACES) time in gathering and sending the data and reduces errors as the data is going from system to system. The process to determine if a student is owed a credit balance was automated. This allows for the refund of credits in a timely manner, as required by law.
- ✦ During FY2011, several steps were taken to improve the redundancy and reliability of the networked systems at the University. Information & Technology Services (ITS) performed a test of its disaster recovery systems during each quarter of FY2011.
 - ⇒ UVI's Domain Name System (DNS) services were tested during the first quarter. DNS is an Internet service that translates domain names into IP addresses that are used by the web. UVI manages its own DNS servers, one on St. Thomas and one on St. Croix. These systems are necessary to allow Internet users to find UVI services, and for UVI users to find Internet services. UVI contracts with a backup DNS service, EASY DNS Services, in the event UVI DNS servers fail. The functionality of the back-up service has been validated.
 - ⇒ During the second quarter, ITS performed disaster recovery testing on the myCampus portal to ensure connectivity if one campus network should fail. Though connected to the St. Thomas network, testing was done to ensure quick failover to the St. Croix campus, if necessary. The test verified that in the event of a network failure on either campus, the myCampus portal would be available after only seven minutes.
 - ⇒ During the third quarter, ITS worked together with Envision Technologies, a telecommunications vendor, to install a large uninterruptible power supply (UPS) in the St. Croix Evans Center data room, to address several reported failures of the systems during power outages. The hardwired UPS provides battery back-up and electrical surge protection for the St. Croix telephone system and core networking equipment – including the telephone switch and microwave. This project is funded by The American Recovery and Reinvestment Act (ARRA) of 2009 and will ensure continuity of network systems during power failures on St. Croix. WAPA assisted with the completion of this test by going offline shortly after the UPS install. [VISION 2012: 2.B.9]
- ✦ The University's Libraries introduced a collection of over 3,400 eBooks from NetLibrary, a hosted eBook service (<http://www.netlibrary.com/>), to library users in March 2011. These electronic full-text copies of print publications allow users to check out library books from remote locations and expand access to library resources. A variety of eBook readers are being added to St. Thomas, St. Croix and St. John locations.
- ✦ On December 16, 2010, the residence hall on the St. Croix campus (now the Albert A. Sheen campus) was renamed the Delta M. Jackson Dorsch Complex in honor of a renowned Virgin Islander. Residential students participated by serving as tours guides for

members of the family and visitors to the university and from the wider Virgin Islands community. Mrs. Dorsch, a native of Frederiksted, worked for more than 30 years as a teacher and supervisor in the Virgin Islands educational system. She served as the territory's Deputy Commissioner for Curriculum and Instruction from 1977 until 1982 and also taught elementary education in undergraduate and graduate programs on the St. Croix campus (now the Albert A. Sheen campus) of the University of the Virgin Islands.

- ✦ The 17th Annual Golden Key Induction Ceremony was held on April 26, 2011 on the Albert A. Sheen Campus. Twenty six (26) students were inducted as representatives of the University's top 15% of their class at UVI. Dr. Dante Galiber served as the keynote presenter for the ceremony. Additionally, four persons were inducted into the society as honorary members.
- ✦ The Division of Student Affairs on the St. Thomas campus sponsored a Women's Leadership Forum on March 29, 2011 featuring five outstanding Virgin Islands women. The forum was entitled: VI Women in Leadership: Myths and Realities. Panelists were: Judge Audrey Thomas; Dr. Audria Thomas; Senator Nereida Rivera O'Reilly, St. Croix district; Ms. Jennifer Matarangas-King, Vice President for Public Relations and Government Affairs at Innovative; and Pastor Winnel Roberts, Memorial Moravian Church, St. Thomas. **[VISION 2012: 1F]**
- ✦ Approximately 106 students enrolled in the Upward Bound 26-week program. Fifty-two (52) students are enrolled on St. Croix, 49 on St. Thomas and five (5) from St. John. Members of the Upward Bound program actively recruited and enrolled 34 males in the program. The program provided tutorial, counseling and instructional activities through weekend academies. In May, 14 seniors graduated from the program (13 on St. Thomas and one on St. Croix). All 14 students plan to attend college, with nine indicating their intent to attend UVI in fall 2011. **[VISION 2012: 1D]**

Accomplishments Demonstrating UVI's Commitment to Being Service Oriented

- ✦ The University's Community Engagement and Lifelong Learning (CELL) Center became an approved Prometric Test Center and can offer over 400 national professional and entrance exams. The first exam was proctored December 2010.
- ✦ The Agricultural Experiment Station's Aquaculture Program delivered its internationally renowned annual aquaponics short course during March 14-18, 2011. The 56 participants came from South Africa, Egypt, Thailand, England, Canada, the Caribbean (Trinidad and Tobago, Anguilla, Barbados, and Jamaica), Puerto Rico, the USVI, and the USA.
- ✦ The Cooperative Extension Service (CES) broadened its reach in serving the public by launching a new weekly radio program - *Agriculture on the Grow*. The program provides a forum for discussion with the public on a wide range of topics that include the business of agriculture. This program is also available on the internet. In addition, CES collaborates with WTJX and the Virgin Islands Department of Agriculture in offering a weekly program, *Homegrown*, for home gardeners on public television. This program has been well-received and is supplemented by a website and locally distributed print material.
- ✦ UVI, through CES and the Agricultural Experiment Station (AES), was a co-sponsor of the Annual Agriculture and Food Fair of the U.S. Virgin Islands held in St. Croix February 19-21, 2011. CES has eight staff members who serve on the Board of Directors, responsible for the planning and execution of this tremendously successful community event. The fair, touted as the "State Fair" of the Virgin Islands, boasted an attendance of approximately 30,000 fairgoers over the three-day weekend. Another major outreach event was World Food Day on October 17, 2010, which attracted 1500 participants.
- ✦ The Virgin Islands Small Business Development Center provided training in support of the growth and development of Virgin Islands small businesses. The VI-SBDC delivered 33 conferences with 606 attendees and provided high quality counseling sessions to 166 small business owners. As a result of the assistance provided to small business owners applying for financial loans, a total of \$690,450 in loans has been approved. [VISION 2012 4.D]
- ✦ UVI Community Engagement and Lifelong Learning (CELL) forged a partnership with Innovative Communications and the VI Department of Education to address skills gaps in students who wish to enter post-secondary education. Over the past year, 240 public high school students received mathematics, reading comprehension, writing and test taking strategies in preparation for the Scholastic Aptitude Test. A summer session is scheduled and 40 additional students territory-wide have registered to date.
- ✦ The Admissions Office improved service in the recruitment and admission of students by hiring a permanent, full-time Admissions Recruiter in March 2011 (to enhance existing UVI recruitment efforts), modifying fields on the online application for freshman admission (to improve user-friendliness), activating the online application for transfer

admission, and responding to clients' needs in a timely and professional manner from the point of inquiry to point of admission.

- ✦ The Public Relations Office in collaboration with Information Technology Services launched the introduction of myCampus.uvi.net, a platform that provides UVI students, administrators and faculty with single sign-on capability utilizing a myCampus link from the UVI website.
- ✦ During the FY 2010-11 performance season, the Reichhold Center for the Arts coordinated "artist in residence" events on St. Thomas and St. Croix featuring artists Street Beat, South-African vocalist Lira, South African trumpeter Hugh Masekela, Dion Parsons, and other Reichhold performers. Over 1200 elementary and high school students, as well as community members, attended these workshops.
- ✦ The Development Office partnered with the Counseling and Placement Office in conducting exit interviews for students preparing for commencement exercises on the St. Thomas and St. Croix campuses and solicited graduating seniors for a class gift. Exit surveys were completed to gauge students' satisfaction with the academic and support services provided during their matriculation at the University.
- ✦ Institutional Advancement partnered with the UVI Small Business Development Center to host an educational program on Estate Planning. This is an introduction for the Planned Giving program that was launched in FY 2011.
- ✦ Information & Technology Services added Event Management System (EMS) to the portal, providing seamless single-sign-on access to that application. The system was also upgraded allowing for the submission of online room requests. The University community was informed of this time-saving means of reviewing room availability and making requests online.
- ✦ The University Libraries materials booking module was launched in March 2011, allowing users self-service access for making reservations for the newly completed library study rooms, audio-visual equipment and other electronic media. Reservations for the technology equipped study rooms can only be made electronically.
- ✦ Information & Technology Services has implemented the use of an iPhone application called "BOOKMYNE" to make the library catalog available on any iPad or iPhone. The application can be downloaded free from the Apple App Store. Once BookMyne is loaded, open the application and go to the library tab. Select UVI libraries. Once UVI libraries are added to BookMyne, both the St. Thomas and the St. Croix library collections can be searched. Registered UVI users can also log into the system and put books on hold, view their library account and reserve media equipment or study rooms.
- ✦ Information & Technology Services (ITS) assisted in developing an improved process to determine and provide refunds to those financial aid students with credit balances. This process allows for the refund of credits in a timely manner, as required by law. This was completed with collaboration between ITS, Access & Enrollment Services, Accounting and the Office of the Campus Executive Administrator.
- ✦ Information & Technology Services continued efforts to improve and add classroom technology. Smart classrooms have been added in SFC 224, CAB 303, & T212 on St.

Thomas and EVC302 and EVC308 on St. Croix. Access to smart classrooms continues to be high priority for faculty on both campuses. [VISION 2012: 2.B.13]

- ✦ The Counseling & Career Center on the Albert A. Sheen Campus recruited for the Who's Who among Students in American Universities & Colleges Award from October 15 through November 5, 2010. Based on a review of applications received, three students who met the eligibility requirements of being full-time seniors and having a 3.2 or higher GPA were chosen for the award. The students have also demonstrated active participation and/or leadership in on-campus clubs and/or organizations as well as active community involvement.
- ✦ The Albert A. Sheen Campus Operations, including the units of Security and Physical Plant participated in the logistical and security planning for the Male Empowerment Conference held on the St. Croix campus grounds on February 10, 2011. Intense outreach into the community to obtain additional human and other resources needed to set-up and prepare for the outdoor event was achieved. The success of the event was due, in part to collaboration among the University, central government agencies and the private sector.
- ✦ The Student Affairs area on the St. Thomas campus continued to provide training opportunities and direct and support services to students. These include:
 - ⇒ The Health Services office held training sessions on Sexually Transmitted Infections (STIs) on March 19 and April 16, 2011. The purpose of this training was to increase knowledge about the escalation of STIs on college campuses across the nation. Eighteen students participated in the training sessions.
 - ⇒ Three Student Employee Orientation sessions were facilitated by the Student Employment Coordinator with 23 attendees to develop students' awareness regarding policies and procedures throughout their employment. The orientation sessions were held on February 9, 10 and 11, 2011.
 - ⇒ On April 1 – 2, 2011, the Student Activities Office in conjunction with the SGA Sports Committee hosted the annual UVI Olympics. Students from both campuses competed in various sports throughout the weekend. It was an opportunity for students to bond and build relationships between campuses.
- ✦ The 49th Annual Charter Day ceremony was held on March 16, 2011. The program was video-conferenced from the St. Thomas Campus ACC 146/142 and Albert A. Sheen Campus NWW 134/5/6 and the St. John Academic Center. Local celebrity Stanley Jacobs of Stanley and the Ten Sleepless Knights was given an award for his work in the community.
- ✦ The Albert A. Sheen Naming Ceremony of the St. Croix campus was held on March 24, 2011. The ceremony was held in the Kiosk area of Palm Drive. Family members of Albert Sheen Sr. were in attendance at the unveiling ceremony.
- ✦ The Human Resources Department provided Sexual Harassment Awareness training for all employees. The training approach was designed to address Managers and Supervisors, Staff and Faculty. Through a PowerPoint presentation, Federal mandates and the relevant UVI Policy were reviewed. Seven (7) training sessions were held on St.

Thomas and four (4) on St. Croix during the months of March and April, 2011. As of April 30, 2011 the eleven (11) sessions conducted were attended by 87% of the University's employees. The remaining sessions are for faculty, Executives and Board of Trustees. **[VISION 2012: 2.B.5]**

- ✦ The UVI Counseling and Placement Office in collaboration with the Federal Office of High Intensity Drug Traffic Agency (HIDTA) coordinated the Law Enforcement Fair on April 7, 2011. The Fair was well attended by local media with over 300 students and community persons participating. Seven law schools from the mainland participated in the Law Fair, including: Case Western Reserve University, the Charlotte School of Law, New York School of Law, Northeastern University School of Law, the University of Tennessee School of Law, Whittier Law School and Widener School of Law. There were also 23 federal and local agencies present, who recruited both students and community members. **(VISION 2012: 1D)**
- ✦ In March 2011, the Office of the CEA partnered with the Virgin Islands Waste Management Authority (VIWMA) to conduct a campus-wide, e-waste removal campaign on the St. Thomas campus. This activity coincided with the recent launch of the UVI goes green campaign, as the University seeks to reduce its carbon footprint and promote environmentally sustainable programs and activities. In addition to the electronic waste disposal, the St. Thomas Physical Plant contracted services for the disposal of asbestos waste from the VIERS facility in St. John. **(VISION 2012: 2B)**
- ✦ The Physical Plant Department completed several renovations, repairs and cycle maintenance projects to address compliance and safety concerns as well as assist in the preservation of facilities as outlined below.
 - ⇒ Replacement of the structural support and floor boards on the landings, worn stair treads and VCT tiling in the Classroom Administration Building;
 - ⇒ Renovation of the Penha House 2nd floor to provide for the expansion of the Security Department;
 - ⇒ Completion of road and driveway repairs to address pot holes, erosion, lighting and site excavation for water main repairs which include the North Dormitory Drive, Quarter's B Parking Lot, Main Road CES area, and the East Hall Drive way, and the driveway to the Provost and President's Guest House;
 - ⇒ During April through May, structural repairs were implemented on the eastern emergency stairwells of the Administration and Conference Center (ACC) building to replace the cracked porous metal lathe composite with Dur-roc, plaster and an Arc finish to match the existing wall color. Sealant was also placed on eastern exterior walls and roofs in selected areas to successfully address chronic leaks experienced in the building. **(VISION 2012: 2B)**
- ✦ To address compliance and safety concerns, as well as space enhancements, the Physical Plant Department on the Albert A. Sheen Campus completed several renovation and repair projects. These projects included:
 - ⇒ Emergency repairs were completed over the Winter Holiday recess on Building B on the Albert A. Sheen Campus, based on exposed rotted wood. All wood siding on the exterior walls and the panels on interior walls were replaced and painted.

New electrical conduits were also installed. The project was completed and ready for occupancy on Monday, January 10, 2011. The cost of the project was estimated at \$12,000.00.

- ⇒ The classrooms and hallway in the 300-level of the Melvin Evans Center as well as EVC207 received a paint touch-up over the semester break. In all, seven classrooms (EVC302, 302A, 303, 304, 305, 308 and 207) and the hallway were enhanced in preparation for the spring 2011 semester. Four new entrance doors on the 300-level were also replaced. In addition, three air-handler units, 3 tons each, were installed. The air conditioning units service EVC303, EVC305 and EVC501 as well as adjacent rooms and offices. This enhancement project was completed by January 10, 2011 for an estimated cost of \$16,230.00.
- ⇒ All quarry tiles from both the Cafeteria and the serving line on the Albert A. Sheen Campus were removed during the winter holiday recess. Porcelain tiles were installed. A mahogany slab bearing the UVI logo was installed in the cafeteria floor on January 25, 2011 by vendor, Dunigan Designs. The project, which represents Phase I of the Cafeteria Upgrade project, was completed at a cost of \$37,138.53.

Accomplishments Demonstrating UVI's Commitment to Uncompromised Integrity

- ✦ The Office of the President, in conjunction with the Human Resources Department, completed an updated draft of the University's Sexual Harassment Policy. Input on the revised draft was provided by constituency groups. The document was approved by Cabinet, the UVI Senate, and the University's Board of Trustees.
- ✦ As part of the annual University financial audit, the security and access to the Banner ERP system is reviewed to determine whether it is secure enough to be used as the exclusive source of information for the financial audit. Information & Technology Services was notified by auditors Ernst and Young, based on an assessment of the University's Banner ERP system, that the security and access processes currently in place at UVI meet acceptable auditing standards and, as such, *for the first time*, the auditors would be able to conduct the most recent audit without the need to request additional paper documentation from UVI's Accounting Department. It is anticipated that this ability to rely on electronic records will result in the current audit being less labor intensive for the auditors as well as for UVI's accounting staff. The ITS staff and the accounting staff worked together to achieve this hallmark.
- ✦ Adhered to institutional policy specific to the admission and readmission of matriculated students, in addition the enrollment of non-matriculated students and the evaluation and awarding of transfer credit based upon prior college/university coursework, and/or Advanced Placement (AP), CLEP, CAPE, and other examination results.
- ✦ Adhered to customs and immigration policy as mandated by the United States Immigration and Customs Enforcement (ICE) and the United States Citizenship and Immigration Services (USCIS) for international persons seeking admission to, and matriculation at the University.
- ✦ Emphasized to staff the necessity of adhering to the Family Educational Rights and Privacy Act (FERPA) when communicating with persons other than the prospective student and/or applicant.
- ✦ Verified accreditation of institutions via AdvancED, the Council for Higher Education Accreditation, and other agencies in instances when the legitimacy of a high school or college/university as a viable educational institution was questionable.
- ✦ Information & Technology Services worked with the Office of the Campus Executive Administrator to streamline the UVI ID card process. This change reduced the number of systems needed to produce the cards from three (3) to two (2). The Topaz access control system is now used for taking the ID pictures as well as authorizing and tracking access to appropriate facilities or rooms.

Accomplishments Demonstrating UVI's Commitment to Informed Decision Making

- ✦ The Admissions Office demonstrated the University's Commitment to Informed Decision Making by conducting monthly staff meetings and periodic "Roundtable" meetings that permitted staff to contribute to the decision-making process; sharing information applicable to all-staff via meetings, email, and print; encouraging Admissions staff to support the efforts and work of the University's Staff Council; and improving collaborative ties with Albert A. Sheen Campus Access and Enrollment Services staff who handle Admissions/Recruitment matters on St. Croix.
- ✦ Institutional Advancement substantially increased its donor prospect pool. In December 2010, the names of over 4,000 *special alumni* (persons who attended the University for at least 12 months but have not received a degree), were integrated into the Raiser's Edge contact management software used by the Development Office. The Office is now seeking to locate, cultivate, and solicit these individuals.
- ✦ The Student Technology Fee Committee submitted proposals to utilize student technology fee funds to improve the learning environments. These proposals were accepted by the CIO and will be implemented prior to the fall semester. The Student Technology Fee Committee allocated nearly \$110,000, including twenty new laptops for the St. Croix library, the replacement of uninterruptable power supplies in the Classroom & Administration Building and the 24/7 lab on St. Thomas and Northwest Wing 133 on St. Croix, and equipment to improve the operations of all ten videoconference rooms.
- ✦ Information & Technology Services has established an internal advisory taskforce to the Office of the Chief Information Officer (CIO). This group, comprised of the senior technical staff from each ITS department, meets on a regular basis to provide advice to the CIO on improving services, technology and operations. The purpose of the group is to better serve the University community and continue to improve the impact of technology investments. **(VISION 2012: 2.A.7)**
- ✦ Information & Technology Services established an internal budget committee to provide ITS staff with input on budget and project decisions. This group is comprised of both library and IT staff from both campuses. Their first assignment was to provide feedback and direction on the budget cuts that faced ITS and the entire University during the fiscal year. **(VISION 2012: 2.A.7)**
- ✦ The upgrade of the videoconference classrooms on both campuses was a high priority for the Information & Technology Services Component during FY2011. A two-day external review of videoconference rooms was completed by a selected vendor and UVI faculty, technicians and staff. The staff and vendor worked together to develop a list of recommendations for improvement that was shared with the Academic Technology and Library Committee in February. A performance assessment of the videoconference systems and network was also completed to assure that any new equipment that was purchased would perform at an optimal level. This project was funded by Title III, the Student Technology Fee and Plant dollars allocated by the Office of the President. Installation of the equipment is scheduled to be complete by August 12, 2011.

- ✦ The Albert A. Sheen Campus Security Blackboard Site was created in November 2010 in order to provide and obtain more feedback from security staff for increased decision making in the unit. The blackboard site created contains the Code of Federal Regulations that impact Colleges and Universities. It contains the Campus Emergency Response Plan, Student Code of Conduct along with other University regulations on hurricane preparedness policies, sexual harassment, missing student notification requirements, and drug and alcohol policies. Links to on-line security magazines, Virgin Islands Police Department web site, Department of Justice Sexual Offender listing and the Virgin Islands Title 14 Code on Crimes are also provided. The Associate Campus Administrator for Operations provided Blackboard Training to all security officers on December 17, 2010 in order to familiarize them with this new resource and process for improved feedback from all officers.
- ✦ The Residence Hall Judicial Council on the Albert A. Sheen Campus received a four-hour training workshop consisting of an overview of Residence Hall policies, the UVI Student Code of Conduct, proper attire, and how to conduct a hearing.
- ✦ On October 4 and October 14, 2010, the President, assisted by representatives from Administration and Finance, conducted Student Forums on the St. Thomas and St. Croix campuses, respectively. The forums were held to discuss proposed tuition and fees increases with the students. On October 30, 2010 the Board of Trustees approved the proposed increases in tuition, room and board rates and the establishment of deferred tuition payment plan reinstatement fee, effective fall 2011. **(VISION 2012: 2.B.5)**
- ✦ On the St. Thomas campus, a Dining Services Satisfaction survey was conducted by the Student Housing office to gain feedback from students regarding the services provided at the Dining Pavilion. The following are summary survey results: 31% of respondents indicated that they were *Satisfied* or *Very Satisfied* with the overall dining experience (compared to 19% in 2009); 33% indicated that they were *Satisfied* or *Very Satisfied* with the service hours of the dining facility (compared to 28% in 2009); 41% of respondents were *Satisfied* with the selection of low-fat meals (up from 27% in 2009). Survey results indicate increased satisfaction over the past year with respect to overall satisfaction with the dining experience in the Dining Pavilion, with greatest increased satisfaction in the area of options for low-fat meals. **(VISION 2012: 2B)**

Accomplishments Demonstrating UVI's Commitment to Fiscal Responsibility

- ✦ The University's commitment to be fiscally responsible can be demonstrated in part, through its efforts in securing donor support in the amount of \$810, 373 in contributions over the first seven months of the fiscal year. This represents an increase of 36% over the same time period for FY 2009-2010.
- ✦ The National Institute of Health Minority Access to Research Careers (MARC) program was funded for \$1.5 million. The NIH Minority Biomedical Research Support-Research Initiative for Scientific Enhancement (RISE) program has been recommended for funding. These programs, under the leadership of Dr. Teresa Turner with the collaboration of many in the College of Science and Mathematics, will support student scholarship and research, as well as curriculum development, faculty workshops and student workshops. The primary focus is biomedical sciences and related fields, including nursing and psychology.
- ✦ The Caribbean Exploratory Research Center received a \$500,000 grant from the National Institute of Health (NIH) to work with the victims of the earthquake in Haiti.
- ✦ The School of Education in collaboration with the College of Science and Mathematics submitted a NFS Robert Noyce Capacity Building Grant for STEM Teacher Preparation. This grant was recommended for funding in the amount of \$300,000 over a two (2) year period. This project will serve to create and implement a strong STEM teacher preparation program, recruit strong STEM majors, as well as to inform, through research, the creation of STEM and other teacher preparation programs.
- ✦ The Virgin Islands Water Resources Research Institute received \$92,335 from the U. S. Geological Survey to facilitate investigations of water resources issues in the VI. The grant covers the period from March 1, 2011 to February 28, 2012.
- ✦ The Biotechnology and Agroforestry Program received \$137,000 in grant funds from four separate awards: \$55,000 from the Virgin Islands Department of Agriculture Specialty Crops Block Grant to develop a breeding program for black day neutral sorrel; \$45,000 from the Virgin Islands Department of Agriculture Specialty Crops Block Grant to propagate virus free sweet potato to distribute to local farmers; \$35,000 from Ventria Bioscience to study rice production in the Virgin Islands; and \$2,000 from the Nielson Moses Foundation to support research on rare native Virgin Island orchids.
- ✦ The Center for Marine and Environmental Studies (CMES) received \$502,100 in grant awards to fund the following research projects: the Territorial Coral Reef Monitoring Program FY2012-2013 in the amount of \$300,000 for two years (representing a 100% increase in per year funding levels over previous years; a Department of Environmental Protection, DPNR Section 106 program grant "Study of Nutrient Analysis and Distribution and Sedimentation Rate" (\$160,000 for two years); a project to monitor the coral Acropora Palmata in Buck Island in the amount of \$25,000 for one year; and, Exploring the Marine Animals of USVI: A Multi-media Outreach Campaign for \$17,100. Additionally, CMES received a Department of Commerce, NOAA – Integrated Ocean Observing Systems award "Advancing the Caribbean Coastal Ocean Observing System" in the amount of \$1,442,000 for 1 year for Puerto Rico and the US Virgin Islands.

- ✦ The Virgin Islands Small Business Development Center (VI-SBDC) received just under \$1,000,000 in grant funding (\$962,776). These awards represent the core program grant of \$627,776 from the U.S. Small Business Administration, as well as two additional awards. One of the additional awards was a \$325,000 U.S. Small Business Administration grant in support of the Small Business Jobs Act. This grant provides the opportunity to address specific areas such as heritage tourism, farming, export, 8(a) and Hub Zone certification training and development and energy efficiency audits. In addition VI-SBDC received a \$10,000.00 grant from Novo Nordisk, US, in support of a trade mission to the Verdensbilleder Festival in Aarhus, Denmark, which took place May 30-June 1, 2011. This grant allowed the SBDC to offer sub-grants to small businesses interested in attending this trade mission assisting them with partial coverage of their travel expenses.
- ✦ The Admissions Office demonstrated fiscal responsibility by purchasing cost-effective University of the Virgin Islands promotional/recruitment items; securing transportation whenever possible with Albert A. Sheen Campus colleagues when conducting work on St. Croix; utilizing in-house printing and duplication services as opposed to an outside vendor for print recruitment literature, applications, stationery, et cetera; taking advantage of free webinars, professional online resources and literature, and consultation with colleagues to stay abreast of admissions and recruitment best practices; and effectively managing the unit's budget within all policies associated with responsible fiscal management.
- ✦ The Albert A. Sheen Campus Bookstore was successful in obtaining a perfect inventory audit. Inventory management and store expenditures were accurately tied to vendor invoices and goods received. The physical inventory was conducted on September 28, 2010 by Ernest & Young and the additional audits of inventory management reports as well as the financial records verification were completed on November 17, 2011. An accurate inventory audit provides documentation that indicates that appropriate care was taken in the management and growth of the resources in the bookstore to ensure profitability and revenue growth.
- ✦ The University received a \$5,000,000 pledge from Mr. Kiril Sokoloff, payable over five years to establish a business plan completion for UVI students and endow a professorship of entrepreneurship in the School of Business.
- ✦ Through sound fiscal management, the University's endowments grew an average of 12.63% over the past 12-month period. The balances as of May 31, 2011 are:

Foundation for the University of the Virgin Islands:	\$20,186,787
Foundation for the Reichhold Center for the Arts:	\$10,693,113
- ✦ Representatives from the Bennie and Martha Benjamin Foundation visited with UVI Nursing faculty to conduct a public demonstration on the newly acquired birthing simulators purchased by the Foundation. Demonstrations were held on both St. Croix and St. Thomas campuses. The Foundation also provided the Nursing faculty with a \$14,000 check as final payment for the simulators.
- ✦ Reichhold Center for the Arts hosted a donor reception with members of the Center's top tiered giving levels with Dion Parson and the 21st Century Band. RCA collaborated with the VI Lottery to host the reception on November 27th. The event was held in conjunction with the Dion Parson and 21st Century Band featuring the Youth Ensemble.

- ✦ Information & Technology Services, along with Heidi Alvarez from Florida International University, EPSCoR, and the Office of Sponsored Programs, applied for a grant which will allow for infrastructure improvements for Cyber Connectivity. The grant is offered by the National Science Foundation (NSF), through the Research Infrastructure Improvement Inter-Campus and Intra-Campus Cyber Connectivity (RII C2) program. The American Recovery and Reinvestment Act (ARRA) of 2009 has enabled NSF to invest \$20 million in this effort to enhance broadband access for academic research and the utilization of cyber-infrastructure consistent with each state's science and technology (S&T) plan. The award potential is just over \$1 million for up to two years to support the enhancement of cyber connectivity at the University. **(VISION 2012: 2.B.9)**
- ✦ Information & Technology Services librarians completed two successful grant initiatives to support the preservation of the library's general and special collections. A \$6,000 Preservation Assistance Grant for Smaller Institutions from the National Endowment for the Humanities was approved for funding. The award was used to hire a LYRASIS* consultant to conduct a preservation needs assessment of the Ralph M. Paiewonsky Library Caribbean and Special Collections and to draft a long-range plan for the care of its materials on topics critical to the development of the region. The final report was delivered June 7, 2011. Additionally, ITS was awarded a \$10,000 grant from the Virgin Islands Humanities Council to conduct book preservation workshops. These workshops will accommodate both UVI and territorial librarians. **(VISION 2012: 2.B.13)** [*Note: LYRASIS is the nation's largest regional membership organization for libraries and information professionals.]
- ✦ On November 24, 2010, after a credit analysis presentation by President Hall, Vice President Samuel and Vice Provost Edwin, Standard and Poor's assigned an investment grade rating of "BBB" to the University. Standard and Poor's views the outlook for this rating as stable. This rating is indicative of the University's financial strength and ability to issue investment grade bonds. As required by the continuing disclosure agreement, the University filed its Continuing Disclosure documents with the Electronic Municipal Market (EMMA) on October 28, 2010. **(VISION 2012: 3.B)**
- ✦ Human Resources has partnered with Job Elephant for recruitment advertising. Job Elephant is well known for its expertise in higher education recruitment advertising and partnering with Job Elephant comes with no additional cost to the University for the services rendered. Another benefit is the Human Resources staff is relieved of the time previously spent on preparing ads and contacting each publication or website individually; it can now be coordinated through one source. **(VISION 2012: 3.B)**
- ✦ On January 5, 2011 President Hall announced the establishment of the 2010-2011 University Budget Committee (UBC). The UBC is comprised of students, faculty, staff and administrators who aid in the creation of a more open and transparent budget process anchored in the principles of shared governance. The UBC met several times during the reporting period to develop the University's budget for Fiscal Year 2011-2012. **(VISION 2012: 3.B)**
- ✦ Through the implementation of the Indirect Cost Distribution policy, an emerging research grant fund was established. Mini grants will be awarded to eligible individuals in an effort to provide more research opportunities for faculty and students. **(VISION 2012: 3.B)**

- ✦ The Physical Plant submitted public assistance grants applications totaling \$54,038.70 through Homeland Security/FEMA for damages received to the St. Thomas campus during Hurricane Earl. The University was successful in obtaining the full amount of \$54,038.70. **(VISION 2012: 3B)**

- ✦ The University received \$399,650.00 in grant funding for the improvement of the drinking water system on the St. Thomas campus. **(VISION 2012: 2.B.2)**

Accomplishments Demonstrating UVI's Commitment to Performance Assessment

- ✦ As part of a congressional requirement, a panel consisting of experts from across the USA conducted an evaluation of the Virgin Islands Water Resources Research Institute (WRI). Based on the quality of its research, training and outreach activities, the WRI was certified for eligibility to receive continued funding from the USGS. Special mention was made as to the recognition that VI-WRI research findings have broad applicability to other Caribbean islands as well as some Pacific islands.
- ✦ The Admissions Office developed reporting formats to reflect admissions application activity on weekly and monthly bases in terms of a) total number of applications received, b) total number of acceptances, c) number of complete-ready for review applications, and d) number of incomplete applications.
- ✦ The Admissions Office engaged in over 75 recruitment activities during the period October 1, 2010 – May 31, 2011 reaching approximately 4,000 persons.
- ✦ The Institutional Advancement staff participated in two staff development retreats held in December 2010 and February 2011. The purpose of these training exercises was to provide skill-building opportunities for staff. All personnel who have been assigned new responsibilities are being further supported with three 30-minute one-on-one coaching calls with the training facilitator.
- ✦ All Information & Technology Services (ITS) employees completed six-month evaluations with their unit managers. Feedback on performance was provided and performance objectives were updated to reflect shifting priorities within the Component. The ITS staff is evaluated twice per year to manage the work of the Component and assist staff in continuing to grow in their roles at the University.
- ✦ As part of an assessment plan for the utilization of the newly renovated library spaces on St. Thomas, a gate counter was installed in the doors of the new "learning village." The device has registered 8,097 people entering the facility from February 1, 2011 to April 29, 2011. As a means to measure the effectiveness and impact of the library renovations, ITS is tracking the number of students that utilize the libraries and learning villages. Door counters were installed in St. Thomas for the 24/7 lab, the technology lounge (SW corner) and the main entrance of the library to track the number of students utilizing each facility. The St. Thomas Library entrance gate counter indicated over 54,000 customers came into the library since December 2010. (VISION 2012: 2.B.11)
- ✦ Information & Technology Services completed its sixth annual customer service survey in May of 2011. This year, 112 UVI stakeholders filled out a survey. In 2010, there were a total of 226 stakeholders responding to the survey. The most significant difference was in the number of students who responded to the survey. This number fell by over 100. There is a clear and consistent trend in each category of the survey that indicates that although customers continue to be satisfied, between 7% and 10% no longer indicate that the service was excellent. The Component will collect additional information to better understand the underlying reasons for the change in level of perceived quality of service. Overall, the satisfaction rate of the Component fell from 80% in 2010 to 74% in 2011.

- ✦ The Human Resources Department provided assistance to managers and supervisors with the completion of 2010 fiscal year employee Performance Evaluations. This assistance and continual encouragement to utilize PeopleAdmin brought about an increased submission rate from an initial low of 23% in January, 2011 to slightly over 70% as of the extended due date, March 1, 2011. Additionally, it should be noted that the final number also represents an even greater percentage than the 2009 fiscal year submission of paper form evaluations which was approximately 45%. **[VISION 2012: 2.B.5]**

Accomplishments Demonstrating UVI's Commitment to Employees' Emotional and Spiritual Health

- ✦ The University's Center for the Study of Spirituality and Professionalism (CSAP or the Center) was launched in April 2011 with a reception and a symposium centered on the theme: *Spirituality and Professionalism: Nurturing the Whole Person*. The Center will serve as a catalyst and a source of support for research in the professions, particularly, law, business, health, education and counseling psychology. It aspires to be the leading center and storehouse of knowledge and resources for the study of spirituality and professionalism in the Virgin Islands and the world.
- ✦ The Eastern Caribbean Center (ECC) Published the January 2011 issue of *Caribbean Perspectives* magazine on "Spirituality and Social Change".
- ✦ The 24th volume of *The Caribbean Writer*, the Territory's internationally recognized anthology of Caribbean literature, was published. This annual publication has subscriptions from libraries worldwide and is a standard text used at many universities.
- ✦ Research Publications Unit (RPU) held a poetry reading event on April 16, 2011, involving not only UVI faculty and students but the wide St. Croix community including students from the Educational Complex.
- ✦ A networking group, "Emerging Leaders," has been formed in the Institutional Advancement Component. This group is comprised of junior administrators within the component, who were nominated by their respective supervisors for mentoring and leadership training. Once a month, the group gathers for a brown-bag luncheon to discuss matters pertaining to professional development, emotional and spiritual health, and the development of leadership skills.
- ✦ Information & Technology Services completed the construction and connection of the new St. John Academic Center. This culminated in a grand opening celebration that took place on March 20, 2011. The event was attended by several senators, government officials, students and UVI faculty, staff and administrators. The celebration recognized the hard work and commitment by the ITS staff in making the center a reality.
- ✦ A celebration for the completion of the renovations of the St. Thomas Library was held on April 11, 2011. The keynote speaker for the event was former Governor Charles W. Turnbull, who was introduced by President Hall. Students, faculty and staff participated in the ceremony and the luncheon that followed. The event was part of the National Library Week of activities conducted on both campus libraries.
- ✦ In the March 2011 Information & Technology Services Newsletter, the entire Information & Technology Services staff was recognized for their service and contribution to the library renovations projects and the opening of the Center on St. John. In celebration, the ITS staff enjoyed a retreat on a day sail to Buck Island from St. Croix. In the October 2010 ITS Newsletter, Giovanni Garcia (Information Technology Specialist II St. Croix), Tanisha Mills (Librarian II Collection Development St. Thomas), Romeo Richardson (Information Technology Specialist I St. Thomas) and Christa Richardson (Programmer/Analyst II) were each recognized with a \$25 Kmart gift card.

- ✦ The Health Services Center offered an array of health and emotional well-being services during the course of the year to include a "Free Stress Relief Hour" to UVI community in an effort to keep individuals stress free and promote wellness, distributed flu vaccines during the flu season and initiated a GYN clinic to provide services to female students. **[VISION 2012: 1F]**
- ✦ At the end of the calendar year, a holiday get together was organized by the Security Department. The pot-luck luncheon was held on December 17, 2010, in NWW102 on the Albert A. Sheen Campus. This event allowed staff to express appreciation for one another.
- ✦ The 6th Annual Security and Physical Plant Employee Appreciation Day was held on February 18, 2011 on the Albert A. Sheen Campus. Approximately 60 members of faculty, staff and students participated in the celebration as the members of the Security and Physical Plant departments were acknowledged for their invaluable contribution to the campus and the University. The student Dance Squad performed a special presentation on the lawn by the outdoor stage of the Cafeteria.
- ✦ On October 22, 2010, the Administration and Finance Component held a retreat on St. John at the UVI VIERS location in Lameshur Bay. The theme of the retreat was "Serving with Competence and Integrity" and the featured speaker was Ms. Bettina Miller, Human Resources Director. The Benefits Director gave a presentation on the importance of exercise. A demonstration of exercise techniques that can be performed in the office or at your desk was shared with the group. In addition to enjoying the retreat, employees were pleased with having the opportunity to get together away from the office and getting to know each other better. **[VISION 2012: 2.B.5]**
- ✦ The University received a limited amount of funding from the Government of the Virgin Islands to construct a restroom/shower facility to serve the users of John Brewer's Bay Beach. Construction began November 28, 2010 and as of May 31, 2011, the project has been completed. The 800 sq. ft. facility houses male and female restrooms and outdoor rinse showers. The facility is located on the eastern side of the John Brewers Bay Beach. **[VISION 2012: 2.B]**
- ✦ The 2011 Employee Service Awards ceremonies were held on the St. Thomas campus and on the Albert A. Sheen campus on April 12th and 14th, respectively. Sixty-five (65) employees on St. Thomas and 34 employees on St. Croix were recognized for their years of service to the University. The recognized employees included 13 retirees and stellar attendance awardees. Additionally, President Hall presented the Employee of the Year Award and the Presidential Award to individuals in recognition of their participation in the first "Man Up" Conference. **[VISION 2012: 2.A.2]**
- ✦ A special award presented at the 2011 Employee Service Awards ceremony was the UVI Volunteer of the Year Award, renamed for the first time as the Edward E. Thomas Award. One volunteer on each campus was recognized for exceptional volunteer efforts and awarded a scholarship. **[VISION 2012: 2.A.2]**

APPENDIX IV

FY 2010-2011 OPERATING BUDGET

**BUDGET TO ACTUAL
AS OF JUNE 30, 2011**

UNIVERSITY OF THE VIRGIN ISLANDS
FISCAL YEAR 2011 OPERATING BUDGET
BUDGET TO ACTUAL AS OF JUNE 30, 2011

APPENDIX IV

REVENUES	BUDGET	ACTUAL (06-30-11)
Tuition and Fees	\$12,267,427.00	\$11,157,022.73
Appropriations	\$28,607,552.00	\$25,501,503.58
Government Grants and Contracts	\$970,000.00	\$417,448.51
Private Grants and Contracts	\$1,040,447.00	\$81,352.31
Investments	\$250,000.00	\$12,234.49
Sales & Services Education	\$4,000.00	\$7,135.96
Sales & Services Auxiliary	\$5,839,236.00	\$3,811,462.95
Other Revenues	\$264,252.00	\$161,739.35
Total Revenues	\$49,242,914.00	\$41,149,899.88
EXPENDITURES	BUDGET	ACTUAL (06-30-11)
Instruction	\$12,136,897.00	\$ 9,941,821.97
Research	\$695,794.00	\$ 507,866.80
Public Service	\$1,007,209.00	\$ 706,422.16
Academic Support	\$3,324,236.00	\$ 2,387,427.33
Student Services	\$3,742,833.00	\$ 2,249,406.93
Institutional Support	\$11,882,072.00	\$ 9,384,858.19
Operations/Maintenance of Plant	\$8,602,818.00	\$ 6,682,180.57
Student Aid	\$546,350.00	\$ 293,328.35
Auxiliary Enterprises	\$5,756,066.00	\$ 4,133,476.90
Transfers	\$1,537,913.00	\$ 1,153,434.75
Total Expenditures and Transfers	\$49,232,188.00	\$ 37,440,223.95
Net Operating Position	\$10,726.00	\$3,709,675.93

APPENDIX V

FY 2011 OPERATING BUDGET

**BUDGET REDUCTION GUIDING
PRINCIPLES**

FISCAL YEAR 2011 OPERATING BUDGET BUDGET REDUCTION GUIDING PRINCIPLES

**A RESPONSE TO THE GOVERNMENT OF THE VIRGIN ISLANDS' REQUEST TO
REDUCE THE UVI FY 2010-2011 BUDGET ESTIMATES BY 7% [LATER
ADJUSTED TO A 3% REDUCTION]**

1. STRIVE TO PRESERVE THE MOMENTUM CREATED DURING THE 2009-2010 FISCAL YEAR.
2. STRIVE TO PRESERVE INSTRUCTIONAL PROGRAMS.
3. SPREAD THE REDUCTION AS BROADLY AS POSSIBLE, YET HOLDING TO PRINCIPLES 1 AND 2.
4. CONTINUE TO IDENTIFY AND ELIMINATE DUPLICATION AND OPTIONAL EXPENDITURES AND STRICTLY ENSURE EFFICIENCY AT THE COMPONENT AND UNIVERSITY LEVELS.
5. USE CARRYOVER DOLLARS TO ADDRESS FACILITIES AND OTHER FUNDAMENTAL NEEDS THAT ARE ELIMINATED THROUGH THE REDUCTION.
6. USE THIS CHALLENGE AS AN OPPORTUNITY TO GROW REVENUES TO REPLACE REDUCTION IN APPROPRIATIONS (E.G., LARGER INCREASES IN TUITION AND MORE SIGNNIFICANT INCREASES IN STUDENT ENROLLMENT).
7. IDENTIFY EXISTING FUNCTIONS THAT CAN BE TRANSFERRED TO GRANT FUNDING ON A TEMPORARY BASIS UNTIL BUDGET REDUCTION IS REPLACED BY REVENUE GROWTH.
8. UTILIZE THE RECOMMENDATIONS, IF APPROPRIATE, FROM THE UNIVERSITY BUDGET COMMITTEE (UBC) RELATIVE TO THE ZERO BASED BUDGETING EXERCISE.
9. STRIVE TO PRESERVE THE WORKFORCE TO THE EXTENT POSSIBLE AND PRESERVE SALARY LEVELS.

*Approved by the Executive Committee of the UVI Board of Trustees August 20, 2010
Ratified by the UVI Board of Trustees October 30, 2010*