

**PRESIDENT'S REPORT TO THE BOARD OF TRUSTEES OF THE  
UNIVERSITY OF THE VIRGIN ISLANDS  
FEBRUARY 1, TO MAY 15, 2011**

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The President's Report for this reporting period is organized into two major sections. Part I provides highlights of new and ongoing presidential initiatives and institutional accomplishments since the last reporting period including a feature segment on a particular component. Part II highlights major accomplishments within the framework of the Seven Management Values. This framework has been adopted to enhance the University's capacity to deliver programs and services as well as address challenges and embrace opportunities. For accomplishments directly related to the four strategic focus areas of VISION 2012, the relevant focus area and/or strategic objective is noted in parentheses.

**PART I: PRESIDENTIAL INITIATIVES AND ACCOMPLISHMENTS**

As always, I am honored to share with the Board of Trustees a summary of the University's activities and achievements for the reporting period. We continue to make important strides on the pathway to greatness, and I'm encouraged by the collective spirit of forward movement that is being demonstrated daily by faculty, students, staff and administrators.

**Student and Faculty Highlights**

Students and faculty have many significant and notable accomplishments for the reporting period. Some are highlighted in this section and others are presented in Part II of this report.

## **Student Achievements**

Within the College of Science and Mathematics, the following are noteworthy student accomplishments for the reporting period:

- ❖ Several graduating seniors have been accepted into doctoral, Master's or post-baccalaureate programs. Specifically:
  - Cari Nicholas will be attending a PhD program in the fall at Albert Einstein College of Medicine (with full funding) studying reproductive biology;
  - Shellese Cannonier will be attending a PhD program at Vanderbilt University (with full funding) studying cancer biology;
  - Sanlin Robinson will be attending a PhD program at Cornell University (with full funding) studying nanotechnology;
  - Delia Miller will be attending Boston University medical school;
  - Kavita Balkaran will be attending a masters degree program at Florida Atlantic University studying conservation biology;
  - Adrienne Crooke will be attending an NIH funded one year post-baccalaureate program at the University of North Carolina Chapel Hill to do research in microbiology;
  - Johnasha Stuart will be attending an NIH funded one year post-baccalaureate program at the University of South Carolina to do research in immunology.
- ❖ Among current students, two sophomores were selected for the Boston University Early Medical School Selection Program: Chinaemere Igwebuike and Monique Meade.
- ❖ 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.

- ❖ The spring 2011 Student Research Symposium featured 38 presenters (7 graduate & 31 undergraduate students). The Abstract Booklet can be found at: [http://www.uvi.edu/sites/uvi/Publications/Abstract\\_Booklet\\_Spring\\_2011\\_final.pdf](http://www.uvi.edu/sites/uvi/Publications/Abstract_Booklet_Spring_2011_final.pdf).
- ❖ Joselyn Allen, an alumna, had a peer reviewed research paper, based on her undergraduate research, accepted for publication. She is second author on the paper. Ms. Allen has accepted a one year training position in cell biology to conduct research at the NIH campus in Bethesda, Maryland.

Within the College of Liberal Arts and Social Sciences, the following are noteworthy student accomplishments for the reporting period:

- ❖ Latisha Ramsey, senior, psychology major, was accepted into the Counseling and Community Psychology Master's Program at The Sage Colleges.
- ❖ Jamisha Stuard, junior, psychology major, was accepted into the University of Iowa SROP/McNair Scholars Program.
- ❖ Tishiro Hanley and Syida Huggins-Richards both junior, psychology major were selected to receive summer research experiences at Temple University.

Within the School of Nursing, the following are noteworthy student accomplishments for the reporting period:

- ❖ Camesha George had a successful hypertension "fair"/educational event that had a great turn-out, Hypertension Panel Discussion at UVI. There were over 40 participants in attendance.
- ❖ Natasha Lillo wrote a Daily News editorial on *Organ Donation* on April 11<sup>th</sup>.
- ❖ Naisha Williams did a breast cancer education presentation to a women's group at Living Word Family Ministries on April 13<sup>th</sup>.

- ❖ Two students working in the Agricultural Experiment Station's Biotechnology and Agroforestry program won awards for their research project presentations.
  - 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.
  - Kenya Emanuel won First Place for undergraduate first time presenters at the 9<sup>th</sup> Annual Spring Science Symposium held March 12 on St. Croix.
  - The research completed by Khalid Matthew and Kenya Emanuel was supported by grants from USDA-Resident Instruction at Land Grant Institutions in the Pacific and Caribbean Islands and the VI Dept. of Agriculture Specialty Crops Block Grant. **[1.F.4]**

### **Faculty Achievements**

Students were not alone in their achievements. Faculty made great strides with respect to scholarly activity during the reporting period. Some highlights include:

- ❖ Dr. LaVerne Brown, College of Science and Mathematics, spearheaded a multi-disciplinary team of researchers who submitted a successful proposal to an internal review panel to establish the Center for Complementary and Alternative Medicine within UVI.
- ❖ Janzie Allmacher, School of Nursing, developed and presented "Cardiovascular Assessment for Everyday Nursing Practice" at the Virgin Islands Cardiac Symposium.
- ❖ Dr. Kimarie Engerman, College of Liberal Arts and Social Sciences, is Principal Investigator on the grant: The Use of Creative Problem Solving as Curriculum Enhancement to Improve Cognitive, Behavioral, and Social Transformation in STEM

Retention, funded by the National Science Foundation. In February 2011 supplemental funding in the amount of \$13,028 was received. The additional funds will support the research activities of two psychology students who will participate in an eight-week program at Temple University in summer 2011. This is part of the UVI-Temple collaboration developed by Engerman in summer 2010.

### **Sokoloff Gift**

The University of the Virgin Islands received a \$5 million gift commitment from investment strategist and entrepreneur Kiril Sokoloff. Mr. Sokoloff, the founder of 13D Research (USVI) LLC (13D), pledged \$1 million annually to UVI over a period of five years. His gift is one of the largest donations received from a single donor in the University's history. 13D is a company that was attracted to the Virgin Islands through the efforts of the University's Research and Technology Park. Mr. Sokoloff is also a member of the advisory board for the University's newly launched Caribbean Green Technology Center.

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.

The 13D Entrepreneurship Competition, to be housed jointly in the UVI School of Business and the UVI College of Science and Mathematics, will be a year-long educational experience designed to encourage UVI undergraduate and graduate students to explore and develop their ideas and business plans, and to focus their energies to contribute to the production of tomorrow's leading companies. Several awards in cash or business start-up services will be provided to winning teams. It is anticipated that students will utilize cash awards received to support their continuing education, and as seed money in the start up of new businesses. The competition will ensure that UVI students benefit from the depth and breadth of academic and experiential learning that will make them catalysts for change. The Sokoloff gift represents a strategic investment in the entrepreneurial spirit of the University and its students and has the potential to transform the economic conditions of the U.S. Virgin Islands and the Caribbean region.

The establishment of these critical initiatives will signal a new era in the life and history of the University of the Virgin Islands. Together, these opportunities will help position current and future generations of UVI students on an unprecedented trajectory for leadership and competitive success. The proposed initiatives will also strengthen the linkages between the University and the Research and Technology Park.

### **Opening of the St. John Academic Center**

The St. John Academic Center was officially opened during a ceremony held on March 21, 2011. The Center, which is located on the third floor of The Marketplace (above Starfish Market), will improve the University's delivery of educational programs, resources and technology by allowing students on St. John to attend select UVI classes

without leaving the island. A highly interactive classroom environment will connect St. John students to instructors and students on St. Thomas and St. Croix.

Funded in part by a Title III grant from the U.S. Department of Education, the Center will evolve over a five-year period, providing state-of-the-art classroom space with videoconferencing capabilities and access to UVI electronic resources. UVI's Cooperative Extension Service (CES) and Small Business Development Center (SBDC) each has a presence in the Center, and are slated to offer various services as well as classes and workshops at the Center.

In addition to four classrooms, the St. John Academic Center will provide all of the amenities of individual UVI campus libraries that facilitate student success, including a small computer lab with wireless network capabilities and private areas where students can meet with instructors, counselors or advisors. Individual and group study space will be available where students can collaborate with other UVI students in person or via technology.

### **Launching of Centers of Excellence**

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:

1. Foster research, education and public service on Sustainability
2. Promote Caribbean inter-Islands' cooperation
3. Advance interdisciplinary investigations and learning
4. Collaborate with governmental agencies and industry partners
5. Research, develop, demonstrate, and monitor Green Technology.

The Center's vision is to focus on energy research from discovery to deployment linking scientific outcomes to key technical issues in partnering with industry, national labs, government agencies and other academic institutions.

The University's Center for the Study of Spirituality and Professionalism (CSAP) launched with a reception and a symposium (April 17-18) centered on the theme: *Spirituality and Professionalism: Nurturing the Whole Person*. The daylong symposium featured presentations from local, regional, and national scholars. The Symposium had participants in the Administration and Conference Center on the St. Thomas Campus; the Great Hall in the Northwest Wing of the Albert A. Sheen Campus; and the St. John Academic Center in the Marketplace on St. John. All sites were connected via videoconference, with presenters physically present at the St. Croix and St. Thomas sites.

The Center for the Study of Spirituality and Professionalism (CSAP) 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.



## **Highlights of Spring Semester 2011**

There is much that can be reported regarding accomplishments to date for the spring 2011 semester. Specifics regarding academics, student affairs, institutional improvements, and community engagement appear in Section II of this report. Highlights of the spring 2011 semester focus on the naming of the St. Croix Campus; The Alfred O. Heath Distinguished Lecture Series; the launching of the Female Initiative; increase in annual giving; the completion of the Brewers Beach Restroom and Shower Facility; Sexual Harassment Awareness Training; and Commencement 2011.

### **Naming of the St. Croix Campus**

In keeping with a legislative act passed in 1996, the University held a naming ceremony on March 24, 2011 on the UVI St. Croix campus to officially name the campus in honor of the late Albert A. Sheen, an attorney, judge, senator, and community activist. Present for the ceremony were members of the UVI Board of Trustees, members of the 29<sup>th</sup> Legislature of the Virgin Islands, members of the University community, and most especially, members of Sheen's family, including his wife J'Ada Finch-Sheen and children Jared and Adrienne. During the ceremony bestowing the posthumous honor, Sheen was lauded for his commitment to justice and to the people of the U.S. Virgin Islands. The official name of the St. Croix campus is now the Albert A. Sheen Campus of the University of the Virgin Islands.

### **The Alfred O. Heath Distinguished Lecture Series**

Historically, one of the major highlights of the spring semester is The Alfred O. Heath Distinguished Lecture Series. This spring was no exception. The University was graced by the presence of Ms. Susan L. Taylor, former editor of Essence magazine. Taylor, a member of the American Society of Magazine Editors' Hall of Fame is the

recipient of an NAACP President's Award for visionary leadership. The author of four books, she is the founder of the National Cares Mentoring Movement. Ms. Taylor delivered lectures on both campuses, speaking on the topic "Women and Health: The Search for Balance". Ms. Taylor's moving presentation evoked tremendous response from participants in both audiences.

The lecture was effective in bringing the University and the broader community together.

### **Launching of the Female Initiative**

During The Heath Lecture Series, the Female Initiative was launched on each campus. The Female Initiative, ***Sisters with Purpose***, has been so named as a result of a competition that was open to all female students across both campuses. A panel of judges reviewed the submissions and the final name was a combination of ideas submitted from two students – one on the Albert A. Sheen campus and one on the St. Thomas campus. 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.

### **Increase in Annual Giving**

During the reporting period, Institutional Advancement implemented several key strategies to improve fundraising success. The Development Office heightened its focus on broadening UVI's network of alumni supporters. The component worked with the Vice-Provost for Access & Enrollment Services to identify individuals who attended UVI prior to it becoming a four-year institution. A three-part annual giving phon-a-thon implemented to locate, cultivate, and solicit approximately 10,000 alumni. This has led to a 79% year to date increase in alumni contributions (\$53,263 compared to \$29,838

for the same period last year) and an increase in the alumni giving rate of approximately 3 points.

### **Completion of Brewers Beach Restroom and Shower Facility**

Approximately 14 months after the design for the Brewers Beach Restroom and Shower Facility was completed by the de Jongh Group, the construction of the facility was 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. At the request of the Government of Virgin Islands a lifeguard storage space was included in the design. The construction of the facility was completed by Rumina Construction of St. Thomas. Both the contract for the design of the facility and the contract for the construction of the facility went through the University's procurement process. Although challenges with the Coastal Zone Management (CZM) permitting process slowed the progress of the project, a grand opening ceremony for the facility is currently in the planning stages.

### **Sexual Harassment Awareness Training for Faculty and Staff**

The Human Resources Department began providing Sexual Harassment Awareness training for all employees. The training approach was designed to address managers and supervisors, staff and faculty. A PowerPoint presentation was used to share and discuss federal mandates and the relevant UVI Policy. Seven training sessions were held on St. Thomas and four on St. Croix during the months of March and April, 2011. As of April 30, 2011, the 11 sessions conducted have been attended by 87% of the University's employees. Concurrent faculty sessions were held on May 5, 2011 on St. Croix and St. Thomas. Training for Executives and Board of Trustees members will be scheduled shortly.

## **Commencement 2011**

Commencement 2011 became an historic event when the University awarded its first non-posthumous honorary degree. Dr. Johnnetta B. Cole, keynote speaker at the commencement ceremonies, was awarded an Honorary Doctor of Humane Letters. The ceremonies were held on the St. Thomas and the Albert A. Sheen campus on Saturday and Sunday, May 14<sup>th</sup> and 15<sup>th</sup>, respectively.

Two hundred and eighty (286) candidates were presented for certification for Spring graduation. One hundred eighty-four 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.

### **Featured Component: Administration and Finance**

The Administration and Finance Component is featured in this President's Report because of the significant and impactful work that has taken place within the Component during the reporting period. These accomplishments will have far reaching and lasting implications for the type of institution UVI is striving to become and how we serve our students.

There are six major areas in which the Administration and Finance component, under the leadership of Vice President and Chief Financial Officer, Vincent Samuel, had had substantial impact during the reporting period. Those key areas include preparation of an HBCU Capital Loan application; providing critical leadership and guidance in the

revisions of the FY2010-2011 Operating Budget reduction activities and FY 2011-2012 Operating Budget; undertaking the revision of major institutional policies; spearheading campus-wide sexual harassment awareness training for faculty and staff; completing background work for market salary survey to be completed with assistance from a consultant; and providing project management leadership in the completion of the Brewers Beach Restroom and Shower Facility as well as project management leadership for ARRA funded capital projects across the University's two campuses. For these efforts and many others, the Administrative and Finance component has been selected as the recipient of the Presidential Appreciation Award for this reporting period.

## **PART II: MAJOR ACCOMPLISHMENTS PRESENTED WITHIN THE FRAMEWORK OF THE SEVEN MANAGEMENT VALUES**

In presenting major accomplishments for the reporting period within the framework of the Seven Management Values, a brief summary statement of the focus of each management value will be provided followed by associated accomplishments. For accomplishments that represent an achievement of one of the strategic objectives of VISION 2012, the particular strategic objective will be identified in parentheses at the end of the accomplishment statement.

### **Management Value I: High Performing Institution with a Focus on Quality**

At the core of this management value is the recognition that time and quality are our greatest assets. As such, during the reporting period, the University sought to deliver programs and services to: reduce the turnaround time to complete normal institutional operations and requests; create systems to ensure the development of accurate, complete, and consistent documents; and, identify areas of potential or

existing vulnerabilities and develop strategies to address the vulnerabilities. Selected accomplishments that demonstrate recognition of the importance of time and quality follow.

- ❖ The School of Nursing had its accreditation reaffirmation visit during the last week of February, 2011. The National League for Nursing Accrediting Commission (NLNAC) recommended reaffirmation of the baccalaureate program for another eight years with conditions. Areas in the nursing program in need of improvement include collection and use of student learning outcomes data; pass rates on national licensure exams; and program satisfaction measures from graduates and employers. The faculty has submitted a follow-up plan to NLNAC addressing these weaknesses. If this plan is acceptable, UVI will submit a report to the Commission in 2013.
- ❖ Faculty, both teaching and research, engaged in significant scholarly activity during the reporting period. Some of the faculty research has been accepted for publication; and others were presented at national and international conferences. Highlights are noted below.
  - 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 serving as reviewers for 15 grant proposals.
  - Kimarie Engerman, College of Liberal Arts and Social Sciences, made two poster presentations at the American Association for the Advancement of Science Annual meeting in February 2011.
  - Steven Greenstein, College of Science and Mathematics, made three presentations at the American Educational Research Association's annual

- meeting in New Orleans, LA in April and one at the National Council of Teachers of Mathematics Annual Meeting in Indianapolis, IN, April 2011.
- Marc Boumedine and Steve Case, both Computer Science faculty, participated in National Science Foundation's (NSF) Computing Education for the 21st Century (CE21) community workshop to discuss the NSF's vision for broadening computer science education.
  - Don Drost (Physics) with co-author Stavros Michailidis presented two workshops at the ninth annual CREA Conference on Creative Problem Solving, Creativity and Innovation in Sestri Levante, Italy, April 13-17. One presentation reported on the VI-EPSCoR funded Creative Problem Solving pilot program in Science 100 implemented fall semester 2010. The second reported on a project on Momentum. The CREA Conference is the largest creativity conference in the world.
  - Maxine Nunez, School of Nursing, published a research article in The Journal of Health Care for the Poor and Underserved entitled "Self-management among Patients Living with Diabetes in the United States Virgin Islands".
  - Henry Smith (Water Resources) was a co-author on the research paper *A Modeling Study of the Interaction between the Atlantic Warm Pool, the Tropical Atlantic Easterlies and the Lesser Antilles* published in the Journal of Geophysical Research in May 2011.
- ❖ Students continued to make great strides in the area of scholarship during the reporting period. Specifically:
- Six psychology majors were inducted into Psi Chi, the International Honor Society in Psychology.
  - The Business Policy class, taught by Dr. Glenn Metts, made the top 50 category on the "worldwide policy game" three times this semester. This game is played by 1,200 colleges and universities world-wide.
  - Jahmelia Lewis, School of Nursing, is partnering with Julius Sprauve Elementary School and local health care professionals (Dr. Bacot, Dr. Barzey, registered dietician at SRMC, STJ Housing and Parks & Rec, SNAP-Ed) to bring together an interdisciplinary team to address childhood obesity on St. John.
  - J'Vonne Lorenzo, School of Nursing, is working with Nursing Education, the Medical Director and Emergency Medical Services to increase mock codes at Schneider

- Regional Medical Center to improve staff response and performance in code situations. She has provided staff education and developed a mock code evaluation tool.
- ❖ Through the Center for Excellence in Teaching & Learning (CETL), technology training initiatives were offered for Blackboard, Adobe Connect Pro, and video conferencing technologies. Blackboard utilization by faculty who were trained during this quarter is 75%. Adobe Connect Pro utilization by faculty who were trained this quarter is 50%. Seven faculty members attended the video conferencing technology training. Of those that attended, 57% were actively teaching in video conference classes during the semester. **[2.B.11]**
  - ❖ Information & Technology Services worked together with Envision Technologies, a telecommunications vendor, to install a large UPS in the Data Center housed in the Melvin Evans Center. 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 is an ARRA funded project. **[2.B.9]**
  - ❖ The Center for Excellence in Teaching & Learning (CETL) 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. **[2.B.13]**
  - ❖ 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 *Seventeenth 17<sup>th</sup> Annual Golden Key Induction Ceremony* was held on April 26, 2011 on The Albert A. Sheen Campus. Twenty-six students were inducted as representatives of the top 15% of their class at UVI. Dr. Dante Galiber served as the keynote presenter for the ceremony. During the ceremony it was announced that three Golden Key members on St. Croix – sophomore Wael Abduljaber, junior Anthea Francis and senior Mandisa Williams – will receive \$100 scholarships from the Golden Key Society's national office.
- ❖ Repairs, maintenance and certification of the fume hoods in the Research Extension Center were completed in March 2011 at a cost of \$6,000. The new ductwork was installed by Caribbean Cooling and the electrical connections were completed in-house by Physical Plant staff. Equipment Services, Inc. completed the inspection and certification of the fume hoods in March 2011.
- ❖ A Dismissal Order from the Department of Planning and Natural Resources (DPNR) for the Notice of Violations received in December 2009 was issued and signed by the Director at the Division of Environmental Protection within DPNR after completing an inspection of the Albert A. Sheen Campus. The finding noted that corrective measures were performed that addressed storage and disposal for oil, lamps and hazardous waste on campus.
- ❖ The Accounting and Purchasing departments continue to work on the annual audit which began November 1, 2010. The Single Audit field work is completed. There were no preliminary findings in the Research area but one finding has been identified in the Student Financial aid area. The Financial audit for UVI has been completed. Review of the Foundation for the University of the Virgin Islands' (FUVI's) financial information is pending. **[2.A.3]**

- ❖ On March 1<sup>st</sup>, part one of the 2011 UVI Alumni Phonathon was successfully launched. This three-part strategy enabled the Office of Annual Giving & Alumni Affairs to solicit annual gifts from all reachable alumni (situated locally, territorially, and nationally) during UVI Charter Month, while updating alumni contact information. Part two of the calling program was launched in May and part three, scheduled to be launched in August, will focus on finding and reconnecting with UVI's special alumni (those who have invested one year or more at UVI and/or attended UVI before it was a four year institution, but are not UVI graduates).
- ❖ For the second time, Reichhold Center 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.

## **Management Value II: Service Oriented**

At the core of this management value is the recognition that the University's ultimate client is the student. In addition, this service principle applies to how components, divisions and departments interact with and respond to requests from each other and other stakeholders. To this end, during the reporting period, the University sought to improve the way in which programs and services were delivered by developing processes: 1) to include training, that result in the substantial reduction of customer complaints; 2) to enhance customer satisfaction with programs, services and products; and 3) that send a substantial message to customers that they are special.

- ❖ During the course of the spring semester, the Admissions Office participated in a number of recruitment related activities both on and off-campus. They included campus tours, career day and college fairs at the Charlotte Amalie High School, Central High School and the Elmore Stout High School in the British Virgin Islands. In addition, 150 high school students participated in the “Shadow Our Students” program on the Albert A. Sheen campus.
- ❖ The Agricultural Experiment Station’s Aquaculture Program delivered its annual aquaponics short course from 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 US mainland.
- ❖ The Small Business Development Center provided training in support of the growth and development of Virgin Islands small business owners. During this reporting period the SBDC delivered 7 conferences with 130 attendees and provided high quality counseling sessions to 86 small business owners. **[VISION 2012 4.D]**
- ❖ The UVI Cooperative Extension Service and the Agricultural Experiment Station were co-sponsors of the Annual Agriculture and Food Fair of the U.S. Virgin Islands held in St. Croix February 19-21, 2011. As a co-sponsor, 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 over the three-day weekend. This agricultural exposition gave UVI’s Research and Public Service components and other units within the University

the opportunity to showcase their programs and services to the residents of the territory and the wider Caribbean. **[4.B]**

- ❖ The Eastern Caribbean Center (ECC) made a public presentation to the managers of the State Office of Special Education (SOSE), along with other SOSE staff, parents and the media, on the *Parents Satisfaction Survey 2009*
- ❖ The Community Engagement and Life-Long Learning (CELL) Center trained 421 students over this reporting period, including 199 students in two SAT Prep Programs sponsored by the VI Department of Education and Innovative Communication; 61 students through on-line programs and 141 students through open enrollment courses and programs. In addition 64 individuals sat for professional exams in the Prometric's Test Center which was launched in December 2010.
- ❖ Information & Technology Services added Event Management System (EMS) to the *myCampus* portal, providing seamless single-sign-on access to that application. The system was also upgraded allowing for the submittal of online room requests. **[2.B.13]**
- ❖ Information & Technology Services staff completed work to automate the process to calculate incomplete grades. Banner now automatically calculates incomplete grades, saving all involved in the student grading process valuable time.
- ❖ The University Libraries materials booking module was launched in March 2011 allowing users self-service access to make reservations for the newly completed library study rooms, audio visual equipment and other electronic media. Reservation for the technology equipped study rooms will be available only electronically.

- ❖ Institutional Advancement played key roles in the planning of four significant campus events: First of an Annual UVI Male Empowerment Conference, National Library Week, the Alfred O. Heath Lecture featuring Susan Taylor, and the grand opening of the St. John Academic Center. The Development Office secured over \$45,000 for the Male Empowerment Conference and assisted with the logistics of each event.
- ❖ The Reichhold Center coordinated “artist in residence” events on St. Thomas and St. Croix featuring artists Street Beat, South-African vocalist Lira, and South African trumpeter Hugh Masekela. Over 800 elementary and high school students, as well as community members attended these workshops.
- ❖ The Public Relations Office generated considerable publicity for the University surrounding many events. These occurrences include: the UVI Male Empowerment Conference (on the St. Thomas and Albert A. Sheen campuses); the UVI Center for the Study of Spirituality and Professionalism Symposium; the opening of the St. John Academic Center; the Alfred Heath Lecture featuring Susan Taylor; the Caribbean Exploratory and Research Center Climate Change Conference; the renaming of the Albert Sheen St. Croix campus; Afternoon on the Green; the Academic and Cultural Awards Scholarship; the Student Addy Award Winner; the Miss UVI Ambassadorial Competition; and the opening of the Caribbean Green Technology Center. A story on the UVI’s fundraising initiatives was featured in the VI Daily News April, the V.I. Source, and “Straight Talk with Holland Redfield,” a local radio program.
- ❖ The 49<sup>th</sup> Annual Charter Day ceremony was held on March 16, 2011. The program was attended by many from the St. Thomas Campus ACC 146/142 and

the Albert A. Sheen Campus NWW 134/5/6. Local celebrity Stanley Jacobs of Stanley and the Ten Sleepless Knights was given an award for his work in the community.

- ❖ The Health Services Center on the Albert A. Sheen Campus held the 13<sup>th</sup> Annual Health Fair at the UVI grounds entitled “Prevention Requires an Action”. Approximately 827 community and UVI members participated in the different activities available geared towards health promotion and prevention in collaboration with private and public community health services.
- ❖ SOS Program (Shadow Our Students Program) a Student Government Association initiative was held on Tuesday, March 29, 2011 on The Albert A. Sheen Campus. One hundred eight-six high school students and 40 UVI students attended this major recruitment and mentoring program. Eighty percent of the high school students indicated that they learned about the program from the high school counselors. Ninety-five percent of the high school students enjoyed the guest speaker, Professor Ricardo Caldwell. Ninety six percent of all students who participated indicated that they would encourage their friends to attend next year.
- ❖ During the reporting period, Student Affairs 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 Security Department worked closely with several committees to ensure the successful presentation of the Male Empowerment Conference held on both campuses. Both the Albert A. Sheen campus and the St. Thomas campus Security Departments worked closely together to provide a high level of security for both conferences. Security staff, resources, and contacts were shared for those events. The UVI Security Departments worked closely with the V.I. Department of Education; the VI Police Department School Resource Officers; School Security Manager; school bus officials; Emergency Management Services personnel; VITEMA; and non-governmental entities.
- ❖ The Benefits Administration Office continues to provide health and retirement services and updates to employees through town hall meetings and informational workshops. In February 2011 two TIAA-CREF consultants conducted sessions on both campuses from February 14 through February 16, 2011 with 35 TIAA-CREF participants. **[2.B.5]**
- ❖ The 2011 Employee Service Awards ceremonies on St. Thomas and St. Croix were very successful. Ninety-nine employees – 65 on St. Thomas and 34 on St.

Croix -- were recognized for their years of service to the University. This number included 13 retirees and stellar attendance awardees. Additionally, Dr. Hall presented the Employee of the Year Award and the Presidential Award to individuals in recognition of their participation in the first Male Empowerment Conference. **[2.A.2]**

- ❖ A special award presented at the Employee Service Awards ceremony this year 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. **[2.A.2]**

### **Management Value III: Uncompromised Integrity**

At the core of this management value is the aspiration that our individual and collective integrity are never compromised. As such, during the reporting period, the University sought to improve the way in which programs and services were delivered by providing ethical training to personnel, particularly in areas where ethical dilemmas often occur and creating systems of checks and balances to allow for the detection of unethical behavior.

- ❖ 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 and the UVI Senate.
- ❖ Information & Technology Services worked with the Office of the Campus Executive Administrator to streamline the UVI identification (ID) card process. This change reduced the number of systems needed to produce the cards from



three to two. 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.

- ❖ Information & Technology Services 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 Albert A. Sheen campus, if necessary. The cutover to St. Croix takes a maximum of seven minutes. This means once a connectivity issue is noticed resulting from St. Thomas network problems and the vendor is notified, the portal would again be accessible to all within seven minutes.

#### **Management Value IV: Informed Decision Making**

At the core of this management value is the commitment that decisions are made in a thoughtful, reflective, data-informed, and transparent manner. As such, during the reporting period, the University sought to improve the way in which programs and services were delivered by: creating systems for including more information and feedback from key individuals in decision-making processes; creating processes for developing more comprehensive and reliable data in regards to key University operations; and developing processes or matrices for informed decision-making across the University.

- ❖ The Student Technology Fee Committee submitted proposals to utilize student technology fee funds to improve the learning environments. These proposals

were accepted by the Chief Information Officer (CIO) and will be implemented prior to the fall semester.

- ❖ Information & Technology Services has established an internal advisory taskforce to the Office of the 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 service the University community and continue to improve the impact of technical investments.
- ❖ Two-day external reviews of videoconference rooms were completed. UVI technicians and other staff met with visiting technicians to provide feedback and ensure appropriate understanding of existing technology in VC rooms. Reports were made to ACTech/Library committee of faculty in February for upgrade recommendations.
- ❖ Residence Hall, Student Affairs and Campus Operations staff worked collaboratively on revising and issuing the Invitation for Bid (IFB) for Food Services to be provided on the Albert A. Sheen Campus beginning August 1, 2011. Comprehensive sessions to create a matrix for informed decision making were held during the spring 2011 semester prior to the issuance of the IFB.
- ❖ On the St. Thomas campus, the Office of Student Housing, in conjunction with the Student Government Association Food Committee conducted a student satisfaction survey focused on campus dining services. The Eastern Caribbean Center provided the analysis of survey responses. The results have sparked discussion and proposed improvements with respect to the condition of the facility and the furnishings; the need for customer service training; more options

in meal selections; and a recommendation for the installation of a Suggestion Box at the Dining Pavilion.

### **Management Value V: Fiscal Responsibility**

At the core of this management value is the recognition that care must be taken in the management and growth of resources. As such, during the reporting period, the University sought to improve the way in which programs and services were delivered by: identifying expenditures that could be reduced without compromising the overall quality of operations; identifying duplicative services that could be eliminated; and identifying entities or operations that have the potential for increasing profits or becoming profitable and developing strategies to achieve such profitability.

- ❖ The Center for Marine and Environmental Studies had several proposals funded, to include:
  - a project to monitor *Acropora palmata* in Buck Island in the amount of \$25,000 for one year;
  - 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);
  - Exploring the Marine Animals of USVI: A Multi-media Outreach Campaign for \$17,100; and,
  - a Department of Commerce, NOAA – Integrated Ocean Observing Systems award *Advancing the Caribbean Coastal Ocean Observing System* for \$1,442,000 for 1 year for Puerto Rico and the USVI.

- ❖ The Virgin Islands Small Business Development Center (SBDC) received two awards during the reporting period: 1) A \$325,000 U.S. Small Business Administration grant in support of the Small Business Jobs Act, which provides the opportunity to address heritage tourism, farming, export, and Hub Zone certification training and development and energy efficiency audits. 2) A \$10,000 grant from Novo Nordisk, US in support of the trade mission to Verdensbilleder Festival in Aarhus, Denmark - May 30-June 1, 2011. This grant will allow the SBDC to offer sub-grants to small businesses interested in attending the trade mission assisting them with travel expenses.
- ❖ The Agricultural Experiment Station (AES) received several grants to support its research activities, to include:
  - A sub award for \$99,500 on a grant in collaboration with the University of Guam and the CariPac Consortium to continue student support with funds from the USDA- Resident Instruction at Land Grant Institutions in the Pacific and Caribbean Islands program. Funds will be used to continue providing support for students conducting research projects in AES labs and will also support a student to participate in a 4 week agriculture internship at the University of Guam during June 2011.
  - A grant award of \$14,597 for two years to support a project entitled, “Promoting Sustainable Tropical Cover Crop Organic Mulch Systems for Minimum-Till Crop Production in the U.S. Virgin Islands”. Through the grant AES will work collaboratively with the Virgin Islands Farmers Cooperative and other local farmers to examine different cover crops utilized as organic surface mulch to increase soil fertility and decrease pest pressure in minimum-till vegetable crop production.
- ❖ Community Engagement and Lifelong Learning (CELL) received revenues (unrestricted) for this period in the amount of \$127, 853, which is slightly higher than the \$115,000/per

- quarter revenues required to meet the \$460,000 revenue target set for CELL for FY2011.
- ❖ The Virgin Islands Water Resources Research Institute's (VI-WRRI) proposal for the 2011-2012 program year was approved for funding by the U. S. Geological Survey in the amount of \$92,335.
  - ❖ On March 23, 2011, 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. **[3.B]**
  - ❖ The 2010-2011 University Budget Committee (UBC) met several times during the reporting period to develop the University's budgets for Fiscal Years 2011 (Revision Number Three) and Fiscal Year 2012.
    - On February 9, 2011, the UBC Co-Chairs conducted an open informational session with the University community and presented the UBC's Fiscal Year 2012 Operating Budget recommendation.
    - On February 16, 2011, President Hall shared his Fiscal Year 2012 Operating Budget recommendation with the University community at a Town Hall Budget Forum. He presented his modifications to the UBC's recommendation.
    - On May 4, 2011 President Hall met with the UBC and shared his recommendations for the Fiscal Year 2011 Operating Budget Revision Number Three and the Fiscal Year 2012 Operating Budget. He informed the UBC that the original budget plans had to be modified in light of the reductions to the appropriations for Fiscal Years 2011 and 2012. The recommendations will be presented to the Board of Trustees via the Finance and Budget Committee for consideration and approval. **[3.B]**
  - ❖ Information & Technology Services (ITS) assisted in implementing an improved process to determine and provide refunds to students receiving financial aid who

have credit balances. This process allows for the refund of credits in a timely manner, as required by law. This represented collaboration between ITS, Access & Enrollment Services, Accounting and the Office of the Campus Executive Administrator. **[2.B.13]**

- ❖ During the reporting period, the University issued three Requests for Proposals (RFP) and two Requests for Qualifications (RFQ): **[3.B]**

No.	Title	Summary Description of Project
<i>RFP</i> 2011-02	Capital Campaign Feasibility Study	The Office of Institutional Advancement issued a RFP for qualified firms/consultants to assist with the launch of a feasibility study for a possible capital campaign. Proposals were received from five firms. The evaluation committee has completed its review and recommended that the University enter into a contract with Richard T. Jolly (Mart & Lundy).
<i>RFP</i> 2011-03	Business Consultant	The VI-SBDC issued an RFP for development of a Preferred Contractor List to provide assistance in performing business counseling, training, technical assistance, research and other business related activities as needed for business clients.
<i>RFP</i> 2011-04	St. Thomas Campus Walkway Project	The University issued a request for a licensed contractor to provide demolition, construction of replacement concrete walkways, staircases, railing and installation of pathway lights and poles on the St. Thomas campus.
<i>RFQual</i> 2011-01	Design/Build Services	The University invited qualified Design/Build firms that have completed projects in the Caribbean and have experience working with clients in higher education to respond to this request to provide Complete Design Build Services in connection with a new 30,000 square foot, 100 bed, air conditioned Residence Facility to be located on the St. Thomas campus of the University of the Virgin Islands.
<i>RFQual</i> 2011-02	General Contractor Prequalification	The Office of Capital Projects issued a request for letters of interest accompanied by completed UVI Contractor's Prequalification Statements from licensed and experienced contractors who are interested in providing general construction services in connection with the following projects to be completed on the St. Thomas campus: <ul style="list-style-type: none"> <li>➤ Upper Campus and Library ADA Accessibility</li> <li>➤ CA Building ADA and Code Compliance</li> </ul>

- ❖ Institutional Advancement secured \$12,760.20 from 115 donors through online giving.

- ❖ Information & Technology Services finalized memorandums of understanding (MOU) with the Cooperative Extension Center and the VI-Small Business Development Center for the utilization of the St. John Academic Center. These agreements provides for equitable funding and utilization of the facility between the funding sources for CES and SBDC as well as the grant funded programs to provide credit instruction.
- ❖ The University received approximately \$400,000 in grant funding from the Environmental Protection Agency (EPA) for the improvement of the drinking water system. The scope of this project is to improve equipment and systems associated with the drinking water system. This would include cisterns, well pumps, reverse osmosis pumps, and pump systems. This project will ensure that all buildings that currently utilize electricity powered hot domestic water will be converted to solar hot water systems. **[2.B]**

### **Management Value VI: Performance Assessment**

At the core of this management value is the commitment to regularly evaluate and assess individual and unit performance based on articulated goals and objectives and that a system of rewards is established. To that end, during the reporting period, the University sought to improve the way in which programs and services were delivered by: developing comprehensive methods for evaluating personnel; conducting performance assessments of all personnel; developing processes for evaluating units and programs; identifying and implementing non-monetary reward systems; and developing processes for linking performance to the Seven Management Values and VISION 2012.

- ❖ All Information & Technology Services 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.

**[2.B.11]**

- ❖ 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.
- ❖ During this reporting period the Human Resources department focused its efforts on assisting 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%. **[2.B.5]**
- ❖ For the month of February, the Upward Bound staff completed and submitted the Annual Performance Report to the U.S. Department of Education.
- ❖ On the St. Thomas campus, the academic progress of students in the Upward Bound Program continued to be assessed to ensure optimal assistance and academic support. Specifically, during the reporting period:



- Student performance was assessed in the fall semester and assigned individual academic plans for the spring semester. Seniors were assisted with preparing college applications and Student Aid Reports (SAR). Workshops were held for students and featured the following: Study Skills, Listening Skills, Note-taking Skills and SQ3R method for reading. Students also received an orientation and tour of the newly renovated UVI Library.
- Students' progress reports and report cards were reviewed and academic performance was assessed for the first semester. SAT prep continued for juniors and seniors and the SAT will be held on March 12, 2011. ACT prep was held for juniors and the national test will be held on April 9, 2011.

### **Management Value VII: Emotional and Spiritual Health**

At the core of this management value is a commitment to nurture the emotional and spiritual well-being of all UVI personnel. Thus, during the reporting period, the University sought to improve the way in which programs and services were delivered by: convening training sessions or workshops on multiple intelligences as related to critical aspects of work across the University; developing systematic processes that allow administrative personnel to be more sensitive to the emotional and spiritual needs of personnel; and articulating approaches to effectively cope with work-related stress.

- ❖ A celebration for the completion of the renovations of the Ralph M. Paiewonsky Library was held on April 12, 2011. Keynote speakers included President David Hall and former Governor Charles W. Turnbull. Students, faculty and staff participated in the ceremony and the luncheon that followed. The events were part of the National Library Week celebration conducted by both libraries. A celebration of the completion of the St. Croix Library renovations will take place in the fall semester.

- ❖ In the March 2011 ITS 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 celebrated with a retreat on a day sail to Buck Island from St. Croix.
- ❖ The Research Publications Unit (RPU) held a poetry reading event on the Albert A. Sheen Campus on April 16, 2011. Poetry readings came from students from the Educational Complex, UVI Students, the Caribbean Writer Editor, Dr. Opal Palmer Adisa, and Dr. Simon B. Jones-Hendrickson among others. The feedback from the approximately 40 attendees was very positive.
- ❖ The 6<sup>th</sup> Annual Security and Physical Plant Employee Appreciation Day was held on February 18, 2011 on the University's 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 institution overall. The student Dance Squad performed a special presentation on the lawn by the outdoor stage of the Cafeteria.
- ❖ Margaret Maynard, custodian in the Physical Plant Department was recognized as the 2011 Employee of the Year for the Albert A. Sheen campus. Ms. Maynard was recognized for her willingness to go the extra mile, friendly temperament, and outstanding performance of duties especially in preparation for the numerous activities held on campus. Ms. Mary Alexander, Administrative Assistant in the College of Liberal Arts and Social Sciences was recognized as the 2011 Employee of the Year for the St. Thomas campus. Ms. Alexander was

recognized for her outstanding customer service, her dedication to her job and the overall consistency and quality of her work within the College.

- ❖ April 27, 2011 marked Administrative Professional Day. The Albert A. Sheen Campus Executive Administrator's executive team gave flowers to each administrative professional in the component as a sign of appreciation for all the support that is provided.
- ❖ The Office of the Associate Campus Administrator for Student Affairs provided the opportunity for 12 members of the student affairs staff, SGA, Residence Hall Assistants and, student employees within Student Affairs to receive professional development training and spiritual enrichment by sponsoring their attendance at the conference, "Your Call is Calling You", at Carambola Beach Resort in April 2011. Dr. Susan Taylor, newly appointed U.S. Ambassador to Interfaith Relations, served as the keynote presenter. Other conference topics included personality and leadership style assessments; networking practices; good health practices; financial management; and small business development. The conference was hosted by the Integrity Women's Business Center.
- ❖ The Vice President for Institutional Advancement created "Emerging Leaders," a networking group 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 developing leadership skills.