

PRESIDENT'S REPORT TO THE BOARD OF TRUSTEES OF THE UNIVERSITY OF THE VIRGIN ISLANDS MAY 1, 2009 TO AUGUST 31, 2009

The President's report for this period provides summary documentation of the University's current status under the leadership of President David Hall and a presentation of continued progress in the implementation of VISION 2012. To that end, the report is organized in two major sections. Part I speaks to the Presidential initiatives and accomplishments specifically related to President Hall's initial months at UVI. Part II captures achievements within the framework of the four strategic goals of VISION 2012 namely, *educational excellence*, *institutional improvement*, *financial sustainability*, and *community engagement*.

The accomplishments highlighted in this report were achieved during a period characterized by activities in support of the presidential transition, including a Planning Day attended by incoming UVI President, Dr. David Hall and an Introductory Day in which President Hall and his family were formally introduced to the University community.

PART I: PRESIDENTIAL INITIATIVES AND ACCOMPLISHMENTS

In this the first report to the Board of Trustees of the fifth President of the University of the Virgin Islands, information will be presented regarding the tone that has been set as the University moves forward, specific Presidential Initiatives that have been established, and evidence of "Shared Governance at Work" at UVI.

Leadership Approach

The University community was introduced to the "Pathways to Greatness" that will serve as the primary paradigm that will guide the leadership of the current University Administration. The Pathways were unveiled to the University community during a

Presidential address at Fall Convocation on August 14, 2009. Specifically, the University community was invited to embrace the dream of greatness for the University of the Virgin Islands through a commitment to the following seven management values:

- High performance Institution with a focus on Quality - Recognition that time and quality are the institution's greatest assets.
- Service Oriented – a recognition that the student is the ultimate client.
- Uncompromised Integrity – A recognition that individual and collective integrity are never compromised.
- Informed Decision Making – A commitment to making decisions in a thoughtful, reflective, data-informed and transparent manner.
- Fiscal Responsibility – a commitment to care in the management and growth of resources.
- Performance Assessment- A recognition that individual and unit performance must be regularly evaluated and assessed based on articulated goals and objectives and the establishment of a system of rewards.
- Emotional and Spiritual Health – Recognition that the emotional and spiritual health of individuals must be nurtured.

Cabinet members have developed goals for the FY2009-10 fiscal year within the framework of these seven management values and similar expectations are being required of those who report directly to Cabinet members. Finally, a document capturing the seven management values was disseminated to the entire University community and is posted on the University's website.

Presidential Initiatives

Work began in August on two initiatives that will continue through this academic year. The first initiative, increasing retention and graduation rates at UVI, focuses on a proactive approach to ensure that students can meet or exceed current academic

standards. This approach will require the identification of best practices and a unified approach from every stakeholder of the University to ensure our students' success. To that end, the Task Force on Improving Retention and Graduation Rates has been established to conduct a robust analysis and provide policy recommendations to improve the retention and baccalaureate graduation rates at the University of the Virgin Islands. This initiative is essentially internal to the University.

The second initiative extends beyond the bounds of the institution and is focused on partnering with educators throughout the Territory to ensure that all students in the U.S. Virgin Islands receive the best education “that our hands, hearts and minds can deliver.” Preliminary discussions have begun with the Commissioner of Education and the Superintendents and these discussions will be extended to leaders of nonpublic schools as well. To ensure the highest quality education for students in the Territory, the Task Force on Improving Education Quality in the U.S. Virgin Islands has been established to conduct a comprehensive analysis of and provide recommendations regarding intervention programs to improve the academic readiness of students within the public and non-public school systems of the U.S. Virgin Islands to increase the readiness of students for the pursuit of higher education, generally, and enhance the academic success of the students who elect to attend UVI in the future, more particularly.

In addition to these two specific initiatives, the Office of the President took the lead in a third initiative which was a direct response to concerns communicated regarding the Administration's implementation of the Board's definition of an “enrolled student.” Specifically, a core group, which included members from Access and

Enrollment Services (ACES), the Campus Executive Administrator Component on each campus, Information and Technology Services, the Provost Component and Cabinet members were convened to ensure that students included in the enrollment count for fall semester 2009 met the definition of an “enrolled student”, specifically, a student who had paid or made arrangements to pay her/his tuition and fees for the fall semester by the census date.

This initiative resulted in the supplementation of correspondence to students from Access and Enrollment Services to communication to students in the form of a flyer, to a letter from the President, which was posted on Blackboard by ITS, on Facebook by ACES, and on Blackboard and Facebook by Student Government Association presidents. Student response was overwhelming. Consideration was given to appeals from students who were “purged” based on errors on the part of the institution or other extenuating circumstances that needed to be considered. The outcome of this initiative is that there is much greater agreement with respect to actual enrollment numbers for fall 2009 and the knowledge that best efforts were made on the part of the Administration to honor the definition of an “enrolled student” while being sensitive to student challenges and ensuring that students that should be counted as enrolled are a part of the University’s fall student enrollment.

Finally, a Task Force to address the University’s placement regarding Heightened Cash Monitoring status in February 2005 was convened. Although the University received word that it has been removed from this status, the Task Force, under the leadership of the Chief Financial Officer will continue to meet. The major

charge given to the Task Force is to develop processes that will ensure that the University is not placed on Heightened Cash Monitoring in the future.

Embracing Shared Governance

To demonstrate the Administration's commitment to shared governance, a new approach has been implemented in the configuration of Search Committees that originate from the Office of the President. Specifically, leaders of each organized constituency group within the University are tapped to provide representatives to serve on various search committees.

The far-reaching impact of each position on the institution necessitated ensuring an inclusive and transparent approach to the configuration of the search committees associated with filling each of the vacancies. The Chairs or Presidents of the various University constituency groups – the University Senate, the Faculty Association, the Staff Council and the Student Government Associations (one on each campus) were asked to submit names of persons to serve on each of the search committees. Using this paradigm, search committees were formed and chair persons appointed. To date, utilizing this paradigm, four search committees have been formed to fill the following vacancies:

1. Vice President for Institutional Advancement
2. Campus Executive Administrators (one for each campus)
3. Director of Human Resources
4. Internal Auditor.

The same process will be followed in the search for a new Provost.

Another example of shared governance occurred with the review of the academic calendar for spring semester 2010. The need to revisit the calendar came out of a resolution of the faculty indicating that commencement was scheduled after faculty contracts ended. To address this, a Calendar Working Group was formed with representatives from the faculty and the administration. The group developed principles and goals to guide the review of the spring 2010 academic calendar and prepared a revised draft calendar. Once the draft calendar was presented to the President by the Working Group, constituency groups again received an opportunity to provide feedback on the draft. The matter was also presented at the University Senate by President Hall and feedback was received from Senators.

Finally, with respect to embracing shared governance, the University is in the process of implementing a new budget process. A framework for a new budget process was shared with constituency groups and presented before the UVI Senate. Within the new framework, the University Budget Committee will function in such a way that upholds the principles and tenets of shared governance. To that end, beginning this budget cycle, the University Budget Committee will be comprised of representatives of all constituency groups and administrative persons as appointed by the President. Additionally, the Budget Committee will convene Budget Hearings that will be open to the entire University community. This is a work in progress and updates will be provided to the Board at the March Board meeting.

This section began with information on four searches currently underway. Related to the area of hiring and personnel, the Division of Science and Mathematics

now has a permanent Dean and new Interim Deans have been selected to lead the Divisions of Education and Business. Searches for permanent deans will begin shortly.

PART II: ACHIEVEMENTS WITHIN THE FRAMEWORK OF VISION 2012

STRATEGIC GOALS

Strategic Focus Area 1: Educational Excellence

Strategic focus area one, Educational Excellence, has as its goal, "Create a learner-centered experience that fosters excellence and student success through innovative, effective teaching strategies and high quality academic and student support programs." This strategic goal supports the need for high quality educational programs, activities and processes linked to the University's mission components.

- ❖ During the reporting period, the ITS Component continued its efforts to create a technology support system for faculty and students to enhance teaching and learning outcomes through the following achievements: **(1.A.2)**
 - To kick off the readiness of the University's Internet2 capabilities, Heidi Alvarez from Florida International University - AMPATH shared information on Internet2 resources during several training sessions. These sessions highlighted faculty needs and oriented ITS staff to resources for supporting Internet2 activities. These activities were offered over two days on both St. Croix and St. Thomas. Thirty (30) faculty and staff participated in the training.
 - ITS invested in a subscription to SkillSets-Online to provide online training for ITS staff to increase capacity for supporting technology. This product will be

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- evaluated in FY2010 to determine whether training costs go down and training impacts increase.
- The Center for Excellence in Teaching & Learning purchased 160 new student response systems (clickers), and increased the number of faculty using these from one (1) to eight (8). The increased availability of clickers improves options for immediate assessment of student learning to achieve faculty teaching & learning outcomes.
- ❖ During the reporting period, the ITS Component continued its efforts to create academic learning environments that promote student success and enhance learning outcomes. Specific achievements in this area are noted below: **(1.A.5)**
- One hundred (100) new computers were purchased and deployed in the learning environments prior to the start up of fall classes. This includes computers for nursing and the CA labs on St. Thomas and the North West Wing on St. Croix. **(1.A.5)**
 - The lab, which students can access 24 hours a day, seven days a week, was opened on the first day of classes. Students have had a very positive response to the lab. Proximity key cards have been distributed to students to access the lab after hours. **(1.A.5)**
 - To improve services to student and enhance service delivery, staff to monitor and provide technical assistance in the CA lab was added. ITS has added approximately 20 hours per week since classes began and have already resolved nearly 600 direct requests from students from that site. That is 600 calls that did not have to be made to the helpdesk. **(1.A.5)**

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- The UVI librarians evaluated over 900 titles in the Libraries' Reference Collection to be considered for update; deselected dated materials; and replaced 75 volumes with more current print and electronic resources. The assessment determined that to update the entire Reference Collection it would cost an additional \$25,000. **(1.A.5)**

 - ❖ The Campus Executive Administrator's Office on the St. Croix Campus hosted its first annual pre-orientation "Mix and Mingle" session for prospective incoming college freshmen. Twenty (20) recent high school graduates attended the session on July 8, from 5:00 to 7:00 p.m. and had an opportunity to meet prospective peers along with approximately 30 university administrators, faculty and staff who attended the networking session. The session is intended to attract students that are experiencing anxiety regarding the transition from high school to college and provide them with a network of professionals who may facilitate a one on one smooth entry to college. **(1.C)**

 - ❖ In order to enrich students' connections to the University, New Student Orientation programs were held on both campuses during the reporting period. **(1.C.5)**
 - In the month of August new students were welcomed and assisted in adjusting to life at the University. Approximately 250 students and 50 parents attended a three-day orientation program on the St. Thomas campus. At the New Student Orientation Opening Ceremony and breakfast held for both students and parents, UVI President, Dr. David Hall addressed the new students for the first time. During orientation week, students toured both UVI campus and the island of St. Thomas. They were able to meet their

- academic advisors and to connect with other students, faculty and staff. Evaluation reports revealed that students were pleased with the overall services and programs provided. Parents also rated their individual sessions as good to excellent. **(1.C.5)**
- On the St. Croix Campus, 195 new students attended the opening reception of the orientation program. Orientation activities for fall 2009 included a host of educational, academic and social programs designed to assist new students in the transitional process to the university. Student orientation leaders served as facilitators of campus tours, placement tests monitors, program facilitators, and registration assistants. **(1.C.5)**
 - A major highlight of the Orientation Week included the second annual “UVI Alumni Give Back Student Convocation” held on the St. Croix campus. This program, modeled after proven traditions on many HBCU campuses, is designed to help students get connected to the alumni of the institution who have made significant contributions to the community since their graduation from UVI. **(1.C.5)**
 - An overwhelming majority of new freshmen students, 90.45 percent of 178 students surveyed by both Student Affairs and Institutional Research in the Freshmen Development Seminar classes, indicated that they were either “very satisfied” or “somewhat satisfied” with Orientation. No indications of dissatisfaction were recorded on any tier of the ranking regarding satisfaction with the orientation experience. **(1.C.5)**

- ❖ To address meeting VISION 2012 enrollment targets, the University engaged a videographer to record scenes during the orientation period so that “live” rather than “canned” activities can be used in marketing and recruitment efforts. **(1.C.7)**
- ❖ During the reporting period, the Counseling and Career Services Unit within the CEA Component provided the following counseling and career services to enhance student success: **(1.D.3)**
 - The Counseling and Placement Office continues to provide co-curricular opportunities for students to develop job skills and workplace etiquette through the student employment program. During the May through August period, 372 contracts for student employment were processed for student placement in various offices throughout the campus. The contracts, listed by funding category, are noted in the chart which follows.

CAMPUS	Federal Work Study	Institutional Work Study (Need based)	Title III	Other Grants	Departmental Student Wages
University-wide	30	31	36	163	112
St. Croix	16	15	13	21	25
St. Thomas	14	16	23	140	87

- With the goal of helping students develop effective resumes and cover letters, the Counseling and Placement Office on the St. Thomas campus regularly reviews and critiques these documents prepared by students. For the reporting period, 63 cover letters were critiqued. A ten-point rubric was developed and used to evaluate the student submissions. **(1.D.3)**
- Student Affairs on the St. Thomas campus screened 81 students who were interested in either on- or off-campus employment. The screenings consisted

of résumé and/or application review and the provision of assistance with identified concerns or deficiencies which could affect the success of job or internship searches. **(1.D.3)**

❖ During the reporting period, the Health Services Unit within the St. Thomas CEA Component provided the following social and health services to enhance student success: **(1.D.3)**

- Health Services continued to meet the health and wellness needs of the University community during the reporting period. A total of 62 physician visits were recorded for the May-August, 2009 period. Of these, 51 represented student visits while 10 were related to the medical concerns of faculty and staff. One visit was listed in the “Other” category. Visits to the office of the Health Services nurse totaled 347, of which 253 addressed student issues, while 77 were identified to faculty and staff. A total of 17 visits were recorded as “Other”. The “Other” category includes services provided to campus visitors requiring medical care. **(1.D.3)**
- Much of the attention of the world health community has been drawn to the pandemic created by the Influenza A H1N1 virus. During the initial outbreak in the spring and continuing into fall semester, Health Services provided the University community with guidelines containing information on suggested means to reduce the spread of the Influenza A H1N1 virus. The recommendations are based on the interim recommendations that were made by the Centers for Disease Control and guidelines followed by the local Department of Health. In conjunction with other component divisions, we have

also provided signage to encourage healthy sanitary practices and installed several hand sanitizer stations throughout the campus. Additionally, Health Services has developed protocols for addressing an outbreak of the Influenza A H1N1 virus on the campus as recommended by the CDC and best practices at other colleges and universities. Additionally, areas have been identified for the quarantine of students if necessary and an inventory of the requisite supplies, such as masks, gloves and tamiflu medication, is on hand. During the summer, four students tested positive for the virus and were successfully treated. **(1.D.3)**

❖ The St. Croix CEA Component continued its efforts toward the creation of an engaging, student-centered environment that promotes school spirit and institutional pride through the following achievements: **(1.E)**

- Two major social activities were organized by the Student Activities Office during the beginning of the fall 2009 semester to engage and promote school spirit: The UVI Pre-labor Day Welcome Back Beach Picnic, held at the Frederiksted Beach, was attended by UVI faculty, staff, students, alumni and the larger community on Sunday, August 30, 2009. This annual event attracted over 100 individuals, who participated in volleyball games, dancing, socializing, and swimming. The “Stimulus Jam” Welcome Party for new and returning UVI students, held at the St. Croix Campus Cafetorium, on Saturday, August 22, 2009, was attended by approximately 85 individuals. **(1.E)**

- ❖ In keeping with VISION 2012 with respect to creating an engaging, student-centered environment that promotes schools spirit by establishing a Wellness and Fitness facility, the following was accomplished during the reporting period: **(1.E.1)**
 - In June, 2009 significant progress was made on advancing the Wellness Center project, to include the achievement of the following major milestones:
 - ✓ UVI issued a Notice of Intent to GEC, LLC for the construction of the Wellness Center on the St. Thomas campus. **(1.E.1)**
 - ✓ UVI's Office of Capital Projects (OCP) submitted a Purchase Order Request and draft copies of the contract for construction to GEC, LLC and UVI legal counsel for review. **(1.E.1)**
 - ✓ The final contract was signed by all parties the third week of June. **(1.E.1)**
 - ✓ Project mobilization occurred the last week in June and UVI a signed Notice to Proceed, proof of performance bond issuance, and all insurance certificates required for mobilization. **(1.E.1)**
 - The Wellness Center is scheduled to be completed by March 31, 2010. **(1.E.1)**
- ❖ During the reporting period, various faculty engaged in scholarly and research activities that generated new knowledge and met peer-reviewed standards. More particularly,
 - Eight (8) faculty members representing the Business, Nursing, and Science and Mathematics divisions were engaged in scholarly activities to include presentations at regional, national, and international meetings; research at

- external institutions; and acceptance of scholarly papers for publication in refereed journals.
- Scholarly work by faculty ranged from topics in the area of mathematics education, physics and creativity, the study of corals, breast cancer risk communication and management, and global education.
- ❖ During the reporting period, various areas within the University contributed to learner-centered experiences that fostered academic excellence and student success through its engagement in the following innovative and high quality academic and student support programs. **(1.F)**
- The Summer Institute for Future Global Leaders accommodated 35 students in a two-week learner-centered program from May 17, 2009 –May 31, 2009. The students came from 20 Universities and HBCUs in the Caribbean and the US mainland representing varied cultures and languages including French, Dutch, Spanish and English. The students were involved in a multi-discipline curriculum that emphasized culture, communication and the theories and practices of leadership. Faculty presenting the curriculum represented collaboration between UVI and mainland institutions. The students were engaged in workshops, seminars and debates but the capstone experience was a United Nations World Forum in which participants assumed the roles of delegates from different nations to discuss a topic of worldwide significance.
 - Twenty-one (21) Process Technology students successfully completed a six-week summer employment/internship program at the HOVENSA Refinery from June 29-August 7, 2009. Sponsorship of these students came from a number of

different sources. Six of the students were interns and they were sponsored by HOVENSA LLC. These interns are expected to graduate at the end of the Fall Semester 2009. The other 15 students were employed as summer students. Twelve (12) of these summer students were sponsored by the Virgin Islands Department of Labor (VIDOL) and three (3) of them were sponsored by the Office of the Senate President. Funding for this program was obtained through the solicitation efforts of the Program Director.

- The four-year-old *Bridge2Calculus* program (funded by the National Science Foundation and the Jones Holloway Bryan Foundation) combined with the new Math Honors Workshop (funded by the National Institutes of Health) on the St. Thomas campus this summer to provide a strong foundation for success in university –level mathematics for seven (7) incoming freshmen and one (1) continuing student. The students engaged in mathematical activity for six hours a day for six weeks. Students also participated in field trips to scientific sites, discussed mathematical modeling of what they experienced, and were introduced to UVI's resources and opportunities.
- The Agricultural Experiment Station provided financial and research opportunity to one graduate student in Animal Science, two in Water Resources Management (using Water Resources Research Institute (WRRI) funds) and four in Biotechnology and Agroforestry, again utilizing WRRI funds. **(1.F)**
- The interim coordinator of the Master of Marine and Environmental Science (MMES) has recruited a strong third cohort of nine new students for Fall Semester 2009. **(1.F)**

- The Virgin Islands Experimental Program to Stimulate Competitive Research (VI-EPSCoR) has supported the development of MOAs signed recently between UVI, the University of Miami's Rosenstiel School of Marine and Atmospheric Science, and the U.S. Geological Survey Earth Resources Observation and Science program for collaboration on research opportunities facilitating student exchange and academic exposure between the entities. **(1.F)**
- VI-EPSCoR provides UVI researchers with opportunities to compete for incubator grants. Incubator grants provide start up research funding that becomes the impetus for recipients to pursue larger external competitive grants to support their research interests. Of the 25 proposals received by VI-EPSCoR for Incubator Grants, seven will be awarded a total of approximately \$225,000. These proposals cover a wide range of research topics of related to the Integrated Caribbean Coastal Ecosystems research thrust. All of them include student research opportunities and involve collaborations of UVI and non-UVI researchers. **(1.F)**
- CES programs were featured in *Destination Magazine* with an article about preserving the Virgin Islands' natural & cultural resources. Additionally, CES staff partnered with St. Croix Hiking Association to establish a \$1,000 scholarship for two UVI students who have an interest in natural resources management. **(1.F)**

- Nine (9) farmers and residents from the St. Thomas-St. John district received certificates of participation in a bee management course offered by UVI-AES.

(1.F)

- ❖ During the reporting period, the St. Croix and St. Thomas CEA Components conducted outreach activities that enhanced student learning and responded to community needs. Specifically: **(1.F)**

- The Student Affairs Division supported the participation of two UVI students in a HIV/AIDS and drug use summer training from July 14 – 18 in Orlando, FL. The training was sponsored by the Substance Abuse and Mental Health Services Administration, Center for Substance Abuse prevention. The students presented a skit on the risks of drug use which was well received by an audience of more than 100 students and faculty members. These included representatives from minority institutions such as Historically Black Colleges and Universities, Tribal Colleges, and Hispanic serving institutions. The venue also provided an opportunity to share general information about the University, the Virgin Islands and our HIV/AIDS prevention program. **(1.F)**
- During the summer months, five (5) student peer educators taught lessons on HIV/AIDS, Hepatitis and drug prevention to all of the UVI summer participants attending the Institute for Future Global Leaders, the Music Residency program, the Business Residency program, and Upward Bound on the St. Thomas campus. Through opportunities such as these, the student peer educators are gaining leadership and teaching skills far beyond those available in the traditional classroom setting. **(1.F)**

- The Office of Student Activities held two student training sessions on the St. Croix campus. On August 4, 2009 from 8:30 a.m. to 3:30 p.m. a student leaders retreat was held. Ten student leaders attended the training sessions on: Defining Your Leadership Style, Developing Your Personal Vision, Connecting with Faculty: “How to Get In, On the Inside”, and Making Signature Programs Shine. On August 5, from 9:00 a.m. to 12:00 p.m. a student, orientation leader training was held. Twelve students were trained on understanding the dynamics of Enrollment Management, Financial Aid, CATS Center and detailed orientation programming such as student workshops, UVI Alumni Give Back, Campus Tour and Passport to Opportunities. **(1.F)**
- ❖ Within the academic area, the University continued the implementation of a teacher-scholar model that integrates teaching, scholarship, and research. Specifically,
 - The Division of Science and Mathematics, with the Emerging Caribbean Scientists program, hosted a Summer Research Symposium to give students conducting research at UVI during the summer an opportunity to present their work to other students, faculty and community. Twenty-five students in the University's science and math division participated in two summer programs - the Summer Sophomore Research Institute (SSRI) and the Summer Undergraduate Research Experience (SURE). Each program teamed the students up with professors and graduate students to conduct research on a wide range of subjects.

- ✓ The SSRI is designed to strengthen the academic skills of promising rising sophomores through hands-on experience with the scientific method. Some of the research projects in marine biology included using DNA samples to see if the orange cup coral is an introduced species in the Caribbean, observing the aggressiveness of spotter cleaner shrimp in contrast to other species and studying the acclimatization of snapping shrimp to the Caribbean corkscrew anemone.
- ✓ Projects in the mathematics and computational science related fields included research on "weird numbers," mathematical ways to reproduce the human voice digitally, logarithmic series accelerator (a new formula used to obtain a mathematical product faster than a previously used formula), using an algorithm to solve gate assignment problems at King Airport and mining census data to create marketing strategies. **(1.F.3)**
- Twenty-five students participated in research opportunities in universities and research facilities across the country. Some students accompanied UVI faculty members who were involved in research projects at these institutions.
 - ✓ Universities and research facilities where UVI students received these experiences ranged from the National Institutes of Health in Bethesda, Maryland, to the University of Florida, Carnegie Mellon, the University of South Carolina Medical School; to the University of Montana, Washington State University, and the University of San Francisco.

- ✓ Students conducted research in a wide range of areas to include veterinary medicine, chemistry, genetics, biostatistics, psychology, and biology.
- ✓ Student researchers are part of one of the following programs at UVI:
 - (1) HBCU-UP Research Scholars – this is the Historically Black Colleges and Universities-Undergraduate Program Professoriate, funded by the National Science Foundation. Student participants are science and mathematics majors.
 - (2) MBRS RISE Research Scholars - this is the Minority Biomedical Research Support-Research Initiative for Scientific Enhancement, funded by the National Institutes of Health. Student participants are science, mathematics and/or psychology majors.
 - (3) MARC Research Trainees – this is the Minority Access to Research Careers, funded by the National Institutes of Health. Student participants are science, mathematics and/or psychology majors.
 - (4) SEAGEP Scholars – this is the SouthEast Alliance for Graduate Education to the Professoriate, funded by the National Science Foundation. Student participants are applied mathematics majors and tend to be enrolled in UVI's dual degree engineering program.

Strategic Focus Area 2: Institutional Improvement

Strategic focus area two (2), Institutional Improvement, has as its goal, “Insure that the strategic goals and objectives are met by enhancing the University’s capacity to achieve results.” This strategic goal supports the desired future state for high levels of institutional performance and effectiveness linked to the University’s mission components.

- ❖ In an effort to continue the support of superior performance and foster individual and group success through advancement of compensation strategies and investment in training, professional development and cross-functional activities, the Human Resources (HR) Department achieved the following during the reporting period: **(2.A)**

- The Human Resources Department conducted three one-day Performance Appraisal Management Training sessions across both campuses in the month of August, 2009. The sessions were led by Consultant & Trainer, Dorian Lennon. Participation rate was approximately 99% among supervisors. Many participants indicated via a post-session survey that the training was a wonderful start to becoming effective supervisors. Managers said that they hope to be more efficient and transparent in the evaluation process. **(2.A)**
- A revised performance appraisal instrument was presented to the President’s Cabinet on September 8, 2009. The revised instrument is approximately 90% completed. Dr. Hall recommended a committee to continue the work of fine tuning the Employee Performance Appraisal System and to make recommendations on standards to Cabinet within two (2) months. The

committee will make a presentation at a Cabinet meeting in November 2009.

A revised and approved instrument is expected to be implemented by September, 2010. **(2.A)**

❖ Focused on institutional improvement, and in keeping with VISION 2012, the University continued its efforts at providing training and professional development opportunities to bolster excellence in cross-functional team building, collegiality, shared governance, and effective administration through the following: **(2.A.5)**

- During the period in review, VI SBDC staff participated in a number of professional development trainings opportunities to include: Non-Profit Management Training, HBCU Faculty Conference on entrepreneurship, and Credit Analysis and Risk Assessment Workshop. **(2.A.5)**
- The Associate Campus Administrator for Student Affairs, St. Thomas, Dr. Doris Battiste, attended the Caribbean Studies Association conference in Kingston, Jamaica from June 1 -5, 2009. She was part of a panel on HIV/AIDS in the Caribbean and presented a paper entitled: "Minority Education Institution initiative for HIV/AIDS, Substance Abuse and Hepatitis prevention at UVI". UVI Professor of Social Science, Dr. Ededet Iniyama, also presented on that panel. **(2.A.5)**
- The CEA office on St. Croix Campus organized and led seven (7) campus meetings/trainings between May and August, 2009, on the University Hurricane Preparedness Plan. Nine-five percent (95%) of the hurricane preparedness team, including area representatives, team coordinators and preparedness committee members participated in the training, along with

alternate representatives. This percent accounts for 37 out of 39 members.

(2.A.5)

- The Campus Operations departments on both campuses organized the SEP-EPA Training for K-12 Schools administrators, faculty and staff. The 3-hour training was conducted on May 27 on St. Thomas and on May 28 on the St. Croix Campus. All private, parochial and public schools were invited to participate. **(2.A.5)**

❖ In an effort to ensure enhanced customer service delivery and improved operational results within the University, the following strides were made during the reporting period: **(2.B)**

- During this period, a new procedure was introduced, for certification of graduates that was designed to streamline the process and create a more efficient way of certification that would allow for divisional vote rather than a generalized vote. This new process was applauded by a number of the faculty and the deans. **(2.B)**
- The financial aid functionality in Banner processes received many upgrades. This included the implementation of the student employment module and the automated determination of satisfactory academic progress (SAP) and the generation of award letters. **(2.B)**
- Finance processing was improved with the implementation of electronic bank reconciliation. Files from banks are automatically loaded into Banner, eliminating the need for manual reconciliation. **(2.B)**

- The project to share data electronically between Banner and PRISM was completed. Transaction information on student balances and purchases is now electronically transferred between the bookstore's PRISM and Banner. **(2.B)**
- During the reporting period, the Admissions and Financial Aid offices were engaged in several initiatives to address the processing of applications for prospective students to the university. A collaborative effort to reach students who had applied to the university but who did not apply for financial aid was made. An assessment will be conducted to determine whether students followed through with completing applications for financial aid. **(2.B)**
- Using *eScripSafe*, the Registrar's Office is now able to submit transcripts to other institutions electronically. This speeds up the delivery process once transcripts are requested by students. **(2.B)**
- UVI/ITS received an in-kind grant from the Campus EAI consortium for the implementation of their portal product myCampus. This grant, valued at \$1.2M will cover the five year implementation costs of the software. Implementation will begin in October 2009. The University will pay the maintenance costs. **(2.B)**
- ITS is piloting the use of *PeopleAdmin*, the Online HR system, for annual evaluations. The data and experience of the Component will be used to implement the product across the University. **(2.B)**
- The University has launched the *PeopleAdmin* application tracking web-based system in the Human Resources (HR) Department. The HR

- Department continues to deliver one-on-one and group user training sessions across campuses. Of the 382 University positions, approximately 154 job descriptions have been entered in the *PeopleAdmin* system. **(2.B)**
- Through its efforts to improve operational results, the Accounting Department has been working closely with the staff of the Campus Executive Administrators and the Vice Provost for Access and Enrollment to reduce the Student Accounts Receivables. **(2.B)**
 - Reichhold Center's Ticketing Services Department has upgraded its ticketing services by implementing on-line ticket purchasing capabilities at www.reichholdcenter.com. The new system allows patrons to purchase the best available seats from RCA's ticketing system, securely and at their convenience. Additionally, RCA tickets are now printed with a barcode to enhance the security features of the ticketing system; tickets are now scanned upon entrance to the theater to ensure accurate count of every seat and patrons attending events, and minimize duplicate tickets and seating conflicts. **(2.B)**
 - The UVI, St. Croix Campus Bookstore held two customer appreciation days. The faculty and staff appreciation day was held after hours in August 2009 and the student appreciation day was held during regular business hours in September 2009. The goals of the customer appreciation days were to enhance customer satisfaction, increase awareness to the wide selection of merchandise in the bookstore, and through mark-down prices get rid of very old inventory. Both activities were extremely well received by the targeted

market and demonstrated improved sales compared to the same period the previous fiscal year. **(2.B)**

❖ With respect to facilities and other infrastructure improvements, significant progress was made on the St. Croix and St. Thomas campuses during the reporting period toward institutional improvement. Specific examples include:

- The interior renovations to the Science and Mathematics Building on the St. Thomas campus were completed and within budget. The goal of this project was to improve existing laboratory and office spaces to serve the needs of the Chemistry and Biology Departments. In order to allow the departments to perform required laboratory work, the project was split into two phases with approximately one-half of the building completed during the fall 2008 semester and the second phase was completed summer 2009. **(2.B)**
- The Title III project - *Pursuing Progressive Student-Learning Goals Through Physical Science Laboratory Upgrades*, is nearing completion. Although the new store/workroom for the physics laboratory was not completed before beginning classes, a significant portion of the task of installing shelves and moving equipment into the new room has been accomplished. With assistance from ITS personnel, two new projectors were installed in Room 222 of the Sports and Fitness Center (SFC). In addition, a desk was renovated for the Science (SCI) 100 lab, and map storage tubes were constructed, and a screen was constructed and installed in the lab. A projector will be installed in the lab later this semester.

❖ With respect to facilities and other infrastructure improvements, significant progress was made on the St. Croix campus during the reporting period toward institutional improvement. Specific examples include:

- Emergency replacement of the 600 KW generator for the Evans Center. A new more efficient 500 KW diesel generator was purchased to replace the old 600 KW generator that failed permanently over the summer. The new 500 KW unit will provide adequate amperage to the Melvin Evans Center and additional facilities currently tied into the system, the Nursing Complex, the Research Extension Center and the North West Wing. The project was completed on August 13, 2009. **(2.B)**
- Permanent work completed during this period from damages incurred during Hurricane Omar included: Removal of fiberglass panels on the North West Wing trellis and repairs to sheep pen fence. **(2.B)**
- Replacement of the 20 year old, 100-ton air-conditioning chiller was completed with the installation of a new 174-ton chiller. The capacity of the new unit will adequately condition the Melvin Evans Center which currently demands 145 tonnage through the air handler units. The successful installation of new chiller will provide improved A/C service throughout the Evans Center and will also reduce electrical consumption on the St. Croix campus. **(2.B)**
- Other mini-projects were completed in preparation for the fall 2009 semester. Wall cabinets in a classroom, EVC208, and in the campus administrator's office, EVC801 were repaired. Deteriorated cabinets in five classrooms,

- EVC207, 305, 501, 505, and 713 were removed. The open areas were sealed with ¼" plywood. Two new aluminum doors, as required by OSHA for laboratory safety, for science laboratory, T-100 were purchased. **(2.B)**
- Replaced the ½ HP motor and blower assembly servicing the fume hood in Evans Center room 208 with a stronger new 1½ HP motor and blower unit. To complete this project, the corroded acid cabinet under the fume hood was also replaced and minor repairs were completed to the roof to more efficiently drain water from area thereby reducing impact on motor and blower unit. **(2.B)**
 - ❖ In support of VISION 2012 to improve the reliability and redundancy of the University's IT infrastructure through the redesign of the information technology infrastructure, the wireless implementation on both campuses was completed. This project involved the installation of over one hundred (100) access points in strategic areas around campus to allow wireless access to the Internet and the UVI network in classrooms and student areas. **(2.B.2)**
 - ❖ Continuing efforts to align the safety and security operations on each campus, the CEA Component on each campus achieved the following during the reporting period: **(2.B.4)**
 - The safety of all those comprising the University community and the security and protection of University property continue to be among the main goals of the University's Security Department. One member of our Security force on the St. Thomas campus has completed training at the Police Academy and is now commissioned as a peace officer. His newly acquired knowledge and

training will benefit the entire University community. The inclusion of a commissioned peace officer on our force will strengthen cooperation and collaboration between the University and the VIPD.

- ❖ Through the implementation of a comprehensive facilities management system, the St. Thomas CEA Component continued to make strides in the area of facilities and infrastructure improvement during the reporting period. Many of the renovations were completed to address safety concerns, enhance the aesthetics and useful life buildings and the reprogramming of space to meet classroom and faculty office needs. A summary of facilities and infrastructure improvements during the reporting period are as noted: **(2.B.7)**

- In the *Administration and Conference Center (ACC)*:
 - ✓ Repair of roof to address the chronic leaking problem on the first floor.
 - ✓ Replacement of damaged ceiling tiles.
 - ✓ Installation of bullet proof glass in the Cashiers Office to address a security concern and the installation of audio equipment to facilitate communication between staff and University clients.
 - ✓ Replacement of carpeting in the first floor conference room and the elevator.
 - ✓ The purchase of three 30-foot flagpoles for external use and the purchase of three poles and mounts for internal use.
- In the *Classroom Administration Building (CA)*: The space formerly occupied by the Registrar/Admissions Offices was redesigned and renovated to create three (3) new classrooms (CAB 203, 204, 205) thereby facilitating teaching and learning initiatives. A fourth classroom (CAB 307) was added on the third floor from space formerly used for administrative offices. The new classrooms have a combined capacity of approximately 140 seats and are accommodating eight classes this semester. On the building's third floor, CAB

- 304, a large theater-style classroom with a capacity of 66 received critical upgrades. The renovations included the installation of new decking and floor treatment to accommodate a new seating and table desk combination, commercial carpeting and acoustical ceiling tiles. Other interior renovations to the Classroom Administration Building also have resulted in the creation of two additional office spaces and a storage room for the physics area. **(2.B.7)**
- In the *Humanities Building*: Physical Plant addressed health and safety upgrades to the Humanities building by replacing the existing interior corridor ceiling with Humi-Guard ceiling system. They also installed new energy efficient ceiling light fixtures, consistent with ongoing initiatives to make the University more energy efficient. **(2.B.7)**
 - In the *Dining Pavilion*: In this project, staff addressed sanitary and health concerns by installing a washable solid surface ceiling system as well as an EPA/OSHA approved lighting system in the Kitchen and Meal Preparation areas of the facility. **(2.B.7)**
 - At the *Eastern Caribbean Center* (ECC): This project addressed various problems which compromised the structural integrity of the roof of the Eastern Caribbean Center. The scope of work included the re-sheathing and sealing of the roof utilizing an approved elastomeric sealer. The overhang and face board were replaced and finished to match the exterior scheme of the building. **(2.B.7)**
 - In the *Recreation Center*.

- ✓ The Recreation Center Renovation Project is a planned phased project formulated to address long term facility deficiencies as well as structural problems. The first phase of the project addressed the upgrade and repairs to the restrooms including addition of shower stalls and mirrors. The main staircase to the facility was structurally unsafe. It was demolished and replaced as per new specifications.
- ✓ The second phase of the project addressed the structural deficiencies identified in the Structural Engineers' report - repairing and upgrading of the existing vertical columns and footings. In addition, phase two entailed the replacement of the open decking, electrical, exterior finishes and minor interior space repairs and athletic flooring.
- ✓ The structural repairs of the building have been completed and accepted by the Department of Planning and Natural Resources. The remaining tasks (lighting and flooring) are scheduled for completion of the project.
- In the *residence halls*: Due to the occupancy of residence halls during the summer, extensive maintenance repairs have to be carefully scheduled. The South Residence Halls were targeted for the repair and weatherproofing of windows to address a problem of water seepage. Repairs also were made to the fire escape doors. Other needed maintenance work performed included painting, replacement of stair threads and the upgrading of closet doors and dressers. **(2.B.7)**
- In the *President's Residence and Guest House*: Two campus housing facilities were renovated to meet the residential needs of the new President.

These included the President's residence and Faculty West 10, which will serve as a library and guest unit. Interior and exterior repairs were made to both buildings, to include space reconfigurations, bathroom repairs, replacement of fixtures and accessories, interior and exterior painting, an electrical system upgrade, floor treatments and other finishing work as well as an upgrade of the Air-conditioning system in the main residence. Landscaping has been provided to both facilities to enhance their exteriors and grounds. This was accomplished utilizing weather tolerant plants and scrubs. The landscaping upgrades also include the installation of irrigation systems and the development and implementation of a preventative maintenance schedule. **(2.B.7)**

- With respect to cycle maintenance: The Physical Plant performed its regular cycle of preventative maintenance tasks during the summer to prepare classrooms and residence halls for the opening of the fall semester. The Building Maintenance, Utility, HVAC, Custodial and Grounds all successfully completed their outlined tasks. **(2.B.7)**

- ❖ The following activities contributed to the promotion of the image and reputation of the University during the reporting period: **(2.E)**
 - Numerous website contributor trainings were conducted by Public Relations Office staff, to ensure accuracy and ease of use. Website updates were completed including fall semester Student Orientation schedules, posting of the Student Handbook and Emergency Hotline information. In addition, several UVI Today photo blog entries were developed to coincide with UVI

- events including the MJ51 Tribute to Michael Jackson, Alumni Phonathon, Dr. Hall & Family Introduction and Summer Science Symposium. **(2.E)**
- The Public Relations Office coordinated the production of the 2007-2008 President's Annual Report, the Dr. Hall & Family introduction brochure and pitched the story of President Hall's UVI arrival to select publications on the U.S. mainland. The PRO also coordinated and produced a 44-page commemorative publication in conjunction with a tribute dinner for outgoing UVI President Dr. LaVerne E. Ragster. **(2.E)**
 - The Public Relations Office expanded UVI's marketing efforts by securing prime advertising space in St. John Festival magazine, the WAVE Power Media telephone book and Places to Explore magazine, for the first time. **(2.E)**
 - 2009 Paradise Jam Tournament fields were announced and the men's division features two preseason top ten teams for the first time ever in Purdue and Tennessee and other top ranked teams that include: Boston College, DePaul, South Dakota State, St. Josephs and East Carolina. The women's division features: Notre Dame, Oklahoma, San Diego State, South Carolina, Mississippi State, Rutgers, Southern Cal and Texas. **(2.E)**
- ❖ In keeping with VISION 2012 and in its ongoing efforts to strengthen relationships with alumni, the University's Office of Institutional Advancement engaged in the following:
- The 2009 Alumni Phonathon was held during the week of August 24-27, 2009 and focused, primarily, on alumni whom have never contributed to their alma

- mater. Target marketing segmentations were initiated through newsprint, email, and live radio. The goal of \$25,000 was exceeded by 24%. **(2.F.1; 2.F.2)**
- During this reporting period, the University raised \$60,478.00 in cash and gifts from alumni. As a result, the alumni giving rate has increased to 5.58%. A total of 293 gifts were received. The average alumni gift is \$206.41.
 - The Office of Institutional Advancement continues to receive alumni information. Since the start of the 2008-2009 fiscal year, 13 alumni update forms have been received- 3 originated from the VI, 6 from the U.S. mainland and 4 from international addresses. **(2.F.1; 2.F.2)**
 - Over 2,200 alumni have received various form of correspondence during this quarter in an effort to keep them connected with their alma mater. A Chamber of Commerce Business After Hours, sponsored by the IA and RCA offices, was held on the St. Croix campus. The event provided an opportunity to publicly highlight Alumni, Advancement and the Reichhold Center for the Arts divisions at UVI, and to acknowledge the UVI alumni in attendance. At the 2009 UVI Commencement Exercise, the Office of Annual Giving and Alumni Affairs distributed congratulatory letters and UVI alumni pins. Over 100 telephone contacts congratulating families of 2009 graduates were also made after the commencement exercises. **(2.F.1; 2.F.2)**
 - On Friday, August 7, 2009, the South Atlantic Chapter of the alumni association celebrated its 8th Anniversary by hosting The VI Mix & Mingle at

- Jay's Place in Stone Mountain, GA. This year's theme involved continued fellowship and reconnecting with alumni. **(2.F.1; 2.F.2)**
- The 2009 Alumni Breakfast was held by the St. Thomas Chapter of the alumni association on August 8, 2009 at the UVI Dining Pavilion. Four (4) alumni were honored for notable contributions to the community and alma mater. **(2.F.1; 2.F.2)**
 - The St. Croix Alumni Chapter leased the concession stand at the Island Center for the Reichhold Center for the Arts July 10, 2009 Oliver: Sheep in Wolf's Clothing show. The chapter raised \$1,000.00 for the UVI Alumni Association – St. Croix Chapter Scholarship Fund. This was the second of three fundraisers. To date, fundraisers have netted a cumulative total of \$2,100.00. **(2.F.1; 2.F.2)**
 - The University of the Virgin Island held its 2009 Fall Freshman Orientation on August 10-11, 2009. A total of 450 (STT–249 and STX–201) freshmen participated in the traditional pre-alumni pinning ceremony. **(2.F.1; 2.F.2)**

Strategic Focus Area 3: Financial Sustainability

Strategic focus area three (3), Financial Sustainability, has as its goal, "Enhance and diversify the University's financial base through the development of new revenue streams and realization of cost savings". This strategic goal supports the desired future state for a strong, diverse financial base in support of high quality educational programs and institutional change and success.

- ❖ The St. Thomas CEA Component contributed to the financial sustainability of the University through the following accomplishments during the reporting period.

(3.A)

- The residence halls on the St. Thomas campus achieved a 90% occupancy rate for the fall 2009 semester, with 68% of the residence hall occupants being returning students. Some attrition was experienced due to student withdrawals from UVI during the first two weeks of the semester. This occupancy rate resulted in an estimated \$360,000 in revenues. **(3.A)**
- *Deferred Tuition:* For the fall semester, approximately 241 students enrolled in the deferred tuition payment plan. Total amount deferred was \$403,224. There were approximately 115 students enrolled on the St. Thomas campus, accounting for \$224,542 in deferred tuition, and 126 students on the St. Croix campus, accounting for \$178,682 in deferred tuition. **(3.A)**
- ❖ As a means of potentially enhancing and diversifying the University's financial base through the realization of cost savings, the University has initiated the Request for Qualifications (RFQ) process to identify qualified firms that would be interested in partnering with the University to install wind turbine technology on both campuses. The selected partner would then sell the electricity generated back to the University at rates lower than those offer by WAPA. Six firms responded to the RFQ and the Office of Capital Projects is currently reviewing them and will forward for approval the recommendation to invite the successful respondents to participate in the Request for Proposal (RFP) process. **(3.A)**

- ❖ In order to meet internal and external demands, institutional goals and cost reductions by improving the University's operating financial management systems, the following were achieved during the reporting period: **(3.B)**
 - The financial audit and A-133 for the fiscal year ended September 30, 2008 were conducted by the firm of Ernst and Young and were also completed and filed with the University's cognizant federal reporting agency, DHHS, by the prescribed due date of June 30, 2009. The Auditors indicated that the University received an unqualified opinion, also termed as a clean bill of financial health. **(3.B)**
 - The University's Fiscal Year 2010 Appropriations Request of \$34,500,000 was signed into law on October 6, 2009 by Governor John deJongh, Jr. The University's approved Fiscal Year 2010 Operating Budget of \$49,019,463 is inclusive of the \$34.5 million. **(3.B)**
 - The University is starting the process for the Fiscal Year 2011 budget during the month of October 2009. The composition of the University Budget Committee (UBC) is being modified to reflect the University's shared governance model, as recommended by President Hall. The new UBC, composed of representatives from the faculty, staff, SGA and administration, will commence to work on the Fiscal Year 2011 Operating Budget during the month of November 2009.

- ❖ During the reporting period, the University received responses to one (1) Request for Proposals (RFP) and one (1) Request for Qualifications (RFQ). **(3.B)**

RFP No.	RFP Title	Summary Description of Project
<i>RFP 2009-03</i>	CA Building Classroom Rehabilitation – St. Thomas Campus	The University (Physical Plant Department-STT) sought proposals from qualified contractors for the conversion of office space into classroom and laboratory space in the Classroom Administration Building 2 nd floor. Proposals were received from two vendors. After a review of the proposals received, the evaluation committee recommended that the University enter into an agreement with the more responsive and qualified contractor.
<i>IFB 2009-03</i>	Architectural/Engineering Services – Library Renovation Project – St. Croix Campus	The University (Capital Projects Office) requested qualification statements from licensed architectural/engineering firms to provide complete design services in connection with proposed renovations to the Melvin Evans Center library on the St. Croix campus. Qualification statements were received from three vendors. The qualification statements are being reviewed by the Capital Projects Office.

- ❖ During the reporting period, Institutional Advancement made significant strides with respect to increasing annual giving targets through the increase of external funding for the University. Specific achievements in this area are noted below.
 - During the May 1-August 31, 2009 reporting period, the Annual Giving Fund recorded \$887,468.37 in total contributions. Unrestricted Giving received \$217,934.00. Restricted Giving received \$669,534.37. The University received \$8,005.97 in In-kind gifts. **(3.C.2)**
 - During the May 1-August 31, 2009 reporting period, the University received \$667,539.63 in contributions. For this period, the university raised \$167,350 in unrestricted gifts, \$496,453.10 in restricted gifts and \$3,736.53 from in-kind donations. The University received \$1,168,753.84 in total contributions during fiscal year 2009. This exceeds the goal of \$1,100,000 established by the Board's Development Committee. Three new endowed accounts totaling \$298,465 were established. They are the Ann Elizabeth Richardson

Distinguished Professorship of Music Fund, the LaVerne E. Ragster Endowed Scholarship and the Chedderna and Wilfred Smith Family Fund. **(3.C.2)**

- The Office of the President and the Office of Institutional Advancement's collaborated on fundraising events which were held on May 9th at the Great House on St. Thomas and May 10th on St. Croix honoring the fourth UVI President LaVerne E. Ragster. Both fundraising events generated an endowment valued over \$50,000 and will benefit deserving students. **(3.C.2)**
- During August 1, 2008 - August 31, 2009, the Office of Annual Giving and Alumni Affairs located on the St. Croix Campus counted a total of 283 visitors comprising of alumni (77%), students (11%), faculty (.5%), staff (1.5) and friends of UVI (10%). **(3.C.2)**
- The Reichhold Center for the Arts collected \$46,709 in gifts from individual donors and corporate support during the third quarter of FY2009. **(3.C.2)**
- ❖ During the reporting period, the University made significant strides in the areas of increasing mission-centered grant acquisitions that support and promote research and community development. Specific achievements in this area follow:
 - During this reporting period, Community Engagement and Lifelong Learning (CELL) submitted two grants totaling \$140,000. These grants were HUD-HBCU which targeted the expansion of the building in Frederiksted, to include a computer laboratory, a Department of Labor Access Point and a Business Center. This grant is for 3 years. Also the Department of Interior Grant which is focused on development and implementation of "green jobs" training.

- The Bureau of Economic Research, Office of the Governor has contracted with the Eastern Caribbean Center (ECC) to evaluate data gathered through a scientific sample survey of the U.S. Customs Declaration Form 6059B. The total compensation for this project is \$45,000.00. **(3.D)**
- The Bureau of Economic Research, Office of the Governor has contracted with the Eastern Caribbean Center to collaborate with the State Health Access Data Assistance Center (SHADAC) at the University of Minnesota in order to conduct a scientific sample of U. S. Virgin Islands residents. The purpose of the Virgin Islands Health Care and Insurance Access Survey is to ensure that every citizen in the Virgin Islands has access to affordable health insurance benefits similar in scope to Medicaid or other similar quality benchmarks. The total compensation for this project is \$78,079.00. **(3.D)**
- The AES Animal Science Program continues to generate income from the sale of Senepol cattle from its Castle Nugent Farm cattle research herd. In addition to 12 heads of cattle sold to the University of Puerto Rico's Animal Breeding Program for \$16,000, 13 heads of cattle were sold to the Senepol Cattle Breeders Association for \$28,000. **(3.D)**
- The AES Biotechnology and Agroforestry Programs received a second \$25,000 contract from Ventria Biosciences of Fort Collins, Colorado to evaluate transgenic rice production in the Virgin Islands. **(3.D)**
- The Center for Marine and Environmental Studies (CMES) director received a grant of \$185,000 for 2 years from the Saltonstall-Kenney Program to conduct research. This research will define biologically-relevant boundaries for

- protecting grouper spawning aggregations and minimizing the impact of fishers in the U.S. Virgin Islands and Pohnpei, Federated States of Micronesia. **(3.D)**
- “The Reef is Closer than You Think” community campaign was funded by NOAA for \$38,000 for 2 years. **(3.D)**
 - UVI has been designated by the Governor to serve as the lead agency for the 2010 Census activities in the USVI. The Eastern Caribbean Center is expected to manage this 11-month activity. The overall budget of the Census is approximately \$10.1 million dollars. **(3.D)**
 - Through the Office of Sponsored Programs, UVI submitted nineteen proposals and was awarded eleven grants totaling \$2,678,948. These awards represent a sum which significantly exceeded awards for the same period of FY'08 by \$1,531,131. **(3.D)**
 - In August, the Title III Coordinator in the Office of Sponsored Programs (OSP) submitted UVI's FY2010 funding proposals for both the regular Title III HBCU Institutional Strengthening Program and for the College Cost Reduction and Access Act (CCRAA) Program. **(3.D)**
 - The National Science Foundation funded a grant for \$276,000 over four years to support graduate students in the Masters in Marine and Environmental Science program.
 - UVI Athletic Director Peter Sauer was selected as NACDA (National Association of Collegiate Directors of Athletics) Athletic Director of the Year at NACDA's 44th Annual Convention at the Marriott World Center in Orlando,

Florida on June 20, 2009. NACDA has over 6,000 members. Also a donation in the amount of \$10,000 from the Hudson Management group was given to Athletics for Academic Support of male student-athletes. **(3.D)**

Strategic Focus Area 4: Community Engagement

Strategic focus area four (4), Community Engagement, has as its goal, "Become a leader and partner with the community to address social, economic, environmental, political, educational and cultural issues impacting the U.S. Virgin Islands through a range of higher education initiatives." This strategic goal supports the desired future state to enhance the lives of the people of the U.S. Virgin Islands and the wider Caribbean through educational initiatives.

- ❖ During the reporting period, the University continued addressing critical issues in an effort to improve public education in the Territory by working with the V.I. Department of Education. Specific achievements in this area are noted below:
 - The College Access Challenge Grant Program, administered through the Division of Student Affairs on the St. Croix campus, approved \$160,000 of funding for scholarships to low-income students through the Virgin Islands Board of Education. The \$2,000 scholarships were awarded to 80 recent (2009) high school graduates in the territory. Of the 80 recipients, 35 students planned to enroll at UVI in fall 2009. **(4.A)**
 - CELL has negotiated two agreements with the Department of Education to deliver PRAXIS I and II programs to prepare individuals for these examinations. The target audience for this program is incumbent teachers

who need to acquire highly qualified status. The agreement is for \$39,500 and to implement an SAT preparatory program targeted at public high school students to address the decline in SAT scores. This agreement is for \$80,000.

❖ As part of community engagement and in support of the strategic objective to enhance the quality and relevancy of programs by increasing collaboration with education, business, health, human services, labor and other community sectors, the following was achieved during the reporting period: **(4.B)**

- The Business Division collaborated with International Capital and Management Company, which provided funding to run the College Business Residency Program (CBRP) for three weeks from June 14 to July 3, 2009. A total of 23 students from the local High Schools in St. Thomas and St. Croix participated in the program. The program is intended to give students a taste of College life, introduction to business as a career and the University of the Virgin Islands as their Higher Education provider. The CBRP also collaborated with the Department of Labor as well as local businesses to place the students in a six-week paid internship on conclusion of the program. All the students who wanted internships were placed in local businesses like, Best Western Emerald Beach Hotels, the Chamber of Commerce, MSI, Attorney Clive Rivers, Goddard Catering, International Capital and Management Company and the Legislature. At current count, three seniors from the 2008 and one from the 2009 group are currently enrolled at UVI.

- Two St. Croix students from the 2009 group have applied to enter UVI in spring 2010. **(4.B)**
- The Division of Science and Mathematics conducted the fifth Boosting the Intellect to STEM Summer Enrichment Institute on the St. Croix campus. Twenty junior high and high school students from a number of schools participated in what was another successful outreach program which took place from June 18 through July 2. The program immersed the excited students in challenging computer-based activities as they worked with robotics and *netlogo*. The program was funded by Marmarus Management Co. LLC through collaboration with St. Croix Foundation and with contributions from UVI. The funding received did not only pay for the administration of the program but also provided fourteen new wireless laptop computers which became the property of the Division of Science and Mathematics and which are available for use throughout the year. **(4.B)**
 - CES staff, along with a FINTRAC representative, who also serves on the First Lady's Healthy V.I. Challenge Advisory Council, assisted seven (7) elementary and junior high schools (246 students) in creating and managing gardens. The schools which are participating in the urban gardening project include Lockhart Elementary School, Jane E. Tuitt Elementary School, Addelita Cancryn Junior High, Gladys A. Abraham Elementary, Lutheran Church of the Reformation After-School and Joseph Sibilly Elementary School. **(4.B)**

- The 32nd Annual Senepol Cattle Breeders Association Convention, which was co-sponsored by CES, was held on St. Croix from June 25-27, 2009. A total of 130 participants from 10 countries participated. CES Extension Agent Lakos received the Frits E. Lawaetz Award for outstanding contributions to the development and classification of the Senepol breed since 1984. **(4.B)**
- The director of the Center for Marine and Environmental Sciences presented a seminar in Grouper spawning aggregation management to the St. Thomas Fisherman's Association. CMES staff has also been called upon to testify on various activities affecting the marine environment to include the placement of dredged material into the Lindberg Bay, an ongoing debate in St. Thomas at this time. **(4.B)**
- UVI's Small Business Development Center (SBDC) took the lead role in celebrating Virgin Island's Small Business Week, during the month of June 2009. The activities included specialized training for SBDC (staff and clients), and award ceremonies on both St. Thomas and St. Croix. During these ceremonies, the VI SBDC, SBA, and Rotary recognized small businesses in the territory that have experienced growth and overcome hardships. **(4.B)**
- VI-EPSCoR sponsored the participation of a science team from St. Croix Central High School in the "Science Olympiad" national tournament, held in Atlanta, Georgia in April 2009. The Science Olympiad is an annual event that promotes higher-level thinking in science and engineering among high school students. Students are required to build projects and investigate organisms with their hands and manipulate and utilize materials. This was the first time

- in history that a USVI High School participated in the Science Olympiad. At the olympiad, the five USVI students competed with peers from Atlanta, and made their way to the semifinals. **(4.B)**
- VI-EPSCoR partnered with the UVI's Seagrant Outreach Program in the printing of *"Waves of Change: A Resource for Sustainable Development Solutions in the US Virgin Islands"*. Five hundred copies of this publication, which features nine environmental topics that are of particular relevance locally, were formally presented to the members of the VI Legislature at a launching reception on September 1, 2009. The launching ceremony occurred at Wikked at Yacht Haven Grande, St. Thomas, where brief presentations were made by experts on the nine related topics. **(4.B)**
 - VI-EPSCoR, along with the NOAA Restoration Center, the Gulf of Mexico Foundation, and UVI Center for Marine and Environmental Studies co-sponsored a one-day Coastal Habitat Restoration Workshop, at UVI's Administration and Conference Center. Approximately 50 individuals attended the July 2009 workshop. One of the workshop products will be a list of research and conservation priorities for the USVI. **(4.B)**
 - VI-EPSCoR convened a meeting on September 4, 2009, in Department of Planning and Natural Resources conference room on St. Croix, of local marine and coastal resource management partners to respond to the threat of the Indo-Pacific lionfish (*Pterosis* sp.). This particular lionfish is an invasive voracious species, which feeds on all coral reef organisms. The objective is to optimize use of available human and financial resources and avoid overlap

- of efforts. VI-EPSCoR has recruited Dr. Barbara Kojis, former Director of VI Fish and Wildlife, to develop a joint strategic plan. **(4.B)**
- Over 150 children, ages 5-14, participated in the 2009 summer camp sponsored by CES' 4-H and CYFAR (Children, Youth and Families at Risk) Programs. The camp offered learning opportunities in sign language, marine exploration, scientific experimenting, VI culture/education, math and computer technology. The CYFAR Program continues to attract federal funding amounting to \$760,000 over the next five years. **(4.B)**
 - VIUCEDD continues to conduct workshops focused on supporting students with disabilities in content subject classes. The trainings were the first part of a yearlong project to provide teachers' strategies to include students with low literacy skills in general education classes. This project is in support of the schools goal of full inclusion by second semester of this school year. VIUCEDD is facilitating a reading assessment for all incoming 9th grade students to help determine the supports students with disabilities will require in content classes. This model demonstration program allowed two teachers to travel to a model site in Portland, Oregon to observe the administration of adolescent reading assessments and progress monitoring of students with disabilities included in content classes. **(4.B)**
 - The Inclusive Early Childhood Education Program continues to grow, offering classroom space and technical assistance to undergraduates and mentorship. The Department of Human Services as well as Head Start continues to train early childhood educators through this interdisciplinary

- program at UVI. There have been 13 new graduates this 2009 year in the associates program. **(4.B)**
- VIUCEDD sponsored or cosponsored several conferences and programs during the reporting period in keeping with the strategic goal of UVI becoming a leader and partner with the community to address issues impacting the Territory. Specific achievements included: **(4.B)**
 - ✓ VIUCEDD took leadership this year in co-sponsoring the Best Beginnings 11th annual conference at the University Campuses of St. Croix and St. Thomas. This conference has grown over the years to offer training to over 800 early childhood providers and professional groups that work with young children in the Territory. VIUCEDD offered ADA training for child care providers and sessions on Positive Behavior Supports for Young Children as part of the program offerings. Other co-sponsors included, Department of Health, Head Start, Early Head Start, Department of Education and the Division of Child Care Regulatory within the Department of Human Services. This conference is part of a system wide network of improving the Territory's intervention and education system for its youngest citizens, age's birth to eight years of age. One other initiative for young children includes VIUCEDD staff serving on the Advisory Committee on Early Childhood and Care; Governor's Children and Families Council, addressing territory wide issues in early childhood education. VIUCEDD continues to serve on the Part C, IDEA, Infants and

Toddlers Interagency Committee meeting once a year on the spring to advise federal reporting requirements and reports. **(4.B)**

- ✓ VIUCEDD continues to offer parent services in the way of parent outreach and training, in collaboration with VI Find, the Parent Resource Center and the Department of Education's Division of Special Education Services. VIUCEDD co-sponsored the Annual Parent Empowerment Conference with the Department of Education on St. Thomas, as well as providing 2 outreach trainings on the issues of transition from school to work, with a special program outreach to the Hispanic population. About 15 parents attend each training session. These continue throughout the school year.

(4.B)

- ✓ VIUCEDD has also initiated a parent to parent networking group in St. Thomas in collaboration with a parent group called HUGS, Inc. (Hear to Understand and Help), and will hopefully expand it's efforts in the Fall of 2009, to provide advice and support to parents of newly diagnosed children with disabilities. **(4.B)**
- On the St. Croix campus the Math Honors workshop which took place from July 6–17, 2009 and was open to aspiring college students but who were not quite ready for college entrance. The program attracted eleven students ranging from grade 8 to grade 11. Of these, there were six (6) students entering grade 12 during the fall. The program provided much enrichment in the STEM areas and beyond. Their experiences included a presentation on "The College Application Process" by the Associate Administrator/ Registrar

- who treated them to a few gifts like pens with UVI inscribed. Curricular work included interactive investigations which included field activities from which the students generated their own data then used to data to generate functions and graphs. They also used robotics to generate data for solving real life problems of a scientific nature and excel was utilized to provide graphic models. The activities of the two-week workshop culminated with the presentation of mathematics books and a field trip to the Global crossing facilities where the participants were given a guided tour. They were excited about all of the amazing information they received but what really got them excited was to see that they were able to compare the concept of fan speed and temperature which was addressed in the workshop, to machines that are actually being used at the facilities. The tour was arranged and provided by the Executive Director, Research and Technology Park. **(4.B)**
- The American Sign Language class continued its intermediate sessions in St. Croix during the spring session. We have eight graduates of this non-credit course. The instructor is the Director of the St. Croix Deaf Coalition. Students are starting from beginners and will continue to intermediate. All of the participants are from the St. Croix Department of Education. This fall we will be offering to the community a non-credit course, with 15 participants from the University, Department of Education, Department of Human Services, Vocational Rehabilitation and the health care community. **(4.B)**
 - UVI's Small Business Development Center (SBDC) took the lead role in celebrating Virgin Island's Small Business Week, during the month of June

2009. The activities included specialized training for SBDC (staff and clients), and award ceremonies on both St. Thomas and St. Croix. During these ceremonies, the VI SBDC, SBA, and Rotary recognized small businesses in the territory that have experienced growth and overcome hardships. **(4.B)**
- In collaboration with the Department of Human Services, SBDC conducted a two-day seminar focused on how to start a daycare business. The 10 attendees received training in various applications to include obtaining licenses, financial startup worksheets, and preparing a sample business plans. **(4.B)**
 - Reichhold Center for the Arts hosted its annual *Business After Hours* event in collaboration with the St. Thomas-St. John Chamber of Commerce. The event was attended by approximately 300 guests. As anticipated, the event allowed RCA the opportunity to unveil the upcoming season line-up to the community. It also served as an outlet for the Center to continue to promote meaningful networking, economic growth opportunities, and show support for the local business community. **(4.B)**
 - Reichhold Center acquired three new sponsors for the upcoming season. The Virgin Islands Lottery, International Capital & Management Company (ICMC), and Tropical Shipping has recently partnered with the Center to provide financial assistance and support during the season. The three new sponsors have joined the following list of retained sponsors for the Center's 31st season: FirstBank, First Insurance Agency, Frenchman's Reef & Morning Star Resort, the Virgin Islands Council on the Arts, Innovative, Mid

Atlantic Arts Foundation, and the Virgin Islands Department of Education.

(4.B)

- Reichhold Center has expanded its Co-Production Series to help diversify the season line-up and support local performing arts promoters. The first Co-Production will be with the Forum to present the Puerto Rico Symphony Orchestra (PRSO). PRSO will be followed by a Co-Production with Steve Simon to present the 1st Annual St. Thomas Blues Festival. Finally, the Center will end this series in collaboration with Jim Tunick and the Rotary Club of St. Thomas in a production called Orleans in Concert. **(4.B)**
- VIUCEDD personnel continue to be actively involved with the State Transportation Advisory Group (TAG) put together by the *Deputy Commissioner of Public Works*, to discuss collaborative efforts geared towards improving public transportation in the Virgin Islands, including persons with disabilities. VIUCEDD has committed to providing technical assistance and work with the TAG in the planning process to reflect the inclusion of individuals with disabilities in the Territory. By early in 2010, people with disabilities should have access to at least 4 new para-transit wheelchair vans and smaller vans better able to accommodate all citizens of the VI. Another effort spearheaded by this group is making bus stops accessible to wheelchairs and persons with other mobility issues. **(4.B)**
- ❖ During the reporting period, the University continued to address issues impacting the community by expanding consulting services, directed research and technical support. Specific achievements in this area include: **(4.C)**

- CES partnered with WTJX Channel 12 and the VI Department of Agriculture to develop a locally produced show -“Home Grown”- to VI viewers. Forty-two selected residents will demonstrate growing vegetables and herbs in this television program that is being produced.
 - CES has received \$98,345 from the VI Department of Human Services to implement a nutrition education program designed to assist low-income families in acquiring information and skills to provide nutritious and healthy meals. A workshop for high blood pressure awareness, for example, emphasized good health habits and positive nutrition changes. **(4.C)**
 - On July 5, more than 4,000 persons participated in the 13th Annual Mango Melee and Tropical Fruit Festival. Educational workshops on making juices, preserves, and teaching the nutritional values of tropical fruits were conducted by UVI. This summertime activity was co-sponsored by UVI-AES, the St. George Village Botanical Garden and the V.I. Department of Agriculture. **(4.C)**
 - CES has published *From the Ground Up*, a new quarterly newsletter which highlights improving and preserving our natural resources, and of growing and developing our lives, our families and our community in a sustainable manner. **(4.C)**
- ❖ The University continued to support community skill development and success through the expansion of certifications, workforce training, continuing education, lifelong learning, professional development and consulting services by engaging in the following activities during the reporting period: **(4.D)**

- The College Access Challenge Grant Program along with the American Counseling Association, St. Croix Chapter, held the third in a series of workshops for public school counselors at UVI, St. Thomas campus on May 8, 2009. The keynote presentation was “Analyzing the College Admissions Process” presented by the Director of College Counseling at Antilles School. A total of twenty-six counselors from both St. Croix and St. Thomas attended the workshop. Schools represented from St. Croix were Central, Educational Complex, Arthur A. Richards, John Woodson, Elena Christian and A-Z Academy; schools represented from St. Thomas schools included Ivanna Eudora Kean, Charlotte Amalie, Addelita Cancryn, Edith Williams Alternative Academy and Bertha Boschulte. **(4.D)**
- In June 2009, twenty-eight (28) St. Croix residents obtained certificates in basic computer usage from UVI-CES. This popular course was designed to create computer literary for job acquisition in a changing economy as well as to assist farmers in record keeping. **(4.D)**
- In collaboration with the Department of Human Services, SBDC conducted a two-day seminar focused on how to start a daycare business. The 10 attendees received training in various applications to include obtaining licenses, financial startup worksheets, and preparing a sample business plans. **(4.D)**