

**PRESIDENT'S REPORT TO THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF THE VIRGIN ISLANDS
REPORTING PERIOD: FEBRUARY 1, 2008 TO APRIL 30, 2008**

The President's report for this period provides summary documentation of the University's continued progress in the implementation of VISION 2012. To that end, the report is organized around the four (4) strategic focus areas of VISION 2012, namely, ***educational excellence, institutional improvement, financial sustainability, and community engagement***. In presenting the University's accomplishments for the reporting period, highlights are provided of the accomplishments of various components, within the framework of the four (4) strategic focus areas. The specific objective of the strategic plan addressed is noted in parentheses at the end of the stated accomplishment.

The accomplishments captured in this report were achieved during a period characterized by extensive student learning experiences, improvements in support for student learning success, significant advances in the area of shared governance and service delivery, improvements in the infrastructure at UVI and impressive community engagement activities, including participation in the V.I. Carnival and the V.I. Agriculture and Food Fair. This period also included the celebration of the 46th anniversary of the founding of the University, the unveiling of the portraits of the first three Presidents of the University and the celebration of the 100th birthday anniversary of the late former Governor, Ralph M. Paiewonsky, founder of the University.

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.

- ❖ Thirty one students participated in research experiences which culminated in presentations of their research results through posters at the Science and Mathematics Research Symposium held on the St. Croix campus on March 15, 2008. **(1.A.5)**
- ❖ Five students from the St. Thomas Campus of UVI will be featured in the 2008 edition of Who's Who Among Students in American Universities and Colleges. The students were selected as national outstanding campus leaders based on their academic achievement, service to the community, leadership in extracurricular activities and potential for continued success. **(1.A.5)**
- ❖ Two senior students from Case Western Reserve Bolton School of Nursing (CWRBSON) successfully integrated into the Fall Semester 2007 Community Health class at UVI. These two students received an award at Case Western Reserve (CWR) for documentation of the service learning project completed while studying at UVI. The Nursing Division hosted CWR's BSON Dean, Mae Wykle and Dr. **Lynn** Lotus, Case Western Reserve Exchange Program Coordinator. Three of UVI Bachelor of Science in Nursing (BSN) students have indicated intent to go as exchange students to CWR during the Fall Semester

2008. Students will pay the tuition costs of their respective institutions. Positive relationships have developed that can be built upon for the benefit of students and faculty. **(1.A)**

❖ During this reporting period, the Information Technology Services (ITS) Component continued its efforts towards creating an academic learning environment that promotes student success and enhance student learning outcomes. Specific achievement in this area include the following: **(1.A.5)**

- A Software Support Policy was approved by the Academic Technology/Library Committee and forwarded to Cabinet in April 2008. This policy will be used to establish protocols for ITS service and support and customer responsibility.
- A Blackboard Support Policy was approved by the Academic Technology/Library Committee sent to Cabinet in April 2008. This policy will be used to establish standards and define roles for effective service and support.
- The Virgin Islands University Center for Excellence in Developmental Disabilities (VIUCEDD) videoconference rooms are now operational. Room T-114 is now completely functional. Room REC-133 is operational and in use but awaiting replacement equipment. Statistics are being provided on lab usage and printing. A tally sheet and system have been created and implemented for lab use. The monitoring system was developed to obtain information to assist in providing appropriate support, supplies, and equipment to the computer labs.

- On the St. Thomas campus, afternoon and evening business hours have been implemented for technology support on the lower campus. A satellite ITS office has been provided in the Classroom Administration building lab in support of computer usage for research. A draft of the Collection Development Policy was submitted to and approved by the Academic Technology/Library Committee and forwarded to Cabinet in April 2008. This policy will provide direction and guidelines for the development and maintenance of the libraries' general and special collections.
- ❖ During this reporting period, the ITS Component continued its efforts to develop protocols and systems for quality assurance and student and faculty support for e-learning. Specific achievement in this area include the following: **(1.A.6)**
 - Faculty has engaged in a trial of the Campus Pack Suite for social learning applications available through Blackboard. **(1.A.6)**
 - Lab space is now reserved three times per week and a web schedule has been developed for ITS training programs. This is part of the ITS comprehensive training agenda. **(1.A.6)**
 - In order to increase technology and curriculum training, ITS has joined the TLT Group (Teaching and Learning with Technology), Historically Black Colleges and Universities (HBCU) Faculty Development Network and the Professional and Organizational Development Network (POD) and has been promoting online training options with faculty. **(1.A.6)**
 - In order to increase instructional materials for course development, the faculty research collection of books and periodicals have been relocated from the St.

- Thomas Campus Executive Administrator's (CEA's) office building to the Paiewonsky library and CHOICE Reviews (a tool for collection building) is being promoted to aid continued collection development. **(1.A.6)**
- ❖ In February, Dr. Scott Dantley, Assessment Consultant from the National Council for Accreditation of Teacher Education (NCATE), met with Division of Education faculty and key members of the University community to continue preparation for NCATE accreditation. Three faculty members attended the April NCATE conference that dealt with standards and criteria. The cost was supported by the Leap Frog grant. **(1.B)**
 - ❖ The Student Activities supervisor processed 34 student organization approval requests including requests for cake sales, round table sessions, super bowl party, Rotaract flower sale, Accounting Pate corner, Movie nights by Black Heritage and Creative Expressions, Sports Committee Games Night, Sports Committee Party, and Resident Assistants' social and development activities for dormitory residents. **(1.C)**
 - ❖ Health Services held a "Lunch and Learn" session on the St. Thomas Campus. The session was held on February 18, 2008. The presenter, Dr. Wishburne Hunt, spoke on the topic "*Diabetes*". Seven individuals attended; 6 of whom were UVI staff and 1 student. **(1.C)**
 - ❖ During the reporting period, the St. Thomas Campus Executive Administrator Component contributed to the enhancement of student success and student retention by continuing the provision of academic, counseling, social and career

services. Some specific examples of these services on the St. Thomas Campus include:

- Counseling and Placement in connection with Student Employment Week facilitated a workshop on “Ethics in the Workplace” for student workers. 21 students attended the workshop which helped students explore their ethical style, in terms of the ‘ethics of care vs. ethics of justice’. Peers Educating Peers, a health-related organization, hosted the play, “*Is Still a Mess*,” Part 2, on April 19, 2008 at 8:00 PM at the UVI dining pavilion. The play was centered on a family that was affected by HIV/AIDS, substance abuse and domestic violence and how they dealt with these issues. The play was written and directed by UVI Nursing student, Naidia Thomas. **(1.D)**
- Counseling and Placement facilitated the following developmental activities for students: **(1.D)**
 - ✓ Two (2) developmental mini sessions designed to foster personal and career development and to develop students’ job skills. Two sessions on interviewing strategies were held. . **(1.D)**
 - ✓ Two (2) workshops as part of the curriculum for the Business Internship Class on Personal Styles: “Fit” for the Organization and Ethics in the Workplace. 38 students participated in the workshop discussions. Generally students viewed the information as meaningful and were able to apply the concepts to practical instances in their internships. **(1.D)**

- ✓ As part of the second Annual Caribbean Law School Fair to heighten students' awareness about the field of law, law school requirements and scholarship and financial assistance to attend law school, two sessions of a panel discussion entitled "Law School, Is it Right for You?" were held on March 28, 2008 on the St. Thomas. A session was also held on the St. Croix campus on March 31, 2008 at the Great Hall. Representatives from 10 universities and practitioners from the V.I. Bar Association attended the panel discussions and served as panel members. Approximately 75 students attended the sessions on St. Thomas and 69 high school students attended the session on St. Croix. **(1.D; 4.A)**

- ❖ Three (3) UVI students from the St. Thomas Campus attended the Dr. Lonnie E. Mitchell National HBCU Substance Abuse Conference as well as a Student Leadership summit on Mental Health in Atlanta from April 1 – 5, 2008. **(1.D)**

- ❖ The Counseling and Placement Office collaborated with various businesses and national organizations in securing internships and graduate school opportunities for students. Six students were offered internship positions through the T. Howard Foundation and three students were selected to attend the 9th Annual Member Universities Professional Institute Exhibition. **(1.D)**

- ❖ The Annual Career Exploration Week was held from March 31 through April 4. It included the Law Fair as an outreach to high school students interested in law and culminated with professional development workshops for UVI students covering

public speaking, dressing for success and interviewing skills, as well as broadening your horizons. Eighty students participated in the workshops. **(1.E)**

- ❖ The University of the Virgin Islands' Lady Bucs varsity basketball squad concluded their 2008 season in 6th place among 15 teams in the LAI women's league. The Lady Bucs had 10 wins and 9 losses overall, with an 8-6 league record. **(1.E)**
- ❖ In its efforts to promote an engaging, student-centered environment, the Health Services Center distributes a Monthly Health Tips Newsletter to the St. Croix Campus community. **(1.E)**
- ❖ In February, the Public Relations Office (PRO) coordinated University personnel as guests for a local radio broadcast on WSTA-1340 A.M. from the St. Croix campus. The show featured members of the UVI Swim Team, Ivan Connor of Enrollment Management and Student Activities Supervisor Hedda Finch, who provided information on the evolution of the BUCS Fitness Center. The UVI Public Relations Office also provided advance publicity and coverage of the CVI/UVI Reunion Choir Concert. **(1.E)**
- ❖ In March, the UVI PRO designed and printed the Charter Week program, the Afternoon on the Green poster, coloring book and volunteer signs as well as flyers advertising the Alfred O. Heath Lecture featuring Nikki Giovanni. The PRO also coordinated the printing of the commemorative Ralph Paiewonsky 100th Birthday Celebration book. **(1.E)**
- ❖ In April, the Public Relations Office sponsored TV2's television coverage of the V.I. Carnival parades, which afforded the University significant exposure throughout

the territory in the form of opening and closing billboards on the broadcasts as well as a series of UVI commercials which ran during the months of April and May. In addition, the PRO placed a UVI advertisement in the 2008 V.I. Carnival commemorative magazine. **(1.E)**

- ❖ UVI President, Dr. LaVerne E. Ragster, travelled to South Carolina for the execution of an Agreement of Cooperation between the University of the Virgin Islands and The Medical University of South Carolina. The purposes of the Agreement are: to promote interest and collaboration in the teaching, research, and public service activities of the respective institutions, in the disciplines of biomedical science; to facilitate the exchange of each institution's professional staff in the interest of education; and, to deepen the understanding of the economic, cultural, and social environment of the respective institutions. Also present at the signing were **V.I. Delegate to Congress Donna** Christensen and Representative James Clyburn. **(1.F)**
- ❖ In partnership with the Nursing Division and the Schneider Medical Center, sophomore and junior nursing students have applied, been screened and been selected for participation in the 2008 summer extern program funded by the Bennie and Martha Benjamin Foundation. This initiative continues to build on a senior project of a UVI nursing graduate of the class of 2000. **(1.F)**
- ❖ A group of undergraduate nursing students and a faculty person from John Hopkins School of Nursing were in St. Croix in May for a week long Community Health experience coordinated by Professor Allmacher of the ASN program. A formalized relationship is being explored. **(1.F)**

- ❖ The 9th Annual UVI Health Fair was held on March 18 and 19, 2008 from 10:00 a.m. to 3:00 p.m. on the grounds of the St. Thomas campus. A total of 356 participants attended the fair and 35 presenters shared information on topics including HIV, chiropractic help, mental health, nutrition health, disabilities and family planning. Participants were tested for cholesterol, blood pressure, glucose levels, and vision screenings. Massage therapists demonstrated techniques and a blood drive was also conducted. **(1.F)**
- ❖ Student Peer Educator (SPE) Training was offered to 14 student peer educators in Hepatitis prevention. Two of the students were from the St. Croix campus while 12 were from the St. Thomas campus. The training was facilitated by a prevention specialist with the Village (VI Partners in Recovery). **(1.F)**
- ❖ Health Services collaborated with VICARE for National Black Awareness Day (2/7/08). One-hundred and twenty-three (123) participants took the HIV testing conducted on February 6 and 7, 2008, and 30 participants attended the workshop on “Living with HIV: A Personal Journey” led by Bruce E. Snail. **(1.F)**
- ❖ The St. Thomas CEA Component participated in the following outreach activities to enhance student knowledge and understanding in the areas of substance abuse and HIV/AIDS:
 - Student Peer Educators (SPEs) conducted 6 sessions on HIV/AIDS, Hepatitis and substance abuse in Freshman Development Seminar and Personal Life Skills classes. Eighty four students received peer led interventions. **(1.F)**

- The project evaluator and grant administrator attended the Substance Abuse, HIV/AIDS Winter Training in Baltimore Maryland for HIV/AIDS, Hepatitis, and substance abuse in preparation for year 3 of the grant. **(1.F)**
- A presentation on Substance Abuse and HIV/AIDS was held on Thursday, March 27, 2008. The UVI Drug and Alcohol Prevention Committee sponsored a presentation by Pastor Thomas Douglas, “*Youths In Crisis...What Matters?*” Thirty nine students were in attendance as well as faculty and staff. **(1.F)**
- The Student Peer Educators (SPEs) of the Substance Abuse, HIV/AIDS and Hepatitis Prevention Program grant visited the Freshmen Development Seminar and Personal Life Skill classes on both the St. Thomas and St. Croix Campuses and taught their peers about HIV/AIDS, Testing, Substance Abuse and Hepatitis. Thirteen peer led intervention sessions were held. The peer educators reached 128 students during the month of March. There are currently 17 SPEs. **(1.F)**
- ❖ The Agricultural Experiment Station (AES) research faculty mentored three students supported by funds from the U.S. Department of Agriculture Cooperative State Research, Education and Extension Service (USDA-CSREES) Resident Instruction Grants Program for Institutions of Higher Education in Insular Areas program. The students conducted research and gained work experience in the Animal Science and Biotechnology and Agroforestry programs during the spring 2008 semester. The Center for Marine and Environmental Studies (CMES) faculty and staff mentored four UVI undergraduate students and are serving on graduate committees for six

students. CMES faculty also taught 21 students to become certified scuba divers.

(1.F.3)

❖ In support of the VISION 2012 strategic objective to increase scholarly and research activities and generate new knowledge, faculty in the CMES area contributed the following:

- Nemeth, R. S., E. Kadison, J. E. Blondeau, N. Idrisi, R. Watlington, K. Brown, T. Smith, L. Carr. (2008) Regional coupling of red hind spawning aggregations to oceanographic processes in the Eastern Caribbean. NOAA Special Publications (in press)
- Kadison, E. R. S. Nemeth and J. E. Blondeau (in revision) Investigation of a red hind (*Epinephelus guttatus*) spawning aggregation on Saba Bank in Netherlands Antilles. Bull. Mar. Sci.
- Rogers C, Miller J, Muller E, Edmunds P, Nemeth R, Beets J, Friedlander A, Smith T, Boulon R, Jeffrey C, Menza C, Caldow C, Idrisi N, Kojis B, Monaco M, Spitzack T, Gladfelter B, Ogden J, Hillis-Starr Z, Lundgren I, Bane Schill W, Kuffner I, Richardson L, Devine B, Voss J. (2008) Coral Reefs of the US Virgin Islands. In (Reigl B and Dodge Reds): Coral Reefs of the United States, XXII, 806 p. Springer, New York, N.Y. **(1.F.3)**

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.

- ❖ The Acting Human Resources (HR) Director reported to the University Community the success (e.g. winners in both categories Meritorious and Distinguished) of the 2007 Performance Incentive Awards program and also identified some areas for improvement (i.e. timeliness of the announcement; conflict of interest matters; nomination timeline). HR announced the implementation of the Performance Incentive Awards Program for 2008 on April 28, 2008. The nomination process for the 2008 Performance Incentive Awards program begins on May 1, 2008 and ends on August 20, 2008. HR will manage the nomination process electronically. An on-line nomination form was created with complete instructions for all interested personnel. Access to the nomination forms will be available from the "University Compensation Information" section on the link for the Component to which the nominee reports. HR intends to monitor the Performance Incentive Awards program and make the necessary recommendations for improvement. **(2.A)**
- ❖ The University's Annual Service Award ceremonies delivered on both campuses on April 17th and 18th were successful. The 2008 ceremonies were very well attended and recipients were pleased with the awards received. **(2.A)**
- ❖ In conjunction with the President's Office, HR training on Social Network Analysis & Mapping was delivered on both campuses in the month of February 2008. Emphasis was placed on communicating cross-functionality and the desire of the University to hone managers' special skills. HR is preparing to offer training on

what constitutes "Sexual Harassment" and avoidance of sexual harassment lawsuits within the next three months. **(2.A)**

- ❖ The CEA Component on both campuses organized luncheons to honor Physical Plant and Security Personnel. On the St. Thomas campus, the event was held on February 7, 2008 in the first floor conference room of the Administration and Conference Center. On the St. Croix campus, the event was celebrated on February 8, 2008 with a pot luck luncheon, which brought together over 60 employees from university departments, recognizing and appreciating the significant contributions made by the Security and Physical Plant staff on the St. Croix Campus. **(2.A)**
- ❖ The CEA Component on both campuses supported professional development opportunities for various staff members to attend conferences and meetings to include the National Student Exchange Conference; the International Association of Campus Law Enforcement Administrators regional conference; the American Counseling Association Conference and Exposition, and the Camex 2008 Conference for Bookstore personnel. **(2.A)**
- ❖ *Electronic Waste Drive* - As part of the continued requirement to minimize any accumulation of universal waste on campus, the St. Croix campus conducted another electronic waste drive in March 2008. Over 160 items, including computer central processing units (CPUs), monitors, televisions, uninterrupted power sources (UPSs), keyboards, mouse, and other electronic waste, were taken to the Waste Management Authority (WMA) approved site for recycling. Nominal

shipping fees are paid to WMA for the recycling of the E-waste. The shipping costs were approximately \$1,100 for the drive conducted. **(2.A)**

- ❖ In its continued effort to bolster effective administration, the Reichhold Center management team participated in a series of professional development sessions offered through the Leap Frog initiative. **(2.A.5)**
- ❖ In an effort to enhance service delivery and improved operational results, the Health Services Unit achieved the following during the reporting period:
 - There were 164 medical contacts made in the Health Services Center on the St. Croix Campus during this period. Total revenues generated were \$1,540. **(2.B)**
 - A total of 367 individuals (student, staff and faculty) were seen at the Health Services Center on the St. Thomas Campus during the reporting period. **(2.B)**
- ❖ On the St. Croix Campus, residence hall T-shirt and cap combos were provided to all residential students to promote spirit and pride as well as serve as an advertisement for other eligible students. **(2.B)**
- ❖ On the St. Thomas Campus, in connection with Student Employment Appreciation Week, several activities were held to recognize the achievements of student workers including an awards ceremony which recognized students for excellence in several categories (creativity, thoroughness, reliability, and competence), as well as, naming the Student Employee of the Year. This year there were 13 nominees for this award. Julie Cruz from the Humanities Division was selected. The ceremony was well attended with students and supervisors from various

departments throughout the St. Thomas Campus. The other activities throughout the week included fun-filled karaoke and a movie presentation. **(2.B)**

- ❖ Counseling and Placement on both campuses announced and launched e-Campus Recruiter, the newest online service available to students. The new, web-based, career services software was launched on February 22, 2008. A live demonstration was provided via videoconference so that students and other interested persons on both campuses could become familiar with the program. E-Campus Recruiter is powerful, web-based career service software that will increase the efficiency and effectiveness of the job/internship search process. E-Campus Recruiter allows students to search for jobs, post resumes and view employer profiles and related job listings all at one site online. It provides a connection with alumni through an alumni mentorship database while allowing employers to update job listings, track applicants, and access résumés. A marketing plan to heighten awareness and encourage students to register for the services is being formulated.
- ❖ The University has received funding from the Government of the Virgin Islands to investigate the feasibility of constructing a restroom/shower facility to serve the users of John Brewer's Bay. The initial concept calls for a single structure approximately 2,000 sq. ft in size similar to those currently in use at Magen's Bay. At this time, the Office of Capital Projects is developing a Request for Qualifications for Architectural and Engineering Services as the first step in the selection of a design team for this project. **(2.B)**

❖ With respect to facilities and other infrastructure improvements, significant progress was made during the reporting period toward institutional improvement.

Specific examples include:

- *Dormitory Security Upgrade* – On the St. Thomas campus, the East Hall Dormitory Interior Door Upgrade project was completed during the reporting period. The project addressed the security of the room doors. Physical Plant responded with the purchase of Interlock Latch Protectors which were successfully installed on all doors.
- *St. Croix Campus Electric Service Upgrade* -- The St. Croix campus has system configuration and building electrical issues. The upgraded main services to the Research and Extension building, the North West Wing and the Evans Center are being restructured to meet current and future needs and the results of a study for increasing the power capacity for the west campus. All primary and secondary wiring are completed and all switchgear and transformers have been installed. The emergency generator required for back up power will be installed during the summer 2008. The installation of the generator and related equipment as well as testing and energizing the system will take approximately 30 days. **(2.B)**
- *Upgraded Classroom Furniture- St. Croix campus* (Completed April 2008) --
Scope of Work: Replacement of furniture in very poor condition in a classroom and two conference rooms. Chairs and tables will be replaced to maintain safe seating and favorable lecture conditions in the selected facilities, EVC505, MDB102, and U-105. Facilities were upgraded with 31

- new chairs in EVC505. Two conference tables and 28 chairs total were replaced in MDB102 and U-105. Cost of Renovations: \$10,000 (Budget FY2008 One-time Allotment) **(2.B.)**
- *Information Kiosk – Evans Center* (Completed March 2008) -- Scope of Work: Remove deteriorated information kiosk and replace with new materials to refurbish a 4-way glass enclosed bulletin board on the ground level of the Melvin Evans Center. The project was completed in March by a UVI carpenter. This project cost \$4,000 of St. Croix maintenance funds **(2.B.)**
 - *Security Central Office – St. Croix campus* (90% Complete) -- Scope of Work: The St. Croix facilities staff has led this initiative to reclaim approximately 350 square feet, on western, ground level section of Melvin Evans Center to create a visible central office for the security department. The new construction will include the dispatch work area, meeting space, and the supervisor's cubicle. The new space will consolidate two offices currently occupied by security (EVC509 which serves as the security locker room and the command center which is shared with the business office in the evenings). In addition, the new, centralized security office will vacate EVC509 freeing up approximately 600 square feet that could then be appropriated as additional office or conference room space. This effort will also partially address energy conservation requirements through the installation of a split unit to cool the security office which previously required the use of the 100-ton Evans Center chiller every evening to service the 24-hour command center. **(2.B.)**

- The Agricultural Extension Station (AES) has received federal funding in the amount of \$200,000 to formalize and improve the access road and parking area for its St. Croix facility. The plan currently under consideration provides for asphalt topped 20' wide roadway to replace the unimproved trails leading to and around the current facility and to provide a small parking area for the AES store. Antillean Engineering, Inc. has been retained by the University to provide engineering and construction documentation services. The current schedule calls for the entire project to be completed by December 2008. The preliminary budget is \$200,000. **(2.B)**

- ❖ In keeping with VISION 2012, some Human Resources (HR) processes will be managed online via *PeopleAdmin* system. On Monday, March 10, 2008, HR announced its efforts to improve a vast number of manual processes. Partnering with ITS, *PeopleAdmin* was selected to provide efficiency and general improvement solutions to the HR department. The system is intended to increase overall efficiency, accuracy and accountability and to convert the current manual process to an electronic process in the areas of (1) Position Management and (2) Applicant Tracking. Since the general announcement to stakeholders, there have been weekly Implementation web meetings. All end users across the University will be trained; the implementation of the web-based system date is tentatively set for June 30, 2008. **(2.B)**

- ❖ In an effort to enhance service delivery, the HR department has established a 15-person University Policy Manual Committee and sub-divided the committee into three subcommittees, each handling a specific section of the University Policy

Manual. Two of the three sections' drafts, due February 29, 2008, were delivered. The Committee is scheduled to review and draft the last four (4) sections of the policy by June 2008. HR is expected to share a full draft of the HR Policies with the University community between July and September 30, 2008. **(2.B)**

- ❖ To enhance service delivery, ITS has identified and recommended an audio conferencing solution for the entire UVI community. The product has been presented to Cabinet and implementation will take place during summer 2008.
- ❖ During this reporting period, great strides continued toward improving the reliability and redundancy of the University's infrastructure through the redesign of the information technology infrastructure. Accomplishments in this area during the reporting period include the following:
 - The UVI VPN (virtual private network) is now available through the installation of redundant firewalls on the St. Thomas campus. The equipment and service needed is a workstation/laptop with Windows XP, Internet Access (DSL speeds or greater), and the VPN software installed on the workstation/laptop. This service enables the user to access the UVI network from home or anywhere outside of the office. **(2.B.2)**
 - Documentation has been completed for the Layer 2 (L2) network for both campuses, including inventory. The installation of a monitoring system for the Layer 2 HP switches on both campuses has been completed. **(2.B.2)**
 - The implementation of a new mail gateway and anti-spam appliance is complete. **(2.B.2)**

- The installation of a facilities management software (MicroMain) which allows the Physical Plant offices on both campuses to log incident reports is now complete. **(2.B.2)**
- Additional backup configurations for the Blackboard servers in the SQL database are complete. **(2.B.2)**
- The security cameras in the Administration and Conference Center (ACC) building have been networked and card key access for users have been set up. The CEA is responsible for distribution to users. **(2.B.2)**
- Network access has been set up for Capital Projects' air conditioning (AC) software application. **(2.B.2)**
- ❖ To improve processing time of major departmental processes, benchmarks for Access and Enrollment Services (ACES), Human Resources, and Administration and Finance have been submitted to and approved by the Title III office. **(2.B.3)**
- ❖ In ongoing efforts to align safety and security at the University, Reichhold Center staff met with the new Chief of Security to develop a security plan that addresses the needs of the Center. **(2.B.4)**
- ❖ In collaboration with Student Housing on the St. Thomas Campus, ITS and Public Relations, developed and implemented an on-line housing application form for both campuses. **(2.C)**
- ❖ As part of the University's ongoing efforts to facilitate University-wide information flow, Reichhold Center for the Arts (RCA) achieved the following during the reporting period: **(2.C)**

- Created a five-minute Charter Day video outlining the history of UVI. The video was shared with the University community as part of UVIs' 46th Birthday Celebration. **(2.C)**
- Utilized the University's internal list service as an advertising medium to communicate the programs and performances to the University community. **(2.C)**
- ❖ The UVI Public Relations Office provided web access to forms linked to UVI housing, information and athletics web pages, as well as completed special web postings for Human Resources documents, the Presidential Search, Shared Governance, the UVI Staff Council, Compensation Committee and various accreditation documents.
- ❖ The UVI Public Relations Office engaged in a number of broadcast promotions on television and radio, which provided information about University events and initiatives. **(2.E)**
- ❖ In February, the Public Relations Director coordinated a Media Lunch with President Ragster on both St. Thomas and St. Croix. This was an opportunity for Dr. Ragster to interact with members of the media on both islands, as a way of impacting coverage the University will receive throughout the year. **(2.E)**
- ❖ In March, the Public Relations Director coordinated a Research and Technology Park press conference, which resulted in significant print and broadcast coverage of recent developments within the Park. **(2.E)**

- ❖ As part of the ongoing efforts to promote the image and reputation of the University, the Reichhold Center for the Arts (RCA) completed the following during the reporting period: **(2.E)**
 - Provided an information table of video and print materials at the UVI: *Business After Hours* and at the 19th Annual Afternoon on the Green. **(2.E)**
 - Generated positive publicity about its events through regular features in the Daily News, VI Source, Virgin Voice Magazine, St. Croix Avis, and Destination Magazine. **(2.E)**
 - Hosted the Alfred O. Heath Speakers Series as part of UVI Charter Day activities featuring Nikki Giovanni. Approximately 300 hundred community members attended this event. **(2.E)**

- ❖ In its ongoing efforts to strengthen relationships with alumni, the University's Office of Institutional Advancement engaged in the following activities during the reporting period:
 - *Agriculture and Food Fair of the Virgin Islands*: The Office of Institutional Advancement and the St. Croix Alumni Chapter hosted a tent location for alumni in the University tent at the Agricultural Food Fair. Alumni membership applications were available as well as a host of information on upcoming University and alumni sponsored events. **(2.F.1)**
 - *Alumni Choir Reunion*: The UVI Music Department in conjunction with the Office of Institutional Advancement hosted the first Alumni Choir Reunion. This event brought together many past members of the choir including UVI's second Rhodes Scholar Ian J. Quinlan Esq. **(2.F.1)**

- Business After-hours: The Office of Institutional Advancement hosted the St. Thomas-St. John Chamber of Commerce Business After-hours as the first public event in the newly renovated Administration and Conference Center. The facility opened by providing staff, public officials and alumni with a guided tour of the facility. Many of the tours were conducted by alumni that lived in the old Harvey Student Center. **(2.F.1)**
- St. Thomas Carnival 2008: The Office of Institutional Advancement assisted with the St. Thomas Carnival Troupe entry. Alumni were invited to join students and staff for this important community engagement event. **(2.F.1)**
- ❖ Alumni contributions generated 47 gifts from 29 donors for a total of \$5,005.00 during the second quarter. **(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.

- ❖ Reichhold Center (RCA) expanded its patron market with the presentation of the 40-member choir from Morgan State University at the Island Center for the Performing Arts on St. Croix. Six hundred community members attended the performance. **(3.A)**

- ❖ RCA launched its 29th Anniversary Season; featuring eleven events and thirteen performances. At time of reporting, RCA had presented nine of its eleven events. The response from the community has been very positive. **(3.A)**
- ❖ During the reporting period, the University received two (2) responses to a Request for Proposals (RFP) for the evaluation of UVI's Title III Part B Grant Program: **(3.B)**

| RFP No. | RFP Title | Summary Description of Project |
|--------------------|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>RFP 2008-02</i> | Evaluation of UVI Title III Part B Grant Program | The University requested proposals seeking to retain the services of a qualified consultant to evaluate the effectiveness of the institution's use of federal aid made available through the US Department of Education Title III Part B - Strengthening Historically Black Colleges and Universities (HBCUs) program. Proposals were received from two vendors. After a review of the proposals received, the evaluation committee recommended that the University enter into a contract with the lower responsive respondent. |

- ❖ In keeping with VISION 2012, the University implemented a procurement card program in October 2006. The procurement cards issued by JP Morgan Chase Bank, allows authorized university employees to make small dollar transactions (less than \$1,000) without the traditional paperwork associated with processing purchase orders, check requisitions and invoices. From February 2008 to April 2008 the University card program generated overall cost savings of approximately \$30,440 assuming \$110 cost savings per transaction using the procurement card. Forty-five cardholders generated a total of 243 transactions. As the card program continues to grow, the university can expect increased cost savings. **(3.B)**
- ❖ The University received the Fiscal Year 2009 Budget Call letter from the Office of Management and Budget of the Virgin Islands Government on January 31, 2008. The letter stated that the University's FY2009 ceiling was set at \$34,740,830 and

the University's request was due on February 15, 2008. The Finance and Budget Committee of the Board of Trustees met on January 31, 2008 and February 13, 2008 to review and recommend for approval to the Executive Committee of the Board of Trustees the FY 2009 Operating Budget and FY2009 Appropriation Request to the Government of the Virgin Islands. As authorized by Board of Trustees' resolution dated November 3, 2007, the Executive Committee approved the FY2009 budget recommendations of the Finance and Budget Committee on February 14, 2008. **(3.B)**

- ❖ The University's Appropriation Request to the Government of the Virgin Islands in the amount of \$39,218,859 was submitted to the Honorable Governor John P. deJongh, Jr. on February 15, 2008. **(3.B)**
- ❖ On March 15, 2008 the University's Board of Trustees ratified the Executive Committee's approval of the University's Fiscal Year 2008-2009 Operating Budget in the amount of \$51,776,783. **(3.B)**
- ❖ On April 1, 2008 the University's Committee on Buildings and Grounds and the Committee on Finance and Budget met and jointly recommended that the Executive Committee of the Board of Trustees authorize the President of the University of the Virgin Islands to issue a Request for Expressions of Interest (REI) and to establish an Ad Hoc Hotel Committee (AHHC) for the UVI Hotel Project. **(3.B)**
- ❖ The UVI Energy Management Program has reduced UVI electrical consumption by a total of 190,455 kWh in the first quarter of 2008 compared to the adjusted base year of 2002 and provided cost avoidance savings to the University of \$69,793.

The UVI Energy Management Program has yielded \$1,204,336 in cost avoidance savings since base year 2002. These savings were achieved in large part through the implementation of the following energy conservation efforts on both campuses.

(3.B.3)

- The scheduling of buildings for each semester dependent on actual classroom occupancy times;
 - The temperature controls project on both campuses that enables UVI to control room temperatures; and,
 - The decommissioning of non utilized buildings on the St Thomas campus.
- ❖ The Annual Giving Fund secured 181 gifts from 73 donors totaling \$210,225 during the reporting period. Unrestricted giving for the second quarter is \$3,972.00 with restricted giving totaling \$204,421.08. In-kind donations totaled \$1,832.03. **(3.C.2)**
- ❖ RCA was awarded a \$15,000 Youth Prevention grant by the Department of Human Services to conduct the 6th Youth Movie Making Summer Workshop. **(3.D.1)**
- ❖ The Center for Marine and Environmental Studies (CMES) was funded for a joint project between the University of Puerto Rico (UPR) and UVI from the National Oceanic and Atmospheric Administration for implementation of Caribbean Regional Association (CaRA) Integrated Ocean Observing Systems (IOOS) in the amount of \$1M for the first year of a three year project. Funding was also received by CMES from NOAA for “Clean Sweep USVI: Marine Debris Removal and Prevention, USVI” in collaboration with SeaTow and USVI Government in the amount of \$120,000, for a one year project. Core funding for the Virgin Islands

Marine Advisory service was approved by Sea Grant in April 2008 in the amount of \$125,000 for two years. **(3.D.1)**

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.

- ❖ The UVI Drug and Alcohol Prevention Committee hosted a presentation by Pastor Thomas Douglas, “*Youths in Crisis...What Matters?*” on March 27 - 29, 2008 at Charlotte Amalie and the Ivanna Eudora Kean High Schools. The presentation was made to the Charlotte Amalie High School on Thursday, March 27, 2008; 147 students as well as administrators and teachers were present. On Friday, March 29, 2008 Pastor Douglas made his presentation to the Ivanna Eudora Kean High School; 135 students along with administrators and teachers were present. **(4.A)**
- ❖ The Office of Community Engagement and Lifelong Learning (CELL) entered into an agreement with the VI Department of Education to provide a PRAXIS II preparation course for teachers. During the first cohort of the program, 37 elementary school teachers in St. Thomas and St. Croix participated in the program. Also the funding to continue the SAT Prep course was secured from Processor Foundation. **(4.A)**

- ❖ RCA, in partnership with the Department of Education – Cultural Education Division and the VI Council on the Arts, presented a day-long cultural event: “In De Yard” to four hundred elementary school students. RCA provided the materials, instructors, and transportation for that event. **(4.A)**
- ❖ RCA partnered with the Department of Education, VI Council on the Arts, and Division of Libraries and hosted two new initiatives sponsored by the National Endowment for the Arts: The Big Read Project and Poetry Out Loud Competition. **(4.A)**
- ❖ The first cohort of Masters in Mathematics for Secondary Education Teachers completed requirements for graduation in May 2008. This was a collaborative effort with the VI Department of Education and the UVI Division of Science and Mathematics. **(4.A; 4.B)**
- ❖ RCA secured funds to provide (200) tickets to the Playing Ring performances. The Department of Human Services – Senior Citizen Division were recipients of the tickets. **(4.B)**
- ❖ RCA invited forty choir students from the Ivanna Eudora Kean High School and the St. Croix Central High School the opportunity to perform as part of its 29th Anniversary season. The students presented a piece with the Morgan State University Choir. The forty students also participated in a week-long residency program conducted by the MSU Choir Director. **(4.B)**
- ❖ The RCA was invited to meet with the new General Manager of Frenchman’s Reef Resort to discuss future collaborations and sponsorship opportunities for the two

entities. This is part of an ongoing campaign to solicit for larger sponsorship contributions. **(4.B)**

- ❖ The RCA strengthened the territory's visual arts scene by hosting 6 arts exhibits in its Art Gallery featuring local artists. **(4.B)**
- ❖ In an effort to maintain the relevancy of programs and to continue to foster community engagement, Counseling and Placement engaged in activities for and with the broader community. Specifically: **(4.B)**
 - Dr. Lucia DiMeo, psychologist from the St. Croix Campus, made a presentation to Special Education teachers, counselors, and paraprofessional staff from the V.I. Department of Education, entitled "Attention Deficit Hyperactivity Disorder". **(4.B)**
 - The St. Thomas Counselor in Student Affairs served as a panelist at the Child Abuse Community Forum held at the Westin Hotel on St. John.
 - Facilitated a session on "Interviewing Strategies" for high school seniors at the Charlotte Amalie High School. This interactive session provided tips for students to use before, during and after an interview for a job or scholarship. Approximately 150 students attended the session. **(4.B)**
 - Coordinated an informational session for representatives from Proctor and Gamble on April 3, 2008. The company representatives were interested in Science/Math majors as well as Business-Marketing majors and discussed internship and job opportunities with the company. Approximately 40 students indicated an interest by signing up to receive more information after the presentation was made. **(4.B)**

- ❖ In its efforts to enhance the relevancy and quality of programs, the UVI Upward Bound Program (UB) engaged in several collaborations during the reporting period. These included: **(4.B)**
 - UB initiated a computer literacy and after school tutorial program. Students are receiving homework assistance in English, math, science and foreign language. Students actively participated and benefited from the assistance which is evident by improved grades on the first semester report cards. There was a substantial amount of interest from the community in the computer tutorials. In response to the high interest, another application was submitted for a Community Development Block Grant (CDBG) to provide services for the next academic year. **(4.B)**
 - UB initiated a Summer Bridge Program for the graduating UB seniors on both campuses. The Summer Bridge Program will facilitate the bridge between high school and college life. Students will enroll in a UVI summer class and live in the residence halls for the second summer session. Additionally students will work in various departments on the campuses. Funding for the campus jobs will be obtained from the V.I. Department of Labor. **(4.B)**
 - Taught two (2) Freshman Development Seminar sections in support of the Shadow Our Students (SOS) program on the St. Croix Campus. Several students were given the opportunity to participate in the SOS program. Also presented to a group of students from the Weed and Seed Program about preparing for college and what Upward Bound has to offer interested

- students. Upward Bound has been working to inform the community about the services the program provides to assist Virgin Islands students. **(4.B)**
- UB assisted seniors to complete the college admissions applications and working along with the high school counselors, as well as, those from institutions of higher learning, to confirm records, secure student placement and apply to financial aid and scholarship programs. **(4.B)**
 - Financial Aid Workshops were conducted by Upward Bound to assist seniors and their families with the financial aid application process. Financial Aid personnel from UVI were available to assist with questions regarding the FAFSA and Student Aid Report (SAR). **(4.B)**
 - UB conducted parenting workshops on both campuses. Since statistics have shown that students with involved parents are more likely to be successful in school, the UVI Upward Bound program involves parents, as partners, in their child/children's academic pursuits whenever possible. **(4.B)**
 - UB conducted Career Day activities on both campuses, giving students the opportunity to interact with individuals in a variety of professions from throughout the Virgin Islands community. Students gained information about educational training, typical day on the job, and future career outlook. They also benefited from presentations, hands on activities and video presentations. **(4.B)**
- ❖ The Eastern Caribbean Center (ECC) completed and presented to the State Rehabilitation and Independent Living Councils a study on Needs Assessment of Disability Services in the U.S. Virgin Islands 2007. **(4.B)**

- ❖ ECC also presented testimony to the Legislature's Committee on Education, Culture and Youth on Youth Crime: Cause, Prevention, Punishment and Rehabilitation, and succeeded in obtaining a promise from Census Bureau staff in discussions in the VI to report Virgin Islands 2010 census data at the estate level that would make them more useful to local government planning. **(4.B)**
- ❖ During the reporting period, VIUCEDD (Virgin Islands University Center for Excellence in Developmental Disabilities) in collaboration with the *Westchester Institute for Human Development in affiliation with the New York Medical College* offered the first part of a three credit course on Leadership education for maternal and child health professionals. A total of 37 individuals from St. Croix and St. Thomas participated. This course was offered via video conferencing between the two campuses. The instructors came from Westchester Human Development Medical School. On the first day of class the students and instructors were welcomed by Provost Musah and the Commissioner of Health. **(4.B)**
- ❖ During the reporting period, VIUCEDD addressed issues affecting persons with disabilities and families of persons with disabilities through the following efforts:
 - Conducted a one day workshop on transition on the Island of St. Thomas and St Croix respectively. About **100** persons participated between both Islands. Similarly, on April 14, 2008, on St. Thomas and April 15, 2008, on St. Croix, a workshop on Autism was conducted. This workshop attracted about **85** persons on St. Thomas and **150** on St. Croix. The Autism workshop was one of the most successful one-day workshops by the Center, to date.

- Conducted workshops for parents of children with disabilities on St. Thomas on February 21, 2008, and March 19, 2008 where approximately **30** parents participated. On the Island of St. Croix a similar workshop took place on February 28th and April 24th with approximately **26** people participating. A total of **56** parents participated. **(4.C)**

- ❖ The Research and Public Service (RPS) area continued to serve the community of the Virgin Islands by sponsoring seminars, workshops and other training initiatives. Community engagement contacts with the USVI community in Fall/Spring 2007-2008 by RPS personnel amounted to 8,551 individuals. Seminars and workshops offered this quarter amounted to a total of 82 with 2,019 attendees. Seminars and other opportunities for community engagement, information dissemination, networking and collaborative opportunities with both the public and private sector included RPS' participation in Afternoon on the Green on March 9, 2008 and the 37th Annual Agriculture and Food Fair of the U.S. Virgin Islands on St. Croix from February 16-18 where the focus was on "The Business of Agriculture: The Way Forward". **(4.D)**

- ❖ RPS also conducted and participated in other seminars and workshops which included Film Industry Opportunities for Individuals on February 20, 21, 26, and 27; Bankers Roundtable and Small Business Administration's Government Contracting and Procurement Seminar in collaboration with the U.S. Small Business Administration on February 22; Filing Your 2007 Business Tax Returns in collaboration with the VI Bureau of Internal Revenue on February 27 and March 5 and 12; WNET Roundtable-Create Your own Destiny on March 25; Women in

Business Forum on March 26; Basic Public Speaking and Basic Exposure on March 31 and April 3; SBA's Community Express Loan Program on April 30; Urban Forestry tree management in the British Virgin Islands; Southern Region Integrated Pest management annual meeting; Agro-Tourism Linkage project in collaboration with the University of Arkansas on March 17 and 18; Plant Nutrition workshop in collaboration with FINRAC an international agricultural consulting firm; Urban Gardening to schoolchildren; and Earth Day and health Fair activities on April 15-17. The SBDC also provided counseling sessions to 312 new and 53 long-term clients. As a result of these sessions, five SBA and five non SBA Loans were approved for a total of \$724,700. **(4.D)**

- ❖ In its continued role as host of the Afternoon Mix, an informative radio show on Radio 1000, during this reporting period, the Small Business Development Center (SBDC) featured women business owners. The guests highlighted why they started their businesses and shared some of the challenges and triumphs of being business owners. **(4.D)**
- ❖ During the reporting period, UVI CELL offered the following courses and workshops:
 - Six-week certification program for Taxi and Tour Operators (began February 14, 2008). The program was developed by UVI-CELL and is endorsed by the USVI Hotel and Tourism Association. Graduates of the program are eligible for membership in the Certified Taxi and Tour Guide Association.

- Basic Computing Course for Beginners (held once a week from April 7 to May 2, 2008). The course covered the basics of computing, to include working with Windows, using the Internet, E-mailing, and safe computing.
 - Computer Software Workshop series offered to assist individuals in acquiring skills in one of the computer software packages most widely used in the field of business. The first workshop in the series, *Unleashing the Power of Microsoft Word*, was held on February 28, 2008 on the St. Croix Campus. The second workshop, on Microsoft Excel, was held on March 27, 2008, again on the St. Croix Campus.
 - The third workshop of a 10-part workshop series on management skills, *Building High Performance Teams*, was held on April 4, 2008 on St. Croix at the Joseph A. Simpson Building in Frederiksted and on St. Thomas at the UVI-CELL Center on the UVI campus.
- ❖ CELL was voted Best Education in the Virgin Islands for 2008 in the Daily News poll. **(4.D)**

Constitution 2008 Update

The Fifth Virgin Islands Constitutional Convention recently canceled several of its meetings owing to what its members have variously identified as a financial crisis. To date, approximately \$418,000 of local funding has been identified in order that the Convention might accomplish the task of developing a proposed Constitution for the Territory.

The appropriations to date do not come anywhere near the \$3.2 million that the body requested of the Virgin Islands Legislature as being essential to the critical task it faces.

The issue of funding was one of the issues identified by the University of the Virgin Islands in a recent presentation before the Decolonization Committee of the United Nations at its Pacific Region Seminar held May 14-16 in Bandung, Indonesia. The University was invited to participate in the seminar as a non-governmental organization and as the lead agency in the public education project conducted in support of the local Convention.

The University was asked to address the body by focusing on two areas of particular concern. The first area concerns the lessons learned in the education process which might be useful to other non-self-governing territories as they undergo political change. The other concerned the role of the United Nations in the process of advancing self determination for territories still administered by several world powers.

In its report, prepared by UVI President LaVerne E. Ragster, Ph.D. and by Constitution 2008 Coordinator/Researcher, Atty. Tregenza A. Roach, the University made several observations and recommendations which were incorporated in the report

that the Decolonization Committee will make to the United Nations General Assembly when it meets later this year in New York.

Included in the recommendations are the following:

1. That administering powers such as the United States share in the cost of implementing political processes such as a Constitutional Convention and supportive programs incidental thereto.
2. That there should be ongoing public education on political processes such as those focusing on constitutional development or change in the non-self-governing territories.
3. That institutions of higher learning should play critical roles in any public education processes aimed at societal change.
4. That the United Nations should itself engage in public education, particularly on its perception of what constitutes self-government for a Territory.
5. That the United Nations has direct contact with the Territories, perhaps in the form of visiting missions.
6. That the United Nations provides technical expertise which might help to give order to and advance status and other self-determination processes in the Territories which it has identified as non-self governing.

The full text of the University's report can be found on the United Nations website located at www.un.org.

The University also received the good news regarding the public education project conducted with Contractor, Austin Advertising in March. The campaign won a

Silver Award presented by the Advertising Club of the Virgin Islands. The award recognized the public service nature of the Constitution 2008 project and the overall quality of the campaign.

The University's dedicated website for the Constitutional Convention education project, www.itsourfuture.com, continues to receive regular visitors in search of information about the process and has now reported 119,000 visits over the life of the site.

Throughout this period, the University has continued to support the work of the project by providing conference rooms and other meeting spaces for both committee meetings and plenary sessions in both the St. Croix and the St. Thomas-St. John Districts.

Shared Governance Update

Over the spring semester, the University actively engaged in a series of conversations and internal town hall meetings to discuss the Report of the Shared Governance Ad hoc Committee ("SGAC") and further suggest amendments to a model for shared governance that would be forwarded to the Board of Trustees for approval.

The University community agreed on the following:

- a model that outlines how the proposed UVI Senate would function in relation to all recognized internal stakeholders;
- a matrix that indicates direct responsibilities for decision making, approvals, referrals, consultations, and information sharing;

- a set of principles as underpinning tenets of shared governance at the University; and,
- a revised timeline for the establishment of the UVI Senate.

All of the above documents have been submitted to the Academic Research and Student Affairs committee of the Board for discussion at its next sitting. Meanwhile, the University will continue with further orientation of internal stakeholders, develop constitution and bylaws for the UVI Senate, elect senators, and provide additional orientation and training for senators.

Again, as is the practice and in the spirit of continued commitment to the shared governance process at the University, the administration continues to engage the Faculty Association, the Staff Council, and the Student Government Association in the decision making processes of the University.