

**UVI Town Hall Meeting on  
The 2008 Assessment and Evaluation Report on Organizational  
Restructurings at UVI between 1999 and 2005  
May 6, 2008**

**Time:** 11:00 am (STT) 3:30 pm (STX)  
**Place:** ACC 142 & 146 (STT) NWW Great Hall (STX)  
EC401 (STX) ACC 142 & 146 (STT)

**Introduction**

In spring 2007 the UVI Board of Trustees (BOT) asked for an assessment/evaluation of all UVI organizational restructuring initiated between 1999 and 2005.

An assessment/evaluation body consisting of a UVI-Team (P.G. Simmonds, David Gould, Shirley Lake King and Miriam Osborne Elliott) and an external consultant (Dr. Bill Wayson) worked together to evaluate/assess the University's past and current organizational structures against the anticipated or intended outcomes of the stated objectives. The evaluation/assessment is to help UVI learn from its success and challenges and use that information to improve the University's current and future processes.

The charge given was to specifically address these issues:

- i. What was each restructuring designed to achieve?
- ii. What did get achieved?
- iii. What did not get achieved?
- iv. Why did it not get achieved?

**Objective of UVI town hall meeting:**

The report by Dr. Bill Wayson on the restructuring provides some information to address the four issues above; however, the second part of the task of the assessment/evaluation is how to use the information in the report to improve the current and future processes at UVI.

The town hall meeting is a forum to address this aspect of the task, which is how the information from this report can be used to improve the university.

This town hall meeting is not intended to restate the issues, problems or challenges - we already know those through the reports from Bill Wayson and Middle States among others, which have already provided that platform.

Solutions to UVI’s challenges should come from members of the University community for, “those who live in a grass hut know where it leaks when it rains and therefore are more appropriate for providing solutions to .....

**Format of the town hall meeting:**

- i. There will a moderator and two persons from each campus to assist in conducting the town hall meetings.
  - Remarks: L. E. Ragster, President
  - Moderator: A.I. Musah, Provost
  - Assisting at STT: Shirley Lake King & Lynn Rosenthal
  - Assisting at STX: Miriam Osborne Elliott and Vanere Goodwin
- ii. Index cards will be provided for individuals to write their comments and/ or responses.
- iii. Name or identification is optional on index cards.
- iv. Questions on index cards can be read out by the individual or given to the assistants to read out.
- v. All index cards will be collected for record keeping and producing an accurate report
- vi. The town hall proceedings will be recorded and minutes taken.
- vii. Time limits will be set for each question, discussion and for each individual to allow others to participate.
- viii. There will be no retribution for comments made.
- ix. Professional conduct as it relates to UVI core values is expected.
- x. The ruling or directives of the moderator and assistants is final.

**Areas to address:**

- i. Suggestions on defining, educating, implementing and using Shared Governance at all levels of institutional operations
- ii. Suggestions for improving communication at the level of:
  - a. BOT level
  - b. Cabinet level
  - c. Component level

- iii. Suggestions for reaching impersonal, fair and equitable establishment and administration of policies and procedures at:
  - a. BOT level
  - b. Cabinet level
  - c. Component level
  
- iv. Suggestions for improving accountability of:
  - a. UVI cabinet
  - c. UVI staff
  - d. UVI faculty
  - e. UVI students
  
- v. Suggestions for improving the current organizational structure.
  
- vi. Ideas for UVI to show appreciation for work done well by
  - a. Members of the BOT
  - b. Members of Cabinet
  - c. Other Administrators
  - d. Staff of UVI
  - e. Students of UVI
  - f. Faculty of UVI
  - g. Community supporters of UVI
  
- vii. Recommendations to improve relations between the STX campus and the STT campus
  
- viii. Suggestion for improving STX and STT campuses in terms of:
  - a. Equity
  - b. Autonomy
  - c. Linkage
  
- ix. Any other comments or suggestions

**Thank you for your participation in the UVI spring 2008 town hall meeting.**

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**“It is one of the paradoxes of success (UVI’s success) that the things and ways which got you (UVI) where you (UVI) are seldom are those things that keep you there...**

**[This] is a hard lesson to learn”**

**Charles Handy, The age of Paradox.**