



APPENDIX 1:

Possibilities, Progress Indicators and Projects



20 YEAR POSSIBILITIES

What would you love to see possible for the University over the next 20 years? This question is about possibilities, not predictions. If you're daring, you could even also think about the "impossible" you would love to see possible.

Research growth	Sustainable resources	Integrating research and education
Effective recruitment	High impact student experiences (study abroad, research, internships)	Emphasis on arts and culture
Adequately resourced to support infrastructure	Academic experience	Research partnerships
Prominence evident through local, regional, and national distinction	Integrating research and community benefit	Nursing school's involvement in health, wellness, clinical trials
Campus excellence	Globally engaged	Targeted therapies
Marketing/communication regarding the UVI story	Research clusters	Growth in graduate programs (e.g., PhD in Caribbean studies)
Functioning successfully as an institution	Excellent student experiences/campus life	Quality of work/life experience
Current technologies	Healthy organization	

2 YEAR PROGRESS INDICATORS (GOALS)

Given what you would love to see possible, what could progress toward these possibilities look like in the next 2 years? These are things we could achieve.

Empowering excellence through human capital development (e.g., diversity, enhanced benefits, training on interpersonal skills, leadership)	Empowered growth through innovative fund initiatives	Diversification of funding sources
Enriched student experience and community engagement	Improved framework for admissions, placement	Energy and infrastructure improvements
Efficient and smooth grants management	Improved student testing and course selection	AI solutions adapted across the university
Highly satisfied researchers and grant-active faculty	Strengthened collaboration for educational advancement between the USVI department of education and the University of the Virgin Islands	Enhancing enrollment through outreach and student-centric strategies
\$5:1 Return on investment (ROI) in external projects	Fostering excellence in journalism and media literacy	Promoting cultural enrichment and community engagement
Strengthened connections and lifelong alumni relationships		Expanded academic program offering with increased options, including PhDs

2 QUARTER PROJECTS

When you think about the 2-year progress indicators, what could be some small projects we should consider doing in the next 6 months? These could be discovery, research, and small experiments.

Increase student engagement with fun signs on campus	Fully Implement CAYUSE research management software	Identify/design mental health officers and programs for different groups - undergrad, grad students, faculty/staff, etc.
Enhance student life by supporting campus development, food services, mental well-being, health and fitness	Improve student visioning with the use of inspiration boards	Increase campus engagement with activities such as scavenger hunts
Increase community engagement through activities such as jazz on the beach	Pair students with an agency, with agency agreeing to hire student at end of engagement	Improve retention by streamlining communications about new student orientation
Musical afternoons	Play advertisements on the kiosk	Partner with Department of Health and setup committee under the provost for the development of a wellness center
Search for available grants and funding sources	Have discussions with students and staff to find out needs and issues	Investigate diversifying dining options
Hire Office of Sponsored Programs staff	Make Student Government Association (SGA) Advisor a separate role	Incorporate emotional education into regular class

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Select 2-3 processes key to student success that UVI will spend 6 months creating and implementing	Survey students to determine academic and on-campus needs.	Find the streamers in the student body
Networking events	Use UVI's Greek-life to keep alumni connected!	Athletics to engage the campuses
Host a game night for students	DIY water filters where students build simple water filtration systems	Teaching students' basic life skills
Conduct a vulnerability assessment	Gaming competition: students/faculty & staff	Offer sensitivity training to professors new to HBCUs, island life, and culture
Add creative problem-solving training to Freshman Development Seminar course	Improve campus bookstore offerings (e.g. books, swag, mobile kiosks)	Take suggestion for those games and clubs
Expand dual degrees	Enhance academic programs by integrating AI technology to foster innovation and modernize the curriculum	Add to curriculum for students the opportunity to participate in sponsored research projects
Implement courses that can teach life lessons (real estate in practice)	Work closer with 13D Innovation & Strategy's annual lecture event. Students can learn from experts and professionals on	Student exchange program

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	innovation and entrepreneurship.	
Add a small engine repair program	Internships in skilled professions	Assessment of the videoconferencing classes - including feedback from students and sitting in on classes to determine its effectiveness
Rapid prototyping challenge	Student hackathon	Cyber hygiene workshops
Curriculum review	Small-scale AI pilot	Students focused on STEM careers/majors compete to create an idea or framework for technology updates
Partner with on island resources to refurbish the boats on the hill and test idea of program for boating	Phishing simulation campaign	Include politicians and gain more community involvement from students at the primary level
Form a coalition of teachers, admins, supervisors, have them formulate a high school teacher education partnership between the HS and UVI	Create a working group to develop community contacts and a media strategy (we have faculty who would work on this)	Connect with local business owners in need
Interest private sector to push their jobs	Support skilled laborers (carpenters, laborers,	Host monthly decolonize VI sessions for Government of

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	painter, plumbers, electricians)	the Virgin Islands and wider Caribbean audiences
Find innovative ways to get kids involved, guest speakers and locations	Host a series of working sessions on VI relationship with intergovernmental entities program	Find out what businesses are interested in and their demands
Anonymous focus groups for employees and students	Surveys on new technology that people are interested in	Begin talking to solar power companies
Place an ad on VI Consortium or other high-traffic media outlets	Engage Marketing students to participate in a rebrand UVI assignment Reichhold Center for the Arts competitions	Investigate sources for solar on campus and compare prices
Increased multimedia presence local and beyond (on ground and virtual)	Work with Public Relations to help create new apps, to help tell our story; use students to help with social media	Hire Office of Sponsored staff
Identify multipurpose center funding source	Search for available grants and funding sources	Increase productivity by use of action-based meetings
Supplement accounting staff, possibly utilizing accounting students	Ensure UVI's financial stability and long-term viability through diversified funding sources and sound financial planning	Meeting with the head at Economic Development Association

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Hire international recruiters	Provide mock initiatives or surveys for high school students to complete to gauge their interests (for recruitment/enrollment purposes)	Intensive health and safety inspection and general inspection of all physical facilities to determine their condition and use of space
Have the public sit in classes for free to see if it builds interest to enroll.	Have a meet and greet with high school counselors to focus on increasing local enrollment.	Partnership with HBCU Greek and sports personnel to develop a revitalization plan at UVI
Information sessions on scholarships like the Rhodes, Marshall and Truman to drum up interest	Tighter connection with local high schools (advocate for more dual enrollment students)	Energy efficiency assessment
Approach the national Americans with Disability Act (ADA) agency to allow UVI campuses to be reviewed as an example and participate in grant funded retrofitting of facility	Hire teaching assistants without work-study	Implement campus water quality testing on a set schedule
Create an incentive program to show employees how important they are	President should conduct regular pop-up visits to offices around campus	Explore funding options for AC/Elevator maintenance/repairs
Host UVI community workshops to address common interests	Appoint volunteer faculty associates to administrative positions	Meet with UVI employees who are alums to get ideas for engagement



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Form a faculty and staff committee to inform President and Vice Presidents (share results with Deans)		
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