

MEETING OF THE BOARD OF TRUSTEES
June 22, 2019

UNIVERSITY OF THE VIRGIN ISLANDS
Administration and Conference Center
ST. THOMAS CAMPUS
9:30A.M.

MINUTES
Regular Session

MEMBERS PRESENT

Attorney Henry C. Smock, Chair
Ms. Oran C. Roebuck, Vice Chair
Dr. David Hall, President and Secretary
Dr. Dara Hamilton, Faculty Trustee
Arah C. Lockhart
Mr. Alexander A. Moorhead
Dr. John A. Quelch
Ms. Jacqueline A. Sprauve, Alumni Trustee
Dr. Yvonne E. L. Thraen
Rev. Dr. Wesley S. Williams, Jr. (phone)

MEMBERS ABSENT

Ms. Leeann Knight, Student Trustee
Mrs. Racquel Berry-Benjamin (excused)

OTHERS PRESENT

Dr. Camille McKayle, Provost and Vice President for Academic Affairs (phone)
Mr. Mitchell Neaves, VP Institutional Advancement
Ms. Earlyn Casimir for VP Administration and Finance & CFO
Ms. Ayesha K. Williams for VP Information Services and Institutional Assessment
Attorney Marie ThomasGriffith, UVI Legal Counsel

CALL TO ORDER

The presence of a quorum having been determined, Chairman Henry C. Smock called the Regular Session of the meeting to order at 9:30am.

APPROVAL OF MINUTES

A motion was made by Vice Chair Moorhead, which was seconded by Trustee Wesley Williams, to approve in block the minutes of the Regular Session of the Board Meetings held on January 23rd and March 2, 2019. The vote on the motion to approve the Regular Session of those minutes was unanimous by the members present. The minutes were therefore approved.

Submitted by: Gail T. Steele, Liaison to the Board
Approved by: Board of Trustees – November 2, 2019

Election of Officers

Chairman Smock appointed Trustee Yvonne Thraen as Chair pro tem pending the election of officers for the period of 2019-2020.

Trustee Thraen, the Chair pro-tem, reported that the Governance Committee conducted its annual meeting for nominations as outlined in the Nomination Process adopted by the Board of Trustees. She stated that nominations were received for the positions of Chair and Vice-Chair. Based on the nominations received, the Committee presented the slate of Henry Smock and Oran Roebuck, for Chair and Vice Chair respectively, to the Board of Trustees for its deliberation and action.

After the slate was presented, the Chair pro-temp opened the floor for nominations from the floor. No nominations were made. Trustee Alexander Moorhead made a motion, which was seconded by Trustee Jacqueline Sprauve, to close the nominations. The vote on the motion was unanimous by the members present. The nominations were closed.

A motion was made by Trustee Wesley Williams, which was seconded by Trustee Moorhead, to approve the slate of Smock for Chair and Roebuck for Vice Chair for 2019-2020. The vote on the slate was in favor by the members present with an abstention by Chairman Smock. Trustee Thraen then yielded the chair back to Chairman Smock. Chairman Smock and Vice Chair Roebuck successively thanked the members of the Board for electing them as Chair and Vice Chair, respectively.

Chairman Smock thanked Trustee Moorhead for his many years of service as Vice Chair and also as previously as Chair of the Board.

APPROVAL OF THE CONSENT AGENDA

A motion was made by Trustee Moorhead, which was seconded by Trustee Williams, to approve the Consent Agenda as presented. The vote on the motion to approve the Consent Agenda was unanimous by the members present. The consent agenda was therefore approved.

PRESIDENT'S REPORT

President Hall reported that the President's Report for this reporting period is organized into two sections. Part I provides highlights of new and ongoing presidential initiatives and institutional accomplishments since the last report. Part II highlights major accomplishments within the framework of "Greatness Through Innovation", the University's current strategic plan.

President Hall stated that this framework has been adopted to ensure that all Components and Departments across the University are focused on areas that the University has determined are critical to our future success. I continue to be extremely impressed with the productivity and commitment of our University's students, faculty, staff and administrators

President Hall highlighted several University activities and achievements covered in his written report and provided updates to the report based on things that occurred since the written report was issued. His oral report included the following:

STUDENT ACHIEVEMENTS

- The Miss UVI Ambassadorial Coronation was held on April 13, 2019 and provided an opportunity for newly crowned **Sherkquan Henry** to display her talent and intellectual ability.
- At the 13D Student Business Launch Competition, UVI's version of "Shark-Tank," three winning teams received the following funding awards:
 - **Nina Scott** (\$20,500) for Supple Body Scrubs (a natural body lotion company)
 - **Khaleila Krall** and **Sherkquan Henry** (\$18,500) for AnnAlice (a jewelry design company)
 - **Kyle Murphy** (\$17,000) for Mad Hot Media (the Virgin Islands version of ESPN)
- On March 20, two students vied for the title of Miss Charter Day, **Christine George** and **Love Pluiose**. Ms. Christine George captured the title of Miss Charter Day 2019. The competition provided a platform for the students to present their time management and other leadership and developmental skills.
- The 2019 SGA Spring Olympics was held on February 22-24, 2019. The event is a cross-campus competition that was hosted this year by the Albert A. Sheen Campus. This annual activity is recognized as part of the educational process, which has been developed to promote educational leadership and physical fitness, and to provide opportunities for them to demonstrate recreational pursuits and athletic excellence through competition. The group of approximately 35 students and staff actively participated. The 2019 Champion is the St. Thomas Campus. Our MVPs this year are **Cameron Prailes** and **Shanice James**.
- **Arl Polydore**, junior computer science major, will be joining Walmart in Arkansas as a Network Specialist Intern in June 2019. This is a paid internship in which Mr. Polydore will be working with individuals in the computer science and network engineering fields. Mr. Polydore was afforded this opportunity by participating in the Thurgood Marshall Leadership Institute in October 2018.
- **Azhar Hussein**, physics major, was accepted to the PhD Program in Biophysics at Oregon State University.
- **Iris Battiste**, junior accounting major, joined The Boeing Company as a Payroll Intern in May 2019. This is a paid internship in which Ms. Battiste will be working with top executives in the field. Ms. Battiste was afforded this opportunity by participating in the Thurgood Marshall

Submitted by: Gail T. Steele, Liaison to the Board

Approved by: Board of Trustees – November 2, 2019

Leadership Institute in October 2018.

- **Jahvan Navarro**, graduating senior in Bachelor of Arts in Accounting major, was offered a full-time position with Caterpillar Inc. Mr. Navarro will be joining Caterpillar Inc. as an entry-level Accountant in the Finance Services Division in June 2019. Mr. Navarro was afforded this internship opportunity by participating in the Thurgood Marshall Leadership Institute in October 2018.

- **Manal Asad**, nursing major, received the Student Prize on Research Day at the Albert A. Sheen Campus held on April 5, 2019. Ms. Asad's poster presentation, entitled "Umbilical — The Cord Care Treatment in Newborns," compared the use of alcohol/antiseptics versus dry cord care to determine which treatment is best to reduce adverse events and time to cord separation.
- **Vernon Callwood**, CAHS and VI-ISERP teacher, was selected for a competitive "Journalist for a Day" program at the 2019 Aquatic Sciences Meeting of the Association for the Sciences of Limnology and Oceanography (ASLO). He will be producing at least one article and reporting on research presented at the meeting, to be published in an upcoming Limnology and Oceanography Bulletin issue.
- Students in the Health Disparities course collaborated with the Center for Disease Control and Prevention (CDC) and the Department of Health in a research project documenting walkability problems in the Virgin Islands. Results will support funding for improving pedestrian safety with installation of crosswalks.
- Two nursing students participated in data collection for the Youth Risk Behavior Survey that was referenced in the National Public Radio (NPR) Morning Edition broadcast on April 24, 2019.

Highlights from the written report also included;

- Alumni Updates
- Faculty and Staff Achievements
- Publications and Papers
- Grants and Special Projects Funded

Significant Institutional Achievements

- Former President Bill Clinton Convenes the Clinton Global Initiative Action Network on Post-Disaster Recovery in St. Thomas at UVI
- A meeting of stakeholders in the UVI Medical Simulation Center
- UVI Innovation Fund established to Support Innovative Proposals
- UVI 2019 Commencement Ceremony with CNN Analyst Bakari Sellers
- Student Recognized for Innovation & Entrepreneurship at 13D Gala Luncheon
- UVI Employee Service Awards Celebrate 45 Years
- UVI Research Day Highlights Diverse Topics Impacting the V.I. Community
- Territory-Wide Launch of Greatness Through Innovation Strategic Plan for 2018-2023
- 29th Annual Afternoon on the Green
- UVI Commemorates 57 Years of Excellence

- UVI Rise Relief Fund
- Development and Implementation of the Campus Shuttle Tracker

President’s Appreciation Award

President Hall reported that one of the major accomplishments during this reporting period has been the work of the School of Education to create and launch an Inclusive Early Childhood Center on both campuses. The grand opening of the Center on St. Thomas will occur on Monday, June 24. The St. Croix Center is scheduled to open in August. The goal of the Center is to become a model learning environment for early childhood education. Though its initial focus will be to provide support to University students who need child care services, especially at night, the Center plans to expand in the future by providing services to others in the community. In addition, the Center will have a learning laboratory for childcare providers in the Territory so that through courses, seminars and lectures at the Center, it can improve the quality of early childhood education throughout the Virgin Islands. One of the unique features of the Center will be a Diagnostic Lab, where children can be examined to identify any learning disabilities or challenges, and prescribe appropriate educational interventions and support.

The opening of the Center will be an historic moment in the life of the University as we strive to fulfill the mission of supporting our students and transforming the quality of life for residents in the Virgin Islands. In honor of the tenacity and hard work of Dean Linda Thomas, Dr. Karen Brown, and Ms. Sherryl Tonge-George, Director of the Center, for reaching this critical milestone, he presented them with the President’s Appreciation Award.

RTPARK UPDATE REPORT

Chairman Smock reported that Executive Director Peter Chapman was unable to attend the meeting due to a death in his family. He reported that members received the update report from Mr. Chapman and ask if there were any questions to the report. There were no questions to the written report.

ACADEMIC, RESEARCH, AND STUDENT AFFAIRS.....Dr. Yvonne Thraen

Presentation of Master of Social Work Degree

At the invitation of the Chair of the Committee, Provost McKayle presented the proposal to create a program framework for a Master of Arts degree in Social Work to begin in the Fall of 2019.

She informed the Board that funding for the program was made available by the Virgin Islands Legislature. Consultants have been engaged to conduct an assessment and to ensure that the program design meets the accreditation standards of the national Council on Social Work Education (CWSE). Consultants met with key stakeholders to identify specific needs. In response to the needs identified, the program will consist of 65 credit hours and will have a focus on trauma-informed care. Upon completion of course and field work, students enrolled in the program will be able to demonstrate the competencies of a licensed Social Worker as described by the CWSE.

After the presentation, Trustee Thraen thanked Provost McKayle for the presentation and indicated that the ARSA Committee reviewed the presentation and was recommending its review and approval by the full Board.

A motion was made by Trustee Thraen, which was seconded by Trustee Jacqueline Sprauve, to approve the proposal to create a program framework for the Master of Arts degree in Social Work. The vote on the motion was unanimous. The program framework was approved.

Presentation of Bachelor of Fine Arts Degree

Provost McKayle presented the proposal for approval of the framework for the creation of the Bachelor of Fine Arts (BFA) in the College of Liberal Arts and Social Sciences. She informed the Board that the program design will follow the structure required by peer institutions and will include input from key stakeholders. She noted that the US Department of Education will support funding for the program through the Title III program.

After the presentation, Trustee Thraen made a motion, which was seconded by Trustee Arah Lockhart, to approve the proposal for the creation of a Bachelor in Fine Arts degree program. The vote on the motion was unanimous. The matter was approved.

Presentation of Implementation Plan for Agricultural Program

Provost McKayle presented a plan for the implementation of an academic program in agriculture and highlighted some key points in support of the request for approval of the plan by the Board. She informed the members of the Board that funding for the program was appropriated by the Virgin Islands Legislature and professional assistance was sought through a consultant – Dr. Ian Maw during the spring 2019 semester. Dr. Maw met with key stakeholders from within UVI and the local community, including farmers. At the end of his consultancy, Dr. Maw provided preliminary information, including details on budget and structural requirements for the program.

Provost McKayle stated that the University has strong agriculture research and outreach programs. The Agricultural Experiment Station and the Cooperative Extension Services were merged as part of the UVI Next recommendation to form one agriculture unit. A new Dean/Director is being recruited to head that new unit, and the agriculture academic program will be under the purview of that unit.

Trustee Thraen stated that the program will speak for itself, in that there has been a sustained interest in the development of an agricultural program in the Territory for a

number of years. She added that because the community has embraced this idea, it will be a 'win' for all. She thanked and complimented the Administration, and all persons involved, in taking the initiative to begin the process of developing such a program.

A motion was made by Trustee Thraen, which was seconded by Trustee Lockhart, to approve the proposed plan of action for the implementation of an academic agricultural program at UVI. The vote on the motion was unanimous.

Buildings and Grounds Committee.....Mr. Alexander Moorhead

Herman E. Moore Golf Course Putting Green Proposal

Trustee Moorhead reported that the Buildings and Grounds Committee voted to recommend for approval by the Board of Trustees the USVI Golf Federation's request to construct a 4,000 square foot putting and chipping green on the UVI Herman E. Moore Golf Course on the St. Thomas campus, subject to clarification of the source of water for its maintenance. President Hall provided a brief update regarding the source of water for the maintenance. He explained that a cost would be associated with revitalization of the well that would provide the water required.

Trustee Moorhead made a motion, which was seconded by Trustee Thraen, to approve the USVI Golf Federation's request to construct a 4,000 square foot putting and chipping green on the UVI Herman E. Moore Golf Course on the St. Thomas campus, subject to the rehabilitation of the water well and the execution of a Memorandum of Understanding between UVI and the Federation. The vote on the matter was unanimous.

FINANCE AND BUDGET COMMITTEE.....Alexander A. Moorhead

Memorandums of Understanding (MOUs) between UVI and TAMCC and between UVI and SALCC

Trustee Moorhead reported that on June 6, 2019 the Finance and Budget Committee voted to recommend to the Board of Trustees the approval of the MOU with T. A. Marryshow Community College (TAMCC) and, by subsequent unanimous consent, the Finance and Budget Committee of the Board of Trustees of UVI voted to recommend to the Board of Trustees the approval of the MOU with Sir Arthur Lewis Community College (SALCC).

A motion was made by Trustee Moorhead, which was seconded by Vice Chair Roebuck, to approve individual Memorandums of Understanding (MOU) between UVI and TAMCC and between UVI and SALCC. The vote for approval of the MOU's was unanimous

**PLANNING COMMITTEE.....Ms. Oran
C. Roebuck**

New Institutional and Aspirational Peers

Trustee Roebuck reported that the Planning Committee met and the Administration presented the matter regarding the new peer institutions. At the invitation of the chair of the Committee, President Hall reported that for alignment with Greatness Through Innovation, the Committee was presented an updated list of institutional and aspirational peers. The Committee voted to send the updated list of institutional and aspirational peers to the full Board of Trustees for review.

A motion was made by President Hall, which was seconded by Vice Chair Roebuck, to approve the new list of Institutional and Aspirational Peers for the University as outlined in the resolution. The vote on the motion was unanimous by the members present. The new Institutional and Aspirational Peers were approved.

Key Performance Indicators/Pathways to Greatness

Vice Chair Roebuck reported that the Planning Committee received a report on the Key Performance Indicators as linked to the institution's new Strategic Plan, Greatness through Innovation. The report focused primarily on the Retention, Graduation rates, Degrees Conferred, Drop Failure Withdrawal (DFW rates), NSSE High Impact Practices, Financial Aid and, Development contributions from October 1, 2018 through May 10, 2019.

She noted that the KPIs were linked to the following goals in the strategic plan: III.8A, II.2E, III.6B, III.7D, III.2A and 2B.

EXECUTIVE SESSION

At 12:02 p.m., a motion was made by Trustee Moorhead, which was seconded by Vice Chair Roebuck, to go into Executive Session to address the following matters, which could be reasonably expected to result in the disclosure of information of personal nature wherein public disclosure would constitute a clearly unwarranted invasion of personal privacy, or premature disclosure that would seriously frustrate implementation of the proposed action(s), and for the Board to obtain legal advice on these matters:

1. Approve minutes of previous meetings in Executive Session
2. Address a matter from the FUVI Board

3. Receive a report from the ARSA Committee
4. Receive an update on Personnel Matters
5. Receive an Update on Legal Matters

The Board took a short recess prior to the start of the Executive Session. The Executive Session convened at 12:12p.m.

RETURN TO REGULAR SESSION

Upon return to the Regular Session of the Meeting at 1:00 p.m., the Chair reported the following:

The Board

- Approved the Minutes of the January 23, 2019 Special Meeting of the Board in Executive Session;
- Approved the Minutes of the March 2, 2019 Meeting of the Board in Executive Session;
- Approved an updated Commencement Speaker List;
- Approved two candidates for Tenure;
- Had a discussion with President regarding personnel matters;
- Received an update on legal matters from Legal Counsel; and
- The Board approved the President's Employment Contract for the next 5 years.

The Chairman reported that the new 5 Year contract was the same as the contract that will soon expire except for some substantive changes:

1. In lieu of the President being required to live on the St. Thomas Campus, free of rent, or the cost of electricity, the President will be provided with a housing allowance of \$5,000.00 per month to assist him with the cost of renting a home of his own choice at whatever location on St. Thomas that he chooses.

There will be no change in the President's salary or his ability to be awarded a performance bonus; which states *"in your role as President of the University, you may be awarded a performance bonus at the end of each contract year."* *The decision on whether to award a performance bonus is within the sole discretion of the Board. In determining whether to award a performance bonus, the Board shall take into consideration, among other things, exceptional job performance, the financial condition of the University, the economic condition of the Virgin Islands, and/or the level of faculty and staff compensation. Further, notwithstanding the foregoing, the Board of Trustees shall not issue a performance bonus where a state of emergency has been declared for the Virgin Islands, or other exigent circumstances affecting the University*

[The President shall also be eligible for salary increases at the same percentages and the same time as the salaries of the University faculty and staff generally are increased.]

2. The President shall be expected to raise not less than \$20,000,000.00 during the term of this contract. In recognition of current adverse economic conditions in the Virgin Islands, this minimum is \$2,500,000.00 less than the minimum required under the current contract.

The Chairman thanked Board Members for their participation.

ADJOURNMENT

There being no other business to be considered in the Regular Session, the Chairman adjourned the meeting at 1:11 p.m.