

**MEETING OF THE BOARD OF TRUSTEES  
SATURDAY, MARCH 7, 2026  
UNIVERSITY OF THE VIRGIN ISLANDS  
ALBERT A. SHEEN CAMPUS  
MEDICAL SIMULATION CENTER  
9:00A.M.**

**REGULAR SESSION MINUTES**

**MEMBERS PRESENT**

Dr. Xuri Maurice Allen  
Dr. Kyza A. Callwood (via TEAMS)  
Dr. Donna Christensen  
Jose Raul Carrillo  
Erica Johnson Creamer  
John P. de Jongh, Jr.  
Dr. Safiya George, Secretary and President  
Carolyn Hermon-Percell (via TEAMS)  
Dr. Bert M. Petersen, Jr., Vice Chairman  
Oran C. Roebuck  
Henry C. Smock, Chairman  
Mitchell Turnbull (via TEAMS)  
Reginald Vigilant (via TEAMS)

**MEMBERS ABSENT**

Trinity Austrie (excused)  
Dr. Dionne Wells-Hedrington (excused)

**OTHERS PRESENT**

Dr. Lora Bailey, Provost and Vice President for Academic Affairs  
Dr. Una C. Dyer, Vice President for Strategic Affairs and Executive Director of FUVI  
Attorney Marie Thomas-Griffith, UVI Legal Counsel  
Sharlene Harris, Vice President Information Services & Institutional Assessment  
Michael Morsberber, VP Institutional Advancement  
Dr. Rick Nader, Vice President for Research and Economic Development  
Guadalupe Valencia, Interim Vice President for Administration & Finance/Chief Financial Officer  
Dr. Pamela Moolenaar-Wirsiy, Vice President of Student Success and Innovation

**CALL TO ORDER**

Chairman Smock called the meeting to order at 9:06 am AST and welcomed trustees and attendees. He noted that the meeting was taking place on the St. Croix campus and made brief opening remarks before requesting that roll call be conducted. Roll call confirmed that a quorum of the Board was present.

## APPROVAL OF MINUTES

Chairman Smock called for approval of the October 18, 2025, Regular Session meeting minutes. Trustee Callwood moved to approve the minutes as presented. The motion was seconded by Trustee Turnbull. There being no objections, the motion carried and the minutes were unanimously approved.

## APPROVAL OF CONSENT AGENDA

Chairman Smock called for approval of the Consent Agenda. Trustee Callwood moved to approve the Consent Agenda as presented. The motion was seconded by Trustee Vigilant. There being no objections, the motion carried and the Consent Agenda was unanimously approved.

## PRESIDENT'S REPORT

President George presented highlights from her written report and accompanying presentation, noting that the report reflects the collective work and accomplishments of the University's leadership team, faculty, staff, and students.

She reported that the University continues to make progress across several strategic priorities aligned with the G.R.A.N.D. Momentum Strategic Plan, including research growth, student success, institutional planning, and community engagement. President George highlighted the University's continued expansion of its research enterprise, including the recent \$7 million National Science Foundation award supporting the establishment of the Virgin Islands Center for Autonomous Research. She noted that the award contributes to strengthening the University's research capacity and expanding opportunities for faculty and student research participation.

President George also reported progress in **student success initiatives**, noting that **retention increased** from approximately **68 percent to 70 percent**. She attributed this improvement to coordinated efforts across academic and student support units, including proactive advising, early alert systems, and targeted financial assistance programs that help students remain enrolled and on track to graduate. She also noted that early registration rates have improved and that continued attention is being given to strengthening enrollment across certain graduate programs.

The President highlighted **enrollment growth in several high-demand academic programs**, particularly in workforce-aligned disciplines such as pre-nursing, computer science, and accounting. These increases reflect the University's ongoing focus on aligning academic offerings with workforce needs and expanding opportunities for students in high-growth sectors.

In the area of **institutional advancement and fundraising**, President George reported that the University has **raised approximately \$1.51 million year-to-date**; however, she noted that this level of funding does not fully meet the University's operational needs and that continued and expanded fundraising efforts are necessary to support institutional priorities and long-term sustainability. She further noted that UVI continues to prepare for expanded philanthropic engagement and future fundraising initiatives, including activities associated with the Philanthropy Summit and efforts to strengthen donor participation and campaign readiness.

President George discussed several **institutional leadership initiatives**, including campus listening sessions with faculty and staff designed to identify operational challenges and inform institutional priorities, as well as the implementation of quarterly administrative leadership meetings to strengthen communication, coordination, and accountability across the University. She also highlighted progress toward refreshing the University's Strategic

Plan to incorporate updated institutional priorities, defined performance metrics, and improved alignment across campus units.

Additional initiatives highlighted included the expansion of experiential learning opportunities through the **Presidential Internship Program**, development of a university-wide **student workforce development program**, expansion of telehealth services and healthcare training partnerships, and continued investments in digital infrastructure, cybersecurity, and operational improvements designed to strengthen institutional effectiveness.

President George also noted the University's continued role as a regional and community leader, highlighting engagement with local and regional partners, including outreach activities related to agriculture, education, healthcare, and workforce development. She also referenced international and regional engagement initiatives designed to strengthen student recruitment and partnerships throughout the Caribbean and beyond.

President George also highlighted the success of recent campus initiatives that have strengthened student engagement and institutional visibility, including the University's Homecoming celebration and several student leadership and experiential learning programs.

At the conclusion of her report, President George recognized members of the Administration and Finance audit team as recipients of the **President's Excellence Award** for their contributions to the University. Honorees included: **Zeldon Hicks, Leoneal Furet, Radiant R. Daly, Sharleen A. Fahie, Austin Rogers, Imogene Hodge-Ottley, Arlene Auguste, Devery Phipps, Robert Chen, Earlyn Casimir, Louise Richards, Shauna Matthew, Valderie Abramsen, and Brandon A. Chambers.**

## **CHAIRMAN'S COMMENTS**

Chairman Smock thanked the trustees for their participation and commitment in attending the meeting on the St. Croix campus. He noted that there were two excused absences and expressed appreciation for the Board's continued engagement in supporting the University's mission.

Chairman Smock also reminded trustees that a Philanthropy Summit training session would be held later that day from 12:30 p.m. to 2:00 p.m., encouraging trustees to attend. In addition, he noted that trustees would have an opportunity to participate in a walkthrough of the new Nursing Building following the meeting.

## **FOUNDATION FOR THE UNIVERSITY OF THE VIRGIN ISLANDS (FUVI)**

### **Appointment of Public Member to the FUVI Board of Directors**

Dr. Una Dyer presented a resolution recommending the appointment of Mr. Cleve Warren to serve as a Public Director on the FUVI Board of Directors. Dr. Dyer noted that the nomination was approved by the FUVI Board of Directors at its November 5, 2025, meeting and was being brought forward to the Board of Trustees for approval in accordance with the Foundation's bylaws.

Dr. Dyer provided a brief overview of Mr. Warren's professional background, noting his extensive leadership experience in higher education administration, finance, and investment management, including service as Chief Investment Officer and Chief Investment and Advancement Relations Officer for the

Florida State College at Jacksonville Foundation. She also highlighted his prior service as Chief Financial Officer and Interim Vice President for Administration and Finance at the same institution, as well as his leadership roles in banking, finance, and public service.

Dr. Dyer noted that the Foundation Board believes Mr. Warren's experience in financial management, philanthropy, and higher education governance would strengthen the Foundation's capacity to support the University's mission and steward its endowment resources.

Chairman Smock called for a motion to approve the appointment. Trustee Callwood moved to approve the appointment of Mr. Cleve Warren to the Foundation for the University of the Virgin Islands Board of Directors. Trustee Christensen seconded the motion. There being no objections, the motion carried unanimously, and the appointment was approved.

## **BOARD COMMITTEE ITEMS**

### **Academic, Research, and Student Affairs.....Dr. Kyza A. Callwood**

Trustee Callwood, Committee Chair, reported that the Committee met on February 9, 2026, with trustees and members of the University leadership team present. The Committee received updates on academic initiatives, institutional accomplishments, and challenges affecting academic programs. Trustee Callwood noted the Committee's continued engagement in supporting the University's academic mission and its work to advance initiatives that strengthen student success, research, and institutional growth.

Trustee Callwood also reported that the Committee discussed matters related to Commencement planning, including the selection of a commencement speaker, and reviewed several policies from the Office of Sponsored Programs that were advanced to the full Board for consideration.

### **Commencement Speaker**

President George confirmed that Mr. Adam O had been selected as the Commencement Speaker, with final details being coordinated.

### **Office of Sponsored Programs – Policies Review**

Dr. Rick Nader presented three policies related to research administration and compliance:

- Proposal Review and Submission Policy
- Human Research Protection Program Policy
- Allegations of Research Misconduct Policy

Dr. Nader explained that these policies establish institutional procedures to ensure that research proposals submitted on behalf of the University meet federal and sponsor requirements, protect human research participants, and provide a formal process for addressing allegations of research

misconduct. The policies also reinforce the University's commitment to research integrity, compliance, and responsible conduct of research.

Following discussion, Vice-Chair Petersen moved to approve the three policies as presented. Trustee Turnbull seconded the motion. There being no objections, the motion carried unanimously, and the policies were approved.

**Audit Committee ..... John P. de Jongh, Jr.**

### **Review and Approval of Internal Audit Charter**

Trustee de Jongh, Committee Chair, reported that the Committee met on February 19, 2026, to review matters related to the University's internal audit function and governance responsibilities. The Committee discussed the development of an updated Internal Audit Charter for the University's Office of Internal Audit.

Trustee de Jongh noted that the University's by-laws require the Audit Committee to maintain an Audit Committee Charter and oversee the internal audit function. During its review, the Committee determined that although a prior charter had been referenced in earlier Board actions, a formally adopted internal audit charter approved by the Board could not be located in the University's records. The Committee therefore reviewed and approved a new Internal Audit Charter for recommendation to the Board.

The proposed charter establishes the purpose, authority, independence, and responsibilities of the Office of Internal Audit, including its role in evaluating internal controls, compliance, risk management, and governance processes across the University. The charter also clarifies reporting relationships and affirms the independence of the internal audit function, which reports functionally to the Audit Committee while maintaining administrative alignment with the President.

Following discussion, Trustee de Jongh moved to approve the Resolution ratifying the adoption of the University of the Virgin Islands Internal Audit Charter. Trustee Roebuck seconded the motion. There being no objections, the motion carried unanimously, and the Resolution ratifying the adoption of the Internal Audit Charter was approved.

**Planning Committee.....Jose Raul Carrillo**

### **Review of Key Performance Indicators and Institutional Planning Updates**

Trustee Carrillo, Committee Chair, reported that the Committee met prior to the Board meeting to review the University's KPIs and institutional planning updates aligned with the University's strategic priorities.

Trustee Carrillo noted that the KPIs serve as a framework for monitoring the University's performance across several core strategic areas, including fundraising and development, enrollment trends, campus safety, financial performance, research activity, alumni engagement, and professional development.

The Committee reviewed data related to **Spring 2026 enrollment**, which reflects a total enrollment of **1,683 students**, including **1,498 undergraduate students and 185 graduate**

**students.** The report also highlighted continued growth in selected academic programs, including **strong enrollment** in the **School of Nursing and the School of Business**, while noting fluctuations in enrollment across other academic units.

Trustee Carrillo also highlighted indicators related to **student persistence and retention**, which show overall persistence from Fall 2025 to Spring 2026 at approximately **80.2 percent**, with improvement in cumulative GPA across all student classifications. The report noted that these improvements are supported by expanded student success interventions, including early alert systems, advising outreach, and targeted support for students experiencing financial or academic challenges.

The Committee also reviewed indicators related to **institutional fundraising and alumni engagement**, which track contributions received through development and fundraising efforts as well as participation by alumni, trustees, and other stakeholders in philanthropic activities supporting the University.

Additional metrics reviewed by the Committee included campus safety indicators, financial performance trends, and the University's externally funded research grants and awards, which continue to represent an important component of the University's research enterprise and institutional growth.

Trustee Carrillo noted that the Planning Committee will continue to monitor these indicators as part of its oversight responsibilities and will work with University leadership to ensure that institutional performance measures remain aligned with the University's strategic goals and long-term planning priorities.

## **EXECUTIVE SESSION**

Chairman Smock called for a motion that was made by Trustee Roebuck and seconded by Vice-Chair Petersen to move into Executive Session to discuss matters which could reasonably be expected to result in the disclosure of information of a personal nature wherein public disclosure would constitute a clearly unwarranted invasion of personal privacy, commercial information obtained where public disclosure may cause substantial injury to the competitive position of another to whom the information relates, or premature disclosure that would seriously frustrate implementation of proposed actions, and for the Board to obtain legal advice on those matters.

The matters to be discussed included:

- 1. Receive a report from the ARSA committee**
- 2. Receive a report from the Building and Grounds committee**
- 3. Review policy recommendations from the Executive Committee**
- 4. Receive a report from the Finance and Budget Committee and review policy recommendations**
- 5. Receive an update on Personnel Matters**
- 6. Receive an update on Legal Matters**

There being no objections, the Executive Session convened at 11:14 am.

Upon return to the regular session of the meeting at 12:43 pm, the Chair reported the following actions taken by the Board in Executive Session:

- Approved an **amendment to the Honorary Doctorate Degree Policy**.
- Approved **three honorary degrees**.

- Approved a **Letter of Intent with Nova Southeastern University**.
- Approved the **establishment of an Assistant Vice President of Facilities position**.
- Approved **UVI representation on the University of St. Martin Foundation Supervisory Board**.
- Approved the **Fiscal Year 2026–2027 Appropriations Budget Request**.
- Approved **policy related to the Quasi-endowment fund**.
- Received updates on **personnel matters** and **legal matters**.

The Chair thanked the President, Trustees, Faculty and Staff for their continued dedication and collaboration in advancing the University's mission.

## **ADJOURNMENT**

Having no other business, the Chairman adjourned the meeting of the Board of Trustees at 12:44 pm.