

**PRESIDENT'S REPORT TO THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF THE VIRGIN ISLANDS
FEBRUARY 1, 2012 – MAY 15, 2012**

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, including a special feature segment. Part II highlights major accomplishments within the framework of the Seven Management Values. This framework has been adopted to enhance the University's capacity to deliver programs and services, address challenges, and embrace opportunities.

PART I: PRESIDENTIAL INITIATIVES AND ACCOMPLISHMENTS

As always, I am honored to share with the Board of Trustees highlights of the University's activities and achievements for the reporting period. We continue to make important strides on the Pathway to Greatness. The accomplishments highlighted in this report are particularly noteworthy, given the significant fiscal challenges and constraints facing the University. These accomplishments speak to the commitment and resilience of the students, faculty, staff, and administrators of this institution.

Student and Faculty Highlights

Students and faculty have had many notable achievements for the reporting period. Some are highlighted in this section and others are presented in Part II of this report.

Student Achievements

- ❖ There were several notable achievements for students in the College of Science and Mathematics, to include:
 - Three UVI computer science students, Nichole Etienne, Ackeem Baker and Andy Peralta participated in an EPSCoR NSF cyber infrastructure student engagement program. In February they joined an orientation meeting with 82 other students from 27 of the 29 EPSCoR jurisdictions. The students are scheduled to attend the November 2012 Super Computing Conference in Salt Lake City, Utah.

- The first year Masters of Marine and Environmental Sciences (MMES) students organized, facilitated, and participated in a day long workshop on March 30th entitled *Introducing Green Infrastructure for Coastal Resilience*. The workshop was presented by two representatives from the NOAA Coastal Services Center. Participants included community members and natural resource management professionals from St. Thomas and St. Croix.
- The first year MMES students did a research project in STEER (St. Thomas East End Reserves), a national marine protected area examining trash deposition in the mangroves and marine environments. The research was presented on UVI Research Day.
- First year MMES student, Sara Aubrey, received funding from the Professional Association of Diving Instructors (PADI) foundation to support her thesis research. She also received funding to make a presentation on the summer program, *Coral Reef Discovery Week*, at the 8th Natural Resource Extension Professionals Conference. She is working on the program with Christine Settar, Marine Outreach Coordinator.
- Melissa Matthias (UVI senior biology major) has been accepted into veterinary school at Tuskegee University School of Veterinary Medicine in Tuskegee, AL. She conducted undergraduate research with Chemistry faculty member, Dr. LaVerne Brown.
- ❖ Five undergraduate students were invited to interview for the Boston University Early Medical School Selection Program. Three of the five have been accepted into the program: Denise Dorival, Marisella Narcisse, and Nerissa Washington.
- ❖ Harney, Suzy (Associate Prof., School of Education) and **Hawley, Janney** (graduate student, School of Education). *Examining Recidivism and Education in the United States Virgin Islands Prison System*. Paper accepted for presentation at the *Islands' of the World Conference XII*, Tortola, BVI, May 29, 2012.
- ❖ Jobsis, Paul, Ratchford, Stephen, **Barry, Jan-Alexis** (student), and **Rogers, Agene** (student) (2012). Interspecific Protection Provided by Sea Anemone Mucus may Aid in Symbiotic Fidelity. Poster presentation at the *Benthic Ecology Meeting*, March 21-28.
- ❖ The Counseling Supervisor on the St. Thomas campus, along with five executive board members of Golden Key International Honor society, made a presentation on *How to plan a successful*

Honorary Member Engagement at the Golden Key Regional Summit in Orlando, Florida in February, 2012. The event also provided an opportunity for UVI students to network with other students in their region and to provide information about UVI.

- ❖ In ceremonies held in April, 47 students on the St. Thomas campus and 15 on the Albert A. Sheen campus were inducted into the Golden Key International Honour Society. Golden Key is nationally known as the world's premier collegiate honor society. Golden Key recognizes outstanding academic achievement and connects high-achieving individuals locally, regionally & globally with lifetime opportunities, rewards and prospects for enhanced success. Membership is by invitation only and is extended to undergraduates, full and part-time, who are sophomores, juniors, or seniors with a cumulative GPA of 3.30 or above, and rank in the top 15% of their class.

Achievements of Recent Graduates

- ❖ Several recent graduates have been accepted into graduate programs or medical school. It should be noted that all students accepted into PhD programs will be receiving tuition waivers and stipends that will fully fund their doctoral studies. Specifically,
 - Barry Volson, UVI marine biology major, defended his PhD in oceanography at the University of Rhode Island.
 - Joselyn Allen (UVI biology major) will be matriculating into a PhD program in microbiology at Pennsylvania State University in the fall. While at UVI, she conducted research with Dr. Paul Jobsis.
 - Adrienne Crooke (UVI biology major) was accepted into a PhD program at the University of Iowa. She did undergraduate research with Dr. Paul Jobsis.
 - Indira Turney (UVI psychology major) has been accepted into the doctoral program in Cognitive Psychology at Penn State with full funding. Associate Professor, Aletha Bauman, College of Liberal Arts and Social Sciences, mentored her through the process.
 - Johnasha Stuart (UVI biology major) was accepted into a PhD program in immunology at the University of Arkansas for Medical Sciences. Johnasha conducted research at UVI with Alice Stanford and Donna Nemeth.

- Jefferson Hendrickson (UVI biology major) graduated in May 2012 from Meharry Medical School with a Doctor of Medicine (MD) degree.
- Melissa Matthias (UVI biology major senior) has been accepted into veterinary school at Tuskegee University School of Veterinary Medicine. She conducted undergraduate research with Dr. LaVerne Brown.
- Nicole Fleming (UVI biology major senior) has been accepted, for fall 2012, in a fully funded, post-baccalaureate program at University of North Carolina Chapel Hill. Dr. Alice Stanford was her Minority Biomedical Research Support - Research Initiative for Scientific Enhancement (MBRS-RISE) mentor.
- Blanche Letang (UVI biology major senior) will be starting in a fully funded, post-baccalaureate program at University of North Carolina Chapel Hill. Dr. Jennilee Robinson and Dr. Sandra Romano were her Minority Access to Research Careers (MARC) mentors at UVI.
- Anne Tagini (UVI marine biology major) was accepted into a master's degree program at Moss Landing Marine Laboratory in California (part of the California State System).

Faculty Achievements

Faculty made significant strides with respect to scholarly activities during the reporting period. These achievements will be presented in terms of type of scholarly work and recognition of faculty by external entities.

- ❖ Several faculty members had their work published, accepted for publication in refereed journals, or accepted for review. Specifically:
 - **Callwood, Gloria B.**, Campbell, D.W., Gary, F., and Radelet, M.L. (2012). Health and Health Care in the U.S. Virgin Islands: Challenges and Perceptions. *The ABNF Journal*, 3(1), 4-7.
 - **Stan Latesky**, Emilio Edwards (student), Renesha Henderson (student), Gregg Lumetta, et. al. (2012). Lipophilic ternary complexes in liquid-liquid extraction of trivalent lanthanides. *Journal of Coordination Chemistry*, 65(5), 741-753.
 - Sabri, B., Bolyard, R., McFadgion, A., Stockman, J., Lucea, M., **Callwood, Gloria B.**, Catherine, C., & Campbell, J.C. Exposure to Violence and Co-occurring Mental Health

Problems among African American and African Caribbean Women. *Social Work in Health Care.* [Currently under review.]

- ❖ A special Computer Training Course was delivered to members of the St. Croix community by Marthious Clavier, faculty member in the Cooperative Extension Service, as a part of the University's community engagement efforts. The eight-week course, offered at no cost to community members, was designed to increase participants' knowledge and usage of computers. The knowledge, skills and abilities obtained by participants have opened up a whole new world of options for them, such as online shopping, online banking, and e-communicating. The culminating event of the course was a Certification Ceremony on Wednesday April 25, 2012, when 86 adult students, some of whom were octogenarians, received certificates of completion.

UVI's Golden Jubilee Year

The University's celebration of its 50th anniversary continued during the reporting period. Highlights of activities which took place in the months of March and April are noted below as well as updates on ongoing activities that will occur throughout the Jubilee Year.

Charter Month Jubilee Events

During the month of March, there were a number of events and activities through which the University continued to celebrate its Jubilee Year. The celebration started in early March with a spectacular performance by the Reunion Choir at the Reichhold Center for the Arts. Over 100 former and current UVI faculty, staff and students lent their voices to the celebration in song. This was followed by Afternoon on the Green, where a record 4,000 persons were in attendance. The University was well showcased and those in attendance received a wide range of information about UVI. Less than a week later, the University celebrated a very special Charter Week, with a memorable Charter Day Ceremony, which was video-conferenced across the Albert A. Sheen campus, the St. Thomas campus, and the St. John Academic Center. Those in attendance included former and current trustees, alumni, retirees, government

officials and current members of the University community. A special feature of the ceremony was the guest speaker, retired U.S. Ambassador Ruth Davis. Charter Day culminated with the rededication of the Ralph M. Paiewonsky Library and the unveiling of the new signage for the facility. The guest speaker for the rededication ceremony was former Governor, Dr. Charles Turnbull. Governor John P. de Jongh, Jr. was also in attendance and provided remarks.

The following week, the Alfred O. Heath Distinguished Speaker Series, featuring a symposium celebrating the centennial observance of the life and accomplishments of Edward Wilmot Blyden took place. The symposium was presented on March 23, 2012 at the Reichhold Center for the Arts and on March 24, 2012 at the Great Hall. Dr. Hollis Lynch, renowned academic and leading scholar on the life and times of Edward Wilmot Blyden, served as the keynote speaker. Additionally, there was a panel consisting of two of Blyden's daughters – Issa Espadon Blyden and Dr. Nemata Blyden; Dutch Reformed Church cleric Jeff Neevel, and native son, Myron Jackson. UVI's very own Kofi Boateng offered a libation at the beginning of each symposium. There were approximately 400 participants on St. Thomas and 200 on St. Croix. The audience consisted of staff, faculty, students, a cross section of the community, members of the University's Board of Trustees and government officials. That same weekend, the University showcased the research work of undergraduate and graduate students at the Spring Research Symposium which was held at the Great Hall on St. Croix. The month of activities ended with the Miss UVI Ambassadorial Competition on March 31st, when Ms. Ivory Carter, a student from the Albert A. Sheen campus, was victorious, and is the new Miss UVI.

Other Spring Jubilee Events

The University's Jubilee celebration during the month of April started with the 38th Annual Employee Service Awards Ceremonies held on Tuesday, April 10th on the Albert A. Sheen campus and Thursday, April 12th on the St. Thomas campus. In keeping with the Jubilee Year, the theme for the ceremonies was "Honoring Our Past – Creating Our Future." A special feature of this year's celebration was the inclusion of all past retirees as honored guests.

One of the highlights of this year's Golden Jubilee celebration occurred on April 14th, when UVI presented its premier *UVI Research Day* to the VI community on both campuses. UVI Research Day showcased a vast array of research activities conducted by teaching and research faculty, research staff, as well as graduate and undergraduate students. On the St Thomas campus, approximately 150 attendees viewed 52 poster presentations that displayed current research projects on the biological, physical and health sciences, education, social sciences and agricultural science, and seven lively round-table discussions engaged visitors on pertinent issues on crime, population decline, lion fish invasion and health disparities. On the Albert A. Sheen campus, approximately 50 persons from UVI and the wider community attended and had the opportunity to interact with the authors of the 20 poster presentations that were offered. A preliminary review of participants' evaluations reveal that 90% were satisfied with the materials presented; 88% felt that the session was well organized; 93% reported that the presenters made them want to find out more about the topics on the posters; and 92% indicated a desire to learn more about the round-table topics.

The University's April Jubilee celebrations culminated with participation in both V.I. Carnival parades for 2012. The UVI Cooperative Extension Service 4-H Troupe participated in the Children's Parade on April 27th while the UVI Carnival Floupe participated in the Adult Parade on April 28th. UVI's 4-H troupe was the runner-up in its category, while the UVI Floupe won in its category.

Ongoing Jubilee Events

Ongoing activities that remain a part of the yearlong celebration of UVI's Golden Jubilee are the Friday Forums, the We Are UVI Blog, and the 50-for-50 Challenge. A brief update on each is provided below.

Friday Forums

In observance of the University Golden Jubilee Celebration and Women's History Month, the St. Thomas Campus Division of Student Affairs, organized an Ideas and Issues Women's Forum panel discussion. Five UVI female alumni served as panelists: Ms. Jennifer Nugent-Hill, UVI Trustee and

Assistant CEO, Economic Development Authority; Dr. O. Anne Treasurer, Gynecologist; Dr. Lucia Woods, Pastor; Colonel Caroline Adams Fawkes, the first female military pilot in the U.S. Virgin Islands; and Dr. Rita Howard, UVI Professor of Education. The panelists addressed the “Changing Roles of Women over Fifty Years” and reflected on the original Ideas and Issues program and being a part of the CVI/UVI community. The Forum was video-conferenced across the two campuses and the St. John Academic Center.

50-for-50 Campaign

In honor of University's Golden Jubilee celebration, President Hall issued a challenge to UVI alumni to give back and help raise the alumni giving rate from 13% to 50% by September 30, 2012. To meet this goal, the Institutional Advancement team implemented several large-scale solicitation activities (including the Agricultural Fair on St. Croix and the 60th Anniversary of Carnival on St. Thomas) and created a team of representatives from each graduating class. Under the leadership of the 50 for 50 Campaign Chair, Atty. Samuel H. Hall, Jr., ('68) two class representatives were identified for each UVI class and given the responsibility of soliciting fellow alumni on behalf of the institution. As of Friday, May 25th, the alumni giving rate was 22%, which represents a significant increase over the same period last year. If UVI realizes the 50% giving goal, it will be the first HBCU to achieve a 50% alumni giving rate.

We Are UVI

The Blog, We Are UVI, was launched in January 2012 and, to date, 22 entries have been posted. Reflections of times at UVI have been submitted by Trustees, former administrators, current and former faculty, and alumni. New stories are added each week and provide an amazing portrait of UVI from the eyes of individuals who have had close affiliations with the institution at some point over the past 50 years. To get to the blog, go to <http://weareuvi.blogspot.com/> or go to UVI's homepage at www.uvi.edu and click on the “We Are UVI” button.

Inaugural Student Entrepreneurship Competition

A total of seventy-two students, representing 21 teams, expressed interest in the I3D student entrepreneurship competition by signing up their respective teams. In November 2011, the first team presentations were made before volunteer mentors and entrepreneurs from the community, which provided direct and immediate feedback to teams as they presented their ideas. In January 2012, a second round of presentations was held to provide additional direct and unfiltered feedback by entrepreneurs to the teams and their volunteer mentors. In February 2012, the first competitive round of the competition was held on the Albert A Sheen campus, St Croix. The sixteen surviving teams gave electrifying performances in an elimination round that cut the number of teams in half. The eight surviving teams competed in the final round of the competition which was held on May 4, 2012 on the St Thomas campus. All participants in the February round received a certificate of participation and a I3D competition custom designed shirt in acknowledgement of their hard work.

The final round of the competition was a day-long event witnessed by local media, faculty members, members of the University and wider communities, and participants. The event began with an inspiring video from Kiril Sokoloff who told competitors: "If you tell enough people what you want to do, someone will help you do it" referring to the students' passion for their business ideas and the importance of persistence. During the morning session, each of the eight teams presented their business idea to a panel of local entrepreneurs. The event culminated in the presentation of prizes and awards in the afternoon. Patricia Rogers, Ghadeer Taha, Heba Abdallah and Shoshana Pemberton were the winners in the first I3D Student Entrepreneurship Competition. Rogers took the top prize of \$30,000 for her business plan for a Virgin Fresh Egg Farm. Taha and Abdallah took the \$20,000 second-place award for their Lab Equipment Rental business. Pemberton won third place and \$10,000 for her 360 Skate Center business.

Facilities Update

During the reporting period, there was significant activity across both campuses with respect to existing facilities and planned construction. This update provides information on the new residence hall on the St. Thomas campus, three ARRA funded projects and the Environmental Analysis Laboratory.

New Residence Hall – St. Thomas Campus

During the reporting period, construction continued on the new student residence facility. The exterior and structural concrete walls for the entire first floor were completed during the month of February. For the month of March there was a minor delay in the schedule; however, the delay was offset by the implementation of a 20% increase in manpower on site for March 1, 2012; extending the workday by an extra hour starting March 1, 2012; and the inclusion of a six day work week effective March 5, 2012. In addition to the construction progress, the new residence hall committee met to discuss and approve the proposed suite and room furniture layout and specification, as well as the interior and exterior color scheme. In addition, the number and location of voice and data outlets were established; the scope and location of WiFi hubs finalized; and the number of stacked washers and dryers units was confirmed. The facility remains on track for completion in August 2012.

ARRA Funded Projects – Albert A. Sheen Campus

The Melvin Evans Center Improvement Project (ARRA Project III) is approximately 95% completed. The roof repair component of the project was completed by Rooftops in February 2012, and the electrical upgrade component of the project is approximately 90% completed. The electrical contractor, AT Construction, completed installation of all new circuits, panels, and switchgear. Installation of the emergency lights and exit signs were completed in late April 2012. The replacement of LED lights is anticipated to be completed during the first week of June 2012, once the materials are received. Total funds expended to date amount to \$372,662 out of \$469,372 or 79% of the budget.

The Athletic Field Establishment Project (ARRA Project V) is approximately 90% completed. Total funds expended to date amount to \$643,301 out of a total budget of \$735,548, or 87% of the

budget. Construction of the two soccer fields began in January 2012 after unavoidable delays associated with the completion of archaeological surveys, redesign of the soccer fields, and processing of earth change permits. The performance field is almost complete with the majority of the sod already in place. The practice field has been graded and drainage installed. The project is approximately six weeks behind schedule as a result of four weeks delay due to rain days and two weeks delay resulting from unexpected excessive amount of topsoil found on site for removal and backfill, especially around the practice field area. Twenty (20) work days are proposed to complete this project, barring any unusual inclement weather.

Re-Opening of the Little Theatre – ARRA Funded Project

The Classroom Administration Building is one of the oldest buildings on the St. Thomas campus. Significant work was completed over the past year to address compliance issues in that building, to include ADA compliance, electrical and life safety compliance issues, and emergency exits. Housed in the Classroom Administration building is the University's Little Theatre that had been closed due to safety issues. With the assistance of ARRA funds, the University has been able to fully address the needed electrical upgrade and the life safety systems in the Little Theatre. With the completion of these upgrades, the University was once again able to open the doors of the Little Theatre in April, when two theatrical productions were hosted.

Opening of the Environmental Analysis Laboratory

The Virgin Islands Experimental Program to Stimulate Competitive Research (VI-EPSCoR) recently completed the renovation of the first floor of the former Administration and Finance building on the St. Thomas campus into a new Environmental Analysis Laboratory to serve the growing needs of the territory for sound science and management. This new facility will significantly improve the capacity of Virgin Islands' scientists and students to conduct more rigorous and highly complex laboratory-based research. It will provide dedicated office and laboratory space for faculty, staff and graduate research personnel, and will also offer both regional and territory-wide research services for specialized

environmental analyses, including marine and freshwater quality testing, microbiological analyses, toxicological and other chemical analyses related to environmental health and quality.

Highlights of Spring Semester 2012

There was much activity associated with the second half of the spring 2012 semester. Below, brief updates are provided on progress made in the areas of Development; Commencement 2012, and the development of the University's 2012-2017 strategic plan.

Development Update

During the reporting period, great strides were made in the area of Development. Brief highlights will be provided on the Annual Fund, an endowed scholarship, and a naming gift.

Annual Fund

During the February 1, 2012 – April 30, 2012 reporting period, the University received \$239,239.00 in contributions. For this period, \$32,432.00 was raised in cash and gifts from alumni; including a total of 781 gifts, from 722 alumni donors. The cumulative amount raised for the annual fund through May 25, 2012 was \$734,516.

Endowed Scholarship: David Bloom

A \$300,000 endowed scholarship was established by FUVI Board member David Bloom, through the Bloom Foundation. This funding will provide critically needed full scholarships for St. John residents attending UVI. With the opening of the St. John Academic Center in 2011, there has been a steady increase in the number of applications from St. John residents; that number has increased 25% from fall 2010 to fall 2011. This scholarship will help meet the increasing demands for financial support and remove the economic barriers to a college degree.

Named Gift: Neil Weiss

Neil Weiss, a Virgin Islands resident and philanthropist, made a \$250,000 commitment which provides him naming rights to the “Neil Weiss Seminar & Education Suite” in the new 100 bed-residence facility on St. Thomas. These funds will support the construction of the space and the outfitting of the classroom.

Commencement 2012

Commencement 2012 was an historic event as the University awarded three honorary degrees to persons who each boasted Virgin Islands ancestry. Dr. Beverly Daniel Tatum, keynote speaker at the commencement ceremonies, was awarded an Honorary Doctor of Humane Letters. Additionally, Dr. Alfred O. Heath was awarded an Honorary Doctor of Humane Letters during the ceremony on the St. Thomas campus on Saturday, May 12th, while Delegate to Congress, Donna Christian Christensen was awarded an Honorary Doctor of Laws during the ceremony on the Albert A. Sheen campus on Sunday, May 13th.

Two hundred and eighty (280) candidates were presented for certification for spring graduation. One hundred seventy-two students graduated on the St. Thomas campus and 108 students on the Albert A. Sheen campus. Of the 280 graduates, 100 graduated from the School of Business, 61 from the College of Liberal Arts and Social Sciences, 49 from the College of Science and Mathematics, 23 from the School of Nursing and 47 from the School of Education. Of the degrees conferred, 37 were Master's degrees, 188 were Bachelor's degrees, and 55 were Associate's degrees.

Pathways to Greatness - Strategic Plan: 2012-2017

The process to develop the new strategic plan for the period 2012-2017 – *Pathways to Greatness* - commenced in October 2010 and continued in the summer of 2012. With the assistance of a consultant, the University engaged faculty, staff, students, administrators, alumni, and Board of Trustees in a collaborative approach to develop the plan. A Planning Task Force (PTF) comprised of constituency

representatives and other presidential appointees was established to guide the development of the plan. The new plan consists of six areas of focus:

- Academic Quality and Excellence
- Student Development and Success
- Community Engagement and Globalization
- Modern and Safe University Environment
- Organizational and Human Development
- Financial Sustainability and Growth

The draft plan has been approved by the Planning Committee of the Board. It will be discussed at the June 2012 Board of Trustees Retreat and presented to the full Board for action on June 9, 2012.

Featured Entity: Golden Jubilee Operations Committee

At the October 2010 Board of Trustees meeting, I began awarding the Presidential Appreciation Awards. At that time, I indicated that this award would be given for exemplary work by a Component during the reporting period covered in the President's Report to the Board. The scope of the Presidential Appreciation has since expanded to include academic units, specifically, Schools and Colleges. For this reporting period, I am further expanding the scope of the areas included for consideration. As such, in this the Golden Jubilee Year of the University, I am today, recognizing the Golden Jubilee Operations Committee and the exemplary work that has been done under the leadership of Co-Chairs, Interim Dean, Dr. Simon Jones-Hendrickson and Vice Provost, Dr. Henry Smith. The Golden Jubilee Operations Committee has done an outstanding job planning and coordinating the myriad of activities and events that have already occurred and that will be occurring for the second half of the year.

They have brought passion, creativity, and love to each task that they have undertaken and I believe that we have all experienced their unwavering commitment to this special institution through the work that they have done to date. Though I am very much aware that there is much work still to be done as we continue our Golden Jubilee Celebration, I believe that it is important to let these hard working individuals know how much they are appreciated. Their work has already had a significant impact on the University

and the Virgin Islands. They have solidified UVI within this community and within the hearts and minds of its alumni, donors, friends, supporters, and members of the University community.

PART II: MAJOR ACCOMPLISHMENTS PRESENTED WITHIN THE FRAMEWORK OF THE SEVEN MANAGEMENT VALUES

In presenting major accomplishments for the reporting period within the framework of the Seven Management Values, a brief summary statement of the focus of each management value will be provided followed by associated accomplishments. For accomplishments that represent an achievement of one of the strategic objectives of VISION 2012, the particular strategic objective will be identified in brackets at the end of the accomplishment statement.

Management Value I: High Performing Institution with a Focus on Quality

At the core of this management value is the recognition that time and quality are our greatest assets. As such, during the reporting period, the University sought to deliver programs and services to: reduce the turnaround time to complete normal institutional operations and requests; create systems to ensure the development of accurate, complete, and consistent documents; and, identify areas of potential or existing vulnerabilities and develop strategies to address the vulnerabilities. Selected accomplishments that demonstrate recognition of the importance of time and quality follow.

- ❖ Etelman Observatory hosted a three-day workshop from April 4–6, 2012. Attending the workshop were astrophysicists and engineers from the Chinese National Observatory, the College of Charleston, and UVI, to advance plans for an international partnership between the three institutions on a global scientific network of telescopes. The partnership will also include the Etelman Observatory Robotic Telescope, which is designed to study transient astrophysical phenomena and astro-seismology.

- ❖ Research faculty within Agricultural Experimental Station (AES) and the Cooperative Extension Service (CES) continue to mentor students and provide opportunities for them to engage in a range of research activities. Specifically,
 - Dr. Nandwani of the Agricultural Experiment Station's (AES) Horticulture and Aquaculture program mentored two students, one from UVI and the second from the U.S. mainland on independent research projects. The students were Shamali Dennery and Velta Napoleon. Projects involved evaluation of tomato varieties and pre-emergence herbicides' effects on controlling weeds in vegetables.
 - Mr. Donald Bailey, Horticulture/Aquaculture Research Specialist, mentored a UVI student, Tyrone Pascal, who monitored oxygen and pH in the UVI Aquaponic System using electronic measurement devices and data loggers. The student was supported by grant funds from the United States Department of Agriculture – National Institute of Food and Agriculture (USDA-NIFA) Resident Instruction in the Insular Areas program.

- ❖ Research and Public Service (RPS) also published three articles in the 41st annual *Virgin Islands Agriculture and Food Fair* bulletin and assisted in the development and printing of a brochure on St. Croix's waterfall trail. [I.F]
 - An article that was written by Cooperative Extension Service (CES) staff member Olasee Davis, "Protector of the Soil," was published in the *Minority Landowner Magazine*.
 - CES staff co-authored two AES presentations made at the Southern Region American Society for Horticultural Science Annual Meeting held in Birmingham, AL on February 4-6, 2012.

- ❖ As part of UVI Research Day, VI-EPSCoR sponsored two one-hour panel discussions focused on the theme "Creating Our Future". The roundtable discussions, held on both campuses, examined the future of research in the Territory. Panelists, drawn from a wide cross-section of the VI community, shared their perspectives on where they saw the future of research in the Virgin Islands, within the context of higher learning, natural resource management, science and technology, and innovation and/or economic development in the Territory. Audience input and discussion were encouraged. The information put forward for consideration by the panelists and

participants will be used to inform the focus and direction of the next Research and Infrastructure Improvement (RII) proposal which will be submitted to the National Science Foundation for EPSCoR funding in 2013. [I.F]

- ❖ During the reporting period, a total of 783 submissions were considered for publication in Volume 26 of the Caribbean Writer which has a nature/ecology theme. After a first cut by the Editor, submissions were forwarded to all editorial board members for scoring. Books received for review in this volume were assigned to respective reviewers. A total of 82 pieces of artwork were received and considered for the cover and reduced to four possibilities depicting the nature/ecology theme. [2.E]
- ❖ The Information & Technology Services Component continues to make strides to improve the redundancy and reliability of the UVI infrastructure. During the reporting period, several steps were taken to meet the expanding needs of the UVI community. In preparation for the opening of the new residence halls on St. Thomas a project was undertaken to separate dorm Internet traffic from the Internet traffic for the rest of the campuses. In addition, a second broadband link has been added to the St. John Academic Center that provides a connection from the St. Croix campus; this is in addition to the connection already in place from the St. Thomas campus.
- ❖ Working collaboratively, the Associate Campus Administrators for Students Affairs on both campuses finalized the process of revising the *Student Code of Conduct*. After the completion of the initial revision, the document was reviewed by legal counsel and then reviewed by Cabinet. In addition, student forums were organized on each campus to allow students an opportunity to query the administration about the revised Code. Based on feedback from faculty and students, an updated version of the revised Code was prepared and submitted for review and action by the ARSA committee of the Board.
- ❖ In an effort to streamline workflow processes through the use of increased electronic transmissions, the Human Resources Department completed additional training on Web Time Entry (WTE),

enabling Components and Departments to submit and approve time and attendance information electronically.

Management Value II: Service Oriented

At the core of this management value is the recognition that the University's ultimate client is the student. In addition, this service principle applies to how components, divisions and departments interact with and respond to requests from each other and other stakeholders. To this end, the University sought to improve the way in which programs and services were delivered by developing processes: 1) to include training, that result in the substantial reduction of customer complaints; 2) to enhance customer satisfaction with programs, services and products; and 3) that send a substantial message to customers that they are special.

- ❖ The Virgin Islands University Center for Excellence in Developmental Disabilities (VIUCEDD) hosted a training program entitled "Partners in Policymaking" on March 29-30, 2012, on both campuses. The sessions were designed to train parents and self-advocates on how to be better advocates for persons with disabilities. A total of 51 persons attended the sessions across both campuses.
- ❖ In its continuing quest to serve the public, the CES trained 135 participants in Basic Computer, Internet, PowerPoint and Excel, held nutrition education sessions at head starts and elementary schools for 23 adults and 100 youths, taught sewing construction and pattern drafting classes to 25 adults, held a closing activity for 13 nutrition participants, taught the benefits of gardening to 42 students and 4 teachers from the Leonard Dober Elementary School and 478 other residents, taught the use of current technology for greater water use efficiency to 158 adults and 86 youth, and conducted a watershed hike for 35 members of the Pathfinders youth group.
- ❖ CES personnel also provided other services to the UVI and wider community during the reporting period, to include:

- Coordinated a two-day Alternative Onsite Wastewater Treatment System Design Training Class with Regional Water Quality partners from the University of Rhode Island (URI) and local partners including the VI Department of Planning and Natural Resources and VI Waste Management Authority for over 25 local architects, engineers, and VI Government personnel. Partnered with the Department of Planning and Natural Resources Permits Division to educate the general public about preparing streams (guts) for the upcoming hurricane season, made a DVD presentation at the Youth Rehabilitation Center during Black History Month and participated in the UVI Health Fair.
- Visited poultry, beef cattle, and small livestock farms to consult and provide farmers advice on proper farm management and facilitated the distribution of over 500 new baby chicks to local farmers.
- ❖ The AES Horticulture and Aquaculture program hosted two 3-day workshops (February and March) teaching the principles and operational practices of the UVI Aquaponic System. Twenty-six participants from the USVI, Puerto Rico, other Caribbean islands, Kenya and several US states attended. Revenue generated from this workshop (\$15,000) will be used for program support and to supplement research conducted with grant funds. [I.F]
- ❖ The Virgin Islands Small Business Development Center (VI-SBDC) provided critical assistance to targeted groups who are confronting challenging economic situations. [4.C,D]
 - The Small Business Development Center (SBDC), in conjunction with Rare Earth Studio, is offering monthly two-hour workshops about the fine jewelry industry, and other creative expressions.
 - The SBDC also shared information on entrepreneurship and how employees can use their expertise to transition them into a viable business to hundreds of HOVENSA employees at a 3-day career fair from March 16-18. The SBDC made a presentation to a parent university workshop entitled “Keys to Starting a Successful Business” the first week of April.
- ❖ The Eastern Caribbean Center (ECC) completed and delivered the *USVI Visitor Estimates: By Customs Declaration Forms* to the Bureau of Economic Research, Office of the Governor, thus terminating the \$45,000 contract. Additionally, the ECC produced the first set of findings from

the *Youth Lifestyles* survey that was conducted among junior and senior high school students throughout the Territory, with the notable finding in the moral and ethical standards subscale that “cheating at school” is OK. The Center has completed its obligation to a contract with the Office of the Lieutenant Governor by producing a *Strategic Implementation Plan* for addressing the naming of streets in the Territory. [4.A,C]

- ❖ The University Libraries celebrated National Library Week 2012 from April 9-13 with a series of events to engage the UVI community and promote the theme: *You Belong @ Your Library*. Activities included presentations by the student Drama Club, student Rap/R&B duo - K-Factor, and literary readings by the Student Government Associations, trivia contests, and employee appreciation treats. The main event of the week was the UVI Human Library® activity held on both campuses.
 - A Human Library® is a program that allows ordinary people to turn their lives into ‘open books’ for the purpose of educating their communities. During this event, over 12 volunteers functioned as ‘books’, and were ‘checked out’ by students, faculty, and staff for a brief period of enlightening discussion and interaction. The volunteers represented topics including: careers in Agriculture; Baha’i, Judaism, Muslim and Nation of Islam religions; Palestinian and Indian ethnicities; and occupations as female Shoemaker, political Ambassador and HBCU President.
 - The Libraries continue to seek innovative strategies for providing access to information, as user needs demand a shift in focus from physical resources housed within facilities to online and other access options. The oral tradition of information-sharing may well be a critical choice for connecting our 21st century learners with the institution and the community. The highly positive feedback from over 100 registered participants and presenters of the Human Library® is significant encouragement for an encore event.
- ❖ To enhance the safety and security on campus and in support of customer service on campus, three campus video surveillance projects were completed in critical areas on the St. Thomas campus. New surveillance systems were installed at the Reichhold Center, Sports and Fitness and Wellness

Centers. Additional cameras were installed in identified areas determined to be critical and vulnerable. The current security monitoring equipment essential for the viewing of the surveillance systems on the St. Thomas campus was also upgraded and expanded. Older surveillance equipment has been upgraded throughout the St. Thomas campus. Financial support for security enhancements on both campuses was provided in December 2011 from the Foundation of the University of the Virgin Islands (FUVI) Board of Directors to support needed upgrades and improvement to security systems. This was the result of collaboration across campuses to identify critical security needs. Areas that will be addressed on both campuses include the installation of security gates, the installation of additional video surveillance equipment in several areas and the installation of Emergency (Blue Light) Phones in strategic locations.

- ❖ In keeping with the department's goal to enhance and preserve the University's facilities and infrastructure to support the mission of the institution, the St. Thomas Physical Plant Department completed several renovation and repair projects during the reporting period:
 - The rehabilitation of the Golf Course pump station which is a component of the \$406,300 EPA/DPNR grant funded water system improvement project.
 - The completion of the installation of solar water heaters on campus residential units to reduce energy consumption.
 - The replacement of the deteriorated rear access ramp to the Purchasing Building.
 - The completion of final interior preparations and exterior building repairs and grounds maintenance at the former Old Business Office in preparation for occupancy by the Environmental Analysis Laboratory operations in March 2012.

- ❖ Twelve menu and page layout changes were made to the Student Life Experiences section of the UVI website. Student activities are now easier to locate on the "Student Life Experiences – Get Involved" webpage.
 - Public Relations also created a new Wellness Center webpage to communicate its offerings to the public, which features hours of operation, forms, and fitness equipment.

- The season's basketball schedule and preliminary textbook lists for St. Croix Spring, summer & fall 2012 courses were posted on the Albert A. Sheen campus Bookstore section of the UVI website.
- Web pages were also created for the MAN-UP Male Empowerment Conference, UVI Carnival Troupe, Miss UVI, Black History Month, and the new UVI President for a Day initiative.
- ❖ The Offices of Counseling and Career/Placement Services on both campuses collaborated with the US High Intensity Drug Trafficking Agency (HIDTA), the Department of Personnel, and the Law School Coordinator to host Law Enforcement Career Fairs as well as Law School Fairs. The Fairs were held the first week in April, with separate Fairs held on each campus. A total of 21 law federal and local enforcement agencies participated as well as a total of 10 law schools. Across the two campuses, approximately 260 students and community persons attended the Fairs.
- ❖ The Counseling and Career Services offices on both campuses provided services to students during the reporting period.
 - On the Albert A. Sheen campus, a major initiative that became operational during this reporting period was the on-line mental health screening services. These screenings are designed to allow students to assess themselves for conditions such as depression, post-traumatic stress syndrome, anxiety, eating disorders, and alcohol issues. The on-line screening service is completely anonymous. Information concerning university and community services as well as links for more information is listed on the webpage.
 - On the St. Thomas campus, counseling was provided to 34 males and 60 female students with personal/social and academic issues including: disability accommodations, family, class conflicts, time management, anger management, social anxiety, sexual orientation, academic performance, roommate issues, suicidal thoughts, finances, relationship issues, robbery, death of family member, depression, and health issues.
- ❖ The Student Health Services Center on both campuses continued to provide services to students, faculty and staff during the reporting period.

- On the Albert A. Sheen campus, services were provided to 455 students. Additionally, a system of heightened monitoring was put into place to ensure greater compliance with standard health care practices in higher education. As a result of this enhanced monitoring system, the Health Service Center has attained a 97% compliance rate on medical record completion by residents at the Delta M. Jackson Dorsch Complex.
- On the St. Thomas campus, 584 students, faculty and staff were seen by the nurse and another 183 were seen by the campus physician. While students appeared pleased with the services offered and treatment received from the Health Services Center, a satisfaction survey is being developed and will be administered in fall 2012.

Management Value III: Uncompromised Integrity

At the core of this management value is the aspiration that our individual and collective integrity are never compromised. As such, during the reporting period, the University sought to improve the way in which programs and services were delivered by providing ethical training to personnel, particularly in areas where ethical dilemmas often occur and creating systems of checks and balances to allow for the detection of unethical behavior.

- ❖ The Information & Technology Services Component has completed the implementation of the identity management (IDM) solution for the University. IDM allows users the defined access to University systems and to manage their passwords both on and off campus. The IDM project was implemented because of the risk of unauthorized access to University systems. To provide more convenient management for passwords, the portal can now be used to change passwords and to reset passwords using previously defined security questions. This should ease the burden for both the users and the ITS *HelpDesk*.
 - The IDM process included the upgrade of the *myCampus* portal to version 7.0 and the implementation of the *myMessages* features, which allows targeted communications to community users, based on their specific role in the institution. These roles are defined by their status in Banner and the creation of single sign-on for the *Live@Edu* email migration.
 - In the IDM process, Human Resources and Accounting were involved in devising policies for account management. These include the length of time one retains access to the

network as well as the names used for persons. Henceforth, only the official name as evidenced on government identification will be used for account creations. This reduces conflicts and confusions caused by accounts created with preferred nicknames, middle names, and other anomalies.

Management Value IV: Informed Decision Making

At the core of this management value is the commitment that decisions are made in a thoughtful, reflective, data-informed, and transparent manner. As such, the University sought to improve the way in which programs and services were delivered by: creating systems for including more information and feedback from key individuals in decision-making processes; creating processes for developing more comprehensive and reliable data in regards to key University operations; and developing processes or matrices for informed decision-making across the University.

- ❖ The Information & Technology Services Component is responsible for working with students on the use of the student technology fee to improve the experience of students. This is done through the Student Technology Fee Committee, which is comprised of eight students from St. Croix, seven students from St. Thomas and five advisors from ITS. The committee compiled suggestions from the University community and committee members by distributing a survey to the student body so respondents could vote for the top three proposals. The top three proposals that were selected by sixty-six (66) survey respondents were then forwarded to the Chief Information Officer for final approval and funding. The approved proposals will be implemented in the fall of 2012.

The approved projects include

- A wireless printing solution for all students that will provide a web page allowing users to upload files and print to any lab printer;
- An improved campus Wi-Fi solution that will increase the coverage area of the UVI Wi-Fi network and make it easier for users to login to the UVI Wi-Fi network, and provide compatibility with Android devices;
- Replacement of the high capacity, B&W and color printers for use in computer labs on both campuses that will address the need to replace aging and worn out printers in the labs

and provide faster printing and high capacity media storage reducing the need to reload paper and toner as often.

- ❖ The Human Resources Policy Committee, charged with drafting an update of the Employee Policy Manual, completed a first draft of the revised HR Policy Manual. The draft was sent to President Hall and then forwarded to Cabinet for review. The Cabinet's edits and suggestions were incorporated and forwarded for legal counsel review. Recommendations received from legal counsel are being incorporated into the initial draft. It is anticipated that the document will go through the Shared Governance process with the Staff Council in June and the Faculty in August.

Management Value V: Fiscal Responsibility

At the core of this management value is the recognition that care must be taken in the management and growth of resources. As such, during the reporting period, the University sought to improve the way in which programs and services were delivered by: identifying expenditures that could be reduced without compromising the overall quality of operations; identifying duplicative services that could be eliminated; and identifying entities or operations that have the potential for increasing profits or becoming profitable and developing strategies to achieve such profitability.

- ❖ The Research and Public Service (RPS) continued to contribute to the fiscal stability of the University through the receipt of grant funds, donations and revenue generating programs. Specifically,
 - AES received three external grants during the reporting period, totaling \$372,999: a \$50,000 grant from the V.I. Department of Agriculture to evaluate the use of sex attractant pheromone traps to monitor weevils in sweet potato production; a sub-award for \$100,000 as a collaborator with the University of Puerto Rico, University of Guam, American Samoa Community College, Northern Marianas College, College of Micronesia, College of the Marshall Islands and Palau Community College on a grant from the USDA-NIFA Resident Instruction Grants Program for Institutions of Higher Education in Insular Areas; and a Southern Sustainable Agriculture Research and Education (SARE) Program Research grant

- for \$222,999 titled, *Developing Sustainable Tropical Leguminous Cover Crop and Green Manure Mulch Systems for Low-External-Input Crop Production in the U.S. Virgin Islands, Puerto Rico and Florida*. [3.D]
- The Water Resources Research Institute received an award of \$92,335 from the USGS to support four research projects during the period March 2012 to February 2013. These investigations of water resources issues of current concern in the USVI will be conducted by UVI faculty through the projects *Quantifying Water Use and Growth of Seven Virgin Islands Native Trees Suitable For Landscaping Within the Environment of a Tree Nursery*, *Micro-irrigation for Sustainable Vegetable Production in the US Virgin Islands*, *Terrestrial Sediment Delivery and Nearshore Water Turbidity – A Case Study From the East End of St. Croix, USVI*, and *High-Resolution Mapping of Rainfall Rates Across the St. Thomas Microclimates*. [3.D]
 - ❖ During the reporting period, the Information & Technology Services (ITS) Component led the implementation of a new, cloud based email system for the University. The migration was undertaken to overcome weaknesses in the existing on-premise email environment and to significantly reduce the costs of maintaining the system. After attaining input from faculty and staff via the UVI senate, UVI email was migrated to Microsoft's Live@edu cloud-hosted solution for educational institutions on April 9, 2012. The long-term savings of the email migration includes the elimination of the current exchange storage (\$5,000 annually), the removal of mail gateway (\$12,000 annually), and will eliminate the man-hours required to perform exchange server administration.
 - ❖ In an effort to increase sales, the Bookstore participated in the Afternoon on the Green and the Carnival Food Fair by conducting outdoor sales of the 50th Anniversary and UVI insignia merchandise. The store netted approximately \$2,300 from these events.
 - ❖ During the reporting period, the Administration and Finance Component led the development and revision of several financial policies with input from an internal policy review committee. The following policies were developed or revised: Financial Responsibility; Procurement (to include

purchasing, corporate credit card and procurement card, and disposition of University surplus property); Travel, Moving, and Relocation Expenses; Hosting, Hospitality, and Entertainment

- ❖ On February 14, 2012, Innovative Communication Corporation donated \$26,600 toward the Scholastic Aptitude Test (SAT) Preparatory Course administered by UVI-CELL. In addition, the Department of Human Services signed a Memorandum of Understanding with the University of the Virgin Islands providing \$45,000 in support of the 2012 Man-Up Conference. The Virgin Islands Department of Education and V.I. Department of Human Services were the featured supporters for the Man-Up Conference.

Management Value VI: Performance Assessment

At the core of this management value is the commitment to regularly evaluate and assess individual and unit performance based on articulated goals and objectives and that a system of rewards is established. To that end, the University sought to improve the way in which programs and services were delivered by: developing comprehensive methods for evaluating personnel; conducting performance assessments of all personnel; developing processes for evaluating units and programs; identifying and implementing non-monetary reward systems; and developing processes for linking performance to the Seven Management Values and VISION 2012.

- ❖ During the reporting period the Human Resources Office continued to provide guidance and assistance to managers and supervisor in completing their 2010-2011 Fiscal Year performance evaluations. As of the end of April 2012 approximately 69% of employee evaluations had been completed.
- ❖ During April of 2012, the Information & Technology Services (ITS) Component administered its sixth annual customer service survey. The survey represents ITS' commitment to use assessment data for continued improvement. This assessment activity provides feedback to the Component on effects of service changes, growth of expectations, and the ability of the component to meet the

needs of the UVI community. Data from the survey will be compiled and used to improve services. Although a comprehensive analysis of the survey results is still underway, some preliminary findings are noted below:

- 126 customers responded to the survey, up from 112 in 2011
- Satisfaction with resolution time of Helpdesk calls remained consistent with 2011 results at 77%.
- 77% of students were satisfied with the improvements in the learning spaces and campus libraries.
- 67% of faculty reported that they are using the technology that they received training on.

Management Value VII: Emotional and Spiritual Health

At the core of this management value is a commitment to nurture the emotional and spiritual well-being of all UVI personnel. Thus, during the reporting period, the University sought to improve the way in which programs and services were delivered by: convening training sessions or workshops on multiple intelligences as related to critical aspects of work across the University; developing systematic processes that allow administrative personnel to be more sensitive to the emotional and spiritual needs of personnel; and articulating approaches to effectively cope with work-related stress.

- ❖ On March 9, 2012, the Information & Technology Services Component held a mini-retreat. Although it was intended to be a full-sized retreat, the ITS staff decided that between budget cuts and an email migration they needed to down-size the retreat activities. Between visits to users desks to migrate their email, the ITS staff celebrated the accomplishments and efforts of the Component via video-conference. In addition to the mini-retreat, members of the ITS Component continue to organize social events that allow each to develop and grow relationships with co-workers. The Component continues to learn to support each other, celebrate each other's professional and personal accomplishments, and respect the challenges each face in doing their job with limited resources.

- ❖ In celebration of Black History Month, and as a means of enhancing student engagement and enhanced self-awareness and self-esteem, the Division of Student Affairs on both campuses organized various events designed to heighten UVI students' awareness about the contribution of people of color across the Diaspora, increase student participation in co-curricular events and enhance school spirit.
 - On the Albert A. Sheen campus, the month long celebration of Black History Month's recognition and celebratory programs began with a UVI "exclusive viewing" of the docudrama "RedTails." In collaboration with proprietors of the Sunny Isles Theatre, approximately 70 students, staff and faculty members participated. This film highlighted the experiences of the Tuskegee Airmen, African American pilots who made significant contributions to the outcome of World War II for US armed forces. Students also learned about the connection and contributions of Virgin Islander, Henry Rohlsen who served as a member of the esteemed Tuskegee airmen.
 - On the St. Thomas campus, Resident Assistants collaborated and decorated the residence halls in celebration of Black History Month 2012. Contributions of notable African Americans in the fields of sports, music, health and the arts were highlighted. Bulletin board displays included a brief biography and photos of each person.
- ❖ To build school spirit, the Student Government Association Sports Committee and student athletes, travelled to the Albert A. Sheen campus to compete in the Spring Olympics from April 13 - 15, 2012. Ninety five students participated in different games, including thirty -two students from the St. Thomas campus. Personnel from the Student Activities area coordinated the participation of students from both campuses to ensure the success of the event. The event provided opportunities for students to bond and build relationships between campuses.
- ❖ The Counseling and Career Services offices on both campuses celebrated National Student Employment Week the second week of April. A series of workshops were held on the Albert A. Sheen campus. The workshops were designed to enhance student employees' performance in the workplace and enhance their marketability upon transition from UVI to the world of work. The

week culminated with Student Employee Awards programs on both campuses. A total of 43 students on the Albert A. Sheen campus and over 75 on the St. Thomas campus were recognized for their contributions to the daily functions of the University.

- ❖ The 7th Annual “Physical Plant and Security Appreciation Day” was held in the Great Hall on the Albert A. Sheen Campus of the University on March 6, 2012. Individual gifts, awards and recognition certificates were presented to the employees by colleagues as well as several senators from the 29th Legislature of the U.S. Virgin Islands.
- ❖ An inter-departmental committee on the Albert A. Sheen Campus organized a Retirement Party for Yvette Taylor, the Business Services Supervisor. Ms. Taylor worked at UVI in Business Services for over 30 years. Employees from both campuses, along with retirees, friends and family packed the Great Hall to congratulate Ms. Taylor for her dedicated commitment to the University.
- ❖ The 2012 Employee Service Awards ceremonies on the St. Thomas and St. Croix campuses were very successful. 57 employees on St. Thomas and 40 employees on Albert A. Sheen, totaling 97 in all, were recognized for their years of service to the University. The amount included eight retirees, and six for Perfect Attendance. Adam J. Weiss on the Albert A. Sheen campus, St. Croix and Paulette J. Stevens on the St. Thomas campus each received the Employee of the Year Award.