

**PRESIDENT'S REPORT TO THE BOARD OF TRUSTEES
OF THE
UNIVERSITY OF THE VIRGIN ISLANDS
MAY 16, 2012 – SEPTEMBER 30, 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 Pathways 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

- ❖ Twenty-six students in the College of Science and Mathematics (CSM) attended 16 off-island summer programs. Students participated in programs at Brookhaven National Laboratory in New York (6); Merck Research Laboratories (1); Woods Hole Oceanographic Institution in Florida (1); Southern Illinois University (2); Michigan State University (2); Western Michigan University (1); Boston University (1); Johns Hopkins University (1); University of California-Los Angeles (1); University of North Carolina-Chapel Hill (1); University of Texas (1); Texas A & M (1); University of Southern Mississippi (1);

University of Puerto Rico, Rio Piedras (1); and the Early Medical School Selection Program at Boston University (5).

- ❖ Twenty-five students participated in the six week long Summer Undergraduate Research Experience and the Summer Sophomore Research Institute at UVI funded by the National Science Foundation Historically Black Colleges and Universities—Undergraduate (HBCU-UP) and the National Institutes of Health Minority Biomedical Research Support Research Initiative for Scientific Enhancement (MBRS RISE) programs. Students work on research projects with a faculty mentor; attend research methods workshops as well as weekly research meetings and presentations. Eleven CSM faculty members participated as research mentors.
- ❖ Seventeen students participated in the *Math Behind the Science Program* at UVI from June –July 2012. This program, supported by the NSF HBCU-UP and NIH MBRS-RISE programs, as well as the Jones, Holloway, & Bryan Foundation, is a six week residential summer program on the St. Thomas campus for STEM majors that provides mathematics preparation to assist students to enter calculus and provides a foundation for success in other studies. Three CSM faculty and three CSM alumnae participated in the program.
- ❖ Eighteen UVI students participated in an applied mathematics three-week intensive course on the St. Thomas campus taught by a University of Florida professor and a graduate student. Each student received a free student version of MATLAB.
- ❖ Four Process Technology students from UVI completed internships in the summer. Internships were with Cruzan Rum Distillery (2); Diageo Rum Distillery (1); and the Virgin Islands Water and Power Authority (1).
- ❖ Research faculty (Drs. Zimmerman, Dadwani, and Godfrey) within the Agricultural Experiment Station mentored ten (10) students engaged in research projects during the reporting period.
 - Four students conducted research in the Biotechnology & Agroforestry program on spring greenhouse and field sorrel production, seed germination of exotic sorrel and using cassava starch to reduce agar in vitro.

- Three students worked in the Horticulture & Aquaculture laboratory studying pre-emergence herbicide effects on controlling weeds in vegetables, soil moisture and water requirements in cucumber production and the use of pre emergence herbicide in weed control in watermelon.
 - One student completed a study on oxygen and pH monitoring using electronic measurement devices and data loggers in aquaponic system with support by grant funds from the USDA-NIFA Resident Instruction in the Insular Areas program.
 - One student conducted research in the Animal Science program as part of a USDA-NIFA TSTAR grant evaluating the physiology of St Croix White hair sheep and Senepol cattle that helps them to be adapted to the tropical environment. This research was conducted in collaboration with researchers from Cornell University and the University of Hawaii.
 - One student presented his sorrel research results at the American Society for Horticultural Science conference in Miami and placed 4th in the national student competition. He also participated in a 4-week summer internship to study tropical agriculture. The internship, supported with funds from the USDA-NIFA Resident Instruction in the Insular Areas program, was hosted by the University of Guam.
- ❖ Two faculty members from the College of Science and Mathematics (Albert A. Sheen campus) led a two-week summer enrichment institute for students in grades 7-II, (plus two talented 6th graders), entitled "Boosting the Intellect to STEM." Students learned two program designs and models using *NetLogo*, then built and programmed robots using the Lego Robotics system.

Achievements of Recent Graduates

- ❖ Two recent graduates were accepted to and began doctoral work in August 2012. Specifically,
- Biology major Tinika Christopher is attending the St. James School of Medicine, Anguilla, as of August 2012.
 - Chemistry major Melisa Matthias is attending Tuskegee University School of Veterinary Medicine, as of August 2012.

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.

- ❖ Faculty members in the School of Business, College of Science and Mathematics, and School of Nursing had scholarly work published or accepted for review. Specifically:
 - Santosh Keshipeddy, Isamir Martínez, **Bernard F. Castillo, II**, Martha D. Morton, and Amy R. Howell (2012). Toward a Formal Synthesis of Laureatin: Unexpected Rearrangements Involving Cyclic Ether Nucleophiles. *Journal of Organic Chemistry*, 77 (18), 7883-7890.
 - **Cheryl Franklin** (2012). “Panoramic Nurses and Critical thinking in Nursing: Teaching Methodologies used across the Nursing Curriculum”. *Journal of Nursing Education*. (Manuscript submitted for review)
 - Ling Yee Li, and **Ogunmokun Gabriel** (In Press-2012) “Export Venture Flexibility: Its Antecedents and Effect on Performance”. *The International Journal of Trade and Global Markets*, Special Issue.
 - **Ogunmokun Gabriel O** and Ling Yee Li, (2012), “The effect of manufacturing flexibility on export performance”, *International Journal of Business and Social Science*, 3 (5) 7-12.
 - **Ogunmokun, Gabriel O**, Gabbay, Rony and Rose, Janelle (2012), “Managing, Marketing and Financing Organizations in Era of Economic Uncertainty”, *Academy of World Business, Marketing and Management Development Conference Proceedings*, Budapest, Hungary, July.
 - **Ogunmokun Gabriel O** and Elaine Chen Hsin Tang (2012), “The effect of strategic marketing planning behaviour on the performance of small–medium sized firms in South East Asia”, *International Journal of Management*, 29, 159-170.
 - **Ogunmokun Gabriel**, Daniel Tripolitano and Janelle Rose (2012), “An examination of firms environmental marketing practices, sustainability and business performance”, *International Journal of Humanities and Science*, 2 (3), 49-53.

- ❖ Faculty members in the School of Business and College of Science and Mathematics made presentations at regional or national conferences. Specifically:
 - **Don Drost** co-authored a TEDx talk “Building Momentum for Great Ideas” presented by collaborator Stavros Michailidis at the TEDx Gramercy conference in New York City in late spring, 2012.
 - Lai, Robert SQ, Hsu, Li-Ling, Chen, Jason CH and Chang, Michael D, “A case study on Green Information System,” *American Society of Business and Behavioral Sciences (ASBBS) 2012 Conference*, Las Vegas, NV, (February).

- ❖ Research faculty in the Center for Marine and Environmental Sciences (CMES) had publications in two scientific journals:
 - Moye J., D. Manzello, **M. Brandt**, R. van Hooidonk, J. Hendee, and C. McCroy (2012) *Coral Bleaching at Little Cayman, Cayman Islands 2009: Delineation of Thermal Thresholds and Species Trends*. Estuarine, Coastal and Shelf Sci 106: 80-84;
 - **Alexandridis, K.** and Maru, Y. (2012). *Self-Organization of Semantic Networks in Natural Language Processing and Computational Social Science*. Information Sciences, 200 (2012), pp. 1-21.
- ❖ Research faculty in the Center for Marine and Environmental Sciences made 26 international conference presentations as well as a large number of international, regional and local scientific collaborations, and reviewed 19 journal and conference articles.

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 engaged in increased strategic and comprehensive community outreach and direct promotion of the 50 for 50 Challenge on St. Thomas, St. John, St. Croix, the wider Caribbean, and the mainland. As of Friday, September 30th, the alumni giving rate was 41.14%, which represents a record for the University. This translates to gifts from 2,510 alumni totaling \$148,704—a 58% increase from FY2010-2011.

Title III Projects

The University has been receiving Title III, HBCU funds for over four decades. These funds have gone a long way in the development of the infrastructure of the institution as well as in the development or enhancement of programs geared to improving academic outcomes for students. In keeping with UVI's Golden Jubilee celebration, the theme *Building on the First 50 Years to Enhance Student Success* for the institution's 2012-17 Title III Part B program. Five projects received funding and commenced October 1, 2012. Through these projects, UVI will build on its successes of the first 50 years of operation to improve its capacity to serve its students well into the future. The projects are identified and briefly described below.

- *Building on the First 50 Years to Enhance Student Success in Environmental and Health Sciences*—development of minors in environmental and health sciences;
- *Teaching Radio Communication*—enhancement of the broadcast journalism program to incorporate radio production;
- *Integrated Approach to Academic Growth and Student Success*—coordination and improvement of the student support systems toward improved retention and student success;
- *It's All About the Students*—improvement of library service quality, operational processes and technology infrastructure to support student success; and
- *Comprehensive Faculty Development Program*—professional development for part-time faculty, who comprise a significant proportion of UVI instructional force.

In addition to its Title III HBCU funds, the University is in its third year of receiving funds through a special mandatory funded program of the Department of Education designated by the Obama Administrations. In order to qualify for these funds, an HBCU must be accredited. Through the Student Aid and Fiscal Responsibility Act (SAFRA) the University has received funding for five projects that are in their third year of a five year cycle. The five SAFRA projects that are funded for this cycle are briefly described below.

- *Learning and Educational Access Program (LEAP)*—through this project UVI created and supports a learning environment on the island of St. John, thereby reducing the need for students who reside on that island to travel to the St. Thomas campus to attend classes;
- *Increasing the Cadre of Highly Qualified Teachers in the U.S. Virgin Islands through Pre-Service, In-Service and Professional Development*— This project seeks to increase the Territory's certified teacher corps by providing pedagogical requirements and PRAXIS preparation for pre-service teachers;
- *Advancing Learning Environments*—The purpose of the Advancing Learning Environments Activity is to provide more inviting and collaborative learning spaces that will enhance student learning and give faculty access to equipment and spaces that will allow them to implement their pedagogy;
- *Parallel Computing and the Development of a Computational Science Minor*— The major goal for this project is to provide experience and research opportunities for the university's STEM students and faculty in the area of Computational Science;
- *ESL Undergraduate Endorsement Program*— to strengthen or upgrade the institution's undergraduate teacher preparation programs by providing a cluster of ESL courses including a course in educational technology that would better equip pre-service teachers with the knowledge, skills and disposition necessary to meet the needs of limited English proficient students they will teach; and,

Highlights of Fall Semester 2012

Enrollment and Retention

For fall semester 2012, preliminary enrollment figures (compared to fall 2011) show a decline in overall enrollment of 6%, with overall male enrollment down by just 1%. By campus, enrollment is down 12% on the Albert A. Sheen campus, with male enrollment on that campus down 7%. On the St. Thomas campus, enrollment is down 2% overall; however, male enrollment is up 3%. With respect to retention rates, overall retention is up by 1% at 75%, (when compared to fall 2011) with the overall retention rate of male students up 7%. When examined by campus, the retention rate on the Albert A. Sheen campus is down 1% and stands at 69%, with the retention rate for males up 1% to 68%. On the St. Thomas campus, the retention rate increased by 4% to 79%, with an unprecedented retention rate for males on the St. Thomas campus of 80%, which represents a 9% increase in the retention of males on the St. Thomas campus. Though the overall retention rate is up 1% and overall retention rate for males at UVI is up 7%, the enrollment figures for fall 2012 are down 7% for the University and 12% on St. Croix. Recognizing the link between enrollment and retention and, subsequently, graduation rates, we recognize the need to make enrollment a strategic priority moving forward. Preliminary work has begun in this area and we anticipate being able to provide the Board with an update in this area at the March 2013 Board meeting.

Selected New Hires

The University welcomed 13 new, full-time faculty, five on the Albert A. Sheen campus and eight on the St. Thomas campus. With respect to Colleges and Schools, three faculty joined the School of Business: Dr. Chandra Mishra, Kiril Sokoloff Endowed Chair and Professor of Entrepreneurship; Ms. Tamara Lang, Director of Hotel and Tourism Management; and Mr. Paul Fleming, Assistant Professor of Marketing. The School of Education welcomed two new faculty, Dr. Steven Hendrix, Assistant Professor of Education Counseling and Dr. John Hill, Assistant Professor of Education. Four full-time faculty joined the College of Liberal Arts and Social Sciences, specifically, Dr. David King, Associate Professor of Criminal Justice, Dr. Gerald Bushee, Associate Professor of Social Sciences, Ms. Tanya Chroman, Visiting Instructor, and Dr. LeRoy Trotman, Visiting Assistant

Professor of Music. Additionally, Mr. Dion Parson joined the College as an Artist in Residence and will serve as a part-time faculty member for Academic Year 2012-2013. Finally, the College of Science and Mathematics welcomed four new faculty, namely, Dr. Celil Ekici, Assistant Professor of Mathematics, Dr. Judith Bloch, Visiting Assistant Professor of Mathematics, Dr. Kristin Wilson, Assistant Professor of Biology, and Dr. Conrad Spencer, Visiting Instructor of Mathematics.

Additionally, other key support personnel were hired in the areas of ITS, Security, UVI CELL, the Office of Sponsored Programs, and Research and Public Service. A key administrative hire that should be noted is the hiring of the Director of Sponsored Programs, the individual responsible for leading the arm of the University that works to process grant applications and ensure compliance with grant award requirements.

Artist in Residence

On August 20, 2012, native Virgin Islander, Drummer Dion Parson joined UVI as an Artist in Residence. In this role, Parson will spend on week a month in residence at UVI and teach a wide range of music performance classes. Parson will also conduct a Repertoire class and offer private lessons to Applied Music students. He will work with the Jazz and Concert bands and assist music faculty. Of particular note is that Parson will be meeting with music students on the Albert A. Sheen campus to determine courses to be offered on that campus in spring 2013. The addition of this renowned musician to the music faculty of UVI in this Golden Jubilee year lets our students know that we are committed to availing them of quality educational experiences with faculty who excel in their fields of expertise.

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.

Choir on Albert A. Sheen Campus

The Dean of Students on the Albert A. Sheen Campus was tasked with and spearheaded the effort to establish a permanent choir. This included the hiring a part-time musical director in summer 2012. Under the leadership of the director, the UVI *Voices of Inspiration* was reintroduced to the University community showcasing a 30-voice strong choir that performed in full part harmony for the institution during the fall 2012

Orientation Opening Ceremony on the Albert A. Sheen Campus. At this event, the institution's Alma Mater was performed with an added Caribbean cadence, while remaining true to the traditional lyrics of the original composition. The rendition was well received by the members of the listening audience.

Technology Upgrades

The University recognizes that learning spaces that encourage collaboration, enable the use of technology by both faculty and students, and creates learner-centered environments, are critical elements in student success. Due to a shift to wireless technologies, the call to improve retention and enrollment, and the shift to a more collaborative teaching pedagogy, the University has embarked upon a highly successful training program for faculty to provide skills to use a variety of technology in blended and distance courses. To maximize the impact of the training, a Learning Spaces Task Force (Task Force) was created to evaluate the condition of each classroom and make recommendations on the priority for each space to be renovated and upgraded. The Task Force recommended all rooms be standardized and be equipped with the following: instructor lectern, computer with DVD player, laptop connectors, whiteboard capable projection screen, Crestron room integration system, and document camera. Six classrooms were selected for renovation in summer 2012, specifically, CA306, I07, I12 and I09 on St. Thomas and EVC 501 and 716 on St. Croix. The renovations included room repairs, painting, new student furniture, new instructor furniture, and state of the art technology for instructional delivery. Each of the renovated classrooms was designed to be easily adaptable for lectures or group work and provide the instructor with multiple mediums for content delivery. A new seminar room was also added in the new West Hall on the St. Thomas campus.

St. John Gift

The University continues to be the beneficiary of the largesse of donors. Though monetary donations can go a long way in helping the institution to achieve its strategic goals and move closer to greatness, non-monetary donations also provide the University with expanded possibilities towards greatness. During the reporting period, one such donation was received from Marva Applewhite and Gloria P. Samuel of St. John. In June 2012, Applewhite and Samuel donated four acres of land on St. John to the University to further its mission. At this

time, consideration is being given to use the donated land for a cultural center or retreat or other educationally appropriate choices. A final determination will be made based on priorities identified in the University's new strategic plan, *Pathways to Greatness*, in conjunction with guidance from the Board of Trustees.

Connecting with Other Island Universities

During the period June 24 - July 6, 2012, I had the opportunity to visit the University of Guam, Tokyo Metropolitan University, Tokai University, Japan, and University of Hawaii at Manoa. While in Japan, I met with the Deputy Director General and the Deputy Director for International Student Exchange Student Support and Exchange Division from the Higher Education Bureau of Japan's Ministry of Education. I also had the opportunity to visit with the Director of Study Abroad at Tokyo Metropolitan University.

As part of the University of Guam's 60th anniversary celebration, I was invited to serve on a President's Panel and address the questions *"What is your University's role as an agent of economic change and development in your society?"* The information shared highlighted the UVI's focus on green technology; the emphasis on entrepreneurship through the Sokoloff I3D Student Competition as well as the Endowed Chair faculty position; the collaboration between UVI and the RTPark; the Cooperative Extensive Service and Agricultural Experiment Station programs; as well as Pathways to Greatness, the University's new strategic plan, which has a great emphasis on being a transformative agent in collaboration with the local government and the private sector to stimulate economic growth and development in the Territory.

While on this trip, I also had the opportunity to meet with the Presidents of the Tokyo Metropolitan University and University of Hawaii, Manoa, to discuss possible collaborations and student and faculty exchange programs between UVI and these institutions. This visit provided an unprecedented opportunity to squarely place the University of the Virgin Islands on the map in those geographical locations. The trip was very successful and it is anticipated that Memorandums of Understanding will be developed over the next 12-18 months to solidify some of the discussions held.

Closer to home, I, along with Specialist Assistant to the President Davies visited the island nations of St. Kitts and Nevis during the period August 28-31, 2012 to solidify existing relationships and forge new ones, in the

case of Nevis. During that visit, meetings were held with the Prime Minister of St. Kitts, the Minister of Education and the Minister of Tourism and Sports. We also met with the President of the Clarence Fitzroy Bryant College and met with members of the UVI's St. Kitts Alumni Chapter. On the island of Nevis, we met with the Premier and Minister of Education, the Principal of the Sixth Form School and participated in a lunch meeting with UVI's Nevis Alumni Association. One of the outcomes of the visit is that, for the first time, we now have a Memorandum of Agreement with the island nation of Nevis and anticipate new enrollees from that island. A similar visit was made to the British Virgin Islands in July and a draft MOU is presently being reviewed.

New Residence Hall Facility

The University's newest residence hall, West Hall on the St. Thomas campus opened its doors to students on Friday, August 24, 2012, exactly ten (10) months after the start of construction. The facility is a 4-story, 37,000 square foot, air conditioned, student residence facility, designed to accommodate up to 114 students in a suite style configuration of 4 to 6 students per suite. There are also four single rooms, one on each floor, to accommodate the facility's resident assistants (RAs). The current furniture configuration accommodates an occupancy level of 96 students and four RAs. The facility includes a seminar room on the third floor as well as amenities, including onsite laundry, kitchenettes, and lounges. The seminar room is equipped as a video-conference room, with state-of-the-art technology. Wi-Fi is also available to students throughout the facility.

Featured Entities: **Annual Giving and Alumni Affairs, Physical Plant Department – St. Thomas Campus and Capital Projects**

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 Awards has since expanded to include academic and other units. As such, in this the Golden Jubilee Year of the University, I am today, recognizing three units – Alumni Giving and Alumni Affairs, under the leadership of Ms. Linda Smith, who serves as Director for that unit within Institutional Advancement; the St. Thomas campus Physical Plant Department, under the leadership of Charles A. Martin, and Capital Projects under the leadership of Gerard Buggy.

The leadership provided by these three individuals has resulted in historical strides for UVI that will be long remembered as we reflect on the UVI's Golden Jubilee. In the area of Annual Giving and Alumni Affairs, Linda Smith worked tirelessly with staff in the Annual Giving and Alumni Affairs unit of Institutional Advancement, as well as all members of Institutional Advancement, other members of the University community, and key alumni, to include our own, Alumnus, Atty. Samuel Hall, to lead UVI to an unprecedented 41.14% of alumni giving back to their Alma Mater at this special time in the history of the institution. I salute Ms. Smith and look forward to her continued leadership to sustain this giving rate and to increase it beyond our initial 50% target rate.

The leadership provided by Mr. Charles A. Martin and Mr. Gerard Buggy made it possible for the University to open a 100-bed residence hall facility, West Hall, 10 months after construction began. Additionally, student began the fall semester on the St. Thomas campus to four fully renovated classrooms in the Classroom Administration (CA) building that have been transformed from traditional classrooms to state-of-the-art smart classrooms. This included the build out of existing walls and the installation of dry wall, painting, installation of new electrical wiring and lighting, installation of data conduit and installation of chair rails and baseboards, new furniture, and upgraded instructional technology. Additionally, the employees of the Physical Plant Department were actively involved in the exterior refinishing and landscaping of existing residence halls facilities in addition to the preparation of other classrooms, as needed. The focus of the repairs was preparing the campus for the opening of the fall 2012 semester to ensure the enhancement of the student life experience. Despite being short staffed, due to budgetary constraints, most of the projects were completed within the relatively short window at the end of summer sessions in July and the start of the fall semester in mid-August 2012.

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.

- ❖ The Research and Public Service arm of the Provost Component released Volume 26 of *The Caribbean Writer* in September 2012. The volume was dedicated to nature and the natural environment and its literary contents included a number of genres, to include poetry, personal essays, short stories, and book reviews with visually stunning Cover Art by Amy Laskin from Jamaica. The issue also addressed the area of literary criticism, featuring two special sections, “Ecowomanist Gardens in the New World” by Debbie-Ann Morrison and “So Who IS a Caribbean Writer and Other Questions,” a section which drew on the thoughts and opinions of a noteworthy pool of persons who offered their special insights; this section was edited by *The Caribbean Writer's* Founding Editor Erika J. Waters. This particular issue reflects an abundance of brilliant writing and art in celebration of the natural environment.
- ❖ Dr F. Mills was invited as a panelist on “Methodology and its Role in Interrogating Social and Demographic Dynamics” at the 2nd International Sociological Association Conference in Buenos Aires and

delivered a presentation entitled, “Challenges in the Conduct of Censuses and Surveys in the Virgin Islands of the United States”.

- ❖ The U.S. Department of Commerce recognized the VI-EPSCoR program with the “Coastal America Partnership Award.” The congratulatory letter sent on July 16, 2012 by the Acting Secretary of Commerce, Ms. Rebecca Blank, notes that “the Award recognizes outstanding partnerships that make a significant contribution toward the restoration and protection of our Nation’s coastal environment. It is the only environmental award of its kind presented by President Obama’s Administration.” Additionally, VI-EPSCoR gained recognition on the National Science Foundation’s website, www.research.gov, for the VI-EPSCoR Celebrity Scientist program, intended to inspire students to choose careers in Science, Technology, Engineering, and Math fields. The Science, Engineering, and Education section of the NSF website features VI-EPSCoR’s first Celebrity Scientist visitor, Dr. David Guggenheim, as he interacted with our Virgin Islands youth.
- ❖ Sixteen pre-college students from St. Croix and St. Thomas high schools completed 16 weeks of the Saturday Research Academy and presented the results of their work at the Spring Annual Symposium on May 15, 2012 in San Juan, Puerto Rico. The Academy was offered by the Computer and Computational Science Department in collaboration with the Ana G. Mendez University Systems Caribbean Computing Center for Excellence (BPC Alliances) with support by the NSF Broadening Participation in Computing (BPC) grant for pre-college students interested in pursuing careers in computing or information technology.
- ❖ Continuing its efforts to streamline workflow processes through the use of increased electronic transmissions, the Human Resources Department completed training sessions on Web Time Entry (WTE), enabling Components and Departments to submit and approve time and attendance information electronically. As of August 2012, WTE has been fully implemented.

- ❖ One of the University's risk mitigation strategies is the establishment of an Environmental Health and Safety (EHS) Office and hiring of an EHS officer. The Office has been established and the EHS officer joined the University in July 2012.
- ❖ The Emergency Response Plan (ERP) Committee engaged the services of D. Stafford & Associates (DSA), a consulting firm specializing in campus safety, campus security, and law enforcement issues on college campuses and universities, to "review the current Emergency Response Plan to ensure that it meets the requirements of an all hazards emergency operations plan for the institution." A draft all hazards Emergency Operations Plan (EOP) has been completed, along with three iterations of revisions. A schedule for campus-wide education and training on the all hazards EOP has been developed and implemented. The final EOP, along with related training, is slated for completion October 30, 2012.

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) presented *The Dream Big Workshop* (part of the Parent Empowerment series) on May 14 and 16, 2012 on St. Croix and St. Thomas. The workshop attracted 26 people including parents, students with disabilities, and employees from the Department of Education and the University of the Virgin Islands. Presenters included two persons who are deaf and blind and have achieved goals in academics and sports. Information on self-determination, advocacy and planning for the future was provided.

- ❖ The Etelman Observatory's First Public Open House and public use of the Virgin Islands Robotic Telescope took place on August 1, 2012. More than 100 persons from the St. Thomas community viewed planets and stars through the new Etelman telescope.
- ❖ Through collaboration between the University of the Virgin Islands and the Virgin Islands Department of Education, UVI hosted Junior University for seventh grade boys in each of the St. Thomas-St. John district and the St. Croix district. Over 80 boys were served (51 on St. Thomas and 34 on St. Croix). The program focused on mathematics and language arts. The participants were also put through a research based curriculum called Brainology, developed by a Stanford University researcher, where students learned about how their brain works, and how to strengthen it, with the aim of developing a mindset that is open to growth and motivating students to want to learn. Preliminary results of Pre- and Post- test results indicate that 55% St. Croix and 88% St. Thomas students showed an increase in mindset, with 31% and 37%, respectively, showing a change from fixed to a growth mindset, where students believe that abilities can be developed over time and are not fixed.
- ❖ The Eastern Caribbean Center (ECC) completed, delivered and presented the *Parent Satisfaction Survey for Special Education Services* to the State Office of Special Education employees and parents of children receiving special education services, both on St Thomas and St Croix.
- ❖ The Horticulture & Aquaculture Program held two 3-day "UVI Aquaponics Workshops" which were attended by 32 participants. The total number trained by the program since 1999 has now reached 600 individuals, many whom have developed enterprises modeled after the UVI Aquaponic System. Revenue generated from workshops was \$18,000. Four USVI residents attended as well as participants from Puerto Rico, other Caribbean islands, and the U.S. mainland.
- ❖ During the reporting period, the University, through the Cooperative Extension Service (CES) and the Agricultural Experiment Station (AES) concluded the celebration of the 40th anniversary as a land-gran institution by honoring volunteers and engaging the community in an agricultural forum, various workshops, and Open Houses. Some specific activities included:

- An Agricultural Forum on “The Role of Agriculture in the Economic Development of the Virgin Islands.” The panelists, experts in agriculture and economics, included UVI faculty, local farmers, and legislators.
 - CES hosted two Open Houses and welcomed 148 students who toured the Agricultural Experiment Station, visited educational displays and learned about our university programs from the Extension staff. At the second Open House, approximately 300 members of the community participated in educational workshops, viewed program displays, received vegetable seedlings, and joined CES in recognizing outstanding volunteers.
- ❖ CES also engaged in other community engagement activities, to include:
- Co-sponsored the celebration of Mango Mele & Tropical Fruit Festival. This event which is in its 15th year attracted 90 vendors and over 3,500 visitors;
 - Hosted over 220 youth from ages 5-14 in the six week 4-H summer program;
 - Provided basic computer training to 104 participants; offered marketable skills classes in pattern drafting and sewing of which thirty certificates were awarded; presented a workshop featuring VI native plants at the St. John Academic Center to twenty two participants; participated in the Rediscover St. John documentary series of the natural and cultural history of St. John; conducted 17 environmental education hikes/tours for private, public, and summer programs to 1800 participants;
 - Participated in the celebration of Earth Day on St. Croix; made a presentation to the St. Thomas Hibiscus Society on native, endemic, endangered, and threatened plants species of the Virgin Islands to 25 attendees; conducted six pesticide workshops/training classes for 113 participants; and conducted Citrus Greening seminars to help 23 growers and homeowners understand the disease that is destroying citrus trees throughout the Virgin Islands;
 - Commenced the Beginning Farmer Training Program in an effort to recruit Virgin Islanders into food production and improve the capacity of existing farmers through training. This program also included tax preparation workshops to 41 farmers; basic computer training classes to 18 farmers; a vegetable crop production training class to 46 participants; and a small livestock training class to 17 attendees.
- ❖ The University Libraries presented its annual Open House on August 22-23, 2012. The event was an opportunity to orient new students and faculty to resources of the libraries and Center for Excellence in Teaching and Learning (CETL), and other educational technology tools. Topics presented included:

library databases, myCampus portal, Blackboard Learn, CETL resources, library special collections, and videoconference Crestron controller, to name a few. Students were offered raffle prizes of gift bags, iPods and TI-84 calculators for participation in lightning round training sessions and trivia contests, as well as tasty treats for visiting the libraries during open house. Almost 100 persons participated in training and trivia events, even though Tropical Storm Isaac impacted the events. A new feature of open house this year was the community feedback event called “Let’s Talk”. Participants commented on the topic: *Impact of the HOVENSA closure on current and future VI economic conditions*. Feedback from participants will be featured in the next ITS Newsletter.

- ❖ In an effort to improve job competencies, employee morale, enhance the quality of service delivery, and reduce customer complaints, the Human Resources Department conducted *Sexual Harassment Awareness Training* sessions for new, full-time and part-time faculty, managers, and line staff and hosted workshops for managers and line staff, to include: *How to Supervise; Excelling at Managing People; Taking Meeting Minutes: Effective Techniques for Efficiency and Accuracy; and Top Notch Telephone Techniques*.
- ❖ Institutional Advancement and UVI’s Tourism Management Program hosted a Customer Service Training for the entire Institutional Advancement Component, Reichhold Center for the Arts volunteers, and students in the Hotel and Tourism Management Program.
- ❖ To enhance the safety and security on campus and in support of customer service on campus, Twenty-five new radios with higher range and clearer transmission capabilities were purchased for use on both campuses. Additionally, a fixed fire extinguishing system was installed and the annual testing of fire extinguishers by a certified company was completed to address fire safety and compliance regulations.
- ❖ 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 Physical Plant Department on the Albert A. Sheen campus completed the following:
 - Fabrication and installation of safety guard posts by the outdoor generator and high voltage electrical switchgear, as required by OSHA Safety regulations, were completed on July 30, 2012. The guard posts provide additional protection from accidental physical damage by motorists utilizing the

adjacent grassy area for parking. In addition, “Caution, Slippery When Wet” and “Park at Your Own Risk” safety and caution signs were also installed as customer service messages for motorists who park in this area to exercise caution, especially when the area is wet.

- The exterior louvered doors and the serving area roll-up doors in the Cafeteria were painted as part of the upgrades to enhance the environment and ambience of the Cafeteria. The “Sunrise” color was selected from the choices available for metal doors to provide an uplifting environment. Frenchie’s Reliable and Efficient Painting Services submitted the lowest quote for the job. The scope of work was then expanded to include the screens and windows of the exterior doors. The painting was completed on time and within budget.
 - New suite and room furniture were ordered for the Delta M. Jackson Dorsch Complex. The purchase included chest of drawers for student rooms as well as living room furniture for common areas in the I5 residence hall suites. The furniture arrived and has been installed. Also, dining and living room furniture for the two staff apartments were also approved for purchase. The furniture was received August 2012.
- ❖ Institutional Advancement developed the “President for a Day” leadership initiative for UVI students. This unique life-swap activity will identify two undergraduate students from each campus to follow President Hall’s normal schedule, while President Hall attends classes and events in place of each student. This will provide President Hall with first-hand knowledge of what it is like to be a student at UVI, while cultivating the next generation of leadership at the University. Winners will be announced later this academic year.
- ❖ The Offices of Institutional Advancement and Public Relations partnered to expand community outreach to key constituents by developing newsletters and websites to expand outreach efforts. Specific developments include two quarterly newsletters: *Philanthropy and You* (circulation 4600); *UVI Alumni Chronicles* (circulation 5100); and the Summer Programs’ webpage which received 1,944 page views. The number of page views is an indication of the value of the page and strong interest in the programs. The web address is http://www.uvi.edu/sites/uvi/Pages/Community-Summer_Programs.aspx?sectionCode=community.

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 implementation of a password management suite, which further safeguards user accounts and access. Available through the myCampus portal, the password management suite requires five unique questions and answers from users at UVI. If a network account is expired or a password forgotten, the user can reset it upon correctly answering three of the previously provided questions online, without assistance from the help desk. This allows persons to retain access to their accounts from anywhere in the world and eliminates the need to contact the ITS service desk during operating hours for the resumption of business.
- ❖ During the 2012 Spring Semester, the Security Department on the St. Thomas campus implemented a drug testing protocol for its security officers. This measure was undertaken to ensure that the officers' job performance and the safety of the campus community are not compromised in the discharge of the officers' duties.

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 VI-EPSCoR program hosted three town hall meetings on the three main U.S. Virgin Islands from August 26th to September 1st, 2012, to allow public input on priority research topics for the next VI-

EPSCoR investigations and activities to be funded by the National Science Foundation. A total of 50 residents were in attendance.

- ❖ The second draft of the HR Policy Manual was completed, presented to and reviewed by Cabinet on September 4, 2012. A consultant, *HRIT – Employee University*, was contracted to complete the final formatting and setup of the revised Manual. The Cabinet's comments and suggestions are reflected in this draft and the manual is being vetted through the Shared Governance process.

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.

- ❖ During the period May through September 2012, proposals submitted to various funding agencies through the Office of Sponsored totaled \$12,232,810 in funds requested. During that same period, funds awarded totaled \$11,404,056.
- ❖ The Financial and A-133 Single Audit for 2011 began November 1, 2011, and is in the final stage of completion. A draft was submitted by the external auditors pending review by the UVI Audit Committee. Accountants are preparing for the upcoming year-end-closing and FY 2012 Audit. Additionally, after the June 2012 approval of select financial policies by the UVI Board of Trustees, the Accounting Department conducted workshops during the month of July, to update the UVI constituents of the changes within the policies and to reinforce and bring awareness to the existing policies. Additional workshops are scheduled for October 2012. The approved financial policies cover areas such as: fiscal responsibility, procurement, travel, relocation and hospitality.

- ❖ During the reporting period, the University issued and received responses to six Request for Proposals that addressed: the launch of the University's Capital Campaign; renovations to the third floor of Penha House on the St. Thomas campus; repairs to the exterior walls of the Administration and Conference Center; development of a Science and Technology Plan for the Virgin Islands; leading a public campaign to solicit input on future directions of research and development in the Virgin Islands; and the renovation of restrooms on the ground floor of the Marine Science building on the St. Thomas campus. Contractors were selected and projects are in various stages of completion.
- ❖ On August 8, 2012, the University defended its Fiscal Year 2013 Appropriation Request before the Finance Committee of the 29th Legislature.
- ❖ Trustee Emeritus Chair Auguste Rimpel partnered with Institutional Advancement to host a cultivation activity on Martha's Vineyard. More than 70 new stakeholders and potential donors were introduced to UVI.

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 the University's strategic plan.

- ❖ The University received the results of the 2011-2012 Collegiate Learning Assessment (CLA) cycle and for the third consecutive cycle, UVI performed two standard errors above the expected CLA scores. The CLA measures a university's performance in generating value-added growth in its students' critical thinking, problem-solving, analytical reasoning, and written communications skills. UVI performance on the CLA placed it in the 97th percentile of those institutions that participated. This means that UVI is providing more assistance to the students' in these skills than would be expected, given the students' SAT scores.

This also means UVI is providing its students greater value for their investment in a UVI education. Two students scored in the 80th percentile or higher nationally and qualified for \$300 prizes. Seven students scored between the 65th and 79th percentiles and qualified for \$100 prizes.

- ❖ For the second time, the University Libraries administered the Standardized Assessment of Information Literacy Skills (SAILS) to UVI students. SAILS was first administered to students in 2005. This year, the test was taken by over 300 students in the FDS courses on both campuses. The test provides an opportunity to collect data that would be used in assessing information literacy skills to demonstrate the impact of instruction at UVI. The previous administration of SAILS provided data that compared UVI students with national norms. Data gained from the current administration will enable librarians to establish a benchmark for UVI freshman. Ultimately, librarians hope to answer the questions “What are our students’ strengths and weaknesses in regard to information literacy?” “Does library instruction make a difference on campus?” and “Does library instruction lead to acquisition of information literacy skills?” the SAILS assessment is part of a LibQUAL+ assessment of library quality and the Title III project – It’s All About Students.

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, the University seeks to improve the way in which programs and services are delivered by: convening training sessions or workshops 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 August 10, 2012, Information and Technology Services in addition to other departments participated in an off-site retreat to celebrate FY2012 great accomplishments and discuss FY2013 objectives. Other departments included the Office of the President, Sponsored Programs and Student Housing. Staff participated in team building exercises to improve effective communication and strengthen inter-office relationships and trust. Activities included a volleyball game, a variety of water ball games, dance contest

and limbo, which promoted camaraderie, interpersonal and social skills development. The healthy competition between teams instigated effective communication strategies to attain successful results for each activity.

- ❖ On Friday, August 31, 2012, the St. Thomas Physical Plant employees participated in a beach picnic and fun day from Noon to 4:00 pm at Brewers Beach facilities as an expression of appreciation for their hard work and dedication over the course of the year and in particular for the completion of several campus projects over the summer, in preparation for Fall 2012.
- ❖ During May, June and July 2012, free Wellness Profiles were offered to employees on the St. Thomas Campus. The profiles offered information about Body Mass Index, Metabolic Age, Body Water % and Body Fat. This information allowed individuals to better understand how the process of food and water intake directly affects the body. Approximately 50 employees took advantage of the profiles on the St. Thomas campus, including the entire ITS staff on St. Thomas.
- ❖ Institutional Advancement's staff retreat on September 10, 2012 included a session entitled, "Managing Stress in the Workplace."