

**PRESIDENT'S REPORT  
TO THE  
BOARD OF TRUSTEES OF THE  
UNIVERSITY OF THE VIRGIN ISLANDS  
OCTOBER 27, 2013 to FEBRUARY 24, 2014**

---

The President's Report for this reporting period is organized into two sections. Part I provides highlights of new and ongoing presidential initiatives and institutional accomplishments since the last report. Part II highlights major accomplishments within the framework of *Pathways to Greatness*, the University's new five-year strategic plan.

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

**PART I: PRESIDENTIAL INITIATIVES AND ACCOMPLISHMENTS**

I am honored to share with the Board of Trustees highlights of the University's activities and achievements for the reporting period. This section contains some of the major achievements of the University. These accomplishments speak to the commitment and resilience of our students, faculty, staff and administrators.

**STUDENT ACHIEVEMENTS:** One of the major achievements during this period has been the accomplishments of our students, recent graduates and faculty. Listed below are a few examples of the activities and achievements of our students.

- **Kevin Dixon**, Student Government Association President on the Albert A. Sheen Campus, was selected as a White House Initiative on Historically Black Colleges and Universities (HBCUs) All-Star. The White House Initiative on HBCUs announced its first class of HBCU All-Stars, recognizing 75 undergraduate, graduate, and professional students for their accomplishments in academics, leadership, and civic engagement. The purpose of this program is to recognize outstanding student leaders and empower them to be advocates for academic success and excellence. Currently enrolled at 62 HBCUs, the All-Stars were selected from 445 students who submitted completed applications that included a transcript, resume, essay, and recommendation. Former UVI student, **Shereena Cannonier**, who attends Lincoln University of Pennsylvania, was also selected as an HBCU All-Star.
- **Kimberly Sablon**, who received her Bachelors of Science in Chemistry and an Associates in Science in Physics from UVI in 2003, and earned a Ph.D. in Physics from the University of Arkansas in 2009, was awarded the Army Research Laboratory's (ARL) 2013 Award for Science. Her award citation recognizes "...her

exceptional efforts in the research and development of an entirely new quantum dot solar cell technology leading to the next generation of small, highly efficient and portable power generation devices...These recent discoveries and the development of this disruptive technology are changing the landscape in which the scientific community addresses this alternative energy solution..." The citation goes on to recognize her "...breakthrough as fundamental and applied research, resulting in international recognition of ARL's energy program..."

- Congratulations are in order for students (**Shaylah Anthony, O'Kiema Dedier, Heather Horner, Garvin Penn and Carlison Stedman**) in Dr. Glenn Metts' class who earned a Global Top 100 ranking for their company's global Business Strategy Game (BSG) performance. They achieved the highest top 100 finish ever at UVI.
- The Masters of Marine and Environmental Science (MMES) Program welcomed 13 new students this Fall and three MMES students successfully defended their thesis and graduated in December 2013.
- MMES students currently hold positions at the VI Department of Fish and Wildlife, the US National Park Service, and the VI Coastal Zone Commission.
- Two MMES graduates started Ph.D. programs this Fall.
- Sixteen UVI students presented their research at the Annual Biomedical Research Conference for Minority Students at Nashville, TN in November 2013. Lavida Brooks was selected to give an oral presentation.

Examples of presented papers:

- "Vertical Chlorophyll Profiles in Salt River Bay and Bioluminescent Mangrove Lagoon, St. Croix US Virgin Islands." Jeffers, G., Martin, J., Zimmerlin, M., Pinckney, J. Reale-Munroe, K. and Castillo, B. F. II. Presented at Annual Biomedical Research Conference for Minority Students (ABRCMS) 2013, Nashville, TN
- "Comparative Study of Nutrient and Chlorophyll Content in Salt River Bay and Bioluminescent Mangrove Lagoon, St. Croix, US Virgin Islands." Joseph, L., Martin, J., Jeffers, G., Nisbett, K., Reale-Munroe, K. and Castillo, B. F. II. Presented at Annual Biomedical Research Conference for Minority Students (ABRCMS) 2013, Nashville, TN
- In September 2013, accompanied by two faculty members, nine UVI students presented poster presentations at the Ana G. Méndez University System (AGMUS) Conference 2013, San Juan, PR.  
Examples of presented papers:
  - "Comparative Study of Nutrient Content in Salt River Bay and Bioluminescent Mangrove Lagoon, St. Croix, US Virgin Islands." Martin, J., Nisbett, K., Jeffers,

G., Joseph, L., Reale-Munroe, K. and Castillo, B. F. II. Presented at Ana G. Méndez University System (AGMUS) Conference 2013, San Juan, PR

- A team of representatives from the U.S. Virgin Islands attended the 23<sup>rd</sup> National Science Foundation's Experimental Program to Stimulate Competitive Research (NSF-EPSCoR) National Conference in Nashville, TN. The delegation included four UVI undergraduate and graduate students and the U.S. Virgin Islands Delegate to Congress. During the conference, the students participated in a program consisting of a Communicating Science Workshop and an America's Scientist Idol competition. The USVI students were among the six finalists in the America's Scientist Idol competition.
- During the month of November 2013, **Dr. John Hill** and **Francis JnoLewis**, a graduate student in the School of Education, initiated a series of professional development seminars for the faculty and staff of the St. Thomas Seventh Day Adventist School on St. Thomas/St. John. The workshops focused on "Improving Teacher Performance in the Classroom".
- In November 2013, students in EDU 350/Educational Technology and EDU 452/Student Teaching, led by **Dr. Rita Howard** and **Instructor Yasmin Salem** presented poster sessions to the National Council for Accreditation of Teacher Education (NCATE) team. These posters displayed student work in the areas of technology in the elementary classroom and teacher Work Samples: An Instructional Model. Other posters displayed graduate student classroom-based research done in EDU 600/Thesis.
- **Reika Audain**, Psychology Major, participated in an Internship at the Washington Center in Washington, DC. Funding for this program was provided by the 30<sup>th</sup> Legislature of the VI and Governor deJongh.

**FACULTY ACHIEVEMENTS:** Our faculty continues to be very productive in regards to teaching, scholarship and service. Below are some selected examples of publications, presentations, other faculty activities.

**Publications:**

- Robertson A, Garcia AC, Quintana HAF, Smith TB, **Castillo II BF**, Reale-Munroe K, Gulli JA, Olsen DA, Hooe-Rollman JI, Jester ELE, Klimek BJ, Plakas SM. Invasive Lionfish (*Pterois volitans*): A Potential Human Health Threat for Ciguatera Fish Poisoning in Tropical Waters. *Marine Drugs*. 2014; 12(1):88-97.
- **Godfrey, R.W.**, M.C. Vinson, and R.C. Ketring. 2013) published a manuscript describing results of a USDA-NIFA-TSTAR funded project in the *Journal of Animal Science*: "The effect of a split feeding regimen and breed on body temperature of hair sheep ewes in the tropics" appeared in *J. Anim. Sci.*, 91:5205-5207).

- **Chenzira Davis-Kahina:** Published "Dutch, Danish, Caribbean and Afrakan Influences in the Work of Blyden, Harrison, Sprauve-Browne, Williams, Emanuel, Jochannan and Others of the Virgin Islands Cultural Heritage Restoration Movement."
- Center for Marine & Environmental Studies (CMES) researchers, **Drs. Richard Nemeth, Tyler Smith, Marilyn Brandt, Kostas Alexandridis, Paul Jobsis, Avram Primack,** and **Daniel Holstein** have five new scientific journal publications; five additional publications have been submitted. Four presentations (2 posters and 2 oral) were given at science conferences.

### Presentations:

- **Lori Buckley:** Associate Professor of Biology at the annual meeting of the Western Society of Naturalists on:
  - Effects of removal of invasive plants on the wetland community at Ormond Beach, California (poster)
  - Native oyster (*Ostrea lurida*) population assessment and restoration in Mugu Lagoon, California. (oral presentation)
- **Bernard Castillo:** Assistant Professor of Chemistry at the 66<sup>th</sup> Gulf and Caribbean Fisheries Institute Conference 2013, Corpus Christi, TX on:
  - "Ciguatera and Lionfish in the US Virgin Islands" and "Preliminary Results: Screening of Ciguatera Toxins found in Indo-Pacific Lionfish (*Pterois volitans*) in St. Croix, US Virgin Islands."
- **Simon B. Jones-Hendrickson:** "Communication, Collaboration and Cohesiveness" to the St. Croix Board of Elections on October 2, 2013.
- **Dilip Nandwani:** "Cucurbit Production" and **Don Bailey** gave a presentation of the aquaculture production systems that have been developed through UVI research at World Food Day 2013.
- **Dion Phillips:** "The People's Revolutionary Armed Forces of Grenada" at Institute of Caribbean Studies at the University of Puerto Rico.
- **Robert Nicholls:** Served on an Alumni Panel at Howard University's celebrations of the 60<sup>th</sup> Anniversary of their African Studies Program.
- **Nandi Sekou:** "Ethno-local groupings, Occupied Zones and Strategies for Stability" at the American Society of Criminology Conference in Atlanta, GA in November 2013.

- **Kimarie Engerman:** “An Action Learning Project on Academic Advising” at the National Science Foundation (NSF) Opportunities for Under-Represented Scholars (OURS) residency at the Chicago School of Professional Psychology, November 9, 2013.
- **Malik Sekou:** “Honoring Our Educators, Teaching Virgin Islands History to Educators, Education Major Students And Others,” at the Hawaii International Conference on Education January 4-9, 2014.
- **Chenzira Davis-Kahina:** "Ay Ay: Diasporan Indigenous Afrakan Heritage in St. Croix and the Caribbean" at Islands-in-Between Conference at Instituto Pedagogico Arubano in Aruba, November 7, 2013.
- **Janzie Allmacher:** “An Abbreviated Owner’s Manual for the Cardiovascular System” for members of the Virgin Islands National Guard Medical Unit and co-presented 3-hour Interfaith Volunteer Caregiver Training at Queen Louise Home for AmeriCorps workers.
- **Karen Cooper:** Through CE Medscape®, LLC, on “20 Questions about Bi-Polar Depression: Test Your Knowledge”, “The Evolving Understanding of Bipolar Depression Neurobiology and the Relation to Diagnosis”, and “Do Proton Pump Inhibitors Raise the Risk for C diff Infection?”
- **Susan Sheets:** Through CE AACN Critical care Webinar Series, on “Executing Evidence-Based Progressive Mobility in the ICU.
- **Doris Carson:** On-line presentations on “HIV and AIDS: An Overview”, “Acute and Chronic Pain: Assessment and Management” and “Medication Safety: Assuring Safe Outcomes”.
- **Cheryl Franklin:** At the Seventh Annual National Conference on Health Disparities; Sugar Bay Resort & Spa; St. Thomas, VI and attended the Third Annual Quality Healthcare in the VI Symposium “Sharing Our Success to Sustain Improvement” at Government House on St. Croix, VI.
- **Suzette Lettsome:** At the Seventh Annual National Conference on Health Disparities; Sugar Bay Resort & Spa; St. Thomas, VI and provided the Virgin Islands Nursing Association (VISNA) meeting update at Roy Lester Schneider Hospital, St. Thomas, VI.

### Other Faculty Activities:

- Center for Marine & Environmental Studies (CMES) researchers have received grants to fund research and community outreach as described below:
  - NOAA-Marine Fisheries Initiative (MARFIN): “Identifying and defining management areas for queen triggerfish and mutton snapper spawning aggregation sites in the US Virgin Islands and assessing effectiveness of area closures on mutton snapper populations.” PI: R. Nemeth October 1, 2013 to September 30, 2016: (\$524,669).
  - NOAA-Coral Reef Conservation Program (CRCP): “Identifying migration patterns and area requirements for snapper spawning aggregations: supporting sustainable fisheries in the Caribbean”. PI: R. Nemeth July 1 2013 to December 31, 2014: (\$60,000).
  - CaRA CariCOOS sub-award from University of Puerto Rico Mayaguez 2013-2014 to maintain UVI oceanographic buoy, conduct education and outreach in the Virgin Islands. July 1, 2013 – June 31 2014: (\$112,900).
  - UVI - Virgin Islands Marine Advisory Service sub-award from University of Puerto Rico Mayaguez Sea Grant. 2014 – 2018. This grant includes climate Education, marine debris education and community engagement, supports sustainable commercial fishing, and a marine conservation news column. (\$262,000 over four years).
  - USVI Department of Coastal Zone Management award to support Mangrove Research Projects (\$10,000).
  - CMES’ Environmental Analysis Lab has an agreement to conduct an ambient monitoring project to monitor the water quality at beaches and bays of St Thomas and St John in agreement with Great Lakes Environmental Center Inc. A memorandum of understanding is pending. 2014-2018, \$165,200; (\$41,400 per year).
  - Coral Reef Monitoring Database maintenance award from the Department of Environmental Protection. (\$10,000).

Four grant requests have been submitted for additional funding.

- **Kimarie Engerman** was promoted from Assistant to Associate Professor of Psychology.
- **David Gould** was promoted from Associate to Professor of English.

- **Suzie Harney** was promoted from Associate to Professor of Education.
- College of Science and Mathematics approved a minor in Computational Science in October 2013.
- The College of Science and Mathematics (CSM) faculty on St. Croix moved into the new CSM space in the RTPark Building in November 2013. The new space now allows all CSM faculty to be in close proximity to each other. It also provides new, state of the art laboratory space for both students and faculty.
- As part of the National Institutes of Health new initiative, Building Infrastructure Leading to Diversity (BUILD), **Dean Sandra Romano's** planning proposal was funded, at the level of \$150,000 for 6 months. Only 15 planning grants were funded in the United States.
- NIH BUILD Planning grant activity took place in January:
  - The four-day creative problem-solving workshop focused on developing a model for student training in leadership in a biomedical research career. Representatives from Brown University, Boston University, Howard University, University of North Carolina Chapel Hill, University of Illinois Urbana Champagne, the American Association for the Advancement of Science, Carnegie Mellon, and the University of Tennessee along with UVI students, alumna, administrators, and faculty from both campuses attended the event.
- **Janzie Allmacher** became a honorary John Hopkins faculty member in October 2013 and was nominated by Governor deJongh for a second term on the Virgin Islands Board of Nurse Licensure in November 2013.
- **Cheryl Franklin** provided continuing education units (CEUs) for Pavia Hospital Twelfth Annual Medical Symposium at Maria's Bay by the Sea Hotel in Tortola, BVI.; Judged student poster presentations at the Seventh Annual Conference on Health Disparities, Sugar Bay Resort & Spa, St. Thomas, VI; provided nursing CEUs for the Seventh Annual Conference on Health Disparities, and serves as an ongoing-member as UVI representative on the Advisory Board of Virgin Islands Medical Institute, Inc. (VIMI).

## **SIGNIFICANT INSTITUTIONAL ACHIEVEMENTS**

### **UVI STEM Graduates Excel Beyond National Average**

UVI's Science, Technology, Engineering and Mathematics (STEM) graduates are going on to seek doctoral degrees and achieving their goals at rates above the national average. Estimates are that nationally only 50% of students who start Ph.D. programs in the sciences complete their degrees. UVI data shows that 88% of the students in the Minority Access to Research Careers program who start working on a Ph.D. complete that degree. In 2013, five UVI STEM alumni have completed doctoral degrees:

- **Bertrum Foster** ('03) mathematics major, earned his Ph.D. in mathematics from Howard University. Dr. Foster, Assistant Professor of Mathematics, returned to UVI as a faculty member.
- **Shana Augustin** ('06), biology major, earned a Ph.D. from the University of Chicago in neuroscience. Dr. Augustin returned to UVI as part of the Emerging Caribbean Scientist research seminar series to share the process, insights and results of the Parkinson's disease research she is conducting at the University of Chicago.
- **Jennifer Thomas** ('06), chemistry major, earned a Ph.D. in chemistry at Florida International University.
- **Kailah Davis** ('07), computer science major, earned a Ph.D. from the University of Utah in biomedical informatics.
- **Verleen McSween** ('07), biology major, earned a Ph.D. in vision science from the Indiana University and now has a postdoctoral position at the Indiana University School of Optometry.

### **UVI Receives Approximately \$1,000,000 in Grant Funding from U.S. Department of Health and Human Services**

The Eastern Caribbean Center collaborated with the Virgin Islands Department of Human Services (DHS) on the Virgin Islands Partners for Early Success Program. They were jointly awarded nearly \$1,000,000 in grant funding from the US Department of Health and Human Services, Administration of Children and Families Office of Planning Research and Evaluation to conduct this research over a four-year period. The grant will assist the Virgin Islands in creating better standards and metrics.

### **HBCU Innovation and Entrepreneurship Selection**

The following announcement appeared in various national publications. "The Association of Public and Land-grant Universities (APLU) Office for Access and Success (OAS), National Collegiate Inventors and Innovators Alliance (NCIIA), the United States Patent and Trademark Office and the United Negro College Fund (UNCF) announced today the

inaugural cohort for the Historically Black Colleges and Universities (HBCU) Innovation and Entrepreneurship Collaborative (IEC). The HBCU Innovation and Entrepreneurship Collaborative is a cohort of 15 HBCUs (both public and private) that are committed to participating in a multi-year collaboration to foster innovation, commercialization and entrepreneurship on their respective campuses. This collaboration, which The Lemelson Foundation is funding, will build off of the momentum that was established by the 2013 HBCU Innovation Summit held at Stanford University that was co-organized by UNCF, the National Science Foundation (NSF)-funded National Center for Engineering Pathways to Innovation (Epicenter) and the Stanford Center for Professional Development.”

The UVI team of **Dr. Timothy Faley**, Kiril Sokoloff Distinguished Professor of Entrepreneurship, **Dr. Stan Latesky**, **Dr. Wayne Archibald** and Masters of Marine and Environmental Studies graduate student **Howard Forbes**, were selected to be one of the 15 universities participating in this significant and selective opportunity. This is an outstanding honor considering the fact that there are 106 HBCUs in the nation who were eligible to participate and 44 submitted competitive applications.

### **Recognition as a Leader in Male Student Empowerment**

UVI continues to lead the way in regards to supporting, inspiring and encouraging young male students to stay on the educational path and to strive for excellence in school and in life. Because of the University's significant contributions in the area of male empowerment, we were asked to host the first International Colloquium on Black Males in Education in October 2013. This three day conference, with a theme of "The Status of Black Males in Education and Society: Beyond the Continental Divide", attracted scholars and researchers from throughout the United States and the Caribbean. Various UVI faculty and administrators made presentations at the conference. Subsequent to the conference, the national higher education news magazine, *Diverse*, published a feature story on UVI and our commitment to improving the retention of male students. The writer of the article was present at the colloquium and was impressed by UVI's commitment to male students.

On February 3-4, 2014, UVI convened the fourth annual Man Up conference, featuring Principal Baruti Kafele, Jonathan Sprinkles, the Omega Psi Phi fraternity National Step Team, other speakers, entertainment and special guests. For the first time in the history of the program, the University awarded two \$1,500 scholarships to high school male seniors who had applied to UVI. The programs on both campuses were well attended and meaningful. There were various Senators and Trustees present for the event.

### **Comprehensive Recruitment Plan**

In an ongoing effort to address declining enrollment, the University placed significant focus on recruitment through the development and implementation of a Comprehensive Recruitment Plan. Through an extensive collaborative process, which included a Cabinet Retreat, Component meetings, a Town Hall meeting, and various discussions and ranking

of numerous recommendations, the Plan was ultimately developed by the Vice Provost of Access and Enrollment Services (ACES), Dr. Nicole Gibbs. The Plan, submitted to the UVI community in November 2013, will guide the recruitment efforts of the University.

To enhance the recruitment and enrollment efforts, members of the UVI community were appointed to serve on the Enrollment Advisory Committee. The committee will assist the Vice Provost in ensuring that every area in the University will assist with the implementation of the Comprehensive Recruitment Plan.

As part of the process, Vice Provost Gibbs will focus on identifying the knowledge and skill sets of the employees under her supervision to ensure that the unit functions at a high level. ACES provide the first impression of UVI to prospective students and as such, it is imperative that the service provided is of the highest quality. With this in mind, ACES has begun a series of trainings and workshops for its staff in Customer Service.

There are numerous innovative projects occurring simultaneously within the ACES unit. The Vice Provost, in collaboration with the Leadership Team/Advisory Committee of ACES, has begun a full-fledged effort to meet the enrollment goals, address the customer service issues, and reorganize the unit in a way that will be most beneficial for the University.

### **National Council for Accreditation of Teacher Education: School of Education**

The School of Education (SOE) completed a site visit by the National Council for Accreditation of Teacher Education (NCATE) Board of Examiners on November 17-21, 2013. The Board of Examiners' Report was received on January 7, 2014. It indicated that all six NCATE standards were met. The SOE is in the process of writing its Rejoinder (response to the Board of Education's Report), which must be submitted thirty days following the examiner's report. An official decision from NCATE, based on the reviewers' report, will be sent to the University in April 2014.

### **WOW Customer Service Initiative**

The "WOW" Customer Service Campaign kick-off on January 10, 2014 served as the first in a series of formal training that will assist in establishing a more "service oriented" culture throughout the University, and provide opportunities for staff to gain the tools to deliver exceptional service. The goal of the campaign is to transform the environment of UVI to a service-oriented culture where each person delivers high quality, friendly, customer-focused service that is always more than expected or necessary. Each employee will manifest a positive and helpful attitude, especially to our students, but also to everyone, that requires attention. The ultimate goal of this initiative is for UVI to become the model organization and leader in the Territory in the area of customer service through the transformation of our service culture. The initiative is co-led by Interim Provost McKayle and CIO Koopmans.

### **Human Resources on Albert A. Sheen Campus**

On January 7, 2014, the Human Resources Department opened an office on the Albert A. Sheen Campus. The Associate Director for Human Resources, Yvonne Lawrence, relocated to St. Croix and serves as the Human Resources representative. This development will ensure that St. Croix employees have easy access to the fundamental and critical services of the Human Resources Department.

### **Virgin Islands and Caribbean Cultural Center (VICCC) Opening**

On February 14, 2014, we celebrated the grand opening of the Virgin Islands and Caribbean Cultural Center (VICCC) on the St. Croix campus. The Center is located in one of the suites formerly occupied by the RTPark and it has been transformed into an engaging and stimulating collection of cultural artifacts, photographs and reading materials. During the ceremony, tributes were shared honoring native-born scholar, tenured UVI professor, and "African Renaissance Man" Dr. Gene K. Emanuel in observance of his outstanding contributions, educational achievements, life-long devotion to social research, proactive engagements as a Pan Africanist, and his community service. Before his untimely passing, Dr. Emanuel was a walking cultural research center and tenured professor of humanities at UVI for nearly 30 years. The UVI community welcomes the "Emanuel Collections" housed in the VICCC in honor of his selfless contributions, critical thinking challenges, and cultural initiatives that are respectfully and institutionally integrated into the academic programs and supported in the VICCC for UVI students, faculty, administration and the VI, Caribbean, Africa and global communities into perpetuity.

A tribute was also extended to Dr. Robert V. Vaughn, a long time VI resident, aviationist, educator and retired librarian who lived to photograph, research, document, archive and preserve a wealth of cultural heritage information on VI, Caribbean and global histories, narratives and traditions. Dr. Vaughn lived in Japan after his U.S. military tours of duty and travelled extensively internationally. The UVI community welcomes the "Vaughn Collections" with over 200,000 images of Caribbean culture, traditions, heritage, education and more being housed in the VICCC in honor of his achievements in the preservation of the cultural histories, digital archives and experienced images of Caribbean cultural, traditions, heritage, education and more.

Words of tribute were also extended to Dr. Marvin Williams, a Native Virgin Islander, educator, UVI professor, playwright, poet and former editor of UVI's *Caribbean Writer*. The developing "Williams Collections" honoring his publications donated from his estate by his family along with his other achievements and contributions to academic and cultural scholarship will be highlighted.

### **Center for the Study of Spirituality and Professionalism's Sacred Space (CSAP) Opening**

On February 14<sup>th</sup> we also unveiled the first "Sacred Space" on the St. Croix campus that will serve as a designated room for meditation, prayer, reflection and spiritual discussions. The room is located in close proximity to the Virgin Islands and Caribbean Cultural Center and the two entities will sponsor joint programs and activities. The space is small, but very peaceful and nicely decorated.

### **Crucian Christmas Carnival**

After a seven year hiatus, the University fully participated in the Crucian Christmas Carnival. The UVI floupe and Buccaneers Steel Pan Orchestra were named first runner-up in each of their respective categories for their participation in the 2014 Adult Festival Parade. There were 102 participants, which included UVI students, staff, high school students, and community members.

### **President's Appreciation Award**

One of the major accomplishments during this reporting period was the significant enhancement of faculty working spaces on both campuses. On the Albert A. Sheen Campus, twenty faculty members were relocated to single offices by the end of the Fall 2013 semester eliminating double occupancy faculty offices. The offices relocated comprised of four from the School of Business, six from the School of Education and ten from the College of Liberal Arts and Social Sciences. Approximately fifteen of the offices received interior touch-ups in preparation for the new occupants. The major restoration completed was the office flip of the chemical storage room, EVC204, to a faculty office pursuant to and beyond the OSHA standards mandated for this type of space reuse.

On the St. Thomas Campus, the Social Sciences Building was completely renovated and brought into ADA compliance. This renovated facility now houses eleven faculty members, the office of the Dean of the College of Liberal Arts and Social Sciences, his Administrative Assistant, a psychology lab which houses four students, a conference room and a kitchenette. This renovation has produced another signature building on the upper campus and greatly improved the working conditions of all faculty who work in the building. The color scheme was chosen to be consistent with West Hall, which is next to the Social Sciences Building.

Therefore, the President's Appreciation Award is being presented to our Campus Operations on the Albert A. Sheen Campus under the leadership of Ms. Nereida Washington, Director of Campus Operations and to the Physical Plant Department on the St. Thomas Campus under the leadership of Mr. Charles Martin, Physical Plant Director.

## PART II: PATHWAYS TO GREATNESS INITIATIVES AND ACTIVITIES

### AREA OF FOCUS #1: ACADEMIC QUALITY AND EXCELLENCE

- Funded by a grant from the National Science Foundation, the Mathematics area implemented Peer Led Team Learning (PLTL) in one section of Mathematics 023 and one section of Mathematics 024 in academic year 2012-2013. Based on the positive results from this pilot, as well as the research on PLTL, under the leadership of Interim Provost McKayle, the College of Science and Mathematics, Department of Mathematics, in collaboration with the Center for Student Success (CSS) implemented PLTL in 100% of the Mathematics 023 and 024 developmental courses on both campuses. This included adding an extra hour to the meeting times (increasing from four to five). The results were very promising

PASS RATES

Campus	MAT 023 Fall 2012	MAT 023 Fall 2013	MAT 024 Fall 2012	MAT 024 Fall 2013
STT	51.37%	65.61%	51.88%	63.16%
STX	21.88	45.76	58.11	51.25

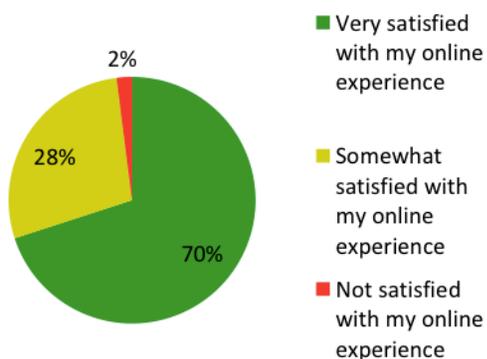
A UVI team made up of faculty and student peer leaders has been invited to present on the project at a PLTL workshop in June which will be held at City University of New York, one of the leaders in PLTL.

- During the first quarter of FY 2014 ending December 31, 2013, the Office of Sponsored Programs processed seven research or grant proposals in the amount of \$1,421,779.
- With regards to the University efforts for online course development, Cohort II of faculty for online training began meeting in early January 2014. With this cohort, there was focus on increasing UVI's ability to offer an online program. With this in mind, 100% of faculty teaching in the Master in Public Administration Program (MPA) was targeted for training in online course delivery. The goal of the online training is to have each faculty develop at least one MPA course for online instruction.

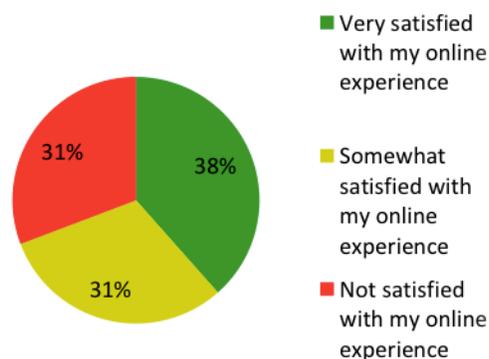
Pharmacology and Health Assessment courses, developed by two nursing faculty, are ready to go-live. This is one of the goals achieved in the Strategic Plan 2017 listed as 1E – to work to provide infrastructure and plans for a Distance Education Program by 2014-2015. This is also in addition to courses that were taught in Summer 2013 by participants in the Provost's online training initiative.

Assessment of the Spring and Summer 2013 efforts was done. During Summer 2013, there were 38 online classes offered: 19 by faculty participating in the Distance Education cohort and 19 by faculty who had not received the Distance Education training. There were 127 students enrolled in courses taught by the trained faculty and 94 students were enrolled in the courses taught by other faculty. Results show that students were more satisfied with faculty who had received the training:

### Pilot Group Satisfaction with Online Experience



### Non-Pilot Group Satisfaction with Online Experience



Currently, another cohort is receiving training and will offer courses in the summer as part of the second pilot. Faculty from the first group is developing policy for online courses for review by faculty.

- The Office of the Dean of Students on St. Croix coordinated and hosted the Fulbright Scholar, Dr. Min Ji, a professor of Women's Studies, who gave lectures and class presentations on the Albert A. Sheen Campus, in conjunction with the College of Liberal Arts & Social Sciences (CLASS) Open Doors Lecture Series. Dr. Ji spoke on the topic: "*Mosuo Minority Women Tradition: Matriarchal Culture, Folklore, and Geographical Attraction*". She is working on collaboration and exchange of students and faculty with her present Fulbright host university, Northern Virginia Community College (NOVA), and her home university in China, Sichuan Normal University in Sichuan Province, P.R. China.
- The *Caribbean Writer* has been invited to join the Virgin Islands Literary Council, an organization funded through the Office of the Governor.

## **AREA OF FOCUS #2: STUDENT DEVELOPMENT AND SUCCESS**

- Working in conjunction with Student Activities, a Student Leadership and Development Conference, featuring nationally known motivational speaker Tish Norman, was held on the Albert A. Sheen Campus. Students from both campuses attended the event. Ms. Norman also participated in the S.O.S. (Shadow Our Students) Plant-a-Seed Program in which local elementary school students were invited to spend a day on campus.
- The second President for a Day activity was held on the Albert A. Sheen Campus in Fall 2013. Ms. Sheena Tonge exchanged places with President Hall for the day. She made a presentation on Customer Service to the President's Cabinet, which was well received. She also met with Board Chairman Alexander Moorhead and attended meetings normally convened by the President. President Hall assumed all of Ms. Tonge's activities, including serving as a Resident Assistant and Vice President of the Student Government Association. He also spent two nights in the Residence Hall.
- The Fall semester played a significant role in the development of school spirit among students through the Intramural and Intercollegiate Programs. The Athletics Department has taken on a new direction and efforts to improve current programs. The inclusion of both campuses in promoting the Athletics Program and intramurals received positive feedback. Intramurals have taken on a new look on both campuses, which now coincide with each other. Both campuses focused on three sports in the Fall that included co-ed volleyball, kickball, tennis, dodge ball, 3-on-3 basketball, and table tennis. The programs had an impact on more than 350 students between both campuses.
- The Intercollegiate Program featured the University's participation in two sports in the LAI Intercollegiate Athletic League of Puerto Rico (LAI). UVI's Men's Soccer and Cross Country teams performed well despite challenges. The UVI Cross Country Teams made history by qualifying for the LAI Finals. Track and field, dance, basketball (men and women), possibly beach volleyball and cheerleading will all take place in the Spring semester.
- The relationship with the Caribbean University Sports Association (CUSA) has been renewed and correspondence regarding student exchanges has started. The plan is to re-engage UVI in sports competition and new student exchanges in science and research. UVI will host a CUSA sports event in 2014. UVI will also play a more visible role in the University Sports Federation, an organization that will provide worldwide exposure for our student athletes selected to participate in international competition.

- On November 6-7, 2013, Anguilla and St. Maarten alumni hosted a meet and greet where President Hall provided campus updates, and the benefits of a MOU between UVI and Anguilla and St. Maarten, respectively. The Alumni Affairs Office further strengthened relationships by providing overviews on alumni-related topics, the promotion of the “First to 50” challenge, and securing of pledges and/or contributions.
- Counseling and Career Services on both campuses conducted Stress Reduction Workshops incorporating National Depression Screening Day with the On-Line Mental Health Screening tool available on the UVI Counseling and Career Services webpage.
- Center for Student Success (CSS) conducted two sets of workshops during the Fall 2013 semester, aimed exclusively at freshmen and sophomores, as part of its retention initiative. The first workshop focused on "Financial Aid and Student Success". Approximately 228 students attended and benefitted from the information shared by Ms. Suzanne Adrien, Supervisor of Financial Aid on the St. Thomas Campus. The second workshop, entitled “Making Your Journey Great”, was attended by approximately 86 students and was facilitated by CSS staff on the St. Thomas Campus.
- In response to requests by students and staff, the format of student email accounts has been changed so that their UVI ID number is not a part of their username. Student email accounts were created on Office 365 to use the student’s first name and last name as an identifier. In addition to the change to account names [firstname.lastname@students.uvi.edu](mailto:firstname.lastname@students.uvi.edu), students now also have access to Microsoft Word, PowerPoint and Excel online. Office 365 is also a single sign on application available through the myCampus portal eliminating the need for a separate password for students to remember. The directory of student email addresses is available to all uvi.edu members.
- To provide additional efficiency in the creation of student IDs, new software (ID Works) was acquired for the ID making process. This software will integrate with the software in use by students for meal cards and is scalable to other functions, including the ability to upload images. Future plans include the integration of this software with other security and access features.

### **AREA OF FOCUS #3: COMMUNITY ENGAGEMENT AND GLOBALIZATION**

- In October 2013, both campuses hosted the Red Ribbon Week Drug Free campaign. Seventh and eighth grade students from local schools, both public and private, attended a rally on the Albert A. Sheen Campus, where local leaders and University

officials all gave rousing speeches concerning the importance of staying in school, committing to education and staying drug and violence free.

- Forty-one individuals received certificates for participating in the Cooperative Extension Services (CES) Ms PowerPoint and Ms Excel Workshops.
- The annual Youth Gardening Workshop sponsored by the 4-H program was held at the Great Hall on the Albert A. Sheen Campus. CES staff presented hands-on workshops on planting a garden, soil fertility and fertilizer, pest identification, and transplanting. Approximately 45 students and eight staff participated in the all-day event.
- The Seventh Annual V.I. Woodworkers Expo was held at UVI's Great Hall on December 13-15 and at the Market Place on St. John December 20-22. Eight woodworkers representing all three islands participated on St. Croix; approximately 350-400 persons attended the event. Five woodworkers from the St. Thomas/St. John district participated on St. John; approximately 250-300 persons attended the event.
- Center for Marine and Environmental Studies (CMES) researchers participated in a lionfish workshop in September 2013 and a lionfish forum in October 2013, hosted by the Nature Conservancy.
- As a representative of the UVI Anti-Violence and Peace Initiative (AVPI), Dr. Asha DeGannes visited Brisbane, Australia in early October 2013 to attend the first meeting of the Global Centre for Evidence-Based Corrections and Sentencing (GCEBCS) and the conference of the Australian and New Zealand Society of Criminology (ANZSOC).
- The team at the VI Small Business Development Center (SBDC) STT/STJ Service Center assisted one of their clients, Mail Plus, in growing. With their entrepreneurial drive and hard work, and SBDC's counseling assistance and financing from Celtic Bank, this client has been able to expand their business while retaining 11 employees and contributing to the economic growth of the U.S. Virgin Islands.
- VI-EPSCoR submitted a Research Infrastructure Improvement Track-1 proposal to the National Science Foundation (NSF). The proposal seeks \$20,000,000 over five years in funding.
- The Community Engagement and Lifelong Learning (CELL) Center developed a blended (on-line/traditional classroom) Medical Assistants Program designed for dislocated Certified Medical Assistants at the Juan Luis Hospital in St. Croix.

Twenty-three participants enrolled and successfully graduated from the program after having passed the National Certification exam. Several of the participants have since regained employment at the hospital.

- In collaboration with the Department of Labor, The Hotel and Tourism Association and CELL offered the Learning Skills 4 Life Program that was fully funded by Diageo. There were 25 participants in the program across the Territory. The program included life skills, an entrepreneurial boot camp, training in bartending and culinary arts and a 50-hour internship. Twenty-three participants graduated from the program after passing the safe-serve exam. Twenty of the participants have secured employment and one student has started their own catering service on St. Croix
- The Community Engagement and Lifelong Learning (CELL) Center offered a concentrated five-week certificate program designed to provide credentials in Process Technology to individuals dislocated from the closing of HOVENSA. The program patterned the Associates Degree in Process Technology. Twelve participants graduated from the program.
- The Virgin Islands University Center for Excellence in Developmental Disabilities (VIUCEDD) collaborated with government, non-profit and private organizations to provide training, programs and technical assistance as well as to disseminate information and raise public awareness regarding disability related issues.
  - American Sign Language classes were offered during the Fall 2013 semester to 34 members on St. Thomas and St. Croix. Participants came from the Department of Labor and the Department of Justice as well as other agencies. The classes provided students with language skills to communicate with persons who are deaf or hearing challenged. Beginner's Level I and Beginner's Level II class were held on both islands.
  - The Virgin Islands University Center for Excellence in Developmental Disabilities (VIUCEDD) sponsored an eight-week art class from October-December 2013 on both islands, which benefited 14 students with disabilities. Students were exposed to art as a recreational and creative activity and classes enabled them to work cooperatively in a group setting.
  - The Tenth Annual Voices That Count Conference, entitled "*Promoting Inclusion, Dignity, and Equality*", was held on October 29 on St. Thomas and October 31, 2013 on St. Croix. The event afforded persons with disabilities, and their family members, advocates, service providers and the public, the opportunity to interface with and ask questions of elected officials, commissioners, and

government appointed agency heads and senior administrators. One hundred sixty-six people attended over both days.

- The Virgin Islands University Center for Excellence in Developmental Disabilities (VIUCEDD) collaborated with the Disability Rights Center of the Virgin Islands on November 21, 2013 to co-sponsor an Americans with Disabilities Act Training. The workshops presented were “*Communicating Respectfully and Effectively with Persons with Disabilities*” and “*Moving Ahead in a Job When Working with a Disability*”. Thirty-four people attended the workshop. From January 13-15, 2014, VIUCEDD, in collaboration with the Disability Rights Center and Inter-Island Parent Coalition for Change, conducted a workshop entitled “*Parenting with Optimism for Everyday Misbehaviors*” facilitated by Dr. Candace Baker from Texas A & M International University. The workshop focused on optimistic parenting to help parents and caregivers understand the functions of misbehavior and develop strategies to handle challenging behaviors.
- A presentation was made to nineteen UVI students enrolled in the Inclusive Early Childhood Environments I and the Family and Community Relations Classes in October 2013. The presentation provided an overview of assistive technology in the classroom and the Individuals with Disabilities Education Act (IDEA). A demonstration of low, medium and high-tech devices was also provided to the students. Assistive technology, device demonstrations, and informational displays were also provided to individuals and agencies.
- The Virgin Islands University Center for Excellence in Developmental Disabilities (VIUCEDD) hosted an open house on December 13, 2013 at the St. Croix office featuring assistive devices designed to promote independent living for people with disabilities. A demonstration of each assistive device was conducted. The open house also featured an art exhibit of work done by students with disabilities. Approximately twenty people attended the event.
- Twenty high school students from seven schools in the Territory were selected to participate in a 16-week Saturday Academics Research program in computing at UVI. Four received awards for best poster presentations at the Winter 2013 Symposium in Puerto Rico. The research mentors were UVI students and previous program participants.
- On October 19, 2013, UVI Basketball teams hosted a road race event that began on campus and ended on Lindberg Bay. It attracted approximately 200 participants, who helped to raise \$700 for the Athletics Program. Plans are to make this an annual event and part of the Athletics Department's outreach and engagement initiatives.

- Reichhold Center for the Arts presented five season performances attended by 2,280 patrons, five residencies attended by 700 students, and three rentals attended by 1,340 guests.
- The Public Relations Office continues to make improvements to the UVI website in order to enhance user experience. Improvements include (i) announcements, news, events, and employee profiles can be filtered/grouped by category, (ii) email subscriptions are now available for announcements and calendar events, (iii) more interactive use of social media, (iv) improvements to the employee directory, and (v) commencing the development of three micro-sites for the Caribbean Green Technology Center, *UVI Magazine* and the Community Engagement and Lifelong Learning (CELL) Center.
- The Fall 2013 edition of the *UVI Alumni Chronicles* featured BVI's Ms. Eileen Parsons, Order by British Empire (OBE) who was designated by Queen Elizabeth II. This publication continues to be a favorite read for alumni.

#### **AREA OF FOCUS # 4: MODERN AND SAFE UNIVERSITY ENVIRONMENT**

- In an ongoing effort to improve the safety and security of the St. Thomas Campus, three additional surveillance cameras were installed in the Marine Science building and two cameras were installed at emergency exits on the lower floor of the West Residence Hall. Additionally, fifteen wall mounted blue light and talk phones have been purchased for installation in strategic locations throughout the campus to improve and augment the emergency communications systems, in Phase I of a two phase project. The emergency phones will link individuals in need of assistance directly to the Campus Security Dispatcher. The installation of the phones will improve our emergency response and communications compliance and assist in ADA compliance. The installation is anticipated to be completed by the end of March 2014.
- On the Albert A. Sheen Campus, the installation of five code blue emergency phones in areas of high vulnerability and/or high traffic was completed January 2014. The phones were installed in the areas of the parking lots, the Student Activity Center and the west campus. Each phone has a red emergency button that once pressed will automatically call the Security Office. The Security Office can also call any station directly from the base station. The voice capability is audible between a 5 to 20 feet distance away from the emergency phone. Equipped with blue strobe lights on the top of each unit, the phones are located near surveillance cameras so that video images are also captured once a call is received. According to the manufacturer, Aiphone, the stations are “manufactured to be integrated with CCTV systems.” Consequently, the final phase of the installation of the blue phones includes

programming the surveillance cameras to automatically focus on the phone once the call button is activated.

The emergency blue phones meet all ADA compliance requirements including station lettering, Braille signage, a call status indicator light, a call button mounting height on towers, and the thinnest mounting box available. The call buttons are centered at 42 inches above ground providing access to individuals using wheelchairs.

- The draft Chemical Hygiene Plan continues to undergo refinements as committee members provide the necessary input prior to submittal for approval as the official University guiding document. The goal is to develop and fine-tune Environmental Health and Safety manuals and guidance documents to a level that is current, legally compliant and can be implemented within the context of University goals and strategic plans. The Chemical Hygiene Plan includes laboratory assessment of check list forms to provide a means to methodically and routinely assess the performance of environmental and safety compliance requirements.
- Final meetings with Prism Environmental (Hitachi Consulting) were conducted to develop a final consensus on the corrective action measures necessary to gain conditional approval of the Spill Prevention Control Countermeasures (SPCC) Plan. A complimentary safety inspection of the Physical Plant Building was performed with Hitachi Consulting personnel.
- New procedures were implemented at the St. Croix Agricultural Experiment Station facility in an effort to improve safety to pesticide users through the utilization of training programs and new safety equipment including a new, centrally located eye wash station. The Global Harmonization System (GHS) training provided will allow for proper relabeling of chemicals to meet future OSHA requirements. A Waste Minimization Plan has been developed for peer review and adoption as University policy. Individual training has been provided to lab personnel on how to minimize waste disposal costs by limiting formalin concentrations in preservatives for marine lab specimens.
- On the St. Thomas Campus, the Security Office purchased three additional hand-held radios and one base radio for the Chief of Security vehicle to upgrade the department's communication equipment and information relay capabilities.
- On November 5-6, 2013, the Office of Campus Operations on the St. Thomas campus held a two-day Tsunami Awareness training in collaboration with VITEMA. The training was attended by approximately 30 individuals including staff from Security, Physical Plant, Environmental Health and Safety, other University departments and students from the Science 100 classes. The training was also attended by approximately eight members from the public and private sectors. The course consisted of five modules, namely (a) Hazard Assessment, (b) Warning (c) Preparedness, Mitigation and Response, (d) Exercise Scenario and (e) End to End

**Tsunami Warning.** The course was designed to provide a basic understanding of tsunamis, hazard assessment, warning and dissemination, and community response strategies to effectively reduce tsunami risk. The course also covered science and assessment tools used to build tsunami resilient communities, the tsunami detection and warning process, and the products and methods used to warn all levels of government and coastal communities. Certificates of completion were awarded to participants who successfully completed the pre-test and post-test given.

- Data and reporting is an important growth area for the University. Work is underway to develop dashboards for executive users to provide access to data reports on a daily basis. Institutional Research and Planning is developing templates, working with staff data dictionaries and laying the ground work for UVI's big data enterprise. Work will continue on this project for the next year, culminating in a new UVI data warehouse and the University's participation in the Territory's longitudinal data warehouse called the Virgin Islands Virtual Information System (VIVIS).
- To improve operations in the Information and Technology Services (ITS) Component, new helpdesk software called Spiceworks was implemented to replace TopDesk. It will provide more functionality in a user friendly way. Technicians and callers can easily log tickets and receive emails with every update made. The tablet and smartphone apps for Spiceworks provide additional options for technicians to interact with the application, logging calls and updating tickets while in the field. Institutional Research and Planning will also use Spiceworks to log data requests.
- Two important changes are happening to improve student access to Blackboard. UVI has upgraded its agreement with Blackboard to provide hosting for the UVI application. Faculty will pilot the software upgrade during the Spring semester. The environment will be built out with courses archived and moved to the hosted environment. This should improve availability of the software.
- The students voted to allocate technology fee money to pay for the annual licensing of the Blackboard Mobile App. This license will allow UVI students and staff to download and use the \$5.99 app for free.
- The fiber project on St. Croix is a part of the National Science Foundation (NSF) Cyber-connectivity/C2 Grant of \$1,000,000 which allows for infrastructure improvements for the University. The St. Croix fiber project involves installation of fiber to the new RTPark Building and implementing redundant paths on campus. The project is underway and 85% complete with only one redundant path installation remaining.
- On the Albert A. Sheen Campus, a new Avaya telephone system was installed. This is the second half of a project that started on St. Thomas in 2012. The new switch is

now fully scalable, has current industry standard features, and increases system uptime. The new telephone system integrates traditional circuit-switched and IP-based telephone networks, allowing the University to move towards IP-based telephones. Included is a new voicemail system that allows for unified communication, email/text to voicemail features, outgoing call me features and current industry standard auto attendant features.

- Preventative maintenance was performed on the microwave in preparation for the Spring 2014 semester. Preventative physical maintenance tasks performed at each site included rust treatment, support to the coax lines, weather proofing to wave guide, repair of the electrical grounding kits, replacement of corroded connectors, and alignment adjustments. A software upgrade to take full advantage of the 300 mbps service is pending.
- A software package called FormFusion is being added to the Enterprise System. This software provides additional options (print and email) for Banner documents outside the generic Banner formatted text. Production will be rolled out for emailing student bills and vendor purchase orders.
- November 2013 marked the fourteenth year of Paradise Jam in the Territory, but more importantly, it was the thirteenth year the event was held at UVI's Sports and Fitness Center (SFC). The event was a huge success largely due to the University's commitment to maintain the SFC as a first rate facility. The large number of community supporters witnessed a very well organized event.

In an effort to maximize the University's' visibility during the Paradise Jam Basketball Tournament, the Public Relations Office (PRO) worked closely with Basketball Travellers to increase opportunities for national exposure. CBS Sports Network showcased UVI in two features that were broadcast in primetime. A feature on our National Student Exchange program was broadcast during the opening game of the men's tournament. A feature on our Marine Science programs was broadcast during the men's championship game.

In addition, the "UVI: Closer Than You Think" commercial, produced by our PRO, aired on both CBS Sports Network and paradisejam.com via TGVN. All videos are available via our YouTube channel. A full-page ad was also featured in the Paradise Jam booklet. This sort of promotion offers the opportunity for UVI to attract students from all over the globe.

- The UVI Men's Basketball team participated in an exhibition game during Paradise Jam against Metropolitan University of Puerto Rico, an Intercollegiate Athletic League of Puerto Rico (LAI) opponent. The game was streamed live on the internet and was well received, resulting in an offer by a local provider to have all future games streamed live.

## **AREA OF FOCUS #5: ORGANIZATIONAL AND HUMAN DEVELOPMENT**

- Strategic Planning Online (SPOL) is a hosted software package that was purchased to provide a tool to integrate strategic planning, budgeting, assessment and accreditation. The implementation began with the planning and budgeting modules. A campus-wide committee is providing the needed input to implement the software. To date the planning and budgeting modules are in production and component heads are inputting their strategic goals into the system for reporting. SPOL is accessible through the portable via single sign-on. Not all UVI stakeholders will use SPOL; component and department heads will determine the most appropriate way to assign the 200 purchased licenses. The data for the University's new Key Performance Indicators (KPIs) will be housed in SPOL.
- The Information and Technology Services (ITS) Component is helping to lead the way in University wellness. Activity Trackers from FitBit were ordered for all staff and delivered. A kick-off event will be scheduled for ITS staff to promote additional activities and general wellness. Events and challenges will take place throughout the year to encourage fitness and stress reduction within the ITS Component.
- The Wellness Center has added new equipment and expanded its hours to better serve its clients. A new campaign focused on increasing memberships among faculty, staff, and alumni is ongoing. New initiatives focused on wellness, including fitness challenge and a weight loss competition have been successful. All members of the Wellness Center staff have completed Red Cross First Aid & CPR Training. New and exciting classes will continue to showcase the Wellness Center as the best in the Territory.
- The Human Resources team embarked on several initiatives to move Human Resources through the strategic process. On October 30, 2013, Human Resources Specialists worked on the final draft of the Web-Time Entry policies and procedures. The process eliminates the need to submit Organizational Time Sheets and leave forms to payroll. It streamlines the process and makes each department accountable for the submission of time.
- During the week of November 18, 2013, the Human Resources team attended PeopleAdmin training. PeopleAdmin, UVI's applicant tracking system, is scheduled for upgrade from version 5.8 to 7. The upgraded version promises to be more user-friendly and will allow changes to be made to the performance evaluation process. The implementation process began on January 29, 2014 with a go-live date of May 30, 2014.
- The implementation of the TIAA-CREF 457 (b) retirement plan is completed. The 457(b) retirement plan allows an employee the ability to make additional pre-taxed contributions when the maximum levels are met under the Defined Contribution and

Supplemental Retirement programs. Employees under age 50 may contribute \$17,500 to the plan and those age 50 and over may make an additional contribution of \$6,000, for a total amount of \$23,500 to the retirement plan. Employees will have the option to participate and enroll in the plan. Initial enrollment is scheduled for February 2014; however, active employees may enroll in the plan at any time.

- During the Government Employees Service Commission (GESC) Board Meeting held on December 11, 2013, the Division of Personnel proposed Health and Wellness Initiatives for the 2014 calendar year. Each month, employees of government and semi-autonomous agencies, who are enrolled in the government health insurance plan, will be encouraged to participate in all wellness events. The signature event, the 10K step per day walk program, was launched on January 25, 2014 by the Division of Personnel. UVI began its program on February 8, 2014.

In addition to awards and prizes for those that participate in scheduled wellness activities, the GESC Board approved a penalty of \$20.83 bi-weekly to those employees who fail to participate in at least six wellness activities in one year.

- The Public Relations Office received a grant of \$36,602 in reassigned Title III funds to expand the scope of previous "Employee Database Improvement/Web Redesign Project" grant intended to enhance the UVI website.

#### **AREA OF FOCUS #6: FINANCIAL SUSTAINABILITY AND GROWTH**

- The University's FY2014 appropriation of \$28,860,749 was signed into law in October 2014. In December 2013, the University also received an additional \$1,194,407.27 for the 8% salary restoration. Along with the \$400,267.03 that is already included in the bill, this brings the University's restoration amount to \$1,594,674.30. As a result, the University's Fiscal Year 2014 total appropriation is \$30,055,156.
- In compliance with Title IV requirements, during the Spring 2014 semester, approximately 558 St. Thomas Campus student refund checks were processed totaling \$843,907.07.
- The Accounting Office e-mailed hundreds of reminders for updates for tax information and updates for electronic tax form consent. The number of electronic tax forms prepared for the year showed an increase, thus reducing the number of paper forms mailed for the period. ALL W2, 1099misc and 1098T have been disbursed for the year 2013.

- Reichhold Center for the Arts was featured in the February 2014 Ebony.com Lifestyle section for hosting its first hip hop concert with the artist, Common.
- Reichhold Center for the Arts (RCA) secured advertisements in two highly circulated travel publications, *Destinations Magazine*, and *Places to Go* promoting the 2013-2014 season that will put the RCA brand in front of 500,000 tourists.
- During the 1<sup>st</sup> quarter of FY 2014, a total of \$60,000 in grants was received from three sources through the Corporate, Foundation, and Government Relations area of Institutional Advancement. One of the sources, the Virgin Islands Council on the Arts, made two grants of \$5,000 and \$2,000 respectively.
- On November 25, 2013, alumni situated around the world were able to witness “The Great UVI Alumni Announcement” ceremony where President Hall formally announced the historic alumni participation rate for FY2012-13 of 51.7% – the first HBCU in the nation’s history to achieve a 50% participation rate. To celebrate this historic milestone and day, former alumni representative to the Board of Trustees and St. Croix Alumni Chapter President Marthious Clavier, organized an alumni motorcade around the Albert A. Sheen Campus. Live streaming via internet and live broadcast via Radio WUVI allowed for alumni participation from the convenience of their personal space or office around the globe.