

**PRESIDENT'S REPORT
TO THE
BOARD OF TRUSTEES OF THE
UNIVERSITY OF THE VIRGIN ISLANDS
FEBRUARY 26, 2015 TO MAY 30, 2015**

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 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.

35th Annual Miss UVI Ambassadorial Competition

Ms. Katherine Callwood was crowned Miss University of the Virgin Islands 2015-2016 at the 35th Annual Miss UVI Ambassadorial Competition held Saturday, April 11, on the Albert A. Sheen Campus. Thalia George was the first runner-up and Olinger Augustin was the second runner-up. Callwood succeeds Elisa Thomas, Miss UVI 2014-2015. Thomas is also the Miss National Black College Alumni Hall of Fame queen.

NSF Awards UVI Alumni Nationally Recognized Graduate Research Fellowships

The National Science Foundation (NSF) has awarded two University of the Virgin Islands alumni Graduate Research Fellowships (GRF) to complete advanced degrees in marine biology and chemistry.

- **Stephan Bitterwolf** ('13) and **Marisha Perkins** ('13) are among 2,000 individuals that have been selected from 16,500 applicants in 2015. Awardees represent a diverse group of scientific disciplines across the nation and commonwealths and territories of the United States. The Graduate Research Fellowships Program (GRFP) awards three years of annual support – \$34,000 annual stipend and \$12,000 cost-of-education allowance – for graduate study that leads to a research-based master's or doctoral degree in science or engineering.

Bitterwolf, whose long-time goal has been to become a professor and engage the public in science around fisheries, environment and health, is studying marine biology at California State University at Monterey Bay. Perkins is pursuing a doctoral degree in chemistry from Duke University. In May, she earned Master's of Arts degrees in Marisha Perkins Teaching and Chemistry at Duke University.

- The following students have been accepted into the Dual Degree Engineering programs at the following schools:
 - **Rafael Almonte**, University of Florida
 - **Olani Beltou**, University of South Florida
 - **Keturah Bethel**, Columbia University
 - **Chris Buttaro**, Columbia University
 - **Jamar Liburd**, Columbia University, the University of Florida, and the University of South Florida
 - **Sharen Wallace**, Columbia University
- **Charles, Murchricia**, former Miss UVI and senior mathematics major with concentration in computational biology, was accepted into the University of Michigan and the University of North Carolina at Chapel Hill with full funding. She will be attending the University of Michigan.
- **Devera, Jean**, an advanced standing freshman biology major, has been accepted into the Boston University Early Medical School Selection Program. He has also been accepted into a summer program in physical chemistry at the University of Georgia.
- **Hogan, Ayanna**, senior chemistry major, was accepted into PhD programs at Old Dominion University, University of Michigan and Wayne State University with full funding. She will be attending Wayne State University.
- **Ible, Chantel**, senior biology major with concentration in computational biology was

accepted into PhD programs at Washington University in St. Louis, Dartmouth University, Emory University, and the University of North Carolina at Chapel Hill with full funding. She will be attending Washington University in St. Louis.

- **Marcel, Shelsa**, senior in computer science with concentration in computational biology, was accepted into PhD programs at University of North Carolina Chapel Hill with full funding (all tuition waived and a stipend).
- **Nisbett, Khalin**, a graduating Chemistry major, was accepted into PhD programs at the University of Connecticut, Old Dominion University, University of Kansas, and Wayne State University with full funding. She will be attending Wayne State University in the Fall.
- **Samuel, Dannelly**, a sophomore biology major, has been accepted into the Boston University Early Medical School Selection Program.
- **Williams, Amelle**, a sophomore biology major and originally an Early Admission student at UVI, has been accepted into the Boston University Early Medical School Selection Program.
- Two Master of Science in Marine and Environmental Science students, **Haley Goodson** and **Kari Gehrke**, are participating in internships with the Nature Conservancy to train in coral restoration techniques.
- Four students majoring in Applied Mathematics and conducting research at the Etelman Observatory have been selected by NASA faculty to do research with them at NASA Goddard Space Flight Center this summer. UVI students were 2 for 2 winning these fellowships and won 1/3 of the available 6 awards (16 applicants):
- **Jamar Liburd** was selected for support from the South Carolina Space Grant Consortium Summer Research Fellowship (\$6,000 - NASA-GSFC).
- **Rafael Almonte** was selected for support from the South Carolina Space Grant Consortium Summer Research Fellowship (\$6,000 - NASA-GSFC).

STUDENT PRESENTATIONS AT NATIONAL CONFERENCES

- **Emmanuel, Kenya**, mentored by Dr. Tom Zimmerman, presented an oral paper on ginger production in the Virgin Islands at the Southern Region American Society for Horticultural Sciences Conference in Atlanta, GA in February.
- Abstracts from two undergraduate student abstracts and four graduate student were accepted for the Association for Marine Laboratories of the Caribbean (AMLC) Conference in Curacao May 18-22, for poster presentations.

- **Clifford, Allena**, *Intimate Partner Violence of Women in the Virgin Islands*. The Eighth Health Disparities Conference, From Cataloguing Health Disparities to Creating Health Equity: Effective Models to Equalize Outcomes, New Orleans, LA from March 12-15, 2015.
- **Pemberton, Erma** (and Golden Key International Honor Society St Thomas Chapter, UVI, Co-Advisor, Patricia Harkins-Pierre). "*Attitude Determines Altitude.*" Golden Key Regional Leadership Regional Summit. New Orleans, LA. February 28, 2015.
- **J., Corcoran, M., Morris, D., Gull, T., Hamaguchi, K., Madura, T., Teodoro, M., Durofchalk, N., Gimar, C. Swift.** "*Observations of the Recent X-ray Activity of Eta Carinae.*" Presentation at the American Astronomical Society Annual Meeting #225, #344.18.
- **Almonte, Rafael, Hill, J., Morris, D., Emmet, T.** "*Narrow Gap Detector Testing.*" Presentation at the American Astronomical Society Annual Meeting #225, #338.39.

STUDENT PRESENTATIONS AT THE 2015 EMERGING RESEARCHERS NATIONAL (ERN) CONFERENCE IN WASHINGTON, DC.

- **Alexis, Sherika.** "*Low level of Chytrid Fungus Found on the Island of St. Thomas.*" Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation.
- **Allen, Darnel.** "*Investigating the Electronic Properties of Doped CVD Graphene.*" Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 21, 2015. Undergraduate Poster Presentation.
- **Almonte, Rafael.** "*Testing of a Narrow Gap Detector Designed for a Sensitive X-ray Polarimeter.*" Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation. Winner.
- **Bethel, Keturah.** "*Spillover Effects in Catalysis by First Principles.*" Emerging Researchers National (ERN) Conference in STEM. Washington DC. February 21, 2015. Undergraduate Poster Presentation.
- **Cooper, Shakim.** "*Determining the Limiting Magnitude of the Virgin Islands Robotic Telescope.*" Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation.
- **Etienne, Nichole.** "*A Study of Classification Accuracy of the Hunt Algorithm using Entropy and Gini Measurements on Breast Cancer Wisconsin Dataset.*" Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 21, 2015. Undergraduate Poster Presentation.

- **Jeffers, Gejae.** “Chlorophyll A Concentration in Bioluminescent Mangrove Lagoon, St. Croix, US Virgin Islands.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation.
- **Joseph, Lorne.** “Spectroscopic Elucidation of the Equilibria Involving Pyridine and Its Analogues with Cobaloximes in Various Solvents.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation.
- **Liburd, Jamar.** “Swift Observations of the Recent X-ray Activity of Eta Carinae.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation. Winner.
- **Mitchel, Ruel.** “Neutron Stars.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation.
- **President, Bonnie.** “Sphorolipid Production Using *Candida Bombicola*.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 21, 2015. Undergraduate Poster Presentation.
- **Ramsundar, Ariane.** “Absorption Studies on a Clinoptilolite Packed Column for Treatment of Septic Tank Effluent.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 21, 2015. Undergraduate Poster Presentation.
- **Tuitt, Omani.** “Antioxidant Activity in Commercial Spices.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation.
- **Yabba, Elangeni.** “Comparison of Hydrophilic and Lipophilic Antioxidant Activity between Commercial and Fresh Herbs.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation.
- **Zamore, Ykeshia.** “Surface Segregation in Mixed Oxides.” Emerging Researchers National (ERN) Conference in STEM. Washington, DC. February 20, 2015. Undergraduate Poster Presentation.

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 AND PAPERS ACCEPTED

- **Wilhite, Valerie M.** "Martí de Riquer," *Tenso: Journal of the Société Guilhem IX* (30)1, Spring, 233-241.
- **Coaplan, Carrie J.** "Post Hurricane Writings from Hugo and Katrina Survivors." Disaster Culture Panel. PCA (Popular Culture Association) Conference. New Orleans, LA. April 1-4, 2015.
- **Terrasi, R.** Présentation d'un programme *dual-language* et du modèle GLAD (Guided Language Acquisition Design). *Paper presented at the conference L'enseignement et l'apprentissage des langues dans les approches bi-multilingues.* Montpellier, France.
- **Faley, Timothy L.,** *The Entrepreneurial Arch: A Strategic Framework for Discovering, Developing and Renewing Firms,* Cambridge University Press, January 2015.
- **Faley, Timothy L.** "Regional Industry Cluster Assessment and Strategy Development," research proposal submitted to the VI SBDC, RT Park, and the Loews Foundation, March 17, 2015.
- **Faley, Timothy L.,** "Making Entrepreneurship Education Relevant to Students Without an Economic Floor." Presented at the *Open Conference* in Washington D.C. on March 20, 2015.
- **Metts, Glenn A., Hudspeth, Lonnie.** "An Empirical Investigation into the Relationship Among Individual Entrepreneurial Orientation, Emotional Intelligence, and Student Performance on Business Simulation Games: A Pilot Study." Presented 2015 MBAA International Conference, Chicago, IL, March 27, 2015.
- **Faley, Timothy L, Flemming, Paul, and Stovall, Steen,** "Learning to Grow Growth-Limited Businesses." April 12, 2015. Research proposal submitted to the International Conference on Management, Leadership and Strategic Development, 27- 29 May 2015, St. Thomas, US Virgin Islands.
- **Ogunmokun, Gabriel and Lucyna Kornecki** "Impact of Foreign Direct Investments: Contemporary Issues and Research in the United States and Central and Eastern Europe" Global Publishing House International.

- **Archibald, W., Z. Li, M. Shahidehpour, S. Johanns, T. Levitsky.** *Islands in the Sun: The Solar Power Deployment Initiative at the University of the Virgin Islands: IEEE Electrification*; 3(1):56-67. DOI:10.1109/MELE.2014.2380031.
- **Tallis, H., Lubchenco, J. (Turner, Teresa** was one of 238 co-authors). A call for inclusive conservation. *Nature* 515: 27-28.
- **Schweizer, Amy** (March 20, 2015) – “*Pharmacological Treatment of Pain in End of Life Care*” – SRMC, Educational Institute.
- **Archibald, Wayne.** 2015. “*Near Edge X-Ray Absorption Fine Structure of Doped Grapheme.*” Presentation at IMAGINENANO 2015, Bilbao, Spain. March 10-13, 2015.
- **Ekici, C. and Gard, A.** “*Inquiry-Based Learning in Calculus I and II.*” Joint Mathematical Meetings. San Antonio, Texas. January 2015. Oral presentation.
- **Morris, D. and Mitchel, R.** *X-ray Sources Discovered in the Cores of Galactic Globular Clusters NGC6717 and NGC6287.* Presentation at the American Astronomical Society Annual Meeting #225, #345.23.

PRESENTATIONS

- **Adams, J.** *Guantanamo and the Empire of Freedom.* Poster presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Thomas, VI, April 9, 2015.
- **Rossignol, R.** *My Ghost Has a Name.* Poster presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Thomas, VI, April 9, 2015.
- **Delgado, R.** *Spanish at UVI! Why?* Poster presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Thomas, VI, April 9, 2015.
- **Cooper, V.** *Using Implicational Scaling and Variation to Predict Student Performance on Language Variables.* Poster presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Thomas, VI, April 9, 2015.
- **Battiste, D., Engerman, K., Ryan, A., & Plunkett, S.** *The Substance Abuse & HIV/AIDS Prevention Program.* Poster presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Thomas, VI, April 9, 2015.
- **Battiste, D., Engerman, K., Ryan, A., & Plunkett, S.** *Program Overview: The Substance Abuse & HIV/AIDS Prevention Program.* Poster presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Croix, VI, April 9, 2015.

- **Coaplen, C.** *Digital Cultures of Reconstruction after Place-Based Traumas: Rebuilding Home after Hurricanes Katrina and Hugo.* Roundtable presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Croix, VI, April 9, 2015.
- **Curtis, W.** A Comparative Analysis for Racial Disparity within State and Caribbean Prisons. Roundtable presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Thomas, VI, April 9, 2015.
- **Davis Kahina, C., Cooper, D.M., Davis, K.O., & Laurencin, A.** *Impact of Social Media on VI Caribbean Culture in the 21st Century.* Roundtable presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Thomas, VI, April 9, 2015.
- **Phillips, D.** *Terrorism and Security in the Caribbean: A Look Back at the 1976 Cubana Disaster off Barbados.* Poster presented at the UVI Research Day 2015 Conference, University of the Virgin Islands, St. Thomas, VI, April 9, 2015.

GRANTS AND SPECIAL PROJECTS FUNDED

- The Caribbean Exploratory NIMHD Research Center of Excellence (CERC) received notice of award for its ninth year funding on March 20th for the period April 1, 2015 to March 31st 2016 in the amount of **\$1,160,898.**
- On March 24, 2015 CERC entered an agreement with the St. Thomas East End Medical Center Corporation (STEEMCC) to conduct a Needs Assessment of the East End catchment area, to include surveys of area primary and secondary students, household surveys focus groups and town hall meetings. The funding amount is **\$200,000** for the period March through September 30, 2015.
- A \$45,000 grant to **R. Nemeth** was received by DPNR-CZM to establish an acoustic fish tracking array in St. Croix East End Marine Park. This will be a sister project to the Brewers Bay study and can be considered matching funds to VI-EPSCoR.
- **Valerie Combie's** VIWP (Virgin Islands Writing Project) SEED Teacher Leadership Development Grant for \$20,000 has been accepted and fully funded.
- Influences of Watershed inputs on Water Quality and Bioluminescent Dinoflagellates in Mangrove Lagoon, St. Croix, USVI. PI: **Castillo, B.**; Co-PI: Reale-Munroe, K. and Pinckney, J. \$29,477.19 funded by USGS-WRRI.
- Water Chemistry, Phytoplankton and Sediment Dynamics of Nearshore Habitats in Salt River Bay, St. Croix. PI: Lane, C Co-PI: **Castillo, B.**, Reale-Munroe, K., Pinckney, J., Hillis-Starr, Z., Goldstein, D., Torres, J. and Wagner, A. \$16,940.77 sub-award from University of North Carolina at Wilmington.

SIGNIFICANT INSTITUTIONAL ACHIEVEMENTS

UVI Receives National Aeronautics and Space Administration (NASA) Grant

The University's proposal to NASA's MUREP (Minority University Research and Education Program) Institutional Research Opportunity (MIRO) program was accepted for funding over the course of five years and valued at \$2.7M. Our proposal was rated very highly on both technical merit and on alignment with NASA's goals and was one of only 10 proposals selected out of 76 submitted (13% selection rate). MIRO awards promote STEM (Science, Technology, Engineering and Math) literacy and enhance and sustain the capability of institutions to perform NASA-related research and education. The goals of the program are to expand the nation's base for aerospace research and development, increase participation by faculty and students at minority serving institutions, and increase the number of undergraduate and graduate degrees in NASA-related fields awarded to students from minority serving institutions.

UVI's program entitled, "The First Four-Year Physics and Astronomy Degree at the University of the Virgin Islands: A New Era in Caribbean Participation in NASA Science" includes funding to hire two new faculty to support our existing physics program. This major accomplishment brings UVI closer to having a vibrant, sustainable, and expanding astrophysics program. This grant will also provide the necessary teaching and research capacity to move ahead with the development of a Bachelor's of Science degree in Physics. This project leverages the exciting work ongoing at UVI's Etelman Observatory under the leadership of Dr. David Morris, which for the last 3 years, has been supported by our current NASA EPSCoR grant.

2015 Commencement Ceremonies

The University recently awarded on May 13-14, 2015 approximately 280 degrees during its fifty-first annual commencement exercises. This year's keynote speaker was Attorney Marian Wright Edelman, founder and president of the Children's Defense Fund (CDF). Attorney Edelman has been an advocate for disadvantaged Americans for her entire professional life. Under her leadership, CDF has become the nation's strongest voice for children and families. Attorney Edelman is a recipient of the Robert F. Kennedy Lifetime Achievement Award and the U.S. Presidential Medal of Freedom, the nation's highest civilian honor. Our other honoree doctorate recipients were UVI Emeritus Professor of History and former Governor Charles W. Turnbull on the St. Thomas Campus and Dr. Ruth Harrigan Beagles on the Albert A. Sheen Campus.

At this year's commencement, we also celebrated several milestones:

- The Class of 1965, the first graduating class of the College of the Virgin Islands, celebrated its 50th anniversary. The 11 graduates from that first class are hailed as trailblazers who embraced Governor Ralph M. Paiewonsky's vision for higher education in the U.S. Virgin Islands. We were privileged to have 5 of the original 11 graduates with

us for commencement. This was a wonderful time of reflection for the first class that had as its keynote speaker Mrs. Claudia Alta Taylor “Lady Bird” Johnson, First Lady and wife of the 36th President of the United States, Lyndon B. Johnson.

- Our School of Nursing celebrated 50 years of nursing education at the institution with nursing alumni, faculty and friends. The rich, nurturing and excellent work of the School of Nursing has served this Territory and its students extremely well. The University’s nursing program, which started with 25 students in 1965, is nationally accredited with over 700 nursing graduates.
- The first graduates of the University’s hospitality and tourism management program earned their Bachelor of Business Administration degrees in Hospitality and Tourism Management. Classes in this degree program were first offered to students in 2012. In conjunction with tourism industry leaders, UVI has developed a quality hospitality program aimed at producing the next generation of managers and leaders of this critical industry for the Territory.

Memorandum of Understanding between the University of the Virgin Islands (UVI) and the University of St. Martin (USM)

In a strategic effort to expand the opportunities for more individuals to have access to a UVI program of study and degree, the University of the Virgin Islands has entered into a strategic alliance with the University of St. Martin for the establishment of a UVI Extension Campus in St. Maarten to be known as UVI at USM. Beginning in fall 2015, UVI will offer degree programs at the bachelor’s and master’s levels in education and business. These will be followed in the spring of 2016 with additional programs from the colleges and schools of the University. It is anticipated that over the next three to five years, the UVI at USM enrollment should range between 300-500 students from St. Maarten/St. Martin from regional and other jurisdictions.

This MOU builds on the long standing relationship that exists between UVI and USM. UVI has delivered cohorts of programs in education and business at USM over the years and already has the Middle States Commission on Higher Education (MSCHE) approval for USM to serve as an additional instructional site for UVI programs. UVI also has numerous alumni in St. Maarten to include the Chair of the USM Board, the Minister of Education, parliamentarians, and others. The UVI Board of Trustees previously approved by resolution in 2012 special pricing for students enrolled in UVI programs at USM. The USM administration, Board of Trustees, Ministry of Education, the SXM Parliament, the SXM Student Financing Division, and the business community all welcome this opportunity with excitement and enthusiasm.

Over the next ninety days both institutions will be heavily engaged in the development of Standard Operating Procedures (SOPs) that will govern their relationship, which will among other things allow for dual degrees, the upgrade of facilities and personnel, and expanded fundraising activities for both institutions. UVI will be responsible for enrolling students,

collecting tuition and fees, and ensuring that all quality controls, including student and library services, are in place for the effective and successful operation of UVI at USM. UVI will also make a Substantive Change Request to MSCHE to include the expanded UVI at USM initiative under the University's current accreditation umbrella.

Both institutions will also work assiduously to enable those individuals who, for whatever reason, have been unable to access the UVI campuses for purposes of study to do so at the UVI at USM location. Both institutions will also market the UVI at USM programs jointly throughout the region and around the world. Students will access housing in the surrounding communities so that the economic impact that this would produce could enhance the quality of life throughout the community and expand the economic impact of UVI on the region.

Liaison Committee on Medical Education Preliminary Accreditation Site Visit

UVI will host a preliminary accreditation survey visit by the Liaison Committee for Medical Education (LCME) for the University of the Virgin Islands School of Medicine (UVISOM) on May 31 to June 4. A team of four people representing the LCME will examine the School of Medicine's educational programs, leadership, facilities and faculty. They will also examine the school's clinical affiliates – the Roy L. Schneider Hospital and the East End Medical Center on St. Thomas, and the Juan F. Luis Hospital and the Frederiksted Health Care, Inc. on St. Croix. The team consists of three senior academic physicians and an executive from the LCME.

Medical education programs leading to the MD degree in the United States and Canada are accredited by the LCME only. Of note, there are 39 non-accredited, for-profit, schools in the Caribbean. A student that graduates from one of these schools has less than a 50% chance of entering a residency program and thus going on to practice in the USA. In 2014, the following number of students applied to LCME accredited medical schools in the USA:

- Total applicants 49,480
- First-time applicants 36,697
- First-time enrollees 20,343

The site visit team will meet with close to 60 physicians, PhDs, government representatives and administrators and tour the clinical facilities on St. Thomas and St. Croix. They will submit their report findings to the LCME Board, which meets next on October 13-15, 2015. The key issues they will focus on are the educational program, faculty, facilities and finances.

UVI received notice in February 2015 that the UVISOM had achieved Candidate Status and thus eligible for a site visit. Since then, the faculty and leadership team have worked on many issues to advance the medical school's program and prepare for the site visit.

In anticipation for the official survey visit, the following key elements have transpired:

- A. Faculty development included:

- i. Two weekend retreats with faculty from the University of Central Florida (UCF)
 - ii. A weekend retreat on how to “flip” the classroom
 - iii. UVI faculty using a flipped classroom pedagogy for their undergraduate classes.
 - iv. Regular meetings to familiarize everyone with the UCF curriculum and assessment tools
 - v. A full mock site visit which occurred May 4-8, 2015
 - vi. Recruitment of part-time/volunteer faculty. We will have 47 faculty to teach years 1 and 2.
- B. Reinforcing our relationship with the medical community, hospitals and clinics
- C. Facilities:
- i. Completion of the plans for the classroom and simulation center buildings
- D. Updated our application and developed many new policies and procedures.

Middle States Commission on Higher Education (MSCHE) Site Visit

Dr. Ellie Fogarty, Vice President from Middle States Commission on Higher Education (MSCHE) visited both UVI campuses on May 4-5, 2015. This visit was a preliminary visit to provide information on the upcoming MSCHE re-affirmation of the University's accreditation process. A draft Self Study Design was submitted to MSCHE on April 20. Dr. Fogarty used the opportunity to walk through the design document with University constituents, as well as meet with President Hall, the Board of Trustees and the Self Study Steering Committee. Dr. Fogarty was impressed by the document and provided feedback to improve the final version. The final version should be ready for submission by June 19, 2015. This allows time for the Steering Committee, the Institutional Effectiveness and Assessment Advisory Board and the President's Cabinet to review and approve the document.

This is the first step in a two-year process to re-affirm the University's MSCHE accreditation. In the fall, seven subcommittees of the Self Study Steering Committee will begin their work of developing analysis on how the University is achieving each of the new seven MSCHE standards. Dr. Frank Mills and Dr. Magdalene Tobias are co-chairs of the Self Study Steering Committee. The University was selected by Middle States to participate with fourteen other institutions in launching the new Standards of Accreditation that were rolled out by MSCHE in August 2014. This project, called the Collaborative Implementation Project (CIP), is important for determining how other colleges and universities will be impacted by the new standards. The Self Study will be developed over the next 19 months and depend on the efforts of the Steering Committee, the members of the Standard Subcommittees and many other University constituents. The final document will be submitted to a MSCHE team in November of 2016, and then the team will visit the University in March or April, 2017.

HBCU-China Initiative and Memorandums of Understanding (MOU) with Institutions in China

A key goal of the HBCU-China initiative is to encourage and increase international educational study opportunities for a diversity of students to study in China. During April 2015, Provost McKayle and Associate Provost Maddirala visited two universities in China (Nantong University and Yangzhou University) in order to solidify activities stemming from the Historically Black Colleges and Universities (HBCU) China initiative, led by Morgan State University and including 43 HBCUs. These 43 HBCUs signed an agreement that would allow their students to study at institutions in China. In order to take advantage of this agreement, each HBCU is required to initiate its own agreements with certain approved Chinese universities. The results of UVI delegation's visit to China are signed agreements with Yangzhou University and Nantong University, with whom we expect to develop student and faculty exchanges, as well as a Confucius Institute for teaching Mandarin and Chinese culture at UVI. Through these MOUs, UVI will foster the exchange of research faculty and advanced graduate and undergraduate students engaged in scientific and scholarly research and develop cooperative relations in the areas of academic and cultural interchange through mutual assistance in the areas of education and research.

A seventeen member delegation of students, faculty and staff from UVI is participating in the US-China Student Summit from May 20-June 2, 2015. The summit is an initiative of the 100,000 Strong Foundation established in September 2012 out of a U.S. State Department Initiative of a similar name – the 100,000 Strong Initiative – which was first announced by President Barack Obama in 2009. While in China, students will engage in activities including school visits and will meet with top business leaders.

MOU with The Council Community Colleges of Jamaica

The University of the Virgin Islands has entered into a five-year Memorandum of Understanding (MOU) with the Council of Community Colleges of Jamaica (CCCJ). The goal of this agreement is to create an opportunity for students in Jamaica to enroll in academic programs at UVI, whether in the Virgin Islands, Jamaica, or St. Maarten. Through this model, students locally and internationally can benefit from the collective strengths of shared resources and dual environments that will better prepare them with a solid foundation to enter the workforce. The MOU allows UVI to share resources, provide professional development opportunities for staff and engage in research projects with over five community colleges and three multidisciplinary colleges with 22 satellite campuses in Jamaica. The MOU will also allow students to transfer easily between CCCJ and UVI, promote collaboration on projects, encourage information and knowledge transfer in many disciplines including, alternative energy, entrepreneurship, conservation and fisheries, disaster management, health disparities and student exchange, and for CCCJ to provide classroom and office space for UVI to establish a physical presence in Jamaica.

UVI Receives AGB Grant Award

The University has received a grant award from the Association of Governing Boards of Universities and Colleges (AGB) to take part in the Initiative for Strengthening HBCU Governance and Leadership. UVI joins a cadre of about twelve HBCUs selected to be a part of this important work. With support from The Arthur Vining Davis Foundations and the Kresge Foundation, AGB's Initiative aims to strengthen HBCUs by enhancing institutional governance and leadership. As an award recipient, UVI is eligible to receive a custom suite of consulting services including a board performance assessment, a board workshop, and leadership coaching sessions, valued at \$35,000. These activities focus on the skills, knowledge, and engagement needed for boards and institutional leaders to govern effectively, build effective working relationships, and establish appropriate board policies and structures.

Earlier this year, UVI Board Chairman Smock and President Hall had the opportunity to attend an AGB sponsored HBCU Governance and Leadership Institute for Board Chairs and Presidents that took place this past February in Tampa, Florida, in which 22 institutions participated. The Institute laid a strong foundation for the development and implementation of strategic action plans to move the Board and institution forward.

PULSE Institute (People Using Language Skills Effectively) at UVI

UVI will offer proprietary, customized alternative dispute and conflict resolution solutions through the PULSE Institute programs within UVI's Institute for Leadership and Organizational Effectiveness (ILOE) beginning June 2015. PULSE, which stands for People Using Language Skills Effectively (also Prepare, Uncover, Learn, Search, and Explain), is a proven and tested alternative dispute and leadership system that provides a variety of expert opportunities for individuals and organizations. Under the leadership of Dr. Nancy Love, PULSE is a forward thinking and entrepreneurial program with international reach and is committed to offering quality mediation and interpersonal programs to prepare individuals to use language skills effectively – thus resolving complex situations one conversation at a time. PULSE maintains a repertoire of copyrighted programs and services that are offered in Canada, the United States, Africa, Ireland, Europe, the Caribbean and numerous other international destinations which will now be UVI branded and owned.

UVI ILOE through PULSE will specifically offer:

- Intermediate and advanced certificate programs in mediation
- Workplace consultations
- Train the trainer mediation programs
- Mediation services/Retreats/Webinars

We anticipate PULSE making an indelible impact on the hearts and lives of individuals and organizations throughout the Virgin Islands, across the Caribbean, and around the world.

UVI Weekend Program LLC

Beginning in June 2015, UVI, through its Institute for Leadership and Organizational Effectiveness (ILOE), will facilitate the offering of a continuing education program for au pairs in collaboration with Weekend Program LLC of Baltimore, Maryland. Weekend Program is an educational and training system for international students that provide training and non-credit course work for international students visiting the US under the State Department's J-1 Visa Program. Generally, students are in the US for 12-24 months. Course work provided to them range from 0.8 Continuing Education Units (CEU) to 8 CEUs. Student demographic is primarily women ages 18-27. Some students already possess a degree from their home country.

This program, previously offered through Sojourner Douglass College, will be based at the University of the Virgin Islands with teaching locations in numerous metropolitan cities across the nation. ILOE will host the program and receive a fee for every student enrolled in any of the courses. Weekend Program LLC will be responsible for the operation of the program. The courses and training offered will include business and marketing, career and personal development, computer training, fashion design, child care and special needs, interior and fashion design, fitness, history, the arts and others.

UVI will provide information technology and technical resources to ensure that the University has premier recognition with the Program's brand. Additionally, UVI will receive additional funds for meeting space and lodging provided for courses offered on the UVI campus. We welcome the Weekend Program to ILOE and to the University and look forward to a rewarding and productive relationship.

13D Entrepreneurship Student Competition Awards \$60,000

Three University of the Virgin Islands student entrepreneurs won \$60,000 at the 4th Annual 13D Entrepreneurship competition on April 24th on the St. Thomas Campus. The student entrepreneurship competitions were made possible by a \$5 million gift to UVI from investment strategist and entrepreneur Kiril Sokoloff, the founder of 13D Research on St. Thomas. The gift supports 13D Student Entrepreneurship Competitions, a Distinguished Professor of Entrepreneurship Endowed Chair and the Entrepreneurial Speaker Series at UVI.

Annalee Peru was awarded the \$30,000 first prize for "Forever Fresh," which will produce local organic hydroponic lettuce that will be distributed to local restaurants and grocery stores. Second prize winner **Gelise David** was awarded \$20,000 for her business – "David Enterprises," which is focused on building a Family Entertainment Center on St Thomas that provides a variety of indoor activities to local residents and tourists. **Kambia David** won third prize for "Fun and Sun Adventures" and received \$10,000. "Fun and Sun Adventures," a tourism based company, will provide water rides, water activities, and water equipment rentals on several beaches on St. Thomas frequented by tourists from cruise ships and resort properties.

President for a Day

The President for a Day Selection Committee, the Office of the President and the Office of Institutional Advancement coordinated the third installment of President for a Day. Mr. Jared Hanley became the first male student selected. Throughout the day, Mr. Hanley championed the cause for commuter students, student athletes and school pride. He proposed meal plan options during his meeting with the President's Cabinet and discussed recruitment programs for high school students with UVI Board Chairman Smock, in hopes of enhancing UVI pride within the community. Along with CFO Shirley Lake-King, Mr. Hanley spoke at the Student Government Association's student forum to update the student body on the proposed tuition changes at UVI.

President Hall fully immersed himself in Mr. Hanley's schedule. His day began at 8a.m. with General Chemistry, followed by General Physics. In his Research and Applied writing course, he was required to write a perspective essay on his view on the legalization of medical marijuana. Among the many adventures as a student, President Hall got a first-hand glance of the challenges that commuter students face. He also had the opportunity to experience the student-athlete perspective for a track and field student.

The day was summarized during a public presentation where President Hall and Mr. Hanley gave a very passionate recount of their experiences. As part of his selection as President for a Day, Mr. Hanley was awarded with a UVI tie and received a \$1,000 scholarship award. This year the program received the highest amount of applications for the role reversal competition.

Alfred Heath Lecture Features Founder of the Thurgood Marshall College Fund (TMCF)

This year's annual Alfred O. Heath Distinguished Lecture Series featured Dr. N. Joyce Payne. Dr. Payne is a leader in gender education and is an authority on women's issues related to higher education and workforce participation. She has held positions as advisor to the White House on women's education and enjoyed an extensive career in education. Dr. Payne notably started the Thurgood Marshall College Fund (TMCF) in 1987. Named for the U.S. Supreme Court's first African-American Justice, the fund supports and represents nearly 300,000 students attending 47-member schools, which includes public Historically Black Colleges and Universities (HBCUs) and the University of the Virgin Islands.

The Alfred O. Heath Distinguished Lecture Series offers the public a setting in which to hear nationally and internationally recognized individuals discuss issues related to the challenges and opportunities faced by the global community. The series is the University's way of recognizing and celebrating the outstanding person and accomplished citizen that is Dr. Alfred O. Heath. As a UVI trustee emeritus and chair of the Foundation for the University of the Virgin Islands, Dr. Heath is an ardent, longtime supporter of the mission of the University.

UVI Presents Inaugural Virgin Islands Literary Festival and Book Fair

The University hosted its first Virgin Islands Literary Festival and Book Fair March 26-29, 2015 on the Albert A. Sheen Campus. The inaugural Virgin Islands Literary Festival and Book Fair highlighted literacy, local authors, and world literature. Several featured authors included famed Caribbean author Jamaica Kincaid, award-winning Virgin Islands author Tiphonie Yanique, and Jeffrey Perry, author and biographer of legendary Crucian writer and activist Hubert Harrison. This year's festival with a theme, "Embracing Literacy for Life," also featured numerous events, including writing workshops, a literary island tour, book fairs, book signings and a theatrical performance from playwright, director and UVI Professor David Edgecombe, titled "Hubert Harrison." Featured writers had the opportunity to visit the prison and schools to discuss their work and the importance of literacy. The festival also featured a vibrant literary corner where children were encouraged to engage in reading activities.

4th Annual UVI Research Day

The University of the Virgin Islands hosted its fourth annual UVI Research Day on April 9, 2015. Research Day has become one of the cornerstones of our University's community outreach. UVI Research Day provided an opportunity for faculty, students and staff within the institution to showcase the research that they have undertaken to highlight diverse topics that impact our community and region. Our Research Day also featured a number of high school students from various local high schools in attendance.

Approximately 75 poster presentations, with topics ranging from "The Performance of Nine Butternut Squash Varieties as a Potential for High Value Crop in the Virgin Islands" to "Space Invaders the Effect of HIV/AIDS Testing Attitudes," were presented at Research Day. Poster Sessions showcased research in the areas of youth and gang violence, legalization of marijuana, intimate partner violence, environmental health in industrial areas on St. Croix, threats to our coral reefs, changes in lionfish prey consumption and biometrics, and the effects of social media. Roundtable discussions focused on medical marijuana in the U.S. Virgin Islands, racial disparity within state and Caribbean prisons, the impact of social media on Virgin Islands and Caribbean culture, the issue of large-scale development on Mandahl Bay on St. Thomas, the effects of alcohol consumption on juvenile delinquency, and the emerging trends and risks of club drugs. Two UVI undergraduate also received a \$500 prize for the best poster presentation.

26th Annual Afternoon on the Green

The Office of Institutional Advancement hosted the 26th Afternoon on the Green (AOG) event on Sunday, March 15th to kick-off Charter Week 2015. The recipient for the Edward E. Thomas Volunteer Award was introduced in front of over 3,000 people that were in attendance. This was one of the most well-attended and best organized AOG event in recent memory.

Successful UVI Pride Week

UVI Pride Day expanded this year to an entire week. During March, our charter month, the University celebrated UVI Pride Week during March 23-27, 2015 as a time for staff, alumni and students to showcase their pride and enthusiasm for the institution. The celebration included various activities from pep rallies and lectures to athletic events and cultural expositions. As part of Pride Week, all UVI alumni and employees were encouraged to wear the institution's colors – blue and white – or other UVI paraphernalia during the week to showcase UVI pride and school spirit. On March 26, 2015, UVI hosted campus-wide events on both St. Croix and St. Thomas, where everyone had the opportunity to participate in a fun and festive atmosphere of live entertainment, competitive games, music, cultural workshops, and light refreshments. It also provided an opportunity to reflect on past achievements, celebrate the present, and anticipate great moves toward the future.

UVI Pride Week is also a vehicle to expose high school students to the academic programs and offerings at UVI through outreach and recruitment efforts. In keeping with this goal, UVI hosted "Pride Rallies" at each of the four public high schools in the Territory where the schools marching bands and cheerleaders performed. President Hall and other UVI administrators shared with students the opportunities at UVI and scholarships were awarded to deserving high school students.

As part of UVI Pride Week, Dr. George E. Cooper, Executive Director of the White House Initiative on Historically Black Colleges and Universities (HBCU), was the guest speaker at the on campus UVI Pride Week event on the Albert A. Sheen Campus. Dr. Cooper is the first member of President Barack Obama's HBCU Initiative to visit the UVI campus. During his remarks, Dr. Cooper addressed the value of HBCUs to higher education and the general community. President Obama appointed Dr. Cooper to lead the HBCU initiative in 2013. As executive director, Dr. Cooper serves as liaison between the executive branch and HBCUs across the nation, including the U.S. Virgin Islands. Dr. Cooper helps to shape policies and deploy resources to better serve the students, faculty and families within the HBCU community. He also works to secure federal grants and contracts for HBCUs.

Honorable Gov. Kenneth Mapp Keynote Speaker for UVI's Charter Day

The University of the Virgin Islands celebrated 53 years of excellence on March 16, 2015. We were extremely honored to have the Hon. Kenneth E. Mapp, Governor of the Virgin Islands, serve as keynote speaker at our Charter Day ceremony. Governor Mapp spoke on the theme of "UVI: An Investment for the Future of the Virgin Islands." This year's ceremony was observed on March 24th during UVI Pride Week.

UVI Honors Jazz Legend Wynton Marsalis

Reichhold Center for the Arts hosted the Virgin Islands debut of The Jazz at Lincoln Center Orchestra with Wynton Marsalis on March 4, 2015. The concert “An Evening with the Masters of Jazz,” was in support of United Jazz Foundation (UJF) and its music education program, Mentoring Through the Arts of Music led by UVI’s Artist in Residence, Dion Parson. At the concert, UVI recognized Wynton Marsalis with an Honorary Distinguished Professor of Music Award for his exceptional work in the preservation, expansion and transformation of jazz music.

PRESIDENTIAL APPRECIATION AWARD

At this year’s commencement exercises, we witnessed the birth of a dream that started six years ago from the concerns raised by the Hotel and Tourism Association for a need for the University to develop a hospitality program that produces the next generation of managers and leaders for the U.S. Virgin Islands tourism industry. The University embraced this challenge, and through the efforts of our School of Business and the excellent leadership of our Hospitality and Tourism Management Program Director Ms. Tamara Lang, on May 15, 2015 the University of the Virgin Islands Class of 2015 proudly celebrated the first graduates who earned their Bachelor of Business Administration degrees in Hospitality and Tourism Management.

Today, UVI has a robust program with over 90 majors designed to provide students with the necessary academic and practical knowledge to manage various levels of tourism in the Virgin Islands and other tourism markets. Our students are taught the role of tourism in local and global economies and practice their knowledge base, problem solving skills, and profit earning opportunities with profit seeking firms. Students receiving the Hotel and Tourism Management degree are prepared to become hospitality professionals who possess the business knowledge, managerial skills, and professional competencies to obtain entry level management positions in this industry.

UVI’s Hospitality and Tourism Management Program continues to make an indelible impact in our community and the hospitality and tourism industry. Our students have excelled in this program and are a cornerstone of many high-end signature events on campus and throughout the Territory. Our Hospitality and Tourism Management Program have partnered with Reichold Center for the Arts and fully manages the Sky Lounge and Bar. Within the community, there are ongoing developing collaborative programs, training, fund raising efforts and placement of students. We commend Ms. Tamara Lang for her service and leadership and congratulate the School of Business and all the students of our Hospitality and Tourism Management Program.

PART II: PATHWAYS TO GREATNESS INITIATIVES AND ACTIVITIES

AREA OF FOCUS #1: ACADEMIC QUALITY AND EXCELLENCE

- The proposal for a new PhD program in Creative Leadership for Change was proposed to the faculty through the Graduate Council. The proposal is currently being considered by the full faculty. A substantive change document has been submitted to the Middle States Commission on Higher Education and will be reviewed at their next meeting. The tentative start date for the PhD program is during the 2015-2016 academic year.
- The Faculty has approved a new minor in Mathematics. They have also approved certificates in Music Industry and Teaching English as a Second Language.
- The Master Professor Selection Committee continues the work of the Master Professor Committee, which last year, was charged with creating a Master Professor Program. This initiative is being led by Provost Fellow, **Dr. Rosalyn Rossignol**. **Dr. Valerie Combie** was selected as UVI's first Master Professor and was recognized at the Annual Academic Achievement Awards on both campuses, where she delivered the keynote address.

AREA OF FOCUS #2: STUDENT DEVELOPMENT AND SUCCESS

- The Office of the Dean of Students on both campuses participated in the 2015 National Student Employee Week by hosting two events aimed at recognizing the efforts of student employees within UVI.
- Counseling and Career Services on both campuses conducted video conference panel discussions on the "Diversity of Sexual Orientation". Students, staff, faculty and members of the community participated in this activity.
- The Division of Student Affairs on the St. Thomas Campus, in collaboration with the National Black College Alumni (NBCA) Hall of Fame, hosted The 2015 Andrew Young Emerging Leaders Legacy Lecture Series on Thursday, April 23, 2015 in the UVI Sports and Fitness Center in honor of Elisa Thomas, former Miss UVI 2014-2015 and reigning Miss NBCA Hall of Fame. Guests included record label executive Shanti Das, also known as "The Hip Hop Professional;" reality TV star and actress from the 'Real Housewives of Atlanta' and Tyler Perry's 'House of Payne' Demetria McKinney; Miss America 2011 Tracy Broughton; and showbiz veteran and philanthropist Emmanuel Lewis and Thomas V. Dortch Jr., Founder and Chairman of NBCA Hall of Fame. The lecture focuses on the development of professional character, ethical standards, and entrepreneurship and leadership skills.

- The Office of the Provost hosted the 2015 Academic Achievement Awards on both campuses. Over 200 students received awards or were recognized for their scholastic excellence within their Schools and Colleges and across majors.
- Eight students will participate in The Washington Center for Internships and Seminar's summer program. They include undergraduate and graduate students from both campuses. Students will be placed in a three month internship program with companies within the Washington area and have been interviewing with companies and organizations such as: USO, United Way Worldwide, Enroll America, Project Fitness.com, Maryland Women's Business Center and Talk Radio News Service.

AREA OF FOCUS #3: COMMUNITY ENGAGEMENT AND GLOBALIZATION

- The Office of Institutional Advancement and the School of Nursing collaborated with Dr. Judith Grybowski to plan the 50th Anniversary reunion for the School of Nursing. Over 700 School of Nursing graduates were invited to attend the four-day reunion taking place on the St. Thomas and Albert A. Sheen Campuses. Alumni from as far as California, Arizona, Texas and Massachusetts joined in the festivities that took place May 15-18, 2015. In addition to the reunion activities, the nursing graduates were invited to sit with the Class of 2015 during the Commencement Ceremony. Proceeds from the reunion will support the establishment of a School of Nursing Endowment Fund.
- On February 27, 2015, the College of Liberal Arts and Social Sciences Music Department hosted an activity entitled Stories and Conversations. Panelists discussed *Spatial Boundaries of Peace through the Moral Imagination: Conflict, Conflict Resolution, and the Potential for Peace*. The activity brought together Dr. Lejla Mušić, an Assistant Professor at the University of Sarajevo in Bosnia and Herzegovina, who holds degrees in the Social Sciences and Gender Studies, Dr. Janet Gerson, an International Peace Research Scholar who is currently Education Director at the International Institute on Peace Education, and Mr. Danny Tom, a 9/11 survivor. The Music Department also sponsored a Chamber Music Recital featuring Daris Hale, a pianist and Fulbright Scholar along with her colleagues from the Texas State University. The event was held on Thursday, March 12, 2015.
- On March 18, 2015, the College of Liberal Arts and Social Sciences Scholarship and Creative Activities Committee sponsored a workshop, *Advantages of the Fulbright Program*. The presenter was Ms. Daris Hale and it was funded by the Council for International Exchange of Scholars. About 25 participants were in attendance.
- The Virgin Island University Center for Excellence in Developmental Disabilities (VIUCEDD) co-sponsored an event in partnership with a newly formed group of Virgin Islanders who are deaf and hearing challenged to host their first event; a three day conference with a keynote address by Bonnie Kaplan of VSA Massachusetts. Sixty-nine (69) individuals participated in the event across the three day conference.

- The Virgin Island University Center for Excellence in Developmental Disabilities (VIUCEDD), continued its collaboration with the Virgin Islands Department of Education (VIDOE), The Disability Rights Center of the Virgin Islands, The Virgin Islands Autism Network, Island Therapy Solutions and the Virgin Islands Developmental Disability Council on its continuing education Unit (CEU) Yearlong Training Institute for educators and parents. Each training highlighted research based best practices in the field of special education and disability studies. Trainings took place on both St. Thomas and St. Croix. They were hosted monthly from November of 2014 through April 2015 and will continue through June of 2015.
- Virgin Island University Center for Excellence in Developmental Disabilities (VIUCEDD) staff conducted a CEU training for the Association of Virgin Island Psychologists (AVIP). The training topic pertained to the psychological science of Applied Behavior Analysis. Eight (8) psychologists were in attendance. Members of the Virgin Island University Center for Excellence in Developmental Disabilities (VIUCEDD) staff also participated in a technical assistance activity with partners at the Disability Rights Center (DRC) of the Virgin Islands and the Virgin Islands Developmental Disability Council (VIDD). The training pertained to the Americans with Disabilities Act (ADA) and new changes with the legislation. Over 100 people participated in this event.
- In February 2015, the Eastern Caribbean Center (ECC) completed its seventh cycle of data collection and reporting for the Parental Satisfaction of Special Education Services Survey on behalf of the VI State Office of Special Education.
- In April 2015, the US Department of Agriculture (USDA) accepted the Socioeconomic Status report, conducted on behalf of the *State Office of Nutrition* of the VI Department of Education by the Eastern Caribbean Center. Additionally, the socioeconomic data are used to provide funding justification for computers and internet services in schools.
- A long-time client of the Cooperative Extension Service (ECS) and previous second place winner of the 13D Student Entrepreneurship Competition recently opened a botanical garden to the general public on St. Thomas, based on CES' technical information in the development of the 2.5 acre garden above Magens Bay. The garden opened to the public in February and was featured in the *Virgin Islands Daily News*.
- Students in the Accounting Program within the School of Business volunteered with the Internal Revenue Bureau (IRB)'s Volunteer Income Tax Assistance (VITA) program that offered free tax assistance to low income tax payers, persons with disabilities, the elderly and limited English speaking tax payers in preparing their returns. Participants received certificates of completion at the end of the program.
- In collaboration with the Disability Rights Center, Virgin Island University Center for Excellence in Developmental Disabilities (VIUCEDD) staff continued to provide individual advocacy and support to parents of children with disabilities through direct technical support to families of children with disabilities on the island of St. Thomas. Parent Support workshops took place in February and March and the number of attendees were six (6) and six (6) for each event.

- Virgin Island University Center for Excellence in Developmental Disabilities (VIUCEDD) conducted a Level 1 and Level 2 American Sign Language (ASL) class on the island of St. Croix. Fourteen (14) adult learners participated in the Level 1 ASL class and seven (7) adult learners participated in the ASL Level 2 class. This initiative is helping to build the capacity of various Virgin Island professionals to more effectively meet the needs of the deaf community.
- Members of the Virgin Island University Center for Excellence in Developmental Disabilities (VIUCEDD) staff participated in a Youth Summit and Career Resources Connection Expo in conjunction with the Weed and Seed program of the Virgin Islands Police Department. VIUCEDD programs and services were discussed and assistive technology demonstrations took place. There were a total of one-hundred and thirty four (134) attendees at the event.
- The Alumni Affairs Office worked with the DART leaders to ensure the recruitment and alumni efforts remain consistent with the Presidential goals through frequent telephone meetings which are held the third Thursday of each month. The Director of Alumni Affairs participated in an hour-long panel discussion on “Conversations” on Anguilla’s KOOL-FM. The program, hosted by Anguilla’s DART leader, Timothy Hodge, showcased UVI Pride Week and how Anguillans can participate. Several alums came to the studios to participate including the newly-elected Chief Minister Victor Banks and Class of 2014 Speaker Natalie Richardson.
- The Reichhold Center for the Arts and the Virgin Islands Council on the Arts held a series of “Arts in Education” residencies with Spencer’s Theatre of Illusion between March 3rd and 4th. Over 370 students between 2nd and 6th grades were introduced to magic with hands on activities. “Hocus Focus”, a special workshop designed to aid students with autism, special needs and behavioral issues, was conducted with students at the Seaview Adolescent Unit and Edith Williams Alternative School. This is the first time the Center has specifically catered its activities to servicing these community groups.

AREA OF FOCUS # 4: MODERN AND SAFE UNIVERSITY ENVIRONMENT

- The University of the Virgin Islands has completed its connection to the Virgin Islands Next Generation Network (VINGN). In 2011, UVI received a \$1,000,000 Cyber Infrastructure (C2) grant from the National Science Foundation. This grant enabled the University to leverage the state of the art fiber infrastructure that was installed in the Territory. In March of this year, UVI was physically connected for the first time to a fiber-based delivery system of its Internet and network services. The ten-year agreement provides gigabit fiber connections to St. Thomas, St. Croix and St. John, as well as undersea fiber service between the islands. This has dramatically improved videoconference capabilities and Internet speeds to support the campuses. The contract allows low-cost expansion of services to support growth. UVI worked with VINGN and

Florida International University to provide these improvements in both commodity Internet and Internet2 capabilities.

- During the spring semester, Information and Technology Services (ITS) completed the upgrade of all of the wireless access points across all three islands. The new service, called BUCS WiFi, provides a more robust and secure platform for IT users at the University. BUCS WiFi also provides a “single sign on capability” so you will no longer have to login when you change access points around the campuses. This enables users on network based WiFi calls to move freely about the buildings. The UVISecure network will be phased out during the summer “soft launch”, so by fall of 2015 only the BUCS WiFi will be visible.
- The St. Thomas Library hosted an Active Shooter Drill as an opportunity for the management and staff of the Information and Technology Services and the Security Department at the University of the Virgin Islands to discuss and plan responses in the event of an active shooter incident in the library or surrounding area. In preparation for the drill, a meeting was held to provide staff with training, educational resources and additional information on methods to safeguard the workplace environment. The purpose was to identify areas for improvement and to develop corrective actions that will guide policies and procedures within the library. The event took place on Monday, April 6, 2015 at 3pm in the Ralph M. Paiewonsky Library which lasted for 5mins. The total Library head count was approximately 88 before the drill occurred. Staff on the second floor level “survived” as they were barricaded in their offices however, students and some staff were included in the number of casualties. The head count for the Bookstore parking lot evacuation point was 83 which included personnel from surrounding buildings. There were a set of recommendations that stemmed from the drill that are in the process of implementation.
- The Albert A. Sheen campus addressed several compliance mandates during the period to include:
 - The hazardous waste generated from science courses and from Agricultural Experiment Station research, was packaged, shipped and disposed of by VI Regulated Waste.
 - The E-device recycling collection drive was completed. Approximately 1,500 electronic devices were collected including Audio/Visual Players, CPUs, Computer Peripherals, Printers, Chargers and Power cords. The campus will complete the recycling drive with VI Waste Management Authority.
 - An abatement verification documenting the annual inspection of fire extinguishers, training of employees in the Bookstore on the use of the extinguishers as well as an emergency action plan were completed and submitted to VI Department of Labor, Division of Occupational, Health and Safety in March 2015.

- New campus signage was procured for several buildings on the Albert A. Sheen Campus and is anticipated to be installed in June 2015. The new signs will be installed by the Great Hall, Administrative Suites, Modular Building, Northwest Wing Annex and Building E (Agricultural Experiment Station). The signage is intended to assist in providing direction to customers by identifying the location where services are offered.
- On the St. Thomas Campus, electronic waste items were collected for proper disposal several times during the reporting period. The number of used but functional electronic items for reuse by UVI employees continues to grow. Items such as laptops, monitors, UPS battery backups, cables, and various other items have been reassigned for use by UVI employees. Information Technology Services (ITS) staff harvested many spare parts such as power supplies to repair existing electronic devices. Work with ITS and other personnel to salvage useable parts from e-devices has allowed us to repair several items that now remain in service on campus. This practice eliminated the immediate need to purchase new items, reduces the amount of waste that has to be recycled, and provides a service to UVI employees.
- In coordination with MacLean Marine Science Center staff, the chemical stock in the wet lab was evaluated in order to identify and purge any unused, out dated or unnecessary chemicals from the lab. The initial inventory and evaluation began on February 28, 2015 and the last of the updated Material Safety Data Sheets was completed for all applicable MacLean Marine Science Center locations on March 9, 2015.
- Employees for the MMSC conducted a Laboratory “clean out” and Material Safety Data Sheet (MSDS) update and binder preparation with competent supervision and assistance from the Environmental Health and Safety Officer. Chemicals on hand were also inventoried. All out of date chemicals and chemicals that were no longer being used were collected and removed from the lab. Updated MSDS sheets for all chemicals in the MMSC labs were printed and copies retained in binders in each lab area. Also, in the Science Building, some containers of unidentified chemicals were found in an unused cabinet. The purpose for these chemicals will be investigated and be stored for future use and properly disposed.
- An on-site meeting with Environmental Protection Agency (EPA) representatives was conducted on March 31, 2015, in conjunction with the agency’s outreach to government and other entities, in which the EPA representatives appealed for assistance with storage of the pesticide Methyl Bromide. This chemical was the remainder of the pesticide associated with the poisoning incident on the island of St. John. During discussion, close proximity to students and other UVI personnel was emphasized. Although the physical construction of the storage area, on the campus, was uniquely suited for storage of the Methyl Bromide, the location presented serious concerns. Therefore, at the time of the inspection, it was agreed, based on the foregoing factors, UVI St. Thomas site was inappropriate for the storage of the pesticide Methyl Bromide.
- Approximately 524 linear feet of guttering in the Northwest Wing, Great Hall and Annex was repaired by Rooftops in February 2015. The project scope included sealing all

cracks and joints, applying Vulkem base and top coats, installing cap flashing, new lumber, and fabricating and installing custom aluminium gutter boxes.

AREA OF FOCUS #5: ORGANIZATIONAL AND HUMAN DEVELOPMENT

- The Director of Human Resources was invited to serve as a founding member of a new learning consortium sponsored by TIAA-CREF on behalf of a selected group of historically black colleges and universities. The first meeting is scheduled for September 9-11, 2015 in Atlanta, GA.
- The Director of Benefits and Immigration Services enrolled UVI in the E-Verify program on March 31, 2015. E-Verify is a free service offered by the United States Citizen and Immigration Service (USCIS) and the Department of Homeland Security (DHS) which quickly confirms the employment eligibility for new hires. E-Verify is an internet-based system that compares information from an employee's Form I-9, Employment Eligibility Verification, to data from U.S. Department of Homeland Security and Social Security Administration records to confirm employment eligibility. E-verify is used by 500,000 employers at over 1.4 million hiring sites.

Human Resources employees must complete a knowledge test with a score of 80% or higher to gain access to the system and perform the verification process. Posters of the university's participation in the program must be visible to all potential applicants. On April 16, 2015, department heads in the following areas; Campus Operations & Human Resources on the AAS Campus, SBDC on both islands, UVICELL, Security on both campuses, the St. John Academic Center, AES and CES, and RTPark were asked to post, in their respective units, participation posters, which include the applicants rights and responsibilities in three languages. Department heads were informed of the university's E-Verify Company ID number to be used in cases where this information is required.

- The Human Resources Department, in collaboration with the Accounting Department, continues to work on the web-time entry process, an initiative that began June 2011, to further reduce the Organizational Time Sheet (OTS) paper process. Three departments served as pilot groups and were required to eliminate OTSs and to email exception leave forms to a designated repository. Other departments were eventually added on a trial basis. On March 30, 2015 after 30 months of performing parallel processes, all department timekeepers, approvers and Cabinet Members were informed of the elimination of the Organizational Time Sheets (OTS).
- The PeopleAdmin computer program which assists employees in performing varied functions including employee evaluations and employment opportunities was upgraded and went live March 26, 2015. Staff training is on-going.
- The St. Thomas Campus established a goal to improve the food service operations. A phased approach was established for the overall project. This goal started a process which

included consultants and finally through the Procurement Process the Goddard Catering Group was selected to provide Food Services for the St. Thomas Campus.

Phase I of the new venture dictated a number of improvements for the Dining Pavilion which included equipment replacement, installation of doors, ceramic tiling, new furniture, Air conditioning, space reconfiguration, Independent Stand-By Generator, New Refrigerated Walk-in Boxes, painting and other miscellaneous repairs and upgrades. The priority was to have the facility ready for the Spring Semester 2015. Though Phase I was a critical aspect of the work, it was completed for Spring Semester 2015.

The installation of a HVAC system was specified as Phase II of the project. The installation of this system will ensure the sanitary and efficient operation of the facility. The scope of work included the installation of two ten-ton Air Conditioning systems to operate within the facility.

- Center for Marine and Environmental Upgrade and Addition Project: The former Office of Capital Projects facilitated the development of plans for major renovations and site improvements at the Center for Marine and Environmental Studies (CMES). A plan to upgrade the existing facilities in order to address the needs of this rapidly expanding academic and research program was developed in consultation with CMES faculty and staff. The plan that resulted from this process was broken into three components with a completion of phases one and two. The implementation of Phase III has been on hold pending receipt of the Army Corp of Engineers (ACE) permit. Phase IV, which is the Dock Extension and other construction bordering the water is pending the final approval of the Army Corp Permit.
- Reichhold Center Renovations: The University has made strides towards addressing the Water Intrusion and Safety of the facility, the Cistern Rehabilitation Project, the Roof and Siding Assessment, ADA Accessibility, and Major Electrical infrastructure upgrades. The other critical deferred needs of the facility will be developed into a comprehensive program for future consideration. There are ongoing efforts as well to ensure that the facility meets the Americans with Disabilities Act regulations and standards for accessibility.
- Transformation of paper based institutional processes into electronic formats is still ongoing. The implementation of year-end electronic W-2 forms has been completed. Also the use of electronic travel authorization forms has been implemented and the implementation of electronic web time entry for payroll has begun.

AREA OF FOCUS #6: FINANCIAL SUSTAINABILITY AND GROWTH

- The FY 2014 financial audit has been completed on time with no findings. Auditors from Ernst and Young, LLP are in the completion phase of the Single A-133 audit fieldwork, which is scheduled to be completed by June 30, 2015.
- The Financial Aid Task Force has developed a proposal that would augment the payment in full of tuition and fees at the beginning of each semester which would reduce accounts receivable and diminish bad debt write-off. This report is part of a broader tuition payment policy change that is awaiting Board approval.