



## **PRESIDENT'S REPORT TO THE BOARD OF TRUSTEES OF THE UNIVERSITY OF THE VIRGIN ISLANDS**

**REPORTING PERIOD: JUNE 1, 2016 TO OCTOBER 15, 2016**

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 current 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**

- **Joásh Liburd** will represent UVI as one of 73 White House Initiative All-Star student ambassadors from across 63 Historically Black Colleges and Universities (HBCUs) in the nation. Liburd is recognized for his accomplishments in academics, leadership and public service. Liburd is currently a junior majoring in business administration with a concentration

in finance and a minor in mathematics. He is charged with promoting the value of education, developing outreach opportunities for young people to achieve their academic goals and network with other All-Stars over the course of one year. Liburd also intends to focus on students with mental disabilities and autism.

Liburd was also selected as one of 50 HBCU students to attend the Thurgood Marshall College Fund (TMCF) annual conference on September 27-29 in Washington, DC. The conference is a part of the TMCF advocacy campaign entitled #intheblack which serves to raise awareness about better student loan repayment options and financial literacy in support of HBCU students and parents. The conference will also feature what TMCF has dubbed "Hill Day" where students visit Capitol Hill and engage policy makers and staff.

- Miss UVI 2016-2017, **Che-Raina Warner**, used her extraordinary grace, intelligence and talent with the spoken word to win the title of Miss National Black College Alumni (NBCA) Hall of Fame – becoming the second Miss UVI to achieve that distinguished honor in three years. Her platform, "The Beauty Myth," has the acronym D.R.E.A.M.S. (Developing a Realm of Educated Ambitious Motivated Sisters) which she plans to actively promote during her reign. The NBCA queens' competition is sponsored by the NBCA Hall of Fame organization and dedicated to the growth and development of HBCUs through scholarships, internships, training and technical assistance, alumni recognition, and programs to encourage humanitarian involvement.
- The V.I. Tourism Department sponsored two UVI students **Nathalie Trow-McDonald** and recent graduate, **Patrice Renee Harris** to attend the first joint convention of the National Association of Black Journalists (NABJ) and National Association of Hispanic Journalists (NAHJ) in Washington, D.C. This is the third consecutive year that University students have joined the V.I. delegation to represent the Territory at the NABJ meeting and showcase its young talent. UVI was well-represented and our students had the opportunity to interview Democratic presidential candidate, Hillary Rodham Clinton, and other top government officials and leaders. They also received an advanced viewing of the Smithsonian National Museum for African American History and Culture. At the end of the annual NABJ Salute to Excellence Gala, Harris and Trow-McDonald were each awarded a \$500 scholarship by the Speak Easy M.E.D.I.A. Foundation, which was created to provide scholarships to youth in the U.S. and the Caribbean interested in pursuing careers in the field of communications. They also received commendations from Commissioner of Tourism Beverly Nicholson-Doty and Governor Kenneth Mapp about their professionalism.
- **Hodge, Shaniqua** (senior, BS in Psychology) participated in the Summer Research Opportunity Program at the University of Iowa. The focus of her research was on the relationship between marijuana use and Attention Deficit Hyperactivity Disorder (ADHD) symptoms among high school sophomores.
- **Rosario, Michael** (senior, BS in Psychology) spent the summer doing research at the Brain Plasticity and Neuroimaging Lab at the Boston University School of Medicine. He will be

submitting an abstract of his research entitled “Cardiovascular Fitness is Positively Correlated with Left Entorhinal Cortical Thickness in Healthy Young Adults” to the Annual Biomedical Research Conference for Minority Students this Fall.

- **Jude, Tamika** (Criminal Justice major) was among eight students who participated in the Washington Center Summer Internship Program. She was nominated for three awards including Emerging Leader Award, Global Citizenship Award and Professional Growth Award out of 600 participants.
- Fifteen teams and over 40 UVI students participated in HackFest 2016. Participants generated prototype phone apps in 24-hour marathon problem-solving sessions on September 9-10, on the Albert A. Sheen Campus and on September 16-17, on the St. Thomas Campus. Student teams, supported by other UVI students, faculty and corporate sponsor NEARiX, generated creative apps related to this year’s theme, “Health and Wellness.” HackFest team prizes were \$500 cash for Best Hack, \$100 cash for Most Innovative Hack and \$100 cash for Most Impactful Hack.

On the Albert A. Sheen Campus, the winners were:

- The “Best Hack” was awarded to the team comprised of computer science major **Amali Krigger** and business major **Mackenzie Gross** for their phone app “WhatUEatin?” The concept phone app allows you to upload your recipes and any chronic health issues. The app offers suggestions for healthy substitutes for ingredients in your recipes. The social component of the app lets you connect with others and share recipes and healthy eating advice. Mr. Leon Hughes, founder and CEO of the St. Croix computer software development firm NEARiX, awarded both Krigger and Gross a gift certificate each good for 40 hours of free consulting with top developers of his firm. These certificates, which have a total value of over \$5,000, will provide the resources necessary for this team to further develop their concept app.
- The “Most Impactful Hack” was awarded to the concept phone app “Mom.” This concept app was created by the team of **Kalunda Cuffy, Tijani Shabazz, Alicia Taylor** and **Kaheem Thomas**. “Mom” acts as a life coach for college students. Like your real Mom, the app gathers information from you on your NASA – (Nutrition, Activity, Sleep, and Academics). Based on this input, the app responds with concern and behavior modification suggestions.
- The “Most Innovative Hack” went to the team of **Terrance Emmanuel, Leanne Morancie**, and **Geron Richards** (the first English major to participate in UVI’s hackathons). This team created the “Holistic Practitioner Healers” app that assists in helping to maintain your health by alerting you when your emotions are out of balance. The concept app interprets an infrared scan of your body (available by using UVI’s 3D imaging cameras) to determine the state of your chakra centers. The

app then makes personalized recommendations based on its analysis.

- VI-EPSCoR offered a prize of a UVI bookstore gift certificate. The concept phone app “Mood Makers” earned this award. “Mood Makers” was developed by **Yolanda Felix-Medina** and **Khadijah O’Neill**, the first all-female team to participate in UVI hackathons. “Mood Maker” addresses the challenges college students face regarding their lack of physical activity, imbalance of social and productive life, time-management, depression, and stress. The app functions as a portal offering suggested links to information on specific topics of students’ concerns.

On the St. Thomas Campus, the winners were:

- The “Best Hack” was awarded to the team of **Eliakin del Rosario** and **A. Jodie Dasent** for their concept phone app “GourNet.” GourNet helps you eat a more balanced diet by providing you with nutritional information on the food you are consuming. By either taking a photo of the food you are about to consume or verbally describing it, the app will search databases and return the meal’s nutritional information.
- The “Most Innovative Hack,” which awards creativity, was awarded to two UVI freshmen and first-time hackers, **Hariol Brenton** and **Chris Murphy** for their phone app “Binaural Healing Waves.” The user of this concept app would self-diagnose their feeling (anxious, sad, stressed, etc.). The app would determine which of the five essential binaural waves may be responsible for the user’s negative symptoms. The app puts these waves back in balance by delivering the out-of-balance waves to the user as they watch a video or listen to music.
- The “Most Impactful Hack,” which awards utility and impact, was awarded to the three-person team of **Jesus Arista**, **Samuel Jones**, and **Shaneé Richards** for their concept app “NutriSmart.” NutriSmart delivers a recommended, user-specific diet plan based on the user-supplied food preferences, and their medical and physical conditions.
- VI-EPSCoR provided a UVI bookstore gift certificate which was awarded to “\$martFit.” \$martFit, developed by **Michael Garcia**, **Natisha Hodge**, and **Tommy Wise**, is a gamification exercise app that motivates people to exercise by providing financial rewards. Sponsoring companies (that also advertise on the app) will provide gift certificates for achieving specific levels of exercise-related points.
- The St. Thomas Campus welcomed twenty students and the Albert A. Sheen Campus welcomed eight students as part of the National Student Exchange (NSE) Program. Five UVI students from the St. Thomas Campus are participating in the NSE Program this semester. They will attend Bishop’s University (Canada), Eastern Connecticut State University, Emporia State University, University of Massachusetts Boston, and Alabama A

& M University. Three students from the Albert A. Sheen Campus are participating in the NSE program this semester. In addition to Bishop's University, the students are attending Queen's College, New York and Bowie State University, Maryland.

## PRESENTATIONS & PUBLICATIONS

Student names are **bolded (last name, first name)**. Alumni names are *bolded, italicized*. Faculty names are *italicized*.

- Tracy L. Meehan, Tony F. Joudi, Allison K. Timmons, Jeffrey D. Taylor, Corey S. Habib, Jeanne S. Peterson, **Emmanuel, Shanan**, Nathalie C. Franc, and Kimberly McCall. "Components of the Engulfment Machinery have Distinct Roles in Corpse Processing." PLoS ONE 11.6 (2016): e0158217. Print.
- *Celestine, Michael J., Lorne S. Joseph*, and Alvin A. Holder. "Kinetics and Mechanism of the Oxidation of a Cobaloxime by Sodium Hypochlorite in Aqueous Solution: Is it an Outer-sphere Mechanism?" *Inorganica Chimica Acta* (2016) in press.
- Mark A. W. Lawrence, *Celestine, Michael J.*, Edward T. Artis, **Joseph, Lorne S.**, Deisy L. Esquivel, Abram J. Ledbetter, Donald M. Cropek, William L. Jarrett, Craig A. Bayse, Matthew I. Brewera and Alvin A. Holder. "Computational, Electrochemical, and Spectroscopic Studies of Two Mononuclear Cobaloximes: The Influence of an Axial Pyridine and Solvent on the Redox Behavior and Evidence for Pyridine Coordination to Cobalt (I) and Cobalt (II) Metal Centres†." *Dalton Transactions* 45 (2016): 10326-10342.
- **Ennis R.**, *Brandt, Marilyn, E., Wilson, Kristin R. and Smith, Tyler B.* "Coral Reef Health Response to Chronic and Acute Changes in Water Quality in St. Thomas, United States Virgin Islands." *Marine Pollution Bulletin* (2016) (waiting for assignment to a volume number).
- *Smith, Tyler B., Brandtneris, Viktor W.*, M Canals, *Brandt, Marilyn E.*, J. Martens, Robert S Brewer, E Kadison, Matthew Kamman, Jessica Keller, and DM Holstein. "Potential Structuring Forces on a Shelf Edge Upper Mesophotic Coral Ecosystem in the US Virgin Islands." *Frontiers in Marine Science* (2016) 3: 115.
- **Irish, Jhara** and **Forbes, Rhonda** (2016). "Clustering Malware: Towards Extracting Features Using Hashes," UVI Summer Research Symposium, St. Thomas, USVI.
- **Dover Jr., Kelvin, Matthias Jr., Leroy, Marc Boumedine** and Michel Kinsky (2016). "Wireless Security: Simulation of Network Jamming," UVI Summer Research Symposium, St. Thomas, USVI.

- **Groves, Sarah H., Marilyn E. Brandt, IC Enochs, DM Holstein, DP Manzello, ME Canals, and Tyler B Smith.** “Physical Drivers of Community Structure and Growth among Mesophotic Coral Ecosystems in St. Thomas, US Virgin Islands.” Oral presentation at the 13th International Coral Reef Symposium, 19-24 June 2016, Honolulu, Hawaii.
- **Liburd, Samuel and Marc Boumedine (2016).** “A Bioinformatics Approach to Classify Viruses using Classification Decision Tree Model,” UVI Summer Research Symposium, St. Thomas, USVI.
- **Richardson, Ellod and Marc Boumedine (2016).** “Flash Malware Analysis and Obfuscation: Is Your System Safe?” UVI Summer Research Symposium, St. Thomas, USVI.
- **Troutman, Kelcie and Platenberg, Renata.** “Call Recognition of Virgin Islands Frog Species.” Poster presented at the Joint Meeting of Ichthyologists and Herpetologists, New Orleans, LA, July 2016.

## ALUMNI UPDATES

- **Bright, Allan J., C Rogers, Brandt, Marilyn, E Muller and Smith, Tyler B.** “Disease Prevalence and Snail Predation Associated with Swell-generated Damage on the Threatened Coral, *Acropora palmata* (Lamarck).” *Frontiers in Marine Science* (2016) 3:77. Bright was a member of the first Master of Marine and Environmental Science (MMES) cohort and is currently working as a technician with the National Oceanic and Atmospheric (NOAA) Administration in Miami, FL.
- **Bitterwolf, Stephan** (Marine Biology alumnus) was accepted into a PhD program at the University of California at Santa Cruz.
- **Bradshaw, Tancia** (Biology alumna) was accepted into a PhD program in integrated biomedical science at the University of South Carolina (full funding covering tuition and stipend).
- **Douglas, Campbell** (MA Psychology, Counseling Concentration ‘13 & BA in Psychology ‘10) began a PhD Program in Clinical Psychology at Walden University in May. He also started working as a Mental Health Specialist at North Texas State Hospital.
- **George, Jonique** (Biology graduate) was accepted into a PhD program in pharmacology at Boston University School of Medicine (full funding covering tuition and stipend).
- **Gonsalves, Kyle** (Biology graduate) was accepted into a PhD program at the University of Iowa in genetics (full funding covering tuition and stipend).

- **Hodge, Twanna** (Class of 2013) has completed her Master's in Library and Information Science and a year-long employment as the Diversity Resident Librarian at the University of Utah. She has joined the staff of the UVI library as the new Information Literacy and Collection Development Librarian.
- **Rene, Abigail**, a Biology major who graduated in May 2016, also completed the Boston University Early Medical School Selection Program and entered Boston University School of Medicine in August.
- **Toussaint, Maisha** (UVI Biology alumna) completed her PhD in epidemiology at the University of Iowa. She is now conducting post-doctoral research in injury epidemiology at the Army Public Health Center.
- **Wallace-Berube, Berlina** (MA in Psychology, Counseling Concentration '16, MA in Education, Guidance and Counseling Concentration '08, & BA in English Secondary Education '05) was appointed the Territorial Director of Mental Health for the Virgin Islands Department of Health on August 15, 2016.

## FACULTY ACHIEVEMENTS

### **PRESENTATIONS (FACULTY AND STAFF)**

- *Bertrand, Desiree.* “Contraceptive Use Among African Caribbean & African American Women Experiencing Intimate Partner Violence” Robert Wood Johnson Foundation Future of Nursing Leadership Institute, Colorado Springs, Colorado: July 2016.
- *Brown, Karen. H. & Munoz, B. L.* “Understanding Perceptions of Family-centered Care from Culturally and Linguistically Diverse Populations.” AAIDD Conference. Atlanta, Georgia. June, 2016. Presentation.
- *Brown, Karen. H.* “How the Brain Works,” Work-Able Summer Health Institute, St. Thomas, U.S. Virgin Islands. August, 2016. Invited Presentation.
- *Brown, Karen. H.* “Opening Ceremony Keynote,” UVI Summer Bridge Program, St. Thomas, U.S. Virgin Islands. June, 2016. Invited Presentation.
- *Combie, Valerie.* “Writing and Growing up Female in Antigua and Barbuda.” Gender Equality in Antigua and Barbuda: Antigua and Barbuda Studies Association’s 2016 Conference and Distinguished Lecture. August 11-12, 2016.
- *Cooper, Vincent.* “Linguistic and Religious Syncretism in the Kingdom of Koongo: The Caribbean that Unites Us Through Carnival, Literature and Religion” 36th Festival del Caribe: Fiesta del Fuego, Santiago, Cuba, July 3-9, 2016.
- *Ekici Alagoz, Cigdem, & Ekici, Celil.* “Evidence Based Placement into Developmental Math Sequence and a Model for Individualized Learning Progression.” Presentation at the 13th International Congress of Mathematical Education, Hamburg, Germany, July 23-31, 2016.
- *Ekici, Celil, & Alagoz, Cigdem* (2016). “Collaborative Action Research with STEM Teachers on Mathematical Modeling of Water Quality.” Presentation at the 13th International Congress of Mathematical Education, Hamburg, Germany, July 23-31, 2016.
- *Flemming, Paul L. and Flemming, Barbara. E.* (2016). “Similarities and Differences between Public and Private Sector Leadership Strategies in the Caribbean,” Abstract. University of the Virgin Islands. Global Institute for Leadership and Management Development (GILMD) Conference, May 2016.
- *Flemming, Paul L.* (2016). “Integrity and Business Ethics: Foundation for Success in Small Business” UVI SBDC Seminar: May 2016.

- *Flemming, Paul L and Flemming, Barbara E.* (2016). "Marketing Strategies for Small Enterprises" Mid-Island Rotary Conference: May 2016.
- *Flemming, Barbara E.* (2016). "The Impact of Staff Performance and Technology on Organizational Performance: A Caribbean Viewpoint Based on Empirical Evidence." Abstract. University of the Virgin Islands. GILMD Conference, May 2016.
- *Garner, Ilene.* "Results and Lessons Learned from a Training Needs Assessment with the USVI Department of Health," American Public Health Association 2016 Conference, October, 2016 (accepted).
- *Gouws, Dion* Emerging Global Trends in Commerce and Management Studies Conference, AKNU University in India, July 29, 2016-August 1, 2016.
- *Habtes, Yegin.* "Eritrea Taking Care of its War Disabled Veterans: Challenges, Achievements, Lessons to Be Learned." International Conference on Eritrean Studies. Asmara, Eritrea. July 2016. Presentation.
- *Lansiquot, Beverley.* "The Impact of Doctoral Education on Nursing Education in the Caribbean Region." Case Western Reserve University, Frances Payne Bolton School of Nursing DNP Conference, Today's DNP: Taking the Lead on the World Stage: August 2016.
- *Lewis, Jason.* "Return Oriented Programming." Cyber Security Incident Response Workshop, St. Thomas, VI, June 13-17, 2016.
- *Lewis-Brown, Alscess.* "30 Years of The Caribbean Writer: The Trajectory and Diversity." Festival del Caribe/ Fiesta del Fuego. Santiago, Cuba, July 1-10.
- *Moore, Stephen.* "Activating Data-Driven Partnerships and Technologies for Student Success." Caribbean Tertiary Level Personnel Association Conference: Jamaica. 2016.
- *Ogunmokun, Gabriel* (2016). Program and Conference Director, July 2016 Academy of World Business, Marketing and Management Development Conference Proceedings, Cracow, Poland.
- *Ogunmokun, Gabriel* (2016) Edited "International Conference on Management, Leadership and Strategic Development", Global Institute for Leadership and Management Development Conference Proceedings, St. Thomas, May 25-27, 2016.
- *Ogunmokun, Gabriel* and Rony Gabbay, (2016) Edited, "Managing, Marketing and Financing Organizations in Today's Environment of Slow Economic Growth" Academy of World Business, Marketing and Management Development Conference Proceedings, Volume 7, No. 1, 2016, Cracow, Poland, July 18-21, 2016.

- *Platenberg, Renata*, Troutman, Kelcie, and *Primack, Avram*. 2016. "Frogs and Cell Phones: An Experiment with Citizen Scientists in the Virgin Islands." Paper presented at the Joint Meeting of Ichthyologists and Herpetologists, New Orleans, LA, July 2016.
- *Tonge, Leslyn* and *Maddirala, Dr. James*. "Study Abroad: A Caribbean Perspective". NAFSA Association of International Educators Region VII Conference, November 2016, New Orleans, LA (accepted)
- *Wilhite, Valerie*. "The Ars in Medieval Catalonia: An Amalgam of Mediterranean Language Theories." 19th Annual Mediterranean Studies Association Congress. Palermo, Sicily, May 25-28, 2016.

## PUBLICATIONS AND PAPERS ACCEPTED

- *Brathwaite, Antonio D.*, H. L. Abbott-Lyon, and M. A. Duncan, "Distinctive Coordination of CO vs N<sub>2</sub> to Rhodium Cations: An Infrared and Computational Study." Published as part of The Journal of Physical Chemistry virtual special issue "Mark S. Gordon Festschrift". September, 2016.
- *Cruz-Rivera, Edwin*, and Manuel António E. Malaquias. "Ecosystem Alterations and Species Range Shifts: An Atlantic-Mediterranean Cephalaspidean Gastropod in an Inland Egyptian Lake." PloS one 11.6 (2016): e0156760.
- *Cullis-Suzuki, Severn*, *Wyllie-Echeverria, Sandy*, Kwaxistalla Adam Dick, Mayaniñ Daisy Sewid-Smith, Ogowilgwa Kim Recalma-Clutesi and Nancy Turner. "Tending the meadows of the sea: A disturbance experiment based on traditional indigenous harvesting of *Zostera marina* L. (Zosteraceae) along the southern region of Canada's west coast." Aquatic Botany 127 (2015):26-34.
- *Dooley, Fredrick D.*, *Wyllie-Echeverria, Sandy*, Eric Gupta, and Peter D. Ward. "Tolerance of *Phyllospadix scouleri* seedlings to Hydrogen Sulfide." Aquatic Botany 123 (2015):72–75.
- *Ekici, Celil* and *Gard, Andrew*. "Inquiry-based learning of transcendental functions." PRIMUS: Problems, Resources, and Issues in Mathematics Undergraduate Studies. (2016) Doi: 10.1080/10511970.2016.1214654.
- *Groner, M.*, *Breyta, R.*, *Dobson, A.*, *Friedman, C.S.*, *Garren, M.*, *Gulland, F.*, *Hershberger P.*, *Lafferty, K.D.*, *Maynard, J.*, *Weil, E.*, *Wyllie-Echeverria, Sandy*, and *Harvell, D.* "Responding to marine disease emergencies: A policy perspective." Science (2015) (Letters page 2010).

- Groner, Maya L., Colleen A. Burge, Catherine J.S. Kim, Erin Rees, Kathryn L. Van Alstyne, Sylvia Yang, *Wyllie-Echeverria, Sandy*, and C. Drew Harvell. "Widespread variation in eelgrass wasting disease in the Salish Sea. Diseases in Aquatic Organisms." 118 (2016): 159–168.
- Groner, Maya L., Jeffery Maynard, Rachel Breyta, Ryan B., Carnegie, Andy Dobson, Carolyn S. Friedman, Brett Froelich, Melissa Garren, Francis M.D. Gulland, Scott Heron, Rachel T. Noble, Crawford W. Revie, Jeffery D. Shields, Raphae Vanderstichel, Ernesto Weil, *Wyllie-Echeverria, Sandy*, and C. Drew Harvel, "Managing Marine Disease Emergencies in an Era of Rapid Change." *Philosophical Transactions B.* 371 (2016): 20150364.
- Hannam, Michael P. and *Wyllie-Echeverria, Sandy*. "Microtopography Promotes Coexistence of an Invasive Seagrass and its Native Congener". *Biological Invasions* 17.1(2015):381-395.
- Inaba, Nobuharu, Vera L. Trainer, Yuka Onishi, Ken-Ichiro Ishii, *Wyllie-Echeverria, Sandy* and Ichiro Imai. "Spatial Distribution of Algicidal and Growth-inhibiting Bacteria associated with Seagrass and Macroalgae Beds in Puget Sound." *Harmful Algae* (2016). (In press proof).
- Kim, Il-Hoi, *Edwin, Cruz-Rivera*, and Salma El-Sahhar. "Cyclopoid copepods (Ascidicolidae, Notodelphyidae) associated with *Phallusia Nigra* Savigny, 1816 (Ascidacea) in the Red Sea: A New Ascidicolid and First Descriptions of the Males from Two Notodelphyids." *Journal of Crustacean Biology* 36.4 (2016): 553-566.
- Martin, Daniel L, Ylenia Chiar, Emily Boone, Timothy D. Sherman, Cliff Ross, *Wyllie-Echeverria, Sandy, Joseph. K. Gaydos*, Anne A. Boettcher. "Functional, Phylogenetic and Host-Geographic Signatures of *Labyrinthula* spp. Provide for Putative Species Delimitation and a Global-Scale View of Seagrass Wasting Disease." *Estuaries and Coasts* 39 (2016):1403–1421.
- Brancaccio-Taras, L., Pape-Lindstrom, P., Peteroy-Kelly, M., Aguirre, K., Awong-Taylor, J., Balsler, T., Cahill, M.J., Frey, R.F., Jack, T., Kelrick, M., Marley, K., Miller, K.G., Osgood. M., *Romano, Sandra*, Uzman, J.A., and Zhao, J. "The PULSE Vision & Change Rubrics Version 1.0: A Valid and Equitable Tool to Measure Life Sciences Department Transformation at all Institution Types." *CBE-Life Sciences Education* (In press).
- Talbot, S.L., Sage, G.K, Rearick, J.R., Fowler, M.C., Muniz-Salazar, Bailbak, B., *Wyllie-Echeverria, Sandy*, Ward, D.H., Cabello-Pasini, A. "The Structure of Genetic Diversity in Eelgrass (*Zostera marina* L.) Along the North Pacific and Bering Sea Coasts of Alaska." *PLoS One* (2016) DOI:10.1371/journal.pone.0152701.

- *Brown, Karen. H.* “What Every Virgin Islander Needs to Know about Special Education.” Chicago, IL: Chicago State University, (In press. Print.)
- *Brown, Karen. H., Alvarez McHatton, P., and Frazier Trotman Scott, M. (Eds.).* “Faculty of Color Navigating Higher Education.” Lanham, MD: Roman and Littlefield Education, (In press. Print.)
- *Habtes, Yegin and Brown, Karen. H.* The United States Virgin Islands. Eds. Wehmeyer, M. and Patton, J. Handbook of International Special Education. Santa Barbara, CA: Praeger. (In press. Print.)
- *Lewis-Brown, Alscess.* “A Cuban Journey,” Virgin Islands Daily News, July 28, 2016. 26-30.

## OTHER ACTIVITIES

- Department Chair of Communications, *Randall, Alexander* served as editor of poems and legal documents for an incarcerated prisoner. The project was completed in June 2016.
- *Thomas, Linda*, Dean, School of Education received a Certificate of Completion for an online leadership program, *Including Ourselves in the Change Equation: Personal Learning for Organization Performance*, from Harvard Graduate School of Education.

## GRANTS AND SPECIAL PROJECTS FUNDED

- **NIH MARC:** UVI's MARC program (Maximizing Access to Research Careers) competitive renewal, through the National Institutes of Health, was funded for five years for \$1,383,640. The number of students who will be fully funded for their junior and senior years was increased from six to eight.
- **NASA EPSCoR:** UVI has been awarded Research Infrastructure Development funding in the amount of \$275,000 for two years through the NASA EPSCoR program. This USVI NASA-EPSCoR RID program will leverage existing National Aeronautics and Space Administration (NASA) and National Science Fund (NSF) funds that are supporting current and soon-to-be hired faculty. These faculty, in turn, will leverage the funds from this EPSCoR RID proposal to further expand the breadth and depth of research at UVI in support of NASA science goals.

There were three different awards to the University of the Virgin Islands from the National Science Foundation (NSF):

- **NSF INCLUDES:** Under the leadership of **Dr. Kristin Wilson Grimes**, College of Science and Mathematics, the University was awarded a grant aimed at “Changing the Face of

STEM in the US Virgin Islands through Targeted Interventions to Expand Opportunities and Broaden Participation.” UVI is the lead institution, with partnerships with Southern Utah University and Penn State University. Amount awarded to UVI: \$211,840 over two years.

- **NSF HBCU-UP:** Under the leadership of **Provost Camille McKayle**, with **Dr. Kimarie Engerman** and **Dr. Kostas Alexandridis** serving as researchers, the University collaborated with North Carolina A&T State University, American Association of Colleges and Universities, and Fielding Graduate University on a \$2.9 million grant: “Collaborative for the Advancement of STEM Leadership.” The Collaborative will achieve its mission through: 1) research activities that will contribute to an increased knowledge base on leadership development for broadening participation in STEM; 2) knowledge translation activities that will use an evidence-based approach to leadership development to increase the number of HBCU leaders with culturally responsive competencies and capacities; and 3) outreach activities that will develop a national Community of Practice to define, codify, and promulgate design principles and practices for broadening participation and thereby increase the visibility and influence of HBCUs at the center of STEM higher education reform. Amount Awarded to UVI: \$1.264 million over two years.
- **NSF HBCU-UP:** Under the leadership of **Provost Camille McKayle**, **Dr. Robert Stolz**, **Dean Sandra Romano**, and various faculty in the College of Science and Mathematics, UVI was awarded \$3.08 million for the project: “The UVI Growth Model.” This grant will build on the prior successes to expand and validate UVI’s model of student retention, persistence, and success in STEM as well as testing evidence-based interventions. The goals of this ambitious, transformative proposal are: (1) Increase by 15% the retention and persistence rates for those STEM students who struggle early in their college careers (i.e., rising sophomore GPA of 1.75-2.3); (2) Increase by 10% overall persistence and graduation rates for STEM students.; and (3) Increase the self-efficacy of STEM students as measured by validated, reliable instruments. A focus on developing a growth mindset and creativity through specific evidence-based interventions will be integral to the project. The UVI model will be validated with a carefully designed educational research study, with lead researchers **Dr. Nadia Monroe** (Mathematics Education) and **Dr. Nastassia Jones** (Science Education), which focuses on the novel use of growth mindset training. Amount Awarded: \$3.08 million over five years.

## GLOBAL AFFAIRS

New frontiers for globalizing and internationalizing UVI continue to be explored. Initiatives are being explored in India, Nepal, Taiwan, Colombia and other countries. Some of our current activities include the following:

- Provost McKayle has been invited to attend the 2016 HBCU Leadership Visit China in October-November.

- Dr. Dion Gouws, School of Business, visited India to operationalize a UVI Accounting Certificate program at Nannayya University and conducted faculty training sessions to facilitate the online certificate program which will commence in Spring-Fall 2017.
- The National Institute for Food Agriculture allowed UVI to monitor online agricultural programs in Guam, Palau, Micronesia, Marshall Islands, US Samoa, and Puerto Rico, and also recruit students for the PhD program in Creative Leadership for Innovation and Change.
- UVI has been accepted into the Universities Studies Abroad Consortium (USAC). This partnership will allow our students to study abroad for a semester or two at universities around the world with whom we do not have direct agreements or spend a semester at schools in Australia, New Zealand and other countries. Proposals for students to visit UVI for short-term programs are being explored with the University of Michigan. A group of 15 students and faculty are expected to visit our St. Thomas Campus in February 2017. The focus of their visit will be centered on marine and environmental science.
- The UVI Passport to the World initiative will embark on a culturally immersive, educationally challenging experience in India in December. A group of 20 students, faculty, staff and alumni will travel to India and will engage in a number of activities including visits to universities with which UVI has agreements. The group will complete two service-learning projects while there, including assisting at a home for disadvantaged women and at a school. As part of the centennial celebrations in 2017, UVI Passport to the World is organizing a similar educational and cultural experience in Denmark for May 2017.

## **SIGNIFICANT INSTITUTIONAL ACHIEVEMENTS**

### **UVI WELCOMES HISTORICAL INAUGURAL DOCTORAL CANDIDATES**

The University of the Virgin Islands welcomed its inaugural cohort for the University's first doctoral program in Creative Leadership for Innovation and Change. The inaugural cohort is comprised of 51 students from the Virgin Islands, the Caribbean and the United States. In creating the Ph.D. program, UVI partnered with Fielding Graduate University and Buffalo State University.

UVI's Ph.D. program will prepare learners in the field of leadership by offering an extensive study of relevant leadership knowledge. Learners are encouraged to study organizations from a transdisciplinary perspective that would transform communities both locally and abroad. This advanced knowledge will be applied towards developing innovative practices in leading institutions and other complex human organizations. The program is unique in that traditional classrooms and lectures have been replaced with flexible workstations and master practitioners who will work with adult learners as peers. Participants will be able to complete many of the program requirements online, but residency dates are required each semester. During the weeklong residency sessions, students will connect with game-changers of a global world to jointly explore possible futures and exciting ideas.

UVI's Ph.D. program offers three specialized tracks. Program participants in the Creativity and Leadership for Change track will receive a Ph.D. from UVI and a graduate certificate from Buffalo State University. Participants in the Organizational Development and Leadership track will receive a Ph.D. from UVI and a graduate certificate from Fielding Graduate University. Students in the Educational/Academic Leadership for Change track will receive a Ph.D. from UVI. The Ph.D. in Creative Leadership for Innovation and Change is accredited by the Middle States Commission on Higher Education.

### **UVI CO-LAUNCHES CENTER FOR ADVANCING STEM LEADERSHIP**

UVI partnered with other prominent institutions of higher education to conduct research on proven leadership approaches to broadening participation in STEM (Science, Technology, Engineering and Mathematics). With the generous support of a \$2.9 million grant from the National Science Foundation, the University of the Virgin Islands and its partners — Fielding Graduate University, North Carolina A&T State University and the Association of American Colleges and Universities (AACU) — have collaborated to launch the Center for Advancing STEM Leadership.

Sharing a commitment to the principle of inclusive excellence, all four members of the Center for Advancing STEM Leadership are leaders in their respective spaces, and critical to the project's success. UVI has a major marine biology center. Fielding's School of Leadership Studies produces change agents in educational and social systems. North Carolina A&T produces more African

American engineers than any other university in the US. The AACU is the nation's largest higher-education association.

The goal of the Collaborative for the Advancement of STEM Leadership (CASL) is to establish the foundational tenets of the research and practice of leadership for broadening participation in STEM. Over the next two years, the new center will study the historical and contemporary strategies used by leaders of Historically Black Colleges and Universities (HBCUs) in producing disproportionately high levels of underrepresented minority STEM graduates. The research will test the hypothesis that the success of HBCUs in broadening STEM participation has been due, in large measure, to an identifiable set of leadership styles and strategies that may be transferable to other institution types. The project will not only contribute to the knowledge base on leadership development for broadening participation in STEM, but also translate that evidence into institutional practices.

### **LEADER IN THE TERRITORY'S CLIMATE CHANGE ASSESSMENT, PLANNING AND IMPLEMENTATION**

Funded by the U.S. Department of Interior, Office of Insular Affairs' Technical Assistance Program, the Office of the Governor has been awarded a grant of \$828,050 for climate change adaptation planning, vulnerability assessment and capacity building in the US Virgin Islands. In collaboration with the Office of the Governor, UVI has been selected to oversee the scope of work regarding the Governor's climate change initiatives in the Territory and to serve on the Territory's advisory climate taskforce.

UVI will play a key role in developing the Territory's climate change adaptation strategy and plan. This will include identifying existing vulnerabilities, risks and impacts of climate change, prioritizing adaptation and mitigation measures, fostering territory-wide community engagement and promoting inter-agency collaboration. UVI's input will be critical as a comprehensive action plan is developed for how the Territory will address climate change, promote economic development and human well-being, reduce risks associated with climate change, and develop a robust multi-sector climate adaptation strategy. These efforts will not only have implications locally but regionally as we collectively seek to reduce climate change and global warming impacts on our natural resources, critical infrastructure, agriculture and marine life, food supply, forestry and biodiversity, tourism and respond to challenges in human health from mosquito-borne and other infectious diseases and related concerns.

### **CENTER FOR MARINE AND ENVIRONMENTAL SCIENCE (CMES) DOCK EXPANSION PROJECT**

The completion of the new dock and boat ramp at UVI's MacLean Marine Science Center provides a dramatic increase in the functionality and safety of boat and dive operations for our researchers and students. Funded by the National Science Foundation, the approximately \$1

million improvement took years of planning, permitting and building. It will support the growing research potential of UVI's Center for Marine and Environmental Studies (CMES) unit by allowing more boats and larger boats to be used for research. Over the next two years, the Virgin Islands Experimental Program to Stimulate Competitive Research (VI-EPSCoR) will fund the purchase of a 40-45ft ocean going vessel for oceanographic research by UVI and our new oceanographer. These increases in our research capability are exciting, not only because it allows us to access even greater research funding, but it also exposes our students to the possibilities of research careers in the Caribbean and beyond.

### **COMPREHENSIVE EMPLOYEE COMPENSATION STUDY FINALIZED AND SALARY INCREASES FOR UVI FACULTY AND STAFF**

Our *Pathways to Greatness* strategic plan speaks to the development of competitive compensation packages inclusive of salary and benefits by first conducting a salary comparison study. We started this process with the assistance of a consultant, CompData, by conducting, through the shared governance process, meetings with the Compensation Committee and the leadership team to review project goals and solicit feedback on the compensation program. Job descriptions for all positions were updated and a detailed market review of the approximately 200 unique jobs were performed. Other steps taken included performing an analysis of external competitiveness using market data sources from College and University Personnel Association (CUPA) and CompData. Based on this information, the consultant recommended base pay updates and ranges for staff and faculty positions. The Administration has been meeting with constituent groups to present the summary results of the compensation study, the compensation goals and a number of scenarios to address the goals of the study.

During the past academic year, Governor Mapp announced that he was implementing employee salary increases for departments within the central government. President Hall approached the Governor about increases for University employees and he consented to include a provision for such an increase in the FY2017 budget. Bill 31-0427 which was passed by the Legislature included \$1.5M for salaries. Governor Mapp signed Act No. 7920 on October 6, 2017 thereby approving Bill No. 31-0427 providing the University with a FY2017 operating budget of \$32,246,750 and provides for \$1.5M for employee salary increases. The University is grateful to the Governor, the Legislature and the Office of Management and Budget for its support in this critical area.

### **RETENTION PROGRAM TO ENHANCE STUDENT SUCCESS IMPLEMENTED**

UVI is participating in the Student Success Collaborative (SSC), an initiative developed by Education Advisory Board (EAB) to examine the impact of every aspect of campus life on student retention. The University is among one of more than 200 institutions of higher education currently implementing this program. EAB is a data collection and analytics team that combines SSC-

Campus technology, research, process improvement and predictive analytics to assist UVI staff and faculty with hardwiring student success throughout the University. EAB's goal is to help colleges and universities promote a culture of success by incorporating data-driven insights into advising interactions. This is the first type of systematic, comprehensive analytic approach that the University has adopted to look beyond first-year retention and create comprehensive strategies to better support students from the onset to graduation and beyond.

The Student Success Collaborative Campus (SSC Campus) platform is now officially available for use at the institution. Within the platform, users can track attendance, submit progress reports and early alerts, send campaigns, and much more. Our Center for Student Success team will work with Access and Enrollment Services, financial aid staffers, faculty advisors, student success specialists and other campus services to create a coordinated care network. Risk analytics is only a first step toward improving the student support infrastructure. SSC-Campus technology will also help to upgrade student tracking systems and develop a comprehensive database to track student performance. This system will effectively keep documentation, which will include notes, alerts, and interactions with students, which will facilitate proactive interventions. Other features include campus-wide case management, central reporting and evaluation.

### **CONTINUED PROGRESS ON THE INSTITUTION'S RE-AFFIRMATION OF ACCREDITATION PROCESS**

The Middle States Commission on Higher Education (MSCHE) Re-affirmation of Accreditation processes continues on its schedule. The Self Study Initiative Steering Committee (SSI) and its seven subcommittees led the development of materials to support UVI's compliance with each of the MSCHE seven standards. Each subcommittee developed an outline of their standard (due November 24, 2015) and then two drafts of each standard (due February 22 and April 22, 2016 respectively). Each draft received feedback from the Institutional Effectiveness and Assessment Advisory Board (IEAAB). The University constituents, through presentation at two University Town Hall meetings (February 2015 and March 2016) also provided input to improve the document.

The SSI Co-Chairs, Dr. Frank Mills and Dr. Magdalene Tobias, compiled the completed sections from the subcommittees into a full draft that was organized around the University initiatives like Pathways to Greatness, UVINext and the Seven Management Values. This draft was presented to the IEAAB for feedback in June. During the summer of 2016, data analysis within the document was reviewed and verified by institutional research staff, and editing continued to unify the document, remove duplication and maximize the impact of the content. A review draft was presented to the President's Cabinet on July 20, 2016 with revisions finalized during retreats on September 13 (all day) and 30, 2016 (half day).

The Steering Committee monitored changes in the document and continued to provide feedback during the Cabinet review. Final revisions were sent to the IEAAB and SSI on October 7, 2016 during a combined meeting. Feedback will be used to prepare a draft of the Self Study for the

MSCHE Team Chair, Dr. Hilda M. Colon Plumey, by October 17. An additional town hall meeting is scheduled on October 20, 2016 to present the document to University constituents and the shared governance process. Feedback and input from these groups and the MSCHE Team Chair, who will visit UVI on November 2, will be used to complete a draft that will be submitted to the University's Board of Trustees for consideration.

This living document, will receive further revisions and refinements until its delivery to the MSCHE Visiting Team in February 2017, in preparation for their March 19-22, 2017 site visit. The overall process remains on schedule, and the document is being developed to meet MSCHE needs. The process is being spearheaded by Tina Koopmans, Vice President for Institutional Assessment and Information Technology.

### **REICHHOLD CENTER FOR THE ARTS 38<sup>TH</sup> SEASON**

The Reichhold Center for the Arts unveiled its 38th season at their annual Business After Hours reception on August 25, 2016. Themed "the Season of Milestones," the Reichhold Center will celebrate what we envision will be another terrific season off of the backdrop of two impressive consecutive seasons with three sold-out performances. The Reichhold Center for the Arts continues to be one of the most precious gems of UVI and the Virgin Islands. Each season it fills the hearts and minds of this community with excitement, joy and enrichment. This season will be no exception to that historical pattern and mission.

This season's lineup includes Grammy award-winning singer, songwriter, record producer and actress Brandy Norwood – better known as "Brandy"; four-time Grammy Award winner, composer, bassist and vocalist, Esperanza Spalding; Homer Hans Bryant and his Bryant Youth Professionals Dance Company; Indonesian jazz pianist and child prodigy, Joey Alexander; gospel sensation Fred Hammond; and the season wraps up with the "Playing Ring: Tea Party," as part of the U.S. Virgin Islands' Transfer Day centennial festivities. The Reichhold Center brings back this award-winning series with a focus on how our communities evolved through the decades. In keeping with past seasons, Reichhold Center will continue its Arts in Education workshops, providing students with preview performances. The Center will also continue to feature services provided by students in the University's Hospitality and Tourism Management program.

### **UVI'S RESEARCH & TECHNOLOGY PARK'S UNIQUE CONTRIBUTIONS THROUGH NEW COMPANIES**

Working under the guidance of the RTPark Board, and with direct involvement of President David Hall, the University has been able to secure commitments from private sector companies that reflect a deeper level of engagement with the research and academic programs of the University. As part of their agreements with the RTPark, firms in the network establish legally binding partnership commitments with UVI. These range over several categories and include the provision of student engagement and workplace learning opportunities, scholarships, graduate employment, faculty

engagement, IT services provision, operational assistance, endowments, participation in a Distinguished Lecture Series, and involvement in various other special projects. In calendar year 2015, seventeen RTPark clients executed commitments to the University that were valued at US\$513,000, at least half of which were focused on direct student support. Among the multiple economic contributions of the program, this direct contribution serves to build the technical workforce pipeline and to facilitate skills development of, and knowledge exchange with, the future labor force of the Territory.

The most interesting commitments by recent RTPark clients include VI Techstack — providing training in online polling in cooperation with ILOG; EXIGO — collaborating with UVI on coding skills training and STX Online Education working with UVI to provide online training in the area of nursing education. Financial and in-kind commitments from Intellectual Global Concepts, a technology entertainment and media colony, have been instrumental in reinvigorating the music industry certificate program. Existing RTPark companies like 13D Research continue to play a key role in the University's entrepreneurship and innovation initiatives. In addition, 13D Research, and fellow RTPark client, Hidalgo LLC, provided the seed funding for the University's Innovation Centers which are creative spaces for our faculty and students to drive learning through innovation to expand the potential for developing new concepts, products and real-world applications.

During the period April through September, the RTPark team worked on, as requested by Governor Mapp, an evaluation and assessment of the contribution of UVI RTPark to the Virgin Islands. This work involved detailed empirical analysis to elicit data from RTPark clients and has resulted in a number of important partnerships including with the National Academy of Sciences, Engineering and Medicine and with various local agencies and entities.

### **UVI-NEXT CONTINUOUS REVIEW PROCESS**

At the June 2016 Board of Trustees meeting, recommendations contained in two reports from the UVINext Task Force were presented for review and unanimously approved. The recommendations included the merger of certain programs and centers within academic units consistent with best practices and aimed at creating more synergy between entities that are engaged in similar disciplinary work. The integration of these areas has commenced and the UVINext Task Force anticipates that the expertise and reputation of the Schools and Colleges will enhance the interdisciplinary reach of these areas.

In addition, the University is moving forward with the institutionalization of the UVINext process on a permanent basis. The UVINext process also identified activities that could be improved, and provided criteria for prioritizing scarce resources. This continuous review and action is a basis for regional accreditation and an aspiration of our strategic plan. A timeline has been developed for continuous assessment of departments and programs at the institution. The UVINext Task Force agreed to a five-year cycle for assessment, where at least once every five years each department will be formally reviewed by the UVINext Task Force. It was determined that academic departments should appear before UVINext the year after their respective academic program review. As part of

the UVINext initiative, a process is being added to require departments to develop goals and provide measurements that represent milestones toward achievement. Each unit will identify the method or methods that will be used to assess its progress with respect to its goals. These efforts are an integral step in continually improving the quality of our programs and the corresponding links between accreditation, strategic planning, resource allocation, organizational effectiveness, and performance assessment.

### **PRESIDENT HALL SELECTED AS GUEST SPEAKER AT PRESTIGIOUS LANDON LECTURE SERIES**

President David Hall was selected to speak on the Higher Education Panel at the Landon Lecture Series on September 26, 2016. Kansas State University (KSU) is home to the Landon Lecture Series, one of the nation's most prestigious and well-known lectures. The lecture series, named in honor of former Kansas Governor and 1934 Presidential candidate Alf Landon, has attracted more than 171 speakers and world leaders to the campus since its inception in 1966. Speakers have included current and former U.S. presidents, world leaders, Supreme Court justices, Nobel laureates, Pulitzer Prize-winners, Fortune 500 CEOs and many other prominent figures.

President Hall was joined by fellow Kansas State University alumni, Dr. Bud Peterson, President of Georgia Institute of Technology, and LTC Robert Caslen Jr., Superintendent of the U.S. Military Academy at West Point. The three presidents addressed important issues facing higher education including, cultural diversity, financial cuts in public funding, sexual assault and carrying concealed weapons on campus. The event culminated with a reception hosted by the Black Student Union in President Hall's honor and a tour of the athletics center and the Ice Basketball Center where he was a standout star on the court for KSU. President Hall finished his college basketball career with 1,007 points (12.3 PPG) and 827 rebounds (10.1 RPG) and still holds the Kansas State record for most rebounds in a single game.

### **ACCOMPLISHMENTS OF UVI SUMMER PROGRAMS**

The University has enhanced its outreach during the summer months and have noticed increased student participation and learning outcomes. These activities have included the following:

- **University Bound** served 108 students during the 2015-2016 academic year component, and 59 students, to include 6 Bridge students, during the 2016 summer residential component. The program also co-sponsored, along with the University Bound Parent Association, the 26<sup>th</sup> Annual Youth Role Model Awards Luncheon, which honored eight outstanding high school students.

The program operated on Saturdays and after school during the academic year and focused on tutoring, instruction, SAT Prep and academic guidance and counseling. The summer program focused on rigorous academic skill development, with emphasis on writing, math seminars and completing college and financial aid applications for 53 high school students.

The program offered a college work-study experience in which 6 students were enrolled in a non-remedial credit bearing class. They were also employed through the Department of Labor, and worked in various offices on campus.

- **Summer Bridge** served 69 students on both campuses. There were 21 male students and 48 female students in the program. This program is a five-week, residential program on both campuses. Students take mathematics, language arts, and a Freshman Development Seminar. This year, 98% of the students who engaged with Summer Bridge on St. Thomas enrolled in the Fall semester (one student left to join the military). All of the students in Summer Bridge on St. Croix registered for classes for the Fall semester. The objective of the program was to ensure that the students passed at least one section of the foundational courses (reading, writing and math (2 parts)). This objective was met with a pass rate of 97%.
- **VI Writing Project** conducted its Invitational Summer Institute for Teachers from June 23-July 15 on the Albert A. Sheen Campus. Dr. Valerie Combie served as the director of the program and was assisted by Dr. Sharon Charles.

The College of Science and Mathematics hosted four different summer programs with funding from the National Institutes of Health and the National Science Foundation (through the HBCU-UP and VI-EPSCoR programs). Twenty-two UVI faculty served as mentors for student research during these programs:

- The **Math Behind the Science Program** was a residential, summer bridge program, with 16 students, designed to enhance the mathematics readiness of college-bound STEM students by preparing them to enter the introductory calculus course and provide an enriching experience for transition to college life.
- The **Summer Sophomore Research Institute** was a summer research program that allowed eight current UVI students to work with faculty on a research project and participate in workshops to learn basic research methods and techniques.
- The **Summer Undergraduate Research Experience** was a program that provided research experience for 18 mature undergraduates to work closely with UVI faculty on challenging scientific research projects across a variety of STEM disciplines.
- The **Internet of Things (IoT)** program allowed nine students to work with a faculty mentor and IoT expert Dr. Michael Smith from Intel for over three weeks on an interdisciplinary project combining Marine and Environmental Science with Internet Technology. Dr. Smith provided training and guidance about how to apply Internet and Maker Space technologies to Marine and Environmental Science challenges.
- The **VI Institute for STEM Education Research and Practice (VI-ISERP)** provided two weeks of training workshops for middle and high school STEM teachers in the USVI from

June 20-July 1, 2016. More than 40 STEM teachers and administrators from St. Croix and St. Thomas participated in the workshops that will include yearlong follow-up activities.

- Over 14 College of Science and Mathematics majors participated in six to eight week long research programs at institutions across the US mainland including Michigan State University, University of Virginia Medical Summer Research Internship Program, UNC Chapel Hill, Norfolk State University, Lawrence Livermore Labs, Rutgers University, New York University, University of Massachusetts Amherst, NASA Goddard Space Center, Tuskegee University, University of Iowa, University of Oregon, Brookhaven National Laboratories, and the University of Georgia.
- Eight students participated in the Washington Center Summer Internship Program; six undergraduates and two post-graduate. The students spent the summer in Washington, DC and had the opportunity to intern at various sites, including the US International Trade Commission, STEMconnector, International Association of Chief of Police, Citigroup Management, LLC and the D.C. Department of Forensic Science.

### **UVI “DO YOU KNOW...” MARKETING CAMPAIGN**

The Public Relations Office highlighted the value of the University to stakeholders through the “Do You Know...” Campaign. “Do You Know...” or “Did You Know...” ads showcased successes outlined in the President’s Report to the Board of Trustees, to include the accomplishments of UVI students, alumni, faculty, staff, programs and initiatives. Three different ads were created and placed in local print newspapers, namely the Daily News, Islands Trader, and The Croix Avis. The ads were also placed in the St. Thomas Source, St. Croix Source and the VI Consortium, which are online media. The ads were well-received and garnered significant views.

Through UVI’s social media networks, the “Did You Know” ads were shared on Facebook and Twitter. The “Do You Know UVI Is a Doorway to the World?” social media ad on Facebook reached 19,939 people. The ad targeted persons in Anguilla, St. Kitts and Nevis, St. Lucia, St. Martin, the United States, British Virgin Islands and US Virgin Islands from 15 to 45 years of age. The “Did You Know” ad placements on the VI Source from May 2016 to September 2016 earned a total of 6,150 impressions. The “Do You Know UVI is a Door Way to the World” ads earned a total of 6,973 impressions from April 2016 to September 2016. The ad was also sent as part of an electronic campaign to University alumni.

The University is appreciative of the Board of Trustees leadership and encouragement at the March 2016 Board meeting to pursue this positive media outreach regarding the various institutional achievements.

Please find below a table with thumbnail views of the created ads:

Do You Know Ad		
<p><b>DO YOU KNOW UVI...</b></p> <p><b>IS A DOORWAY TO THE WORLD?</b></p> <ul style="list-style-type: none"> <li>• The world leaders of industry to open the City, Australia, Guam, Washington D.C., Brazil, Japan, USA, Netherlands, India, Norway, Denmark, Greece, South Korea, France, China, Mexico, Costa Rica, Cuba, Brazil, Argentina.</li> <li>• UVI provides courses in 15 different countries across the globe.</li> <li>• Only UVI offers Programs with classes and opportunities for students learning a language in any major in over 40 different countries.</li> <li>• UVI students have to attend conference yearly to receive the academic awards to recognize amongst their peers.</li> <li>• UVI students can combine advance diploma with work through UVI partnerships with other universities.</li> <li>• UVI students can earn several awards across the world in various the Caribbean, Dominican Republic, St. Lucia, Barbados, U.S. and Brazil.</li> </ul> <p><b>NOW YOU KNOW UVI! COME JOIN US &amp; YOU WILL NEVER FORGET!</b></p> <p>LEARN MORE ABOUT UVI:          1-877-629-79-UVI  <a href="http://www.uvi.edu">www.uvi.edu</a></p> <p>University of the Virgin Islands</p>	<p><b>DO YOU KNOW UVI...</b></p> <ul style="list-style-type: none"> <li>• <b>New Inspection Centers on both campuses with the only 3D printers and 3D scanning cameras in the Territory. Start December 1st at UVI.</b></li> <li>• <b>Have a student-run Innovation and Entrepreneurship Club (SIEVA) that is leading the way in providing affordable products in the Virgin Islands.</b></li> <li>• <b>Students that receive technological solutions to complex problems at <i>ThinkHubs</i>, when they work internally to create student centered computer programs or apps that will perfectly change our world.</b></li> <li>• <b>Student entrepreneurs with \$50,000 in seed money to start their own businesses through the UVI Entrepreneurship Consortium, with over \$100,000 invested thus far.</b></li> <li>• <b>Have a Cybersecurity Fellowship Program that prepares students to become leaders in the multi-disciplinary field involving government, technology, research, business, ethics, infrastructure, law, education, life cycle program as a part of a White House initiative to strengthen cybersecurity expertise nationally.</b></li> <li>• <b>Students are urged to be entrepreneurially focused &amp; can choose between a certificate and a minor in entrepreneurship.</b></li> </ul> <p><b>NOW YOU KNOW UVI! COME JOIN US &amp; YOU WILL NEVER FORGET!</b></p> <p>LEARN MORE ABOUT UVI:          1-877-629-79-UVI  <a href="http://www.uvi.edu">www.uvi.edu</a></p> <p>University of the Virgin Islands</p>	<p><b>DO YOU KNOW UVI...</b></p> <ul style="list-style-type: none"> <li>• <b>The UVI Office of Justice, via a 40' x 40' x 10' Cellar with the only research grant capital investment in the Caribbean. With our <i>Justice Observatory</i> and become a part of the network.</b></li> <li>• <b>Having 100 Physical Centers in 100 different cities, helped to attract international students from 100+ countries across the world. The National economic community considers this as one of the greatest achievements in education.</b></li> <li>• <b>Faculty included over 200 million U.S. dollars in grants from such as major from the Ministry of Agriculture, Bank of America, and Agriculture Bank of the Virgin Islands.</b></li> <li>• <b>Have to and faculty present their research in conferences around the world, including in London, London, New York, London, Singapore, U.S., Canada, U.S. and Mexico. Researchers at UVI share their findings with the world.</b></li> <li>• <b>Go to UVI and UVI Office is the bridge to the world's most advanced and value in the Territory's economy.</b></li> <li>• <b>As recognized by the Middle States Commission on Higher Education, our UVI students and programs receive the accreditation. Our curriculum stands up to rigorous national standards.</b></li> <li>• <b>Having our own US with cheap cost have the opportunity to visit Bachelor of Science in Nursing 2020 program. At UVI we are the gateway to a better development.</b></li> </ul> <p><b>NOW YOU KNOW UVI!      COME JOIN US &amp; YOU WILL NEVER FORGET!</b></p> <p>LEARN MORE ABOUT UVI: CALL 1-877-629-79-UVI  <a href="http://www.uvi.edu">www.uvi.edu</a></p> <p>University of the Virgin Islands</p>

## PRESIDENT'S APPRECIATION AWARD

It is very easy to celebrate the accomplishment of those who are in positions of leadership, and overlook the daily achievements and contributions of those who are critical to the operations of the University.

Our Physical Plant employees on both campuses play such a critical role each day in ensuring that our campus facilities are cleaned, repaired and safe. They work long hours, indoors and in the heat. They come to our rescue and address the University needs twenty-four hours a day. They are indispensable to our success and this award is a small recognition of the great contributions they provide each day. As President, I celebrate each one of them and want the Board of Trustees to join me in recognizing these special individuals.

## **PART II: PATHWAYS TO GREATNESS INITIATIVES AND ACTIVITIES**

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

- The College of Science and Mathematics has designed a new degree: Bachelor of Science in Physics. Currently, 32 of the registered 102 Historically Black Colleges and Universities (HBCUs) offer Bachelor Degrees in Physics. Start-up of the program was made possible through a grant from the National Aeronautics and Space Administration NASA, and the program will benefit from the research grade telescope at Etelman Observatory. Students completing the UVI Physics degree will have a concentration in Astrophysics.

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

- The Graduating Senior Exit Survey has been developed into an online instrument, allowing persons pursuing a Bachelor of Arts or Bachelor of Science to seamlessly provide the University feedback on their student experience.
- The collections maintained in the Universities libraries have been reviewed in support of the School of Nursing's (SON) accreditation efforts. Information Technology Services (ITS) also installed smart and videoconference classrooms for the SON on both campuses, in order to accommodate the expansion of the program on the Albert A. Sheen Campus.
- The Office of Student Affairs-St. Thomas Campus piloted two Summer Orientation sessions on July 11-12, 2016 in an attempt to increase efficiency of services by reducing long lines and optimizing limited resources, personnel and equipment. These Summer Orientation sessions targeted students residing in the Territory. A total of 97 students participated in the programs, which included a welcome session followed by "round robin" advisement and registration sessions designed to connect students to UVI's resources and programs.
- The Fall 2016 New Student Orientation culminated with Convocations on both campuses. The students in attendance had the opportunity to be officially welcomed to the University by President Hall, Provost McKayle, Deans and faculty members of the respective Schools and Colleges. The Convocation on the St. Thomas Campus also featured motivational speaker, Keith Brown, who presented on the theme "All Aboard: Set Sail for Success."
- On July 28, UVI launched a new and improved Admissions' homepage (<http://admissions.uvi.edu>). The new homepage features a slideshow with more diversity, quick links for undergraduate and graduate admission, recruitment video, admission advice, and contact information.

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

- The Computer and Computational Science Department hosted three different events related to cybersecurity training and research. There was a one-week Malware Analysis Workshop on the St. Thomas Campus with 23 attendees; a Cybersecurity Workforce Pipeline Initiative Forum with panelists from Sandia National Laboratories, UVI and the local community; and the Thunderbird Cup Cyber Training Camp and Cyber Camp on St. Thomas and a Computing Camp on St. Croix included 43 middle and high school students.
- **Dr. Jason R. Lewis**, Computer Science faculty in the College of Science and Mathematics, participated in the Technical Internships to Advance National Security (TITANS) University Days at Sandia National Laboratories, which covered the full cost of attendance in July. The TITANS University Days is designed to introduce faculty from around the country to Sandia National Laboratories' various student internship programs and to create partnerships between Sandia and the represented universities.
- **Dr. Dion Gouws**, Accounting faculty in the School of Business, is conducting weekly training of employees of the US Virgin Islands Economic Development Authority and has received very positive feedback on the effectiveness of the training.
- The **Community Engagement and Lifelong Learning (CELL)** Center has taken a proactive role in developing a program for individuals who are currently incarcerated. The purpose of the program is to provide inmates with skills that will assist them as they re-enter society. The program is twofold. For inmates who have not acquired a high school diploma customized computer based lessons targeted at enhancing reading, writing and math skills are offered. The ultimate goal is for participants to attain 12th-grade level skills followed by the CELL on-line accredited High School Diploma program coupled with a nationally recognized certificate, providing a foundation to secure an entry level job upon release. Inmates who have acquired a diploma or equivalent can enroll in a CELL online career track program.

Eleven inmates without high school diplomas enrolled in early June with great success. One enrollee has attained 12th grade level in reading. Wardens and other prison administrators are indicating that they can see changes in behavior and other inmates have expressed interest in participating in the program. We are currently working to identify career track on-line programs. To date, CELL has offered the program at no charge.

- The **Virgin Islands University Center for Excellence in Developmental Disabilities (VIUCEDD)** continues to collaborate with governmental, non-profit and private organizations to provide trainings, programs and technical assistance as well as to disseminate information and raise public awareness regarding disability-related issues.

- The first Assistive Technology (AT) Expo, was hosted by the Virgin Islands Technology Related Assistance for Individuals with Disabilities (VITRAID), one of VIUCEDD's programs. This Expo was designed to bring together local, regional, and national vendors to meet with the disability community, teachers, allied health care professionals, students and family members to showcase some of the most advanced and practical assistive technology devices and services available. Additionally, vendors were given the opportunity to conduct a formal educational session designed to provide information and demonstrate specific devices. The AT Expo was held at the Windward Passage Hotel on the island of St. Thomas. There were forty (40) participants and seven (7) vendor agencies representing at local and national levels. **Sharon Williams**, VIUCEDD Assistant Director, facilitated the development and successful implementation of the expo.
- Two additional conferences held during this reporting period include the Dyslexia and Literacy Conference and the Riders Summit. The Dyslexia and Literacy Conference featured international and national presenters. VIUCEDD, The Virgin Islands Department of Education, and the Good Hope Country Day School collaborated and co-hosted the conference. There were sixty-one (61) persons in attendance. The Disability Rights Center of the Virgin Islands in collaboration with the DD Network Partners (VIUCEDD and the VI Developmental Disabilities Council) co-sponsored a territory-wide Riders Summit to educate the general public about the legal rights to accessible transit in the Virgin Islands.
- Beginner's Level II, American Sign Language class began in February on St. Croix and ended in May. Sixteen (16) students finished the course successfully. The goal for the classes is to provide students with language skills needed to communicate with persons who are deaf or hard of hearing. Registration for beginner's Level I and Level II American Sign Language classes is currently in process.
- VIUCEDD continued its partnership activities with the Virgin Islands Department of Education (VIDOE), The Disability Rights Center of the Virgin Islands, Island Therapy Solutions and the Virgin Islands Developmental Disability Council on its Yearlong Training Institute for educators, parents, and community laypersons. Each of the trainings highlighted a research-based best practice in the field of special education and disability studies. Professional staff who attended the trainings were given the opportunity to receive Continuing Education Unit credits (CEUs) through the University of the Virgin Islands Community Engagement and Lifelong Learning Center. Participants for the May training, Enhancing Communication Skills for Kindergarten Readiness were five (5) for St. Croix and eight (8) for St. Thomas. The importance of promoting receptive-expressive communication skills for academic success, developmental milestones for communication and strategies for enhancing skills in this area were emphasized. The Yearlong training series ended in May. **Dr. Karen Brown** served as the instructor. Satisfaction data regarding the training process were gathered and included both quantitative and qualitative measures.

- In collaboration with the Virgin Islands Department of Labor, **Dr. Kimberly Mills** has led the development and implementation of the Disability Employment Project, focused on employment of people with disabilities on the islands of St. Croix and St. Thomas. Activities have included providing an overview of the project, conducting initial intake screening for employers, potential candidates and their guardians, as well as employment workshops for employers and employees. There were eight (8) participants during this reporting period.
- In collaboration with the Virgin Islands Department of Human Services, Office for Child Care Regulatory Services (OCCRS), VIUCEDD provided trainings to fifty-two (52) participating early care and education directors and providers across the Territory. Trainings were held on the islands of St. Croix, St. John, and St. Thomas and emphasized the Centers for Disease Control and Prevention's (CDC) Learn the Signs. Act Early. (LTSAE) campaign on monitoring of children's developmental milestones. The goal is to build a culture of developmental monitoring in the VI and earlier identification of children with developmental delay and disabilities. **Dr. Karen Brown**, the CDC's Act Early Ambassador to the USVI, served as the instructor. Dr. Brown is scheduled to continue these professional development trainings with Head Start personnel on St. Thomas.
- There is a long-standing training/education collaboration between VIUCEDD and the Leadership Education in Neurodevelopmental and Related Disabilities (LEND) Program at Westchester Institute for Human Development (WIHD). Added to this partnership is Vermont LEND. All three organizations within the Association of University Centers on Disabilities (AUCD) network have collaborated to expand our joint work in leadership training and continuing education. Beginning in June 2016, VIUCEDD has worked with WIHD and Vermont LEND to identify and support two LEND trainees/fellows on St. Croix and two on St. Thomas for a total of four trainees/fellows. Additionally, VIUCEDD associate directors, **Dr. Kimberly Mills** and **Dr. Karen Harris Brown** will serve as faculty liaisons for each participating LEND program, respectively.
- During this reporting period VIUCEDD continued to get good coverage from the media for its workshops and trainings. Articles and press releases focused on, but were not limited to disability employment, mental health awareness, autism and other developmental disabilities awareness, and communication wellness. VIUCEDD Executive Director, **Dr. Yegin Habtes**, wrote two articles for the Daily News. His article, "In May, Shine a Light on Mental Illness" raised public awareness during the month of May, Mental Illness Awareness Month. His article in July promoted 'Universal Design' as a benefit for all, not just people with disabilities who need access. VIUCEDD staff participated in radio broadcasts as well.

- Virgin Islands Technology Related Assistance for Individuals with Disabilities (VITRAID)
- Members of the assistive technology (AT) staff provided ten (10) technical assistance activities in the form of loan application assistance and assistive technology assessments and fifteen (15) device demonstrations (comparing the features and benefits of a particular AT device or category of devices for an individual or small groups of individuals) for members of the St. Croix and St. Thomas communities.
- The Virgin Islands Assistive Technology Foundation (VIATF), Inc. in partnership with Banco Popular processed a total of six (6) financial loan applicants. Under this Title III Alternative Financing Program three (3) low-interest loans were approved and three were rejected.
- The Office of Institutional Advancement and the Vice Provost for Graduate, Global and Academic Affairs coordinated various alumni engagement events in the British Virgin Islands, St. Kitts and Nevis. The events provided the University with the opportunity to recruit students for the PhD program.
- The Office of Public Relations distributed national stories that resulted in approximately 829 national news mentions in the Caribbean, United States and internationally. The office continues to produce more measurable output as evidenced by the statistics below:
  - News clippings – 598
  - UVI News Releases - 49
  - UVI Media Alerts (inviting event coverage) – 11
  - UVI Bulletin Board – each includes multiple items - 28
  - UVI Today... blog entries (photos/stories) – 8
- The University's website was updated to reflect its new undergraduate, graduate and PhD offerings for Fall 2016. Seven webpages were created to market the new PhD in Creative Leadership for Innovation and Change including a webpage to describe each track.
- The UVI website received 1,024,308 page views by 815,408 devices between April 1 and August 31, 2016. During this period of time, the majority (49.87%) of the website traffic was from the U. S. Virgin Islands and 37.14% of the traffic was from the U. S. mainland.
- UVI has received an increase in the number of likes/and or followers on all our social media platforms for the reporting period. UVI also received over 14,000 impressions, 583 profile visits and 39 new followers just in August 2016 on Twitter.

<b>Social Media</b>	<b>Likes or Followers</b>	<b>Percentage Increase</b>
<a href="#">Facebook</a>	3,854	11.9%
<a href="#">Twitter</a>	1,232	14.1%
Instagram	651	19.4%
<a href="#">LinkedIn</a>	5,344	345.3%
Snap Chat	5	N/A
<a href="#">YouTube</a>	312	N/A

- The Development Office coordinated two on campus tours. One for New York Congressman Andy King and 25 of his constituents. The purpose was for the congressman's office to learn more about UVI and what the institution has to offer New York residents in his district. The second tour was for the Young Entrepreneur summer program which is offered through the Virgin Islands Economic Development Authority (EDA) program. Fifteen high school students visited campus and learned about various programs at UVI.
- May closed out the 37th season of the Reichhold Center for the Arts with the sold-out performance of 1,277 patrons for Shaggy. Over 11,000 people attended Reichhold events this year, which is among the highest total for a performing arts venue located in the Caribbean. Shaggy was the highest revenue generating performance at the Reichhold Center this season.
- The Development Office developed a unique mail solicitation brochure featuring the Chesterfield Family. Lorna Chesterfield ('82, '89 & '94), Burt Chesterfield ('06, '07) and LaNique Chesterfield ('16) shared their experience of attending UVI and the impact the institution had on their professional career. The mailing secured \$8,675 in cash gifts from 76 individuals.
- The Development Office administered over 68,093 emails to alumni during the final quarter. The email correspondences provided an expansive amount of information on the University. In addition to job postings and Reichhold performance information, the University sent correspondences from President Hall concerning the alumni giving rate and "Setting the Record Straight" for public information.
- Reichhold Center for the Arts brought back the Youth Moviemaking Workshop Summer Program. Ten students enrolled in a five-week intensive training program on filmmaking. This year's premiere was part of a collaborative initiative between the UVI Music Summer Camp and the School of Visual Arts and Careers to create the first Youth Arts Festival at the Center. The Reichhold and Development staff secured \$19,000 from foundation and companies to assist in deferring the cost of the program. Over 450 people attended the movie premier that was held on July 30th.

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

- The UVI Health Services is currently conducting activities for the Truth Initiative Tobacco Free Grant. A grant of \$2,500 was awarded with a final goal of creating a tobacco free UVI. The grant is in its initial stage where an awareness campaign about the dangers of tobacco is ongoing.
- With the introduction of new technologies, network and monitoring equipment, the Uptime of key UVI applications and network equipment can be easily determined. Equipment that provide connectivity for the entire University as well as the applications accessed via the Internet are available within the industry recommended 99.9% of the time. This excludes scheduled maintenance windows.
- The Student Health Services Center located on the second floor of the Gordon House Building on the St. Thomas Campus was scheduled for an upgrade and renovation. The project was designed to maximize the use of the critical space in the facility, while addressing the upgrade and interior renovations of the space for its intended use. The scope of work included the installation of a Central HVAC system to address Indoor Air Quality (IAQ) concerns, infrastructure upgrades to accommodate new state-of-the-art equipment, space reprogramming, interior renovations, miscellaneous repairs, and the refinishing of all surfaces for a sanitary operation.

The energy savings attributes of the project were the installation of LED lighting, BMS integration for the operation of systems, the installation of Solar E windows, and the reprogramming of the space for daylight harvesting in work spaces. The operation was very critical to the health needs of the campus community. To ensure the delivery of service was not compromised, temporary relocation of the operation was established prior to the project start date.

- The Gordon House Building was also scheduled for exterior shell repairs and repainting during this reporting period. The Social Science Building and West Hall paint scheme was followed for the exterior painting of the facility. The scope of work called for the masonry repairs of the walls and the preparation and painting of the exterior. The project was successfully completed for the beginning of the Fall 2016 Semester.
- Quarters B Building located on the upper St. Thomas Campus was scheduled for renovations. This project addressed some minor interior repairs and upgrades as well as the repair and repainting of the exterior of the building. The scope of work included the replacement of windows on the basement and main floor, the repairs and repainting of the exterior walls, the replacement of the floor in Room 202 with ceramic floor tiles, the replacement of interior doors, interior painting, wall repairs and the installation of a glass storefront entrance. In addition to the vendors, the project was expedited with Physical Plant resources and labor. The project was completed August 2016.

- The St. Thomas Campus Caterpillar Two Meg Generator experienced major engine control problems which was discovered in July during a weekly test. The vendor was immediately notified of the problem and a technician was dispatched to start the diagnosis and repair process. The engine speed module was replaced which brought the unit back on line; further diagnosis revealed that the speed control was also defective which was changed and the unit was left in full operation.

The scheduled annual maintenance of the unit was also expedited within the same period. The testing of windings, voltage output, controls and other testing related to the electricity generation were performed by the certified service technicians. The engine maintenance which consisted of an oil and filter change, belt replacements, bearings inspection, lubrication and recertification were performed in September.

- The Ralph M. Paiewonsky Library roof system, gutter and fascia, lost its integrity to the point where corrosion and material breakdown became visibly evident. This project addressed the replacement of the upper gutter and fascia with .032 Aluminum, white in color. The project also included the replacement of four downspouts and the repair of the lower roof panels which were damaged from the faulted gutter and downspouts.
- The air-conditioning system for the Center for Marine and Environmental Studies (CMES) facility condensing units were located in an area not conducive for operation. The first phase of the major renovation for the facility included the addition of the upstairs Oceanography Laboratory, which is a building addition to the facility. This addition, however, redesigned the front of the facility, essentially covering the area where condensing units were located. The change resulted in a lack of heat transfer or displacement for the condensing units, which was the fundamental purpose of the unit. This resulted in the inefficiency of the unit, as well as damage, prompting the need to replace compressors in the units.

The scope of work required the installation of two twenty-ton split circuit condensing units, to be installed away from the building, installation of new refrigeration lines and the conversion of the existing air handlers from Freon 22 to Freon 410a. Scheduled completion was September 2016.

- The development plans for major renovations and site improvements at the Center for Marine and Environmental Studies (CMES) included a plan to upgrade the existing facilities in order to address the needs of this rapidly expanding academic and research program. The plan that resulted from this process was broken into three phases, phases one and two have been successfully completed. The third phase was the Dock extension and Ramp Project. This portion of the project is completed as well. Upon completion of the boat ramp, it became extremely obvious that the access road to the dock and boat ramp would not accommodate the maneuvering of the vessels to the maintenance area or to clear the first turn for exit of the entrance road. Change order #2 called for the redesign of the access road, essentially widening the roadway, thereby increasing the turning radius for the maneuvering of the vessels. The project is now in the close-out-phase.

- The collapse of the Evans Center 500 level overhang balcony on July 6, 2016 required contracting with a vendor to complete the emergency repairs including the demolition and removal of debris. Reconstruction of the balcony included installation of the metal frame, cement boards, painting and new lighting fixtures on the balcony. The repairs of the overhang balcony were completed on July 13.

The collapse of the balcony is attributed to old rotting metal studs which further deteriorated with the heavy rains experienced in early July. The Physical Plant staff conducted an assessment of other areas particularly in the Evans Center to identify any additional vulnerabilities in the building. Some railings were re-enforced and a deferred maintenance listing developed to be addressed.

- In preparation for the Fall 2016 Semester, various routine maintenance projects were completed by Physical Plant staff on the Albert A. Sheen Campus. Several faculty offices, including EVC201, EVC211 and MDB106 and classroom EVC207 received paint touch-ups; furniture was swapped, as available, and minor repairs and major cleaning were done by custodial staff.

A major project included the preparation of the former Math Tutorial Lab for use by Institutional Advancement as the Calling Center for alumni outreach. Staff members conducted an assessment of the lab and completed major cleaning of the facility including the air-conditioning filters, windows, doors, shelving, ceiling and floors. The facility was also painted to provide a conducive work environment.

Several landscaping projects were also completed during this period. Various large trees near the Evans Center and Residence Halls, as well as along the Golden Grove property line were pruned. In addition, various parking spaces were re-lined in preparation for the beginning of the semester. All work was completed August 2016.

- All air-conditioning units impacted by on-going operational challenges at the RTPark and on the Albert A. Sheen Campus were repaired and/or parts were replaced. Additionally, urgent repairs of the transmission of the cooling tower and two vertical pumps at the RTPark building were completed. The technicians along with Physical Plant staff removed the transmission. The repairs to the shaft and bearings were completed in Puerto Rico. This repair was handled as a priority in order to avoid complete failure, which may have required a 3-4 month delay in manufacturing a new customized transmission. Both units were disassembled on site and repairs included changing the bearings and seals.

Physical Plant repaired two leaks in return condensed water lines servicing a/c units in the mechanical room on the first floor of the RTPark building. Both incidents occurred following power outages in July and August. The valves broke and water flooded the immediate area. Physical Plant staff repaired the return water lines and valves. Further evaluation of the system indicated that the power surges impacting the cooling tower settings can be circumvented once the back-up UPS in the electrical room is repaired. Power

surges following inclement weather resulted in damage to several air-conditioning unit compressors on the Albert A. Sheen Campus.

A vendor was contracted to complete the urgent repairs. The air-conditioning units repaired included the 10-ton compressor for the North West Wing Annex; 7.5 ton for the Great Hall; and a 7.5-ton for Building E (Agricultural Experiment Station). In addition, a 3-ton condensing unit and a 5-ton condensing unit for REC Lab 115 and the second floor of the Great House, respectively, were replaced during this period.

- The Occupational Safety and Health Administration (OSHA) Safety and Health Compliance Officer conducted an unannounced programmed inspection of the Physical Plant Department facilities on St. Croix July 8-11, 2016. The inspector noted that the programmed inspection was not based on any complaint received but rather a routine visit based on OSHA priorities.

The exit interview summary on July 11, 2016 outlined several citations to be addressed, of which most were handled immediately, including removal of old tires, the loading dock railing was repaired, and the Safety Data Sheets (SDS) for a can of Raid stored in the area was obtained. Ongoing maintenance and housekeeping of the area will continue to be monitored and scheduled as well as the annual respirator fit testing requirement for employees. In addition, old equipment and inoperable vehicles will be auctioned in efforts to remove all equipment and vehicles no longer in use from the campus.

Four cisterns and the water distribution system were inspected by Physical Plant staff during August 2016, in preparation for the beginning of the Fall 2016 semester and a scheduled inspection from the V.I. Department of Planning and Natural Resources is expected. Additionally, upgrades in securing the cistern covers, pump rooms and the routine replacement of filters in the UV filtration units were completed.

- An audit of the Biology labs in the RTPark building was conducted in order to identify any environmental health and safety (EHS) violations or areas of concern. During Laboratory Users Group meetings, it was widely agreed that aging infrastructure in the building posed conditions that fostered potential non-compliance. Other concerns, such as the overall need for a more structured system to identify responsibility for performing routine duties was needed to help assure EHS compliance and basic lab function such as proper chemical and equipment storage and asset inventory. Major infrastructural issues that merit further investigation were HVAC concerns, electrical systems and natural gas plumbing.
- Reuse of components and component parts whenever possible saves UVI the cost of buying new. Also, the time and administrative burden of ordering new equipment is eliminated. One example was the reuse of fifteen keyboards and mouse sets used by the Eastern Caribbean Center. This equipment was provided immediately. Numerous monitor screens and CPU's have been reused resulting in substantial savings compared with buying new equipment.

This was coordinated with Information Technology Services on several occasions to supply parts needed to repair printers and CPUs.

- In coordination with MacLean Marine Science Center (MMSC) staff, the chemical stock in the wet lab was evaluated in order to identify and purge any unused, outdated or unnecessary chemicals from the lab that had accumulated or been identified since the last audit and evaluation that was completed. Chemicals on hand were inventoried. Any additional out-of-date chemicals and chemicals that were no longer being used were collected and removed from the lab. Updated Safety Data Sheets (SDS) for all chemicals in the MMSC labs were printed and copies are retained in binders for each lab area.
- A number of safety related capital improvement were completed by the UVI Physical Plant during this quarter at the Reichhold Center for the Arts. Repairs were made to the sidewalk and road in the main parking lot that were undermined by the root systems of large trees in the area. Handrails were added from the Center's entrance leading to the bridge for navigating stairs. These facility improvements allows the university to maintain a safe environment at the Center for visitors and customers.
- For mobile fundraising and communication with our constituents, the Development Office purchase the MobileCause communication software that will provide cloud-based online fundraising of giving. UVI is the first organization outside the 50 U.S. states to acquire the software. Features of the software include:
  - Online Fundraising Platform
  - Event Fundraising
  - Crowdfunding for Peer-to-Peer Fundraising
  - Mobile Communication

The mobile cause software will begin processing gifts for the University during the month of October.

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

- On August 17, 2016, Sexual Misconduct Awareness Trainings were held for new faculty members and make-up sessions were conducted for absentees. The sessions were held on the Albert A. Sheen and St. Thomas campuses. Approximately 25 employees attended the training. Additionally, UVI Manager Development and Policy training was held the week of July 12-15, 2016. The sessions covered specifically People Admin Training, UVI's policies

and procedures and aided in equipping employees to be knowledgeable in the daily operations of their responsibilities.

- In an effort to assist the Virgin Islands community to embrace a healthier lifestyle, the Government of the Virgin Islands Health and Wellness group, including V.I. Port Authority, Water and Power Authority (WAPA), the University of the Virgin islands, collaborated with Cigna Healthcare and the Government Employees Service Commission (GESC) Board and have initiated a number of health and wellness programs to benefit Government employees throughout the Territory. Some of the classes have been offered at no cost to Cigna plan members. However, some of the wellness programs are opened to the general public at a minimal fee of \$50.00 for 19 weeks of classes or \$5.00 per class. Classes offered include circuit training, Zumba, step aerobics, kickboxing/cardio, Pilates, African dance and Water Wuk-Out. Classes will continue until the end of September 2016. This collaborative initiative is available on both St. Thomas and St. Croix.

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

- An energy conservation plan has been drafted with the intent of educating the student body, faculty and staff of the University on various ways they can take part in helping reduce the University's overall consumption and energy costs. After receiving approval and acceptance of the plan, the Energy Manager will schedule periodic education seminars and outreach presentations.

An analysis of the University's energy usage indicate an overall dollar savings of 13.4% at over the past 16 months. This amounts to approximately \$629,950. Some of these savings are a direct result of the gradual utility rate decreases during that time.

- The 2015 financial statements and the A-133 single audit were completed June 30, 2016. There was one finding on the financial audit and zero findings on the single audit. Governmental Accounting Standards Board (GASB) 68 was completed and there was an additional debt recorded in the financial statements for the net pension liability of \$63,173,875.
- The process and procedures to apply for a tuition exchange scholarship is completed. The program roll-out date was scheduled for September 19, 2016. Announcements regarding the program will be placed on the UVI Human Resources site and dependent children of full-time employees under the age of 25 and unmarried, with good academic standing at UVI, may apply. Receipt of acceptance as a matriculated full-time student at a host institution is required. The ability to apply on-line will open on March 2017 and end on April 15, 2017 for the Fall 2017 semester.

- Alumni Affairs Office opened UVI Alumni Call Center in May 2016. Over 32 students and alumni were employed over a four month period to secure support as part of the Annual Fund Campaign. The call campaign generated \$47,850.60 in pledge commitments from 817 alumni. During this period, gifts from alumni increased by 9%.
- The Government Employees Service Commission (GESC) Health Insurance Board of Trustees have been having ongoing discussions with Cigna Healthcare representatives regarding the medical and dental insurance contract renewal for 2017-2018. After a series of extensive discussions, it was determined that the cost of the premiums for employee medical and dental insurance for fiscal years 2017-2018 would remain unchanged.
- The Development Office worked with Financial Aid and the UVI Scholarship Committee to administer 30 scholarship awards and secured 20 additional scholarship students that were not awarded through the Scholarship Committee. Scholarships were awarded to 83 students totaling \$304,000.
- The Alumni Affairs Office secured \$34,801.64 from alumni during the final quarter of the year. During the August 1-September 22 period, UVI secured \$15,112 in cash gifts from alumni allowing the institution to exceed the matching gift challenge of \$10,000 that was offered to the University by an anonymous donor.
- The Development Office secured \$771,665.10 in charitable gifts during the final quarter increasing the overall Annual Fund total to \$1,168,094 for the fiscal year as of September 23, 2016.
- Development and Public Relations created a comprehensive promotional campaign for the *Buy A Brick* program which generated 17 orders securing over \$6,790 in funding during the second quarter of the inaugural year. The campus brick locations include the Reichhold Center, pathway between the Nursing building and West Hall on the St. Thomas Campus, and the walkway near the Delta M. Jackson Dorsch Complex on the Albert A. Sheen Campus.