

UVI Senate Meeting Minutes
BUS 110 (STT) and EVC 807 (STX)
Friday, April 11, 2014

MEMBERS PRESENT

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|------------------------|-------------------------|
| Shirley Lake-King | Haldane Davies |
| Nancy Morgan | Camille McKayle |
| Maria Fleming | Dayle Barry |
| Frank Mills | Patricia Harkins-Pierre |
| Raquel Santiago-Silver | Cherie Wheatley |
| E. Aracelis Francis | Kevin Dixon |

MEMBERS ABSENT/EXCUSED

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|-----------------|------------------|
| David Hall | Tina Koopmans |
| Nicole Gibbs | Dionne Jackson |
| Leslyn Tonge | Bernard Castillo |
| Kimberlee Smith | Joshua Edwards |

OTHERS PRESENT

Dannica Thomas

CALL TO ORDER

Chair Morgan called the meeting of the Senate to order at 1:08 pm Friday, April 11, 2014.

ROLL CALL

A quorum was established.

APPROVAL OF MINUTES FOR NOVEMBER 15, 2013 AND JANUARY 17, 2014

Chair Morgan entertained a motion to approve the minutes as revised by Senator Barry for February 14, 2014. The motion was moved by Senator Barry and seconded by Senator Santiago Silver. The motion carried unanimously and was approved.

Chair Morgan entertained a motion to approve the minutes for March 14, 2014. The motion was moved by Senator Harkins-Pierre and was seconded by Senator Francis. The motion carried unanimously and was approved.

REPORTS

WoW Campaign – Senator Wheatley

The WoW campaign includes a culture change of how the University does business. UVI departments, components, employees goal will be to become winners. Senator Wheatley visits departments to make employees aware of the WoW initiative and how they deliver service to customers. WoW includes the experience someone has with UVI employees – the emotional encounter. There will be a second keynote address on April 21, 2014, held by the Ritz Carlton Leadership Institute. The presentation will called Radar on/Antennas – How to Achieve Non- Expressed Requests. The WoW team is in the process of developing the general service principles, which will be the core of the way UVI does business, in regards to customer service. A timeline was presented, in which departments will be responsible to accomplish their objectives by the requested deadline. The culture change is not an overnight process; hence, employees will be provided required training and support by the WoW team and their managers.

In addition, call queue has been established on both campuses to track calls and have all calls answered by someone else in Access and Enrollment Services.

Website – Senator Barry

Senator Barry will upload approved minutes for AY 2014 to the Senate webpage after the meeting. The link will be shared with Senators at the next meeting. Please note that the history of the Senate is on the Board of Trustees webpage, which can be linked to the Senate page. Senator McKayle inquired about linking the senate page to faculty resources. Senator Barry will follow up directly with the webmaster to discuss further.

Medical School Project – Senator Mckayle

Governor DeJongh funded the feasibility study because he saw the impact of a medical school in another Caribbean island. One of the advantages will be that the United States Virgin Islands (USVI) will be the only English speaking accredited medical school in the Caribbean that is part of the Liaison Committee on Medical Education (LCME). LCME however, will not accredit schools outside of the United States. The University has prospected to partner with Boston University, and then in 6 to 10 years, move forward with creating UVI medical school. The University has identified a donor that will contribute to beginning of a stand-alone medical school in the USVI. Other aspects are a simulation center that will provide training support and real life experience assessments. Another innovation in the model is training in conjunction with the nursing program. The Nursing program has simulation mannequins; however, they do not meet the standards for the medical school.

A new building/facility will be erected on one of the islands, which will have an economic stimulus in the USVI. The base campus has not yet determined. Funds are needed for the construction of the medical school and simulation center. The first two years of medical school will be in the classroom. The average cost to attend medical school is \$60 thousand per year. UVI intends to offer a discounted rate to local students in the amount of \$30 thousand per year. Having a medical school raises the level of health care in the territory, in which local hospitals will become teaching hospitals. Chair Morgan indicated that Philadelphia has a few (University of PA, Temple University, etc.) medical schools as part of the University of Philadelphia, which has become renowned for its latest innovation practices in the medical field.

Senator Hall has already spoken with faculty about the medical school initiative. Senator McKayle met with the nursing program to solicit a donor to increase UVI's debt service. Senators were asked to keep discussions about the medical school confidential since the details were not finalized by the Governor, legislature and donor. Governor DeJongh and Legislature approval are required before the University can proceed. More information will be forthcoming in the near future.

Career Advancement Policy – Senator McKayle

The Career Advancement Policy draft was circulated to all faculty and staff for feedback, in which some were collected. The policy is a framework for advancement within the university. The policy encourages employees to have frank discussions with their managers about their goals and plans within the university. Employees will be supported by their managers throughout the process.

Change in St. Croix commencement Start Time – Senator McKayle

The Keynote address will be delivered by Dr. Henry Louis Gates, Jr. Dr. Gates will speak on both campuses. A fundraising event with Dr. Gates was scheduled on the day of the commencement ceremony, in which he was scheduled to depart St. Croix on the Monday thereafter. However, Dr. Gates is being recognized to receive a prestigious award on the Monday; hence, he must leave St. Croix on Sunday evening.

The time change worked in the favor of the St. Croix seniors, who previously asked to move the commencement ceremony earlier to allow time to celebrate after with friends and family. The commencement ceremony will begin at 2:30pm on Sunday.

UVI is the only institution where requirements must be met in order to students to participate in the commencement ceremony versus UVI's peer institutions. Some institutions schedule their commencement ceremonies prior to when grades are due. The Faculty Executive Committee (FEC) proposed to adopt a policy, which will allow students that have every expectation to pass their classes they are enrolled in to participate in the commencement ceremony. Students will receive their diplomas until all requirements of their degree(s) are fulfilled. The policy was shared with President Hall and may be ready to be rolled out.

UVINext – Senator Davies

UVINext Administrative and Academic transformation project was conducted by G-See consultant. Senators, staff, faculty and students are encouraged to submit feedback about the report that was submitted via email. The challenges along the way did not hinder the project. Senator Davies thanked Senators Lake-King and Santiago-Silver for their leadership on the Administrative Taskforce. Senator Davies also thanked Senator McKayle and Professor Ketchum for their leadership on the Academic Taskforce.

Senator Santiago-Silver shared the sentiments of staff, who felt that the report focused more on academic services and not administrative. Senator McKayle provided clarified that the report indicated different academic programs; however, the report was more administrative-focused. Senator Davies asked that Senators be very engaged with discussions about the document. Feedback must be received by May 8, 2014, which will give the constituency groups 45 days to review the document as required by the bylaws. There will be some changes across the university coming in the near future. The project goal is to improve the economic status and salary competitiveness of the University. The report will then be shared with the Board of Trustees at the June meeting.

The Economic Study draft will be shared with Senators at the appropriate time. Also, the Economic Impact Analysis will be shared at a later time for information purposes only.

NEXT MEETING

There is a meeting scheduled for May 16, 2014, the Friday before both commencement ceremonies. In preparation for the June Board meeting, all outstanding agenda items will be included on the agenda. Senators in attendance were encouraged to attend and send agenda items, if any to Chair Morgan via email.

ADJOURNMENT

Chair Morgan entertained a motion to adjourn the meeting at 2:42pm. The motion was moved by Senator Fleming and seconded by Senator Harkins-Pierre. The motion carried unanimously and was approved.