AREAS OF FOCUS

These priorities and projects, selected via vote by the Visualization and Planning Committee, will be implemented, and subsequently reviewed and refreshed every six months, staying true to the Agile process.

GIVING & GETTING

Empowering Growth through Innovative Funding Streams. Targeted fundraising initiatives to focus on major gifts donors and prospects in service to our students and faculty. Ensure UVI's financial stability and long-term viability through diversified funding sources and new fundraising strategies.

- Develop diverse revenue streams to reduce reliance on any single funding source
- Search for available grants and funding sources
- Develop a bonus fund as an incentive to improve morale
- Identify strategies to attract increased donor funding to support UVI's long-term goals
- Utilize grant writers as an unexplored funding team
- Continue to look for grants and funding to expand workforce development in renewal energy, climate change, and energy
- Create a call for proposals for faculty to apply for summer research funding
- Start an incubator fund to support faculty in the summer of 2025
- In six months, create a structure and criteria to award start-up funds
- Identify funds to support faculty to work on research projects with students
- Identify multipurpose center funding source
- Initiate discussion with local banks on venture funds
- Identify a stable funding source for student transportation around and between the islands, supporting field trips and hands-on learning experiences
- Allow input when budgeting for department allocations
- Secure funding for Office of Sponsored Programs to increase staff
- Create a payment receipt tracking system so departments know when payments are received and can be allocated to the proper fund numbers
- Open institutional lines of funding to support international undergrad student research
- Identify at least 1-2 persons per component to learn and assist with securing grant funding

RESOURCES, RELATIONSHIPS, RECRUITMENT, RESEARCH, RECOGNITION, RESULTS

Empower excellence through human capital development

- Offer sensitivity training to professors new to HBCUs, island life, and culture
- Meet with UVI employees who are alums to get ideas for engagement
- Increase presidential campus communications through activities such as office pop-up visits
- Supplement accounting staff, possibly utilizing accounting students
- Improve operational efficiency through timely completion and submission of annual financial audits
- Form a faculty and staff committee to inform President and Vice Presidents, sharing input with relevant unit heads
- Host UVI community workshops to address common interests
- Appoint volunteer faculty associates to administrative positions
- Create an incentive program to show employees their importance
- Hire teaching assistants using different funding sources
- Increase productivity by use of action-based meetings

ACADEMIC ACHIEVEMENT & EXCELLENCE

Expand academic program offerings with increased options, including additional PhD degrees

- Add Creative Problem-Solving training to Freshman Development Seminar courses
- Expand dual degree offerings
- Survey students to determine academic and campus-life needs
- Enhance academic programs by integrating AI technology to foster innovation and modernize the curriculum
- Provide internships in skilled professions
- Implement courses that can teach life lessons (e.g., real estate)
- Promote a student exchange program
- Utilize 13D's annual lecture event, allowing students to learn from and engage with experts and professionals on innovation and entrepreneurship
- Through the curriculum, allow opportunities for students to participate in sponsored research projects
- Add small-engine repair program
- Assess videoconferencing classes, seeking feedback from students and observing classes to determine the effectiveness of the medium
- Implement a rapid prototyping challenge

- Promote a student hackathon
- Host cyber-hygiene workshops
- Implement curriculum review
- Provide small-scale AI pilot projects
- Host technology development or idea competitions for students focused on STEM careers/majors
- Partner with on-island resources to refurbish University boats
- Investigate development of boating program
- Host phishing simulation campaigns
- Enhance general education curriculum
- Increase opportunities for open-source textbook and other resources for students
- Continue to cultivate the seamlessness between the transitions in advising in CSS and advising in the academic units
- Leverage the UVI CELL constituency for increasing enrollment in degree-seeking programs

*N*UMBER# 1 AND INNOVATION

Implement energy and infrastructure improvements

- Explore funding options for AC/elevator maintenance/repairs
- Inspect all facilities for health and safety conditions to determine their condition
- Conduct an energy efficiency assessment
- Investigate sources and prices for solar implementation at the University
- Implement campus water quality testing on a set schedule
- Provide DIY water filters, allowing students to build simple water filtration systems

DESTINATION EDUCATION UNIVERSITY

Enrich student experience and community engagement

- Include marketing students in a rebrand of the Reichhold Center for the Arts through competitions
- Provide students internship opportunities with government and other local agencies, with agencies agreeing to hire students at end of engagement
- Investigate diversifying dining options
- Teach students' basic life skills
- Host students/faculty/staff gaming competitions
- Improve campus bookstore offerings (e.g., books, swag, mobile kiosks)
- Increase UVI's presence on local, regional, and national multimedia
- Prepare students for leadership roles through mentorship, internships, and service-learning opportunities
- Post fun signs on campus
- Host jazz on the beach
- Host musical afternoons
- Erect inspiration boards
- Increase campus engagement with activities such as scavenger hunts
- Play advertisements on the kiosk
- Identify/design mental health officers and programs for different groups - undergrad, grad students, faculty/staff, etc.
- Improve retention by streamlining communications about new student orientation
- Partner with the Department of Health and establish a wellness center committee
- Hire a standalone Student Government Association (SGA) advisor
- Incorporate emotional education into regular classes
- Utilize the social media streamers in the student body to promote UVI
- Utilize athletics to engage the campuses
- Use UVI's Greek life to keep alumni connected!
- Host networking events
- Host a game night for students
- Conduct a vulnerability assessment
- Seek student suggestions for games and clubs
- Place ads on local high-trafficked media outlets

Enhance Enrollment Through Outreach and Student-Centric Strategies

Provide an improved framework for admissions, placement testing, and course selection

- Develop tighter connections with local high schools
- Advocate for more dual enrollment students
- Host a meet and greet with high school counselors to focus on increasing local enrollment
- Hire international recruiters
- Host information sessions on the Rhodes, Marshall, and Truman Scholarships to increase interest
- Allow the public to audit classes for free, to encourage enrollment
- Provide mock initiatives or surveys for high school students to gauge their interest in enrollment
- Host a series of working sessions on VI relationships with intergovernmental entities
- Host monthly decolonize VI sessions for VI Government of the Virgin Islands (GVI) and wider Caribbean audiences
- Survey businesses to determine their needs and interests
- Survey the UVI community on new technologies
- Create a working group to develop community contacts and media strategy
- Offer support to skilled laborers (carpenters, laborers, painters, plumbers, electricians)

Promote Cultural Enrichment and Community Engagement

- Seek community input, including politicians and primary school students
- Form a coalition of teachers, admins, supervisors for development of a high school teacher education partnership between the HS and UVI
- Find innovative ways to get school students involved, including guest speakers and locations
- Encourage the private sector to advertise their jobs with UVI
- Provide anonymous focus groups for employees and students

Distinction

Establish UVI as a center for distinction in technology, AI, and Energy

- UVI will be the repository for several government data sources, accessible to all
- Work with Public Relations to help create new apps, to help tell our story, using students to help with social media
- Partner with HBCU Greek and sports personnel to develop a revitalization plan at UVI
- Partner with other institutions to conduct research on areas like climate change, marine conservation, and tropical diseases
- Apply AI and machine learning to predict student retention, graduation rates, and career success, improving targeted interventions
- Analyze disparities in healthcare access and outcomes within the Caribbean and minority populations, identifying actionable solutions
- Develop adaptive learning platforms to personalize student experiences and enhance academic performance
- Investigate how UVI's campuses can be reviewed and made an example of the Americans with Disability Act (ADA) retrofitting
- Inculcate the use of data analytics throughout UVI
- Promote data literacy amongst all students
- Establish open access databases for researchers, with data from the USVI
- Create a data science major
- Ensure robust access to improved library collections and databases
- Increase data-driven health disparities research and innovation

Implementation and Resources

With a reduction in local government allotments, the University prioritizes the addition of external funds and funding sources. Activities included on this plan utilize existing resources. As stated by our Agile Planning facilitator Jack Ricchuito, 'you can't cook with ingredients not in your cupboard'.