

MEETING OF THE BOARD OF TRUSTEES

October 27, 2018

**UNIVERSITY OF THE VIRGIN ISLANDS
ADMINISTRATION AND CONFERENCE CENTER, FIRST FLOOR
ST. THOMAS CAMPUS
9:30 A.M.**

**REGULAR SESSION
MINUTES**

MEMBERS PRESENT

Attorney Henry C. Smock, Chair
Mr. Alexander Moorhead, Vice Chair
Dr. David Hall, President and Secretary
Dr. Dara Hamilton, Faculty Trustee
Dr. John A. Quelch
Ms. Jacqueline A. Sprauve, Alumni Trustee
Dr. Yvonne E. L. Thraen
Dr. Sharon McCollum, Commissioner of Education

Telephone

Rev. Dr. Wesley S. Williams, Jr. (portion of the meeting)

MEMBERS ABSENT

Ms. Oran C. Roebuck (excused)
Ms. Leann Knight, Student Trustee (excused)
Mr. Terrence T. Joseph, Chair, Board of Education

OTHERS PRESENT

Dr. Camille McKayle, Provost and Vice President for Academic Affairs
Mr. Mitchell Neaves, Vice President for Institutional Advancement
Ms. Sharlene Harris, Interim Vice President for Information Services and Institutional Assessment
Ms. Earlyn Casimir, Special Assistant to the Vice President for Administration & Finance
Attorney Samuel Hall, Jr., UVI Legal Counsel

CALL TO ORDER

The presence of a quorum having been determined, Chairman Henry C. Smock called the Regular Session of the meeting to order at 9:41 a.m. Chairman Smock noted the excused absences of Trustee Oran Roebuck and Trustee Leann Knight, new Student Trustee. Chairman Smock also noted that Ms. Gail Steele, Board Liaison, is on medical leave and expressed his best wishes for her speedy recovery.

Chairman Smock welcomed new Faculty Trustee, Dr. Dara Hamilton, Assistant Professor on the Albert A. Sheen Campus. She is currently serving on the Academic, Research and Student Affairs Committee and the Planning Committee of the Board. He also congratulated President Hall on his induction into the Kansas State University Athletics Hall of Fame on September 28, 2018.

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Approved by Board of Trustees March 2, 2019**

APPROVAL OF MINUTES

Chairman Smock noted that the minutes of the June 2, 2018 Board meeting are not yet completed and ready for review and approval by the Board.

CONSENT AGENDA

A motion was made by Vice Chairman Alexander Moorhead, which was seconded by Trustee Sharon McCollum, to approve the Consent Agenda as presented. The vote on the motion was unanimous by the members present. Thus, the Consent Agenda was approved.

PRESIDENT'S REPORT

President Hall welcomed Peter Chapman, the new Executive Director of the UVI Research & Technology Park, who assumed his new role on September 1, 2018. An accomplished economic and community re-development strategist and practitioner, Mr. Chapman holds over 20 years of executive leadership experience with private and quasi-public economic and community development organizations on the U.S. mainland, most recently as Executive Vice President with the non-profit Detroit Economic Growth Corporation, where he served as chief business development officer for the City of Detroit.

President Hall also recognized Aubrey Washington, Interim Dean for the School of Business, who is serving in that role while a search is being conducted for a new dean. President Hall also thanked Trustee Wesley Williams for having represented him (i.e., President Hall) and the University at the installation ceremony of the new president of Harvard University, Dr. Lawrence S. Bacow.

President Hall highlighted several University activities and achievements covered in his written report and provided updates to the report based on things that occurred since the written report was issued. His oral report included the following:

STUDENT ACHIEVEMENTS

- Six (6) UVI students who participated in the National Science Foundation-Historically Black Colleges and Universities (NSF-HBCU) Summer Undergraduate Experience program had the unique opportunity to be part of an ocean glider pilot-project. The project deployed underwater drones, housing data-collecting devices, occurred in July 2018. The summer long project included ocean gliders plying the local waters as a means of advancing the understanding of ocean characteristics and contributing to improving hurricane forecasting models. Students involved were:
 - **Belize Saunders** - Applied Mathematics major
 - **Samuel Gittens, Jr.** - Biology major
 - **Jair Smith** - Computer Science major
 - **Kenique Liburd** - Computer Science major
 - **Kaleb Liburd** - Computer Science major

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- **Elisha Brunant** - Computer Science major
- The officers for the Golden Key International Honor Society on the Albert A. Sheen Campus attended the Regional Summit held in New Orleans from June 28 through July 1, 2018. Student leaders in attendance were 2018-2019 Golden Key President **Julienne Ekpe**, Past President **Shakya King** and Dean of Students/Honorary Golden Key member *Hedda Finch-Simpson*. The St. Croix Golden Key Chapter was awarded the prestigious Key Chapter Award. This award is primarily given to gold Chapters that have performed above and beyond to deliver outstanding academics, leadership, and service consistent with the three Pillars of Golden Key.
- The students below were accepted to off-island summer programs (conducting research or otherwise) and includes twenty (20) Science, Technology, Engineering and Mathematics (STEM) students supported by the new UVI Physics program:
 - **Azhar Hussein**: Massachusetts Institute of Technology (MIT)- Mid-Scale Innovations Program (MSIP) Bio-physics Summer Research Experiences for Undergraduates (REUs) Program
 - **Gerlinder Difo-Cheri**: TAURUS Astronomy Internship at UT Austin/McDonald Observatory
 - **Christopher Murphy**: University of California Berkeley SETI Institute Breakthrough Listening REU
 - **Alexander Forten Berry**: National Radio Astronomy National and International Nontraditional Exchange (NINE) summer research program at Charlottesville, VA
 - **Derrick Thomas Jr., Jahreem Thompson, Fatimah Hussein, and Kaylan Husband**: National Aeronautics and Space Administration (NASA) - One Stop Shopping Initiative (OSSI) summer research internship at Goddard Space Flight Center
 - **Silene Prentice**: Smithsonian Institute summer research internship at the Smithsonian Institute, Washington, DC
 - **Jonisha AuBain, and Harmonie Hanley**: Astrophysics summer research internship at the University of Western Australia.
 - **Ruel Mitchel, and Ulric Baptiste**: University of Huntsville summer research internship in solar physics
 - **Rodney Querrard, Juan-Carlos Martinez, Treston Benjamin, Megan Grant, and Izhaneeh**
 - **Deterville, Josiah Jno-Lewis, and Kaheem Walters**: UVI Emerging Caribbean Scientists (ECS) summer research in physics.

- Master in Marine and Environmental Science (MMES) students **Karli Hollister** and **Joe Townsend** were awarded the Carl Storm Underrepresented Minority (CSURM) Fellowship to support participation in the Mesophotic Coral Reef Ecosystems - Gordon Research Conference. June, 2018. Bates College, Lewiston, ME
- MMES students **Kathryn Cobleigh, Owen Clower, Kyle Jerris, Joe Townsend**, and **Karli Hollister** participated in the Bridge to the PhD program at Penn State University
- MMES students **Zola Roper** participated in the 2018 Nancy Foster Research Cruise
- **Julia Julien** (BS in psychology, 2018) completed the semester at Rutgers University-Newark under the tutelage of Dr. Gluck, Professor of Neuroscience.
- The 21st Century Band Jazz Institute was held in Snow Pond in Sydney, Maine (2018). UVI participants were **Sherwin Williams** (junior, Music Education major), **Howard Peters** (BA in Music Education, 2017), and **Shamoi Rodgers** (BA in Music Education, 2016).
- **Elaine Jno-Baptiste**, Senior, Communication major, created and launched her online radio podcast show, Bush Tea and Palm Trees, on www.340powerradio.com.
- **Matthew Perry** (freshman, Communication major, on the Albert A. Sheen Campus) created and hosted a weekly radio broadcast, "The Chill Spot," WUVI, 93.5.
- **Khalarni Rivers** (Senior, Psychology major) worked as a paid research assistant on a project being conducted in the Territory by researchers from the University of Massachusetts during summer 2018.
- **Daryl Richards** attended a 2-week internship hosted by the University of Guam focused on agriculture and culture of Guam. Support was provided through a grant from the U.S. Department of Agriculture (USDA) National Institute of Food and Agriculture (NIFA) to the Agricultural Experiment Station (AES) from the Resident Instruction Grants Program for Institutes of Higher Education in Insular Areas.
- Two Information Systems and Technology (IST) students, **Sheldon DeGazon** and **Samuel Joseph**, earned the Computing Technology Industry Association (CompTIA IT) Fundamentals Certification in the Spring 2018 semester as a part of their IST 410 coursework.
- Eight students participated in the Washington Center Summer Internship Program during Summer 2018. The students spent the summer in Washington, DC, and had the opportunity to intern at various sites, including the Berry Newton, CPA, LLC; Inter-American Defense Board, Mentors, Inc.; CitizenScience.gov (US General Services Administration); National Cancer

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Registrars Association; Haynes Novick Immigration Consultants; and the US World War I Centennial Commission.

- The Fall 2018 New Student Orientation culminated with Convocation ceremonies on both campuses. Students in attendance were officially welcomed to the University by President Hall, Provost McKayle, Deans and faculty members of the respective Schools and Colleges. A total of 159 students attended and participated in the Convocation ceremony on the St. Thomas Campus; approximately 60 students participated in the Convocation ceremony on the Albert A. Sheen Campus.

Highlights from the written report also included;

- Alumni Updates
- Faculty Achievements
- Publications and Papers
- Grants and Special Projects Funded

Significant Institutional Achievements

- UVI to lead national STEM leadership research through National Science Foundation \$9 million grant;
- UVI to receive \$11 million grant from the US Department of Education for hurricane recovery efforts;
- Free Tuition Policy legislation drafted;
- Marion & John E. Anderson Foundation establishes \$2 million endowment in support of student scholarships;
- HBCU Money ranks UVI's endowment at No. 7 among HBUCs;
- UVI ranks in top ten of all HBCUs for research and development expenditures;
- UVI ranks third among HBCUs and fifth nationally in affordability;
- UVI at USM (University of Saint Martin) first commencement;
- University hosted Congressional delegation led by Democratic Minority House Leader Nancy Pelosi;
- Wellness Initiatives on Campus; and
- Restoration of UVI's operating budget for FY 2019

President Hall provided a comprehensive close-out review of the Pathways to Greatness strategic plan. He noted that the strategic plan concluded on September 30, 2018. The plan, which contained 50 Goals and 94 Measurable Objectives, served as a key guide and foundation to move the institution forward from 2012-2018. The University, through the dedicated and consistent work of its employees and students, was able to achieve 73% of the measurable objectives in the strategic plan. The percentage where the institution did not have available data to measure accurately, but, progress was made, is 7% and the percentage not achieved is 19%.

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President's Appreciation Award

As is customary, President Hall recognized UVI employees, or units, which performed exceptionally, by presenting them with the President's Appreciation Award. President Hall recognized the following areas for this period:

- As a result of the development of the Greatness Through Innovation strategic plan (2018-2023), the Strategic Planning Taskforce (PTF) under the leadership of Co-Chairs, Sharlene Harris and Dr. Stuart Ketcham were commended. The members of the PTF are highlighted below. President Hall also commended the University's Administrative leader of the strategic planning process, Ms. Sharlene Harris, Interim Vice President for Information Services and Institutional Assessment, for her innovative and creative leadership as she guided the University through this strategic plan development process.

Name	Constituent Representative
Dayle Barry	Staff
Tracy Bray	Staff
Raul Carrillo	Staff
Haldane Davies	Administration
Reba Dickson	Student
Sharlene Harris	Administration (Co-Chair)
Nigencia James	Student
Stuart Ketcham	Faculty (Co-Chair)
Shirley Lake-King	Administration
Jason Lewis	Faculty
Camille McKayle	Administration
Patricia Towal	Staff
Aubrey Washington	Faculty

- Under the leadership of Mitchell Neaves, Vice President for Institutional Advancement, the Development Office secured \$4.9 Million in private funding from 1,700+ donors during Fiscal Year (FY) 2018. The funding secured during FY 2018 exceeds all previous Annual Fund totals on record for the University. This compelling achievement also occurred at a time when the University and Territory are recovering from the impact of Hurricanes Irma and Maria.

RESEARCH AND TECHNOLOGY PARK Update Report

Executive Director Peter Chapman updated the Board on the RTPark's progress in regards to business development and compliance, revenue generation and contributions to UVI, the redevelopment of the 64 West Center, the vision for the future and potential new programmatic opportunities, and organizational redevelopment and staffing.

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Board Committee Items:

BUILDINGS AND GROUNDS COMMITTEE..... Mr. Alexander Moorhead

The Chair of the Buildings and Grounds Committee reported that the Committee voted to recommend to the Board of Trustees that the University be authorized to enter into a Memorandum of Understanding with the Virgin Islands Housing Finance Authority (VIHFA) for the purpose of constructing and managing a Multi-Purpose Center on the Albert A. Sheen Campus. The Center would serve as a shelter during times of emergencies on the island of St. Croix, but will generally serve as a sports and fitness/wellness complex, convention center, and include nonprofit meeting rooms that will be utilized by the University, the VIHFA and the St. Croix community.

A motion was made by Vice Chairman Moorhead, which was seconded by Trustee Dara Hamilton, to adopt the resolution approving the University be authorized to enter into a Memorandum of Understanding with the Virgin Islands Housing Finance Authority (VIHFA) for the purpose of constructing and managing a Multi-Purpose Center on the Albert A. Sheen Campus. The vote in favor of the motion was unanimous. The motion was therefore approved.

DEVELOPMENT COMMITTEE..... Rev. Dr. Wesley S. Williams, Jr.

The Chair of the Development Committee reported that the Committee received a detail report on the University's success in securing external funding from corporations, foundations and alumni constituents during fiscal year 2018. Total contributions to date for fiscal year 2018 (October 1, 2017 – September 30, 2018) is \$4,887,872.

The Chair also noted that the Committee voted to recommend to the Board of Trustees to set the fiscal year 2019 goal for cash donations at \$3 Million and alumni participation goal at 20 percent. The President and Vice President for Institutional Advancement will also undertake a reorganization strategy of the Alumni Affairs Office with the objective to increase alumni giving and engagement.

A motion was made by Vice Chairman Moorhead, which was seconded by Trustee Sharon McCollum, to adopt the resolution approving the fiscal year 2019 goal for cash donations at \$3 Million and alumni participation goal at 20 percent. The President and Vice President for Institutional Advancement will also undertake a reorganization strategy of the Alumni Affairs Office with the objective to increase alumni giving and engagement. The vote in favor of the motion was unanimous. The motion was therefore approved.

FINANCE AND BUDGET COMMITTEE..... Mr. Alexander A. Moorhead

The Chair of the Finance and Budget Committee reported that the University implemented a comprehensive Wellness Program as a result of a Presidential Goal for 2017-2018. The program encourages employees to engage in existing wellness activities and create new ones. Pursuant to this trend in organizational development, the Administration would like to implement a Pilot Wellness Leave Program. Pursuant to this program, staff will be provided two hours per week, which they can use for wellness activities, either organized by the University, or developed on their own. To take advantage of

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this benefit, employees must secure authorization from their immediate supervisor, and make sure their leave does not interfere or disrupt the operations of the University. Employees and supervisors will be required to document all leave related to this program. At the end of the 2019 fiscal year, the Administration will review the program, survey employees, especially supervisors, and make a recommendation to the Board of Trustees to either continue or suspend the policy. Some of the factors to be considered in the review are whether the program increases employee engagement in wellness activities and whether there is any negative impact on the operation of the University and the delivery of services.

The Chair of the Finance and Budget Committee reported that the Committee voted to recommend to the Board of Trustees the approval of the Wellness Leave Pilot Program for a period of one (1) year, and, after the one-year period, the Administration will recommend whether the program should continue or be discontinued.

A motion was made by Vice Chairman Moorhead, which was seconded by Trustee Jacqueline Sprauve, to adopt the resolution approving the Wellness Leave Pilot Program for a period of one (1) year, and after the one-year period, the Administration will recommend whether the program should continue or be discontinued. The vote in favor of the motion was unanimous. The motion was therefore approved.

PLANNING COMMITTEE..... Ms. Oran C. Roebuck

Key Performance Indicators/Pathways to Greatness

President Hall presented the Committee report on behalf of the Chair of the Planning Committee. The Committee received a report on the Key Performance Indicators as linked to the Institution's Strategic Plan, Pathways to Greatness. The report focused primarily on Enrollment, Academic Achievement of high achieving students, Financial Aid comparative data, Academic Quality in regards to faculty productivity and effectiveness and academic and online programs at the graduate and undergraduate levels, Students participating in Study Away Programs, and Development contributions from October 1, 2017 through September 11, 2018.

Draft of new 2018-2023 strategic plan "Greatness Through Innovation"

President Hall reported that the Committee also received a report on the new Strategic Plan "Greatness through Innovation." This plan has 35 goals with 106 measurable objectives. Committee-members made the following recommendations for inclusion: (1) increase cost for marketing of distinctive programs, (2) include partnerships with the private sector into measurable objective for "University for life"; and (3) focus more on alumni giving.

On behalf of the Chair of the Planning Committee, President Hall noted that the Committee voted to recommend to the Board of Trustees the approval of the "Greatness Through Innovation" strategic plan (with the amendments).

A motion was made by President Hall, which was seconded by Vice Chairman Moorhead, to approve the new University strategic plan, "Greatness Through Innovation" (with the amendments). The vote in favor of the motion was unanimous. The motion was therefore approved.

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Executive Session

At 12:26 p.m., a motion was made by Vice Chairman Moorhead, which was seconded by Trustee Jacqueline Sprauve, to go into Executive Session to address the following matters, which could be reasonably expected to result in the disclosure of information of personal nature wherein public disclosure would constitute a clearly unwarranted invasion of personal privacy, or premature disclosure that would seriously frustrate implementation of the proposed action(s), and for the Board to obtain legal advice on these matters:

1. Receive a report from the Academic, Research and Student Affairs Committee;
2. Receive a report from the Executive Committee;
3. Receive a report from the Finance and Budget Committee;
4. Update on Legal Matters; and
5. Report on personnel matters from the President.

The Board took a short recess prior to the start of the Executive Session. The Executive Session convened at 12:34p.m.

RETURN TO REGULAR SESSION

Upon return to the Regular Session of the Meeting at 1:06 p.m., the Chair reported the following: The Board

- Approved candidates for the Honorary Degree and a list of potential Commencement Speakers. The vote was unanimous by the members present;
- Ratified the Actions of the Executive Committee approving the President's self-assessment and approved the proposed Presidential Goals and Objectives for 2018-2019. The vote was unanimous by the members present;
- Approved next steps for the Administration to take regarding a financial matter request from the Finance Committee. The matter was approved, with one abstention from Trustee Dara Hamilton.
- Received a Report on Personnel matters.

The Chairman thanked Una Dyer and Jessica LaPlace for their support at the Board meeting.

ADJOURNMENT

There being no other business to be considered in the Regular Session, the Chairman adjourned the meeting at 1:11 p.m.