

**MEETING OF THE BOARD OF TRUSTEES**  
**October 23, 2021**

**UNIVERSITY OF THE VIRGIN ISLANDS**  
**BY ZOOM**  
**9:00A.M.**

**Regular Session**  
**Minutes**

**MEMBERS PRESENT**

Attorney Henry C. Smock, Chair  
Ms. Oran C. Roebuck, Vice Chair  
Dr. David Hall, President and Secretary  
Mr. Kyza A. Callwood, BOE  
Dr. Lois Hassell-Habtes  
Mrs. Erica Johnson Creamer  
Dr. Glenn Metts, Faculty Trustee  
Dr. John A. Quelch  
Mr. Reginald Vigilant  
Rev. Dr. Wesley S. Williams, Jr.

**MEMBERS ABSENT**

Mrs. Racquel Berry- Benjamin, DOE  
Mrs. Nisha Clavier, Alumni Trustee

**OTHERS PRESENT**

Dr. Camille McKayle, Provost and Vice President for Academic Affairs  
Mr. Mitchell Neaves, VP Institutional Advancement  
Ms. Sharleen Harris, VP  
Ms. Earlyn Casimir for VP Administration and Finance & CFO  
Attorney Marie ThomasGriffith, 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 9:35am.

The Chairman formerly welcomed newly appointed Faculty trustee Dr. Glenn Metts the Board. Dr. Metts is a Professor of Management and Entrepreneurship in the School of

Business. He is also an integral principal in 13D Entrepreneurship program and Competition.

### **Approval of Minutes June 19, 2021 Meeting**

A motion was made by Trustee Callwood which was seconded by Trustee Williams to approve the regular session minutes of June 19, 2021. The vote on motion was unanimous. The minutes were approved.

### **Approval of Consent Agenda**

A motion was made by Trustee Callwood which was seconded by Trustee Williams to approve the Consent Agenda as presented. The vote on the motion was unanimous. The consent agenda was approved.

## **PRESIDENT'S REPORT**

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 *Greatness Through Innovation*, 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.

## **STUDENT ACHIEVEMENTS**

**George Francis**, a UVI senior, communication major and contributing writer for UVIVoice2.0, participated in a special virtual White House briefing with Karine Jean-Pierre, Principal Deputy Press for the Biden-Harris Administration, on September 10 with student journalists from 21 Historically Black Colleges and Universities (HBCUs). Ms. Jean-Pierre is the first Black woman to serve in this capacity in the White House in the past 30 years. In the half-hour live streamed event, Francis had the opportunity to directly interview Ms. Jean-Pierre as a professional journalist would in a White House press conference.

The event was part of the first ever White House HBCU Week held in collaboration with the White House Initiative on HBCUs. When Francis was called on to interview Jean-Pierre he asked, "My class at UVI is reading a book entitled Diversity Matters in the 21st century which includes a chapter about you, the BLM Movement and Anglophone African-Caribbean Impact. We have discussed your blueprint for activism and sections

from your book “Moving Forward.” Might you expand on your thoughts that topics such as mental illness, depression and suicide must be acknowledged as serious social ills in communities of color and become part of a larger dialogue in mainstream society?”

The Creative Leadership for Innovation and Change (CLIC) doctoral program welcomed its sixth cohort this Fall. The cohort of 23 students are from a wide range of geographical locations including Nigeria, Ghana and Ethiopia. The CLIC PhD program continues to provide support to students across all cohorts. To date, 24 students have completed the program.

UVI students in the BUS 436 Strategy class led by *Dr. Glenn Metts* successfully placed in their first Global Top 100 finish in the Business Strategy Simulation Game. The Business Strategy Game is the most widely played computer simulation in the strategic management market and is used in business schools all across the world. Each company in the industry is managed by a team of student(s)/player(s) who must match their strategic wits against the other company teams. Rankings of the best-performing companies worldwide are based on Overall Score, Earnings Per Share, Return on Equity, and Stock Price.

Our students' placement in the Global Top 100 is a remarkable achievement, especially considering that 46,288 students from 47 nations participated on 450 different campuses during this time span. TEAM A consists of the following students:

- **Harmoni Baron**
- **Karen Manriquez**
- **Joraine Russell**

In collaboration with the Office of the Provost, the School of Nursing developed a nine-day study abroad experience in Costa Rica, which was specifically targeted at nursing majors. Five students travelled to Costa Rica in July along with two faculty members from the School of Nursing. The students engaged in nursing-related experiences at local hospitals and medical clinics.

The St. Thomas Chapter of the Golden Key International Honor Society received Gold Standing for meeting the Chapter Standards during the 2019-2020 Academic Year. Membership in Golden Key International Honor Society is based on academic achievement, but the organization's mission of each member realizing their full potential can be found in three pillars: Academics, Leadership, and Service. The chapter's Governing Board includes:

- President - **Emily Henriquez**
- Vice President - **Tiketay Ludvig**
- Secretary-**Lana Cuffy**
- Treasurer-**Quiannah Potter**
- Public Relations- **George Francis**
- General Member Representative - **Ashley Powell**

Submitted by Gail T. Steele

Approved by Board of Trustees: March 2022

**Madyson Miller** received a \$4,500 scholarship to attend the Heirs to Our Oceans (H2OO) Summit of Empowerment and Leadership (SEAL) in Hawaii, July 4-17. Miller was also hired as a Community Engagement Specialist to support VI-EPSCoR research initiatives on both UVI campuses.

**Nadege Barber**, Communication minor, received special recognition from the American Association of State Colleges and Universities (AAASCU) for her participation in the 2021 Washington Center Academic Internship summer internship program. Ms. Barber was also among 19 college finalists to participate in an innovative 2021 Summer Internship program sponsored by INROADS, Inc. She represented UVI and the communication unit, alongside students from other HBCUs. The cohort of students was selected to launch PROPEL, a virtual/physical campus in Atlanta that will serve as a global digital hub for leadership and career development for more than 100 HBCUs. Ms. Barber also completed the interview process and was selected to participate in Thurgood Marshall College Fund's 21st Annual Leadership Institute. "Level Up!" to be held October 18 - October 21, 2021.

Communication students, **Karon Reynolds, Saida Marreo, George Francis,** and **Kalyna Nelsen** submitted audition videos to UVI Public Relations Media team and were selected as talent to film local television and radio advertisements.

The University issued a press release about Francis' participation in the national press briefing which was published in the VI Daily News, The VI Consortium, the VI Source, and the St. John Tradewinds. The press briefing with Francis was also hosted on the University's Facebook page and garnered a reach of over 21,000 people and 1,350+ reactions, comments and shares.

The President also provided:  
Alumni Updates  
Faculty and Staff Achievement and Scholarship  
Grants and Special Projects  
Significant Institutional Achievements

## PRESIDENT'S AWARD

The implementation of the University's employee mandatory vaccination requirement was principally undertaken by our Human Resources Department whose members worked diligently to ensure the effective implementation of the COVID-19 vaccination requirement. The Human Resource Department's commitment to the implementation of the vaccination requirement, as well as its collaborative efforts with the senior

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Administration and UVI legal counsel, Attorney Marie Thomas-Griffith, to develop the necessary processes, disciplinary procedures, and supervisor training and support, is commendable. Over 400 full-time employees and several hundred part-time, temporary, and professional service agreement employees work at the University, all of whom the Human Resources Department had to consider in fairly implementing the Board's mandate.

It is for the aforementioned reasons that the Human Resources Department is presented with the President's Appreciation Award for this period. The members of the team are:

Ron Meek, Director of Human Resources and Organizational  
Development Jacquiel Fredericks  
Maria Edwards  
Neville Williams  
Shauna Matthews  
Shelly Anslyn-Jones  
V. Veda Richards

Chairman Smock thanked President Hall for his usual thorough report to the Board.

### **Chairman's Comments**

### **Board Committee Items**

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

### **Status Report on Fundraising**

**Total contributions to date for fiscal year 2020 (Oct 1, 2020 – September 30, 2021)**  
**\$3,341.979**

At the invitation of the chair of the Committee, VP Mitchell Neaves reported that the Committee discussed the strategy employed by the University to secure charitable contributions during fiscal year 2021 from private donors. The majority of private funding is being donated by corporations and foundation funders. However, UVI alumni contributed the overwhelming majority of gift received by the university. Seventy-eight percent of current donors identify as graduates of the University. President Hall is realizing success in his efforts to attract private funders to support the UVI School of Medicine and the Business and Innovation Center.

### ***Goal for Fiscal Year 2021***

Submitted by Gail T. Steele  
Approved by Board of Trustees: March 2022

The Committee made a recommendation for consideration by the full Board, to set the fiscal year goal for donations at \$4M and alumni participation goal at 20 percent.

A motion was made by Trustee Callwood which was seconded by Trustee Williams to approve a resolution approving the Fundraising and alumni giving rate for FY2022. The motion was approved unanimously. The resolution was approved.

## **GOVERNANCE COMMITTEE.....Attorney Henry C. Smock**

### **Approval of Trustee Emeritus Status**

The Governance Committee reviewed the trusteeship of a candidate for the status of trustee emeritus: **Dr. Yvonne E. L. Thraen**. After review, the committee unanimously approved the candidate and recommended to the full board that she be approved for trustee emeritus status. A motion was made by Trustee Callwood which was seconded by Trustee Williams to approve the resolution granting Trustee Thraen the status of Emeritus Trustee. The vote on the motion was unanimous. The resolution was approved.

### **Nomination for Trustee Elected by the Board**

Chairman Smock reported that the Governance Committee, in accordance with Article II, Section(c) of the UVI ByLaws, is submitting candidate to fill one of the position of Trustee Elected by the Board. The Governance Committee Reviewed the candidate and recommended the election of **John P. de Jongh** to serve for a for a five-year term beginning October 2021 – October 2026.

A motion was made by Trustee Callwood which was seconded by Trustee Williams to approve the selection of John P. de Jongh as a Board elected trustee for a five year term. The vote on the motion was unanimous.

## **PLANNING COMMITTEE.....Dr. Lois Hassell-Habtes**

### **Key Performance Indicators/Greatness Through Innovation**

The Planning Committee received a report on the KPIs as linked to UVI's Strategic Plan: Greatness Through Innovation. The report focused primarily on VI Incoming

Freshmen, Enrollment, Retention and Persistence Rates, Student Satisfaction Inventory, and Development Indicators.

### **Medical School Project Update.....President David Hall**

The President updated members on the Medical School Project. He presented the Vision, Mission and Strategic Plan and sought approval from the Board. The President also sought approval to remove the old documents used for previous application that was approved by the Board.

A motion was made by Trustee Callwood which was seconded by Trustee Williams to approve the Vision, Mission and Strategic Plan for the Medical School as well as approve the removal of old documents from the website that were used for the old application to LCME for the medical school. The vote on the motion was unanimous.

### **Executive Session**

A motion was made by Trustee Callwood which was seconded by Trustee Williams to move into Executive Session discuss 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, commercial information obtained where public disclosure may cause substantial injury to the competitive position of another to whom the information relates or premature disclosure that would seriously frustrate implementation of the proposed action(s), and for the Board to obtain legal advice on those matters:

1. Approve Executive Session Minutes
2. Receive a report from the Academic, Research, and Student Affairs Committee, Development Committee and the Executive Committee
3. Receive an Update Report re: Vaccine Mandate
4. Receive an Update on Medical School Project
5. Receive an Update on Personnel Matters
6. Receive an Update on Legal Matters

The Executive Session convened at 10:15am.

### **Return to Regular Session**

Submitted by Gail T. Steele

Approved by Board of Trustees: March 2022

Upon return to the Regular Session of the Meeting at 1:13pm, the Chair reported the Board approved the following:

- Approved Executive Session Minutes of the June 19 2021 Meeting
- Approved two persons to receive Honorary degrees at the May 2022 Commencement Ceremonies
- Approved 2022 Commencement Speaker List
- Approved two Gift Agreements
- Approved Proposal to name the Administration and Conference Center (ACC Building the Presidential Conference Center after all former Presidents of UVI
- Ratified the Action of the Executive Committee regarding a Hotel RFP
- Approved new Federal Holiday of June 19<sup>th</sup>. It will be added to the University's holiday calendar schedule
- Received an update on the Vaccine Mandate
- Approved the Administration to resubmit the application to the LCME
- Received an update from the President regarding personnel matters
- Received an update on legal matters from Legal Counsel

The Chairman thanked Board Members for their participation.

## **ADJOURNMENT**

There being no other business to be considered in the Regular Session, the Chairman adjourned the meeting at 1:15 p.m.