

UNIVERSITY OF THE VIRGIN ISLANDS
BOARD OF TRUSTEES
RESOLUTION ON THE PRESIDENTIAL GOALS FOR 2011-2012

Purpose: Approval of Presidential Goals for 2011-2012

WHEREAS, the Employment Agreement between the Board of Trustees of the University of the Virgin Islands and Dr. David Hall, as President, states in part, "On or before ... August 1 of each year, [he] shall provide the Board Chair with a list of proposed goals and objectives for the twelve-month period beginning on August 1. Thereafter, but no later than September 30 ... [he] and the Board shall agree on goals and objectives for the ... academic year"; and

WHEREAS, in accordance with this provision in the Employment Agreement, on August 1, 2011, President Hall submitted proposed goals for the twelve-month period beginning August 1, 2011; and

WHEREAS, on September 23, 2011, the Executive Committee of the Board reviewed and approved the proposed presidential goals (see copy in Exhibit A attached) and voted to submit the goals to the Board for its approval.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY THAT:

The Presidential Goals for the twelve-month period beginning August 1, 2011 are approved.

CERTIFICATION

The undersigned hereby certifies that the foregoing is a true and exact copy of a resolution of the Board of Trustees of the University of the Virgin Islands adopted at its meeting on Saturday, October 29, 2011, as recorded in the Minutes of the said meeting.



Secretary of the Board

October 29, 2011

Date

Presidential Goals for 2011-2012

1. Absorb the 12% reduction in our appropriation in a manner that allows the University to maintain programs and services at a reasonably high level.

Measurement: The indicators for success will be a balanced budget at the end of the year; a comparison of the number of programs maintained; and the absence of any substantial increase in complaints from key stakeholders.

2. Develop and implement strategies and programs that will support employee morale and address employee legitimate concerns in light of the 8% salary reduction and the reduction of available resources within the University.

Measurement: The indicators of success will be the implementation of new employee focused initiatives and an employee survey to assess employee response to initiatives implemented.

3. Identify, revise and seek approval of outdated financial policies, and create new ones in areas where none exist.

Measurement: The indicators of success will be the Board's approval of at least two new financial policies.

4. Make substantial progress on the completion of the remaining measures of accomplishment contained in VISION 2012.

Measurement: Substantial achievement of outstanding measures of accomplishment

5. Complete the work and secure approval of an updated Employee Policy Manual and Student Conduct Code.

Measurement: The Board's approval of both of these policies.

6. In collaboration with the Honorary and Operations Golden Jubilee Committees, design and implement a 50th Anniversary Celebration that spans the 2012 calendar year and that includes programs and activities that involve UVI stakeholders who are internal and external to the institution and to the Territory.

Measurement: Indicators of success are: implementation of Celebration, as planned; response of stakeholder groups to activities; quality of programs produced; attendance at the programs; and the enhanced visibility of UVI during this period.

7. Develop and secure Board approval of a new five-year Strategic Plan.

Measurement: The indicators of success will be our ability to develop the plan in an inclusive and transparent manner, and the Board's ultimate approval of the plan.

8. Develop and submit an approved and timely Periodic Review Report to the Middle States Commission.

Measurement: The report is submitted on time in June with the Board's approval.

9. Commence construction and (barring unforeseen circumstances) substantially complete construction of a 100 bed residence hall on the St. Thomas Campus.

10. Working in conjunction with the Research and Technology Park, commence construction of a building that can house additional classrooms, laboratories and faculty offices on the St. Croix campus.

11. Develop an outreach effort and strategic recruitment plan for Hispanic students within the Virgin Islands.

Measurement: Indicators of success: the existence of a plan; an increase in visits to the campus by Hispanic students; and the development of a special program during Hispanic Heritage month. In future years this effort should result in an increase in the number of Hispanic students attending UVI.

12. Institutionalize existing University policies to ensure that they are being used and followed in the appropriate circumstances.

Measurement: Identify at least two existing University policies and conduct an audit to ensure that they are being followed, and if not, adopt accountability measures to ensure compliance.

13. Secure approval and commence the quiet phase of the Capital Campaign.

Measurement: Quiet phase of Capital Campaign commenced.

14. Establish a Leadership and Organizational Effectiveness Institute that provides training for UVI managers and provide training and consulting services for government and private sector organizations. The Institute should be a revenue-generating operation.

Measurement: The indicators of success: the establishment of the Institute; the number of trainings and consultations conducted; and the revenue generated by the Institute for the University.

15. Streamline a selected number of workflow processes through the use of increased electronic transmissions.

Measurement: The indicators of success: the identification of at least two workflow process where the transaction time is reduced through the use of electronic transmission of documents or other types of streamlining interventions.

16. Evaluate the Campus Executive Administrator structure and make recommendations to the Board for either its continuation or for the implementation of a new structure to handle these responsibilities.

Measurement: The reaffirmation by the Board of the existing structure or the approval of a new administrative structure.

17. Develop a comprehensive review of the Reichhold Center for the Arts, which should lead to recommendations for the implementation of better financial controls, enhanced fundraising, and a smoother operation.

Measurement: The indicators of success: the development of the study and the implementation of new controls and processes.

18. In conjunction with the American Association of State Colleges and Universities (AASCU), conduct an onsite 360° review of my performance as president, so that I can increase my effectiveness in the position. This is for my personal benefit and should not be viewed as a substitute for the Board's comprehensive review which should occur towards the end of my contract term.

Measurement: The indicators of success will be the completion of the review and my use of the advice and recommendations which are provided.