



## Impact Statement

**ProjectTitle:** Merging of AES and CES under a unified Dean/Director of Land Grant Programs at UVI

**Issue:** An institution-wide evaluation, called UVINext, resulted in a recommendation that as a Land Grant institution, UVI needs to maximize the resources in AES and CES and prepare the University for the development of an academic degree program in agriculture. Under this new administrative structure, there would be a Dean and Director of Land Grant Programs, who would be aided by Associate Directors from the two areas report to the Vice Provost for Research and Community Engagement.

### **What has been done:**

A Merger Task Force was formed in December 2016, chaired by myself, with representation from administration, faculty and staff of both AES and CES. A proposal was written to implement the development of a Dean/Director position overseeing AES and CES. The proposal was sent out for review and feedback by all members of AES and CES before submitting to the UVINext Task Force. Once the proposal was approved by the UVINext Task Force in May 2017 I kept in contact with them to try and keep the process moving forward. No action was taken by the UVINext Task Force until August of 2018, in part due to the impact of Hurricanes Irma and Maria in September 2017.

### **Impacts/New Partnerships:**

During the writing of the proposal the Merger Task Force contacted several other institutions with an organizational structure similar to what was being proposed at UVI to get feedback on the job duties of the key administrators and other logistical concerns.

### **Outcome of Project (societal impact/ measure of increased quality of life)**

The proposal was approved by the UVINext Task Force in May 2017 but was not acted on until August 2018. The position has been posted for a national search and I will be made Interim sometime later in August 2018.

### **How has your project been aided by your FSLI experience?**

Managing the Merger Task Force was helped by some of the skills I learned in FSLI such as team building, working with various “tribal” perspectives and making sure that everyone on the task force felt involved and their input was valued. It was also helpful to have skills learned in FSLI to keep the group on task and focused on what our goal was and not get bogged down in tangent ideas or discussions that didn’t lead us to the end product. Receiving and responding to feedback from our internal stakeholders also went a long way toward calming any concerns generated by gossip and/or rumors that had been floating around such as “a lot of people will be fired after the merger” or “programs will be eliminated”.

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*\*If you have already written a report for your project and it is available on- line please include the link to the paper. If you have a pdf you can send it to us and we will include a link to that from your summary page.*