

CURRICULUM VITAE

Wayne Charles-Soverall
Department of Management Studies
University of the West Indies
Cave Hill, Barbados
Tel: 246 417 4836 (w); 246 269 8638 (c)
Email: wayne.charles-soverall@cavehill.uwi.edu

CURRICULUM VITAE

of

WAYNE CHARLES-SOVERALL

NAME Wayne Charles-Soverall

ADDRESS 34 Tranquility Drive, Green Point, St. Philip

MARITAL STATUS Married

TEL. NO. (246) 417 4836 (w); (246) 416 9058 (h)

EMAIL wayne.charles-soverall@cavehill.uwi.edu or spsoverall@yahoo.com

POST Lecturer in Government, Business and Society
Department of Management Studies
University of the West Indies

QUALIFICATIONS

1981-84 B.A in Psychology
Pace University
New York

1988-89 M.A. in Political Science
Brooklyn College
New York

2006 Ph.D. in Political Science
University of the West Indies
Cave Hill, Barbados.

NON-UWI EXPERIENCE

1985-1994 Training Officer/Senior Training Officer
Training Administration Division
Pine Plantation House
Pine Gardens
St. Michael

1994-1996	Administrative Officer I
1996-1997	Project Officer Ministry of Tourism Sherbourne Conference Centre Two Mile Hill St. Michael
1997-2001	Management Development Officer Office of Public Sector Reform Personnel Administration Division Collymore Rock St. Michael
1989-2004	Tutor at School of Continuing Studies, UWI in the Pine, and Distance Education Programme, UWI at Cave Hill, in Public Administration; Administrative Principles and Practices; Public Sector Management; Politics; and Organisational Behaviour

UWI EXPERIENCE

1998-2005	Part-time Lecturer in Public Sector Management; Politics; and Organisation Behaviour Department of Management Studies Cave Hill, Barbados
2006-present	Full-time Lecturer IMGT 6040 Government, Business and Society (graduate level) CKST 6030 Corporate Social Responsibility (graduate level) MGMT 3033 Government, Business and Society MGMT 2027 Management In Government I Department of Management Studies Cave Hill, Barbados

PUBLICATIONS/ RESEARCH **REPORTS**

1. Operational Efficiency in the Ministry of the Civil Service, Ministry of the Civil Service, Barbados, 1997.
2. Organisational Review of the General Post Office, Office of Public Sector Reform, Barbados, 1997.
3. Organisational Review of the Community Development Department, Office of Public Sector Reform, Barbados, 1998.
4. Organisational Review of the Personnel Administration Division, Office of Public Sector Reform, 1999.

5. Strategic Planning Report of Training Administration Division, Office of Public Sector Reform, Barbados, 1999.
6. Organisational Review of the Training Administration Division, Ministry of Labour, Sports and Public Sector Reform, Barbados, 2000.
7. Strategic Planning Report of Barbados Drug Service, Ministry of Health, Barbados, 2002.
8. Report on Public Sector Reform Strategy (with Marjorie Wharton), Ministry of the Public Service, Government of St. Vincent and the Grenadines, 2005.

BOOKS

9. Doing Projects (with Jamal Khan), Lanham, Maryland: University Press of America, 2000, 523 pp.
10. Managing and Evaluating Projects (with Frank Alleyne and Jamal Khan) (eds.), Kingston, Jamaica: Arawak Publications, 2003, 347 pp.
11. Gaining Productivity (with Jamal Khan), Kingston, Jamaica: Arawak Publications, 2007, 547 pp.
12. Book: "Empowering Management", (a multi-author research-based study on public sector management; publication by Open Campus Book, St. Augustine, Trinidad, 2009; approximately 800 pp.)

PAPERS

Refereed Scholarly Output

12. "Human Resource Development in the Public Sector: A Developing-Country Experience" (with Jamal Khan), International Journal of Public Sector Management, Vol.6, No.1. 1993
[Refereed Journal]
13. "The Performance Review and Development System: The Barbados Model" (with Wilma Turton) in Frank Alleyne, Jamal Khan and Wayne Soverall (eds.), Managing and Evaluating Projects, Kingston, Jamaica: Arawak Publications, 2003, pp. 125-143.
14. "Social Partnership: New Public Management Practice in Barbados" (with Jamal Khan), African Journal of Public Administration and Management, Vol. XV, No. 1, January 2004, pp. 22-36. [Refereed Journal]
15. "Public-Private Sector Productivity: Competing Dimensions of Workplace Culture" (with Jamal Khan), South Asian Journal of Sociopolitical Studies, Vol. 5, No. 2, June 2005, pp. 68-75.
[Refereed Journal]

16. “Competitiveness, Performance and Productivity: Some Policy Issues” (with Jamal Khan), Journal of Social Studies, Volume 110, April-June 2005, pp. 51-62. [Refereed Journal]
17. “National Initiative for Service Excellence: Improving the Service Economy of Barbados” (with Jamal Khan and Ryan Byer), Journal of Social Studies, 108, October-December, 2005, pp. 77-99. [Refereed Journal]
18. “Public Sector Reform: Approaches and Transitioning” (with Jamal Khan), South Asian Journal of Sociopolitical Studies, Vol. 7, No. 1, July-December 2006, pp. 59-66. [Refereed Journal]
19. “Development in Singapore and Trinidad and Tobago: Integrated Policy Management or Cultural Primacy?” (with Jamal Khan), Journal of Social Studies, Volume 112, October-December 2006, pp. 28-43. [Refereed Journal]
20. “Pension Reform: Innovations in Public Management” (with Jamal Khan and Richard Nunez), Journal of Public Sector Policy Analysis, Vol. 1, December 2007, pp. 2-19. [Refereed Journal]
21. “The Strategic Management of Productivity and Competitiveness” (with Jamal Khan), South Asian Journal of Sociopolitical Studies, Vol. 8, No. 1, December 2007. [Refereed Journal]
22. “New Perspectives on Corporate Social Responsibility in the Caribbean (with Fabio Balboni and Brigette Levy), Caribbean Development Review, Vol. 1 LC/CAR/L 155, February 2008, pp. 17-36. [Refereed Journal]
23. “Emerging Public-Corporate Governance Relationships In The Caribbean” (with Jamal Khan), Sasin Journal of Management, Vol. No. 14, pp. 79-95. [Refereed Journal]
24. “Entrepreneurial Intentions among University Students in Barbados” (with Dwayne Devonish, Philmore Alleyne, Ayanna Young Marshall, Paul Pounder), International Journal of Entrepreneurial Behaviour and Research, November 2008. [Refereed Journal]
25. “Customer Service in Public Sector Organizations in Barbados – An Assessment of Recent Developments” (with Jamal Khan and Stephanie Charles-Soverall), African Journal of Public Administration and Management, 2008, pp. 20-40 [Refereed Journal]
26. “Talent Management in a Knowledge-based Economy” (with Jamal Khan), Journal of Public Sector Policy Analysis, Volume 2, December 2008, pp. 18-49 [Refereed Journal]

Papers presented at Seminars/Conferences

27. “Attitudes and Problems of Juvenile Counsellors at Spofford Juvenile Centre”, Department of Psychology, Pace University, New York, June 1984.

28. "Management Training in the Public Service: The Barbados Experience 1966-1987", Department of Political Science, Brooklyn College, New York, February 1987.
29. "Public Management Training for Improved Development Administration: The Case of Barbados", Department of Political Science, Brooklyn College, New York, February 1987.
30. "The Career Development System of the Port Authority: New York and New Jersey", Department of Political Science, Brooklyn College, New York, April 1988.
31. "Human Resource Development in the Public Sector: The Barbadian Experience", Faculty of Social Sciences, University of the West Indies, Cave Hill, Barbados, May 1989.
32. "Caribbean Development Theory and Practice: Policy Perspectives for the Decade of the 1990s and Beyond", Department of Political Science, Brooklyn College, New York, June 1989.
33. "The Enduring Legacy of the Plantation Economy Model: The Next Paradigm" (with Neville Duncan), Faculty Seminar, Department of Economics, University of the West Indies, St. Augustine, Trinidad, March 1994.
34. "The Dialectics of Social Debt: Poverty and Human Development in Trinidad and Tobago", Research Seminar, Faculty of Social Sciences, University of the West Indies, Cave Hill, Barbados, March 1995.
35. "Employee Assistance Programme for the Public Service of Barbados", Research Paper, Office of Public Sector Reform, Barbados, March 1998.
36. "The Dialectics of Social Debt, Poverty and Human Development in Trinidad and Tobago", Research Seminar, Faculty of Social Sciences, University of the West Indies, Cave Hill, Barbados, February 2006.
37. "Development in Singapore and Trinidad and Tobago: Integrated Policy Management or Cultural Primacy?" (with Jamal Khan), Department of Management Studies, 1st International Management Conference, University of the West Indies, Cave Hill, Barbados, March 26-28, 2006.
38. "Bridging Interdisciplinary Divide", Social Sciences Review Conference, Faculty of Social Sciences, University of the West Indies, Cave Hill, Barbados, September 17-18, 2007.
39. "Entrepreneurial Intentions among University Students in Barbados: An Empirical Analysis of Demographic Factors and Motivations" (with Philmore Alleyne, Dwayne Devonish, Ayanna Young Marshall, Paul Pounder), Department of Management Studies, 2nd International Management Conference, University of the West Indies, Cave Hill, Barbados, November 18-20, 2007.

CONFERENCE PARTICIPATION

40. Participant/Discussant, Seminar on Performance Management and Public Sector Reforms, Commonwealth Secretariat, 2003.
41. Participant/Discussant, Seminar on Performance Management: Appraisal System Applications in the Public Sector, July 2004.
42. Participant/Discussant, Seminar on Performance Management in the Public Sector, National Productivity Council, Barbados, June 2005.
43. Participant/Discussant, Executive Discussions on Performance Review and Development System, February 1-3, 2006.
44. Participant/Discussant, Department of Management Studies, 1st International Management Conference, Barbados: DOMS, UWI, Cave Hill, March 26-28, 2006.
45. Participant/Discussant, Strategic Planning Retreat of Erdiston Teachers' Training College, February 2007.
46. Participant/Discussant, Faculty of Social Sciences Conference, UWI, Cave Hill, Barbados, September 17-18, 2007.
47. Participant/Discussant, Department of Management Studies, 2nd International Management Conference, Barbados: DOMS, UWI, Cave Hill, November 18-20, 2007.
48. Participant/Discussant, Strategic Planning Retreat of the Non-Communicable Diseases Commission, Ministry of Health, January 3, 2008.
49. Participant/Discussant, Faculty of Social Sciences Conference, UWI, St. Augustine, Trinidad, February 28-March 1, 2008.
50. Participant/Discussant, Department of Management Studies, 3rd International Management Conference, Barbados: DOMS, UWI, Cave Hill, November 19-21, 2008.

NON-REFEREED ACADEMIC OUTPUT

51. "Strategic Human Resource Management and Public Sector Reform", Broad Street Journal, March 1997, pp. 5-7.
52. "Making Barbados Work Better in the New Millennium", Challenge To Change, December 1999, pp. 5-6.
53. "Managing Performance in the Public Service" (with Ryan Byer), Challenge To Change, July-September 2000, pp. 5.
54. "Managing Performance in the Public Service: 2" (with Ryan Byer), Challenge To Change, October-December 2000, pp. 5.

Manuscripts in Preparation (submitted for referees' comments)

55. "The Changing Face of Organizational Culture" (with Jamal Khan)
Submitted to **Journal Problems and Perspectives In Management**.

Manuscripts in Preparation

56. "A New Psychosocial Contract for Public Management" (with Jamal Khan) (under revision).
57. "Understanding Ethnic Tolerance" (with April Bernard).
58. "Economic, Social and political Impacts of CARICOM Internal Migration: An Examination of the Evidence from Barbados" (with Wilberne Persaud and Winston Moore).
59. "The Global Financial Crisis: A Clash of Ideologies" (with Justin Robinson and Philmore Alleyne).

RESEARCH INTERESTS

Social Development;
Public Management in developing countries; and
Corporate Governance and Corporate Social Responsibility practices in the Caribbean

POSTGRADUATE SUPERVISION

Successfully supervised 2 students in the M.Sc. programme in International Management at the University of the West Indies, Cave Hill, in 2007.

Currently supervising 1 student in the M.Sc. programme in International Management at the University of the West Indies, Cave Hill (2008).

Currently supervising 1 student in the M.Phil./Ph.D. programme at Teeside Business School, University of Teeside, United Kingdom (2008).

PUBLIC, PROFESSIONAL AND/OR EXTRA DEPARTMENTAL SERVICE

UWI DEPARTMENTAL DUTIES

Member of Transportation Project Committee, Faculty of Social Sciences (2007).

Member of UWI/FSS Curriculum Reform Committee (February 2008).

Member of Organizing Committee, Department of Management Studies, responsible for planning 3rd International Management Conference, November 19-21, 2008.

Chairman, Public Sector Management Committee responsible for peer review of papers that focused on public sector management issues or related topics during the 3rd International Management Conference, held at Accra Beach Hotel, November 19-21, 2008.

PUBLIC SERVICE

1. Provided assistance to public sector organizations in implementing strategic plans.
2. Delivered lectures to public sector organizations.
3. Assisted Charles F. Broome PTA with various activities.
4. Assisted the OAS and UNDP with CSR Workshop for SMEs (2007).
5. Member of Working Group responsible for the development of a National Human Development Report (2007).
6. Member of Finance and Planning Sub-Committee, National Mental Health Commission (2008).
7. Assisted the Ministry of Social Care, Constituency Empowerment, Urban and Rural Development with the Constituency Council programme (2009).