



**THE UNIVERSITY OF THE WEST INDIES  
CAVE HILL CAMPUS**

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**APPLICATION PACK**

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**LECTURER/SENIOR LECTURER IN SOCIOLOGY  
DEPARTMENT OF GOVERNMENT, SOCIOLOGY & SOCIAL WORK  
FACULTY OF SOCIAL SCIENCES  
SOCI 04/09**

Contents:

1. Notes including application procedure
2. Advertisement
3. Further details of the post
4. Summary of Terms and Conditions of Service –  
Academic Staff
5. Job Application form

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**NOTES – please read carefully before completing the application form**

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Thank you for your enquiry regarding a post at the University of the West Indies, Cave Hill Campus. Enclosed is an application form and a set of further particulars for this post.

**Application procedure:**

**Should you wish to apply for this position, please send a completed application form to:**  
(You may include a CV as well, but not in place of the application form):

**The Senior Assistant Registrar (Staff), The University of the West Indies, Cave Hill Campus,  
P.O. Box 64, Bridgetown BB11000, Barbados.**

Please note that a hard copy of your application is required. Only signed applications will be considered. Please ensure that you quote reference number SOCI 04/09 on all correspondence.

For an informal discussion of the post please contact The Human Resources Department by email, [humanresources@cavehill.uwi.edu](mailto:humanresources@cavehill.uwi.edu).

**Closing Date: MAY 31, 2009**

We will inform you of the outcome of your application as soon as possible.



## THE UNIVERSITY OF THE WEST INDIES CAVE HILL CAMPUS

Applications are invited from suitably qualified persons for the post of **Lecturer/Senior Lecturer in Sociology**, Department of Government, Sociology & Social Work, Faculty of Social Sciences at the University of the West Indies, Cave Hill Campus, Barbados.

The successful candidate must possess a PhD in Sociology. He/she will be required to teach Sociological Methods and Statistics at both the undergraduate and graduate levels. The applicant is expected to have a good research and publications record in these areas including publications in refereed journals, and monographs in university publications, particularly in the area of survey research and quantitative methods. Experience in qualitative research is also necessary.

The successful candidate must demonstrate experience in guiding and mentoring research at the postgraduate level to the point of supervising Masters and Ph.D. students to a successful completion of their degrees. The Discipline of Sociology is beginning a Taught Masters Programme in Race and Ethnicity in the 2009/10 academic year and the successful applicant will be expected to teach two Methods courses (one per semester) for this new programme, in addition to the methodology and research courses at the undergraduate level. This amounts to principally a maximum of two Methods courses at the undergraduate level and a Methods course/seminar at the postgraduate level each semester.

The taught Masters degree in Sociology is at its inception stage and the successful candidate is expected to be a key team member with the other faculty members of the sociology discipline to ensure that the necessary courses in research and methods are put into place. Working knowledge of Sociology of the Caribbean and research experience in the region would be a distinct advantage.

**The successful applicant will be expected to assume duties by August 1, 2009 or as soon as possible thereafter.**

Detailed applications (two copies) giving full particulars of qualifications and experience, biodata and the names, addresses (including email) and telephone numbers of three (3) referees (one of whom should be from your present organization) should be sent as soon as possible to **The Senior Assistant Registrar (Staff), University of the West Indies, P.O. Box 64, Bridgetown, Barbados. Fax (246) 417-0330; Email: [humanresources@cavehill.uwi.edu](mailto:humanresources@cavehill.uwi.edu).** A Job Application Pack is available from our website: [www.cavehill.uwi.edu](http://www.cavehill.uwi.edu).

**The closing date for applications is MAY 31, 2009**



**THE UNIVERSITY OF THE WEST INDIES  
CAVE HILL CAMPUS**

**FURTHER PARTICULARS FOR THE POST OF  
LECTURER / SENIOR LECTURER IN SOCIOLOGY**

**1. ABOUT THE DEPARTMENT**

The Department is one of three in the Faculty of Social Sciences. Programmes offered in the Department include:

**POLITICAL SCIENCE:**

B.Sc. Political Science  
B.Sc. Political Science and Psychology  
B.Sc. Political Science and Law  
B.Sc. Political Science with Psychology  
B.Sc. Political Science with Public Sector Management  
B.Sc. Political Science with Law  
B.Sc. Political Science with History  
B.Sc. Political Science with Gender and Development Studies  
B.Sc. Political Science with Sociology

**PSYCHOLOGY**

B.Sc. Psychology  
B.Sc. Psychology with Sociology  
B.Sc. Psychology with Political Science  
B.Sc. Psychology with Management

**SOCIOLOGY**

B.Sc. Sociology  
B.Sc. Sociology and Political Science  
B.Sc. Sociology and Psychology  
B.Sc. Sociology and Law  
B.Sc. Sociology with Gender and Development Studies

B.Sc. Sociology with Law  
B.Sc. Sociology with History  
B.Sc. Sociology with Psychology  
B.Sc. Sociology with Political Science

## **SOCIAL WORK**

B.Sc. Social Work

## **POSTGRADUATE STUDIES**

The Department also offers postgraduate programmes which includes the M.Phil and Ph.D. (by thesis) in Sociology, and Political Science, an M.Phil in Social Work and four taught masters. These are M.Sc. in Applied Psychology, M.Sc. in Counseling Psychology, M.Sc. in eGovernance and MSW (Masters in Social Work: Management and Administration)

## **2. DEPARTMENTAL MEMBERS**

### **Head**

Letnie Rock, B.A. (UWI), BSW, (Univ. of Windsor), MHSA (Antioch NE), Ph.D. (Fordham), Lecturer in Social Work and Head of Department

### **Professors**

\*Christine Barrow, B.A., D.Phil., PGCE (Sussex), Professor of Sociology

\*Neville Duncan, B.Sc., M.Sc. (UWI.), Ph.D. (Manc.), Professor of Political Science.

### **Senior Lecturers**

George Belle, B.Sc., M.Sc. (UWI), Ph.D. (Manc.), Senior Lecturer in Political Science and Dean of the Faculty.

Cecilia Karch Brathwaite, B.A., M.Sc. (U. C. Davis), Ph.D. (Rutgers), Senior Lecturer in Sociology.

### **Lecturers**

Cynthia Barrow-Giles, B.A., M.Sc., M.Phil. (UWI), Lecturer in Political Science

April Bernard, M.A. (Univ. of Illinois at Chicago), Ph.D. (Northwestern Univ.), Lecturer in Sociology.

Cheryl Cadogan-McClean, B.Sc. (UWI), M.A (Columbia Univ.), Lecturer in Psychology and M.Sc. Course Coordinator: Applied and Counselling Psychology.

Karen Ring, B.Sc., M.S.W. (Florida State Univ.), Lecturer in Social Work.  
*\*on secondment*

### **Temporary Lecturers**

Pearson Broome, B.A. (UWI), M.Sc. (LSE), Ph.D. (Cambridge) Temporary Lecturer in Political Science and M.Sc. Course Coordinator: eGovernance in Developing States.

Charles Corbin, M.A. CQSW; MSW (Leics), Temporary Lecturer in Social Work.

Franklin-Hamilton, Sandra P, B.A., MSW, Ph.D (Howard), Temporary Lecturer in Sociology

Wendy Grenade, M.A. (U. Westmin.), M.A. (U. Miami), Ph.D. (U. Miami), Temporary Lecturer in Political Science.

Kristina Hinds Harrison, B.A. (St. Mary's), M.A. (Kent), Ph.D. (LSE), Temporary Lecturer in Political Science and M.Sc. Course Coordinator: Integrated Studies.

### **Part-Time Lecturers**

Cecilia Babb, B.A. (Hons), M.Phil/Ph.D. Candidate (UWI)

Joan Cuffie, B.A., M.A. (UWI), Temporary Lecturer in Psychology

Leroy Gibbs, B.Sc. (Hons), (UWI), M.Sc. (Manchester)

Sharon-Rose Gittens, B.Sc. (Hons), M.Ed. Psych., (UWI)

Sophia Grant, B.Sc., M.Phil Candidate (UWI)

Gina Griffith, B.Sc. (UWI) M.A. (Andrews Univ.)

Kirk Humphrey, B.Sc. (Hons) (UWI), M.Sc. (LSE)

Coreen Kennedy, B.A., M.A. (Ed.), Dip.Ed., (UWI)

George Mahy, MBBS (Lond-UCWI), DPM, FRC Psych.

Lisa McClean-Trotman, BA (UWI); MA, Ph.D. (Ohio)

Shantal Munro-Knight, B.Sc. (Hons), M.Sc. (UWI).

Kim Ramsey, BA, (UWI), MA (Leicester)

Oral Reid, B.A. (UWI), M.A. (Exeter)

Lee Rose, B.Sc, (Hons), (UWI) M.A. (Middlesex)

Lena Weekes, LLB (Hons) (UWI), M.C.J. (Boston Univ.)

## **RESEARCH INTEREST**

Research interests in the Department vary widely. Included are:

**Sociology:** Gender, Family, Rural Development, Youth, Crime, Social Policy, Tourism, Poverty.

**Political Science:** Political Economy, Caribbean Political Analysis, Integration, Gender, Political Theory, Caribbean Political Thought, Caribbean Psephology, eGovernance in Small Island Developing States.

**Social Work:** Physician/Patient Relationship, Childhood Development and Self-Image, HIV/AIDS, Domestic Violence and Child Abuse, Crisis Intervention, Social Work Policy and Practice Issues, Victims of Trauma, Disaster Management, Substance Abuse, Disability Issues.

**Psychology:** Gender, Environmental and Organisational Stress, Industrial Organisational Psychology, specific areas including motivation, job satisfaction, prosocial behaviour and workplace ergonomics.

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## SUMMARY OF TERMS AND CONDITIONS OF SERVICE - ACADEMIC STAFF

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Post - Lecturer/Senior Lecturer in Sociology

**Note: This is a tenure track position and the appointee may continue in the service of the University, by mutual consent, until the retiring age of 65 years.**

Initial appointment will be on contract for a period of three years in the first instance.

- (a) **Salary Scales** – the salary scales accord with the level at which the appointments are made. Salary scale and point of entry will depend on the qualifications and experience of the successful candidate.

**Lecturer:**

BDS\$78,480 x 3,180 - 97,560 (**Bar**) x 3,180 - 116,640 per annum

**Senior Lecturer:**

BDS\$103,920 x 3,180 – 133,620 (**Bar**) x 3,180 -140,700 per annum

**Note: these are graduated scales that progress from the minimum point to the top of the scale by annual increments except where a merit bar requires formal assessment before crossing. For example the scale for Lecturer runs as follows:**

Minimum point	78,480
2 <sup>nd</sup> point	81,660 (78,480 + 3180)
3 <sup>rd</sup> point	74,040 (71,280 + 3180)

- (b) **Allowances**

- *Housing Allowance* - 20% of basic salary

- (c) **Benefits**

- *Transportation Allowance* - BDS\$2400 per annum
- *Book Grant* - \$3000 per annum
- *Study and Travel Grant* – BDS\$9,673 per annum (special conditions apply)
- *Registration in Medical Scheme* (currently non-contributory)

- (d) **Pension Arrangements**

Each full time employee is required to contribute to the University Pension Scheme (FSSU). The contribution rates are Employee 5%, UWI 10%. The sums are invested to provide a pension at age 65, the age of retirement.

Staff leaving the University of the West Indies before retirement can, at the moment, withdraw from the scheme and receive any benefits accrued at that time.

(e) **Other**

**For persons recruited from overseas:**

- *Airfares* - economy class passages (self, spouse and up to three dependent children under 22 years of age) on appointment and normal termination
- *Shipping of household and personal effects* – up to US\$1,800 on appointment and normal termination.
- *Shipment of academic books/teaching research equipment* - up to US\$600 on appointment and normal termination.

The Registry  
Cave Hill Campus  
April 2009

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**UNIVERSITY OF THE WEST INDIES**  
**CAVE HILL CAMPUS, BARBADOS**

**JOB APPLICATION FORM**

**ACADEMIC SENIOR ADMINISTRATIVE & PROFESSIONAL STAFF**

**(PLEASE TYPE OR PRINT CLEARLY IN BLOCK CAPITALS)**

**POST (LEVEL & TITLE)** .....

**FULL NAME** .....

*(Surname)*

*(First)*

*(Middle)*

**PRESENT ADDRESS** .....

**FORWARDING ADDRESS**

*(if a move is proposed within 6 months)* .....

**SEX** .....

**MARITAL STATUS** .....

**DATE & EXACT PLACE OF BIRTH** .....

**NO. OF CHILDREN** .....

**NATIONALITY** .....

**AGES OF CHILDREN** .....

**CITIZENSHIP AND/OR**

**RESIDENT STATUS** .....

**TELEPHONE** .....

**FAX NO.** .....

**E-MAIL ADDRESS** .....

**QUALIFICATIONS**

*(Please state Universities attended, dates of attendance, date of degrees awarded and class thereof)*

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**EMPLOYMENT HISTORY**

EMPLOYERS AND LOCATION	DATES OF EMPLOYMENT		NATURE OF EMPLOYMENT
	FROM	TO	

*Employment History.....*

**EMPLOYMENT HISTORY CONT'D**

EMPLOYERS AND LOCATION	DATES OF EMPLOYMENT		NATURE OF EMPLOYMENT
	FROM	TO	

**PRESENT SALARY:** \_\_\_\_\_

**PUBLICATIONS:** *(Please use separate sheet)*

**REFEREES:** Three references are required. If your first and higher degrees were obtained from different Universities, please name a referee from each University. One referee should be a member of your present organization. Please give Fax No. and E-mail addresses.

NAMES	PROFESSIONAL POSITION	ADDRESS, EMAIL & FAX

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*Additional information may be provided along with this form if the applicant so wishes.*

**MISCELLANEOUS:** *(For overseas applicants only)*

Passport No.: \_\_\_\_\_ Date and Place of issue: \_\_\_\_\_

Nationality of members of family who would accompany applicant (if not the same as applicant's)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_