



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

APPLICATION PACK

**LECTURER/SENIOR LECTURER IN ANATOMICAL PATHOLOGY
ANATPAT 09/06**

Contents:

1. Notes including application procedure
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Academic Staff

NOTES – please read carefully before completing the application form

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:

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 ANATPAT 09/06 on all correspondence.

For an informal discussion of the post please contact The Human Resources Department by email, humanresources@cavehill.uwi.edu.

Closing Date: July 31, 2009

In order to expedite the appointment procedure, applicants are advised to request their referees to send references under confidential cover directly to the Campus Registrar without waiting to be contacted by the University. 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 Anatomical Pathology** in the Faculty of Medical Sciences, University of the West Indies, Cave Hill Campus, Barbados.

The successful applicant should be a medical graduate from a recognized and accredited University, with a postgraduate qualification in Anatomical Pathology from a recognized College of Surgeons or University, with significant teaching experience at the highest levels in their medical specialty, teaching experience (at least five years) and leadership, professional development, undergraduate training, and research experience; with a track record of excellence in professional experience, teaching, research and publications.

The successful candidate will be expected to:

- Coordinate the teaching of Pathology to undergraduates and postgraduates (for the MBBS degree and the postgraduate DM in other disciplines);
- Participate in the clinical/pathology services of the Queen Elizabeth Hospital;
- Lead and mentor research in Pathology.

The successful applicant will be expected to assume duties as soon as possible.

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.** A Job Application Pack is available from our website: www.cavehill.uwi.edu.

The closing date for applications is July 31, 2009



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

**FURTHER PARTICULARS FOR THE POST OF
LECTURER/SENIOR LECTURER IN ANATOMICAL PATHOLOGY**

1. BACKGROUND

The Faculty of Medical Sciences (formerly the School of Clinical Medicine and Research) has been a clinical school for the past forty one years. It was, last year, upgraded to a full faculty, admitting its first Phase 1, first year students in September 2008.

The Faculty includes staff members in the full range of the usual disciplines of Accident & Emergency Medicine, Anaesthesia, Family Medicine, General Medicine, Haematology, Obstetrics & Gynaecology, Orthopaedics, Pathology and Microbiology, Paediatrics, Public Health and Epidemiology, and Surgical specialties. With the upgrade to a full faculty, 10 appointments in the Basic Sciences have been made. The Dean of the Faculty is Professor Henry Fraser, who is also University Dean of Medical Sciences, and members of the faculty work closely with the clinical departments of the 600 bed Government-owned Queen Elizabeth Hospital, the Ministry of Health and other health facilities and agencies in Barbados and the Caribbean, and the other faculties and School of Medicine in the University of the West Indies, in Jamaica, Trinidad and the Bahamas.

Academic work within the Faculties of Medical Sciences and the School of Clinical Medicine and Research (Bahamas) is located on four sites, in Jamaica, Trinidad, the Bahamas and Barbados. Staff in different disciplines have access to colleagues in similar disciplines on other campuses, and work closely with them, particularly in the teaching and evaluation of students, and in research. Lecturers in the clinical specialties will report to the new Deputy Dean, Clinical, also based at the QEH. The Faculty at Cave Hill / QEH is in an exciting phase as it has celebrated its 40th Anniversary as a School, while in the process of upgrading from a clinical school to a full faculty, providing the full five-year programme with a modern, integrated curriculum. Emphasis is also being placed on the expansion of postgraduate programmes - most recently in surgery, ophthalmology and public health. A diploma in Public Health Management and the Masters in Public Health (MPH) began last year, and the Doctorate in Public Health is scheduled for September 2010, while a full range of Diploma (Distance), Masters and Doctorate in Family Medicine is offered.

2. DEPARTMENTAL INFORMATION

The Faculty is currently organised as two departments or programmes - Phase 1 (the first three years, leading to the BMedSci degree) and Phase 2 (the last two years, leading to the MBBS). There are ten (10) Phase 1, full-time academic staff and more than twenty (20) full-time, Phase 2 academic staff members, and five (5) academic staff members in the Chronic Disease Research Centre of the Tropical Medicine Research Institute, the research arm of the Faculty; as well some seventy-five (75) Associate Lecturers, Senior Lecturers and Adjunct Professor, appointed from among Queen Elizabeth Hospital consultant staff chiefly:

Dean

Professor Henry S. Fraser,
GCM, BSc, MB BS, PhD, FRCP, FACP

- Professor of Medicine & Clinical
Pharmacology, Dean of the Faculty &
University Dean of Medical Sciences

Deputy Deans

Anselm Hennis, MBBS (UW), MSc, (Lond),
FRCP (UK), PhD (Lond)

- Professor of Epidemiology
Deputy Dean (Research)

O. Peter Adams, MB BS UWI, MSc (Fam Med)

- Lecturer (Family Medicine)
Deputy Dean – Preclinical

Ramesh Jonnalagadda, MS *Madr*, FAIS

- Senior Lecturer (Surgery)
Deputy Dean - Clinical

Director of Medical Education

Priscilla Richardson, BA Psychology (Seton Hill),
MA Philosophy (Duquesne), Med (Northeastern),
Ed D (San Fran) -

Phase 1 – Preclinical

Damian Cohall, BSc (UWI), PhD, Pharmacology (UWI)

- Lecturer (Pharmacology)

Umar Gaur, MBBS Delhi, MS (Anatomy)

- Senior Lecturer (Anatomy)

Abboud Ghalayini, BSc (Beirut), MSc (Houston),
PhD (Houston) Biology/(Genetics)

- Senior Lecturer (Biochemistry),

Subir Gupta, BSc, MSc, PhD Physiology (Calc)

- Lecturer (Physiology)

Carol Mulder, DVM (Guelph), MSc (Epidem)

- Lecturer (Public Health/Epidemiology)

Nkemcho Ojeh, BSc Genetics (Wales),
(Manchester), PhD (Lond)

- Lecturer Biochemistry/ Molecular MSc
Biology

Alaya Udupa, MBBS, DM (Mysore), PhD (Manipal)

- Senior Lecturer (Pharmacology)

Jacqueline Vigilance, BSc (UG), Dip Ed (UT),
MPhil (UWI), PhD (UWI)

- Lecturer (Physiology)

Phase 2 - Clinical

Cheryl Alexis, MBBS, DCH, MSc (Haematology) MRCP	- Temporary Lecturer (Haematology)
Michael Campbell, BA, MA, PhD	- Lecturer (Clinical & Counselling Psychology)
Maisha Emmanuel, MB BS UWI, DM UWI Psych, MSc (Birm) Forensic Mental Health Care	- Lecturer (Psychiatry)
Pamela Gaskin, BSc, PhD	- Lecturer (Essential National Research)
Marquita Gittens, BSc (Hons), PhD	- Lecturer (Microbiology)
Carlisle Goddard, MBBS, MSc, DM, FACE	- Lecturer (Medicine)
Ian Hambleton, PhD (Lond)	- Senior Lecturer (Biostatistics) Chronic Disease Research Centre
Jerome Jones, MD, Dip Amer Board of Orth Surg	- Senior Lecturer (Orthopaedics)
Alok Kumar, MB BS (India), DCH (India), MD (India)	- Senior Lecturer (Paediatrics)
Areti Kumar, MBBS, Dip (Anaes), MD (Anaes)	- Senior Lecturer (Anaesthesia & Intensive Care)
Kim Quimby, MBBS, MSc (Lond)	- Lecturer (Immunology) Chronic Disease Research Centre
Clive Landis, PhD	- Senior Lecturer (Molecular Biology) Chronic Disease Research Centre
Paula M. Lashley, MB BS, DCH, DM (Paed) UWI, MRCP (Paed)	- Lecturer (Paediatrics)
Anthony Lwegaba, MB ChB, Dip (Pub Health), M Med (Pub Health)	- Lecturer (Public Health)
Garth McIntyre, MB BS UWI, MRCOG	- Lecturer (Obstetrics & Gynaecology)
Euclid Morris, MB BS, MSc (Fam Med), MRCCGP (UK), DoccMed (UK)	- Lecturer (Family Medicine)
George D. Nicholson, BA, BM, BCh, DM Oxf, FRCP Lond, FACP	- Professor Emeritus (Nephrology)
Anders L. Nielsen, MD, MPA, MPH, Cert GAM	- Senior Lecturer (Medicine)
Patsy Rose Prussia, MB BS, DM (Path) UWI, FIAC	- Professor (Pathology)

Angela Rose, MSc,	- Lecturer (Epidemiology) Chronic Disease Research Centre
R. David Rosin, MS, FRCS, FRCS(Ed)	- Visiting Professor of Surgery
Hannu O. Savolainen, MD, PhD	- Professor of Vascular Surgery
Hugh Thomas, MB BS <i>UWI</i> , MRCOG <i>UK</i>	- Lecturer (Obstetrics & Gynaecology)
Harold Watson, MB BS <i>UWI</i> , MSc (Emer Med), DM (Emer Med) <i>UWI</i>	- Lecturer (Emergency Medicine)
Errol Walrond, CHB, FRCS, FACS	- Professor Emeritus (Surgery)

3. **RESEARCH INTEREST**

The Faculty has a research arm - the Chronic Disease Research Centre - which is also a unit of the Tropical Medicine Research Institute of the University, and includes on its staff Senior Lecturers in Epidemiology, Molecular Biology, and Biostatistics, who collaborate with faculty in the School and Hospital in research work on cancer, hypertension, diabetes, lupus *et cetera*

4. **DUTIES OF APPOINTEES**

- To work closely with the Dean, Deputy Dean, the faculty and the Curriculum Coordinator in developing and implementing a dynamic, comprehensive, outcome-focused and partly case-based Phase 1 curriculum and assessment strategy;
- To initiate relevant research in their discipline;
- To mentor and guide students in providing a student focused curriculum; and
- To collaborate with other faculty in continuous improvement of both undergraduate and postgraduate areas of activity.

Other full time and part time faculty will collaborate in the phase 1 programme including radiologists (anatomy teaching), primary care doctors and members of other faculties, e.g. in biology, social sciences and humanities, while some basic scientists may have the opportunity to teach in other shared courses.

SUMMARY OF TERMS AND CONDITIONS OF SERVICE - ACADEMIC STAFF

Post: Senior Lecturer/Lecturer in Anatomical Pathology

Note: These are tenure track positions and the appointees 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.

Senior Lecturer Scale (Medical):

BDS\$ 144,108 x 3,924 – \$167,652 x 4,188 – \$180,216 per annum

Lecturer Scale (Medical):

BDS\$108,036 x 3,528 - \$122,148 (BAR) x 3,528 - \$136,260 x \$3,924 - \$140,184 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	\$86,868
2nd point	\$90,396 (86,868 + 3,528)
3rd point	\$93,924 (90,396 + 3,528)
Etc.	

(b) **Allowances**

- *Regional Allowance* – 5% of basic salary
- *Housing Allowance* – 20% of basic salary

(c) **Benefits**

- *Transportation Allowance* – BDS\$2400 per annum
- *Book Grant* - BDS\$3000 per annum
- *Study and Travel Grant* – BDS\$9,673 per annum (special conditions apply)
- *Registration in Medical Scheme* (currently non-contributory)
- *Vacation leave entitlement is forty-two days (42) (medical) and thirty-five days(35) (non-medical) per annum*

(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
June 2009
