Featured on the cover

A group of our Ecuadorian students registered in the Cave Hill component of the Enseña Inglés Caribe 2015 (Teach English Caribbean (TEC) 2015) programme. The programme started in November 2015 with 129 students, fifty of whom are located at Cave Hill. The Campus has overall responsibility for the academic quality of the TEC programme, which is also being delivered at the Saint Vincent and the Grenadines Community College (SVGCC) and the Dominica State College (DSC).
These Reports, which represent the research and teaching activities of the departments and the activities of non-teaching departments at Cave Hill, are presented annually to Campus Council and to the University Council. Reports are similarly presented at Mona and St. Augustine.
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<td></td>
</tr>
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<td>115</td>
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<td>205 Sir Arthur Lewis Institute of Social and Economic Studies (SALISES)</td>
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<tr>
<td>35</td>
<td></td>
<td>210 Shridath Ramphal Centre for International Trade Law, Policy and Services</td>
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<td>250</td>
<td>Office of Student Services</td>
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<td>264</td>
<td>UWI HIV/AIDS Response Programme (UWIHARP)</td>
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Faculty of Humanities & Education 2014 – 2015

DEAN
Dr Jennifer Obidah
BA (Hunter College, CUNY), MA (Yale), PhD (UC Berkeley)

Deputy Dean (Planning and Graduate Affairs)
Dr Richard Goodridge
BA (UWI), MA, PhD (Ibadan)

Deputy Dean (Outreach)
Dr Korah Belgrave
BA (UWI), MA (Leeds) MPhil, PhD (UWI)

Head, Department of History & Philosophy
Professor Frederick Ochieng’-Odhiambo
BA, MA, PhD (Nairobi)

Head, Department of Language, Linguistics & Literature
Dr Kahiudi Mabana
BA (Mayidi), (UPU Rome), MA, PhD (Fribourg)

Director, Errol Barrow Centre for Creative Imagination
Professor Gladstone Yearwood
BFA (NYU), MA, PhD (Ohio University)

Director, School of Education
Dr Babalola Ogunkola
BSc, PGDE (Lagos), MEd, PhD (Ibadan)

- Dean’s Overview
- Cultural Studies
- Department of History & Philosophy
- Department of Language, Linguistics & Literature
- Errol Barrow Centre for Creative Imagination
- School of Education
The past year in the Faculty of Humanities and Education (FH&E) at the Cave Hill Campus has been one of challenging times, and yet, one of tremendous rebirth. Our undergraduate enrolment continued on a downward slide with a 32% drop in student registrations over the previous year. This drop is primarily a continued result of the introduction of tuition fees for Barbadian students. For example, parents who were formerly students and who also had children attending the University had apparently sacrificed their own education in order to pay for and secure better futures for their children. The significant drop in part-time, evening students, is evidence of this, as well as the fact that the student population is now much younger than in previous years.

However, within the Chinese characters for the word “crisis” are the characters for “danger” and “crucial moment”. Popular cultural thought often defines this crucial moment as “opportunity,” but in fact, a crucial moment can be a moment when the crisis goes further awry or the moment when persons create radical change for the better. We at the FH&E are engaged in radical change for the better.

We began the year with a Faculty Retreat held in January at the Codrington College. Of the 72 faculty members and 6 Administrative Assistants, approximately 50 persons attended. The feedback on the Retreat was very positive and it was agreed for this to be an annual event on the Faculty’s calendar. We were also pleased to note the revival of the Humanities Festival after a seven year hiatus. Professor Sir Hilary Beckles, Vice Chancellor of the UWI, and distinguished economic historian, was named the 2015 Humanities Scholar. The Faculty also participated in the Secondary School Guidance Counselor’s Career Showcase, where we interacted with over 4500 secondary school students who visited the campus during the event.

This year, the “UWI 101”, was a new initiative implemented by the Faculty and scheduled to be an annual event. UWI 101 is a one-week programme that introduced secondary school students, aged 15-17 years, to life as a student of the Cave Hill Campus. Participants were immersed in an experience that included comprehensive and stimulating curriculum taught by members of all five Faculties on campus. Students were also given the opportunity to spend one night at one of the halls of residence, and participate in activities with the Office of Student Services. Overall, a total of 81 students from 18 of the 24 secondary schools in Barbados participated. The programme was sponsored this year by the First Caribbean International Bank.

The Faculty revised and expanded its course and programme offerings to include a survey course in Caribbean History, the Early Childhood Education programme, and the Creative Arts programme. We continued to reexamine our current offerings – content, relevance and quality – and in this vein, three of our programmes underwent quality assurance reviews. We strive to offer programmes and courses to engage students in activities that not only extend their knowledge and expertise in humanities and education, but prepare them to improve the human condition through their contributions to the world of work. Of note, six Spanish students were selected to teach English in Columbia, and eight French students went on to teach English in France and Guadeloupe. Our faculty continues to improve their teaching skills with 2 more faculty members completing the Certificate in Undergraduate Teaching and Learning (CUTL) in 2014/2015. Up to February 2015, 19 persons had already graduated from the Programme.

Department Highlights

Among the highlights of the work in each Department during the year under review, was the establishment of a Translation Bureau within the Department of Languages, Literatures and Cultures (LLL). Additionally, one of the faculty members from this Department, Dr Stacy Denny, spearheaded the English as a Second Language (ESL) programme out of the Principal’s Office. The School of Education (SoE) successfully held the Schools of Education Biennial Conference in June. Significantly, for the past three years, the SoE was the department in the Faculty graduating the largest number of PhD students.

The Department of History and Philosophy continued to work on the UNESCO World Heritage Project in partnership with the Barbados Government and the Barbados Museum and Historical Society. They also continued to host the Cave Hill Philosophy Symposium (CHiPS) and held its 10th edition in 2014. In addition to undergoing a critical quality review process in the last year, the Errol Barrow Centre for Creative Imagination (EBCCI) began the process of revising their programme offerings and continued to showcase the arts through their myriad cultural events throughout the year. The Cultural Studies Programme held the inaugural Kamau Brathwaite Lecture series on March 22, 2015. Professor Hazel Simmons-McDonald, retired Pro-Vice Chancellor and former Principal of the Open Campus delivered the first lecture. The Faculty established closer alignment with Codrington College in terms of structuring programmes and more involvement of their faculty in university meetings. This alignment began under Principal, Dr Ian Rock.

In terms of regionalism, all Departments have renewed connections with their departments at sister campuses through teleconferencing around major decisions, intercampus festivals, biennial conferences or campus meetings.
STUDENTS

UNDERGRADUATE LEVEL

For the 2014/2015 academic year, the student intake for all undergraduate degree programmes in the Faculty was 645. Tables 1A and 1B show a comparative distribution of student registrations by Programme and by Major respectively. A closer analysis revealed that all programmes in the Faculty recorded a drop in enrolment, and this was evident in both part-time and full-time student registrations. Overall, the Faculty experienced a 32% decline in undergraduate student enrolment in 2014/2015.

Table 1A: Undergraduate Registration by Programme

<table>
<thead>
<tr>
<th></th>
<th>2014/2015</th>
<th>2013/2014</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full time</td>
<td>Part time</td>
<td>Total</td>
</tr>
<tr>
<td>Bachelor of Arts</td>
<td>263</td>
<td>213</td>
<td>476</td>
</tr>
<tr>
<td>Bachelor of Education</td>
<td>26</td>
<td>26</td>
<td>52</td>
</tr>
<tr>
<td>Bachelor of Fine Arts</td>
<td>46</td>
<td>24</td>
<td>70</td>
</tr>
<tr>
<td>Certificate</td>
<td>0</td>
<td>32</td>
<td>32</td>
</tr>
<tr>
<td>Licentiate</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Non-Degree (Education Abroad, Specially Admitted)</td>
<td>6</td>
<td>8</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>341</td>
<td>304</td>
<td>645</td>
</tr>
</tbody>
</table>

*PDVSA Certificate Programme.

Table 1B: Undergraduate Registration by Major

<table>
<thead>
<tr>
<th>Major</th>
<th>2014/2015</th>
<th>2013/2014</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative Arts</td>
<td>70</td>
<td>87</td>
<td>-20%</td>
</tr>
<tr>
<td>Education</td>
<td>52</td>
<td>83</td>
<td>-37%</td>
</tr>
<tr>
<td>French</td>
<td>21</td>
<td>25</td>
<td>-16%</td>
</tr>
<tr>
<td>French and Spanish (double major)</td>
<td>11</td>
<td>24</td>
<td>-54%</td>
</tr>
<tr>
<td>History</td>
<td>57</td>
<td>110</td>
<td>-48%</td>
</tr>
<tr>
<td>Linguistics</td>
<td>95</td>
<td>147</td>
<td>-35%</td>
</tr>
<tr>
<td>Literatures in English</td>
<td>70</td>
<td>94</td>
<td>-26%</td>
</tr>
<tr>
<td>Philosophy</td>
<td>13</td>
<td>21</td>
<td>-38%</td>
</tr>
<tr>
<td>Psychology</td>
<td>132</td>
<td>201</td>
<td>-34%</td>
</tr>
<tr>
<td>Spanish</td>
<td>45</td>
<td>61</td>
<td>-26%</td>
</tr>
<tr>
<td>Theology</td>
<td>32</td>
<td>36</td>
<td>-11%</td>
</tr>
<tr>
<td>Licentiate in Theology</td>
<td>1</td>
<td>3</td>
<td>-67%</td>
</tr>
<tr>
<td>(Education Abroad, Occasional, Specially Admitted)</td>
<td>14</td>
<td>26</td>
<td>-46%</td>
</tr>
<tr>
<td>Other*</td>
<td>32</td>
<td>28</td>
<td>14%</td>
</tr>
<tr>
<td>Total</td>
<td>645</td>
<td>946</td>
<td>-32%</td>
</tr>
</tbody>
</table>

*PDVSA Certificate Programme.

Undergraduate Graduation Results

A total of 181 students graduated from the Faculty, of which 129 were awarded the Bachelor of Arts, 40 the Bachelor of Education, and 12 the Bachelor of Fine Arts. Of these, there were 22 graduates with First Class honours, 62 with Upper Second Class, 67 with Lower Second Class and 30 who received a Pass. Students majoring in the BA Literatures in English and the Bachelor of Education programmes received the majority of First Class Honours degrees, each taking 5 of the total awarded. These were followed by 4 awarded to students in the BA Spanish Programme. The Bachelor of Education and the BA Psychology gained the largest numbers of awards in the Upper Second division.

In comparing results with those of the previous academic year, the number of students graduating represented a 20% drop in overall undergraduate degrees awarded. The number of students receiving First Class Honours degrees declined by 27%, while the number receiving Upper Second Class honours increased by 52% when compared to the 2013/2014 academic year.
Tables 2A and 2B show the undergraduate graduation results by Major, and the comparative results by Class of Degree for 2014/2015 and 2013/2014 respectively.

Table 2A: Undergraduate Graduation Results by Major

<table>
<thead>
<tr>
<th>Major</th>
<th>First Class</th>
<th>Upper Second</th>
<th>Lower Second</th>
<th>Pass</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creative Arts</td>
<td>0</td>
<td>6</td>
<td>5</td>
<td>1</td>
<td>12</td>
</tr>
<tr>
<td>Education</td>
<td>5</td>
<td>21</td>
<td>12</td>
<td>2</td>
<td>40</td>
</tr>
<tr>
<td>French</td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>French and Spanish</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>History</td>
<td>1</td>
<td>6</td>
<td>5</td>
<td>3</td>
<td>15</td>
</tr>
<tr>
<td>Linguistics</td>
<td>0</td>
<td>0</td>
<td>15</td>
<td>11</td>
<td>26</td>
</tr>
<tr>
<td>Literatures in English</td>
<td>5</td>
<td>1</td>
<td>9</td>
<td>4</td>
<td>19</td>
</tr>
<tr>
<td>Philosophy</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Psychology</td>
<td>2</td>
<td>15</td>
<td>14</td>
<td>3</td>
<td>34</td>
</tr>
<tr>
<td>Spanish</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>4</td>
<td>15</td>
</tr>
<tr>
<td>Theology</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>22</strong></td>
<td><strong>62</strong></td>
<td><strong>67</strong></td>
<td><strong>30</strong></td>
<td><strong>181</strong></td>
</tr>
</tbody>
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Table 2B: Comparative Undergraduate Graduation Results, 2014/2015 and 2013/2014

<table>
<thead>
<tr>
<th></th>
<th>2014/2015</th>
<th>2013/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Class Honours</td>
<td>22</td>
<td>30</td>
</tr>
<tr>
<td>Upper Second Class Honours</td>
<td>62</td>
<td>50</td>
</tr>
<tr>
<td>Lower Second Class Honours</td>
<td>67</td>
<td>102</td>
</tr>
<tr>
<td>Pass</td>
<td>30</td>
<td>43</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>181</strong></td>
<td><strong>225</strong></td>
</tr>
</tbody>
</table>

Undergraduate Student Achievements

The Faculty commended the academic achievements of undergraduate students awarded prizes for their exceptional performance during the academic year. Among these were Natasha Greenidge (BA Spanish with French), who was awarded the Level III Faculty Prize for best overall academic performance in the Faculty at Level III, as well as the Level III prize for Spanish. Other Departmental Prize winners at Level III were Chetisha Jacobs (Education), Karl Wiggins (French), Joline Dickson (History), Ashley Benjamin (Literatures in English), and Shanesse Mottley (Psychology). Shanesse Mottley (BA Psychology) also earned the honour of being named Valedictorian for the graduating class of 2014/2015.

GRADUATE LEVEL

For the year under review, the Faculty recorded a 13% decline in graduate enrolment when compared to the previous period. As demonstrated in Tables 3A and 3B, there were some 186 active graduate registrations in all disciplines, compared to 213 in the 2013/2014 academic year.

Table 3A: Comparative Graduate Registration by Programme

<table>
<thead>
<tr>
<th></th>
<th>2014/2015</th>
<th>2013/2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctor of Philosophy</td>
<td>65</td>
<td>80</td>
</tr>
<tr>
<td>Master of Arts</td>
<td>45</td>
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</tr>
<tr>
<td>Master of Education</td>
<td>42</td>
<td>39</td>
</tr>
<tr>
<td>Master of Philosophy</td>
<td>33</td>
<td>41</td>
</tr>
<tr>
<td>Non-Degree</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>186</strong></td>
<td><strong>213</strong></td>
</tr>
</tbody>
</table>
## Table 3B: Graduate Registration by Area of Study

<table>
<thead>
<tr>
<th>Area of Study</th>
<th>PhD</th>
<th>MA</th>
<th>MEd</th>
<th>MPhil</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caribbean Studies</td>
<td>7</td>
<td>15</td>
<td></td>
<td></td>
<td></td>
<td>22</td>
</tr>
<tr>
<td>Creative Arts</td>
<td>0</td>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>Cultural Studies</td>
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<td>7</td>
<td></td>
<td></td>
<td>17</td>
</tr>
<tr>
<td>Education</td>
<td>40</td>
<td>0</td>
<td>42</td>
<td>5</td>
<td></td>
<td>87</td>
</tr>
<tr>
<td>French</td>
<td>0</td>
<td>0</td>
<td>1</td>
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<td></td>
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<td>Heritage Studies</td>
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<td>0</td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>History</td>
<td>10</td>
<td>6</td>
<td>6</td>
<td></td>
<td></td>
<td>24</td>
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<tr>
<td>Linguistics</td>
<td>2</td>
<td>4</td>
<td>1</td>
<td></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Lits. in English</td>
<td>4</td>
<td>1</td>
<td>10</td>
<td></td>
<td></td>
<td>15</td>
</tr>
<tr>
<td>Spanish</td>
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<tr>
<td>CUTL</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>65</td>
<td>45</td>
<td>42</td>
<td>33</td>
<td>1</td>
<td>186</td>
</tr>
</tbody>
</table>

## Table 4A: Comparative Graduation Results by Programme, 2014/2015

<table>
<thead>
<tr>
<th>Award of Degrees</th>
<th>Nos. Graduating</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014/2015*</td>
</tr>
<tr>
<td>Master of Arts</td>
<td>23</td>
</tr>
<tr>
<td>Master of Philosophy</td>
<td>2</td>
</tr>
<tr>
<td>Master of Education</td>
<td>11</td>
</tr>
<tr>
<td>Doctor of Philosophy</td>
<td>9</td>
</tr>
<tr>
<td>Licentiate</td>
<td>1</td>
</tr>
<tr>
<td>CUTL</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>62</td>
</tr>
</tbody>
</table>

*Provisional at September 17, 2015

## Table 4B: Graduation Results by Area of Study, 2014/2015

<table>
<thead>
<tr>
<th>Area of Study</th>
<th>PhD</th>
<th>MA</th>
<th>MEd</th>
<th>MPhil</th>
<th>Cert.</th>
<th>Lic.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caribbean Studies</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>Creative Arts</td>
<td></td>
<td>3</td>
<td>(1)</td>
<td></td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Cultural Studies</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>7</td>
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<tr>
<td>Education</td>
<td>8</td>
<td>(5)</td>
<td></td>
<td>11</td>
<td>(4)</td>
<td></td>
<td>19</td>
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<td>French</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Heritage Studies</td>
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<td>(1)</td>
<td></td>
<td></td>
<td></td>
<td>3</td>
</tr>
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* Includes 2 FH&E Faculty members

Figures in brackets ( ) represent the number of distinctions/high commendations earned within the figure shown to the left.
Graduate Student Achievements
The Faculty recorded its heartiest congratulations to nine students awarded the Doctor of Philosophy degree. Of these, five in the area of Education received their degree with high commendation – namely, Sonja Gift, Rita Kirton, Mia Jules, Miguel Roberts and Nicora Stubbs. Additionally, Susan Alleyne-Forde and Sylvan Spooner were awarded the Master of Arts with Distinction; and Tanisha Forde, Marsha Gay, Steve Hypolite and Kamla Knight, were awarded the Master of Education with Distinction.

MILESTONES

The Faculty welcomed Dr Jennifer Obidah as Dean of the Faculty, and new members of staff Dr Ian Lubin, Lecturer in Educational Psychology; Dr Sharon Burns, Lecturer in Early Childhood Education; Ms Mia Jules, Temporary Lecturer in Psychology; Ms Yvonne Weekes, Lecturer in Theatre Art and Ms Fernanda Cuesta Gomez, Spanish Teaching Assistant for 2014/2015 under the ICETEX programme.

The Faculty congratulated outgoing Dean, Professor Pedro Welch, on his appointment to the post of Deputy Principal for the 2014/2015 academic year. Further congratulations were extended to Dr Richard Goodridge and Dr Korah Belgrave on their appointments as Deputy Dean Planning and Deputy Dean, Outreach respectively, and to Dr Kahiudi Mabana on his promotion to the rank of Professor.

At the end of the year, the Dean thanked Professor Frederick Ochieng'-Odhiambo who served as Head of the Department of History and Philosophy for two terms, as well as Dr Richard Goodridge for his year of service as Deputy Dean, Planning. The Faculty also expressed thanks and bade farewell to Professor Pedro Welch, former Dean (2007-2014) and Professor of Social and Medical History; Dr Ian Rock, Principal of Codrington College; Dr Joyce Stewart, Coordinator of the Foundation Language Programme; Dr Augustin Hatar, Lecturer in Film; Dr Keisha Evans, Lecturer in Linguistics; Dr Astra Babb, Tutor in Fundamentals of Written English; and Mr XU Bo, Lecturer in Chinese Language.
WORK OF THE DEPARTMENT

The Cultural Studies Graduate Programme received its eleventh intake of students for the MA, MPhil and PhD degrees. By the end of the year, the Programme had also produced its tenth group of graduates as seven (7) students were set to be awarded their Masters of Arts in Cultural Studies at the October 2015 graduation ceremony.

Consequently, during the course of 2006 – 2015, a total of thirty-eight (38) graduate degrees in Cultural Studies were awarded at the Cave Hill Campus. These are as follows: four (4) PhD, one (1) MPhil and thirty-three (33) MA degrees.

While the program accepted 9 candidates for the graduate program in September 2014, only 2 students registered, with one withdrawing in the first semester for financial reasons. This resulted in an effective admission of one candidate, which has never previously happened in the history of the program. The reason for this can be directly attributed to the introduction of tuition fees in the 2014/15 year, which has directly affected the ability of candidates to pursue their graduate education.

The Undergraduate Minor in Cultural Studies was offered again this year. Several students across disciplines opted to take courses in the programme. Cultural Studies courses continued to be popular with a number of exchange students who signed up for courses at the undergraduate level. A number of students adopted the Sociology with Cultural Studies Minor program, while students in History and in Philosophy continue to opt to do the Minor.

Kamau Brathwaite Lecture in Cultural Studies

Since its inception as an interdisciplinary programme at the University of the West Indies, Cultural Studies has been instrumental in inviting scholars, artists and cultural practitioners of great repute to share their expertise with the university and wider community. These lectures and visits from renowned figures had a great impact in helping to firmly establish the discipline of Cultural Studies within the academic and public communities. They further provided a platform for visibility and a forum for dialogue on the importance of interdisciplinary scholarship and the study of culture.

While the program has been successful in creating a space for critical exchange through these public lectures, they have nonetheless functioned in a fairly ad hoc manner with some years having as many as four lecturers and in the following none. It was thus decided in 2013 to inaugurate an annual Lecture Series in part to establish a consistent visible presence on campus. It was proposed to name this lecture series after the distinguished poet, historian and cultural theorist Professor Kamau Brathwaite. In the annual Cultural Studies lecture series, we will, through our selection of scholars, artists and cultural practitioners, honour the important range, creativity, daring and legacy of Kamau Brathwaite’s contribution to Caribbean Cultural Thought and the creative intellect.

The inaugural Kamau Brathwaite lecture in Cultural Studies was held on March 22, 2015. Professor Hazel Simmons-McDonald, retired Pro-Vice Chancellor and Principal of the Open Campus and a former head of the Cultural Studies program at the UWI, Cave Hill Campus, delivered a lecture titled “Literature, Culture and Politics of Deprivation.”

Restructuring of the Faculty of Humanities and Education:
Inter-departmental initiatives

Collaboration with EBCCI

Two meetings were held during with the EBCCI to discuss approaches towards possible collaboration with Cultural Studies. The first was held at EBCCI on Oct 28, 2014 and was chaired by Prof Gladstone Yearwood, The second was held on December 9, 2014 in the New Bruce St. John Room and was chaired by the Dean of the Faculty of Humanities and Education. During these meetings both entities examined the structure of their programmes and sought to determine the extent to which collaboration was possible. It became clear that from the point of view of the EBCCI, it was impossible to move forward with the proposed course of action, as the differences with Cultural Studies could not be easily remedied. Though Cultural Studies was willing to continue to seek a resolution, this was not possible by the end of the second meeting. The two entities did not meet during Semester II.

Department of History and Philosophy

Following the mandate of the Dean to reach across disciplines, discussions were held with History and Philosophy towards the development of joint programmes between the two entities. It was agreed that two courses from the Minor in Cultural Studies would be incorporated into a proposed joint degree in Health Sciences between the Department of History and Philosophy and Medical Sciences. These courses are CLTR 1100: Culture and Identity and CLTR 3110 Sacred Arts of the Black Atlantic. Preliminary discussions were also held with regard to the potential development of an undergraduate programme with the working title “Heritage, History and Culture”. Discussions also commenced for the development of an undergraduate programme with an emphasis on African History and African Diaspora Studies.
BA Caribbean Studies
A BA Caribbean Studies had first been proposed by Dr Aaron Kamugisha since 2012, but its development was delayed due to absence of faculty on leave and the desire to gain consensus on it as the program’s undergraduate course. The faculty members of the program are now in agreement that the BA Caribbean Studies will be undergraduate degree option for the program and expect to work towards the objective of creating the program potentially in time for the 2016/17 academic year.

RESEARCH IN PROGRESS

Marcia Burrowes
- Traditional Barbadian Masquerade with emphasis on Landships in Barbados, their histories and rituals. This research project is sponsored by the National Cultural Foundation and is in association with the Barbados Museum and Historical Society and the Barbados Government Information Service.

Yanique Hume
- Full-length manuscript in preparation – a study on the uses of Haiti in the cultural and discursive construction of cubanidad. The work further chronicles the deployment of Haitian culture in contemporary folkloric tourism projects in eastern Cuba.

• Special Issue on Caribbean Mortuary Complex with the journal New West Indian Guide NWIG. [In Preparation].
• Caribbean Popular Culture anthology with Ian Randle Press, forthcoming December 2015.
• Ongoing Fieldwork in Villa Rica, Colombia on Afro-Colombian culture. In the process of conceptualizing and designing a museum of Afro-Colombian culture.

Aaron Kamugisha
- Manuscript in preparation – a study of coloniality, cultural citizenship and freedom in the contemporary Anglophone Caribbean, mediated through the social and political thought of C.L.R. James and Sylvia Wynter.
- Caribbean intellectual traditions – a series of readers on Caribbean social, political and cultural thought with Ian Randle Press. Final volume titled Caribbean Popular Culture is currently in press.
- Special issue of the journal Small Axe on the Caribbean theorist Sylvia Wynter. This issue will be published in March 2016.

TEACHING AND STUDENTS

New Cultural Studies Graduate Registration 2014-2015

| Diploma | 0 |
| MA | 1 |
| MPhil | 0 |
| PhD | 0 |
| Total | 1 |

Undergraduate Courses and Student Performance on Examinations

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Post Graduate Courses and Student Performance on Examinations

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GRADUATE DEGREES AWARDED
2014-2015

The following students were awarded graduate degrees in the Cultural Studies Programme:

MA in Cultural Studies:
• Deborah Bascombe
• Raquel Foster
• Ireka Jelani
• Winston Kellman
• Andrea Wells
• Halcyon Wiltshire
• Janice Whittle

STAFF ACTIVITIES [awards/recognition]

Aaron Kamugisha
• Invited to serve as co-editor of the new book series Race and Resistance Across Borders in the Long Twentieth Century published by Peter Lang [www.peterlang.com/RRAB]

CONFERENCE PAPERS/INVITED LECTURES

Marcia Burrowes
• “Bridgetown: A Thriving Space for Culture and Cultural Activity”: Invited.
• Lecturer: UNESCO World Heritage Lecture Series for Senior Civil Servants: in association with the Department of History and Philosophy, UWI Cave Hill Campus, June 17, 2015.
• “Locking Identities: Whither the Migrants in Centenary Celebrations?”: UWI History Symposium on Migration: Cave Hill Campus: March 27, 2015.

Yanique Hume
• “Performing Haiti: Casa del Caribe and the Popularization of Haitian-Heritage Communities in Cuba.” Invited Paper presented at Café XVII, The Journey of Cuban Artist: Symposium – Culture and Community Development in Cuba. Department of Modern Languages, the University of the West Indies, Cave Hill Campus. March 6, 2015.

Aaron Kamugisha

PUBLIC PRESENTATIONS

Marcia Burrowes
• “In Praise of Morrie” (Miss Morrison): Invited Lecturer, Literacy Week: Hindsbury Primary School, June 1, 2015.
• “The Barbados Landship”: Invited Lecturer: Black History Month, St James Primary, St. James, February 28, 2015.
• “Africa and Barbados”: Invited Lecturer: Black History Month, St. Joseph Primary, February 13, 2015
• “Centrality of Barbadian Culture”: Invited Lecturer: National Cultural Foundation: Radisson Hotel, October 10, 2014.

Aaron Kamugisha
• “Caribbean Thought in the Pursuit of Freedom.” Seminar hosted by the School of History, Philosophy, Political Science and International Relations. Victoria University, Wellington, New Zealand, May 15, 2015.
• “C.L.R. James in the 1960s” Joint seminar hosted by the Institute of Latin American Studies and the Disciplinary Research program in English, Theatre and Drama. LaTrobe University (Melbourne), May 7, 2015.
PROFESSIONAL SERVICE

Marcia Burrowes
• Coordinator Cultural Studies.
• Faculty Representative, Academic Board.
• Member, Faculty Executive Committee.
• Member, National Biography Project Committee.
• Member, Humanities Festival Committee.
• Member, Humanities Week Research Committee.
• Lead Researcher, National Research Project on Landships in Barbados.
• Chief Examiner for CAPE Caribbean Studies for the Caribbean Association Proficiency Examinations: Caribbean Examinations Council.
• Member: Task Force on the Preservation of Barbados’ Built Heritage, Government of Barbados.
• Member, Selection Committee of the Barbados Chapter of United World Colleges (UWC) Scholarships.
• Member, Caribbean Sabga Awards for Excellence: Barbados Committee.
• Member: Barbados Landship Association (BLA) 150th Anniversary Planning Committee.

Yanique Hume
• Member of Student Registration and Orientation Committee.
• Undergraduate Caribbean Studies Thesis Committee.

Aaron Kamugisha
• Chair, Campus Lecture Series Committee.
• Faculty of Humanities and Education representative on Faculty of Social Sciences Board.
• Cultural Studies graduate student seminar coordinator.
• Member of the editorial committee, Small Axe: A Caribbean Journal of Criticism, July 2013 – Present.
• Member of the editorial committee, Social and Economic Studies, April 2010 – Present.
• Book Reviews Editor, Social and Economic Studies, April 2010 – Present.

OUTREACH ACTIVITIES

Marcia Burrowes
• “Citations for Landships”: St. Paul’s Annual Fiesta; St. Gabriel’s Primary School: April 28, 2015
• “UWI in the Community”: Master of Ceremonies, Jubilee Gardens, January 16.

Yanique Hume
• Faculty of Humanities and Education – Research Day Planning Committee.
• Co-Coordinator of Organizing and Planning Committee for the Inaugural Kamau Brathwaite Lecture Series in Cultural Studies.

Aaron Kamugisha
• Lead organizer of inaugural Kamau Brathwaite Lecture in Cultural Studies, March 22, 2015.
• Delivered a lecture at the “Caribbean Against Apartheid in Palestine” panel discussion on November 29, 2014.
• Lead coordinator for the campus lecture by Dr Christian Hogsbjerg, Lecturer in History from University of York, UK.

GRADUATE STUDENTS – CONFERENCE AND SEMINAR PRESENTATIONS

PhD Candidates
Margaret Harris
• “Cultural Diversity and the Unesco Convention: Implications and Options for the Caribbean Community.” Graduate Studies & Research, UWI, Cave Hill Campus. April 24, 2015.

MPhil Candidates
Leslie Archer
• “Entrepot and Accumulation in the World.” Graduate Studies & Research, UWI, Cave Hill Campus. September 26, 2014.
• “In- Between Trade – Understanding Nassau (Bahamas) as an Entrepot.” Graduate Studies and Research, UWI, Cave Hill Campus. June 16, 2015. (Upgrade).

Philip Forde
• “Blocking Both Head and Foot: An Examination of the Cultural Significance of Barbadian (Bajan) Stick-Fighting.” Graduate Studies & Research, UWI, Cave Hill Campus. June 22, 2015. (Upgrade).

Tricia Herman

Solomon Hunte
• “Masculinity and Divorce: An Interrogation into Conjugal Unions’ Dissolution in Barbados.” Graduate Studies & Research, UWI, Cave Hill Campus. May 6, 2015.
Laura Wallace

Research Week
In addition to the above seminars, four graduates in Cultural Studies prepared posters for Research Week. Students and posters are as follows:

- Sasha Sutherland: “Normal, Natural and Proper: Culture, Gender and Ideology in Football in the Anglophone Caribbean.
- Cherise Adjodha: “Food, Power and Human Development: the Constructs of Caribbean Food Culture.”

Symposium with IGDS
Graduate students in Cultural Studies joined their colleagues in the Institute of Gender and Development Studies for a meeting with Professor Verene Shepherd, University Director of IGDS, on Thursday 13 November 2014 at the SAGICOR Centre. Each student spoke to their areas of research and received feedback from Professor Shepherd.

VISITORS TO THE DEPARTMENT

Christian Høgsbjerg
Christian Høgsbjerg, Lecturer in History at Leeds Metropolitan University, visited the Cultural Studies programme in September 2014.

Dr Høgsbjerg works on twentieth century British imperial history particularly with respect to the Caribbean and the black presence in imperial Britain. The specialist focus of his research concerns the life and work of the Trinidadian Marxist historian and writer C.L.R. James. He is the author of C.L.R. James in Imperial Britain, the editor of C.L.R. James’s 1934 play about the Haitian Revolution, Toussaint Louverture: The Story of the Only Successful Slave Revolt in History and is currently co-editing The Black Jacobins Reader, all appearing as part of the C.L.R. James Archives series with Duke University Press. He has also recently published a short biographical portrait of the Barbadian seafarer Chris Braithwaite, Mariner, Renegade and Castaway: Chris Braithwaite: Seamen’s Organiser, Socialist and Militant Pan-Africanist (Redwords, 2014).

Dr Høgsbjerg delivered a public lecture titled “The most striking West Indian creation between the wars”: C.L.R. James, the International African Service Bureau and Militant Pan-Africanism in Imperial Britain on September 19, 2014 at the 3Ws Oval. This lecture attracted a significant public audience, and was followed by a lively discussion.

John Nauright
Professor John Nauright, Director of Sport, Tourism and Leisure Studies and Assistant Head of School and Head of Research, Sport and Leisure Management School of Sport and Service, University of Brighton, UK, visited the Cultural Studies Programme between July 17-22, 2015.

As Co-Supervisor, he met with his four supervisees in Cultural Studies: Philip Forde (MPhil), David Spencer (PhD), Rommel Green (PhD) and Sasha Sutherland (PhD). He also met with a number of Cultural Studies graduates to discuss their research.

In addition, Professor Nauright presented a Graduate seminar entitled: “Beyond Cricket: Understanding Pasts, Present and Futures in Caribbean Sports: The Role of Research.” It was held on July 21, 2015 in GRLT, Graduate Studies Building, Cave Hill Campus.
WORK OF THE DEPARTMENT

Mission Statement
The Department seeks to empower its students through the promotion of critical and analytical skills and an appreciation for diversity. Students are encouraged, through an understanding of the world they live in, to contribute to the development of the Caribbean region and beyond. In meeting these obligations, the Department strives to continue providing students with cutting-edge research and exposure to up-to-date teaching technologies and methodologies.

Synopsis of Activities
The 2014-2015 academic year was a challenging one for the Department, especially in the face of a significant reduction in student registration. Nevertheless, the Department maintained a vibrant teaching, research and outreach agenda, while actively seeking ways to boost registration in both History and Philosophy. For example, collaboration on the prospect of offering joint programmes with other disciplines and Faculties continued. Similarly, the Department continued to hold discussions with the various stakeholders including the Ministry of Education. In addition to this, the Department maintained its efforts at informing and educating the wider public through its commitment to improving knowledge about the history and heritage of the Eastern Caribbean.

STAFF CHANGES
At the end of the 2014-2015 academic year, Pedro Welch, Professor of Social and Medical History, retired.

PUBLIC LECTURES AND OUTREACH ACTIVITIES

UNESCO World Heritage Project
The Department continued work on the UNESCO World Heritage Project in partnership with the Government of Barbados and the Barbados Museum and Historical Society. We are currently involved in supporting the capacity building, which included workshops for tour guides at the Island Inn Hotel between October 31 and November 29, 2014. Dr Henderson Carter coordinated the workshops.

The Dictionary of Barbadian Biography
This project progressed smoothly. So far over five hundred names have been examined by the Steering Committee for inclusion in the Dictionary and at least ten researchers have been deployed. Those writing the biographies are expected to submit by January 31, 2016.

Lectures and Symposia

Elsa Goveia Memorial Lecture
The thirtieth edition of the annual Elsa Goveia Memorial Lecture, in association with The Nation Publishing Company Limited, was held on the November 6, 2014, at Cave Hill Campus. The lecture entitled “Marcus Garvey and the Cosmo Vision of Jamaican Revivalism” was delivered by Dr Robert A. Hill, Professor of History at the University of California, Los Angeles.

Pan-African Colloquium
During the year, the Department, in association with the PanAfrican Strategic and Policy Research Group (PANAFSTRAG) and Commission for Pan-African Affairs (CPAA) began planning the inaugural international Pan African Colloquium, scheduled for January 2016.

Landship and Intangible Heritage in Barbados
The Department invited Professor Philip Scher, lecturer in Anthropology from the University of Oregon, to facilitate a workshop on ‘Landship and Intangible Heritage in Barbados’. It was held on February 18, 2015 at the Cave Hill Campus. The workshop was well attended.

In addition, the Department and the Barbados Museum and Historical Society (BMHS) sponsored a public lecture entitled “Landship, Entrepreneurship, and the Ship of State: The many uses of heritage in Barbados” which was delivered by Professor Scher on February 19, 2015, at the Barbados Museum. The lecture was also well attended.

Annual BMHS/Department of History and Philosophy Lecture Series
The annual lecture series organised by the Barbados Museum and Historical Society (BMHS) and the Department of History & Philosophy took place every Wednesday between March 25, 2015 and May 6, 2015 at the Queens Park Steel Shed. The theme of the series was “…Of Distempers, Diagnoses and Development: The Provision of Medical Services in Barbados”.

Cave Hill Philosophy Symposium (CHIPS)
Taking as its theme “Philosophy of Religion”, the tenth edition of CHIPS was successfully held from November 12 to 14, 2014. The keynote lecture was delivered by Dr John Cottingham, Professorial Research Fellow at Heythrop College, University of London, Professor Emeritus of Philosophy at Reading University, Honorary Fellow of St. John’s College, Oxford and was entitled “Philosophy, Religion and the Meaning of Life”. Participants at the three-day symposium were drawn from the Caribbean, the United States, and the United Kingdom.
Departmental Research Seminars

The History Forum, the Departmental seminar, enjoyed a very productive year. Apart from regular presentations, several special seminars were organised during 2014-2015. The Department’s History Forum remains a natural meeting place for all those with an interest in history to learn about current research, discuss current trends in the discipline, and share ideas.

“From the Margins to the Main”

The third edition of the special graduate History forum, entitled “From the Margins to the Main: Sharing New Perspectives in Caribbean History and Heritage” took place on 10 April, 2015. For the first time graduate students from St. Augustine – Leslie-Ann Paul and Peter Timothy – presented papers. It is hoped that next year’s Forum will benefit from the involvement of graduate students from all three Campuses.

Special History Forum

As part of the activities marking the centenary of the construction of the Panama Canal, the Department held a panel discussion in collaboration with the Ministry of Foreign Affairs and the Barbados Museum and Historical Society, on 27 March 2015. Panelists Professor Velma Newton, Dr Marcia Burrowes and Dr Elaine Rocha, discussed “People without History: Memory and Barbadian Migrants in Panama”. This event also formed part of the Humanities Festival.

The History Forum at Facebook

The social media instrument was developed by Dr Tara Inniss to interact directly with our students and the public in general. It posts debates, news, events, historical sources like documents and photos, and has so far been quite popular among young people.

The History Forum Blog also developed and maintained by Dr Inniss, includes articles, news and events.

DEPARTMENTAL RESEARCH PROJECTS

Caribbean Heritage Institute Project

The Department, largely through the efforts of Dr Sabrina Rampersad, made significant strides towards establishing the Caribbean Heritage Institute (CHI) which is being created with the support of the Organization of American States (OAS). Over the year,

• An Interim Advisory Board of Caribbean members was formed
• Consultations – involving all advisory board members – took place on formation of a governance model for the CHI.
• A workshop was held in Barbados 6-8 May 2015, with representatives from across the Caribbean. At this workshop the organizational plan and directives for the CHI were decided.
• Logo and branding for the CHI – (in collaboration with USA consultants, Take Two Services) commenced.

Oral History Project (OHP)

The Department views oral history as an important research technique for collecting information which is not otherwise available. The Oral History Project (OHP), which started in 1974-75, was designed to promote the use of oral history through the identification of appropriate subjects for interview, the recording of information on tape, and the transcription and preservation of that information. To date priorities for data collection have included the following:

• Plantation subdivision and the establishment of villages during the last 100 years;
• The origins and growth of social institutions like cricket clubs, social clubs, and friendly societies;
• Mass politics in Barbados since the 1920s;
• The growth and consolidation of local business enterprises;
• Life histories of Barbadians who migrated and have since returned.

The Documentation Project

This was initiated as a collaborative effort undertaken by the Department of History and Philosophy, the Sidney Martin Library, the Barbados Public Library, the Department of Archives, and the Cave Hill Law Library. The objective of the project is to locate in Barbados most, if not all, of the major sources for the study of Barbados History. To this end, the five institutions pooled their resources together and purchased microfilm copies of a variety of documents which were located in foreign repositories. These documents included Colonial Office Correspondence, Barbadian newspapers, plantation accounts and planters’ correspondence. However, financial problems continue to derail the project and little progress was made in the year under review.

COLLABORATIONS

Collaboration with College of Charleston

The Department held discussions with Dr John Rashford and Professor Bernard Powers, from the College of Charleston. These discussions centred around designing a project that would promote student exchange.

Internships for UWI History Graduates at Middleton Place

In 2014-15, the Department secured an internship for one of its graduates, Leah Bignall, at the Middleton Place Foundation in Charleston, South Carolina. Middleton Place is the premier heritage tourism attraction in the United States.
**HISTORY DISCIPLINE 2014-2015**

Knowledge, understanding, and appreciation of the discipline of History and an awareness of historical process and change are not derived exclusively from attendance at lectures and reading of books. The Department is convinced that important supplements to the learning experience of History include the experience of field trips and to this end, during 2014-2015 academic year, the Department organised field trips to enhance the learning experience of the students. Two bus tours were organised in an effort to offer a more direct experience to the students.

One tour was organised for students in HIST2003: West Indian History I, and HIST3030 Barbados Social Policy. It covered Bridgetown, the Museum of Parliament, Newton Burial Ground, Coverley, Codrington College, Consett Bay, and Gun Hill. The second tour was for students in HIST3011 Barbados Business History and made stops at Foursquare Heritage Village and Rum Refinery, Mount Gay Distilleries Ltd., and Museum of Parliament.

**Archaeology**

The Department continued its efforts to build upon its offerings in Archaeology. Dr Rampersad maintained research links with Dr Niall Finneran of Winchester University as they continued the Speightstown Maritime archaeology project.

However, the Archaeology course offerings were jeopardized by the decision of the Faculty of Humanities & Education to re-allocate the space assigned to the Archaeology Laboratory. The impact of this decision will be addressed in later reports.

**PHILOSOPHY DISCIPLINE 2014-2015**

The peculiarity of Philosophy lies in the fact that its subject matter is unrestricted and, in finality, it is, therefore, an effort to understand the world, its meaning, and values in totality. Its field (subject matter) is broad and inclusive. It attempts to answer questions about the kind of universe in which we live and what the end of life may reasonably be. Philosophy, while using the facts and descriptive material presented by other fields of study, goes beyond description to inquire into the nature, the values, and the possibilities of things. In its cogitation, the goal of Philosophy points in the direction of understanding and wisdom. Philosophy, therefore, plays an important role within the Academy and in everyday life. It is with this in mind that the Department has continued to undertake several activities in an effort to raise the profile of Philosophy as a crucial subject area to be valued and explored. The discipline of Philosophy undertook major activities, as outlined below.

**Cave Hill Philosophy Symposium (CHiPS)**

This is the annual flagship activity of Philosophy at Cave Hill. Started in 2005, the aim of the Cave Hill Philosophy Symposium (CHiPS) is to foster dialogue between various approaches to philosophy on a wide variety of topics in the hope that, even if resolution is not possible, it might at least be possible to encourage different traditions to converse with each other. It additionally aims to explore links between philosophy and related theoretical endeavours in such fields as politics, literature and psychology.

**VISITORS TO THE DEPARTMENT**

- Professor John Thornton and Dr Linda Heywood, from Boston University visited the Department. Professor Thornton is a leading Historian in the fields of African History and the Atlantic World while Dr Heywood is currently researching connections between the Caribbean and Angola.

- Dr John Rashford from the Department of Anthropology of the College of Charleston. Dr Rashford delivered a seminar which discussed his research in the field of Botanic Anthropology in the Caribbean, Brazil, Central America and Western Africa.

- Dr John Cottingham, Professorial Research Fellow at Heythrop College, University of London, Professor Emeritus of Philosophy at Reading University, and an Honorary Fellow of St. John’s College, Oxford. He delivered the feature address at CHiPS 2015, entitled “Philosophy of Religion”.

- Professor Philip Scher, Lecturer in Anthropology from the University of Oregon.

- Dr Robert A. Hill, Professor of History at the University of California, Los Angeles, delivered the Elsa Goveia Memorial Lecture entitled Marcus Garvey and the Cosmo Vision of Jamaican Revivalism.

- Dr Christian Cwik, from the Department of History of UWI, St Augustine.
**RESEARCH IN PROGRESS**

**Mrs Roxanne Burton**
- Personal identity formation as a process of negotiation in the novels of Jamaica Kincaid.

**Dr Henderson Carter**
- The Dictionary of Barbadian Biography.
- Cave Hill Campus Heritage Resources (with Dr Tara Inniss).

**Dr Richard Goodridge**
- Igbo Diaspora in Barbados
- Public Sector Unionism in Barbados
- Women in Trade Unions In Barbados and Cameroon

**Dr Tara Inniss**
- A Guide to Slave Route Sites of Memory in the Caribbean (with Alissandra Cummins).
- Barbados Demographic Study Project (with Bernd Sing and Peter Chami).
- Cave Hill Campus Heritage Resources (with Dr Henderson Carter).

**Professor Frederick Ochieng'-Odhiambo**
- Role of Sagacity in Educational Philosophizing.
- Césaire’s Contribution to African Philosophy.
- Essays on some Socio-politico-economic Concerns in Africa. (Manuscript in preparation for publication).
- African sagacity and the conceptualisation of some Luo terms such as ero kamano (thank you), tho (death), dhi tedo (marriage of a lady).

**Dr Sabrina Rampersad**

**Dr Elaine Rocha**
- The Brazilian input in the Race for Congress of 1911.
- Post Abolition Blues: Brazilian struggle for racial equality at the turn of the 20th century.
- Milton Gonçalves: a biography.
- Millie Gonne to Brazil: Crime and Punishment of “Barbadians” in Brazil.

**Dr Rodney Worrell**
- Pan-Africanism with a special focus on George Padmore.

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**TEACHING AND STUDENTS**

**Table 1: Postgraduate Enrolment 2014-2015**

<table>
<thead>
<tr>
<th>Program</th>
<th>Number of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heritage Studies MA C</td>
<td>3</td>
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<tr>
<td>History MA C</td>
<td>6</td>
</tr>
<tr>
<td>History MPhil C</td>
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<tr>
<td>History PhD C</td>
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<td><strong>TOTAL</strong></td>
<td><strong>27</strong></td>
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**Table 1(a) Postgraduate Degrees Awarded**

<table>
<thead>
<tr>
<th>Program</th>
<th>Number of Students</th>
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<tbody>
<tr>
<td>Doctor of Philosophy, History</td>
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<tr>
<td>Master of Arts, History</td>
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<tr>
<td><strong>TOTAL</strong></td>
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**Table 2: Undergraduate Enrolment 2014-2015**

<table>
<thead>
<tr>
<th>Program</th>
<th>Number of Students</th>
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<tbody>
<tr>
<td>History BA C</td>
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</tr>
<tr>
<td>History with Cultural Studies BA C</td>
<td>1</td>
</tr>
<tr>
<td>History with Education BA C</td>
<td>1</td>
</tr>
<tr>
<td>History with Gender Studies BA C</td>
<td>2</td>
</tr>
<tr>
<td>History of Law BA</td>
<td>2</td>
</tr>
<tr>
<td>History with Political Science BA C</td>
<td>1</td>
</tr>
<tr>
<td>History (Special) BA C</td>
<td>9</td>
</tr>
<tr>
<td>Philosophy BA C</td>
<td>3</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>60</strong></td>
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### Table 2(a): BA Degrees Awarded

<table>
<thead>
<tr>
<th>Degree</th>
<th>First Class Honours</th>
<th>Upper Second Class Honours</th>
<th>Lower Second Class Honours</th>
<th>Pass</th>
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<tbody>
<tr>
<td>Bachelor of Arts, History</td>
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<td>3</td>
<td>4</td>
<td>3</td>
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<tr>
<td>Bachelor of Arts, History (Special)</td>
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<tr>
<td>History with Cultural Studies</td>
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<td></td>
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<tr>
<td>History with Gender Studies</td>
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<tr>
<td>History with Sociology</td>
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<tr>
<td>Philosophy with Education</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Philosophy with Law</td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
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<td><strong>7</strong></td>
<td><strong>7</strong></td>
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</table>

### Table 3: UNDERGRADUATE STUDENT REGISTRATION 2014-2015

#### Semester One

<table>
<thead>
<tr>
<th>Course Code and Course Name</th>
<th>Registered Students</th>
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<tbody>
<tr>
<td>FOUN1101, Caribbean Civilization</td>
<td>371</td>
</tr>
<tr>
<td>HIST1004, History of the Caribbean</td>
<td>67</td>
</tr>
<tr>
<td>HIST1601, Atlantic World I</td>
<td>13</td>
</tr>
<tr>
<td>HIST1703, Introduction to History</td>
<td>11</td>
</tr>
<tr>
<td>HIST1801, Introduction to Archaeology</td>
<td>09</td>
</tr>
<tr>
<td>HIST2003, West Indian History I</td>
<td>31</td>
</tr>
<tr>
<td>HIST2201, United States History I</td>
<td>16</td>
</tr>
<tr>
<td>HIST2301, African History 1800-1900 AD</td>
<td>14</td>
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<tr>
<td>HIST2401, Change and Continuity in 19th Century Europe</td>
<td>04</td>
</tr>
<tr>
<td>HIST2610, History of Medicine in the Caribbean 1492-Present</td>
<td>05</td>
</tr>
<tr>
<td>HIST2801, Archaeology Research</td>
<td>02</td>
</tr>
<tr>
<td>HIST3003, Gender in Caribbean History</td>
<td>07</td>
</tr>
<tr>
<td>HIST3010, Protests and Popular Movements</td>
<td>10</td>
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<tr>
<td>HIST3030 Barbados Social Policy</td>
<td>12</td>
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<tr>
<td>HIST3103, Brazil in the 20th Century</td>
<td>07</td>
</tr>
<tr>
<td>HIST3202, Slavery, Civil War and Reconstruction</td>
<td>20</td>
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<tr>
<td>HIST3304, Liberation Struggles in 20th Century Africa</td>
<td>23</td>
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**PHILOSOPHY**

<table>
<thead>
<tr>
<th>Course Code and Course Name</th>
<th>Registered Students</th>
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<tbody>
<tr>
<td>PHIL1002, Ethics and Applied Ethics</td>
<td>11</td>
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<tr>
<td>PHIL1003, Introduction to Philosophy</td>
<td>30</td>
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<tr>
<td>PHIL2210, Human Nature and the Good Life</td>
<td>08</td>
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<tr>
<td>PHIL2701, Philosophy in Literature</td>
<td>04</td>
</tr>
<tr>
<td>PHIL3099, Philosophy Research</td>
<td>04</td>
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<tr>
<td>PHIL3500, Philosophy and Gender</td>
<td>15</td>
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<tr>
<td>PHIL3510, Philosophy of Sex and Love</td>
<td>41</td>
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#### Semester Two

<table>
<thead>
<tr>
<th>Course Code and Course Name</th>
<th>Registered Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>FOUN1101, Caribbean Civilization</td>
<td>178</td>
</tr>
<tr>
<td>HIST1602, Atlantic World II</td>
<td>06</td>
</tr>
<tr>
<td>HIST1802, A Survey of World Prehistory</td>
<td>04</td>
</tr>
<tr>
<td>HIST2004, West Indian History II</td>
<td>21</td>
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<tr>
<td>HIST2202, United States History II</td>
<td>12</td>
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<tr>
<td>HIST2302, African History II</td>
<td>09</td>
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<tr>
<td>HIST2602, Imperialism since 1918</td>
<td>14</td>
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<tr>
<td>HIST2604, Caribbean Migration and Re-migration</td>
<td>05</td>
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<tr>
<td>HIST2900, Research Methods in History</td>
<td>17</td>
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<tr>
<td>HIST3011, Barbados Business History</td>
<td>18</td>
</tr>
<tr>
<td>HIST3019, History of West Indies Cricket</td>
<td>05</td>
</tr>
<tr>
<td>HIST3033, Gender, Race and Medicine</td>
<td>05</td>
</tr>
<tr>
<td>HIST3106, History of Carnival in Brazil</td>
<td>06</td>
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<tr>
<td>HIST3203, Black Experience in the US after 1865</td>
<td>24</td>
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<td>HIST3312, Women in 20th Century Africa</td>
<td>12</td>
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<tr>
<td>PHIL1300, Critical Thinking and Informal Logic</td>
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<tr>
<td>PHIL1903, Greek Philosophy</td>
<td>12</td>
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<tr>
<td>PHIL2904, Philosophical Logic</td>
<td>10</td>
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<tr>
<td>PHIL3099, Philosophy Research</td>
<td>04</td>
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<tr>
<td>PHIL3110, Environmental Ethics</td>
<td>26</td>
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<tr>
<td>PHIL3120, Biomedical Ethics</td>
<td>30</td>
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<tr>
<td>PHIL3130, Business Ethics</td>
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### Graduate Registration

<table>
<thead>
<tr>
<th>Degree</th>
<th>Number</th>
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<tbody>
<tr>
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<tr>
<td>MPhil</td>
<td>05</td>
</tr>
<tr>
<td>PhD</td>
<td>12</td>
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</table>
### STAFF ACTIVITIES

**Mrs Roxanne Burton**  
*Membership of Professional Associations*  

*Membership of Editorial Boards*  

*Membership of University and Campus Committees*  
- Faculty Representative on the Campus Library Committee.
- Member of the steering committee for the development of the Bachelor of Health Sciences, and developed (with Dr Tara Inniss), the Humanities concentration in the programme.

*Public Service/Other Staff Activities*  
- Developed, in collaboration with Dr Tara Inniss, the Minor in Biomedicine, Ethics and Society.
- Joint coordinator of the tenth Cave Hill Philosophy Symposium (CHIPS)
- Served on the Supervisory Committee for a PhD student in Literature.

**Dr Henderson Carter**  
*Involvement in Professional and Academic Meetings*  
- Member of Editorial Committee of Dictionary of National Biography.

*Public Service/Other Staff Activities*  
- Member of training team for Tour Guide Training Workshop for Historic Bridgetown and Its Garrison, Sponsored by the Ministry of Tourism.
- Walking Tour of Historic Bridgetown, First Year Experience Programme, UWI, November 1, 2014.
- Maintaining Our Entrepreneurial Legacy, Orientation for Youth Entrepreneurship Scheme, Feature Address, May 30, 2015, Ministry of Culture.
- Discussant: Clement Payne and Charles Duncan O’Neale, Symposium of Department of Labour, April 23, 2015, Solidarity House.
- Outsourcing: The changing face of medical practice and provision in Barbados, BHMS/UWI lecture, April 22, 2015, Queen’s Park Steel Shed.
- Creating an Entrepreneurial Culture in a period of Recession, Closing Address at the launch of GEM Barbados 2013, Cave Hill School of Business, November 13, 2014.
- Managing the School Based Assessment, Presentation to Fourth Form Students at Christ Church Foundation, May 8, 2015.
- ‘Heritage and You’, First Year Experience Programme, The University of the West Indies, Cave Hill Campus, October 17, 2014.
- “Sweet Stories of Sugar, Molasses and Rum” National Cultural Foundation Crop-Over Heritage Bus Tour, July 2015.

**Professor Alan Cobley**  
*Currently on secondment as Pro Vice Chancellor for Undergraduate Studies with responsibility for the Office of the Board for Undergraduate Studies.*

*Membership of Professional Associations*  
- African Studies Association (USA).
- Jan Van Riebeeck Society.

*Membership of Editorial Boards*  
- Consulting Editor, Journal of Caribbean History.

*Membership of University and Campus Committees*  
- Chair, Board for Undergraduate Studies.
- Degrees Member, Faculty of Law Consultancy Fund Committee, Cave Hill Campus.
- Chair, University Archives and Record Management Committee.
- Committee Chair, University Library Assessing Committee.
- Chair, University Task Force on Quality.
- Member, University Council.
- Member, University Finance and General Purposes Committee.
- Member, University Appointments Committee.
- Member, University ICT Steering Committee.
- Member of University Executive Management Committee.
- Member, University Joint Committee on the Award of Honor.

*Public Service/Other Staff Activities*  
- Member, Academic Council of the Permanent Academic Forum of Latin American and the Caribbean and the European Union (FAP LAC-UE).
- Member, Caribbean Community (CARICOM) Human Resource Development Commission.
- Member, Committee of Experts on Evaluation and International Accreditation of The Association of Universities of Latin America and the Caribbean (UDUAL).
IN INVOLVEMENT IN PROFESSIONAL AND ACADEMIC MEETINGS

**Dr Aviston Downes**

Public Service/Other Staff Activities
- Co-ordinator, Oral History Project, UWI, Cave Hill Campus.
- Chairman, Documentation Project, UWI, Cave Hill Campus.
- Coordinator, Graduate Studies, Dept. of History & Philosophy.

**Dr Richard Goodridge**

Membership of Campus and University Committees
- Member of Campus Committee on Undergraduate Awards.
- Member Campus Committee on Classroom Management.

**Dr Tara Inniss**

Membership of Professional Associations
- Association of Caribbean Historians Executive Committee 2014-present.

Membership of Editorial Boards
- Journal of Atlantic Studies (Taylor and Francis) Editorial Board.

Membership of University and Campus Committees
- Strategic Planning Sub-Committee, Department of History and Philosophy, Cave Hill Campus.
- UWIHARP Steering Committee.
- Member, Caribbean Examinations Council.

**Dr Sabrina Rampersad**

Public Service/Other Staff Activities
- Directed the Regular season of excavations in Tell Gabbara, Sharqiya Province, Eastern Delta, Egypt.
- Interim Director and Coordinator of Caribbean Heritage Institute (in initial collaboration with the Organization of American States).

**Professor Frederick Ochieng’-Odhiambo**

Membership to Professional Associations
- Member, Philosophical Association of Kenya (PAK).
- Member, Caribbean Philosophical Association (CPA).
- Associate Member, Council for Research in Values and Philosophy (CRVP).

Membership of Editorial Boards
- Member, Caribbean Journal of Philosophy.
- Member of the Advisory Board, Confluence: Online Journal of World Philosophies.
- Member, Journal of Global Justice.
- Member, Thought and Practice: Journal of the Philosophical Association of Kenya.

Administrative Positions Held/Other Staff Activities
- Head, Department of History and Philosophy, UWI, Cave Hill Campus.
- Member, Principal’s Award of Excellence Committee.
- Joint co-ordinator of the 10th Cave Hill Philosophy Symposium (CHIPS).

**Dr Elaine Rocha**

Membership of Professional Associations
- American Historical Association, AHA – USA.
- Conference of Latin American Historians, CLAH – USA.
• BRASA – Brazilian Studies Association, USA.
• LASA – Latin American Studies Association, USA.
• Associação Nacional dos Professores de História, ANPUH (Brazil).
• Barbados Museum and Historical Society (BMHS), Barbados.

Membership of Editorial Boards
• Member, Revista Outros Tempos, Journal of the Department of History of Universidade Estadual do Maranhão, Brazil.
• Member, Revista de História Comparada. Journal of the Programme of the Post-Graduation in História Comparada da Universidade Federal do Rio de Janeiro, Brazil.

Membership of University and Campus Committees
• Member of Board of Directors of the UWI-Press.
• Member of the Faculty Fund Raising Committee.
• University Examiner for Latin American History, University of the West Indies.

Public Service/Other Staff Activities
• Member of “Committee for the Centenary of the Panama Canal” of the Barbados Museum and Historical Society
• Rocha, J.O. “People without History: Memory and Barbadian Migrants in Panama”. Presented at the Special History Forum, Barbados, 27 March 2015.

Rodney Worrell
Public Service/Other Staff Activities
• Feature address at George Lamming Primary School on their African Awareness Celebrations February 2015 - “Africa the Cradle of Civilization”.
• Feature address at The closing ceremony of the Coalition of Pan-African Organization Newton Burial Ground February 2015 - “History of Newton Burial Ground”.
• Feature address at Coleridge and Parry School African Awareness Celebrations March 2015 – Importance of African Awareness/ Black History Month.
WORK OF THE DEPARTMENT

The Department of Language, Linguistics and Literature had both a challenging and stimulating year in terms of teaching, research, university life and outreach. Despite the difficult financial situation facing the Campus, the Department managed to maintain cultural activities and organize scholarly events. Under the leadership of the Dean of the Faculty, the Department had to make decisions pertaining to its existence and generally opted to strengthen existing programmes, to boost marketing strategies, and create income generating projects.

In order to build linkages and common programmes, the Department held meetings and consultations with other departments, including the Errol Barrow Centre for Creative Imagination (EBCCI) and the School of Education. The Department explored possibilities of establishing a BA in Language and Management, and a BA Language, Tourism and Hospitality in collaboration with the Department of Management Studies, Faculty of Social Sciences.

The Department sought to revamp two previously offered Linguistics programmes, namely the BA Linguistics, Languages and Literature and a BA Linguistics, Literature and Education. In addition, two new undergraduate programmes “BA Applied Linguistics with Communication studies” and “BA Language and Society” were established in an effort to attract students and enhance the quality of the programmes offered in Linguistics.

Staff of the Modern Languages discipline held an important teleconference with their colleagues from the Mona and St Augustine Campuses in December 2014. Consequently, it was agreed that common activities would be resumed, including regular meetings, workshops and/or conferences, and exchange of experiences in the fields of teaching and publications.

Highlights

During the year, members of the Department were active in organizing and supporting many cultural and scholarly activities including roundtables, theatre, workshops, and conferences. Some of the highlights included the hosting of the 33rd Annual West Indian Literature Conference, held under the theme “Literature, Culture and the Environment”. The Conference held from October 2-4, 2014, attracted participation from some 60 local, regional and international (USA and Europe) delegates. The Department successfully organised and hosted the 16th Annual Inter-Campus Foreign Language Theatre Festival held at the Cave Hill Campus from March 23-24, 2015. The Festival, which formed part of the Humanities Festival, featured students from the Cave Hill, Mona and St. Augustine campuses, performing a range of plays Chinese, French, Portuguese, and Spanish.

The Second Barbados Callaloo Creative Writing Workshop in conjunction with Texas A & M University was held from May 28-29, 2015 and saw participation from Barbados, the Caribbean, and the USA. The Workshops organised by Callaloo Managing Editor, Jackson Brown in collaboration with the Faculty Office and the Department, were led by award winning writers. Vievee Francis in Poetry and Ravi Howard in Fiction. The Translating Creolization Symposium was held and included a keynote address by Professor Christine Raguet of the Université Sorbonne Nouvelle. An important achievement during the Symposium was the official launch of the Translation Bureau on May 27. Senator Dr The Honourable Esther Byer, Minister of Labour, Social Security and Human Resource Development was the Featured Speaker.

Other activities for the year included the Africa World Documentary Film Festival held from March 6-9; CAFÉ: The Journeys of Cuban Artists Art Exhibition held from March 5-15, 2015 and included a Symposium on The role of Art in the Community on March 6; and Francophonie Day on March 19 to coincide with activities for Semaine de la Francophonie 2015 (Francophonie Week 2015).

Visitors to the Department

Visitors to the Department included Professor Catherine Best of the University of Australia who delivered a lecture entitled “Spoken Word Recognition across Regional Accent Variation” on October 27, 2014; and Professor John R. Rickford of Stanford University who delivered the lecture “Race, Dialect Prejudice and Literacy in the George Zimmerman Trial and Beyond: Rachel Jeantel’s Testimony about Trayvon Martin” on June 20, 2015.

Staff

The academic year saw some changes to the administration of the Department with Mr Robert Leyshon assuming the role of Coordinator for Graduate Studies, Dr Grisel Pujalá-Soto as Coordinator for Modern Languages, and, from semester II, Dr Janice Jules as Coordinator for Linguistics. The Department welcomed new and temporary staff, including Ms Fernanda Cuesta Gomez from Colombia who was appointed as Spanish Teaching Assistant in the framework of the UWI/ICETEX Agreement. Mr Martin Wood, Temporary Lecturer in French, was the replacement for Dr Isabelle Constant who was on sabbatical leave. Mr Wood also taught some courses normally under the portfolio of the Head of Department. Additionally, Dr Deborah Providence joined the Department as Temporary Lecturer in Literatures in English, replacing Prof Evelyn O’Callaghan who was on sabbatical leave.
In collaboration with the Faculty Office, the Department participated in the planning and execution of the Humanities Festival, the Language Fair, Guidance Counsellors Showcase, UWI Research Week and the inaugural UWI101 event. Mention should be made of members of staff, Dr Korah Belgrave, Dr Jason Siegel and Dr Janice Jules and Mr Terrence Inniss who demonstrated commitment and unwavering support of these activities.

At the end of the year, the Department said farewell to Mr Xu Bo, Lecturer in Chinese Mandarin. Mr Bo, the second faculty member since the programme’s inception in 2011/2012, taught the beginners’ courses in Chinese and delivered workshops in Mandarin and Chinese culture to the wider community. It was also noteworthy that Mr Bo directed the first ever theatre performance in Chinese language at the annual Modern Languages Inter-Campus Theatre Festival held at the Cave Hill Campus.

**Students**

Towards the end of the year, six Spanish students were selected to teach English in Colombia and eight French students went on to teach English in France and Guadeloupe.

**RESEARCH IN PROGRESS**

Andrew Armstrong began research on ‘new’ migration writing under the title “Renewing the Migration Story” featuring writing from the current generation of West Indian writers such as Kei Miller, Alecia MacKenzie and Alex Wheatle. His research on the novel and Black Atlanticism is in progress with a paper presented at the British Society for Eighteenth Century Studies annual conference in Oxford in January, 2015. He continued work on a full length study of Mark McWatt’s Journey to Le Repentir with a paper to be presented at The Christmas Interdisciplinary Conference in Freiburg, Germany in December.

Jane Bryce pursued research on African speculative fiction; the African films of Raoul Peck; films about the Rwandan genocide; the literature of Biafra; global pedagogy; and, ongoing, personal memoir.

Ian Craig continued to research on study abroad and immersion for language learning, as well as development of intercultural competence as a component of internationalization in the UWI context.

Janice Jules commenced research on Teachers’ Perception and Pedagogy in Grammar Instruction in Foreign language Teaching at UWI: Implications for Best Practices in Foreign language Teaching; Students’ Attitudes Towards Research and the Research Methods Course at UWI: Implications for the Teaching Learning Process.

Co-researcher – Dr K. Belgrave; ‘Dis Language is Ours’, The Link Between Cultural Identity and Language: A Contrastive Case Study of the Preservation of Bajan Dialect in Atlanta, Georgia and Brooklyn New York; Exploring the Role of Teacher Quality and Context in Defining Language Pedagogy in Secondary English Classrooms: A Comparative Case of Barbados and St. Vincent and the Grenadines.

Co-researcher Dr Sandra Robinson; Analysis of Level 1 & 2 Linguistic Instruction at UWI, Cave Hill Campus to determine the Correlation to Students’ Competence in Application of Knowledge of Fundamental Concepts.

Kahiudi Mabana suspended work on Les poétiques hybrides africaines et caribéennes francophones which started with the support of Angle/Erasmus-Mundus.

Marco Schaumloeffel continued his research on Papiamento, Papiá Kristang and Hunsrückisch languages.

Grisel Pujalá-Soto continued working as Director of CAFÉ: The Journeys of Writers and Artists of the Cuban Diaspora, a cultural awareness project that involves an itinerant Art Exhibition and Symposia. This project explores how writers, dancers, visual or media artists deal with issues of disarticulation and displacement of their identities, how they build meaningful dialogues to handle diasporic surroundings. Website: [www.cafeartistjourneys.com](http://www.cafeartistjourneys.com)

Helene Zamor is currently researching the sugar and rum industry in Martinique.

**TEACHING AND STUDENTS**

Andrew Armstrong taught LITS1005 Introduction to Writing about Literature; LITS2002 Poetry II Romantics & Victorians; LITS 2101 Novel I The Rise of the Novel; LITS3001 Modern Poetry, LITS1002 Introduction to Prose Fiction; LITS2204 Shakespeare II; LITS3102 Contemporary Prose Fiction and graduate course, LITS6801 Independent Reading Course I and II. He supervised 3 PhD students, two MPhil and one MA research papers. One MPhil student and the MA student have submitted their theses and will be graduating.

Jane Bryce taught LITS 3601 African Literature; LITS 3603 African Film; LITS 2604 Creative Writing; CAR16005 Caribbean Diasporic Literatures and CARI 6009 Creative Writing. She co-supervised one PhD student (at St Augustine) and supervised one MPhil and two MA research papers.
Ian Craig taught four courses: SPAN 1001 Spanish Language 1A and SPAN 1002 Spanish Language 1B; SPAN3503 Spanish for Tourism; SPAN 3504 Spanish Translation. He also taught the Hispanic component of co-taught postgraduate course CARI6003 Language and Media in the Caribbean, as well as supervising five final-year Caribbean Studies students and continuing MPhil Spanish student Glindon Welch.


Kahiudi Mabana co-taught FREN3502 and FREN2301 with Mr Martin Wood and two graduate courses CARI6000 Caribbean Literature across Languages with Drs. Deborah Providence and Victor Simpson and CARI6001 Caribbean Thought with Drs. Grisel Pujalá-Soto and Andrew Armstrong.

Marco Schaumloeffel taught PORT1001 Portuguese Language IA, PORT1002 Portuguese Language IB, PORT3500 Portuguese for Business and Tourism, CLTR1050 Aspects of Brazilian Culture I, CLTR3200 Brazilian Film.

Grisel Pujalá-Soto taught the following Spanish literature courses: SPAN 2214 Hispanic Culture, SPAN 1214 Introduction to Hispanic Culture, SPAN 1205 Introduction to Hispanic Literature. She also taught two graduate courses CARI 6001 Caribbean Thought and CARI 6010 Visualizing the Caribbean. She supervised three, second marked two Caribbean Studies BA theses and is co-supervising a PhD Dissertation in Spanish with Dr Roberts, St Augustine campus.

Table 1: Postgraduate Enrolments

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Table 1(a) Postgraduate Degrees Awarded

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### Table 3: Undergraduate Courses and Student Performance on Examinations

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**STAFF ACTIVITIES**

**Armstrong, A.**
- Coordinator, Literatures in English.
- Co-Chair of the 33rd Annual West Indian Literature Conference, UWI, Barbados, October 2014.
- Member of the African Literature Association.
- Member of the British Society for Eighteenth Century Studies.

**Bryce, J.**
- Editor of *Poui: Cave Hill Journal of Creative Writing*.
- Member of Collymore Literary Endowment Award committee.
- Peer assessor for promotion of colleague at University of Toronto.
- Curator of Africa World Documentary Film Festival, Cave Hill, 6-8 March 2015.
- Reviewer for St Lucia Open Campus proposal for a Certificate course in Creative Writing.
- Organising committee member for the 33rd Conference on West Indian Literature, Cave Hill, Oct 2-4, 2014.
- MC at The Inaugural Laureates Series: Celebrating Poetry, April 1, 2015, Walcott Warner Theatre.
• Participation in 41st Annual Conference of the African Literature Association – ‘African Futures and Beyond: Visions in Transition’ June 3-6, 2015, University of Bayreuth, Germany.
• Presentation of paper: ‘Feminine Futures: Rewriting the Great Book in the works of Kahiu, Tadko, Beukes and Okorafor’, at panel, African Science Fiction: Realms and Orbits.

Craig, I.
Coordinated and presented launch event for new study abroad programmes in Spain and Mexico, 4 October 2014, attended by over sixty students and staff.
• Coordinated and presented My Next Step: (Making a) Living with Languages, 16 May 2015, a workshop bringing together successful graduates of the Discipline of Modern Languages with current students and offering careers advice.
• Member of Organizing Committee of the Translating Creolization Symposium, Solutions Centre, 27-29 May 2015, chaired by Dr Desrine Bogle.
• Continued to work with Dr Aaron Kamugisha and other colleagues on the proposal to revise the BA in Latin American Studies for relaunch on all campuses.

Jules, J.
• Dean’s Representative on the Campus Committee on Under-graduate Awards.
• Member of planning committee for the Faculty of Humanities and Education Research Week 2015.
• Co-organizer of the lecture delivered Professor John Rickford, J.E. Sterling Professor of Humanities, Department of Linguistics, Stanford University on “Race, Dialect Prejudice and Literacy in the George Zimmerman Trial and Beyond: Rachel Jeantel’s Testimony about Trayvon Martin.”
• Secretary to The University of the West Indies Alumni Association, Barbados Chapter.
• Co-created with members in the discipline, the following programmes and courses: BA in Applied Linguistics with Communication Studies; BA Language and Society; Introduction to Applied Linguistics; Introduction to Sociolinguistic Theory; Language Planning; Language Variation and Change in the Caribbean; Teaching Reading and Writing.

Leyshon, R.
• Coordinator, Graduate Studies.
• Member, Organizing Committee for 33rd Annual West Indian Literature Conference.
• Academic Member, UWICHC Co-operative Credit Union Postgraduate Scholarship Committee.
• Member, FHE Organizing Committee for Research Week.

O’Callaghan, E.
• “Sabbatical in Liege” Fellowship to University of Liege, Belgium, March 7-May 7, 2015.
• Served on selection committee of the Rex Nettleford Fellowship in Cultural Studies and the Creative Arts, The University of the West Indies, Mona, July 10, 2015.

Mabana, K.
• Head, Department of Language, Linguistics and Literature from August 2013-present.
• Member, Academic Board.
• Attended the opening of the West Indian Literature Conference, Cave Hill, October 2-4, 2014.
• Made opening remarks at Professor Catherine Best’s Lecture: “Spoke Word Recognition across Regional Accent Variation” October 27, 2014.
• Spoke at the opening of CAFÉ: The Journey of Cuban Artists” March 6, 2015.
• Spoke at the Journée de la Francophonie, March 19, 2016.
• Chaired the 16th Annual Inter-Campus Foreign Language Theatre Festival, Cave Hill Campus, March 23-24, 2015.
• Attended the opening of the Confucius Centre, April 2015.
• Made opening remarks at the Callaloo Workshop at Cave Hill. May 17, 2015.
• Made opening remarks of the Translation Bureau, May 27, 2015.
• Opened Rickford’s lecture on “Race, Dialect Prejudice & Literacy in the George Zimmerman Trial & Beyond: Rachel Jeantel’s Testimony about Trayvon Martin,” June 20, 2015.
• Presentation on French/Francophone Culture at UWI 101, July 2015.

Pujalá-Soto, G.
• Coordinator, Modern Languages.

Zamor, H.
• Directed the French play entitled “Trames” for the 16th Annual Inter-Campus Foreign Language Theatre Festival, Cave Hill, March 2015.
• Curated a Martiniquan Exhibition for Francophonie Week, March 2015.
OUTREACH ACTIVITIES

Armstrong, A.
- Wrote a Mentoring Programme with the Sixth Form of the Springer Memorial Secondary School as part of LITS1005 Introduction to Writing about Literature.

Craig, I.
- Presented “The Intercultural Caribbean: Study Abroad and Overseas Immersion in and beyond the Region” at the Alexandra School, Speightstown, November 04, 2014, as part of a series of SALISES Developmental Talks on the theme Getting Real with Research, hosted by the Sir Arthur Lewis Institute for Social and Economic Research.

Leyshon, R.
- Conceptualized, researched, designed and coordinated promotional videos by former FHE students as part of UWI’s ongoing recruitment drive. Videos were compiled in association with Pat Atherley’s team at CETL, distributed by Janet Caroo of OSCAR on various social media and shown at Campus open days.
- Member of Jury, 2014 Guyana Prize for Literature
- Participated in UWI 101. Gave lecture/workshop entitled “Words on fire: How to make Shakespeare come alive in the classroom.”

Mabana, K.
- Assistant Chief Examiner for French Caribbean Advanced Proficiency Examination (CAPE).
- Co-set the French CAPE Examination Papers, October 2014.
- Attended the marking session of French in Port-of-Spain, Trinidad, June 22-29, 2015.

Pujalá-Soto, G.
- To promote the Spanish programme at Cave Hill, Secondary Schools students interested in Spanish were invited for a guided bilingual tour of exhibitions at EBCCI Art Gallery.

VISITORS and INTERNATIONAL LINKS

Craig, I. put in place immersion programmes and information portal for summer Spanish immersion programmes, available to all UWI students and staff, at the Universidad Internacional Menéndez Pelayo in Santander, Spain, and at the Centro Institucional de Lenguas de the Universidad Autónoma de Yucatán, Mérida, Mexico.

Jules, J. invited Professor Emeritus Peter Roberts to visit the Department where he held interactive sessions with linguistic students and delivered a lecture to the class.

Leyshon, R has on going connections with Prof Leyla Guz, Director of the Shakespeare Society of Paris/La Société Shakespearienne de Paris.

Mabana, K. visited the University of Cambridge in June 2015.

O’Callaghan, E. was invited to the English Department, Presbyterian University, South Carolina, January 25-29, 2015. She gave a presentation to staff and students on Study Abroad options at UWI, Cave Hill; co-taught a session on Caribbean writing as part of the course – ENGL 204 World Literature in English and delivered a public lecture “Unhomeliness and Connections: The Migration Journey in Caribbean Fiction by Women.”

Pujalá-Soto, G. invited guests listed below, to present their cultural projects to students in the Spanish discipline:
- Dr Jorge Luis Morejón: Arandara Ponahara: The Areito Reparation Project UWI St Augustine Trinidad and Tobago.
- Visual Artist Aimée Pérez: Our Barrio Art Project. Miami, Florida, USA.
Work of the Department

The review of the operations of the EBCCI continued to be the focus for academic year 2014-15. Following the revision and expansion of the curriculum which was submitted for approval by the Academic Quality Assurance Committee (AQAC), the EBCCI was selected for an audit as part of the Audit plan of the University Management Audit (UMAD). The audit review covered the period August 2011 to September 2014. The Centre was also selected for a Quality Assurance Review which took place from February 16-20, 2015. Final reports on both the Management Audit and Quality Assurance Review have been received and the Centre is in the process of implementing some of the recommendations arising out of these reports.

The Centre remained active in the community, hosting a one-day symposium on January 14, 2015 for teachers of secondary schools in Barbados to discuss the delivery of the CSEC and CAPE Performing Arts syllabi. As part of its ongoing recruitment and publicity campaign, the EBCCI continued to work with secondary schools to promote the BFA Creative Arts programme. To this end, on April 7, 2015, the Centre hosted ten (10) students from secondary schools across the island, to a daylong introduction to the Art of Documentary Filmmaking and mentoring by students of the EBCCI. This was in preparation for their participation in a Barbados Film and Video Association (BFVA) sponsored competition which required them to make documentaries on some aspect of the school they attend. The event was coordinated by Mr Andrew Millington, Senior Lecturer in Film.

Under the direction of Ms Yvonne Weekes, Lecturer in Theatre, students in the course THEA 2210 Acting for Stage and Screen presented their theatre performance examination to fourth and fifth form students of the Lodge and St. Michael Schools on November 26, 2014. The performance entitled “A Different Road” was a collage of movement, mime, song, monologues and scene extracts from Shakespeare’s Othello; A Midsummer Night’s Dream and Dennis Scott’s Echo in the Bone as well as students’ self-penned thoughts on the theme of jealousy. The presentation was followed by a highly interactive question and answer session.

Collaboration with Student Associations

The EBCCI continued to work with campus student associations who expressed an interest in using the Walcott Warner Theatre for their special events by offering discounted rental rates and free technical advice. Student groups benefitting from these concessions included the Cave Hill Law Society and the student associations of Grenada, St. Lucia and Dominica respectively.

CARITALENTS

The EBCCI is partnering with the University of Florence to deliver CARITALENTS, a training programme that is designed to develop understanding and expertise in Heritage Studies. The programme focuses on the development of tools and innovative training for Caribbean youth in two countries – Barbados and Dominica. The 18-month project involves first-level training for educators (trainers) in order to provide them with professional skills in digital photography, film, music, theatre, performance and movement; and second-level training for approximately 100 young people. The first phase of the project which commenced in June ended in July 2015 with the second phase scheduled to begin in September 2015. A data bank/atlas of Caribbean heritage is the stated outcome of the project. The course is being taught by teaching staff drawn from the University of Florence, University of Sapienza (Rome), Urban Research School (Berlin), UWI Cave Hill and Open Campus – Dominica.

Caribbean Music Summit

Another partnership worthy of note was that with the Ministry of Culture, Sports and Youth and Synch Audio Canada on the inaugural Caribbean Music Summit which took place in Barbados February 1-3, 2015 in Barbados. The summit which featured keynotes addresses, panel discussions and workshops aimed to educate and empower Barbadian music artists in disseminating Barbadian entertainment and culture, globally. Students benefitted from a pre-workshop, hosted by the organizers at the Walcott Warner Theatre, EBCCI on January 26, 2015, during which they were able to register for the Summit and obtain complimentary passes.

Imagine Youth Summer Arts Programme

The dance group of the Summer Arts Programme (SAP) 2014 reached the semi-finals of the NIFCA Dance competition with a choreography by award-winning choreographer and EBCCI graduate Olivia Hall, and co-choreographer, Jai Clarke. SAP 2015 took place from July 6-31, 2015 with approximately 70 participants who studied the disciplines of dance, film, animation and theatre.

End of Semester Season

The December 2014, End of Semester season featured the Dance Production “Locomotion” with choreographies by students and Lecturer and Artistic Director Neri Torres. In April 2015, the End of Semester II performance examinations branded “Kaleidoscope” featured performances in Dance “Pathways”; Windforce” a tribute to Dr Anthony “Gabby” Carter presented by the THEA 3206 – Musical Theatre class and “Abandoned” written by the Theatre Ensemble class.
Research Week
The EBCCI hosted a number of events as part of Research Week. These included EBCCI Open-House featuring performances in theatre, dance and screenings of student films. Attendees were afforded the opportunity to participate in an interactive tour of the facility conducted by EBCCI Technical Officers and BFA students. Over 500 students from various secondary schools visited the Centre over the two-day period.

Art Exhibition – “Progression”
The EBCCI mounted an art exhibition entitled “Progression” under the curatorship of postgraduate student Mrs Susan Alleyne Forde. The exhibition was formally opened on January 11, 2015 by Dr Jennifer Obidah, Dean, Faculty of Humanities and Education. The feature address was given by the Hon. Donville Inniss, M.P. Minister of Industry, International Business, Commerce and Small Business Development. The exhibition showcased the work of graduate students and alumni of the Faculty of Humanities and Education, including Natalie Atkins-Hinds, Gail Pounder-Speede, Ireka Jelani, Don Small, Althea Wood, Susan Alleyne-Forde, Rodney Ifill and Andrea Wells. Ms Therese Hadchity acted as Consultant Curator.

Humanities Festival 2015
Ms Neri Torres, Lecturer in Dance presented a series of activities including workshops and film screenings on Dance. Guest Lecturers included Z’eva Cohen Professor Emerita, Princeton University, Sharin Kaufman, former editor for ABC News, and John Hunte, Cultural Officer for Dance, National Cultural Foundation.

Staffing
The EBCCI welcomed Ms Yvonne Weekes, Lecturer in Theatre in September 2014 on a two-year appointment. It also bid farewell to Dr Augustin Hatar, Senior Lecturer in Film, whose contract ended on July 31, 2015.

Teaching and Students

BFA Creative Arts
Nine new students were admitted to the BFA Programme in September 2014; while 16 students graduated with the Bachelor of Fine Arts degree at the October 2014 Graduation Ceremony. Of these, four received First Class Honours degrees.

MA Creative Arts
Three students graduated with the Master of Arts degree at the October 2014 Graduation. Three new students were admitted to the programme in the 2014/15 academic year.

Motion Picture Arts Certificate (MPAC)
The MPAC 2014 Graduation Ceremony was held on August 6, 2014 in the Walcott Warner Theatre with a total of 10 students graduating from the programme. EBCCI has secured a third grant of Bds$102,000 to continue the certificate programme, which is currently offered to at-risk youth who have participated in the Basic Film Training programme offered through the Division of Youth in the Ministry of Culture, Sports and Youth. The programme is set to commence on May 20, 2015 with 12 participants.

Student Achievements
The students of the EBCCI continued to make their presence felt on the creative landscape of Barbados in the area of motion picture arts. The Centre celebrated the successes of its young filmmakers in the Inaugural Barbados Film and Video Association’s Visual Media Festival’s Awards (BiMVIM), in October 2014, and the annual National Independence Festival of Creative Arts Film/Photography Competition, in November 2014.

Student filmmakers were nominated for 18 Awards in the categories of Best Short Film, Best Short Documentary, Best Actress, Best Supporting Actress, Best Cinematography, Best Editing, and Best Director in the BiMVIM Festival Awards. They won in the categories of Best Short Film and Best Director for the films Diaries of an Immigrant, a docudrama by Satya Collymore, and Best Editing for Going Beyond, also a docudrama, by Damien Pinder. Two EBCCI student teams, led by Damien Pinder/Clish Gittens and Vorley Smith respectively, copped the first and second places in the BFVA’s BiMVIM 48 hour Film Challenge.

EBCCI students were also successful in the annual NIFCA Film and Photography competition, with Level 2 student Vorley Smith winning a Gold Award and being nominated for the prestigious Prime Minister’s Scholarship. Smith also won a special prize for Short Experimental Fiction Film with The Chain Effect, as well as the HIV/AIDS Awareness Award for the film Walking in the Shoes of a Man with HIV. Another team of EBCCI students won a special prize for the Short Documentary Film Fallen Empire. Of the 17 films awarded in this year’s competition, the EBCCI, won 10: 5 out of the 6 Bronze awarded, 3 out of the 8 Silver awarded and 2 out of the 3 Gold awarded.

Following on his success at NIFCA, Damien Pinder’s film Going Beyond, was selected for screening at the Caribbean Tales International Film Festival 2015 in Toronto, as well as the Golden Diana International Film Festival in Austria. It was the only Barbadian film to be selected for both festivals. The film explores the issue of child custody, deprivation and the psychological effects it can have on both the child and the deprived parent.
Staff Activities

Gladstone Yearwood

Publications – Other Media (Film)

Project Director
• Motion Picture Arts Certificate Programme – $102,000 grant from Division of Youth, Ministry of Culture, Sports and Youth, April 2015.
• CARITALENTS – Culture, Heritage and Human Resources; $88,300 grant from the Government of Italy, Ministry of Foreign Affairs and Italian Cooperation to fund a joint project in Barbados and Dominica with the University of Florence, Department of Architecture, May 2015.

Andrew Millington

Professional/Academic
• Coordinator: Documentary Day with Secondary School Students – hosted Workshops in Documentary Filmmaking at EBCCI, April 7, 2015.
• Curator, EBCCI Film Club, January 2014 to present.
• Completed Teaching and Learning Certificate Seminar (CUTL), UWI Instructional Development Unit 2014-15.
• Arts and Sport Promotion Fund Barbados: grant of BDS$50,000 for first part of a four part documentary series entitled From Rebellion to Reparations 1816 – 2016, Stories of Sugar, Spirits & Sovereignty.

Committee Membership
TVET Council Standards Committee, creating curriculum standards for training of Film Directors, 2015.

Neri Torres

Conferences/Dance Festivals Attended and Papers Read
• Dance USA Annual Conference, June 2015.
• 16th Annual IFE-ILE Afro-Cuban Dance Festival, August 2014
  Choreographer: “AsiSomos” (The Way We Are) Festival Closing Gala.

Professional/Academic
• Executive Director/Producer: 16th Annual IFE-ILE Afro-Cuban Dance Festival, August 2014.
• Panel Coordinator and Presenter: “Rituals of Modern Society”. Fusion Dance Works with Yvonne Houston, Barry University; Jorge Luis Morejon, The University of the West Indies; Helena Thevenot, Miami Dade College; Petagay Letren, Barry University; Celeste Fraser Delgado, Barry University; August 2014.
• Artistic Director: “Locomotion”, EBCCI End of Semester Presentation, December 2014.
• Instructor: Community Workshops, National Cultural Foundation Community Workshop Series, February 2015.
• Coordinator: Dance on Film Series, Humanities Festival 2015, Faculty of Humanities and Education, with Z’eva Cohen and Sharin Kaufman.
• Coordinator: Modern Dance Workshop with Z’eva Cohen, March 2015.
• Coordinator: Workshop on Barbados Landship with and John Hunte, March 2015.
• Dancer/Performer: CAFE XVII: The Journeys of Writers and Artists of the Cuban Diaspora.

Research in Progress
• Documentary on the cultural impact of Cuban immigration in selected cities in collaboration with Andrew Millington, November 2014.

Awards
• Winner of the Knight Arts Challenge, a competitive grant award from the Knight Foundation which funds innovative ideas in the arts, February 2015.
• Dade County Department of Cultural Affairs Award for Dance, Miami June 2015.

Committee Membership
Planning Committee, Humanities Festival, March 2015.
Harclyde Walcott

Theatre Productions/University Ceremonies/Events
• Creator/Producer/Director: “The Inaugural Laureates Series: Celebrating Poetry” featuring readings by Poet Laureate of Jamaica Mervyn Morris, Esther Phillips, Mark Mc Watt, Margaret Gill, Winston Farrell and Aprille Thomas, Errol Barrow Centre for Creative Imagination, The University of the West Indies, Cave Hill Campus, April 2015.
• Dramaturge/Producer/Director: “Abandoned” Thomas Atkins, Morgan Forde, Sharon Grant, Lucia Husbands, Carl Padmore, Lauren Simmons and Breige Wilson (Theatre Ensemble Class of 2015), Errol Barrow Centre for Creative Imagination, The University of the West Indies, Cave Hill Campus, April 2015.
• Co-Producer/Artistic Director: “Caribbean Youth Symposium”, The University of the West Indies, Cave Hill Campus, July 2015.
• Co-Producer/Artistic Director: “The Installation of Vice-Chancellor Professor Sir Hilary Beckles”, The University of the West Indies, Cave Hill Campus, May 2015.
• Co-Producer/Artistic Director: “Farewell Tribute for Professor Sir Hilary Beckles” Errol Barrow Centre for Creative Imagination, The University of the West Indies, Cave Hill Campus, April 2015.
• Co-Producer: “Chinese Cultural Evening” the Confucius Institute, Errol Barrow Centre for Creative Imagination, the University of the West Indies, Cave Hill Campus, April 2015.

Film/Video Productions

Manuscripts in preparation
• “Memory, Manifestations, and Imagined Futures”
• “A History of Photography in Barbados, Volume 1. (1841-1900)” Volume 11. (1900-1960)”

Publications
• “imagining and other poems”, pomme-cythere books, Bridgetown, Barbados, February 2015.

Conferences Attended

Professional/Academic/Community Committees/Boards
• Jury Member: CARIFESTA 2015 Visual Arts Jury to select the six (6) visual artists who will represent Barbados at CARIFESTA XII, Port-au-Prince, Haiti, August 21-30, 2015.
• Member: (by invitation) Steering Committee – Cave Hill Campus Academic Board 2014-15.
• Deputy Dean (EBCCI Affairs): Faculty of Humanities and Education, The University of the West Indies, Cave Hill Campus, 2014-15.
• Member: University Regional Planning Committee for the Vice Chancellor’s (Designate) Installation 2015.
• Member: Campus Planning Committee for the Vice Chancellor’s (Designate) Installation 2015.
• Cave Hill Campus Academic Board Representative: Campus Council, Mona Campus, The University of the West Indies, 2013-2014, 2014-2015.
• Member: Executive Management Committee, Faculty of Humanities and Education, The University of the West Indies, Cave Hill Campus, 2014-15.
• Member: (by invitation) Advisory Board, Errol Barrow Centre for Creative Imagination, University of the West Indies, Cave Hill Campus, 2014-15.

Conferences Attended and Papers Read

Professional/Academic
• CSEC Chief Examiner for Theatre Arts, Caribbean Examination Council, September 2012 to present.
• Conducted third Seminar for PhD, November, 2014.
• External Examiner: Barbados Community College Theatre Examinations, December 2014.
• Organizer: CSEC Theatre Arts Workshops for teachers in Montserrat, January, 2015.
• Instructor: Acting Workshop for UWI Open Campus, Montserrat, January 7-11, 2015.
• Performer: “Open Mic”, Humanities Festival 2014, Faculty of Humanities and Education “, March 2015.
• Writer/Director/ Producer: “Though Mountains Fall”. Production in commemoration of the 20th...
Anniversary of the Montserrat Volcanic Eruption for the Government of Montserrat, July, 2015.
• Completed year one of the Postgraduate Certificate in University Teaching and Learning.

Carla W. Springer

Administration
• Oversight of the EBCCI Office for the period July 7-11, 2015.

Professional and Department Service
• Assessor: Performance Examination, THEA 2210 Acting for Stage and Screen, Schools Outreach performance held at The Lodge and The St. Michael Schools – November 2014.
• Member: EBCCI Executive Management Committee: University of the West Indies, Cave Hill Campus, December 2014 to present.
• Guest Speaker: THEA 3202 Directing Performance class on “Experiences of the Theatre Director: working with other Directors and Actors” – February 2015.
• Member: Planning Committee: Chinese Cultural Evening (Venue Management) – April 2015.
• Member: Planning Committee: United Nations Secretary-General’s Youth Symposium (Venue Management) – June 2015.
• Committee Member: Cave Hill Digital Assets Management (EBCCI).

Public Service
• Lead Actress: Shanice in Stage play “Girl On Fire” dealing with issues in the lives of local sex-workers on human trafficking, violence against women, stigma, discrimination and HIV/AIDS – August 2014.
• Auditorier/Adviser for TIGER EYE (Theatre in Education) – Acting Skills for Intermediates – February 2015.
• Member: Barbados Cancer Society, 2010 to present.

Film/Video Productions

De Carla Applewhaite

Professional/Academic
• Coordinator: EBCCI Curriculum Review, April 2014 to current.
• EBCCI Website Redevelopment and Social Media Management.
• Coordinator: National Heritage month celebrations, EBCCI, June 2015.
• Curator: Movie Night in the City, National Heritage Month celebrations in collaboration with the Ministry of Culture, Sport and Youth, June 2015.

Programme Director
• Imagine Youth: Summer Arts Programme, July 6 to 31, 2015.

Contribution to Public Life
• Master of Ceremonies: All Saints Primary School, Easter Fair, April 2015.
• Guest Lecturer: St. Michael School CSEC Theatre Arts Class, February 2015.

Committee Membership
• Faculty of Humanities & Education Steering Committee.
• Planning Committee, Humanities Festival, February – April 2015.
• Frank Collymore Literary Endowment.
• National Committee for the Celebration of National Heritage Month.

Research in Progress
“Beyond the Classroom: Soft Skills and the Tools to Compete in the Field”.

International Visitors
• Christine Norton, Director Representative, Kingston Cluster Office for the Caribbean, UNESCO, December 2014.
• Z’eva Cohen Professor Emerita, Princeton University, March 2015.
• Sharin Kaufman, former Editor, ABC News, March 2015.
• Raffaele Paloscia, Professor of Urban and Regional Planning and Coordinator of International Relations and Cooperation, University of Florence.
Work of the Department

In the past year the School of Education (SOE) continued to serve the Eastern Caribbean Region and beyond with the facilitation of initial teacher training through the Eastern Caribbean Joint Board of Teacher Education (ECJBTE) and also through our franchised Diploma in Education programme for primary and secondary school teachers, the Bachelor in Education programme, Master’s degree in Education, Master’s degree in Philosophy as well as PhD programmes. We have completely restructured our masters programme offering, and, we continue to create continuous learning opportunities for all SOE students and the larger teacher education community.

The SOE continued to fulfill its government mandate to provide educational programmes serving the Eastern Caribbean Region and attend to the educational needs of its constituents in an ever-changing social, economic and political landscape. Representatives of the SOE participated in pivotal regional meetings: the Ministers of Education Meeting, October 22-24, 2014 held in St. Lucia; and, the Eastern Caribbean Joint Board of Teacher Education (ECJBTE) meeting held from January 12-13, 2015 at the Cave Hill Campus in Barbados and attended by the Principals of the Teachers Colleges and Ministry of Education Officials from Anguilla, Antigua and Barbuda, Barbados, the British Virgin Islands, Dominica, Grenada, and St. Kitts & Nevis as well as representatives from UNICEF, CXC, Open Campus. The Chief Education Officers (CEOs) from OECS countries attended the meeting. The meeting was also attended by the Dean, Faculty of Education of UWI, Cave Hill Campus, Dr Jennifer Obidah.

Notable among many things in the School of Education for 2014/2015 academic year are the following:

• A total of 581 Associate Degree in Education students were registered in various Initial Teacher Education Programmes (Early Childhood Education, Primary Education, Secondary Education, and TVET) in seven Eastern Caribbean countries’ Community Colleges such as St. Vincent and the Grenadines, St. Kitts, Anguilla, Antigua and Barbuda, Barbados, St. Lucia, and Grenada. They were taught by Tutors in Colleges and Coordinated by faculty in the SOE.
• A total of 69 students of Bachelor of Education Programme were registered and taught by both faculty in the SOE and in various TLIs, 100 students of Diploma in Education for Primary School Teachers were registered, 40 PhD students, 42 Masters in Education and 5 Masters in Philosophy were registered and taught/ coordinated by faculty in the SOE.
• In terms of graduation or degrees awarded, a total of 29 Bachelor of Education, 67 Diploma in Education for Primary School Teachers, 50 Diploma in Education for Secondary School Teachers, 20 M.Ed. and 2 PhD degrees were awarded.
• The SOE expanded with the Diploma in Education for Secondary School Teachers franchised to Sir Arthur Lewis Community College, St. Lucia with 22 students registered.
• The SOE had a very successful hosting of the Schools of Education Biennial Conference from June 1-4, 2015. Delegates from many countries of the world attended and presented papers. The Principal of Cave Hill Campus, Professor Eudine Violet Baritteau used the occasion to broadcast her vision for the Cave Hill Campus.
• As a major contribution to the research community, the SOE published two (2) issues of her journal – Caribbean Educational Research Journal in September 2014 and April 2015. It is worthy of note that the SOE has succeeded in making the release of the journal regular and also a source of revenue to offset not less than 50% of the publication cost.
• The SOE completed writing the Diploma in Education for Primary Teachers in AQAC format for the purpose of moving the programme from an undergraduate programme to a graduate programme.
• New BEd programme for Early Childhood Education has been written and presently undergoing necessary approval stages. The programme is being prepared to start in August 2016.

The SOE continued the exercise of reviewing the structure of the masters programme offerings in order to stay relevant to the societal demands. So far, the SOE offers the following areas of specialization:

2. Educational Leadership.
3. Psychology in Education.
4. Language and Literacy Education.
5. Education Evaluation.
6. Science and Technology Education.
7. Inclusive Education.
8. School Counseling.

• The SOE continued its engagement with its part of the UNICEF-UWI/ SOE Collaboration which involved carrying out several research projects and organization of workshops aimed at enhancing the skills of teachers particularly at the childhood education level at the Eastern Caribbean sub-region.
  – Professional development of faculty was encouraged during the year which led to the faculty of SOE attending and presenting at learned conferences and workshops.
Arthur Richardson, Professor of Educational Psychology who had been in the School of Education at Cave Hill since 1983 was honoured by the University. He was promoted to the position of Senior Lecturer in 1994, and served in a variety of positions, including 7 years as Director of the School of Education from 2000 to 2007. Professor Arthur Richardson has left an indelible legacy through his work in and unflagging commitment to, teacher education and psychology in the region. Therefore, the SOE application for Professor Richardson to be awarded the honour of Emeritus Professor was approved. The Faculty saluted his contribution and wished him well in his future endeavors.

**TEACHING AND STUDENTS**

**Dr Stacey Blackman**

**Undergraduate Programme**
- EDSE 3100 Working with Exceptional Learners.
- EDSE 3901 The Education of Children with Physical and Health Impairments – 11 registered students.
- EDSE 2924 Introduction to Special Education – 4 registered students.
- Supervised 3 BEd Theses.

**Graduate Programme**
- EDSE 6000 Foundations in Special Education: Theories of Inclusive Education.
- EDSE 6010 Transactive Curriculum.
- EDSE 6020 Assessment of Students with Special Needs in Inclusive Classrooms.
- Supervised 5 PhD students.

**Dr Sheron Burns**
- Wrote several Exams for JBTE Early Childhood Courses.
- External Examiner for Student Teachers.
- External Examiner, JBTE Teaching Practice for St Vincent Community College – April 2015.
- Second Examiner Masters Thesis.
- Supervised One BEd student.

**Dr Grace Fayombo**
- PSYC 1012: Introduction to Developmental Psychology – 71 registered students.
- PSYC 2022: Developmental Psychology: Conception to adolescence – 50 registered students.

**Graduate Courses**
- EDCU6003 Curriculum Foundations: 3 students, including student from Samoa (CARPIMS program).
- EDCU6004 Curriculum Design, Caribbean Schools Part I: 3 students, including student from Samoa.
- EDCU6005 Leading Curriculum & Instruction in the Caribbean: 3 students.
- EDCU6300 Curriculum Design, Caribbean Schools Part II: 3 students.

**Supervision**
- PhD research: 3 students.
- MPhil research: 2 students.
- Masters of Education research: 3 students.
- Bachelors of Education research: 1 student.

**Moderation & Coordination of Undergraduate and Graduate courses**
- Moderate EDCU2101 Introduction to Curriculum Theory, Planning and Practice: approx. 35 students.
- Annual Report for School of Education.
- Claudette Fongkong-Mungal, PhD, Senior Lecturer, Curriculum Studies.
- Moderate EDCU2101 Franchised BEd (Sir Arthur Lewis Community College).
- Moderate EDIP6000 Introduction to Curriculum Theory and Practice.
- UWI Counterpart for Curriculum, DipED Secondary programmes at the Erdiston Teachers Training College, Barbados (approx. 36 students), the Charles F. Bryant College, St. Kitts & Nevis (11 students) and the Antigua State College, Antigua & Barbuda (approx..23 students). Tasks: consensual coursework assignment setting/rubric development & coursework moderation; grade entry.
- Coordinate distribution and collection of applications to the DipEd (Secondary) programme; Coordinate and attend Entrance Committee meeting. Follow-up with applicant queries.
- Coordinate moderation of all DipEd (Secondary) courses offered at Erdiston Teachers Training College, the Charles F. Bryant College and the
Antigua State College. Coordinate distribution to and collection from moderators; enter collate all moderated grades; coordinate and attend Board of Examiners Meetings - approx. three per year: semester I, II, Summer.

Dr Grace-Anne Jackman

**Undergraduate**
- EDME 2211 – Testing, Measurement & Evaluation I: 44 students (sem I); Supervised TLIs: St Vincent – 40 students (sem 2).
- EDME 3813 – Testing, Measurement & Evaluation II: 1, Supervised TLIs – 4 students in St. Lucia.
- EDME 3814 – Testing, Measurement & Evaluation III: 2 students, Supervised TLIs – 4 students in St. Lucia.
- Supervisor and Second Examiner for BEd students’ research papers.

**Graduate**
- EDME 6201 – Introduction to Educational Measurement: 2 Graduate students.
- EDME 6202 – Performance Assessment Strategies: 1 MEd Graduate student.
- EDME 6203 – Applied Psychometric Methods: 2 Students.
- Supervisor and Second Examiner for MEd students’ research papers.
- Supervision of PhD student: Mr James Young – An evaluation of the internal component of the Caribbean Primary Exit Assessment (CPEA) in Grenada.

Dr Verna Knight

**Undergraduate**

**Directed Student Learning**
- EDPS 3011 Research Paper in Psychology.
- Supervised total 14 students.

Dr Ian Marshall

- EDEA 2304 Introduction to Educational Administration.
- EDEA 3504 Creating an Excellent School.
- EDEA 3601 Issues Concerns & Problems in Educational Administration.
- EDLE 6000 Fundamentals of Educational Administration and Organisational Behaviour.
- EDLE 6001 Effective Leadership.
- EDLE 6002 Human Relations Management in Education.
- EDLE 6003 The Legal, Financial and Industrial Relations Environment of Education.

Dr Donna-Maria Maynard

On sabbatical, 2014/2015. Supervised seven postgraduate students (six PhD and one MPhil) Two of the PhD students’ successfully defended their theses with high commendation.

Dr David Samuel

- EDSC 2110 The Structure and Nature of Science – 29 students registered for this class and all wrote the final examination.
- EDSC 6010 Issues in Science and Technology Education – Only one student registered for the course and she successfully completed it.
- EDSC 6205 Issues in Science and Technology Education Two students registered successfully completed the course.
STAFF ACTIVITIES

Dr Stacey Blackman
Conferences Attended and Papers Presented
• August 26-27, attended Grant Writing Workshops, UWI Cave Hill.
• November 17-19, 2014 attended presentations by funders, UWI Cave Hill.
• 2014- Present Humanities and Education Representative on the Disability Advisory Committee.
• 2013- July Humanities and Education Representative on Open Campus Academic Board.
• Chair of the Conference Organizing Committee of the School of Education Biennial Conference 2014-June 05, 2015.
• August 11, 2015 evaluator of programme for students at risk at SIT Graduate Institute in Battleboro Vermont, U.S.A.
• Editor, Caribbean Discourse in Inclusive Education-Information Age Publishing.
• Editor, Transforming Learning: International Perspectives- Cambridge Scholars Publishing.
• Currently developing Teacher Training Institutes in Barbados and The OECS in collaboration with State University of New York (Potsdam College).

Dr Sheron Burns
Designed/Developed courses:
• EDEC 2xxx – Introduction to Early Childhood.
• EDEC 2xxx – Growth, Development and Learning.
• EDEC 3xxx Integrated Curriculum in the Early Years.
• EDEC 3xxx Home, School and Community Collaboration.

Professional Development workshops
• One Day Workshop for early childhood practitioners in collaboration with Foundation for Development of Caribbean Children (FDCC) and Child Care Board of Barbados (CCBB): Encouraging Intellectual Empowerment, Effective Communication and Respect.
• Presentation at UWI – Schools of Education:Transforming Education: New Frameworks and Alliances: Home, school and community collaboration in a Montserratian kindergarten classroom June.
• Host, Ministry of Education, Montserrat 2015’s Early Childhood Award Ceremony June 29, 2015: Work, Build, Learn & Play Together For A Brighter Future.
• Resource person, Summer workshop for Early Childhood Practitioners – Montserrat.
• Guest on Live Cultural Radio Show: Early Childhood Education in Montserrat July 25, 2015.

Dr Grace Fayombo
• Supervised 14 Psychology (major) students’ projects.
• Coordinator, BA Psychology Special Programme.
• Coordinator, BA Psychology (Minor) Programme.
• Quality Assurance Activity for 2014/15 – Coordinated the review of BA Psychology Special Programme.

Academic Conferences and papers Read
Fayombo, G. A. Learning styles, teaching strategies and academic achievement among some Psychology undergraduates in Barbados. Oral presentation at The Biennial Conference UWI SOE Cave Hill from June 1-3, 2015.

Member
Conference Organising Committee, The Biennial Conference UWI SOE Cave Hill from June 1-3, 2015.

Dr Claudette Fongkong-Mungal
• Coordinate Postgraduate programmes in the School of Education August 2011 to July 2015 including coordination of Franchised Diploma in Education (Secondary) programmes at teachers colleges in Barbados, St. Kitts and Nevis and Antigua.
• Abstract Reviewer and Session Discussant at multiple sessions for the School of Education Biennial Conference 2015.
• Acted for Director, School of Education, in his absence.

Academic conferences attended
• EDULEARN15. 7th International Conference on Education and New Learning Technologies Barcelona, Spain – July 6-8, 2015
Professional Development
• Attended workshop entitled “Research Proposal Development”, August 26 to 27, 2015 coordinated by the Office of the Principal.
Public Service
• Annual Report for School of Education.
• Claudette Fongkong-Mungal, PhD, Senior Lecturer, Curriculum Studies.
• Member of the Diocesan Committee Education Team (DCET) convened by the Bishop of Barbados and SVG. DCET’s goal is the improvement of Catholic education through continued support of catholic schools in Barbados.
• Continued professional development with teachers at the St. Patrick’s R.C. School and the Ursuline Convent Schools.
Workshops & Webinar Delivered 2014-2015
October 2014
November 2014
• Developed and delivered two 2-hour workshop entitled “Active Learning in Secondary and Tertiary Classrooms” to approximately forty teachers as part of a 3-day conference on In-Class Literacy Instruction for Adolescent Learners, St. Vincent and the Grenadines Community College November 12 to 14, 2014. Funded by OAS.
February 2015
• Developed and delivered 3-hour webinar entitled “Taking a Selfie: Making teachers’ thinking visible” for the Inter-American Teacher Education Network (ITEN).
June 2015
• Developed and delivered 3-hour workshop entitled “Instructional tools that promote and elucidate learning for both teacher and student” for approximately 12 UWI Cave Hill faculty as a part of CETL Teaching and Learning Week.
July 2015
• Developed and delivered 2-hour workshop entitled “The Holistic Student” for approximately 18 prospective students attending the inaugural UWI 101 experience.
Dr Grace-Anne Jackman
• Submitted revision of EDME 3813 – Testing, Measurement & Evaluation II. Course was restructured to include the Programme Evaluation component in the BEd (Testing, Measurement & Evaluation) specialization.
• Conducted Workshop #3 (June 17, 2015) at Cave Hill’s Teaching & learning Week, 2015 (Seminar & Summer Institute): Multiple Choice Tests: Easy to Administer but Challenging to Write: Exploring the Principles of Effective Multiple Choice Test Writing.
• Organising Committee Member, UWI Schools of Education Biennial Conference: June 01- June 05, 2015 – Accra Beach Hotel.
• Moderator, UWI Schools of Education Biennial Conference: June 01- June 05, 2015 – Accra Beach Hotel.
Miss Mia Jules
• Exam Invigilator, The University of the West Indies, Cave Hill Campus, April/May 2015.
• Faculty Representative/Guest Speaker, UWI, Cave Hill Campus Guidance Counsellors ‘Information Session. Presentations made about:
  1. The UWI 101 programme
  2. The course offerings of the Faculty of Humanities and Education, April 2015.
Dr Verna Knight
• New Masters in Social Context and Education Policy programme was started with 7 students (only one fulltime student). Two dropped out mid-semester. One student has completed the programme and will be graduating – Ms D’Ondre Miller.
• External Examiner, JBTE Teaching Practice for Teachers’ Colleges in Barbados and the Eastern Caribbean.
• External Examiner Post Graduate Diploma in Education (Social Studies), Teaching Practice and Research Project.
Dr Ian Lubin
University Service
Grant Proposal Peer Review Group, 2014-present.
Professional Service
• Editorial Review Board Member, Contemporary Educational Psychology.
• Research Consulting Editor, Education Technology Research and Development ETRD.
• Reviewer, Ad Hoc Reviewer, Contemporary Educational Psychology. (8 reviews for period ending Jul 31).
• Reviewer, Ad Hoc Reviewer, Education Technology Research and Development ETRD. (5 reviews for period ending Jul 31).
Dr Ian Marshall
During the year under review I was responsible for the delivery of six courses as follows:
• EDEA 2304 Introduction to Educational Administration.
• EDEA 3504 Creating an Excellent School.
• EDEA 3601 Issues Concerns & Problems in Educational Administration.
• EDLE 6000 Fundamentals of Educational Administration and Organisational Behaviour.
• EDLE 6001 Effective Leadership.
• EDLE 6002 Human Relations Management in Education.
• EDLE 6003 The Legal, Financial and Industrial Relations Environment of Education.
During the year under review, I was also the University Programme Coordinator for the Diploma in Education Primary Programme and the Certificate in Management and Educational Administration.

Dr David Samuel
JBTE activities
• Associate degree in education science examinations in OECS countries and Barbados were set for the end of the first and second semesters. Moderation exercises were successfully completed with the assistance of science education lecturers from community colleges in the region. Reports were produced which identified students’ strengths and weaknesses, as well the quality of the marking.
• Final teaching practice occurred in March-April of 2014 and I acted as external assessor at the Erdiston Teachers’ Training College for both the Associate Degree in Education and the postgraduate diploma in education programmes.

Dr Stacey Blackman
Books in Progress

Journal Articles – (Accepted for publication)

Blackman, S. (accepted for publication). School principals monitoring of instructional leadership practices in inclusive, mainstream and special schools. Journal of Development and Education in the Caribbean,

Journals Articles Submitted


Dr Grace Fayombo
Chapters in book

Journal Articles

Book Chapters Accepted for Publication

Blackman, S. (Accepted for publication). Barbadian school culture and the inclusion of students with special needs, in S. Blackman & D. A. Conrad, Caribbean Discourse in Inclusive Education: Historical and Contemporary Issues. Information Age Publishing.

Dr Sheron Burns
Article submitted
Dr Grace-Anne Jackman

Refereed Journals


Currently under review for publication


Posters


Miss Mia Jules

Refereed Academic Output: Journal Article Publications


Non Refereed Academic Output: Published Abstracts and Articles

NON REFEREEED ACADEMIC OUTPUT
Seminars and Academic Presentations


Jules, M. A., Fayombo, G., Marshall, J., Cuffie, J. & Pitts, L. Gender differences: The impact of ecological factors on educational outcomes in Caribbean secondary schools. Poster presented at the 2015 University of the West Indies, Cave Hill Campus Research Week, Cave Hill, Barbados (February 16-20, 2015)


Dr Verna Knight

Peer-reviewed Journal Article

Research Reports


Conference Presentation


Research Poster

Professional Development Workshop Sessions Presented
Professional Development Workshop Training in Critical Thinking to Teachers in Grenada, Antigua and Barbuda, St Kitts and Nevis and St Vincent and the Grenadines funded by ITEN/OAS with support from the School of Education, UWI Cave Hill, Barbados and the Ministries of Education, Carriacou, Grenada, Antigua and Barbuda, and St. Kitts and Nevis. (September – November 2014).

One Workshop was also co-presented with AEPT in St. Kitts and Nevis in August 2015 as part to the ongoing research work for the Out of School Children Study in the ECA.

Other workshops/Presentations
Presented for Student Services (Cave Hill Campus) and the SDA Primary School, Barbados, and one at the CEO’s meeting in Dominica (September 2014). A list of these workshop presentations are provided below:


Professional Development Workshop Sessions Presented
Professional Development Workshop Training in Critical Thinking to Teachers in Grenada, Antigua and Barbuda, St Kitts and Nevis and St Vincent and the Grenadines funded by ITEN/OAS with support from the School of Education, UWI Cave Hill, Barbados and the Ministries of Education, Carriacou, Grenada, Antigua and Barbuda, and St. Kitts and Nevis. (September – November 2014).

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Other workshops/Presentations
Presented for Student Services (Cave Hill Campus) and the SDA Primary School, Barbados, and one at the CEO’s meeting in Dominica (September 2014). A list of these workshop presentations are provided below:


**Research Grant**

Professional Development Workshop Training in Critical Thinking to Teachers in Grenada, Antigua and Barbuda, St Kitts and Nevis and St Vincent and the Grenadines funded by ITEN/OAS with support from the School of Education, UWI Cave Hill, Barbados and the Ministries of Education, Carriacou, Grenada, Antigua and Barbuda, and St. Kitts and Nevis. (September – November 2014). US$10,000.

**Professional Development Workshops Attended**

- **April 2015**
  - Coding Qualitative Data. AERA, Annual Meeting, Chicago, USA.
- **March 2015**
  - Conducting rigorous Mixed Method Dissertations. Mixed Method Conference (MMR), Mona, Jamaica
- **March 2015**
  - Use of MAXQDA software in analyzing mixed method data. Mixed Method Conference (MMR), Mona, Jamaica.
- **September 2014**
  - Course Planning for E-Learning, Centre for Excellence in Teaching and Learning (CETL), The University of the West Indies, Cave Hill Campus, Barbados.
- **October 2014**
  - Effective Use of Virtual Learning Environments, Centre for Excellence in Teaching and Learning (CETL), The University of the West Indies, Cave Hill Campus, Barbados.

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**Dr Ian Lubin**

**Presentation**

Lubin, I. A. (Presenter). Understanding the value of non-profit research, development, and innovation for Caribbean economic and social development. Free Public Lecture, Philomen Nichols Research Institute, Castries, St. Lucia (March, 2015).


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**Dr Ian Marshall**

**Refereed Scholarly Output**


Conference Proceedings


Dr Donna-Maria Maynard

Refereed Journal Articles


Non-Refereed Journal Articles:


Theses and Research Papers

- Jules – Susceptibility to online peer influence and offline health behaviour among university students from Barbados and the United Kingdom.
- Nicora Stubbs – Family Functioning and adolescent academic success among sixth form and community college students in Barbados and St. Lucia.

Conference Presentations


RESEARCH IN PROGRESS

Dr Stacey Blackman

Research Interest
Specific Learning Difficulties, Inclusion, Teacher Preparation, Behavioural Challenges, Parental Involvement in Special Education.

- Dyslexia Project: Pupil Perspective Research in Barbados.
- Inclusive Practices Project- Teacher Preparation for Inclusion & Attitudes of Children and Adolescents towards Inclusion.
- Strengths and Difficulties Project.
- Parental Involvement in Special Education.

Dr Sheron Burns

- UNICEF/SOE Project – Certification in ECD across the OECS and Barbados.
- JBTE presentation – January.
- Poster Presentation – February.
- OECS Practitioners’ Workshop in St Lucia – March.
- OECS Education Officers’ Meeting – August.

Dr Grace Fayombo

- Verification of Learning and Developmental Theories.
- Technology Infused Learner-Centred Strategies: Tools for Promoting Students’ Learning Outcomes in Psychology.
- Capturing Change: Comparing Pretest-Posttest Measures of Students’ Academic Performance in Psychology.
- Capturing Change in Learning Psychology: Student Engagement Enhancing Academic Achievement.

Dr Claudette Fongkong-Mungal


Consultancy
- Participation, by invitation, in the UNFPA HFLE Consultation for University and Colleges held in Trinidad and Tobago from October 21 to 22, 2014.

Dr Grace-Anne Jackman

- A 10-year examination of the Barbados Secondary School Entrance Examination (BSSEE) comparing performance between Public and Private Primary schools. In addition to the review of the secondary data, the research team will be conducting interviews with Principals of both Public and Private Primary schools to better understand their approaches to the preparation of their teachers and students for high-stakes examinations such as the BSSEE.
- Using hierarchical linear modelling to investigate the relationship between first form secondary students’ perceptions of parental involvement and student proximal academic outcomes. The research team is still in the process of collecting data from second-form students at all 22 Public Secondary schools.
- Conducting collaborative research with UNICEF on the Monitoring and documentation of the roll out of the UNICEF Child Friendly (Effective Schools) Initiative in the Eastern Caribbean.
Miss Mia Jules
- Exam Invigilator – University of the West Indies, Cave Hill Campus – April/May 2015.
- Faculty Representative/ Guest Speaker UWI, Cave Hill Campus Guidance Counsellors ‘Information Session:
  - Presentations made about:
    The UW1 101 programme
    The course offerings of the Faculty of Humanities and Education. April 2015.
- Co-Chair UWI 101 Summer Programme Faculty of Humanities and Education, The University of the West Indies, Cave Hill. March 2015 to present.
- Organizing Committee Member Re: the Biennial Conference of the UWI Schools of Education. The School of Education The University of the West Indies, Cave Hill Campus. September 2014 to Present.

VISITORS AND INTERNATIONAL LINKS

Dr Verna Knight
- Research team working with the UNICEF Eastern Caribbean Office, UNICEF Latin American Office, UNESCO Institute for Statistics and the Associacion Educacion Para Todos (AEPT, Argentina) in conducting a UNICEF sponsored study to develop a report on Out of School Children in the Eastern Caribbean. This study began in October 2014 and is due to be completed in December 2015.
- Co-research team collected data on Critical Thinking among Teachers in Antigua & Barbuda, St. Kitts & Nevis, and St. Vincent & the Grenadines.
- Continued research support work for the OECS Education Management Development Unit in documenting the progress of the implementation of the OECS Education Sector Strategy 2012-2021. A country report for 2014, as well as an initial progress report was completed and submitted to OECS EDMU.
- Part of a research team which conducted a UNICEF sponsored assessment on the status of school safety in the Eastern Caribbean Area. A report was submitted to UNICEF.
- Part of a research team which collected research on the UW1 101 Programme inaugurated in July 2015.

Dr Donna-Maria Maynard

Research in Progress
- Psychoeducational assessment and School Counselling in the English-Speaking Caribbean.
- Adolescent learning, self-esteem, discipline and academic achievement.
- Attitudes to homosexuality in Barbados.
- Emerging adults’ identity.
- Navigating the university experience – UW1 101.

Dr David Samuel

Research
- Two research papers were prepared during the year and are in the process of final editing for submission to a journal during this semester. They were the result of data collected in St Lucian primary schools on teachers’ educational beliefs and their inquiry-based instructional practices in science. The titles are as follows:
  - St Lucian Elementary School Teachers’ Epistemological Beliefs as Predictors of Their Inquiry-Based Instructional Practices in Science.
- New Science Text continued working with Dr Babalola Ogunkola on a new text book in science education. The textbook is targeted at both undergraduate and postgraduate students in science and focuses on the nature of the scientific enterprise as illustrated by its historical development. The book is entitled “The Nature and Structure of Science. Advancing Scientific Literacy in the Age of Science and Technology”. Four chapters have so far been completed. We hope to have a completed first draft by the end of this semester.
DEAN
Dr David S Berry
BA (UT), LLB (UBC), LLM (Queen’s), PhD (Edin)
Legal Ed Cert, Attorney-at-Law

DEPUTY DEAN
(Academic and Student Affairs)
Mr Jefferson O’B Cumberbatch
LLB (UWI), Leg Ed Cert, Attorney-at-Law

DEPUTY DEAN
(Post-Graduate and Research)
Mr Westmin James
LLB (UWI), LLM (Cantab), Leg Ed Cert,
Attorney-at-Law

LAW LIBRARIAN
Officer in Charge
Captain Junior Browne
ED, BSc, LLB, MA, (LIS)

- Faculty of Law
- Law Library
A number of members of Cave Hill Law academic staff must be congratulated for their accomplishments. Faculty members won the Principal’s Award for Excellence (Academic Category), were recognised as outstanding researchers, as recipients of significant research and grant funding, and were cited by regional courts.

Seven new staff joined the Faculty of Law at the Lecturer and Senior Lecturer levels, following a very competitive and intensive international recruitment campaign. Several Caribbean and international academics joined or re-joined the Faculty, bringing the Faculty closer to its University-allocated complement of full time teaching staff.

The Faculty started to move to an online filing and records system, and refurbished several building areas to make them wheelchair accessible. Cave Hill Law also revised its Regulations, updating and modernising them and removing supplemental examinations except in special cases. The Dean sought to introduce a new UWI-wide prize for the graduating Law student with the highest degree GPA.

The Faculty is pleased to announce that as a result of generous donations three new scholarships were founded. A generous donation also allowed the Faculty to outfit its Conference Room with state of the art video-conferencing equipment. The Faculty thanks and applauds its donors.

The Faculty of Law participated in the poster displays, hosted a book launch and held a panel discussion on a case pending before the Caribbean Court of Justice. The Faculty also engaged in outreach to secondary school students, including with a moot presentation, and held a ceremony to recognise its distinguished alumni (several of whose portraits are displayed on the Faculty’s walls).

Registration in the Faculty’s graduate programmes continued unchecked, with 27 new LLM students registering during the year. A total of 50 students graduated with LLM or Post Graduate Diplomas. The new University LLM, which was pioneered by Cave Hill, ran successfully for the first time during the period under review. St Augustine joined Cave Hill in offering courses in the LLM programme and students from both campuses were able to join one another in classes via online teaching. A new specialty in the LLM programme in Intellectual Property Law was launched. The IMPACT Justice Project provided funding for persons to participate in the Legislative Drafting LLM.

Student admission numbers remained strong, with Cave Hill continuing to attract students from the entire region. This strong regional diversity makes Cave Hill distinctive and we have continued to teach a regional curriculum. Likewise, student academic performance remained strong across all three years of the LLB, consistent with past performance. A total of 206 students graduated with the LLB, with 13 or 21%, achieving a First Class Degree. This is consistent with performance across all UWI Law Faculties. The Faculty also introduced the Dean’s List to recognise students who achieve a GPA of 3.60 or above each semester.

In terms of curriculum reform, the Faculty introduced several new courses, including two which were taught over the summer.

The Faculty’s IMPACT Justice Project, a multi-million dollar project hosted by the Caribbean Law Institute Centre under an agreement with the Canadian Department of Foreign Affairs, Trade and Development, was officially launched on April 30, 2015. A number of Technical Advisory Groups met during the year and the Project Implementation Unit effectively organised and promoted several subprojects, including ones dealing with legislative reform, legislative drafting manuals, training drafters, studying reforms to the legal profession, studying improvements to legal education, establishing and bolstering legal databases, and promoting and developing different mechanisms for alternative dispute resolution.

The Faculty’s international mooting students represented Cave Hill at three regional and international moots and performed admirably.

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The Faculty’s international mooting students represented Cave Hill at three regional and international moots and performed admirably.
WORK OF THE FACULTY

A. Congratulations
The achievements of a number of the Cave Hill Law academic staff members are to be noted.

Dr David S Berry
• Awarded the Principal’s Award for Excellence (Academic Category), on December 13, 2014.
• The Oxford Handbook of the History of International Law won the American Society of International Law 2014 Certificate of Merit in a specialized area of international law. Dr Berry wrote the Handbook chapter on the international legal history of the Caribbean, entitled ‘The Caribbean’.

Jeff Cumberbatch
• Appointed as Chairman of the Fair Trading Commission on July 10, 2015.

Westmin James
• Recognised at the Campus Research Awards Ceremony on February 23, 2015, for the significant research funding obtained through the University Rights Advocacy Project (U-RAP).

Professor Alina Kaczorowska-Ireland
• Awarded the Most Outstanding Researcher, Faculty of Law, 2013-2014, at the Campus Research Awards Ceremony on February 23, 2015.

Professor Velma Newton and CLIC/Impact Justice Project
• Professor Velma Newton and the staff of the IMPACT Justice Project were recognised for their significant grant funding at the Campus Research Awards Ceremony on February 23, 2015.

Sampson Owusu

B. Administration
Dean David S Berry was ably assisted by Mr Jefferson Cumberbatch, Deputy Dean (Academic and Student Affairs) and Mr Westmin James, Deputy Dean (Postgraduate and Research).

C. Academic staff
Please see Appendix I for the list of academic staff for the 2014-15 academic year.

D. Administrative, Technical and Support Staff
Ms Karen Primus ably served as Administrative Assistant (Law) and Ms Lorna Payne as Administrative Assistant (Projects). For several periods during the year Ms Tammie Springer ably served as Administrative Assistant (Law) (Acting).

Mr Renaldo Arthur, Ms Shamelia Wood and Ms Annika Weekes joined the Faculty and Mr Michael Blunte returned to the Faculty.

E. Law Library
Please see the Report of the Law Library.

F. Faculty Records and Maintenance Issues
In June 2015 members of the Faculty’s ATS staff and executive met with the staff of Campus Archives on the matter of reorganising and rationalising the Faculty’s filing system. This work on paper archival and file categorisation was complemented by ATS staff training on the Alfresco record storage software, on August 13, 2015. The Faculty plans to actively use Alfresco and to rely to a much greater extent on electronic filing.

Over the summer of 2015 members of the ATS staff, in particular Beal Mapp and Renaldo Arthur, worked diligently to sort, classify, move or dispose of old files. As a result of this work the former office of the Deputy Dean, which had been in use as a filing room, was reopened for use by academic staff. This room was retrofitted to allow wheelchair access and was assigned to an academic staff member.

Tremendous construction work was also done by the Maintenance Department and independent contractors to make various parts of the Faculty office wheelchair-friendly. The ATS staff washroom was retrofitted for wheelchair access, railings were added near the reception area and to the entrance walkway into the Faculty. Wheelchair ramps were added at the front doors of the Faculty and at the carpark, beside the wheelchair-designated parking space.

G. Revised Regulations
The Faculty of Law decided to revise and update its Regulations in a number of ways, including by phasing out supplemental examinations. The latter change was supported by overwhelming data regarding poor performance of students in supplemental exams. The other two Faculties of Law, however, were reluctant to follow Cave Hill in removing supplemental examinations. As a result, an online meeting of the Joint Committee of the three Faculties of Law was convened on May 21, 2015. To reconcile the different views of the three Faculties, a deadlock-breaking compromise was proposed by Cave Hill and agreed to by the other two Faculties. The new Regulation 27, which reflects the compromise, reads:

27. A candidate who fails a course may, with the permission of the Board of the Faculty, be permitted to sit a supplemental examination in that course.

This Regulation makes supplemental examinations depend upon the permission of the Board of the Faculty of Law.
This restriction on supplemental examinations is ameliorated by the availability of several other examination options:

- ‘Special Examinations’ remain available through the University’s Examination Regulations for cases involving medical challenges. A Special Examination must be approved by the Chairman of the Campus Committee on the recommendation of the Dean.
- Substitute examinations are also available in the Examination Regulations.

Following the adoption of the new regulation on supplemental examinations the Cave Hill Faculty of Law adopted a general policy guideline at its meeting of August 21, 2015. This policy guideline generally restricts supplemental exams to cases where: (1) a student has failed no more than two courses, (2) both in Level III, and (3) both failures were at a very high (F1) level. The aim of this policy is to restrict supplemental examinations to those students who are most likely to successfully pass them.

At the meeting of the Board of Undergraduate Studies on May 26, 2015, the Revised Regulations proposed by Cave Hill were approved.

H. University Examiners Meeting

At the University Examiners meeting for the three Faculties of Law, held at the St Augustine Campus on June 25, 2015, a proposal was voiced for the Faculties of Law to award a prize to the graduating Law student with the highest GPA on all three Campuses. This proposal was endorsed by two of the three Deans of Law and is now before the current University Dean of Law, Professor Antoine, for finalisation. From preliminary GPA scores the recipient this year would have been a Cave Hill graduate.

I. Cooperation with Other UWI Law Faculties

Following the decision of Mona to no longer allow Cave Hill Law students to spend their first year at Mona, all students wishing to attend Cave Hill are required to spend all three years at our campus.

However it was also agreed, at the request of COB, that the UWI LLB programme in the Bahamas would be wound down. COB indicated that it is transitioning into a University with its own Faculty of Law in the near future.

J. University of Guyana

Following negotiations with the University of Guyana (UG) and the Council of Legal Education, the Cave Hill Faculty of Law agreed to work under a good faith agreement with respect to UG for the 2014-15 academic year. This unwritten agreement exactly parallels the terms of the last signed UG/UWI/CLE Agreement. As a result Cave Hill academic staff members continued to provide guidance on examination questions to UG examiners, and second-marked all UG Law scripts. The Dean also continued to play the role of moderator in cases of disagreement between UG and UWI marks.

K. College of the Bahamas

The Faculty of Law agreed to continue to work under a good faith agreement with the College of the Bahamas (COB) for the 2014-15 academic year. This unwritten agreement exactly parallels the terms of the last signed COB/UWI Agreement.

L. Caribbean Commercial Law Workshop

The 14th Annual Caribbean Commercial Law Workshop was held at the luxurious Hilton Rose Hall Resort and Spa, in Montego Bay, Jamaica, from August 23-25, 2015. The Faculty was very pleased to be joined this year by the Jamaican Bar Association, as a co-host to the event.

The Workshop theme, ‘Re-Structuring Caribbean Commercial Law’, focused on changes to legal regulatory regimes in the Caribbean, both actual and potential, as a result of international assistance and/or restructuring programmes. A call for papers was distributed and numerous proposals were received. A total of 22 papers were presented by 26 speakers over the three days of the Workshop, with panellists from the Caribbean and North America speaking on a wide range of topics:
Panel I: The Shifting Commercial Landscape in the Caribbean
- Marc Morgan and Shakeira Dunkley (Jamaica), ‘Regulating Digital Currencies in the Caribbean’
- Christine McGowan (Guyana), ‘The Changing Face of Banking in the Caribbean’
- Gladys Young (Barbados), ‘The CARICOM Single Market – Creating a Better Environment for Business’
- Nicole Foster (Barbados), ‘Restructuring CARICOM Intellectual Property Laws: The Push For Harmonisation’

Panel II: Revolutionising Caribbean Competition Law – Issues of Applicability and Enforcement
- Nicola Berry (Barbados), ‘Competition Law and Energy Regulation in the Caribbean – Can competition law really apply to the energy sector?’
- Alina Kaczorowska-Ireland (Barbados), ‘Effective enforcement of CSME Competition Law – an Impossible Mission for the CARICOM Competition Commission?’

Panel III: Transforming Tax and other Regulatory Regimes
- Andrew Ferreira (Barbados), ‘State Aid and Tax Incentives for International Investment’
- Jivaan Bennett (Trinidad), ‘Restructuring Caribbean Tax Law - The Impact of International Tax Policy Shifts on the Regional Tax Landscape’
- Bruce Zagaris (USA), ‘Changes of International Regulatory Regimes on Caribbean Corporate, Financial Regulatory, and Transparency Law’

Panel IV: Global Financial Crisis – Has the Storm Been Weathered?
- Debbie Fraser (Barbados), ‘Are we there yet? – A Review of Barbados’ Legislative Response to the Global Financial Crisis’
- Westmin James (Barbados), ‘Debt or Death: The nexus between Financial Restructuring and Human Rights in the Caribbean Region’

Panel V: Moving Commercial Regulation into the 21st Century
- Jeff Cumberbatch (Barbados), ‘The Regulation of Consumer Transactions: The Barbados Reforms’
- Hilary Reid (Jamaica), ‘Debtor Options and Creditor Rights: The Changing Landscape for Insolvency in Jamaica’
- Chumah Amaefule (Trinidad & Tobago), ‘The Logic and Limits of the Fraudulent Trading Provisions in the Insolvency Law of Trinidad and Tobago, Jamaica and Barbados’
- Eddy Ventose (Barbados), ‘Commercial Judicial Review in the Commonwealth Caribbean’

Panel VI: Paradigm Shifts in Energy Regulation
- Aidan Rogers (Barbados), ‘Legal and Regulatory Changes Incurred by Renewable Energy Electricity Generation’
- Alana Malinde Lancaster (Barbados), ‘Business as Usual, or Moving Towards A Green Economy? Prospects and Pitfalls in Restructuring the Approach of Commercial Law to Renewable Energy and Oil & Gas Contracts in the Caribbean Region’

Panel VII: Re-Structuring Dispute Resolution in the Caribbean
- John Bassie (Jamaica), ‘The Real Added Value of Negotiations and Commercial Mediation in Use Today in the Commonwealth Caribbean’
- Prem Lobo and Nadia Chiesa (Canada), ‘Expedited Justice – How Modernizing Arbitration Legislation and Utilizing International Arbitrations Can Expedite the Resolution of Commercial Disputes in the Caribbean’
- David Berry (Barbados), ‘Harmonisation of Alternative Dispute Resolution Regimes in CARICOM’

Panel VIII: Harmonising ICT Policies, Legislation and Regulatory Procedures in the Caribbean
- Hans Mahncke and Belinda Mahncke (Barbados), ‘The HIPCAR Model Legislative Text on Electronic Transactions – Has it done more harm than good?’
- T. Durbin and J. St George (Barbados), ‘The HIPCAR project in the Caribbean – what lessons can be learnt from the sister project in Sub-Saharan Africa’

The Workshop was grateful to receive generous sponsorship from LexisNexis, Chancery Chambers Attorneys at Law, Clarke Gittens Farmer Attorneys at Law and Thomson Reuters. As with previous years, the workshop obtained Continuing Legal Professional Development (CLPD) accreditation from the General Legal Council (for the Jamaican Bar).

The Workshop attracted a number of participants from across the region and globe:

Table 1.0: CCLW Delegate Participation

<table>
<thead>
<tr>
<th>Territory</th>
<th>Delegates</th>
<th>Speakers</th>
<th>Sponsors</th>
<th>Exhibitors</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antigua</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Barbados</td>
<td>11</td>
<td>16</td>
<td>2</td>
<td>1</td>
<td>29</td>
</tr>
<tr>
<td>Canada</td>
<td></td>
<td></td>
<td>2</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Europe</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Guyana</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jamaica</td>
<td>8</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>12</td>
</tr>
<tr>
<td>T &amp; T</td>
<td>7</td>
<td>2</td>
<td></td>
<td></td>
<td>9</td>
</tr>
<tr>
<td>Turks &amp; Caicos</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>USA</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>29</td>
<td>25</td>
<td>5</td>
<td>2</td>
<td>61</td>
</tr>
</tbody>
</table>

The Workshop was a tremendous success. The next CCLW is scheduled to be held in Bridgetown, Barbados.
**UNDERGRADUATE STUDENT MATTERS**

A. Registration

Table 2.0 sets out the registration statistics for Cave Hill. Tables 3.0 to 5.0 set out student population statistics by country and registration status.

This data demonstrates the continued strength of the Faculty, which attracts a large number of students from across the entire Caribbean. Since Cave Hill Law has retained the regional diversity of its student population – which remains unique in the UWI system – it has continued to teach in a comparative manner the legal systems of the entire region.

Table 2.0: Undergraduate Registration 2014-15

<table>
<thead>
<tr>
<th>Programme</th>
<th>Full-Time</th>
<th>Part-Time</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>M</td>
<td>F</td>
<td>T</td>
</tr>
<tr>
<td>Bachelor of Laws</td>
<td>163</td>
<td>375</td>
<td>538</td>
</tr>
<tr>
<td>Non-Degree</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Totals</td>
<td>163</td>
<td>375</td>
<td>538</td>
</tr>
</tbody>
</table>

Table 3.0: Student Registration by Type

<table>
<thead>
<tr>
<th>Undergraduate</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuing</td>
<td>114</td>
<td>282</td>
<td>396</td>
</tr>
<tr>
<td>Exams Only</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Exchange (Foreign)</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>New First Time</td>
<td>43</td>
<td>84</td>
<td>127</td>
</tr>
<tr>
<td>New First Time Transfer</td>
<td>7</td>
<td>19</td>
<td>26</td>
</tr>
<tr>
<td>Returning/Re-Entry</td>
<td>24</td>
<td>38</td>
<td>62</td>
</tr>
<tr>
<td>Specially Admitted</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Totals</td>
<td>188</td>
<td>424</td>
<td>612</td>
</tr>
</tbody>
</table>

Table 4.0: Total Law Students by Country (Percentage)

<table>
<thead>
<tr>
<th>Nationality</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anguilla</td>
<td>0.2</td>
</tr>
<tr>
<td>Antigua and Barbuda</td>
<td>1.1</td>
</tr>
<tr>
<td>Barbados</td>
<td>43.3</td>
</tr>
<tr>
<td>Belize</td>
<td>4.7</td>
</tr>
<tr>
<td>Bermuda</td>
<td>0.0</td>
</tr>
<tr>
<td>British Virgin Islands</td>
<td>0.6</td>
</tr>
<tr>
<td>Canada</td>
<td>0.2</td>
</tr>
<tr>
<td>Cayman Islands</td>
<td>0.0</td>
</tr>
<tr>
<td>Commonwealth of Dominica</td>
<td>1.3</td>
</tr>
<tr>
<td>Grenada</td>
<td>2.3</td>
</tr>
<tr>
<td>Guyana</td>
<td>0.8</td>
</tr>
<tr>
<td>Jamaica</td>
<td>17.2</td>
</tr>
<tr>
<td>Montserrat</td>
<td>0.0</td>
</tr>
<tr>
<td>Nigeria</td>
<td>0.2</td>
</tr>
<tr>
<td>St Kitts and Nevis</td>
<td>2.0</td>
</tr>
<tr>
<td>St Lucia</td>
<td>0.9</td>
</tr>
<tr>
<td>St Vincent and Grenadines</td>
<td>2.5</td>
</tr>
<tr>
<td>The Bahamas</td>
<td>2.9</td>
</tr>
<tr>
<td>Trinidad and Tobago</td>
<td>19.8</td>
</tr>
<tr>
<td>Turks and Caicos</td>
<td>0.0</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>0.0</td>
</tr>
<tr>
<td>United States of America</td>
<td>0.0</td>
</tr>
</tbody>
</table>

1 Includes students taking the LLB at the College of the Bahamas.

2 This data includes foreign exchange students.
Table 5.0: Total Law Students, by Nationality and Level

<table>
<thead>
<tr>
<th>Nationality</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anguilla</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Antigua and Barbuda</td>
<td>3</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Barbados</td>
<td>80</td>
<td>69</td>
<td>116</td>
</tr>
<tr>
<td>Belize</td>
<td>13</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>British Virgin Islands</td>
<td>3</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Canada</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Commonwealth of Dominica</td>
<td>0</td>
<td>8</td>
<td>0</td>
</tr>
<tr>
<td>Grenada</td>
<td>2</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Guyana</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Jamaica</td>
<td>8</td>
<td>34</td>
<td>63</td>
</tr>
<tr>
<td>Nigeria</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>St Kitts and Nevis</td>
<td>1</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>St Lucia</td>
<td>1</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>St Vincent &amp; Grenadines</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>The Bahamas</td>
<td>8</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>Trinidad &amp; Tobago</td>
<td>40</td>
<td>63</td>
<td>18</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>169</td>
<td>211</td>
<td>232</td>
</tr>
</tbody>
</table>

3 This data includes foreign exchange students.

Table and Chart 6.0: Faculty of Law Graduates 2014-15

<table>
<thead>
<tr>
<th>First Class</th>
<th>Upper Second Class</th>
<th>Lower Second Class</th>
<th>Pass</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>53</td>
<td>97</td>
<td>43</td>
<td>206</td>
</tr>
</tbody>
</table>

These figures reveal very similar performance to that obtaining in previous years, demonstrating consistency in the overall quality of the Faculty’s students.

D. Revision of Syllabus

In addition to continuing its process of converting old courses into the new format required by the Board for Undergraduate Studies (BUS), the Faculty introduced several new courses over the 2014-15 academic year:

- LAW3165 International Commercial Arbitration
- LAW3740 Comparative Law
- LAW3890 Introduction to Legislative Drafting
- LAW3901 Comparative Constitutional Law
- LAW3902 Comparative Legal Systems - Alternative Dispute Resolution

The latter two courses were taught over the summer in conjunction with staff from the Washburn University School of Law, thus enabling several students to complete their LLB degree by taking Law courses during the summer.

E. Dean’s List

On December 19, 2014, Faculty Board approved the creation of a ‘Dean’s List’ to recognise students who each semester achieve a GPA of 3.60 or above. This achievement also will be noted on the student’s transcript.

RESEARCH PROJECTS IN PROGRESS

A. Research Week

Under the theme ‘Cave Hill at the Cutting Edge: Issues and Solutions’ a number of activities were held during Research Week.

Poster Displays and Moot Competition

The Law Faculty participated in the Campus Poster Display with seven (7) posters and hosted a Moot Court Exhibition on February 27, 2015. The Faculty also hosted PhD Seminars by Timothy Affonso on February 23, 2015 and Jacqueline Wiltshire on February 26, 2015.

Book Launch

On February 24, 2015, the Faculty held a launch for Professor Kaczorowska-Ireland’s new book, *Competition Law in the CARICOM Single Market and Economy*. The Dean made opening remarks and Mr Westmin James, Deputy Dean (Postgraduate & Research), introduced the book and its author. Professor Kaczorowska-Ireland made a few remarks on the scope and contents of the book.

Panel Discussion: ‘Freedom of Movement & Discrimination—The Maurice Tomlinson Case’

Mr Westmin James, Dr David S Berry and Professor Alina Kaczorowska-Ireland participated in a panel discussion on the case of *Maurice Tomlinson v Belize*.
and Trinidad and Tobago, a matter presently before the CCJ in its Original Jurisdiction. The case involves a challenge by the Applicant to potential restrictions on his freedom of movement in the region as a result of his sexual orientation. Panellists analysed the case from a variety of perspectives, including human rights law (Mr James), CARICOM law (Dr Berry) and EU law (Professor Kaczorowska-Ireland). Mr Christopher Harper, President of the Cave Hill Law Society, offered closing remarks. The talk was well attended and enthusiastically received.

**Outreach**

In addition, Cave Hill Law hosted secondary school students at the Faculty and held a Moot Presentation on ‘UWI Faculty of Law v Foreign Universities of the World’, both on February 16, 2015. The latter moot pitted Deputy Dean James against Christopher Harper (former President of the Law Society). On March 20, 2015, the Faculty hosted a Student Research Seminar by Stefan Newton and Bruce Collymore Jones.

**Distinguished Alumni Presentation**

The Dean and Deputy Deans Cumberbatch and James held a brief ceremony recognising the Faculty’s Distinguished Alumni on February 24, 2015, in the Moot Court Room. The media was invited and new portraits of our distinguished alumni were unveiled. A tour was given of the existing portraits.

**B. Caribbean Law Institute Centre – IMPACT Justice Project**

The Improved Access to Justice in the Caribbean Project (IMPACT Justice) is a regional justice sector reform project being implemented from within the Caribbean Law Institute Centre under an agreement between the Canadian Department of Foreign Affairs, Trade and Development (DFATD) and the University of the West Indies, Cave Hill Campus.

The Project commenced in March 2014 after a Contribution Agreement was signed by DFATD and the UWI, Cave Hill Campus. It works closely with other DFATD sponsored projects in the region, especially the JURIST Project, with the CARICOM and OECS Secretariats, Offices of Attorneys General and Ministers of Justice, Chief Parliamentary Counsel, the Faculties of Law of the University of the West Indies, the University of Guyana and Suriname, national and regional bar associations, Financial Intelligence Units, the Police and non-governmental organisations that work on civil society projects.

The Improved Access to Justice in the Caribbean (IMPACT Justice) was officially launched on April 30, 2015. Professor Sir Hilary Beckles, Principal and Pro-Vice Chancellor, and His Excellency Richard Hanley, High Commissioner for Canada to Barbados and the Eastern Caribbean, both offered remarks on the importance of the project to the region, followed by an overview by Professor Velma Newton, the Regional Project Director. Mr Anthony Ross, QC, provided the feature address on the topic of ‘Law and Economic Development’, and Dean David S Berry offered concluding remarks and the vote of thanks. The event was well attended and enjoyed by all.

**2. Project Implementation Unit**

At the end of April 2015 the IMPACT Justice staff complement was as follows:

- Professor Velma Newton, Regional Project Director
- Ms Tamiesha Rochester, Research Officer
- Ms Nailah Robinson, Research Officer
- Ms Carolyn Williams-Gayle, Communications Officer
- Mr Henderson Waithe, Project Assistant
- Ms Amy Cumberbatch, Accounts Clerk

It is expected that a Project Manager will be hired soon.

The Project Steering Committee comprising representatives of DFATD and UWI, the JURIST Project, Attorneys-General, the Organisation of Commonwealth Caribbean Bar Associations, Chief Parliamentary Counsel, the universities and NGOs met on October 15-16, 2014 and approved the Project Implementation Plan, Baseline Study, Gender Equality Strategy and Communications Strategy, with minor amendments.

**3. Sub Projects: Legislation, Drafting Manuals, Training**

The draft Report of the consultant engaged to prepare a background paper on sexual harassment legislation in the CARICOM region with a view to updating the 1996 CARICOM Model Bill was submitted in December 2014. The final report, which took in to account the comments on the IMPACT Gender Specialist was submitted in early March 2015 and was circulated to stakeholders.
A workshop on financial crimes legislation was held in Trinidad and Tobago on December 5, 2015. It was attended by DPPs, senior police and customs officers, a representative of the Regional Security System and of the British Development Division in Barbados. The main recommendation of that meeting was that a legal opinion be sought on the feasibility of amalgamating Proceeds of Crime Acts and Money Laundering Acts, and whether certain other items of legislation should be drafted as stand-alone items or provisions inserted in existing legislation. The legal opinion was submitted in late March and is being prepared for circulation.

Two workshops which will lead to the preparation of manuals on drafting instructions for Permanent Secretaries and for drafters were held in Barbados from November 20-25 and were attended by persons from all countries except Jamaica and Suriname. The facilitators were the CFCT Expert stationed at the CARICOM Secretariat and a drafter from the UK who has written in these areas and has had many years of experience.

Following these workshops a consultant was hired in early December to prepare two manuals on drafting instructions and drafting practices. His manuals have now both been completed and will be widely circulated.

The Project Director had discussions with representatives from IMPACS, CROSQ and other CARICOM Institutions about assisting them with the drafting of legislation. Further discussions are to take place after information is received from the General Counsel of the CARICOM Secretariat.

Three students now enrolled in the Legislative Drafting Programme of the Faculty of Law, Cave Hill Campus were offered financial assistance during the year 2014/15. The target was 8 or 9 students and it is hoped that the situation will improve during the year 2015/16. It will consider offering financial assistance to students enrolled in a programme being designed by the University of Guyana provided that programme is approved by the relevant University committees before September 2016. The Faculty of Law, St Augustine Campus has raised the matter of financial assistance for a programme being contemplated there, but details are now to be forwarded to IMPACT Justice.

As part of its commitment to provide assistance to the OECS, on January 15, 2015, the IMPACT Justice Project held a meeting at the OECS Secretariat to discuss a request for rationalizing OECS legislative procedures. The meeting was attended by the Project Director, Heads of Divisions of the Secretariat, and a consultant. Subsequently, the consultant and the Project agreed on the terms of a consultancy. The consultant’s report was received at the end of March.

4. Sub Projects: Legal Profession, Legal Education and Legal Databases

Following on recommendations for the establishment of a set of committees made at a meeting of Bar Association representatives in May 2014, IMPACT Justice convened a meeting of committees to discuss accounting standards, codes of ethics, continuing legal professional education and disciplinary procedures. The meeting was held in Jamaica on February 13-14, 2015. It was attended by representatives of bar associations of all CARICOM countries except Suriname, and by the President of the General Legal Council of Jamaica. The Faculties of Law were represented by the Dean of the Faculty of Law, Mona Campus and representatives of the Eugene Dupuch, Norman Manley and Hugh Wooding Law Schools. The Deans of the Faculties of Law, Cave Hill and St Augustine were unable to attend.

Based on the recommendations of the meeting, IMPACT Justice is contemplating the drafting of a model Legal Profession Act which may be used by CARICOM Member States to update sections of existing legislation if they so wish.

The conduct of a regional Survey of Legal Education was approved by the IMPACT Justice Steering Committee at its November 2014 meeting, in response to a request by the Council of Legal Education. The Survey is to be undertaken between May 2015 and April 2016. The IMPACT office is currently assembling background material. The Survey will include a manpower study. It is expected to extend to all the Law Schools in the region, the Faculties of Law, institutions offering paralegal studies, programmes being offered by extra-regional bodies and will include methods (past, current and possible) for funding legal education in the region.

Under the Project, the CariLaw database is being updated and its search features improved, and two new databases, the WILIP and Caribbean Law Review Databases are being established. The Project has also purchased servers for storing the material. The servers are located in the Computer Centre.

A one day workshop to train 5 young attorneys in headnote writing was held in the CARICOM Research Building on January 5-6, 2015. In addition, the Project is providing the assistance of 2 editors who are working in the Law Library to prepare cases for addition to the database. Both groups are currently working well.

With regard to the Caribbean Law Review Online (CLR) and the WILIP Database, a representative of the consultants visited Barbados on February 17-18, 2015 to discuss these Projects with representatives of the Faculty of Law, the Law Library and the IT Centre. The Project Director, Dean, Officer-in-Charge of the Law Library and the Caribbean Law Review editor attended the second of the two meetings.
5. Sub Projects: Alternative Dispute Resolution (ADR)

ADR is the second largest project component after Legislation and Treaty Drafting. A number of activities took place during the period under review. These were:

• Assistance was provided to five senior civil servants who may be involved in negotiations on behalf of the Government to attend an Arbitration training session organised by the Caribbean Branch of the Institute of Arbitrators, U.K. on October 30, 2014;
• Two lectures by Hon. Mr Justice Francis Belle of the High Court, Eastern Caribbean Supreme Court on mediation delivered in the Moot Court, Faculty of Law and at the Auditorium, Barbados Workers’ Union on December 11 and 12, 2014;
• A mediation sensitization workshop was held for Barbados Supreme Court staff with Mr Francis Compton and Mrs. Lenore St. Croix of the Eastern Caribbean Supreme Court as facilitators, on December 30-31, 2014;
• A meeting was held to discuss model Arbitration legislation at the Hyatt Hotel, Trinidad and Tobago, on March 13-14, 2015. This meeting was attended by Mr Calvin Hamilton, Mrs. Afifa France and Dr Christopher Malcolm of the UWI Faculties of Law;
• Refresher mediation courses for trained mediators were held in Dominica on March 2-3, 2015, and in Grenada on March 10-14, 2015;
• A mediation training course was held at the UWI Cave Hill Campus Solutions Centre, on April 6-10. Twenty-two persons from Barbados trained.

TEACHING AND STUDENTS

A. International Mooting

The successes of Cave Hill Law students and their moot coach, Mr Westmin James, received significant attention at various Cave Hill events. Sir Hilary Beckles, Principal and Pro Vice Chancellor specifically praised the Faculty at the Annual Dinner in honour of the Honorary Graduands on October 17, 2014, and the Chancellor, Prof the Hon. Sir George Alleyne OCC, MD, FRCP, FACP (Hons.), Hon. DSc (UWI), highlighted our achievements in both of his graduation addresses on October 18, 2014.

During the 2014-15 academic year the Faculty participated in three international mooting competitions.

1. Inter-American Court of Human Rights Moot Court Competition, Washington DC, May 17-22, 2015

This trilingual (English, Portuguese, and Spanish) competition is organised by the American University Washington College of Law in Washington DC with participants from universities throughout the Americas and beyond. The competition is based on a cutting-edge topic currently debated within the Inter-American system. This year’s problem dealt with transitional justice and the Cave Hill team appeared for the State, a notoriously difficult position.

Team Cave Hill, comprised of Mr Valdere Murphy and Mr Kael London, both second year law students, placed 3rd out of 100 teams from around the world. Our team had the second highest score in the semifinals and missed the finals by a score of 0.29. Both students also placed among the top 25 of the 200 oralists in the Competition.

Team Cave Hill for the past three years has placed in the top three teams in this Competition with other teams openly admitting they are fearful of competing against us.

2. Caribbean Court of Justice Moot Court Competition, Trinidad and Tobago, March 13, 2015

This Competition is organised by the Caribbean Court of Justice to promote the original jurisdiction of the Court and took place in Trinidad and Tobago on March 13, 2015. This year’s moot case, heard under the CCJ’s original jurisdiction, dealt with issues related to the enforcement of a judgment under the Revised Treaty of Chaguaramas internationally and domestically, and the referral power of a domestic court to the CCJ.

The Cave Hill team comprised Mr Harcourt Husbands, Ms Jeniece St. Romain and Mr Andre Johnson. The three moot students appeared before the CCJ’s Justice Winston Anderson, Justice David Hayton and Justice Jacob Wit.

On winning their match against the University of Technology Jamaica, the Cave Hill participants were complimented on their skills. Mr Husbands was
praised for his gravitas as a lawyer and the Bench indicated that he was excellent in handling questions. The overall winner of the competition was the Eugene Dupuch Law School.

FGV Direito Rio de Janeiro Law School. It is trilingual, with students arguing in Spanish, Portuguese and English. Teams of students representing law schools and law faculties participate in this competition spanning the entire region of the Americas and the Caribbean. This year’s moot case dealt with the human rights of climate change migrants under the American Convention of Human Rights. The fact pattern also dealt with other issues related to climate change responsibility, sustainable development and international law.

Team Cave Hill, comprised of Mr Romane Duncan and Mr Andre McKenzie, placed in the top three in all their oral rounds of the preliminary competition.

1. Fiscal Constraints and Paperless Teaching

In Semester I, 2014-15, the Faculty began to implement its ‘paperless’ model of teaching. As agreed at Faculty Board, academic staff ceased to hand out paper materials to students and the Law Faculty secretariat no longer printed documents for students. Instead, academic staff members made available all of their course materials on the Campus’ eLearning websites. Almost all course work also moved to online format, with students submitting essays electronically. Staff members also reduced printing and instead relied upon electronic filing wherever possible.

These measures have been introduced to save the Faculty, and Campus, considerable sums over the academic year. They are complemented by 24/7 online access to course materials for students, as well as availability of printed copies of materials on Reserve in the Law Library.

2. Washburn Programme

In late May 2015 the Dean of Law met with Professors Tonya Kowalski and Nancy Maxwell, the current and previous programme coordinators from Washburn University, respectively. The meeting discussed the upcoming assessment of the programme by the American Bar Association and commenced negotiations on the terms for a new Cooperative Agreement between Washburn and Cave Hill Law. The next agreement will likely vary from the original, since the terms of the programme have substantially changed.

Following our adoption of the Visiting Academic Elective course the Faculty can now offer these UWI/Washburn classes as Level III UWI LLB courses for credit. The two courses offered this summer – LAW 3901 Comparative Constitutional Law and LAW 3902 Comparative Legal Systems: ADR – attracted ten and thirteen students, respectively. Since they were run as summer courses students were charged tuition and this created a new revenue stream for the Faculty. Depending upon the level of income likely to be generated by these courses, charges levelled against Washburn University for room rental, etc., either will be lowered or discontinued.

During the week of June 29, 2015, Professor Adriene Wing, the programme Inspector from the American Bar Association, visited the Faculty. She met with the Washburn programme coordinator, the Dean of Law, the course lecturers, and the students. Her impression appears to have been positive and we hope that the summer programme again will be accredited by the ABA.

3. Inter-American Sustainable Development Moot Court Competition, Rio de Janeiro, Brazil, March 2-6, 2015

This Competition involves collaboration between the Tulane Law School, the Universidad de los Andes and
LAW GRADUATE PROGRAMMES

A. Registration
A total of twenty-seven new students were admitted to the LLM programme for the academic year, as described in Table 7.0. Table 8.0 illustrates registration numbers by programme category and major.

Table 7.0: Reg. in Law Graduate Programmes

<table>
<thead>
<tr>
<th>Graduate</th>
<th>M</th>
<th>F</th>
<th>T</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completed</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Continuing</td>
<td>22</td>
<td>38</td>
<td>60</td>
</tr>
<tr>
<td>Exchange (Foreign)</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>New First Time</td>
<td>4</td>
<td>23</td>
<td>27</td>
</tr>
<tr>
<td>Totals</td>
<td>28</td>
<td>61</td>
<td>89</td>
</tr>
</tbody>
</table>

Table 8.0: Faculty of Law (Graduate Registration by Major)

<table>
<thead>
<tr>
<th>Programme</th>
<th>M</th>
<th>F</th>
<th>T</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctor of Philosophy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Law</td>
<td>0</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Master of Laws</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate &amp; Commercial Law</td>
<td>3</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Law (General)</td>
<td>1</td>
<td>10</td>
<td>11</td>
</tr>
<tr>
<td>Legislative Drafting</td>
<td>3</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Public Law</td>
<td>1</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Postgraduate Diploma</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legislative Drafting</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Law</td>
<td>8</td>
<td>2</td>
<td>10</td>
</tr>
<tr>
<td>TOTALS</td>
<td>8</td>
<td>29</td>
<td>37</td>
</tr>
</tbody>
</table>

B. Graduation
A total of fifty students graduated from the Faculty’s postgraduate programmes. See Tables 10.0 and 11.0, below.

Table 10.0 Graduates from Postgraduate Law Programmes

<table>
<thead>
<tr>
<th>Programme</th>
<th>M</th>
<th>F</th>
<th>T</th>
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</thead>
<tbody>
<tr>
<td>LLM</td>
<td>15</td>
<td>30</td>
<td>45</td>
</tr>
<tr>
<td>Postgraduate Diploma</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>17</td>
<td>33</td>
<td>50</td>
</tr>
</tbody>
</table>

Table 11.0 Graduate Degrees Awarded by Programme

<table>
<thead>
<tr>
<th>Programme</th>
<th>Major</th>
<th>M</th>
<th>F</th>
<th>T</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post Graduate Diploma</td>
<td>Corporate &amp; Commercial Law</td>
<td>2</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>Public Law</td>
<td></td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Master of Laws</td>
<td>Corporate &amp; Commercial Law</td>
<td>7</td>
<td>26</td>
<td>33</td>
</tr>
<tr>
<td>Legislative Drafting</td>
<td></td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Public Law</td>
<td></td>
<td>8</td>
<td>2</td>
<td>10</td>
</tr>
</tbody>
</table>

C. The University LLM (Offered Jointly by all Three Faculties of Law)
Following discussions between Cave Hill, St Augustine and Mona, led by Dean Berry, the three Faculties of Law agreed to roll out the University LLM. This LLM replaced the Campus-specific LLM programmes with a single, University-wide LLM. The agreed structure of the UWI LLM offers either a general LLM degree or, if a student takes four courses from within a sub-speciality, a specialised LLM. The three specialities include the two existing LLM streams – Corporate and Commercial Law and Public Law – and a new LLM in Intellectual Property Law. Other changes include the introduction of a new course for the Legislative Drafting LLM, namely, the Supervised Internship in Legislative Drafting, and the conversion of Law 6900 Research Paper to an optional, rather than mandatory, course.

Perhaps most striking about the UWI LLM is its adoption of the model of blended learning, combining face to face instruction and modern distance learning techniques. The UWI LLM includes as a formal requirement that ‘any UWI LLM course taught by staff from one campus will be available through eLearning and/or distance learning modalities to registrants from the other two campuses.’ This structure is supported by a fee sharing arrangement for students from one campus taking courses offered by other campuses. The result should be that students from anywhere in the Caribbean, or elsewhere across the globe, will be able to take LLM courses offered by any of the three campuses.

In Semester II the St Augustine Campus joined Cave Hill and for the first time offered courses in the University LLM.

The UWI LLM as offered by Cave Hill also switched its teaching software, moving from Blackboard Collaborate to the Wizz Live platform. This platform performs similar functions to the one previously used, works seamlessly with E-Learning/Moodle, and is much more cost efficient.

In an effort to make the LLM in Legislative Drafting more affordable, the Faculty is investigating the possibility of moving this LLM speciality outside of the University Grants Committee (UGC) funded suite of programs. As a UGC funded program, students are charged an Economic Cost, a Tuition Fee and University Fees. Students who are not sponsored by their Governments are individually responsible for the full payment of all fees including Economic Costs, which may be prohibitive for many students. The Faculty of Law is looking at a proposal that the cost of LLM in Legislative Drafting be a flat fee, bringing it in line with the other LLM programs offered by the Faculty.
STAFF ACTIVITIES

Academic staff of the Faculty of Law continued their strong participation in conferences and other academic and professional activities, as evidenced in the list below.

A. Activities by Academic Staff Member (alphabetical order)

Dr David S Berry
• Moderated the panel ‘Competition Law and Caribbean Development’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
• Presented a paper entitled ‘The Free Movement Regime – Engines of Growth in the CARICOM Single Market and Economy’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014 (19 pages, PowerPoint).
• Attended and completed the course ‘Introduction to International Arbitration’, by the Chartered Institute of Arbitrators – Caribbean Branch, Barbados, October 31, 2014.
• Invited as a key stakeholder to the Barbados Chamber of Commerce and Industry (BCCI) meeting on establishing an Alternative Dispute Resolution Centre in Barbados, on November 14, 2014.
• Presented a keynote speech entitled ‘The Prospect of Caribbean Mediation’ at the 5th Annual Mediation Symposium, Port of Spain, Trinidad and Tobago, on November 24-26, 2014 (30 pages, PowerPoint).
• Attended the Florida Coastal School of Law Third Annual Pre-Law Advisor Day on behalf of the Faculty of Law, from March 4-7, 2015.
• Provided ‘Remarks’ to a panel on The Living Maya: Native Rights and Customary International Law – a Case for the CCJ, Cave Hill Campus, Barbados, March 18, 2015 (6 pages, commentary).
• Attended the Campus’ Strategic Planning Retreat, Cave Hill Campus, May 18, 2015.
• Attended the Impact Justice Public Legal Education Technical Advisory Group meeting at the Savannah Hotel, Bridgetown, Barbados on June 1, 2015.
• Presented a paper entitled ‘International Treaty Drafting: Selected Issues Related to Legal Drafting’ to the LLM in Legislative Drafting class, Cave Hill, on April 24, 2015 (PowerPoint, 28 pp).
• Presented ‘Remarks’ at the Caribbean Association of Law Libraries (CARALL) XXX Conference / Annual General Meeting, at the Accra Hotel, Barbados, on June 30, 2015.
• Presented a paper entitled ‘Legal Infrastructure for Arbitration in CARICOM: Legislative Initiatives’ at the Centenary Conference of the Chartered Institute of Arbitrators, Caribbean Branch, Kingston, Jamaica, July 9, 2015 (PowerPoint, 18 pages).
• Attended the Training Workshop titled UWI’s Approach to Strategic and Operational Planning, Cave Hill, on June 5, 2015.
• Attended the Workshop for Deans and Heads of Department, Cave Hill, on June 15, 2015.

Taneisha Brown
• Presented a paper entitled ‘Modernizing Caribbean Securities Regulation’ at the Mona Law Governance and Society Symposium in Montego Bay, Jamaica, April 26, 2015.

Jeff Cumberbatch
• Re-appointed Deputy Dean (Academic and Student Affairs) in the Faculty of Law.
• Presented a paper entitled ‘The proposed legislation-Sexual Harassment and Holidays with pay’ to the Human Resources Management Association of Barbados, Barbados, November 12, 2014.
• Presented a paper entitled ‘Defences to defamation in the Defamation Act 2013’ at the Jamaica Bar Association Conference, Jamaica, November 15, 2014.

Tom Durbin
• Moderated the panel ‘Energy Law and Regional Prosperity’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
• Presented a paper entitled ‘Data Protection, winners and losers in regional harmonisation’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
• Presented a paper with Ms Jill St George entitled ‘Legal Frameworks in Contemporary Sexuality’, at the Batumi International Conference in Law and Politics, Batumi, Georgia, August 23-24, 2014.
• Gave a guest lecture on ‘Provocation and the Coroners & Justice Act’ to School of Criminal Justice at Michigan State University in East Lansing, Michigan (USA).

Nicole Foster
• Moderated the panel ‘The CCJ and the CSME Free Movement Regime – Engines of Regional Growth’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
• Served as Policy Advisor to the Healthy Caribbean Coalition (‘HCC’) in April 2015.
Calvin Hamilton

- Moderated the panel ‘Dispute Resolution Regimes: Improving Foreign Direct Investment and Investor Confidence’, paper presented at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
- Presented a paper entitled ‘Dispute Resolution Regimes: Improving Foreign Direct Investment and Investor Confidence’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
- Invited as a key stakeholder to the Barbados Chamber of Commerce and Industry (BCCI) meeting on establishing an Alternative Dispute Resolution Centre in Barbados, on November 14, 2014.
- Presented a paper entitled ‘Enhancing Business Opportunities in Africa: The Role, Reality and Future of Africa-Related Arbitration’ on the Panel on Diversity and Inclusion in International Arbitration Appointments, at the meeting of the Atlanta International Arbitration Association (ATLAS), Atlanta, Georgia, November 3-4, 2014.
- Attended the IMPACT Justice Project – A Model Arbitration Law for CARICOM Member States, held in Trinidad on March 13-14, 2015, to discuss the drafting of model arbitration legislation for the region and presented on the topic of ‘Arbitration with Government and State Owned Entities’.
- Organised a panel discussion on March 17, 2015, entitled ‘The Living Maya’. This panel addressed the legal claims brought by the Mayan First Peoples against the government of Belize, claims presently before the CCJ and scheduled to be heard on April 20, 2015.
- Organised a lecture by Ms Meg Kinnear, Secretary General of the International Convention for the Settlement of Investment Disputes, on March 30, 2015, at the Frank Collymore Hall. The lecture addressed international investment law & ICSID.
- Presented a paper on the infrastructure and customary practices in international arbitration to the BVI’s international arbitration conference, on May 21, 2015. Also discussed the remaining steps to be taken for the jurisdiction to become a major player in the market for alternative dispute resolution.
- Designed, organised and presented a mock arbitration proceeding, including, selection of party appointed arbitrator, challenges to the party appointed arbitrator, the hearing and the award, at the Chartered Institute of Arbitrators Caribbean Branch Centenary Conference, Faculty of Law, Mona, from July 6-10, 2015.

Westmin James

- Appointed Deputy Dean (Postgraduate and Research) in the Faculty of Law.

Professor Alina Kaczorowska-Ireland

- Moderated the panel ‘Intellectual Property and eAssets in Re-building the CSME’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
- Presented a paper entitled ‘The teleological interpretation of the concept of a ‘non-profit organisation’ as one of the factors ensuring that CSME competition law will contribute to economic recovery of the Caribbean region’, at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
- Presented a paper entitled ‘The Impact of Dualism on Regional Integration in the Light of the CARICOM Experience’ at the Third Biennial CALCA Seminar on Law, Port of Spain, December 2-4, 2014.
- Provided several lectures at the Faculty of Law of the University A Mickiewicz in Poznan, Poland, from June 1-19, 2015, including lecturers on EU and Public International, Law to students and staff of that Faculty.

Alana Lancaster

- Moderated the panel ‘Law’s Role in Business Growth’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.

Dr Asya Ostroukh

- Gave a talk at the Faculty of Law at McGill University (Canada) entitled ‘Challenges and Rewards of Teaching Comparative Law in the Commonwealth Caribbean’ in June 2015.
- Participated in the XXVII World Congress of the International Society for the Philosophy of Law and
Social Philosophy and presented a paper on Simeon McIntosh’s contribution to the solution of the chattel-house problem, in August 2015.

Ms Jill St George
• Presented a paper entitled ‘Data Protection, winners and losers in regional harmonisation’, paper presented at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
• Presented a paper with Mr Tom Durbin entitled ‘Legal Frameworks in Contemporary Sexuality’ at the Batumi International Conference in Law and Politics, Batumi, Georgia, 23/24 August 2014.

Professor Eddy Ventose
• Presented a paper entitled ‘Revisiting the Exclusion of Methods of Medical Treatment in the United Kingdom and Europe’ at a workshop on Medicine, Patenting and Ownership in Historical Perspective, Thackray Medical Museum, University of Leeds, United Kingdom July 14-15, 2014.
• Attended a workshop on ‘Regional Innovation Strategies and Intellectual Property Policies’, Shell Solutions Suite, Cave Hill Campus, University of the West Indies on March 24, 2015.
• Attended a workshop on ‘Regional Innovation Systems, STI Policies and the role of Intellectual Property’, Shell Solutions Suite, Cave Hill Campus, University of the West Indies on March 24, 2015.
• Attended an IPICA Management Meeting and the 1st Regional Multi-Stakeholder Forum and ‘Training for Inventors & Social Entrepreneurs’ in Santo Domingo, Dominican Republic from July 7-9, 2015.
• Presented a paper entitled ‘Health Information Systems Policy for the Ministry of Health, Barbados, July 5, 2015.
• Presented a paper on “One of Kind” – Protecting your Brand in Food Product Development’ at Barbados Food, Law and Industry Conference and Workshop under the theme ‘Harmonizing Food Law and Science’, Divi Southwinds Beach Resort, Barbados, August 11, 2015.

Lesley Walcott
• Presented a paper entitled ‘The Role of Insurance in Hedging Against the Risk of Conducting Business’ at the 13th Annual Caribbean Commercial Law Workshop, Port of Spain, Trinidad and Tobago, August 10-12, 2014.
• Attended a workshop on ‘Regional Innovation Strategies and Intellectual Property Policies’, Shell Solutions Suite, Cave Hill Campus, University of the West Indies on March 24, 2015.
• Attended a workshop on ‘Regional Innovation Systems, STI Policies and the role of Intellectual Property’, Shell Solutions Suite, Cave Hill Campus, University of the West Indies on March 24, 2015.
• Attended an IPICA Management Meeting and the 1st Regional Multi-Stakeholder Forum and ‘Training for Inventors & Social Entrepreneurs’ in Santo Domingo, Dominican Republic from July 7-9, 2015.
• Presented a paper entitled ‘Health Information Systems Policy for the Ministry of Health, Barbados, July 5, 2015.
• Presented a paper on “One of Kind” – Protecting your Brand in Food Product Development’ at Barbados Food, Law and Industry Conference and Workshop under the theme ‘Harmonizing Food Law and Science’, Divi Southwinds Beach Resort, Barbados, August 11, 2015.

GUEST SPEAKERS

A. Eminent Speaker’s Lecture 2014

The Faculty of Law was very pleased, through the efforts of the Law Society, to be able to host His Excellency Anthony Thomas Aquinas Carmona, ORTT, SC, President of the Republic of Trinidad and Tobago, to give the Eminent Speaker’s Lecture 2014 on October 6, 2014. His Excellency spoke on the topic of ‘Law as a Tool of Social Corporate Responsibility’ and his talk was wide ranging, stimulating and very well received. The Errol Barrow Centre for Creative Imagination was packed to capacity.

The Faculty was delighted to be able to host such an eminent speaker and Cave Hill Law alumnus.

B. Lunchtime Guest Lecture Series

The Faculty hosted several Lunchtime Guest Lectures:
• Priya Nandita Pooran, Attorney-at-Law (New York, Trinidad & Tobago), Barrister at Law (England &
Wales), LLB (LSE), LLM (LSE), LEC (HWLS), gave a talk on ‘Financial Regulation in the Caribbean - Challenges and Solutions’ on September 25, 2014.

- Dr Michael Pratt (BSc, LLB, LLM, PhD), Associate Professor in the Faculty of Law at Queen’s University, gave a talk on ‘Releases of Liability for Negligence’ on November 3, 2014.

- Dr Michael Pratt gave a second talk, on ‘Graduate Programmes at Queen’s University’ on November 4, 2014. This talk, Chaired by Dean Berry, also provided students with advice about graduate studies in law more generally, including by providing details of the UWI LLM and research degree programmes.

- Alex Ferguson, Legal Adviser, British High Commission, spoke on ‘The Caribbean Criminal Asset Recovery Programme’, November 18, 2014. Mr Ferguson’s talk also introduced the survey programme to be implemented by the Caribbean Criminal Asset Recovery Programme in OECS territories. He invited students to apply to participate in the survey project, for which they will be paid.

- Ms Julia Abrey, Withers LLP (London), presented a talk on ‘Financial and Welfare Planning and Decision Making for the Older Client-Different Lands, Different Rules’, on March 24, 2015. The talk demonstrated the complicated linkages between various areas of law when applied to the circumstances of elderly persons.

All of the talks were well received.

C. Panel on The Living Maya: Native Rights and Customary International Law - A case for the CCJ

On March 18, 2015, the Faculty of Law hosted a panel entitled ‘The Living Maya: Native Rights and Customary International Law - A case for the CCJ’ in the Ralph Carnegie Law Lecture Theatre. The panel was organised by Calvin Hamilton and Marguerite Knight-Williams and included an introduction by Marguerite Knight-Williams and presentations by Gregory Ch’oc (a first year Belizean Law student closely involved with the case), Professor James Anaya (former Special Rapporteur on the Rights of Indigenous Peoples and the Regents Professor and the James J. Lenoir Professor of Human Rights Law and Policy at the University of Arizona James E. Rogers College of Law), Mr Evan Mose Hyde (a Belizean journalist and writer), Mr Damon Corrie (President of the Pan-Tribal Confederacy and a member of the Lokono-Arawak Tribal Nation), Dr David S Berry and Ms Alana Lancaster. The panel, moderated by Mr Hamilton, discussed a wide range of issues related to the Belizean case going to the Caribbean Court of Justice on land title and the Mayan peoples. Panellists touched upon the historical and anthropological background to the claim, the applicable legal regimes (customary, constitutional, international, historical), public perceptions of the case, and support by the international indigenous community. The panel spoke to a packed room and a very enthusiastic audience.

D. Panel: Public Lecture by Secretary General of ICSID

The Faculty of Law was pleased to co-host with Chancery Chambers and Carmichael Law PC (New York), a public lecture by Meg Kinnear, Secretary General of ICSID, on March 30, 2015, at the Frank Collymore Hall, Central Bank of Barbados. Ms Kinnear spoke on the topic of ‘Barbados, International Investment Law and the International Convention for the Settlement of Investment Disputes (ICSID)’. The talk was very well received and attended by members of the legal and diplomatic community, and members of the Government.

E. Faculty Events

As part of the Faculty’s effort to encourage students to utilise exchange programme opportunities, a Student Exchange/Study Abroad Programme Meeting was held on January 30, 2015. Speakers included Dr David S Berry, past UWI exchange participants, and a current foreign
exchange student. Various exchange opportunities and the benefits of study abroad were discussed. Several students indicated an interest in participating in the programme.

F. Student Events

Through the efforts of the Law Society a series of presentations were organised to highlight the importance of legal research and writing to the practice of law. These talks were well attended and the panellists were engaging and informative. The Law Society must be congratulated on these events.

- On February 9, 2015, a session was organised on the topic of ‘Importance of Legal Writing.’ Organised by Nordia Marrit, Publications Chair of the Law Society, the panel included Dr David S Berry, Mr Christopher Ireland, Professor Alina Kaczorowska-Ireland and Ms Margaret Gill (a noted Caribbean writer).

- On February 4, 2015, a session was organised under the theme ‘Students’ Say’. Organised by Nordia Marrit, Publications Chair of the Law Society, the panel included several students and a UWI academic, namely, Kevin Kemp (Medical student), Rasheed Griffith (a Social Sciences student), Dr Akhentoolove Corbin (a Lecturer in the Faculty of Social Sciences) and Dorian Fairweather (a Social Sciences student).

- On February 19, 2015, a session was organised on the topic of ‘Effective Research and Writing, Mooting and Oral Advocacy’. Co-organised by Nordia Marrit, Publications Chair of the Law Society and Andrew Rogers, Educational and Moot Chair, the panel included Mr Kevin Boyce (Clarke Gittens Farmer), Ryan Omari Drakes (Clarke Gittens Farmer) and Dario A Welch (Clarke Gittens Farmer).

- On February 25, 2015, a session was held on the topic of ‘On Becoming an Attorney’. Organised by Nordia Marrit, Publications Chair of the Law Society, the panel included Mrs Tammy L. Bryan (George Walter and Payne Co), Mr Khamaal Collymore (George Walter and Payne Co) and Ms Renae Witter (Sole Practitioner).

FACULTY OF LAW FOLLOW-UP SESSION ON ASSESSMENT

The Faculty held a special workshop on in-course assessment on November 28, 2014, from 9-12 pm. Ms Andrea Marshall, CETL, provided an overview of assessment practices and several members of academic staff presented on their experiences with in-course assessment. The event was a success.

FACULTY REVIEW

During the 2014-15 academic year the Faculty of Law was subject to a review in compliance with the University’s quality assurance systems.

As part of this process the Faculty submitted a Self-Assessment Report, which was researched and written by all members of full time academic staff, with the assistance of ATS staff. The Report reflected critically, and constructively, on the programmes and procedures of the Faculty of Law at this juncture.

The Review Team, composed of Professor Gilbert Kodilinye (Mona), Pat Cheltenham QC (Barbados) and Professor Bill Flanagan (Dean of Law, Queen’s University, Canada) visited the Cave Hill Campus from April 7-10, 2015. They met with the executive of the Campus and Faculty, academic and ATS staff, and other relevant stakeholders (including alumni, members of the Barbados Bar Association, and employers).

The Review Team’s initial report examined some of the challenges facing the Faculty, primarily as a result of external factors (such as funding and the creation of the three UWI Faculties of Law). The Report offered constructive suggestions to overcome these challenges. The Review Team also praised several aspects of the Faculty’s programming and commented upon the strong endorsements of Cave Hill Law received from its alumni.

The Faculty looks forward to the final Report.

PRIZES, SCHOLARSHIPS AND DONATIONS

Several new scholarships were established during the academic year with the kind assistance of donors.

The Michelini Family Prizes for LAW 1231 Legal Methods, Research and Writing I and LAW 1232 Legal Methods, Research and Writing II were approved by Faculty Board on November 7, 2014. These prizes were made available through the generous donations of Mr Stan Michelini.

The Melanie Kristin Price Foundation Prize in Intellectual Property and the Edmund Hinkson Prize for Commonwealth Caribbean Human Rights Law were both approved by Faculty Board on April 17, 2015. These prizes were made available through the generous donations of Ms Price’s family and Mr Hinkson.

The Dr Joseph S. Archibald QC, Memorial Scholarship in Alternative Dispute Resolution was approved by Faculty Board on August 21, 2015. This scholarship was made available through the generous donations of Dr Archibald’s family.
During the current year the Faculty was able to grant three students bursaries in the amount of BDS $3000 each under the Students’ Trust Fund-Law. An additional, fourth bursary was very generously provided by Mrs Johanan Lafeuillee Doughlin, from Lafeuillee Doughlin CARICOM Attorneys-at-Law, a Cave Hill Law alumnus.

The Faculty also received a very generous donation from the Michelini family for purchase of additional equipment for the video conferencing suite which was created in the Faculty of Law Conference Room.

The Faculty applauds its donors for these enabling gifts.

APPENDIX 1: LIST OF ACADEMIC STAFF, FACULTY OF LAW, CAVE HILL CAMPUS, UNIVERSITY OF THE WEST INDIES, 2014/2015

Dr David S Berry  
Dean of Law

Mr Jefferson O’B Cumberbatch  
Deputy Dean (Academic and Student Affairs)

Mr Westmin James  
Deputy Dean (Postgraduate and Research)

Professor Alina Kaczorowska-Ireland  
Professor of International and European Union Law

Professor Velma Newton  
Officer-in-Charge, Caribbean Law Institute Centre

Professor Eddy Ventose  
Professor of Law

Senior Lecturers

Mr Calvin A Hamilton  
Dr Asya Ostroukh  
Mr Sampson Owusu  
Mrs Lesley Walcott

Lecturers

Dr Corlita Annette Babb-Schaefer  
Ms Taneisha Brown  
Mrs Nicole Clarke-Foster  
Mr Tom Durbin  
Ms Alana Lancaster  
Dr Hans Mahncke  
Mr Westmin James

APPENDIX 2: UNDERGRADUATE LAW STUDENT PERFORMANCE

A. Notes on New UWI Grading System
The University of the West Indies adopted new Grade Point Average Regulations, effective August 2014. Under these Regulations the following letter grades and GPA scores are awarded for each percentage band:

<table>
<thead>
<tr>
<th>GRADE</th>
<th>GPA</th>
<th>MARKS</th>
</tr>
</thead>
<tbody>
<tr>
<td>A+</td>
<td>4.30</td>
<td>90-100</td>
</tr>
<tr>
<td>A</td>
<td>4.00</td>
<td>80-89</td>
</tr>
<tr>
<td>A-</td>
<td>3.70</td>
<td>75-79</td>
</tr>
<tr>
<td>B+</td>
<td>3.30</td>
<td>70-74</td>
</tr>
<tr>
<td>B</td>
<td>3.00</td>
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Letter grades below the minimum passing average – a ‘C’ or a GPA of 2.0 – are divided into three categories of failure, F1, F2 and F3.

Table Key

AM: Absent Medical
AMS: Absent Medical with Supplemental
DNS: Did not submit
FA: Failed absent
FNP: Failed no penalty
NG: No grade
LW: Late withdraw
### B. Cave Hill Campus, University of the West Indies

#### I. Semester I, 2014-15

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STAFF

Professional Staff
Captain Junior Browne continued as officer in charge during this period. The other senior officers of the Law Library are Miss Waveney Webster, Head, Acquisitions and Cataloguing Divisions, Miss Sheldine Greene, Head, Public Services Division and Mrs. Erene Knight, Acting Administrative Assistant.

Staff Activities
The Officer in Charge attended a Digital Preservation Management Workshop at St. Augustine from March 2-6, 2015 and the Association of College and Research Libraries Conference in Portland, Oregon from March 23-31, 2015. He also attended meetings of various Campus Committees. All of the professional staff attended the Caribbean Association of Law Libraries Annual Conference which was held in Barbados from June 29 – July 02, 2015 at the Accra Beach Hotel Resort. Capt. Browne also attended the Barbados Regiment Reserve Annual Training Camp which was held at Paragon Base, Christ Church from July 25 – August 8, 2015, in fulfillment of national duty requirements.

Congratulations are in order for Miss Sheldine Greene, who successfully completed the MSc Information and Library Studies at Robert Gordon University, UK.

Clerical Staff
Mr Larry Craig crossed the bar to Library Clerk Grade 2 with effect from April 1, 2015. He is to be commended for his work. Miss Lyn-Marie Bovell attended the Barbados Association of Office Professionals 18th Annual Conference from February 26-27 at the Lloyd Erskine Sandiford Conference Centre.

Mr Nicholas Hunte, a part time member of staff, obtained a temporary contract as a library clerk to fill the vacancy left by Mr Henderson Waith. who is on secondment to the Caribbean law institute Centre. The period of employment commenced Sept. 1, 2014.

Mrs Janice Lovell attended computer training in Publisher (Introduction) on May 26-28, 2015. The following staff also took part in Records Management Training in July 2015: - Mrs Erene Knight, Miss Lyn-Marie Bovell, Miss Phonsea Millington, Miss Joyann Roach, Mr Larry Craig, Mrs Nicole Glasgow, Mr Nicholas Hunte and Miss Leeandra Gilkes. This training was organised in conjunction with the Law Faculty and conducted by the Mrs Sharon Gooding-Edghill and the staff of the Campus Records Office. Members of the Public Services Division also attended web-based training on several new online legal resources.

Library staff bade farewell to Mrs Carmenta Clarke Bynoe, who was due to retire on August 13, 2015. Mrs Clarke-Bynoe worked in the Law Library for twelve years and will be missed.

DIVISIONAL ACTIVITIES

Administration and Projects
The Administration and Projects Division continued to be responsible for the overall management of the Law Library and for projects such as WILIP and CARILAW.

Staff
The Division was staffed as follows:- Capt. Junior Browne, officer in charge; Mrs Erene Knight, Administrative Assistant (Temp); Miss Lyn-Marie Bovell (Grade II clerk), Miss Ann-Marie Beckles (Grade III/II clerk) and Mr Michael Griffith (Grade II clerk). Miss Beckles and Mr Griffith were primarily assigned to the CARILAW project. Mr Terry Jones (Office assistant), Mrs Carmenta Clarke Bynoe and Miss Bernadette Grant (Office attendants) made up the remainder of the staff.

Building Maintenance
During the academic year despite the recent repairs completed on the roof in order to prevent leakage of water into the library there were occasional leaks in the periodical section and the Issue Desk. There was some minor damage to a few books.

During the summer holidays some retouching of paint to the hand rails inside and outside the library was carried out. Law Library engaged the services of a professional agency in the cleaning of the air-ducts, ceiling and materials. As a result the Library was closed for two weeks during the Christmas semester break.

WILIP and CARILAW
The main focus of the Division during the period was the production of the WILIP Index and the continued updating of CARILAW. The Consolidated Index of Statutes and Subsidiary Legislation 2015 was completed for the following countries:

- Antigua & Barbuda
- The Commonwealth of the Bahamas
- Barbados
- Belize
- British Virgin Islands
- The Commonwealth of Dominica
- St. Christopher & Nevis
- St. Lucia
- St. Vincent and The Grenadines.

As was the case during the previous year, this year represented an increase in the number of Indexes produced.
CARILAW

Mr Michael Griffith and Miss Ann-Marie Beckles continued to work diligently with the CARILAW project. During the course of the year, assistance was provided through funding by the Improved Access to Justice Project (IMPACT Justice) which is managed by Professor Velma Newton in the Caribbean Law Institute Center. Through the funding provided, additional editors and classifiers were employed with the goal of classifying a backlog of over 4,000 judgments. This goal was accomplished by the end of the period under review. Table 1 shows the CARILAW activities for the year under review.

Accounts
Tables 2 and 3 show the income and expenditure of the Law Library during the period under review.

ACQUISITIONS DIVISION

Staff
The Division was supervised by Ms Waveney Webster. The two clerical officers were Mrs Janice Lovell and Mrs Nicole Glasgow. They worked well during the period in review.

Orders
Orders were placed for 43 titles and 36 were received. The orders were for books recommended for various law courses. The library continues to concentrate on payments for standing orders. During this period the Law Library was threatened with closing of accounts for non-payment by some vendors. Even those vendors who normally extended credit were forced to hold orders until some payments were made. Some outstanding invoices going as far back as 2013 are now being paid. These non-payments have placed the library in a very difficult position.

Claims
Claims for textbooks, legislation and judgments were made with some degree of success. These claims were sent to suppliers every 3 months. Their quick responses enable good record keeping.

Judgments
A total of 1,751 judgments were received or downloaded from websites. There was an increase of 319 judgments over the period 2012/2013. (Table 4).

Legislation
A total of 3766 items of legislation and Official Gazettes were received from all Commonwealth Caribbean countries except from the Turks and Caicos Islands (Table 5). Despite some attempts to obtain legislation from Turks and Caicos, there was no response. There was a decrease in 773 items of legislation over the preceding year of 4539. The Department continues to claim the missing material on an ongoing basis

Binding
During the period August 2014 – July 2015, a total of 448 items were sent to the binders, while 349 were returned. The majority were periodicals. (See Table 7).

Gifts
The Law Library received a total of 15 gifts from individuals and organisations. (Table 8).

CATALOGUING DIVISION

Waveney Webster continued as Cataloging Supervisor. She is supported by Joy-Ann Roach who worked well during the period under review.

During the period under review a total of 798 items were processed and added to the library’s collection. Materials processed by the Cataloguing Division are shown in Tables 9 and 10. There was a decrease of 141 from the previous reporting period.

Aleph
Mrs Janice Lovell, Mrs Nicole Glasgow and Miss Joy-Ann Roach continue to download records to Aleph, the library’s database for the library’s OPAC. A total of 6,584 records were downloaded for the period August 2014 to July 2015. Original cataloguing for theses was done by Miss Waveney Webster and the number was 286.

PUBLIC SERVICES DIVISION

UWILinC
The Integrated Library system continues to work efficiently. There are still the occasional offline or non-accessible issues but those are often rectified as quickly as possible.

Seating
The Law Library acquired 20 computer task chairs to be used at the student computers. Those previous used were often needed to be sent for repairs. The new chairs were gladly welcomed by all students.

Visitors
The library was visited by –
• Dr Max Ooft, Policy Officer at the Bureau of the Association of Indigenous Village Leaders in Suriname (VIDS).
• Miss La Celia A. Prince, Ambassador of St. Vincent and the Grenadines to USA Washington D.C. Ambassador La Celia Prince obtained her LLB (with honors) from the our Faculty of Law, University of the West Indies, Barbados.
• Dr Cleopatra Doumbia-Henry, Director of the International Labour Standards Department of the International Labour Office in Geneva, Switzerland. Dr Doumbia-Henry, a Dominican, obtained her Masters of Law from the University of the West Indies and was a lecturer in law at the Law Faculty, UWI, Barbados.
Activities
At the end of the second semester major shifting was conducted in the Periodical, International sections, the Reports sections of Great Britain and Canada along with the West Indies Legislation and Law Reports. This move was as a result of an effort to create space in areas where there was a dire need as most of the newly acquired material could not be shelved.

Statistics
Table 11 has shown a decrease of nearly 30% in the borrowing of reading room material when compared to last year’s (2013/2014) usage. This could be the as a result of the paperless practice which was implemented as most of the materials needed were accessible online via the various databases or provided on e-learning. Table 12, which records Overnight Loans, has shown a slight decrease in borrowing of approximately 4% in comparison to that of 2013/2014. This year’s photocopying and fax requests, facilitated at Table 13, has increased, both for the Commonwealth Caribbean and international territories. Our records have shown a considerable increase in the need for legislations, especially in Canada. Also, our local users have also increased by 21.2% from that of the last years’.

PROFESSIONAL STAFF ACTIVITIES

Captain Junior Browne ED
(Officer in Charge)

Professional Activities
• Attended ACRL, Portland Oregon.
• Attended CARALL Annual Conference, June 29 – July 2, 2015, Accra Beach Hotel, Barbados.

Membership of Professional Associations
• Member, Caribbean Association of Law Libraries.
• Member, ACHEA.
• Member, American Library Association.
• Member, Library Leadership and Management Association.
• Member, Association of College and Research Libraries.

Public Service
• Officer, Barbados Regiment (Reserve Element) 1997.

Waveney Webster
(Senior Library Assistant) Head, Acquisitions and Cataloging Divisions

Professional Activities
• Attended CARALL Annual Conference, June 29 – July 2, 2015, Accra Beach Hotel, Barbados.

Sheldine Greene (Senior Library Assistant) Head, Public Services Division

Professional Activities
• Attended CARALL Annual Conference, June 29 – July 2, 2015, Accra Beach Hotel, Barbados.

STAFF LIST

Professional Staff
Captain Junior Browne, ED, MA, BSc, LLB (Hons)
Miss Sheldine Greene MSc, BSc,
Miss Waveney Webster BEcon.

Clerical Staff (Full time)
Miss Ann-Marie Beckles
Miss Lyn-Marie Bovell (from January 2014)
Mrs Stephanie Clarke
Mr Larry Craig
Miss Leeandra Gilkes
Mrs Nicole Glasgow
Mr Michael Griffith
Mrs Erone Knight
Mrs Janice Lovell
Mrs Phonsea Millington
Miss Joy-Ann Roach
Mr Henderson Waite (on secondment to CLIC from March 24, 2014)
Mr Nicholas Hunte

Clerical Staff (Part time)
Mr Phillip Alleyne
Mr Kimah Bayne
Miss Tonya Edwards
Miss Kanisha Harford
Miss Malissa Harris
Miss Katherine Jones
Ms. Leean Layne
Miss Pamela Phillips
Mr Andrew Rogers
Miss Khadisha Wickham

Office Assistant
Mr Terry Jones

Office Attendents
Mrs Carementa Clarke-Bynoe (fulltime)
Miss Bernadette Grant (part-time)
### Table 1

**CARILAW STATISTICS 2012-2015**

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**WILIP EXPENDITURE AND RECEIPTS AUGUST 2014-JULY 2015**

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**Total Receipts for the year** = $33,166.00  
**Less Total Expenditure for the Year** = $9,528.67  
**Net Income** = $33,166.00 - $9,528.67 = $23,637.33

### Table 3

**XEROX EXPENDITURE AND RECEIPTS, AUGUST 2014 – JULY 2015**

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**Receipts for Student Copying** = $25,588.25  
**Total Xerox Receipts for the Year** = $85,019.09  
**Less Total Expenditure for the Year** = $33,574.20  
**Net Income** = $25,588.25 + 85,019.09 – 33,574.20 = $77,033.14
### Table 4

**JUDGMENTS RECEIVED BY TERRITORY AND COURT 2014/2015**

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<th>Court of Appeal</th>
<th>High Court</th>
<th>Tax Appeal</th>
<th>Ind. Court</th>
<th>FTC</th>
<th>Total</th>
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<td>8</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>9</td>
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<tr>
<td>Antigua &amp; Barbuda</td>
<td>-</td>
<td>12</td>
<td>31</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>43</td>
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<td>112</td>
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<td>-</td>
<td>-</td>
<td>303</td>
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<td>64</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td>68</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>99</td>
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<td>67</td>
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<td>-</td>
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<td>-</td>
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<td>-</td>
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<td>-</td>
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<td>6</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>14</td>
</tr>
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<td>2</td>
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<td>-</td>
<td>-</td>
<td>-</td>
<td>41</td>
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<td>19</td>
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<td>-</td>
<td>-</td>
<td>30</td>
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<tr>
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<td>1</td>
<td>82</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>85</td>
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<td>665</td>
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<td>145</td>
<td>-</td>
<td>893</td>
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<tr>
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<td>-</td>
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Total Judgments received for 2013/2014: 1,751
Total Judgments received for 2014/2015: 2,170

### Table 5

**LEGISLATION RECEIVED DURING 2014/2015**

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<tr>
<th>TERRITORY</th>
<th>ACTS/SI'S/SRO'S/ORDINANCES</th>
<th>LEGAL NOTICES</th>
<th>BILLS/SIRO'S/GAZETTES/OTHER</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
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<td>13</td>
<td>25</td>
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<td>188</td>
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<td>136</td>
<td>286</td>
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<tr>
<td>Dominica</td>
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<td>40</td>
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<td>122</td>
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<td>Grenada</td>
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<td>87</td>
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<td>203</td>
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<td>148</td>
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<td>St. Lucia</td>
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<td>77</td>
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<td>71</td>
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<td>330</td>
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<td>Turks &amp; Caicos Islands</td>
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<td>-</td>
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Total Legislation received for 2013/2014: 4,539
Total Legislation received for 2014/2015: 3,766
Table 6
MATERIAL RECEIVED DURING THE YEAR 2014/2015

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<td>LEGISLATION</td>
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<td>TEXTBOOKS/TREATIES</td>
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<tr>
<td>W.I GOVERNMENT REPORTS</td>
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Table 7
ITEMS PROCESSED TO THE BINDERY DURING THE YEAR 2014/2015

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<th>NO. OF ITEMS RETURNED</th>
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<td>36</td>
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Table 8
MISCELLANEOUS 2014/2015

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Table 9
MATERIALS PROCESSED IN THE CATALOGUING DEPARTMENT

A. Statistics of Material Processed by Type of Material between August 2014-July 2015

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<th>CATEGORIES</th>
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<th>New Editions</th>
<th>Addit’l Copies</th>
<th>Re-Classified Items</th>
<th>Continuations</th>
<th>Items Returned From the Bindery</th>
<th>Total No. of Items Processed in each Category</th>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Law Commission Reports</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td></td>
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<td>Legislation (Individual Statutes or S.I.s)</td>
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<td></td>
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<td>W.I. Government Reports</td>
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<td><strong>99</strong></td>
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Table 10

B. Statistics of Materials Processed by Location between August 2014-July 2015

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<th>Reserve</th>
<th>Open Shelf</th>
<th>Rare Books</th>
<th>Tax Law</th>
<th>Total Number</th>
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<td></td>
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<tr>
<td>CD-ROM</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Law Commission Reports</td>
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<td></td>
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<td></td>
<td>10</td>
</tr>
<tr>
<td>Periodicals</td>
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<td>W.I. Government Reports</td>
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<tr>
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Total number of items processed for 2013-2014 = 949
Total number of items processed for 2014-2015 = 798

Table 11

Reading Room Material 2014/2015

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<td>50</td>
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**OVERNIGHT LOANS 2014/2015**

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Table 13

**PART A: Photocopying and Fax Requests**

**Commonwealth Caribbean 2014/2015**

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**PART B: Photocopying and Fax Requests**

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Faculty of Medical Sciences 2014 – 2015

DEAN
Professor Joseph Branday
MBBS (UWI), MS, FACS, FRCSEd, MSc (Med Edu)

Deputy Dean (Research)
Dr O. Peter Adams
BSc (Lond), MBBS (UWI), MSc Fam. Med (UWI)

Deputy Dean (Pre-Clinical)
Dr Kenneth Connell
MBBS, DM (UWI)

Deputy Dean (Clinical)
Dr P. Michele Lashley
MBBS (UWI), DCH, DM (Paed) (UWI), FRCP (Edin)

Director, Chronic Disease Research Centre
Professor Clive Landis
BSc (Birmingham), MSc (Chicago), PhD (Chicago)

Administrative Officer
Ms Christianne Walcott
BA (Syracuse), MA (Monash)

Coordinator of Continuing Medical Education
‘Currently Unfilled’
DEAN'S OVERVIEW

The economic crisis and the Government contributions to the Cave Hill Campus continued during the August 2014 to July 2015 period in review. While there was a negative impact on student enrolment across the faculties, the medical faculty has maintained its enrolment. The Faculty of Medical Sciences continued working with the other faculties and the Campus Administration to counter the effects of these economic challenges while maintaining the standards of its educational programmes and the quality of its research output.

The third cohort of students to enter the full five-year MB BS Degree programme at Cave Hill wrote their final examinations in May/June 2015 along with their counterparts from Mona and St. Augustine. Of the forty-four students writing the examinations, 35 were awarded the MB BS, with 14 eligible for honours based on the GPA system.

The MB BS Undergraduate Programme

Since 2008, the number of new students admitted to the MB BS programme each year averages about 64 with total enrolment in all five years now standing at over 300. Approximately half of the students admitted are Barbadian nationals with the majority of the remainder coming from Trinidad & Tobago and the Bahamas.

Admissions to MBBS Programme at Cave Hill by Year

Overseas Student Elective Programme

The Faculty of Medical Sciences at the Queen Elizabeth Hospital continues to coordinate an active clinical elective programme for medical students from international medical schools. Between 2009 and 2012, over three hundred such students were accepted for placements at the QEH. For the year in review for this departmental report 72 students were accepted. This represents a decrease in intake. Due to larger number of our own clinical students there has been a reduced ability to place elective students.

The majority of students came from the UK and Germany, but there were also students from Belgium, Austria, Spain, Australia, New Zealand, USA, Cuba, Jamaica and St. Vincent. The visiting students provide valuable opportunities for social interaction while they spend periods ranging from four to twelve weeks working alongside the UWI clinical students. The funds generated from this programme are used to assist our own students to pursue their clinical electives overseas.
Facilities
Clinical students now have a longue and sleeping facilities located within the Queen Elizabeth Hospital. This is in addition to the longue within the ER Walrond Clinical Skills building.

Graduate Programmes
Graduate students made up a small proportion total student enrolment in the Faculty of Medical Sciences. A little under half of these were in one of the 4-5 year professional residency DM degree training programmes at the Queen Elizabeth Hospital. The taught Masters in Public Health made up about half of the registered postgraduate students, with only a small number reading for research degrees (PhD/MHIL). The Faculty DM programmes continue to attract high quality applicants but places are limited by the lack of designated training posts at the Hospital and in the Ministry of Health.

In the 2014-2015 academic year the following persons successfully completed graduate training and were awarded higher degrees.

Postgraduate Diploma (Family Medicine)
Keisha Carrington

MSc (Family Medicine)
Ashana Marshall-Clarke
Kimberly Warner

Master in Public Health (MPH)
Sarah Brade
Gemma Cherry
Alma Dolor
Elizabeth Mahabir-Jones
Patricia Mcallister
Leila Raphael (Distinction)
Le-Tanya Seale Glasgow
Catherine Thomas-Louis
Tarah Towler

DM (Anaesthesia and Intensive Care)
Kimberley Johnny

DM (Emergency Medicine)
Makeba Brooks
Ayesha Gittens
Chernelle Gittens
Bandele Majekodunmi
Kiran Surage

DM (General Surgery)
Dale Springer

DM (Internal Medicine)
Petra Crookendale
Tsahay Moore

DM (Paediatrics)
Maria Watson

DM (Psychiatry)
Stacy-Ann Cushine Lowe

Appointments and Promotions
• In August 2014, Dr Harold Watson was promoted to Senior Lecturer in Emergency Medicine. In March 2015 Dr Heather Harewood was appointed Temporary Lecturer in Public Health to replace Prof. Nigel Unwin.
• Dr Colette George successfully completed the Certificate in University Teaching and Learning in the period of review bringing to fifteen the total number that have now completed this requirement.

Staff Movements
• Dr Alaya Udupa, Senior Lecturer in Pharmacology retired at the end of August 2015. Dr Udupa joined the faculty in 2008 when the FMS was established. We wish him all the best in his retirement.

FACULTY/STAFF

Awards
• Dr Alok Kumar received the Principal’s Award for Excellence in two or more categories – research and service.
• Mrs Christianne Walcott administrative officer in the Faculty of Medical Sciences received the Principal’s Award for Excellence in the Senior Administrative/Professional category of staff. Her managerial skills contributed to the successful implementation of projects in the faculty, including its transformation from the School of Clinical Studies into a full-fledged faculty.

RESEARCH

• The third annual PhD Symposium was held on January 23, 2015. The symposium provides an opportunity for the candidates to present their research and get feedback. It also sensitizes the general faculty to the research that is being undertaken by the graduate research students. There were seven presentations by students.
• The journal club and research update meetings also continue and are open to all Faculty members, providing another useful forum for generating research ideas and for developing locally relevant research projects.

Research week and research awards
• The Annual UWI, Cave Hill Campus Research Week took place from February 21 -27, 2015 under the
theme “Cave Hill Campus on the Cutting Edge: Issues and Solutions”. As part of the activities, the Faculty participated in the following events.

– Leading off the week a health fair was organised by Dr Kenneth Connell in Jubilee Gardens on February 21.
– Two faculty members, Dr Alok Kumar and Dr Alafia Samuels received Campus Research awards at the Opening Ceremony on Monday February 23, 2015.
  • Dr Alok Kumar – Most Outstanding Researcher, Faculty of Medical Sciences.
  • Dr Alafia Samuels – Research Team Award for her work on the “The Caricom Political Declaration on NCDs six years on: an Evaluation to Accelerate further multi-sectoral implementation”.
– Three DM graduates, Judith Nicholls, Tania Whitby-Best and Joseph Herbert, made presentations at the Graduate Symposium held at the Lecture Theatre, School for Graduate Studies and Research on the February 23.
– Achieving Health Equity in Barbados: Setting Priorities for Change was an all day symposium that took place on Wednesday February 25, 2015. The symposium was coordinated by Dr Natasha Sobers-Grannum. Attendees had the opportunity to learn about and discuss how health inequities are impacting Barbadians.
– Two public lectures were given on Wednesday February 25, 2015 at the Errol Barrow Centre for Creative Imagination. The lectures were well attended. They were as follows : (1) ‘Armageddon diseases spread from animals to humans: Bubonic plague to Chick V’ delivered by Dr Alafia Samuels, Senior Lecturer in Public Health & Epidemiology
  (2) ‘The Struggle to contain Ebola: Lessons from Guinea 2015’ delivered by Ms Angela Rose, Director, Barbados National Registry, Senior Lecturer in Epidemiology. Ms Rose reported on her work in Guinea during the Ebola outbreak.
– Fifteen (15) posters were displayed in the foyer of the Leslie Robinson Building during the week.

CONTINUING PROFESSIONAL EDUCATION

The Faculty continues to partner with the Barbados Association of Medical Practitioners in putting on major medical conferences each May and November, and to promote the annual E R Walrond Symposium at the Queen Elizabeth Hospital. In addition, the Faculty continues to host regular CME conferences in St. Lucia and St. Vincent. The paediatric intensive care BASIC workshop also took place in April 2015.

These conferences are part of an expanding programme of continuing professional development which constitutes an important part of the work of the Faculty.

76th and 77th UWI/BAMP CME conference
• The 76th UWI/BAMP CME conference took place on November 15 and 16, 2014 at the Lloyd Erskine Sandiford Centre with the theme “Paediatrics and Geriatrics: Age and Gender Issues”.
• The 77th BAMP/UWI conference took place on with the theme took place on May 16 and 17, 2015 at the Lloyd Erskine Sandiford Centre with the theme “Managing Disease and Prescribing Health”.

Minimal Invasive Surgery workshop
This workshop which was jointly sponsored by the Obstetricians and Gynaecologists of Canada and the UWI took place on February 5 and 6, 2015 at the ER Walrond Clinical Skills building.

Caribbean College of Surgeons
This 13th annual clinical conference took place form June 10 to 13 in at the Radisson Aquatica Resort, Barbados. A number of local and regional surgeons made presentations. There was a guest lecture on “Laparoscopic Gastrectomy with Manual Esophago-Jejunal Anastomoses: A fit for the Caribbean?” by Prof. Giovanni Dapri of Belgium.

Professor ER Walrond scientific symposium
This annual symposium held in conjunction with the Queen Elizabeth Hospital took place on July 17, 2015 in the auditorium of the QEH. This was the 15th occasion on which the symposium was held. There were 12 scientific presentations. At the end of the conference the medical students performed, as is the custom now, a highly entertaining skit.
PRE-CLINICAL DEPARTMENT – PHASE I

STAFF LISTING

Cave Hill

Administrative, Technical & Service Staff
K. Suzanne Archer, BSc (Hons)
Administrative Assistant
Nicole Johnson, BSc (Hons), MSc
Stenographer Clerk
Donna Sisnett, BSc (Hons), MSc
Stenographer Clerk
Susan Phillips, CPS
Stenographer Clerk
Wesley Moore, BSc
Stenographer Clerk
Kiana Hall, BSc, MSc
Medical Laboratory Technologist
Keisha Mascoll, BSc, MPhil
Medical Laboratory Technologist
Jamal Inniss,
Office Assistant

Academic Staff

Anatomy
Uma Gaur, MBBS (Delhi), MS Anatomy
Senior Lecturer
Keerti Singh, MBBS, MSc
Lecturer in Anatomy

Biochemistry, Molecular Biology
Nkemcho Ojeh, BSc (Wales), MRes (Manchester)
PhD (Lond)
Lecturer in Biochemistry, Molecular Biology & Genetics

Pharmacology
Damian Cohall, BSc (UWI), PhD Pharmacology (UWI)
Lecturer in Pharmacology
Kenneth Connell, MBBS, DM
Lecturer in Clinical Pharmacology
Alaya Udupa, MBBS, MD (Mysore), PhD (Manipal)
Senior Lecturer in Pharmacology

Physiology
Subir Gupta, BSc, MSc, PhD (Calc)
Lecturer in Physiology
Jacqueline Vigilance, BSc (UG), Dip Ed (UT), PhD
Lecturer in Physiology
Myshele Carrington, MSc, RD
Part Time Lecturer (Nutrition)

Public Health & Epidemiology
T. Alafia Samuels, MBBS, MPH, PhD
Senior Lecturer in Public Health & Epidemiology
Heather Harewood, BSc, MBBS, MPH
Lecturer in Public Health
Madhuvanti Murphy, BSc, MPH, Dr. PH
Lecturer in Public Health
Natasha Sobers-Grannum, MBBS, MPH
Lecturer in Public Health

W. Austin Greaves, MPH
Part time Lecturer (Public Health)
Fatimah Jackson-Best, BA, MA, PhD
Part time Lecturer (Public Health)
Selvi Jayaseelan BSc, PhD
Part Time Lecturer (Public Health)
Wendy Sealy RN, PhD
Part time Lecturer (Public Health)
Walter Alleyne, BSc, MBBS, MPH
Assoc. lecturer (Public Health)
Heather Armstrong BSc, MBBS, MPH
Assoc. Lecturer (Public Health)
Natalie Greaves, MBBS, PhD
Assoc. Lecturer (Public Health)
Elizabeth Ferdinand, MBBS, MPH
Assoc. lecturer (Public Health)
Cheryl McCollin, MBBS, MPH
Assoc. lecturer (Public Health)
Erwin Arthur Phillips, MBBS, BSc, MPH, MSc
Assoc. Lecturer (Public Health)
Steve Daniel, MSc
Part Time Lecturer (Public Health)

MBBS Phase I Courses and Clerkships

Year 1
MDSC1000 Fundamentals of Disease and Treatment
MDSC1103 Meiosis to Man – An Introduction to Embryology and Histology
MDSC1104 Introduction to Molecular Medicine
MDSC1105 The Locomotor System
MDSC1201 Cell Biology
MDSC1202 Introduction to Medical Practice (Unit 1)
MDSC1203 Health Care Concepts
MDSC1205 The Respiratory System
MDSC1206 Neuroscience in the Peripheral Nervous System
TEACHING AND STUDENTS

Dr Damian Cohall

Teaching

1st Year
MDSC1000
MDSC1104
MDSC1206

2nd Year
MDSC2103
MDSC2104
MDSC2201
MDSC2203
MDSC2204

3rd Year
MDSC3200

Dr Uma Gaur

Teaching

1st Year
MDSC1203

2nd Year
MDSC2104
MDSC2201
MDSC2204

Administrative Roles
• Proposer & Coordinator, Bachelor of Health Sciences, BUS approved 2015.
• Programme Director, MPhil/PhD in Pharmacology
• University Examiner, MPhil/PhD in Pharmacology
• Course coordinator and First Examiner for the following:
  • Fundamentals of Disease and Treatment – MDSC1000
  • Understanding Research – MDSC3200

Students Supervised:
• Mr Quincy Edwards: MPhil/PhD in Analytical Chemistry
  Role: Postgraduate Research Advisor
• Ms Krystyna Wang: Faculty of Medical Sciences, UWI – McGill University Research Externship Programme
  Role: Mentor & Research Supervisor
• Chloe Thompson, Ayanna Whittington & Shai Stewart:
  Undergraduate Research Group
  Role: Mentor & Research Supervisor.

Dr Subir Gupta

Teaching

1st Year
MDSC1000
MDSC1201

2nd Year
MDSC2103
MDSC2201
MDSC2203
MDSC2104

3rd Year
MDSC3102

DM Psychiatry
Neuroscience

Cross-Faculty Teaching
• BSc in Sports Science
  SPSCI1000
  Faculty of Social Sciences
• BSc in Medical Instrumentation
  Medical Electronics
  Faculty of Pure and Applied Sciences

Administrative Roles
• Developed curriculum in Physiology for the recently started BSc Health Science program in the campus.
  – Exercise Physiology
  – BSc Sports Science
• Working in a research project and presenting a research paper in an international conference were the major research activities.

Dr Nkemcho Ojeh

Teaching

1st Year
MDSC1104
MDSC1201
MDSC1202
2nd Year
MDSC2201

Administrative Roles
Course Coordinator and First Examiner for the following:
Introduction to Molecular Medicine – MDSC1104
Cell Biology – MDSC1201

Students Supervised
• On the Advisory Committee for the Master of Philosophy Biochemistry programme for the candidate Ms Virgil Bideau at the Faculty of Science and Technology (2013-current).
• Trained and supervised 4th Year Medical student, Mr Oliver Nelson, in a Research project on “Keloid Therapies”. (June 2013 - August 2014).

Dr Keerti Singh
Teaching
1st Year
MDSC1103
MDSC1105
MDSC1205
2nd Year
MDSC2204
3rd Year
MDSC3102

Administrative Roles
Course Coordinator for the following courses:
MDSC1103
MDSC1105
MDSC1205
MDSC2204
MDSC3102

New Course development:
• Undergraduate Degree in Health Science (BHSc) Programme.
  Undertaking review and development of some of the modules in Anatomy for this new course.
• Human Embryology Course:
  continuing attempts to make the course more interactive and student friendly with the help of videos, for better understanding of the various processes and stages of embryonic development. This semester I have planned for an on campus online assessment quizzes for the students instead of the regular off campus quizzes which student usually attempts from home.

Dr Jacqueline Vigilance
Teaching
1st Year
MDSC 1206
2nd Year
MDSC 2104
MDSC 2201

Administrative Roles
Course Coordinator for the following courses:
MDSC1206
MDSC2104
MDSC2201

RESEARCH IN PROGRESS

Listed below are Research Projects being participated in or coordinated by Academic staff in Phase I of the MBBS programme:

Dr Damian Cohall
• Title: Cardio-Protective Effective of a Non-Thiosulfinate Extract from Garlic by the Inhibition of 15-Lipoxygenase.
  Investigators: Damian Cohall, Thea Scantlebury-Manning and Fabian Clarke.
  Aim: Lipoxygenases play an important role as mediators of inflammation and have been implicated in vascular diseases. The aim of this study is to extract bioactive components of garlic which are not volatiles and hence may play an important and more prolonged role in preserving the cardio-protective effects of garlic.

• Title: Inadequate Weight, Sodium and Potassium Intake Perceptions among University Students in Barbados: Preliminary Results from a Health Perception Survey Conducted at UWI Cave Hill Campus.
  Aim: The study aims to evaluate the Sodium and Potassium intake, as well as the participants’ perceptions toward these parameters and their health among a sample of University of West Indies’ Cave Hill campus Undergraduate Students.

• Title: REno Vascular function Ethnicity Renin Endothelial.
  Dysfunction – Barbados Observational Study (REVERED-BOS).
  Investigators: Damian Cohall and Carlos Ferrario.
  Aim: The project examines Renin Angiotensin Aldosterone System (RAAS) biomarkers and their effect on arterial function and cardiovascular risk in an Afro-Caribbean Population. It also investigates
the possible link between salt sensitivity, diet and RAAS activation which may account for the high prevalence of cardiovascular disease in the region.

- **Title:** Drug – Herb Interaction: Database of Medicinal Plants of the Caribbean and Possible Interactions with Conventional Medication.  
  **Investigators:** Damian Cohall and Curtis Gittens.  
  **Aim:** The aim of this project is to identify medicinal plants used to treat common ailments observed in the Caribbean. A database of these plants will be created outlining their taxonomy, folklore uses, bioactive compounds, documented or possible drug-herb interactions and toxicity.

- **Title:** Factors Affecting Academic Performance of First Year Medical Students.  
  **Investigators:** Damian Cohall, Ashlia Lovell and Desiree Skeete.  
  **Aim:** This project entails coordinated studies are investigating the factors, inclusive of matriculation, attendance and assessment strategies, which impact academic performance of students in the first year of medical school.

**Dr Uma Gaur**
- Do learning style preferences correlate with gender differences and academic performance?

**Dr Subir Gupta**
- Aerobic-anerobic contribution in junior field hockey players during competitive match play.
- In collaboration with Sports Authority of India, NIS Eastern Centre, Kolkata, India.

**Dr Nkemcho Ojeh**
- A randomized control study to investigate the effect of Mobile technology (mHealth) on response to warfarin treatment based on INR measurements. Start date: September 2014.
- Does learning style preference correlate with academic performance? Start date: June 2014.
- An *in vitro* study to investigate the effects of caffeine on wound healing. Start date: December 2011.

**Dr Keerti Singh**
- A retrospective clinical audit of the severe congenital malformations among newborns at the Queen Elizabeth Hospital.  
  **Investigators – Dr Keerti Singh & Alok Kumar.**  
  The main objective of this study is to establish the prevalence and pattern of severe form of congenital malformation among the newborns at QEH and its impact on the morbidity and mortality. The study in its second phase aims to describe the epidemiology of malformations of various body systems individually. The findings from this study will be used to highlight the urgent need to establish a neonatal malformation registry.
- A retrospective clinical study of Measurements of the normal ventricular system and Indices in Children.  
  **Investigators – Keerti Singh & Lata Kandamaran.**  
  The main aim of this study is to measure the normal ventricular system and the subarachnoid space in children, to examine the possible influences due to the age, sex and side. And to establish reference values which determine their normal size, taking into consideration the developmental changes.

**STAFF ACTIVITIES INCLUDING PUBLIC SERVICE**

Listed below are the civic, professional and other services and achieved awards by Phase I staff:

**Dr Damian Cohall**  
**Public Service**
- **Member**, Queen Elizabeth’s Hospital’s Drug and Therapeutic Monitoring Committee (DTC). The committee continues to make strides in addressing the access of formulary and non-formulary drugs to the patients of the hospital and wider community.
- **Auditor and Team Secretary**, Caribbean Accreditation Authority for Medicine and other Health Professional.
- **University Student Outreach**  
  – Barbados Association of Guidance Counsellors’ Annual Showcase  
  – St. Michaels School  
  – Harrisons College  
  – Queens College.
- **Reviewer for Scientific Journals**  
  – West Indian Medical Journal  
  – Journal of Ethnopharmacology  
  – Ethnicity & Disease.

**Associations, Honours and Memberships**
- **Vice President**, Crystal Heights Neighbourhood Watch Association.
- **Editorial Board Member**, West Indian Medical Journal.
- **Cochrane Author**, Cochrane Collaborations & Systematic Reviews.
- **Member**, Queen Elizabeth Hospital Drug and Therapeutics Monitoring Committee, St. Michael, Barbados.
- **Associate Member**, Caribbean Cardiac Society (2009 – Present).
- **Auditor and Team Secretary**, Caribbean Accreditation Authority for Medicine and other Health Professionals.
Extra-Departmental Service

- Member, Faculty of Medical Sciences' MB BS Student Admissions Committee.
- Member, Faculty of Medical Sciences’ Postgraduate and Research Committee.
- Member, Faculty of Medical Sciences’ Doctorate of Philosophy (PhD) Committee.
- Member, Campus Health and Medical Services Committee.
- Member, UWI Staff Lounge Committee.
- Chair, UWI Cave Hill’s Health Week.
- WIGUT Representative, Faculty of Medical Sciences.
- Member, University’s Timetable Committee.
- University Student Outreach
  - Queens College Form Five & Six Students
  - Harrison College Form Five & Six Students
  - Barbados Association of Guidance Counsellors’ 9th Annual Career Showcase.
- Member, University’s Classroom Committee.
- Member, University’s Learning Resources Committee.

Dr Uma Gaur

- To identify the chronic absentees and students scoring below 30% in Assessments.
- Counseling sessions for students.
- Director of Barbados Reiki association.
- Volunteer for Precious touch foundation working for terminally ill children.

Dr Nkemcho Ojeh

Workshop attended

Applying best practices in assessment & Examination paper construction using GPA exemplars, The Centre for Excellence in Teaching and Learning (Curriculum and Instruction), UWI, Cave Hill Campus facilitated by Dr Donley Carrington & Dr Sylvia Henry (11 March 2015).

Professional Society Membership

- Member of International Society of Stem Cell Research (ISSCR).
- Member of the Wound Healing Society (WHS).

Dr Keerti Singh

Congenital malformation registry at the QEH: Working on guidelines and procedural details for establishing a congenital malformation registry for Barbados at the QEH. This project stems from the malformation research projects undertaken at the QEH.

Dr Jacqueline Vigilance

Other Service / Professional Societies

- Visiting Adjunct Scientist, Stony Brook University, Department of Biomedical Engineering.
- Membership of the American Physiological Society.

CONFERENCES / WORKSHOPS ATTENDED

Following is a listing of conferences and workshops attended by Phase I Faculty:

Dr Damian Cohall


Dr Keerti Singh

- Research Day 2015: Poster presentation
  Best C, Kandamaran L, Krishnamurthy K, Morris K, Birch S, Kumar A, Singh K.
- CARPHA 2015: Poster presentation
  Best C, Kandamaran L, Krishnamurthy K, Morris K, Birch S, Kumar A, Singh K.
  Major Congenital Malformations of the Gastrointestinal Tract among the newborns in one of the English Caribbean countries, 1993 – 2012.

Dr Jacqueline Vigilance


SERVICE TO FACULTY / UNIVERSITY

The below list details services rendered by Phase I staff to the Faculty and/or University.

Dr Nkemcho Ojeh

- Member of the Curriculum Committee for BHSc Health Sciences programme.
- Chair of the MPhil/PhD Upgrade Assessment Committee for the faculty.
- Chair and member of the Library/Resource Committee for the faculty.
- Member of the University ICT Steering Committee.
• Member of the University Learning Resource Centre Advisory Committee.
• Member of Medical Education Interest Group.
• Member of the Academic advising Committee for medical students.
• Member of the FMS Research and Postgraduate Committee and Chair of the FMS Laboratory Section.
• Member of the FMS Research Development Working Group.
• FMS coordinator for the for Laboratory Sciences journal club.
• Faculty of Medical Sciences representative on the Board of Studies, Faculty of Science and Technology
• Co-Chair, Planning Committee, Faculty of Medical Sciences Research Activities 23 – 26 February, 2015. Assisted in organising the Faculty of Medical Sciences events held during the UWI Research week under the general theme “The UWI Cave Hill at the cutting Edge – Issues and Solutions”.

Jacqueline Vigilance
• Involved in Curriculum development (Physiology) for the Bachelor’s in Health Sciences.
• FMS Representative on the Faculty Board of the Faculty of Social Sciences.

Dr Keerti Singh
• Andaman and Nicobar Islands Medical College (ANIIMS) – June 22 - August 7, 2015 – ANIIMS, Port Blair, India : visited their Anatomy Department and interacted with faculty, post graduates and research scholars in the area of Congenital Anomalies. I visited their library and took a note of the vast collection of Anatomy reference books. I also established some important collaborative research contacts; it was also an opportunity to further improve my skills in preservation, mounting, display of museum specimens and catalogue preparation. Their museum especially has a wide range of mounted specimens of numerous types of congenital anomalies of the various systems in the human body.

VISITORS AND INTERNATIONAL LINKS

Following are collaborative links and visits facilitated by Academic staff in Phase I of the MBBS programme:

Dr Nkemcho Ojeh
• Forged research collaborations with the Dermatology Department, University of Miami, Florida. June 2012 – current.
• Forged research collaborations with the Dermatology Department, Queen Mary University of London. August 2008 – current.

CLINICAL DEPARTMENT – PHASE 2

STAFF LISTING

Queen Elizabeth Hospital / Errol Walrond Clinical Skills Building

Judy Best, BSc (Hons).
Administrative Assistant

Janelle Nurse, BSc (Hons).
Stenographer Clerk

Pamela Alleyne,
Stenographer Clerk

Cheryl Charles,
Stenographer Clerk

Esther Harrison,
Stenographer Clerk

Kirk Marshall,
Stenographer Clerk

Jason Jordan, Phd,
Medical Laboratory Technologist

Juann Ward,
FMT Medical Laboratory Technologist

Emerson Haynes,
Clinical Photographer/Audiovisual IT

Alan Barrow, BSc,
IT Support Technician

Cedric Alleyne,
Laboratory Technician
Academic Staff by Area of Specialisation

Anaesthesia & Intensive Care
Yasodananda Kumar Areti, MBBS, Dip (Anaes), MD (Anaes), Professor of Anesthesia
Curtis Alleyne, BSc (Hons), MBBS, DM (Anaes), Assoc. Lecturer (Anaesthesia)
Michael Fakoory, MBBS (UWI), DM (Anaes), Assoc. Lecturer (Anaesthesia)
Philip Gaskin, MBBS, DM (Anaes & Intensive Care), Assoc. Lecturer (Anaesthesia)
Tamara Greaves, MBBS, DM (Anaes & Intensive Care), Fellowship in Intensive Care, Assoc. Lecturer (Anaesthesia)

Child Health
M. Anne St John MBBS (UWI), FRCP, FAAP, Hon. Professor in Child Health
Alok Kumar, MBBS (India), DCH (India), MD (India), Senior Lecturer in Child Health
P. Michele Lashley, MBBS (UWI), DCH, DM (Paed) (UWI), FRCP (Edin), Lecturer in Child Health
Jennifer Campbell, MBBS (UWI), DCH, DM (UWI), Assoc. Lecturer (Child Health)
Clyde Cave, MBBS (UWI), DCH, FRCP (Can), Assoc. Lecturer (Child Health)

Emergency Medicine
Harold Watson, MBBS (UWI), MSc (Emer Med), DM (Emer Med) (UWI), Senior Lecturer in Emergency Medicine
Reginald King, MBBS (UWI), MSc, DM (Emer Med) (UWI), Senior Lecturer in Emergency Medicine

Family Medicine
Peter Adams, BSc (Lond), MB BS, MSc, DM (Fam. Med), (UWI), Dean and Senior Lecturer in Family Medicine
Euclid Morris, MB BS, MSc, MRCGP, Lecturer in Family Medicine

Joanne Paul-Charles MB BS, MSc, DM (Fam. Med) (UWI), Lecturer in Family Medicine
Colin Alert, MB BS, MSc, DM (Fam. Med), (UWI), Assoc. Lecturer (Family Medicine)
O. N. DaCosta Thompson, MB BS, MSc, DM (Fam. Med), (UWI), Assoc. Lecturer (Family Medicine)
Adrian Lorde, MBBS MSc (UWI) (Fam Med), Assoc. Lecturer (Family Medicine)
Michael Hoyos, MBBS (UWI), Dip Anaesthesia (UWI), Hon. Fellow, (UWI)

Medical and Medical Subspecialities
Charles Taylor, MBBS, MRCP, MSc, Senior Lecturer in Internal Medicine
Cindy Flower, MBBS, DM (UWI), Part-time Lecturer in Internal Medicine
Colette George, MBBS (UWI), MRCP (UK), Part-time Lecturer in Internal Medicine
Henry S. Fraser GCM, BSc Lond, MBBS (UWI), PhD (Lond.), Emeritus Professor of Medicine & Clinical Pharmacology
George Nicholson, MA (Oxon); DM (Oxon); MRCP(UK); FACP; Emeritus Professor of Medicine and Nephrology (UWI)
David Corbin, BA, MB BChir Camb, MRCP (UK), Hon. Professor in Neurology
Timothy Roach, BA (Camb), MA (Lond), MB BChir (Cantab), MRCP, Hon. Professor in Medicine and Infectious Diseases
Rudolph Delice, MBBS, DM Medicine (UWI), FACP, Senior Assoc. Lecturer in Internal Medicine
Sean Marquez, MBBS (UWI), FRCP (Can), Senior Assoc. Lecturer (Neurology)
Raymond Massay, BSc McM, MBBS, (UWI), FRCP (UK), Senior Assoc. Lecturer (Cardiology)
Dawn Alleyne, MB BS (UWI), FCCP, 
Assoc. Lecturer (Medicine)
Lisa Belle, MBBS DM (Internal Medicine) 
Assoc. Lecturer (Medicine)
Suleman Bhamjee, MBBS (UWI), Dip Derm, 
Assoc. Lecturer (Dermatology)
Wayne Clarke, BSc, MBBS (UWI) DM (Internal Med) 
Assoc. Lecturer (Medicine)
Andrew Forde, (M) BSc, MBBS (UWI), 
Dip Derm (Lond), SAAD, 
Assoc. Lecturer (Medicine)
Corey Forde, MBBS, DM, 
Assoc. Lecturer (Infectious Diseases)
Graham Griffith, MBBS (UWI), DM (Internal Med) (UWI), 
Assoc. Lecturer (Medicine)
Anne-Marie Hassell, BS, MDCM, 
Assoc. Lecturer (Medicine)
Richard Ishmael, MBBS (UWI), FAAP, FACC, 
FRCP (Can), FCCP, 
Assoc. Lecturer (Cardiology)
Michael Krimholtz, MBBS, MRCP, MSc, MD, 
Assoc. Lecturer (Medicine)
Stephen Moe, MBBS (UWI), Dip (Internal Med), Dip, 
Assoc. Lecturer (Cardiology)
Harley S L Moseley, MBBS, Cert. Physical Medicine and Rehabilitation, 
Assoc. Lecturer (Rehab Medicine)
Ambrose Ramsay, BSc (Hons) MBBS, Dip. Gerontology, 
Assoc. Lecturer (Geriatrics)

Obstetrics & Gynaecology
Garth McIntyre MBBS FRCOG, 
Lecturer in Obstetrics and Gynaecology
Hugh Thomas, MBBS (UWI), MRCOG, 
Temporary Lecturer in Obstetrics and Gynaecology
Tracy Archer, MBBS, DRCOG, MRCOG, 
Assoc. Lecturer (Obstetrics and Gynaecology)
Damian Best, MBBS, MRCOG, DM, 
Assoc. Lecturer (Obstetrics and Gynaecology)
Carlos Chase, MBBS, DGO, CLM DM (UWI), 
Assoc. Lecturer (Obstetrics and Gynaecology)
Vikash Chatrani, MBBS, DM (OBGYN), FACOG, FICS, 
Assoc. Lecturer (Obstetrics and Gynaecology)
Tamkin Adebayo Ogunbiyi, MBBS, FRCS (Ed.), 
MRCOG (UK), DFFP, 
Assoc. Lecturer (Obstetrics and Gynaecology)
NaTisha Robinson, MBBS, MRCOG, Fellowship Maternal & Fetal Medicine, 
Assoc. Lecturer (Obstetrics and Gynaecology)
Wayne Welch, MBBS (UWI), MRCOG, 
Assoc. Lecturer (Obstetrics and Gynaecology)

Pathology, Microbiology & Haematology
Cheryl Alexis, MBBS (UWI), Dip (Child Health), 
MSc (Haematology, UK), MRCPath(UK), 
Senior Lecturer in Haematology
Jacqueline Williams, BS, MD, PhD, 
Senior Lecturer in Pathology
Marquita Gittens-St. Hilaire, BSc, PhD, 
Lecturer in Microbiology
Desiree. Skeete, MBBS, DM (Path), 
Lecturer in Anatomical Pathology
Patsy Prussia, MBBS, 
Part Time Lecturer (Pathology)
David Gaskin, MBBS (UWI), DM Path (UWI), 
Assoc. Lecturer (Pathology)

Psychiatry & Psychology
Maisha Emmanuel, MBBS (UWI), DM (Psych) (UWI), 
MSc (Birm), 
Lecturer in Psychiatry
Michael Campbell, BA, MS, PhD, 
Lecturer in Behavioural Science/Psychology
Shirley Alleyne 
Assoc. Lecturer (Child & Adolescent Psychiatry)
Gajapathy Asokan, MBBS, DM (Psych), 
Assoc. Lecturer (Psychiatry)
Cyralee Bryce, BSc (Hons.) MBBS, DM (Psych), 
Assoc. Lecturer (Psychiatry)
Sharon Harvey, MBBS (UWI), MRCPsych, 
Assoc. Lecturer (Psychiatry)

Radiology & Radiotherapy
Peter Jolly, MBBS (UWI), DM (Rad) (UWI), FRCR, 
Assoc. Lecturer (Radiology)
Latha Kandamaran, MBBS, DMR 
(Fellowship in oncology Imaging) 
Assoc. Lecturer (Radiology)
Cecil Rambarat, MBBS, DM (Rad) (UWI), 
Assoc. Lecturer (Radiology)
Radhakantha Shenoy, MBBS, DMRT, DM 
Assoc. Lecturer (Radiotherapy)
Suzanne Smith-Connell, MD (Diplomat American Board of Radiology), Board Certified in Radiation Oncology, Board Certified in Hospice and Palliative Medicine, 
Assoc. Lecturer(Radiation Oncology)
Graeme Thomas, MBBS, DM Rad (UWI), 
Assoc. Lecturer (Radiology)
Surgery & Surgical Subspecialties
RameshJonnalagadda, MBBS, MS Med, FAIS, FCCS, FRCS,
Senior Lecturer in Surgery
Sean Bernstein, MB BS (UWI), DM (Surgery) FCCS,
Temporary Lecturer in Surgery
Tamara Nancoo, MA (Cantab), MBBS, PGDip (SEM),
FRCS (Tr&Orth),
Lecturer in Orthopaedics
Alan Smith, MB BS (UWI), DM (Cardiothoracic), FCCS,
Lecturer in Surgery
Dr Clive Gibbons, MA, MB ChB (Camb), LRCP, DO (Lond),
MRCS, MRCP, FRCS (Edin),
Hon Lecturer (Ophthalmology)
Errol Walrond, CHB, FRCS, FACS, FCCS,
Emeritus Professor of Surgery
David Callender, MBBS, FRCOphth,
Assoc. Lecturer (Orthopaedics)
Randy Carrington, BSc (Hons), MBBS, FRCS (Edin), FRCS,
Assoc. Lecturer (Orthopaedics)
Prasad Chode, MBBS, Dip., MS (Orthopaedics),
Assoc. Lecturer (Orthopaedics)
Selwyn Ferdinand, MBBS (UWI), FRCS (Edin), FCCS,
Assoc. Lecturer (Surgery)
Philip Griffith, MBBS, DM (Surg), Cert. Minimilay invasive
and Bariatric Surgery,
Assoc. Lecturer (Surgery)
Anthony Harris, MBBS (UWI), FRCS (Edin),
Assoc. Lecturer (Surgery)
Halstead Howell, MD, FACS,
Assoc. Lecturer (Surgery)
Selma Jackman, MBBS (UWI), FRCS (Edin), FCCS,
Assoc. Lecturer (Paediatric Surgery)
Jerome Jones, MD,
Assoc. Lecturer (Orthopaedics)
Mohammed Kazi, BSc, MBBS (UWI), FRCS,
Assoc. Lecturer (Ophthalmology)
Vijay Kumar, MBBS, MS General Surgery, FCCS, ALA,
Assoc. Lecturer (Urology)
Margaret O’Shea, MBBS, DM (Gen Surg) (UWI), FCCS,
Assoc. Lecturer (Surgery)
Natalie Roberts-Farnum, MBBS, M.Sc., M.F.S.E.M.
Assoc. Lecturer (Orthopaedics)
Gita Sajeed, MBBS, Dip. (Opht), MRCoPhth, FRCS,
Assoc. Lecturer (Ophthalmology)
Roger Thomas, MBBS (UWI), FRCoPhth,
Assoc. Lecturer (Ophthalmology)
Michelle Vincent, MBBS, MRCS, DM(Paed Surg),
Assoc. Lecturer (Paediatric Surgery)
Maurice Walrond MBBS (UWI), DM (Gen Surg),
Assoc. Lecturer (Surgery)
Judy Ward, MBBS FRCS, C.,
Assoc. Lecturer (Plastic Surgery)
Christopher Warner, MBBS (UWI), FRCS (Edin), FCCS,
Assoc. Lecturer (Surgery)

National Health Research
Pamela Gaskin, BSc, PhD,
Lecturer in Essential National Health Research

MBBS Phase II Courses and Clerkships

Year 4
MEDC 4345 Anaesthesia & Intensive Care
MEDC 4344 Ophthalmology
MEDC 4343 Otolaryngology I (ENT)
MEDC 4330 Obs & Gyn I
MEDC 4320 Orthopaedic Surgery I
MEDC 4314 Pathology & Microbiology
MEDC 4313 Cardiothoracic Surgery
MEDC 4312 Dermatology
MEDC 4311 Radiology
MEDC 4310 Radiotherapy

MEDC 4309 Social & Preventative Medicine
MEDC 4308 Medical Ethics & Humanities
MEDC 3303 Family Medicine
MEDC 4303 Psychiatry

Year 5
MEDC 5321 Medicine & Therapeutics II
MEDC 5341 Surgery II
MEDC 5320 Obs & Gyn II
MEDC 5301 Child Health II
MEDC 5346 A & E Medicine
MEDC 5302 Community Health II

WORK OF THE DEPARTMENT

Following is a synopsis of the work performed throughout the Faculty by Academic staff in Phase II of the MBBS programme:

Dr Cheryl Alexis
The Sick Kids Caribbean Initiative (SCI) continues to be a very beneficial partnership to us. This initiative is now in its fourth year and continues its collaboration with Toronto Sick Kids Hospital and the islands of Jamaica, Bahamas, St. Lucia, St. Vincent, The Republic of Trinidad and Tobago and Barbados in building capacity to assist children with cancer and blood diseases. The Shaw Family Telemedicine Room in the Faculty of Medicine Clinical Skills Building continues to host monthly Case conference between the afore-mentioned countries’ there were 56 cases discussed over the past year; 8 from Barbados; these are usually multidisciplinary and at the post graduate level and eligible for CME points. There were 6 patient care rounds that were attended by nurses and medical students and cover topics in Paediatric Haematology and Oncology.

The SCI has also had a publication in the Global Telehealth 2015: Integrating Technology and Information for Better Healthcare and a poster presentation “Twining to build capacity for Paediatric Oncology
patient care in the Caribbean: A model for success” at the annual SIOP conference in South Africa this year. The team has also developed Clinical care guidelines for paediatric haematology/oncology.

With respect to the teaching of the medical students, the course curriculum has not changed but implementation of various delivery techniques has resulted in continued better pass rates. The third year course has also been preparing the students for the start of their junior clinical clerkship rotations. The fourth year rotation continues to be a part of the Pathology and Microbiology clerkship and use of clinical patients and case discussions seem to be a positive influence on the student outcome.

**Dr Maisha Emmanuel**

Students at the MBBS level are exposed to services offered at the Psychiatric Hospital and Queen Elizabeth Hospital during the psychiatry clerkship, in a formalized, structured manner. They partake in sessions with a supervising consultant in areas such as Child Guidance Clinic, General Adult Psychiatry, Consultation Liaison Psychiatry and Occupational Therapy.

The psychiatry clerkship is done together with the Ethics/Humanities clerkship (also coordinated by Dr Emmanuel) and extended over eight weeks. Topics include the basic concepts of medical and professional ethics, spirituality in medicine and the history of medicine.

Each end of clerkship exam includes an MCQ paper and an OSCE conducted as per final MBBS examination regulations.

Postgraduate students rotate between the Psychiatric Hospital and the Queen Elizabeth Hospital via full time attachments.

**Dr Pamela Gaskin**

Dr Pamela Gaskin carries the office of Essential National Health Research. Mentoring individuals with projects and papers continued to be a major focus of the office over the course of the year. Dr Gaskin coordinates and does most of the teaching on the post graduate foundation course “Essential Health Research Skills” and acts as supervisor for students, completing their research studies for the Doctor of Medicine (DM) degree at University of the West Indies (UWI). The main research focus of the department is Childhood Obesity and associated risks.

**Dr Colette George**

The academic unit of medicine for the academic year 2014-2015 comprised the following persons:

- **Dr Charles Taylor**
  Senior Lecturer in Medicine

- **Dr Cindy Flower**
  Temporary Part Time lecturer

- **Dr Colette George**
  Temporary Part time lecturer

- **Dr Kenneth Connell**
  Lecturer in Clinical Pharmacology - Deputy Dean Phase 1

The academic unit is fully responsible for one medical team at the Queen Elizabeth Hospital (QEH) and in so doing covers 25% of the in-patient and general medical out-patient services for the QEH.

This unit also co-ordinates all the medical clerkships and runs the graduate programme (DM Internal Medicine).

The individual members are involved in various research projects, none of which was on a unit level.

The members of the unit are part of the Internal Medicine training committee and shape training at undergraduate, internship and post graduate levels.

**Dr Dawn Grovenor**

The Department of Ophthalmology is based at the Queen Elizabeth Hospital and receives students at both the undergraduate and postgraduate levels. There is one Lecturer in Ophthalmology, appointed in December 2013, and four Associate Lecturers who have been with the department for many years. The work of the department is conducted in the Ophthalmology Outpatients’ Department, the Eye Ward (Ward C3), and the Operating Theatre at the Queen Elizabeth Hospital. Ophthalmology is the busiest outpatient department at the Queen Elizabeth Hospital, receiving approximately 20,000 outpatient visits per year. This affords the students a wealth of opportunity to gain the required experience in the discipline. The department has also been able to attract overseas elective students, and receives elective students throughout the year.

**Dr Alok Kumar**

- Harmonization of the Paediatrics DM examination process across different campuses.
  Following the initial letter that I had written to the then Dean of the FMS Cave Hill highlighting the differences in the examination process in different campuses of the UWI and an intercampus meeting of the paediatrics program coordinators was held in August 2013 under the leadership of Prof Yvette Jackson, the PVC (Graduate Studies). Following this meeting several intercampus meetings of the coordinators and examiners were held over the past year leading to the complete harmonization of the Paediatrics DM exam at the UWI.

- An internal review of the DM program at the FMS was undertaken during the October/November 2014 in conjunction with similar reviews carried out by other DM programs offered at the QEH under the FMS, Cave Hill.

- Adaptation of the DM Regulations of the FMS, Mona for the Programs at Cave Hill, 2014. Historically, the DM Programs at Cave Hill followed the DM Regulations of the FMS.
Faculty of Medical Sciences

Mona. After taking over as the Coordinator, DM Pediatrics Programme at the Cave Hill in 2013, I was instrumental in initiating and undertaking the process of adapting the Mona regulations for the DM programs at the Cave Hill for the first time.

- **BASIC** (Basic Assessment and Support in Intensive Care) course, 2015 was organised by the FMS, UWI (co-ordinator Dr Pam Lashley) in association with the Queen Elizabeth Hospital. Participated in this course as a faculty member (Instructor). This course trained health care personnel including doctors from the department of paediatrics, anaesthesia and accident and emergency.

- **Annual Paediatric Morbidity and Mortality Review, 2015** was organised in conjunction with the department of paediatrics at the Queen Elizabeth Hospital.

**Dr Michele Lashley**

The department of child health remained active for the year 2014-2015 with both undergraduate and postgraduate students. This year it had both a six-week program junior child health clerkship and a nine-week final year rotation. The curriculum for the junior rotation was increased to 6 weeks allowing a full 2 weeks of ward experiences and 2 weeks of experiences in the polyclinics. After discussions with the Senior Medical Officer of Health in the Ministry of Health, Dr Lashley negotiated for the large cohort of students to be exposed to primary care paediatrics and immunization services at a total of nine polyclinics. The students also continued to have clinical sessions in the skills laboratory with Associate lecturer Dr Juliane Steel-Duncan using volunteer patients.

During this period the senior students also continued to have practice simulation sessions under the guidance of the medical laboratory technicians at the clinical skills laboratory. These are supplemented by a clinical skills manual, available on the clerkship eLearning resource site (Moodle).

**Dr Jonnalagadda Ramesh**

Developed collaborative friendship with leading surgeons in USA., UK and Asia and used the opportunity to strengthen institutional collaboration. Many of the surgeons have visited Barbados in the past at my invitation and are keen to develop collaboration in research, organizing symposia and also mutual exchange of surgical residents.

**Opportunities** are now available for our postgraduate surgical residents to be exposed to world renowned surgeons in reputed institutions in USA, Europe & Asia. Attended major conferences and met internationally acclaimed faculty who are willing to assist the Faculty of Medical Sciences, UWI. Will be establishing, a Caribbean Emergency Surgical/Medical team for austere environment in the Caribbean under the auspices of the auspices of the Foreign Medical teams of the WHO.

**Participated** in voluntary work at a mobile free clinic for the poor in India and donated funds for a skills training center for the underprivileged in India. 

**Published** an abstract and another paper is in the final stages for submission to WIMJ.

**Visits**

- **August 2014:** Mayo Clinic Rochester, USA.
- **August 2014:** Yale Medical School, New Haven, Connecticut, USA.
- **October 2014:** St. Augustine Campus, Trinidad & Tobago.
- **November 23, 2014- January 19, 2015:**
  - India. Adyar Cancer Institute.
  - Sri Ramachandra Medical University, (Deemed), Porur, India.
  - SRAASC.
  - SIMS Asian Institute of Joint Replacement center, Chennai, India.
  - Sri Sathya Sai Multi Specialty Hospital, Puttaparthi, Andhra Pradesh.
  - Nanmangallam Vocational Training Institute, Chennai (Public Service/Outreach Activity).
- **Old age Home- Nanmangallam, Chennai (Public Service/Outreach Activity).**
- **Sri Sathya Sai Mobile Hospital, Chennai (outreach activity).**
- **Global Health City, Chennai: Liver transplant center and Otolaryngology center.**
- **Sathya Sai trust Medical camp (Public Service/Outreach Activities).**
- **Cambodia:** April 24 – May 12, 2015 (outreach activity).
- **HEBRON HOSPITAL, Cambodia.**

Our hosts in Cambodia were interested in hernia operations undertaken for their poor patients, and also in training & teaching their residents. The visiting group trained their young residents in the standard Lichtenstein inguinal hernia mesh repair each morning in the Operating Rooms & ran Basic Surgical & Anaesthetic Skills in the afternoons. The latter was made possible by the generous loan of equipment by Mr Martyn Coomer, Head of Research at the Royal College of Surgeons of England.


**Incoming Visits Arranged**

- **Professor Bauer Sumpio MD PhD FACS.** Professor of Surgery and Radiology and the Chief of Vascular Surgery at Yale University/Hospital.
- **Dr David Mahler CPO:** Prosthetist and Residency Director at New England Orthotic & Prosthetic Systems.
- **Dr Peter Blume MD,** Director and President-Podiatric Foot and Ankle Surgeon at Affiliated Foot and Ankle Surgeons New Haven CT/ New Haven, Connecticut Hospital & Health Care.
- **Dr Jeevagan Murugesan MS DNB Senior Consultant, RG Stone & Laparoscopic Urology Center, India.**
The department has been active in numerous mini-research projects and presentations both local and regionally. The Associates Lecturers are actively involved in the teaching of the medical students and residents in Accident and Emergency Department at bedside and in small groups. In addition, there is supervision of Monday and Thursday Accident and Emergency Department Conferences. There is also a dedicated teaching session for the residents on Tuesdays and Wednesdays with Dr King. Clinical sessions for the residents have been implemented on Friday mornings. The editing and supervision of case books/research project for DM Exit exams is a joint effort of all the staff. There is also quarterly resident and Senior House Officer Assessments in Emergency department. There was also the successful use of the Clinical Skills Laboratory/rooms for the Emergency Medicine DM part 2 exit exams. This exam was commended by all regional participant examiners for the facilities and smooth running-in addition to the observation booths that allowed observation of the candidates without disruption of their assessment of patient.

TEACHING AND STUDENTS

Dr Cheryl Alexis

Undergraduate:
Year 3 Clinical Hematology: 52 students
Year 4 Pathology and Microbiology clerkship: 84 students

Postgraduate:
DM Internal Medicine: 8 students

Dr Michael Campbell

Teaching
- Psychiatry: undergraduate and postgraduate lectures and tutorials on full range of topics in behavioral science.
- Family Medicine: Communications skills and counselling for Diploma, MSc, and DM programmes.

Dr Harold Watson

- Ethics and Medical Humanities: writing and public speaking (with Dr M. Emmanuel), research ethics, C.V. preparation.
- Health Care Concepts: behavioural science/ psychology, life-span development, clinical and research ethics, stress and coping, team building; co-coordinator (2014-).
- Public Health: research ethics.
- Introduction to Molecular Medicine: ethics in genetics.
- Introduction to Research: research ethics and CITI training.

Administrative Roles
- Examiner: MBBS OSCE; DM Psychiatry; Dip., MSc, and DM Family Medicine (Communications Skills); Internal Medicine Clerkship (Communication Skills).

Clinical Service
- Consultation to DM Psychiatry Program and direct patient care.

Dr Maisha Emmanuel

Teaching
- Co-ordinator/lecturer of undergraduate students in Psychiatry Clerkship.
- Co-ordinator/lecturer of Ethics and Medical Humanities Clerkship.
- Co-ordinator/lecturer post graduate students in DM Psychiatry programme.
- Appointed Phase 2 Curriculum coordinator (effective August 2013).

Administrative Roles
- Chair the Phase 2 Committee.
- Report to the Dean through the Deputy Dean, Clinical.

Examiner
- Local and Regional for MBBS OSCE, DM Psychiatry.

Dr Pamela Gaskin

Teaching
Post-graduate
MEDC6900 - Essential Health Research Skills
(A foundation course for DM students).

- Adverse Childhood Experiences among Adult Psychiatric Patients in Barbados. Dr Tara King. (Department of Psychiatry). 2014 – Present.
- Bipolar Disorder and Comorbid Diabetes Mellitus type 2 Among Patients Attending the Psychiatric Hospital in Barbados. Dr Kedisha Douglin. (Department of Psychiatry). 2014 – Present.
- The Prevalence of Substance Use among Adolescents attending the Child Guidance Clinic at the Psychiatric Hospital Barbados. Dr Keo Forde. (Department of Psychiatry). 2014 – Present.
- Assessment of Prevalence of Microbes and Multi-drug Resistant Organisms on the Surgical Intensive Care Unit at the Queen Elizabeth Hospital, Barbados. Dr Sherry-Anne Lashley. (Department of Anaesthesia & Intensive Care). 2013 – present.

- Patient Satisfaction with Anaesthesia for Caesarean Section in Barbados. **Dr Stefan Sobers.**
  (Department of Anaesthesia & Intensive Care). 2015.

- Mortality and Outcomes in Patients Undergoing Hip Surgery at the Queen Elizabeth Hospital. **Dr Kimberly Johnny.** (Department of Anaesthesia & Intensive Care). 2015.


**Dr Colette George**

**Teaching**

**Year 3**

- Members are involved on teaching year 3 student on their junior clerkship, which is coordinated by Dr Kenneth Connell.

**Year 5**

- Manages the year 5 clinical clerkship. Teaching involves tutorials and bedside teaching. Dr Charles Taylor coordinated this clerkship for the period August 2014 to middle of April 2015. Dr Colette George coordinated from mid April 2015 to July 2015.

**Graduate Programme**

This programme was jointly coordinated by Drs. George and Flower.

**Post Graduate**

- DM Internal Medicine.

**Dr Dawn Grosvenor**

**Teaching**

**4th Year**

- Ophthalmology Rotation
- Post Graduate
- DM Ophthalmology
- Elective Undergraduate
- Ophthalmology Rotation

**Dr Alok Kumar**

**Teaching**

**4th & 5th Year**

- Pediatrics Rotation
- Post Graduate
- DM (Pediatrics)
- MPH
- Paediatrics
- Elective Undergraduate & Post-graduate Residents
- Paediatrics Rotation

**Dr M. Sean Marquez**

**Teaching**

**5th Year**

- Clinical Neurology

**Supervising the overseas elective medical students/doctors**

- On an average 10 to 12 overseas medical graduates choose to undertake elective rotation in Pediatrics at the SCMR and QEH annually.

- Supervision of elective medical students from overseas and the postgraduate resident doctors from other departments who rotate through the department of Pediatrics.
RESEARCH IN PROGRESS

Listed below are Research Projects being participated in or coordinated by Academic staff in Phase II of the MBBS programme:

Dr Cheryl Alexis
- The Paediatric Oncology Prospective Registry has started with financial support from SCI.
- The Hemophilia Project has started and there is funding through SCI for genetic analysis.
- My Action Research Project: “Does the Haematology Curriculum follow the Lecturers’ needs or the Students’ needs? A Case for Curriculum Reform” is to be started.
- Rapid Confirmation of Acute Promyelocytic Leukemia (APL) diagnosis by Immunofluorescence staining with an acute Anti-promyelocytic Leukemia Antibody in the Caribbean countries. CARPHA/NCI FOA Grant: Cancer Research in the Caribbean has been funded in collaboration with Dr Curt Bodkyn (Trinidad) and Dr Oussama Abla (Canada).
- Advancing cancer through research and cancer registry collaborations in the Caribbean, submitted in February 2014 reviewed and resubmitted on June 15, 2015, to be published in October. 2015.

Dr Michael Campbell
Manuscripts Submitted
- Sobers-Grannum, N., Campbell, M.H., Carrington, K., & Fraser, H.S. Patient satisfaction at a tertiary care Caribbean hospital: Experience from the Queen Elizabeth Hospital, Barbados. Submitted to West Indian Medical Journal. In revision.

Other Research in Progress
- The Barbados wound healing study. With R.C. Landis (PI, UWI).
- Suicide and parasuicide at Queen Elizabeth Hospital, Barbados: A prospective study. With M.K. Emmanuel (PI), P.S. Gaskin, & A.L. Nielsen (UWI).
- An assessment of the process of informed consent at The Queen Elizabeth Hospital Barbados. With S. Persaud, J. Ramesh, & A. Peters (UWI).
- Chronic Non-Communicable Diseases in a group of primary school children in Barbados. A. St. John, (PI, UWI).
- Consequences of chronic cannabis use. With D. D’Souza (P.I., Yale University) & M.K. Emmanuel (co-PI, UWI).
- Epidemiology of leptospirosis in Barbados. With M. Gittens-St. Hilaire and E. Morris (UWI).

Dr Maisha Emmanuel
Manuscripts Submitted

Other Research in Progress
- Consequences of chronic cannabis use.
- Dates: 2010-present.

Investigators: Co-PI with D. D’Souza (Yale) and M.H. Campbell (UWI).
Funding: Brain and Behavior Foundation (via Yale University), 2014-2015.
Design: Cross sectional observational (i.e., non-interventional) study comparing Rastafarian cases (cases), non-Rastafarian relatives (relatives of cases), and community controls (general controls).

Dr Pamela Gaskin
- Principal Investigator: The Barbados Children’s Health and Nutrition Study (CHNS) also named “Body composition and Dietary intake patterns among Barbadian School students”: 2009-present. Conceptualized the study. Drafted the pre-proposal. Conducted a pilot to test the methods. This is a country-wide study of primary school children (9-10 years). The data collection phase is complete. Early findings were presented at the 2011 Scientific Meeting of the Obesity Society, and the 2012 Scientific Meeting of the Caribbean Health Research Council. This is a collaborative prospective study with Dr Stan Kubow of McGill University, Maria Jackson of Mona UWI and Ann St. John of UWI Cave Hill. This is done under the aegis of the Ministry of Education and Youth Affairs. Three peer reviewed papers have been published, that for the first time establish baseline estimates of overweight and elevated blood pressure for Barbadian children. Further manuscripts are under preparation. Manuscript production has led to several collaborations both in the Faculty of Medical Sciences (FMS) and wider University population as well as with international colleagues.
- Principal Investigator: Healthy Doctor- Healthy Patient: A Nutrition and Physical Activity Initiative for Caribbean Medical Students. 2009-present. Helped to conceptualize the study. Drafted the proposal. Developed instruments with assistance. This is a collaborative prospective study with Co-Principal Investigator: Dr Erica Frank, of the
University of British Columbia, Canada and others. This is a cross-site study including the Cave Hill and Mona campuses of the University of the West Indies. A manuscript is currently being drafted.

- **Identification of the Levels of Vascular Disease Biomarkers in the Barbadian Population**: Risk differences with respect to obesity and Type II Diabetes Mellitus– Dr Thea Scantlebury-Manning (PI). **2006 (Co-Investigator).**

- In data collection phase.

**Manuscripts under Preparation**

- Gaskin PS, Bernales-Goodman, Jackson Maria, Broome H, Sing B, Chani P. School Food Environment in Barbados.
- Gaskin PS, Knight J, Ward J, Broome H. Parenting, Relationships to Physical Activity and Overweight among Minority Children.

**Dr Colette George**

- Contributor to curriculum study- wrote cases used for the study
- Currently involved along with Dr Taylor into evaluation of a research workshop on insulin initiation.

**Dr Dawn Grosvenor**

**The Caribbean Glaucoma Knowledge, Attitudes and Practices Study**

**Authors:** Grosvenor D, Nielsen A, Campbell M, Jolley E, Grant A, Hand P

**Summary:** This study examined the knowledge of glaucoma and its treatment among patients living with glaucoma, and explored the attitudes and habits of glaucoma patients towards their disease and treatment. The objective of this study is to identify the education and information needs of patients with glaucoma in the Caribbean, in an effort to advance recommendations for enhanced eye health policies, public health strategies, community, clinical and medical interventions. It was conducted in Ophthalmology clinics in 4 countries (Barbados, Jamaica, St. Lucia and Guyana). The study group is now in the process of preparing the first manuscript for submission to a peer-reviewed journal.

**Intraocular Pressure in Intravitreal Triamcinolone Injection (IT Study)**

**Authors:** Poyser O, Dowell C, Benskin S, Nielsen A, Campbell M, Grosvenor D (corresponding author).

**Summary:** Approximately 100 patients receive intravitreal injections (injections into the vitreous cavity of the eye) at the QEH every year for macular oedema, which is caused commonly by diabetic eye disease, and less commonly by a variety of other eye disorders. Following the injections these patients are followed in the eye clinic to evaluate the success of treatment with IVTA injection, as well as for subsequent rises in intraocular pressure (IOP) which is a well-recognized side effect of the drug. The authors anticipate that results from this study will form a key part of the evidence base for management of patients having these injections. The study has completed data collection and the manuscript is being prepared for submission to a peer-reviewed journal.

**Dr Kandamaran Krishnamurthy**

**Clinical Audit of Dengue cases among children hospitalized to the QEH.**

**2010 ongoing**

**Investigators** – Dr Alok Kumar, Dr S Birch, Dr K Krishnamurthy.

To compare the clinical and the laboratory findings in children with and without Dengue, with the objective of demonstrating their utility in the early detection and predicting severe form of dengue among children.

**Diarrheal diseases among children in Barbados – clinical and epidemiological study.**

**2011 ongoing**

**Investigators** – Dr Alok Kumar, Dr K Morris, Dr K Krishnamurthy.

To compare the clinical findings and the laboratory findings in children who were admitted with Acute Gastro-enteritis with the objective of demonstrating their utility in the early detection and predicting severe form of AGE of likely etiology.

**Hanta virus infection among children in Barbados.**

**2012-15.**

**Investigators** – Alok Kumar, Marquita Gittens, Dr K Krishnamurthy.

To study the epidemiology, presenting features, clinical course and the outcome of Hanta virus infections in children hospitalized with febrile illness.

**Epidemiology of Dengue in Barbados.**

**2013-14**

**Investigators** – Dr Alok Kumar, Dr Marquita Gittens, Dr K Krishnamurthy.

The aim is to study the epidemiology of Dengue in Barbados and how it differs from those of the southeast Asia.
Dr Alok Kumar

Clinical Audit of Dengue cases among children hospitalized to the QEH. 2010 ongoing
Investigators – Dr Alok Kumar, Dr S Birch, Dr K Krishnamurthy.
To compare the clinical and the laboratory findings in children with and without Dengue, with the objective of demonstrating their utility in the early detection and predicting severe form of dengue among children.

Diarrheal diseases among children in Barbados – clinical and epidemiological study. 2011 ongoing
Investigators – Dr Alok Kumar, Dr K Morris, Dr K Krishnamurthy.
To compare the clinical findings and the laboratory findings in children who were admitted with Acute Gastro-enteritis with the objective of demonstrating their utility in the early detection of AGE of likely etiology.

Investigators – Keerti Singh, Alok Kumar
To study the prevalence and the pattern of congenital malformations in newborns delivered at Queen Elizabeth Hospital, Barbados.

Investigators – Alok Kumar, Marquita Gittens.
To study the epidemiology, presenting features, clinical course and the outcome of Hanta virus infections in children hospitalized with febrile illness.

Epidemiology of Dengue in Barbados. 2013-14
Investigators – Dr Alok Kumar, Dr Marquita Gittens.
The aim is to study the epidemiology of Dengue in Barbados and how it differs from those of the south-east Asia.

Long-term follow up study on HIV infection in Barbados. 1997 ongoing
Investigators – Dr Alok Kumar, Dr Rajesh Kilaru, Timothy C Roach.
This study has been looking at the natural history of pediatric HIV infection and efficacy of various interventions among Afro-Caribbean children in Barbados.

Multicenter (Barbados, Jamaica and Trinidad) collaborative study of the prevalence of vaccine strains of pneumococcus (a very important cause of serious bacterial infection in children) will of very useful in deciding the future vaccine options of this disease in this country and the region. I am the site co-Principal Investigator.

Dr Michele Lashley

The department continues to foster a climate of research mainly at the DM student level.
• Dr Chantelle Browne completed her DM thesis entitled “Morbidity and mortality of extremely low birth-weight infants in a developing country: experience from the sole neonatal intensive care unit in Barbados.” supervised by Dr PM Lashley and Dr Gillian Birchwood- she was awarded the DM paediatrics December 2013.
• Dr Shonelle Birch successfully completed her DM part I examination in July 2015.

The residents were also presented as posters for the annual research day at Cave hill.
• Dr Lashley continues as Barbados subPI in the international project Hyperglycaemia in pregnancy and outcomes – follow up (HAPO-FUS). Funding has been approved through NIH and Northwestern University and patients have been actively recruited since July 2013. This project is expected to run for four years and has been achieving expected targets to date.
• The relationship between maternal perceptions of infant body size compared to measured body composition and body mass indices in infants at 1 year of age”.
• The morbidity pattern of children with sickle cell disorders admitted to the Queen Elizabeth Hospital between 2009-2013. The aim is to report on the morbidity and mortality pattern of sickle cell disorders in children in Barbados.
• Sick Kids Caribbean Initiative Paediatric Oncology Registry- with Dr Cheryl Alexis Lecturer, University of the West Indies, Cave Hill, Barbados, Dr Sumit Gupta, Division of Hematology/Oncology, Hospital for Sick Children, Toronto, Canada, Dr Theresa Laurent, Consultant Haematologist, Queen Elizabeth Hospital, Barbados IRB approval Nov 2014.
Aims and Objectives of the Study
• To provide an accurate picture of the number of pediatric oncology patients presenting in Barbados.
• To provide valid data on outcome and cause of treatment failure in order to design future interventions.
• To provide baseline demographic and socioeconomic patient data, allowing the identification and targeting of sub-populations most at risk of various causes of treatment failure.
• To provide a platform for ongoing prospective data collection, allowing the evaluation of implemented changes in therapy or supportive care.

Dr Jonnalagadda Ramesh
In preparation for submission to WIMJ
Lower extremity amputations in Barbados: 1999-2009 – Have we made a difference?
Brandon J. Sumpio1, Sanita Belgrave2, Ramesh Jonnalagadda3, David Mahler1, Anselm Hennis2, Oscar Jordan2, Bauer E. Sumpio1

• Lower Limb Amputation Outcomes of a Prosthetic Fitting Program in Barbados
Brandon J. Sumpio, David Mahler, Ramesh Jonnalagadda, Gerry Warner, Paula Walcott, Bauer Sumpio.

Multicenter Research in Progress
(Yale Medical School, UWI, Cave Hill, St. Augustine and Maria Holder Diabetic Foundation).
A Multi-center study of Diabetes With and without foot complications.

Dr Harold Watson
• Co-collaborator with Dr Kathleen Barnes Division of Allergy & Clinical Immunology, Johns Hopkins University School of Medicine in the 1000 Genome project in the sequencing of DNA from Barbadian Asthma families.
• NIH grants approved-TIR Superfamily Genetic Genomic Variation and Asthma Risk in Barbados as Sub recipient Principal Investigator with Kathleen Barnes Principal Investigator Division of Allergy & Clinical Immunology, Johns Hopkins University School of Medicine. Co-Investigators Dr Harold Watson and Professor Clive Landis.
• There are also mini research projects by the residents in preparation for their DM Emergency Medicine exit exam:
  — Computed Tomography for Paediatric Minor Head Injury: Trends in the A&E Department of the Queen Elizabeth Hospital-Dr A Gittens.
  — Usefulness of the Alvarado Score for appendicitis in the Barbadian Population- Dr Kiran Surage.

STAFF ACTIVITIES INCLUDING PUBLIC SERVICE
Listed below are the civic, clinical, professional and other services and achieved awards by Phase II staff:

Dr Maisha Emmanuel
Public Service
• Panel discussion- Psychological implications of violence against women in the workplace, National Union of Public Workers Symposium (November 2014).

Academic
• Lecturer, Yale School of Medicine, Department of Psychiatry (2011-Present).

Civic
• Member, Barbados Medical Council (2011-Present).
• Member, National Mental Health Commission (2010-2015).
• Member, National Advisory Committee on Chronic Pain Management (2009-Present).

Current Membership in Professional Organisations:
• Barbados Association of Psychiatrists – Secretary/Treasurer (2006-present).
• Barbados Association of Medical Practitioners, full member.
• Caribbean Association of Psychiatrists, full member.
• World Psychiatric Association, full member.

Dr Pamela Gaskin
Other Service / Professional Societies
• Pharma Wellness International Inc. © June 2014. This is a community based organization aimed at improving self-management among people with chronic disease in the workplace. I provide expert advice and guidance on studies. In addition, I correlate and present the anonymous data provided by the Pharma Wellness International for use in feedback to members. 2015- Present.
• Committee member of Women and Development’s (WAND) Curriculum Review Committee. 2015.
• Member of the Research & Postgraduate Committee of the Faculty of Medical Sciences. 2014.
• Content Specialist Reviewer for the course MPHIL/PhD in Human Ecology. The department of Agricultural Economics and Extension. UWI, St. Augustine. 2014.
• Member of the Technical Steering Committee the Centre for Food Security and Entrepreneurship (representing the Dean Faculty of Medical Sciences). 2013- Present.

Professor Margaret Anne St John
• Surveillance of HIV in the paediatric population.
• PMTCT – surveillance in the Barbados population.
• Non Communicable diseases in the paediatric population in Barbados and interventions for childhood obesity.


Academic Review

- British Journal of Medicine and Medical Research
  19/07/2014: Manuscript Number: 2014_BJMMR_12716
  Title: Knowledge and perceptions of Obesity Prevention and Consumption of Fruits and Vegetables among high school girl students in Shahr-e-kord.

Dr Dawn Grosvenor

The Lecturer and Associate Lecturers in the department regularly attend continuing medical events both locally and internationally; members attended the Ophthalmology Society of the West Indies (OSWI) Conference (Jamaica, July 2014), Bascom Palmer Eye Institute's Inter-American Course in Clinical Ophthalmology (Miami, October 2014), Cataract Surgery Telling It Like It Is Conference (Sarasota, Florida, January 2015), Latest Updates in Subspecialty Conference (Barbados, February 2015). Department members hold subscriptions to an assortment of Ophthalmology journals including Eye (UK) and Ophthalmology (USA). The department plays an active role in the Glaucoma Awareness outreach work in March annually, in which free public screenings for glaucoma are conducted.

Public Service

- Coordinator of Glaucoma Expo March 2015 at QEH - free all day Health Fair for the public at which glaucoma awareness information was disseminated in addition to glucose and blood pressure checks, displays by sponsors and charitable organizations.
- UWI FMS medical students participated and ran the booth conducting blood pressure checks. Partners included the Barbados Diabetes Association, Diabetes Centre and National United Society for the Blind.

Extra-Departmental Service

- UWI FMS Continuing Medical Education Committee – Member

Professional Memberships & Organisations

- Barbados Association of Medical Practitioners – Member, Continuing Medical Education (CME) Committee.
- WINGS (West Indian Society of Glaucoma Surgeons) – Vice-President.
- Ophthalmological Society of the West Indies – Member of Constitutional Review Committee.
- National Eye Care Committee Ministry of Health, Barbados – Invited Participant to Policy Meetings.
- American Academy of Ophthalmology – Member.
- Pan-American Association of Ophthalmology – Member.

Dr Kandamaran Krishnamurthy

Public Service

- Medical Consultancy Services at the Queen Elizabeth Hospital, Barbados.

As Consultant in Paediatrics

- All the year round PICU services.
- Paediatric cardiac outpatient clinic all the year round.
- On call after hours service for the Pediatric department all the year round.
- Intern education program and training supervision.

The on service consultant supervises the clinical duties of all the house offices, senior house officers and registrars on the university team, has to do daily ward rounds, take part in departmental administrative/audit meetings whenever time permits and we admit patients to the university team on alternate

Dr Alok Kumar

Papers in peer reviewed Conference Proceedings


Papers in non-peer reviewed Conference Proceedings


Awards /Certifications

- Most outstanding Researcher, Faculty of Medical Sciences, UWI (Cave Hill) Annual Research Day, 2015.
- Principals award for Excellence in two or more categories (Research & Service), UWI (Cave Hill), 2014.
Administrative activities
• DM Coordinator, Faculty of Medical Sciences, UWI (Cave Hill), June 2013 to this date.
• MBBS EXAM (Final) Section coordinator (Pediatrics), UWI (Cave Hill), June 2010 – to date.
• Member, Research and Postgraduate Committee, Faculty of Medical Sciences, UWI. August 2013 to this date.
• Program Coordinator, Pediatrics Postgraduate Program, Faculty of Medical Sciences, UWI (Cave Hill). August 2005 to this date.

Public Service
• Medical Consultancy Services at the Queen Elizabeth Hospital, Barbados as Associate Consultant in Paediatrics
  – Six months ward on service in a calendar year
  – Paediatric outpatient clinic all the year round.
  – On call after hours service for the Paediatric department all the year round.
  – Intern education program and training supervision.
• The on service consultant supervises the clinical duties of all the house officers, senior house officers and registrars on the university team, has to do daily ward rounds, take part in departmental administrative/audit meetings whenever time permits and we admit patients to the university team on alternate days.
  Both the in service and off service consultants provide on call (4 pm to 8 am next day) service for the department which is by rotation every sixth day on an average along with weekend calls (Saturday and Sunday) every six or seven weeks.
  Both the University consultants fulfill these QEH commitments while still fulfilling their primary academic obligations to the UWI (teaching, faculty development, research, mentoring, supervising graduate students, meetings, exam planning and execution).
• Training of primary care health professional in Public Sector (Polyclinics), Ministry of Health, Barbados. 2014
  The aim of this phase of the consultancy was to train the health care providers at the polyclinics in recent updates in the recognition and evidence based management of common childhood illnesses in Barbados.
  Objectives:
  – To design a course curriculum that would be relevant to the practice of all categories of the health care providers at the Polyclinics.
  – To create a curriculum that is inclusive of most common childhood health issues and is management oriented in a way that is evidence based.
  – To constitute a faculty comprising of diverse background in pediatric practice for the delivery of the training course to promote practical diversity in the training process and to minimize monotony.
  – To organize the training program in such a way as to maximize feasibility and accessibility by the target audience.
• Public Service on Local Government Committees & Faculty, Co-ordinator & Faculty, Continuous Professional Development Program for the Primary Health Care Staff, Ministry of Health, Barbados, 2014.
  Member
  • HIV/AIDS Commission Research Advisory Committee,
  • National HIV/AIDS Commission, Government of Barbados. 2013 to this date.
• Invited Faculty Member on Regional Training programs/Courses
  • BASICS (Basic training course in Intensive Care in Children) – Multi-national network of intensive care physicians and pediatricians. Faculty member as Instructor on the local chapter of this network. Since 2014.

Panel member on Regional and Expert Committees
• Member, National HIV/AIDS Commission, Govt. of Barbados Research Committee.
• Member, Institutional Review Board/Ethics Committee, UWI/Ministry of Health, Govt. of Barbados.

Dr Sean Marquez
Other Service / Professional Societies
• Successful completion of the online module: “Teaching with patients” offered by the Centre for Excellence in Teaching and Learning (CETL), University of the West Indies, Cave Hill Campus – January 26, 2015.
• Continued enrolment in the American Academy of Neurology Continuing Medical Education program “Continuum: Lifelong Learning in Neurology”. 60 hours of category 1 CME credits are obtained per year.
• Continued enrolment in the American Academy of Neurology Quintessential continuing medical education self-audit program that allows assessment of a benchmark of personal practice, processes and knowledge base. Thirty hours of CME credits are obtained per year.
• Continued enrolment in the American Board of Electrodiagnostic Medicine Maintenance of Certification (MOC) Program.
• Continued enrolment in The Royal College of Physicians and Surgeons of Canada Continuing Professional Development (CPD) programs for maintenance and certification.

Professor Margaret Anne St John
• Barbados Childhood Obesity Prevention Programme (CHOPP) Task Force Committee Member.
Emergency Medicine

Dr Harold Watson
• Coordination of the activities of the Associate Lecturers.
• Supervision of medical students with major input from Residents in training and Associate Lecturers.
• University Examiner for the DM Emergency Medicine Examination.
• Attended the Advanced and Essential Paediatric Emergency Medicine Assembly in New York (March 2015).
• Developing EM Conference: participant as Moderator of panel discussion on Global Emergency Medicine - The way forward for collaboration of Emergency Medicine in the Caribbean Islands.

Dr C Williams
• Currently Head of the A&E Department.
• ACLS Course Coordinator and Instructor Trainer for Barbados Heart Foundation.
• Obtained her Masters in Health Administration in early 2015 from Walden University, Minneapolis, USA.
• Attended the International Federation of Emergency Medicine (IFEM) and designated Member of the working group in Triage.
• Participates in “On the floor post graduate teaching” and scheduled training sessions. Dr Williams also assists in the supervision of conferences twice weekly for all medical staff especially residents and assisting in DM exam preparedness with mini research projects/case books.
• Involved in local and Regional DM Emergency Medicine examinations.

Dr Reginald King
Supervision of Internal Audits presented by residents and Medical Students. Coordination and supervision of residents during the Tuesday and Wednesday sessions and clinical sessions on Fridays. He is also actively involved in the Departmental Conferences on Mondays and Thursdays each week.
As the second Lecturer his portfolio includes the preparation of candidates for the DM Emergency Medicine exams and organised the exams held in Barbados December 2014.
Dr King is also actively involved in complaint management in the A&E department and internal audits of clinical care. He has completed the first two CUTL courses and is currently doing the third course this semester. He has also participated in recruitment drives at the Alleyne School and Queens College.

Mr Haresh Thani
Member of the QEH Disaster committee and regularly coordinates/conducts disaster exercises in to evaluate the Hospital Disaster Response Plan. He has conducted training of instructors on the Mass Casualty Management course for the Ministry of Health and training in Incident Command management system for PAHO. He is responsible for the scheduling of rotations for the UWI Emergency Medicine residents and assists with the mentoring of the UWI Emergency Medicine Residents.

Dr Rawle Springer
• Participates in “On the floor post graduate and medical students teaching” and scheduled training sessions.
• Involved in Emergency Medicine Regional DM exams and evaluation of casebooks for the DM part 2 examinations.

Dr Anne-Marie Cruickshank
• Involved in Medical Students and Post Graduate students training and presents at A&E Conferences-last presentation Pericarditis and Myocarditis.
• In Collaboration with Heart and Stroke Foundation of Barbados (HFSB) involved in Research: CPR in Primary Schools Pilot Project. Two year project which is evaluating whether CPR can be taught to Class 4 students at the Primary School Level.
• Resource person for the Emergency Cardiac Care Program at the Queen Elizabeth Hospital to train staff in Basic Life Support, Advanced Cardiac Life Support and Paediatric Advanced Life Support. The aim being to train the critical areas e.g. the ICUs, High Dependency Unit, PICU and the A&E department.

Mr Michael Campbell

CONFERENCES / WORKSHOPS ATTENDED

Following is a listing of conferences and workshops attended by Phase II Faculty:

Dr Cheryl Alexis
Conference attendances
• ASPHO (American Society of Pediatric hematologist oncologist) annual meeting in Phoenix, May 2015; sponsored by SCI.

Conference Presentations
• Alexis, C “Multiple Myeloma: To Transplant or not to Transplant, that is the Question.” Presented at the CAOH (Caribbean Association Of Oncology Haematology) in Barbados April 2015.
• Alexis C “Signs and Symptoms of Childhood Cancer” Cancer Support Services Conference June 2015.
• Alexis, C “Newer Oral Anticoagulants, what is the hype?” Presented at BAMP CME November 2015.

Dr Michael Campbell
Conference attendances
• Hare Psychopathy Checklist-Revised Worship, St. Philip, Barbados.
• CARPHA REC Training Workshop, Trinidad.
Conference Presentations

Dr Anne-Marie Cruickshank
• Involved in Medical Students and Post Graduate students training and presents at A&E Conferences-last presentation Pericarditis and Myocarditis
• In Collaboration with Heart and Stroke Foundation of Barbados (HFHSB) involved in Research: CPR in Primary Schools Pilot Project. Two year project which is evaluating whether CPR can be taught to Class 4 students at the Primary School Level.
• Resource person for the Emergency Cardiac Care Program at the Queen Elizabeth Hospital to train staff in Basic Life Support, Advanced Cardiac Life Support and Paediatric Advanced Life Support.

The aim being to train the critical areas e.g. the ICUs, High Dependency Unit, PICU and the A&E department.

Dr Maisha Emmanuel
Conference/Workshop Presentations
• ‘The Effects of Transgenerational Trauma.’ Lecture delivered at Second Caribbean Reparations Conference, Antigua, October 2014.

Other Conferences/Workshops Attended
• 15th ER Walrond Symposium, July 2015.
• Assessing Psychopathy: Clinical and Forensic Applications of the Hare Psychopathy Checklist Measure, June 2015.
• 35th Transcultural Psychiatry Conference- “Social Determinants of Mental Health: An African Diaspora World View, Black Psychiatrists of America/Howard University College of Medicine, November 2014.
• Florida Forensic Examiner Training Workshop, University of South Florida, September 2014.
• Workforce mental health- The impact of an Economic Crisis, Lecture, August 2014.

Dr Pamela Gaskin
• Competition Judge for student presentations at the annual Errol Walrond Scientific Symposium, July 2015. University of the West Indies, Cave Hill.
• Participant representing UWI at the Regional Foodborne Diseases Surveillance and Food Safety Workshop from May 13-15, 2015, at the Hilton Hotel in Port of Spain, Trinidad and Tobago. It was hosted by the Caribbean Public Health Agency (CARPHA), in collaboration with the Pan American Health Organization (PAHO/WHO) and the Inter-American Institute for Cooperation on Agriculture (IICA).
• Competition Judge for Poster competition at the 60th Annual Health Research Conference hosted by CARPHA, June 25-27, 2015, at the St. George’s University, Grenada.
• Invited Speaker –Workshop on Development of Multi-Sectoral Action Plan for Childhood Obesity in Barbados - Moving from Evidence-Based Data to Action, hosted by PAHO/MOH, February 11-13, 2015, Barbados.

Papers Presented at Conferences
Dr Colette George
• Attended Royal College of Physicians Cardiology update October 2014
• Attended The Endocrine Society’s annual scientific meeting in San Diego in March 2015

Dr Dawn Grosvenor
• Poyser O, Dowell C, Benskin S, Nielsen A, Campbell M, Grosvenor D.
• Intraocular Pressure in Intravitreal Triamcinolone Injection (IT STUDY).
• Presented at OSWI Conference, Jamaica, July 11, 2014 by first author.

Other reports

Dr Kandamaran Krishnamurthy

Invited presentation at workshop/symposium
• Krishnamurthy K. Pediatric ICU morbidity review. Pediatric ICU morbidity and Mortality Conference 2015, April 14, 2015.

Dr Alok Kumar

Dr Michele Lashley
• American Epilepsy Society: 4th North American Regional Caribbean Congress on Epilepsy St Lucia May 2014 – section chair and presenter.
• Basic Assessment and Support in Paediatric Intensive care course and Instructor Course. Barbados May 2014 - course coordinator.
• Cancer support Services 4th Annual Conference – Barbados June 2015.
• GSK – Barbados - Asthma and COPD clinical cases with interactive discussion Barbados June 2015.
• Developing EM 2015 – Havana Cuba; September 2015.

Poster Presentation
• Impact of clerkship demands in various final-year clerkships Atherley, A. E.*, Hambleton, I., George, C., Unwin, N., Lashley, P.M. & Taylor Jr., C.G. Conference of the Association for Medical Educators in Europe Glasgow, Scotland Poster Presentation September 2015.

Dr Sean Marquez
• Attendance at the American Academy of Neurology 67th Annual General Meeting in Washington, DC, USA from the April 20-23, 2015.
• Attendance at the American Academy of Neurology 67th Annual General Meeting CME Course: Clinical usefulness of both Botulinum Toxin and treatment of dystonia skills pavilion – April 20, 2015.
• Attendance at the American Academy of Neurology 67th Annual General Meeting Plenary Sessions – April 20, 21, 22 and 23, 2015.
• Attendance at the American Academy of Neurology 67th Annual General Meeting CME Course: Border lands of neurology and internal medicine – April 23, 2015.

Professor Margaret Anne St John
• BAMP’s Biennial Symposia.
• Perspectives in Pediatrics, Miami Children’s Hospital conference March 2015.
• CARPHA 60th Scientific Meeting, Grenada June 2015.
Dr Jonnalagadda Ramesh
• 74th Annual Conference of ASI - ASICON 2014, held from December 27-30, 2014 preceded by a Pre-Conference Workshop on December 26, 2014 at Hyderabad International Convention Centre, Hyderabad, India.
• Teaching the Teachers in Radiology and Imaging India. January 1-12, 2015, India.
• 13th Annual Conference of the Caribbean College of Surgeons: June 11-13, 2015.
• Surgical Training in Austere Environment (STAE) : Hands on Workshop for Surgeons. RCS Foundation center: London.

Oral Presentations
• Leadership in the Caribbean: Vision and role of the Caribbean College of Surgeons, Way Forward.
• Lower Limb Amputation Outcomes of a Prosthetic Fitting Program in Barbados: Ms Paula Walcott. Prosthetist.
• Opening Remarks at the Banquet and awards ceremony of the Caribbean College of Surgeons Annual Meeting in Barbados. June 12, 2015.

Dr Maisha Emmanuel
• Member, Medical and Health Services Committee, UWI (2012-Present).
• Co-Chair, Prof. E. R. Walrond Scientific Symposium Committee (2010-Present).
• Chairperson, Ethics Conference, QEH (2008-Present).

Dr Pamela Gaskin
• Member of the Research & Postgraduate Committee of the Faculty of Medical Sciences. 2014.
• Member of the Technical Steering Committee the Centre for Food Security and Entrepreneurship (representing the Dean Faculty of Medical Sciences). 2013 - Present.

VISITORS AND INTERNATIONAL LINKS

Following are collaborative links and visits facilitated by Academic staff in Phase II of the MBBS programme:

Dr Cheryl Alexis
An organising committee of Annual CAOH meeting, International Faculty.

Dr Michael Campbell
• Member, Research Ethics Committee, Caribbean Public Health Agency.
• Chair, Technical Advisory Committee, Barbados National Registries.
• Member, Ethics Committee, Queen Elizabeth Hospital, Barbados.
• Member, Director Nominating Committee, New College Alumnae/ Association.
• Member, National Diabetes Education Task Force, Barbados.

Dr Michael Campbell
• Research Scholar at New College of Florida.
• Invited by the Government of St. Vincent and the Grenadines to provide critical incident response services.
• Elected Charter Member and Associate Fellow of the British Psychological Society.

Dr Kandamaran Krishnamurthy
• Member in Society of Critical Care Medicine

Dr Alok Kumar
• Follow up visit to the Gajra Raja Medical College, Gwalior, MP, and India.

Dr Lashley
The department has continued links through the Hospital for Sick Children in Toronto and has established the SICK KIDS-CARIBBEAN INITIATIVE (SCI). The Shaw Telemedicine room situated in the ERW clinical skills Building was opened at the end 2013 This has facilitated teleconferences, review rounds and training of personnel in paediatric oncology/haematology throughout the region through ongoing teleconferences across all the Caribbean sites and Toronto.

The initiative is joint with the department of Haematology at the Queen Elizabeth hospital and UWI. The Department of Paediatrics and UWI also collaborated to run the BASIC (Basic Assessment and Support in Paediatric Intensive Care) Course. This was
under the coordination of Dr P M Lashley and Dr Bruce Lister from Australia.

This two-day course introduced the principles important in the initial care of the critically ill and injured child to physicians, nurses, anesthetics and emergency doctors. I collaborated with the PICU instructor staff of Children’s hospital at Westmead, Sydney, Australia to facilitate the arrival of an international faculty to run the instructor and provider course in the Caribbean (Barbados and St Lucia) during the month of May 2014.

As a result we have been able to train a cohort of instructors who can continue this training here in the future and in addition have established the links to enhance the development of the pediatric training at the Queen Elizabeth Hospital. I organize and ran a second iteration of this course with resounding success in April 2015.

In total we have trained about 60 persons (doctors and Nurses) from Barbados and the Caribbean. A third course is already in the planning stages for 2016.

Dr Harold Watson
• Collaboration with Professor Kathleen Barnes at Johns Hopkins University USA in the 1000 Genome study sequencing of the DNA of Asthma patients enrolled in the study.
• Collaboration with Dr Jennifer Bushell-Edghill Associate Professor of Health Care in the Department of Management Fayetteville State University (FSU). Dr Bushell-Edghill is a UWI graduate whose research interests involve the delivery of Health Care and who will be evaluating the access and delivery of health care in private and public institutions in the near future in Barbados. Students scheduled to start July 2016 from FSU North Carolina.
• Department of Family Medicine, Queens University, Canada- Professor Geoff Hodgetts is the Director of Medical Education and is considering rotation of his residents from the Queens Family Medicine program in the Accident and Emergency Department, Queen Elizabeth Hospital. This proposal is based on the previous experience of a resident who had worked during an Elective in the A&E department two years ago and that the resident felt that the experience was beneficial and rewarding.

GRANTS OR BENEFACTIONS

Listed below are research grants received by Phase II staff of the MBBS programme:

Dr Cheryl Alexis
• SCI funding for Haemophilia project in Barbados

Dr Michael Campbell
Grantor: Brain and Behavior Foundation (via Yale University)
Project: Consequences of chronic cannabis use
Year: 2014-present
Amount: US $20,174
Role: Co-PI

Dr Cindy Flower
• The Arnott Cato foundation funded Dr Flower’s research project on “Cognitive dysfunction, health illiteracy and poor perceived self-efficacy as barriers to treatment adherence in SLE”

Dr Jonnalagadda Ramesh
Organizing Committee member for the Annual QEH Charity Golf tournament – Date November 2015
Amount: Bds $ 50,000.00

PUBLIC HEALTH

Following is a synopsis of the work performed by Academic staff in the teaching of Public Health.

Curriculum Changes

We now offer four (4) Faculty of Medical Sciences certificates in the following categories:

Certificate in Health Science Research (Quantitative)
Epidemiology I (3) **
Biostatistics (2)
Quantitative Research Methodology (3) Quantitative Data Analysis (2)

Certificate in Health Services Management
Health Care Systems (3)
Health Economics (3)
Human Resource for Health (3)
Primary Health Care (2)

Certificate in Health Promotion
Social & Behavioural Science (3)
Qualitative Data Analysis (2)
Qualitative Research Methods (2)
Health Promotion (3)

Certificate in Public Health Sciences (Mix)
Mix and match 12 credits from the Masters in Public Health programme

**Number of credits per course
Quality Assurance

The department continued to work towards implementing the recommendations of Professor Liam Smeeths May 2012 MPH External Review. Specifically,

- Implementing a formal approach to considering the results of students evaluation of each course, with an annual action plan for the coming year based on that evaluation
- For courses where the leader is not Faculty staff, allocate at least one Faculty staff to help support the organizational aspects and help ensure quality

Staffing

Dr Heather Harewood assumed the position of temporary lecturer on March 9, 2015

MPH programme

New Location and Hours
In an effort to make the programme more accessible to working professionals, hours were changed from Mondays to Thursdays at 8:00am – 4:00pm to Mondays to Fridays starting at 1:00pm – 6:00pm.

The teaching location was also changed from the Lazaretto Centre to the Errol Walrond Clinic Skills Building, which is adjacent to the Chronic Disease Research Centre, Queen Elizabeth Hospital, Winston Scott Polyclinic and the Ladymeade Research Centre, and one block from the Ministry of Health. These surrounding health facilities make the programme more accessible to health workers, and make the health facilities more accessible to the MPH students.

TEACHING AND STUDENTS

MB BS
Year 1 - 60
Year 2 - 85
Year 3 - 50
Year 4 - 45
(Generally no Public Health teaching in year 5)

Masters in Public Health
Full-time Students - 5
Part-time Students - 6
Graduates - 13

PhD
Number of PhD Students - 8

DrPH supervision
3 Students

The 3rd Annual MPhil/PhD symposium was held on January 23, 2015 with presentations from registered candidates, and for the first time, a presentation from a DrPH candidate who is doing her field work in Barbados.

RESEARCH IN PROGRESS

Listed below are Research Projects being participated in or coordinated by Academic staff teaching Public Health:

Research Projects at Departmental Level

Descriptions of research projects/studies:

Evaluation of the POS NCD Summit Declaration
Investigators - Nigel Unwin (Principal Investigator), Alafia Samuels (Co-Principal)
Collaborators:
Funding: International Development Research Centre, 800,000 CAD
Objective:
In April 2014, the IDRC (International Development Research Center, Canada) approved a proposal for the formal evaluation of the 2007 CARICOM Heads of Government Non-Communicable Diseases Declaration. This project is being led by the UWI Cave Hill Public Health group – Nigel Unwin is PI and Alafia Samuels is co-PI, and includes collaborators at UWI St. Augustine, Health Economics Unit and Institute of International Relations, UWI Mona Faculty of Medical Sciences, Caribbean Public Health Agency (CARPHA), Pan American Health Organization (PAHO), Caribbean Community Secretariat (CARICOM), University of Toronto, Healthy Caribbean Coalition (HCC). The objective is to evaluate, seven years on, the implementation of the POS Declaration in order to learn lessons that will support and accelerate its further implementation and inform the attainment of the UNHLM NCD commitments.
Data collection is just about complete. A Multi-sectoral Implementation workshop is scheduled for February 2016 which will write a Multi-Sectoral CARICOM NCD Plan of Action 2016 – 2025. Findings will be presented to Ministers of Health in May 2016 in Geneva and to Heads of Government at their July 2016 caucus.
US-Caribbean Alliance for Health Disparities Research

Dates: June 1, 2014 – May 31, 2016

Investigators: Prof. Ian Hambleton, Prof. Nigel Unwin, Dr Madhuvanti Murphy, Ms Christina Howitt, Dr Natasha Sobers-Grannum.

Funding: NIMHD/NIH Cooperative Agreement.

Hypothesis or Aims: To explore the disparities in health between African-descent populations in the Caribbean and the US.

Methods: The analyses will be based on systematic review of literature and use of secondary data analysis.

Impact/Expected Impact:

- Generating further health disparity evidence by conducting secondary analyses of available datasets.
- Direct comparison of Barbados and US evidence. The Cave Hill team will utilize information from the recently completed ‘Health of the Nation’ risk factor survey in Barbados to produce a direct health disparities comparison of Barbados with African-Americans using the NHANES database.
- Systematic reviews. The Cave Hill team will produce for publication systematic reviews of the health and health disparities situation in the Caribbean.
- Feasibility of implementing the very low calorie diet to reverse type 2 diabetes in a Caribbean setting

Investigators: (N Unwin Principal Investigator with Professor Roy Taylor, Newcastle University, UK, Dr Madhuvanti Murphy Co-Investigator).

It has been shown in small studies in the UK that it is possible in those with Type 2 diabetes of up to 6 years duration to reverse the disease process, with glucose and insulin function returning to normal, through an 8 week very low calorie diet. This is associated with loss of ectopic fat from the liver and pancreas diabetes. Diabetes UK has recently funded (with a grant of 2 million pounds) a randomised controlled trial of this intervention in primary health care in the UK, with Professor Taylor as co-PI. This small study (25 individuals) to be conducted in Barbados will evaluate for the first time the metabolic impact of this intervention in people of African origin and the feasibility delivering it within the health system.

If successful it will be basis of fully powered trial. Funding awarded in June 2014 for the feasibility study: 116,000 USD from Virgin Unite, all funding through Cave Hill. Planned start date is December 01, 2014 to run to November 30, 2015. Start date to fit in with other commitments and avoid piloting the intervention in the run up to Christmas.


STAFF ACTIVITIES INCLUDING PUBLIC SERVICE

Listed below are the civic, clinical, professional and other services and achieved awards by Public Health staff:

- Pan University Network for Global Health: Urban Health Freiburg
  Germany September 29 – October 4, 2014
  Dr Samuels represented the UWI at this second meeting of the Pan University Network for Global Health in order to participate in developing the plan of action and exploring the availability of pilot funding for creation of networks of institutions for collaborative research. As a result, the 3 campuses of UWI, Penn State University and University of Cape Town have formed a collaborative to investigate the intersection of HIV/AIDS and NCD models of care.
  • One Health PAHO 10-4 November 2014, Tobago
    This initiative aims to situate human health, animal health and sustainable development within one framework. “One Health, One Caribbean, One Love” One Health Leadership Series: Introduction to One Health. Dr Samuels presented a paper entitled “Health and the Environment.”
  • DrPH exams UWI Mona, 20-22 May 2015
    Dr Samuels was an external (to Mona) Examiner PAHO Forum of Key Stakeholders on NCDs: Advancing the NCD agenda in the Caribbean June 8-9, 2015.
    The objectives of the Forum were:
    • To discuss strategies and make recommendations to ensure that NCDs and related risk factors remain a high priority on the political agenda of the Caribbean.
    • To recommend approaches to CARICOM countries in order to achieve the nine (9) voluntary global targets set by WHO in the Global Monitoring Framework, in alignment with the PAHO Strategic Plan and in the light of the Port of Spain Declaration.
    • To develop approaches to integrated care in the Region.
    • To identify innovative resourcing strategies to address NCDs and Risk Factors (RFs), given the rising costs of care.

CARPHA Annual Meeting, Grenada
June 25-27, 2015

Dr Samuels was a participant:
Drs. Murphy and Sobers-Grannum attended.

Papers presented:


• Bayley LM, Murphy MM. Everything with a Pinch of Salt: What knowledge have adult Barbadians gained from recent salt reduction messages and what impact have the messages had on their dietary choices. West Indian Med J Vol 64, Supplement (2), 2015.

• Serrano J, Murphy MM. Exploring the reasons why Barbadian mothers consent, or do not consent for their preteen daughters to receive the HPV vaccine. West Indian Med J Vol 64, Supplement (2), 2015.

Posters presented:


• Brown C, Murphy MM. A phenomenological inquiry into approaches to informal caregiving of persons living with dementia. West Indian Med J Vol 64, Supplement (2), 2015.


• Samuels TA, Branche T, Hariharan S. Non-communicable Diseases Risk Factors Survey 2014 among University of the West Indies staff, St. Augustine Campus, Trinidad & Tobago. West Indian Med J Vol 64, Supplement (2), 2015.

• International Congress on Health Promoting Universities and Colleges 22 - 26 June 2015, Kelowna, British Columbia. Dr Samuels represented UWI and presented a paper “Traumatic experiences, mental health and risky sexual behavior in students at a Caribbean University Campus” NP Sobers-Grannum1, LR Bishop1, K Peltzer2, TA Samuels1 1Faculty of Medical Sciences, Cave Hill Campus, University of West Indies, Bridgetown, Barbados, 2Human Sciences Research Council, Pretoria, South Africa.

CARICOM Ministers of Health Caucus September 2015, Washington DC
Dr Samuels delivered the Feature Lecture at the Opening Ceremony “Comparing disparities in mortality across populations in the Caribbean and the USA: New insights and implications for Improving Health” which was introduced by Prof (Emeritus) E Nigel Harris and attended by Dr Louis Sullivan, Former Secretary of Health and Human Services, USA; the Director of the National Institute on Minority Health and Health Disparities and the Chief of Staff of the National Heart Lung and Blood Institute (NHLBI).

Dr Samuels also presented an update on the Port of Spain NCD Summit Evaluation which Cave Hill is leading on behalf of Multi-agency Project Steering Group. The final results will be presented to the Ministers of Health in May 2016 and to the CARICOM Heads of Government in July 2016.

AWARDS RECEIVED

• Research Team Award presented to the CARICOM Political Declaration on NCDs Six Years On: An evaluation to accelerate further Multi-Sectoral Implementation on the occasion of the Cave Hill Campus Research Week February 23-27, 2015.

PUBLIC SERVICE

• Dr Samuels continues to serve on the Barbados National Non-Communicable Diseases Commission.

• Dr Samuels has been appointed co-Chair of the PAHO Foundation Technical Advisory Group.

• Dr Harewood is a member of the Technical Working Group for the Regional Integrated Strategy for the Reduction of Adolescent pregnancy. The strategy was endorsed by the Twenty-Fourth Meeting of the Council for Human and Social Development (COHSOD) on Education and Culture in May 2013.

• The Working Group, led by UNFPA, but under the guidance of the CARICOM Secretariat, supports the roll out of the recommendations from the Regional Integrated Strategy and Action Plan. Dr Harewood participated in a 3 day workshop convened at the United Nations House, Hastings, Barbados on August 17-19, 2015, to finalise the Regional Parenting Education Framework which is intended to provide governments, partners and key stakeholders with information, guidance and good practices to strengthen programming in parenting education and support.

Outreach Activities

• Professor Ron Braithwaite, Professor, Departments of Community Health and Preventive Medicine, Family Medicine and Psychiatry; Director, Center of Excellence on Health Disparities, Morehouse School of Medicine, Atlanta, Georgia, continues as visiting Professor in the Department.
CONFERENCES / WORKSHOPS ATTENDED

Following is a listing of conferences and workshops attended by staff teaching Public Health:

• **Global Health Chronic Workshop** April 21-24, 2015, Jamaica
  This was a follow up meeting to the Pan University Network for Global Health meeting of October 2014. In this case researchers from the five (5) institutions developed the details of the research protocol Global Health Engagement Network Pilot Research Proposal: Intersection of HIV/AIDS and CNCDs, focusing on Cardiovascular Diseases (CVDs): Creating Collaborative Teams: University of the West Indies (UWI), University of Cape Town (UCT), Penn State University (PSU).

• **NIH Workshop on NCDs** July 21-23
  Drs. Murphy, Sobers-Grannum, Harewood and Samuels attended this workshop “Improving Chronic Disease in the Caribbean through Evidence-Based Behavioral and Social Interventions”.

• **Systematic Review Author Workshop** September 9-11, 2015
  This workshop, which was attended by Dr Sobers-Grannum, was sponsored by CARPHA and Caribbean Cochrane Review Group.

FAMILY MEDICINE

WORK OF DEPARTMENT

Following is a synopsis of the work performed by Academic staff teaching Family Medicine:

**Dr Peter Adams**
Family medicine was staffed by 3 full time lecturers and 2 associate lecturers. Work continues on (I) the Eastern Caribbean Health Outcomes Research Network (ECHORN) project, collaboration with Yale University, St. Augustine campus, University of Puerto Rico and University of the Virgin Islands. This project entered its 4th year in June 2014. Peter Adams continued as University examiner for Family Medicine.

**Dr Euclid Morris**
The work of the department has continued in teaching undergraduate pre-clinical and clinical students, postgraduate students and research.

The department is involved in the Eastern Caribbean Health Outcomes Research Network (ECHORN) which is a collaborative effort between Yale University and the Family Medicine department of the University of the West Indies at Cave Hill. It involves setting up a community-based prospective cohort study across four Eastern Caribbean sites: Trinidad and Tobago, Barbados, the United States Virgin Islands, and Puerto Rico.

During the past year I have continued as Junior Faculty of the Barbados chapter of ECHORN.

**Dr Joanne Paul-Charles**
The department has expanded over the past year. Dr Joanne Paul-Charles joined the department in May 2014. A new full time postgraduate post was established and a new teaching centre for Family Medicine was created at the Branford Taitt Polyclinic, BTPC. Dr Paul-Charles coordinates the programme and supervises students at that center inclusive of undergraduate students, diploma students and a DM resident.

Year 4 undergraduate students complete a 4-week clinical rotation at the BTPC and Year 5 undergraduates rotate at the GPU. An OSCE exam is now part of the final end of clerkship assessment for year 5. This involves coordination of and implementation of an OSCE every nine weeks.

The department is also responsible for year 1 Introduction to Medical Practice course, which runs yearlong and involves a series of lectures on various aspects of clinical medical practice as well as case based tutorials. The latter requires pooling of outside resources, physicians, to effectively achieve the objectives for small group case based sessions. The department is also responsible for case based tutorials for year 2 students in semester 1. Recruitment and training of tutors, preparation of case scenarios as well as timetabling of these sessions for years 1 and 2 are some of the department’s duties.

Thus the department has responsibility for teaching of undergraduates in years 1, 2, 4 and 5 and Postgraduates. Postgraduate students are taught via face-to-face and via use of online technology, Blackboard Collaborate, to accommodate the diversity of residents – full-time and distance. A week-long clinical skill workshop was held followed by a mock OSCE and candidates received immediate feedback.

The department has revamped a monthly case conference for postgraduate students, associate lecturers and polyclinic doctors are invited as part of our public outreach in CME.
TEACHING AND STUDENTS

Dr Peter Adams
Teaching
1st Year
MDSC1202
5th Year
MEDC5302

Postgraduate students in the Diploma, MSc and DM Family Medicine are taught:
• Diploma Family Medicine
• MSc Family Medicine

Postgraduate students in the Diploma, MSc and DM Family Medicine are taught:
• Diploma Family Medicine
• MSc Family Medicine
• DM Family Medicine
• Clinical supervision of Accident and Emergency residents doing their mandatory 3 month Family Medicine rotation

Number of postgraduate Diplomas and degrees awarded at June/July exams
2 Diploma and 6 MSc/DM students Family Medicine students taught.

Postgraduate degrees awarded
MSc Family Medicine – degree awarded to Ashana Marshall Clarke, Kimberly Warner and Keisha Carrington.

Administrative
Appointed University Examiner for Family Medicine.

Dr Euclid Morris
Teaching
Case based learning, years 1 and 2 MB BS
1st Year
MDSC 1202
2nd Year
MDSC 2202
4th Year
MEDC3303
5th Year
MEDC 5302

Postgraduate students in the Diploma, MSc and DM Family Medicine are taught:
Diploma Family Medicine
MSc Family Medicine
DM Family Medicine
Clinical supervision of Accident and Emergency residents doing their mandatory 3 month Family Medicine rotation.

Administrative Roles
Examiner for MB BS and DM exams at Cave Hill campus, and MSc and DM exams at St. Augustine, Bahamas and Mona campuses.

Dr Joanne Paul-Charles
Teaching
1st Year
Introduction to Medical Practice IMP and Case Based Tutorials
2nd Year
CBL tutorials
4th Year
Family Medicine Junior Clerkship
5th Year
Family Medicine – Community Health Clerkship

Postgraduate Students:
• Assisted with teaching of STI module. Attended on teachings sessions for modules – Teaching & Learning, Communication Skills, Evidence Based Medicine, Mental Health & Counselling and Chronic Disease in Primary Care.
• Supervised one Postgraduate year 1 fulltime resident.
• As clinical supervisor for a distance MSc candidate, it required visits to the resident's clinic of practice to fulfill supervisory responsibilities. The candidate was successful in MSc Family Medicine Degree.
• Supervised 2 students in the Diploma Distance programme at their respective clinics, as they required completion of supervised clinical sessions, which was necessary for successful achievement of the Diploma certificate.
• Examiner for postgraduate exams at St. Augustine Campus.

Dr Paul-Charles supervises the Family Medicine residents who work at the BTPC – both fulltime and distance candidates. Residents in the Distance Family Medicine Programme can visit this clinic to undergo their supervised clinical sessions.

RESEARCH IN PROGRESS

Listed below are Research Projects being participated in or coordinated by Academic staff in the Family Medicine programme:

Dr Peter Adams
• The Eastern Caribbean Health Outcomes Research Network (ECHORN): a prospective population-based cohort study across multiethnic communities. Barbados principal investigator collaborating with Yale University and part of a US$5.3 million grant from the National Institute of Health. The Barbados component of this grant totals more than US$700,000. Peter Adams Barbados principal Investigator and Dr Euclid Morris is the junior faculty member. Research staff employed by ECHORN are Celia Greaves (project manager), Cynthia Clarke (research nurse), Ryan
Hall (research assistant), Elma Payne (research nurse) and P. Maul (research nurse). The project is expected to run 4 ½ years.

ECHORN has two aims: (1) To form a research collaborative across the Eastern Caribbean islands of Puerto Rico, the U.S. Virgin Islands, Barbados, and Trinidad & Tobago to recruit and follow a community-dwelling adult cohort to estimate the prevalence of known and potential risk factors associated with the development of heart disease, cancer, and diabetes and (2) To enhance health outcomes research leadership capacity in the region through a series of dedicated activities locally and abroad.

- The prevalence of the diabetic “at risk foot” in Barbados – a population-based study. Barbados $40,000 grant from the Peter Moores Barbados Foundation and the Ministry of Health. This study has been nested within the health of the Nation study. Principal Investigator is Peter Adams. Data collection has been completed.
- Prevalence of depression in Primary Care. Data collection completed. Project conducted by Dr Tania Whitby-Best DM student. Supervisor Peter Adams. Data collection has been completed.
- Asthma inhaler technique, asthma symptoms and access to health care: A survey of patients attending an urgent care clinic in Barbados. Data collection completed. Project conducted by Dr Ava McPherson DM student. Supervisor Peter Adams. Data collection has been completed. Paper in peer review.

**Dr Euclid Morris**
- The Eastern Caribbean Health Outcomes Research Network (ECHORN) prospective cohort study.
- Workplace violence in the health sector in a Developing Country: A survey of violence against medical staff in government operated primary care facilities in Barbados.
- The Caribbean Diabetic Retinopathy KAP Study.

**Dr Joanne Paul-Charles**

The following research project is in progress:

- **Does peak expiratory flow measured sitting differ from that measured standing?** Principal investigators: O.P. Adams, J.L. Paul-Charles. Co-investigators: E.H. Morris, A. Marshall-Clarke. IRB and Ministry of Health approval has been granted. The research project will take effect on release of the equipment supplies from the distributors.

### CONFERENCES / WORKSHOPS ATTENDED

Following is a listing of conferences and workshops attended by staff in the Family Medicine programme:

**Dr Peter Adams**
- **Adams, O.P.** “Medical Research: “Picking through the fluff”. Presented at the St. Lucia Medical and Dental Association10th Annual CME conference, St. Lucia, October 05, 2014 (invited presentation).
- **Adams, O.P.** “Ethics workshop” Conducted workshop in conjunction with Dr M. Campbell at the St. Lucia Medical and Dental Association10th Annual CME conference. St. Lucia, October 05, 2014 (invited presentation).
- **Adams, O.P.** “The telephone consultation”. Presented at the 76th UWI/BAMP Continuing Medical Education Conference, Barbados November 16, 2014 (invited presentation).
- **Adams O.P.** “Power of Research Networks and Collaborations”. Panelist at the NIHMD Minority Health and Health Disparities Grantees’ conference, National Harbor, Maryland, USA, December 02, 2014.
- **Adams O.P.** “Understanding attitudes, barriers and challenges in Barbados to disease and partner notification for HIV and other sexually transmitted infections: A qualitative study”. Presented at the sixth Pan-Caribbean Caribbean College of Family Physicians Conference, Mona, Jamaica, February 7, 2015.
- **Adams O.P.** “Understanding attitudes, barriers and challenges in Barbados to disease and partner notification for HIV and other sexually transmitted infections: A qualitative study”. Presented at the sixth Pan-Caribbean Caribbean College of Family Physicians Conference, Mona, Jamaica, February 7, 2015.
- **McPherson A, Adams O.P.** Metered-Dose inhaler technique and asthma control in patients attending an urgent care clinic in Barbados. Poster presentation at the Cave Hill campus February 21 -27, 2015 Research Week under the theme “Cave Hill Campus on the Cutting Edge: Issues and Solutions.”
Dr Euclid Morris
- 60th Annual Caribbean Public Health Agency (CARPHA) Health Research Conference and Scientific meeting, St. Georges, Grenada.
- Attended the 14th Annual Prof E.R Walrond Scientific Symposium.

STAFF ACTIVITIES INCLUDING PUBLIC SERVICE

Listed below are the civic, clinical, professional and other services and achieved awards by Fam. Med. staff:

Dr Euclid Morris
- Member of the National Advisory Committee on Occupational Health and Safety (NACOSH) for the Ministry of Health.
- Member of the Technical Advisory Committee of the Barbados National Disease Registries.

Dr Joanne Paul-Charles
Academic conferences, presentations, outreach activities and professional training.
- Organize and coordinate monthly postgrad case conferences which includes continuing education for Ministry of Health polyclinic doctors.
- Participated in university’s career outreach activities for undergraduate recruitment in December 2014.
- Completed CUTL 5001 (Teaching and Learning: Theory-Practice and CUTL 5104 (Assessment in Higher Education) for the Postgraduate Certificate in University Teaching and Learning.
- Completed on line professional development courses in: Teaching with Patients, Course Planning and Effective Use of Virtual Learning Environment.

VISITORS AND INTERNATIONAL LINKS

Following are collaborative links and visits facilitated by Academic staff in Fam. Med. programme:

Dr Peter Adams
- Member, International Advisory Board, British Journal of General Practice
- Professor Ruth Wilson, department of Family Medicine, Queen’s University, Ontario, Canada as external examiner for the Family Medicine postgraduate programmes.
- Research links established with Yale University, University of Puerto Rico, University of the USVI and St. Augustine Campus through the ECHORN project.

Benefactions


Dr Euclid Morris
There were visits to the Family Medicine Department during the 2014 – 2015 academic year from members of the ECHORN Coordinating Center based at the Yale University School of Medicine.
OVERVIEW OF THE YEAR

Staff Changes
Professor Clive Landis was appointed as the new Director of CDRC effective from the first of August 2014, following Professor Hennis’s move to the Pan American Health Organization as Director of the Department of Non-Communicable Diseases and Mental Health. Professor Landis moved in early 2015/16 to the post of Deputy Principal at Cave Hill, and further changes around this move will be in next year’s report.

Ms Angie Rose was promoted to Senior Lecturer and became Head of Surveillance in January 2015, with Ms Tanya Martelly becoming the Director the Barbados National Registry.

Professor Unwin came into post as the Chair of Population Health Sciences, officially beginning on the August 1, 2014, transitioning from the post of Chair of Public Health and Epidemiology in the Faculty of Medical Sciences.

Dr Dominic Trepel accepted the post of Senior Lecturer in Health Economics in December 2014, and took up the post early in 2015/16.

Closer working with Public Health
This year has seen the building of much closer relationships with the Public Health group at the Faculty of Medical Sciences (FMS). The rationale for this was simply that both CDRC and Public Health have common research interests, complementary skills and a desire to see their research translated into improved health in Barbados and the region.

This process of establishing more formal working relationships began in 2013/14, under Professor Landis as acting Director of CDRC, and with Professor Unwin’s input while still based in FMS. During 2014/15 CDRC and Public Health worked towards a shared vision and research strategy. This received strong support from the Dean of Medicine, Professor Branday and from the Director of the Tropical Medicine Research Institute (of which CDRC is a part) Professor Walker. Under the leadership of Professor Landis, Dr Samuels (Head of Public Health at FMS) and Professor Branday, a joint research strategy was agreed to early in 2015. A Memorandum of Understanding specifying arrangements for a ‘functional CDRC/Public Health Centre’ was agreed by all parties and endorsed by Academic Board in early 2015/16.

The research strategy agreed by CDRC and Public Health explicitly includes supporting national and regional disease prevention and control policies and programmes, and contributing to a reduction in health inequities or disparities, both between and within Caribbean countries. The overarching goal of the strategy is to ensure that the research

Supporting the response to the Ebola outbreak in West Africa
Ms Angie Rose, Head of Surveillance, was seconded for 6 weeks during December and January, to work with the World Health Organization in Guinea. She coordinated teams of individuals whose role to was identify cases and contacts. Ms Rose had worked on a previous Ebola outbreak, and CDRC was proud to support her contribution to this one. In addition, her expertise on how to protect against and respond to an Ebola outbreak is an invaluable resource to have in Barbados and the region.

Working up to the TMRI Quinquennial Review
The Tropical Medicine Research Institute’s (TMRI) Quinquennial (five yearly) Review (QQR) was due in early 2015/16, and preparation for this began in earnest in the second half of 2014/15. In previous reviews each unit or centre within TMRI had essentially submitted separate reports. However, under the new leadership of Professor Walker, TMRI is moving to much more integrated working. Rather than organizing its research under administrative units it is seeking to organize around research themes that cut across units, and within those themes programmes and projects.

RESEARCH IN PROGRESS

The description of the research in progress is organised under the four strategic goals that CDRC and Public Health agreed in 2014/15, as described above. The four goals are:

A. To conduct research in support of national and regional disease prevention and control policies and programmes
B. To investigate systems and pathways related to chronic disease
C. To identify and contribute to the reduction in disparities in health outcomes
D. To contribute towards education and capacity building to strengthen disease prevention and control.

Goal D is not given a separate heading but under each of the research projects described below opportunities for training are described.
STRATEGIC GOAL: To conduct research in support of national and regional disease prevention and control policies and programmes

PROGRAMME: SURVEILLANCE OF HEALTH OUTCOMES AND THEIR DETERMINANTS

- The Barbados National Registry for Chronic Non-Communicable Disease (BNR)

**CDRC Investigators:** Ms Angela Rose and Ms Tanya Martelly.

Funding Obtained: 2014–2017 BDS $ 1 863 762 (Ministry of Health of Barbados).
Start Date: April 2007
End Date: March 2017

Rationale: At the turn of the century, it was known from the Chief Medical Officer’s reports that stroke, heart attack and cancer had become the main causes of mortality in Barbados. However, there were few data available on morbidity of these diseases, and further information was needed for the Ministry of Health to make evidence-based decisions towards reducing non-communicable diseases (NCDs) in Barbados. Earlier studies had provided evidence for the feasibility of an NCD surveillance system and, under the mandate of the Ministry of Health’s National NCD Commission and the directorship of the Chronic Disease Research Centre, the BNR was started in 2007. This population-based surveillance system comprises three registries: stroke (start date 2008), acute myocardial infarction (acute MI; start date 2009) and cancer (start date 2010).

The aim of the BNR is to collect timely and accurate national data on the occurrence of these three NCDs in order to contribute to their prevention, control and treatment in Barbados.

Methods: Main data sources for the three registries include the Queen Elizabeth Hospital (Barbados’ single tertiary public hospital), the national civic register, the private hospital and private clinics.

Data are collected prospectively for all stroke and acute MI events diagnosed nationwide by trained data abstractors via active notification. The data are recorded onto paper case-reporting forms (CRFs) and then reviewed for errors and completeness. The CRFs are converted to electronic format using optical recognition software and then undergo further review and verification. Follow-up information is also collected 28 days and 1 year post event from surviving patients.

For the BNR-Cancer, data are collected retrospectively on all malignant neoplasms as well as some non-invasive tumours (in-situ neoplasms and certain benign tumours) by trained data abstractors via ‘hot pursuit’. Data are collected using the International Agency for Research on Cancer (IARC)’s CanReg software (v. 5) on encrypted laptops, and are then reviewed for accuracy and completeness. All registry data cleaning and analyses are performed using Stata version 13 (StataCorp., College Station, TX, USA).

**Brief Results:**

**Stroke:** There have been approximately 593 stroke events in Barbados every year over the period 2009–2013, with a little more than half (55%) occurring in women. There were approximately 318 stroke deaths per year in 2009–2013. There was a significant increase in crude mortality rate per 100,000 population per year of over 60% (from 79 to 132) over the 5-year period.

**Acute MI:** There have been approximately 350 heart attack events in Barbados every year during 2009–2013, with almost half of events (48%) occurring in women. There were approximately 245 heart attack deaths per year for an overall crude annual mortality rate of 87 (95%CI 82–92).

**Cancer:** In 2008, there were 1204 tumours diagnosed among 1117 persons (567 men; 51%) in Barbados registered with the BNR. For most tumours (1017; 84%), treatment information was available, and at least one form of treatment was received for 887 (74%) of these.

**Expected impact:** It is expected that data from the BNR-CVD and BNR-Cancer will provide greater opportunities for key stakeholders such as the QEH and the Ministry of Health to improve health care to patients via tailored public health campaigns on the main risk factors and diseases affecting Barbadians, as well as through change in public health policies and legislation.

**Next Steps / Future Plans:** The BNR-CVD is in the process of changing from a paper-based to a fully electronic data capture system, and this should be completed in early 2016. This will be followed by the creation of a secure electronic platform for notification of cancer by private physicians.

The BNR will continue to seek further opportunities to collaborate with regional and international partners such as the Martinique Cancer Registry and the Centres for Disease Control, as well as to increase the capacity of project staff through regional and international training.
The Barbados Health of the Nation Study

**CDRC Investigators:** Christina Howitt, Ian Hambleton, Angela Rose, Nigel Unwin.

**Other investigators:** Kenneth George, Ministry of Health of the Government of Barbados, and Alafia Samuels, Faculty of Medical Sciences, Cave Hill Campus.

**Funding Obtained:** 640,000 BDS (320,000 USD) from the Ministry of Health Barbados.

**Progress:** Data collection is complete and the main report from the study was presented to the Ministry of Health in August 2015. Preparation of papers for publication and further analyses are in progress.

**Rationale:** This study was designed to assess in the adult population of Barbados the prevalence of diabetes, hypertension and associated social, behavioural and biological risk factors. It provides a basis for guiding and monitoring preventive and treatment interventions. Nested within this study were three studies on sub-sections of the total sample addressing specific aspects of non-communicable disease risk. An additional study made use of the whole Health of the Nation sample to enquire about health care usage and estimate health care costs. These studies are described separately below.

**Methods:** Sampling and recruitment was undertaken in collaboration with the Barbados Statistical Service. Multistage probability sampling was used to select a representative sample of the adult population (> 25 years). Participants were interviewed using standard questionnaires, underwent anthropometric and blood pressure measurements, and provided fasting blood for glucose, glycated haemoglobin, and a lipid profile. Plasma and cells have been stored for future analyses. Data are weighted for sampling and non-response, and age- and sex-standardised to the 2010 Barbados population. At the time of writing the main report for the Ministry of Health has been completed, and the first main paper submitted for publication, with further papers in preparation. In the results presented here log binomial regression models were used to calculate prevalence ratios.

**Main Results to Date:** Study participation rate was 55.0%, with 764 women, 470 men. Prevalence of obesity was 33.8% (95% CI: 30.7, 37.1); hypertension 40.6% (95% CI: 36.5, 44.9); and diabetes 18.7% (95% CI: 16.2, 21.4). Compared with women, men were less likely to be obese (prevalence ratio 0.5; 95% CI: 0.4–0.7), or physically inactive (0.5; 0.4–0.6), but more likely to smoke tobacco (4.1; 2.5–6.7) and consume large amounts of alcohol in a single episode (4.6; 2.7–7.6). Both diabetes (0.83; 0.65–1.05) and hypertension (0.89; 0.79–1.02) were lower in men, but not significantly so. In women, higher educational level was significantly related to higher fruit and vegetable intake, more physical activity, less diabetes and less hypercholesterolaemia (p values: 0.01–0.04). In men, higher education was significantly related only to less smoking (p<0.05). Differences by occupational category were limited to smoking.

**Expected impact:** This study, funded by the Ministry of Health of Barbados, is providing data on the burden and control of hypertension, diabetes and their risk factors. It is central the Ministry’s surveillance of NCDs. In addition, the study is providing new knowledge of international relevance, including on the social distribution of these conditions.

**Next Steps / Future Plans:** The Ministry intends that Health of the Nation surveys will be conducted every 4 years, with the next being planned for 2016/17. The lessons learned from the sampling and recruitment in this current study should lead to an improved response rate, and for a sample size of around 2000 for the next study. It is our intention to turn these sequential cross sectional studies into cohort studies, with follow up through the Barbados National Registry for incident myocardial infarction, stroke and cancer, plus mortality follow up through the death registration system. Establishing consecutive cohorts in this way will, over 5 to 10 years, enable the exploration of risk factors in this population for common NCDs and the derivation of locally appropriate risk scores for clinical decision making.

There will also opportunities for making use of the stored plasma (stored at minus 80 degrees C), including on the predictive value of specific biomarkers.

**Training opportunities:** Data from the Health of the Nation is being used by two Doctorate in Public Health candidates for their research theses, and by two Masters’ students for their theses. One doctor is current accessing participants with previously diagnosed diabetes from the dataset to undertake research towards his Medical Doctorate. Two of the sub-studies (described below) are being used by two PhD candidates.
• The Barbados Health of the Nation Study – Physical activity sub-study

**CDRC Investigators:** Christina Howitt, Ian Hambleton, Nigel Unwin.

**Other investigators:** Soren Brage and Kate Westgate, Physical Activity Group, MRC Epidemiology Unit, University of Cambridge, UK.

**Funding Obtained:** Included within the total for the main HotN study

**Progress:** Data collection is complete, the main report has been presented to the Ministry of Health and detailed analysis and write up is now in progress

**Rationale:** The Barbados Physical Activity Study aimed to estimate physical inactivity in young and middle-aged Barbadian adults, and to provide information on physical activity patterns, in order to inform the development and evaluation of future interventions. This study was made possible by collaboration with the MRC Epidemiology Unit at the University of Cambridge, who have the expertise and hardware for the objective assessment of physical activity.

**Methods:** Participants of the Health of the Nation Study aged 25 to 54 years were randomly selected, with the initially aim of a total sample size of 500. Each participant was asked to wear a combined movement and heart rate monitor (Actiheart) for seven days (objective physical activity measurement), and complete the Recent Physical Activity Questionnaire (RPAQ) (subjective measurement). The RPAQ also provided information on where people accumulate their activity and the types of activities carried out.

**Main Results:** Objective data were collected for 354 individuals. Analysis and write up is in progress. At the time of writing the following results are worthy of note:

- Most adults do not meet the recommended 150 minutes of moderate-to-vigorous activity per week, and people tend to report more activity than they actually do. The prevalence of objectively assessed inactivity was 75.2% (68.7, 80.8), compared with 46.9% (39.4, 54.5) for subjectively assessed inactivity.
- There was a significant difference in the prevalence of objective inactivity in the overweight/obese vs. normal BMI categories (80.3% vs. 65.9%; p value=0.03). A significant difference in mean objective physical activity energy expenditure was also observed in overweight/obese vs. normal BMI categories: (41.5 vs. 49.0 kJ/kg/day; p value=0.005). These differences were not found when subjective assessments were used.
- Few people report using active forms of transportation, even occasionally. Only 13.5% (10.6, 17.1) report ever walking to work (includes those who always, usually, or occasionally walk), and there were no reports of cycling.
- People report spending on average 3 hours each day watching television, and between 1 and 2 hours each day on the computer in their spare time.

- Men report spending more time in and participating in a greater variety of leisure activities than women. Walking and gardening were the most popular activities for both sexes.

Further analyses will address the following:

- Validation of the RPAQ against the objective data. Investigation of the impact of different physical activity behaviours on metabolic risk.
- Quantification of the contribution of physical inactivity to hypertension and hyperglycaemia.

**Expected impact:** This study provides the first objective assessment of physical activity in adults in the Caribbean. It is providing new knowledge in this setting on the validity of subjective approaches to the assessment of physical activity and on the contribution of physical inactivity to the burden of NCDs.

**Next Steps / Future Plans:** Further analyses, as described above. The findings will be used to inform the surveillance of physical activity, and to help plan interventions to reduce physical inactivity.

**Training opportunities:** This study is the basis of Christina Howitt’s PhD, and her supervisory team includes Dr Soren Brage from the MRC Epidemiology Unit, University of Cambridge, UK.

• The Barbados Health of the Nation Study – Salt sub-study

**CDRC Investigators:** Rachel Harris (PhD Candidate), Ian Hambleton, Angela Rose, Nigel Unwin.

**Other investigators:** Susan Soares-Wynter, Tropical Metabolism Research Unit, Mona; Nita Forouhi, Nutrition Group, MRC Epidemiology Unit, University of Cambridge.

**Funding Obtained:** Included within the total for the main study progress:

**Progress:** Data collection is complete but data entry and data management continue to the end of this reporting period. The final report to the Ministry of Health is due before the end of November 2015

**Rationale:** The Barbados National Salt Study is designed to provide an objective assessment of current salt intake in order to inform and monitor salt reduction strategies. In addition, the study will provide the first detailed assessment of diet and its quality in Barbados.
**Methods**: Participants of the Health of the Nation Study aged 25 to 64 years were randomly selected, with the initially aim of a total sample size of 400–100 in each twenty year age and sex category. Sodium consumption was assessed by 24 hour urine collection, and the measurement of urinary electrolytes. Dietary composition is assessed by the completion of two 24 hour dietary recalls, one for a weekend day and one for a week day. Nutrients within the diet are being estimated using Nutribase software.

**Main Results and Further Analyses**: Complete data are available on 364 participants, and analysis is in progress. Initial findings are that the mean daily salt intake (95% CIs) in men is 7.4g (6.9 – 7.9) and in women is 6.2g (5.8 – 6.0). Sources of sodium of will be determined from the analysis of the 24 hour dietary recall. Dietary patterns and adequacy will be investigated, including how they vary by measures of socio-economic status.

**Expected impact**: The findings from this study will be used to plan and target interventions aimed at reducing excess sodium consumption, and improving the quality of the diet in general.

**Training opportunities**: This study is the basis of Mrs Rachel Harris’s PhD Her supervisory team includes the nutritional epidemiologist Dr Nita Forouhi from the MRC Epidemiology Unit, University of Cambridge, UK.

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**The Barbados Health of the Nation Survey – Diabetic at Risk Feet Sub-Study**

**CDRC Investigators**: Nigel Unwin.

**Other Investigators**: Peter Adams (Principal Investigator) and Joseph Herbert, Faculty of Medical Sciences, Cave Hill Campus.

**Funding Obtained**: Included within the total for the main study.

**Progress**: Data is complete and analysis and write up is in progress.

**Rationale**: Previous work from the Chronic Disease Research Centre demonstrated one of the highest incidence rates of diabetes related amputations ever published. However, since this seminal work there has been no assessment of the proportion and characteristics of people with diabetes in Barbados who have ‘at risk’ feet, meaning who have evidence of peripheral neuropathy and/or peripheral vascular disease. Such data would help to plan and target ulceration and amputation prevention activities. This study takes advantage of the population based Health of the Nation Study in order to determine the prevalence of at risk feet in people with diabetes.

**Methods**: All participants in the Health of the Nation Study who either reported a doctor diagnosis of diabetes, or who were identified as having raised fasting glucose (≥7 mmol/l) or HBA1c (≥ 6.5%) were invited to participate. Examination for neuropathy included 10g monofilament testing at 4 plantar sites per foot, 128 Hz tuning fork and vibration perception threshold (VPT) bio-thesiometer testing at the hallux. Examination for peripheral arterial disease included measurement of ankle brachial index using Doppler ultrasound to detect blood flow.

**Main Results and Further Analyses**: Out of 326 eligible participants (192 of whom reported a doctor diagnosis of diabetes), 237 attended for a foot examination. Using the monofilament 23.6% (95% CI 18.2–29) 17.2%, 12.0% and 9.8% had a loss of sensation at ≥ 1, 2, 3 and 4 sites respectively; and 9.3% (95% CI 5.6–13) had a vibration perception threshold of ≥ 25V, and 12.7% (95% CI 8.4–17) did not detect the vibration of a tuning fork for at least one foot. Further analyses will examine the prevalence of peripheral arterial disease, and the predictors of ‘at risk’ feet.

**Expected impact**: The findings from this study will be used to plan and target interventions aimed at reducing ulceration and amputation in people with diabetes in Barbados.

**Next Steps / Future Plans**: Further analyses, as described above, with the main publications expected in 2015/16.

**Training opportunities**: Two junior doctors on the Family Medicine programme have received research experience and training through their contribution to this study.

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**The Barbados Health of the Nation Survey – Cost Sub-Study**

**CDRC Investigators**: Angela Rose (lead and PhD candidate) and Ian Hambleton.

**Funding Obtained**: Included within the total for the main study.

**Progress**: the majority of the data collection is complete, with additional data on health care costs still being collected.
Rationale: There is little information on the cost of non-communicable diseases (NCDs) in the Caribbean. This study will provide the first detailed assessment of the cost of acute myocardial infarction (MI) and stroke in Barbados, from the perspectives of the national healthcare system and the individual. It will also provide information on the quality of life of cardiovascular disease (CVD) patients.

Methods: This was a ‘bottom-up’ cost-of-illness study on all 1-year survivors of acute MI and stroke diagnosed in 2011 (cases) and all participants from the Health of the Nation Study (non-cases). Information was collected by questionnaire on 1 year of healthcare service use including the main drivers of cost for the healthcare provider (length of hospital stay and major surgical procedures). For the individual perspective, information was also collected on number of days spent off work and time spent on medical visits during the previous year.

Main Results and Further Analyses: Unit cost data were obtained from the single tertiary public hospital and from various private healthcare services across the island. Questionnaires were completed for 268 acute MI and stroke survivors and 1234 HotN participants, with analysis in progress. Further analyses will include comparisons of quality of life estimates for cases and non-cases.

Expected impact: The findings from this study will be used to provide, for the first time, cost estimates for acute MI and stroke in Barbados.

Next Steps / Future Plans: Further analyses, as described above.

Training opportunities: This study comprises part of Ms Rose’s PhD, together with data from the first 5 years of the Barbados National Register. Her supervisory team includes Nigel Unwin, CDRC, Dr Alafia Samuels, UWI Cave Hill Faculty of Medical Sciences and Dr E Arthur Phillips, Barbados Ministry of Health.

PROGRAMME: DEVELOPING AND EVALUATING INTERVENTIONS

- Implementation of a very low calorie diet to reverse type 2 diabetes in Barbados: a feasibility study

CDRC Investigators: Nigel Unwin, Andre Greenidge, Clive Landis.

Other investigators: Karen Bynoe, Charles Taylor and Maddy Murphy, Faculty of Medical Sciences, Cave Hill Campus; Roy Taylor, University of Newcastle, UK.

Funding Obtained: 115,000 USD from Virgin Unite.
Start Date: January 2015
End Date: February 2016

Rationale: Type 2 diabetes is highly prevalent in Barbados and responsible for a high burden of complications and premature mortality. Recently it has been shown that a short (2 or 3 month) very low calorie diet, followed by weight maintenance, is able to reverse type 2 diabetes and restore normal insulin and glucose metabolism, so long as undertaken within six years following diagnosis. This aim of this study is to determine the acceptability and transferability of a very low calorie diet plus structured long-term support in Barbados.

Methods: Each participant is being provided with a very low calorie liquid diet over an 8-week period, supplemented by high fibre low carbohydrate vegetables. This is being followed by a 6-month period during which individuals will be given on-going dietetic and medical advice. Success is being evaluated using standard meal tests with assessment of insulin secretion and insulin sensitivity as well as usual clinical parameters. Qualitative work is being undertaken to help identify from the points of view of the study participants barriers and facilitators to successful completion of the intervention. The target sample size for this feasibility study is 25.

Main Results: Twenty five participants have been recruited, and 13 have completed the 8-week liquid diet phase and at the time of writing are in transition back to a normal solid diet. The other 12 participants are in the third week of the liquid diet. So far there have been no drop outs and no adverse events. Indeed, all participants have lost weight and have improved glucose control, despite stopping all glucose lowering medication at the start of the study. Blood pressure control has also improved, and has led to stopping blood pressure lowering medication in several participants.
**Expected impact:** This study has generated a huge amount of interest within Barbados, from Government Ministers to the general public. It is hoped that the feasibility study will provide the basis for a larger study within Barbados and other parts of the Caribbean – as described below.

**Next Steps / Future Plans:** The findings from this study will be used to design a well powered, pragmatic trial designed to determine the effectiveness and cost-effectiveness of this intervention when delivered through routine health care services in Barbados and other parts of the Caribbean. Ideally this will be designed as a cluster randomised controlled trial.

**Training opportunities:** One PhD student, Latoya Bartholomew, is contributing to the qualitative aspects of data collection and will use some of this towards her PhD in Public Health.

- **Interventions for patients and caregivers to improve knowledge of sickle cell disease and recognition of its related complications**

  **CDRC investigators:** Kim R Quimby.

  **Other investigators (all TMRI, Mona):** Monika R Asnani, Nadia R Bennett, Damian K Francis.

  **Funding Obtained:** None.
  **Start Date:** June 2014
  **End Date:** July 2015

  **Rationale:** While improved knowledge and understanding of many chronic diseases improves outcomes, there are no reviews identifying which interventions improve knowledge in Sickle Cell Disease (SCD). Additionally little is known about the impact of patient or care-giver knowledge on clinical outcomes in people with SCD. This review will document evidence that can be used to influence practice in patient and caregiver training for improving the clinical outcomes in people living with SCD.

  **Methods:** Randomised controlled trials (RCTs) and quasi-RCTs. Trials in which quasi-randomised methods are used were included if there is sufficient evidence that the treatment and control groups are similar at baseline. We included trials in any setting in which the intervention was provided for patients (aged 10 years and older), parents or adult caregivers of children with SCD of all age groups. The participants were of either sex and confirmed to have one of the SCDs (i.e. SS disease, SC disease, Sβ+ thalassaemia and Sβ0 thalassaemia) by electrophoresis and sickle solubility test, with family studies or DNA tests as appropriate. We included trials which evaluated the effectiveness of individual- and group-based interventions for either the patient or caregivers. Outcomes included:
  - Patient and caregiver understanding of SCD and related complications (e.g. the ‘Sickle Cell Disease Knowledge Questionnaire’ (Armstrong 1993), the ‘Illness Perception Questionnaire’).
  - Patient or caregiver (or both)-reported signs and symptoms leading to self-management.
  - Utilisation of health services.

A comprehensive search was conducted from the Cystic Fibrosis and Genetic Disorders Group's Haemoglobinopathies Trials Register using the terms: sickle cell AND (family interventions OR self-help OR education). We also searched clinical trial registries for ongoing and completed trials maintained by the European Medicines Agency (https://www.clinicaltrialsregister.eu/), the US National Institute of Health (http://clinicaltrials.gov/) and the WHO (http://www.who.int/ictrp/en/).

**Main Results:** pending

**Expected impact:** To inform practice and interventions targeting patients and caregiver with sickle cell disease and its complications.

**Next Steps / Future Plans:** Completion of data analysis, quality assessment and writing up of the review.

**Training opportunities:** This review is being used to provide training in systematic review methodology for post-doctoral level physician Monika Asnani.
PROGRAMME: Informing evidence-based policy & translation

- The CARICOM political declaration on non-communicable diseases, seven years on: An evaluation to accelerate further multi-sectoral implementation

CDRC Investigators: Nigel Unwin.

Other investigators: Alafia Samuels (Joint PI with N Unwin); Maddy Murphy, Faculty of Medical Sciences, Cave Hill; James Hospedales, Caribbean Public Health Agency; Sir George Alleyne, Chancellors Office, UWI; Karl Theodore, Health Economics Unit, St Augustine Campus; Andy Knight, Institute for International Relations, St Augustine Campus; John Kirton, G8 Group, University of Toronto; Rudy Cummings, Caribbean Community Secretariat; Sir Trevor Hassell, Healthy Caribbean Coalition; Godfrey Xureb, Pan American Health Organization, Eastern Caribbean Office.

Funding Obtained: 795,000 Canadian Dollars, from the Canadian International Development Research Centre.

Start Date: April 2014
End Date: March 2017

Rationale: The Caribbean Community (CARICOM) of 20 countries and territories led the world in holding the first Heads of Government Summit on Non Communicable Disease (NCD) prevention and control in September 2007. The Port of Spain Declaration, “Uniting to Stop the Epidemic of NCDs” led the way to the United Nations High Level Meeting (UMHLM) in 2011. The overarching objective is to evaluate, seven years on, the implementation of the CARICOM NCD Summit Political Declaration in order to learn lessons that will support and accelerate its further implementation and will inform the attainment of the UNHLM NCD commitments. This overarching objective is broken down into 6 research objectives, which will add knowledge on national and regional implementation and impact, plus two objectives that will use and communicate the knowledge gained to help build capacity to improve the policy responses to NCDs in CARICOM member states.

Methods: A mixture of methods is being used for the 6 research objectives, including: quantitative assessment of trends in risk factors for NCDs and NCD mortality; statistical modelling of predictors of reported policy implementation; qualitative in-depth stakeholder interviews to investigate factors promoting and hindering policy implementation, both at a national and regional level; economic modelling to investigate the potential to generate income for NCD prevention from taxes on tobacco and alcohol; and media content analysis to investigate the impact of Caribbean Wellness Day celebrations.

Main Results: At the time of writing, data collection on the six research objectives is in progress. This includes in-depth case studies in seven of the 20 Caribbean Countries/Territories, which will validate reported policy development and implementation in these settings, and identify factors associated with success and difficulties. A key milestone in the project is an ‘implementation workshop’ at which the findings from the research phase of the project will be presented to Chief Medical Officers, and priorities set with them for filling identified policy gaps. This workshop will take place in January 2016.

Expected impact: The rationale for this whole project is that it will provide a basis for substantially increasing the policy response to the prevention and control of NCDs within the Caribbean: over the next 5 to 10 years it should therefore have a substantial impact on policy within the Caribbean. It addition it is intended to contribute to understanding the determinants successful policy development and implementation within a middle income region.

Next Steps / Future Plans: It is anticipated that this project will provide the basis for further work around guiding and evaluating policy interventions in the Caribbean. Exactly what the nature of that work will be contingent to a large extent on the decisions taken by CARICOM Chief Medical Officers, Ministers and Heads of Government as a results of this project. However, it is likely to involve further development of tools to assist in policy option appraisal, and in the development and application of methods to better understand the health impact of policies.

Training opportunities: Five DrPH students are assisting with data collection on the 7 country case studies, and one PhD student is basing part of her thesis on the evaluation of Caribbean Wellness Day.

- Development of an IMPACT model for assessing the relative contribution of risk factors and treatment coverage to trends in mortality from Ischaemic Heart Disease

CDRC Investigators: Nigel Unwin and Ian Hambleton.

Other investigators: Natasha Sobers-Grannum (Principle investigator, and using this work for her PhD), Alafia Samuels, Faculty of Medical Sciences, Cave Hill; Julia Critchley, St Georges, London University.
**Funding Obtained:** Supported by small grants from the University of the West Indies, Cave Hill Campus

Start Date: June 2012
End Date: June 2016

**Rationale:** IMPACT is an epidemiological model that was developed originally to understand why mortality from ischaemic heart disease (IHD) was falling in the countries of Western Europe and North America, and in particular the relative contribution of changes in risk factors and the coverage of medical and surgical interventions. It has also been used in settings in which IHD mortality is increasing. Once developed for a specific population it can be used for ‘what if’ analyses, examining the potential impact of different interventions and thus assist in policy decision making. The aim of this work is to develop an IMPACT model initially for Barbados, followed by use in the wider Caribbean.

**Methods:** Data are being identified, appraised for quality and collated on trends in the major cardiovascular risk factors in Barbados, and on trends in the coverage of effective medical and surgical interventions. Data collection involves detailed review of the published and grey literature, identification and new analyses of existing data sets, key informant interviews, accessing data on drug procurement, and medical record review. These data will be used to adapt the model to the situation in Barbados, and determine its ability to account for observed trends in IHD mortality. Multi-way sensitivity analyses will be conducted, and the model used to assess the potential impact on IHD mortality of a range of potential interventions.

**Main Results:** Data collection and model development are largely complete, with multi-way sensitivity analyses still to be conducted. It is anticipated that model development and testing will be complete by the end of 2015 and that the model will be used to assess different policy options for IHD prevention and control in the first half of 2016.

**Expected impact:** It will provide for the first time in the Caribbean realistic estimates of the relative contribution trends in risk factors and treatment coverage to trends in IHD mortality, and estimates of the most effective approaches to reducing mortality in the future.

**Next Steps / Future Plans:** Two main developments are planned for this work. The first is to undertake costed ‘what if’ analyses with the model for Barbados, and thus provide estimates of cost-effectiveness for different policy interventions. This requires working with a health economist, and it hoped that such an individual will be in post at CDRC from September 2015. The second development is to expand the model to include stroke, and thus be able to examine drivers of trends in cardiovascular disease mortality as a whole. This expansion will be conducted in collaboration with modellers in the United Kingdom, including with Julia Critchley at St Georges, London University. One of the initial uses of this expanded model in the Caribbean will be to investigate the determinants of disparities between countries in trends in CVD mortality, as described under the theme of disparities.

**Training opportunities:** This work is providing the basis for the PhD in Public Health of Natasha Sobers-Grannum.

**STRATEGIC GOAL:** To investigate systems and pathways related to chronic disease

- **The Wound-healing Study (WHY) in people with diabetes**

  **CDRC Investigators:** Andre Greenidge, Amy Browne, Kim Quimby, Angela Rose, Ian Hambleton, Clive Landis

  **Other investigators:** DK Harrison DK, University of Durham, Anselm Hennis, Pan American Health Organization.

  **Funding Obtained:**
  - Barbados Diabetes Foundation/Medicor Foundation “Diagnostic testing for hemoglobin-mediated risk in diabetic vascular disease”
  - Destiny Group of Companies, Ontario, Canada US $ 120,000 (7.2010).

  Start date: 2007
  End date: 2016

  **Rationale:** The Barbados studies of amputation in people with diabetes (1999 – 2003) revealed an amputation rate in women second only to the Navajo Indians in Arizona and 55% mortality five years post-amputation, the worst in the recorded medical literature. The high rate of amputation and mortality following lower extremity amputations identified in the Barbados studies of amputation highlights the need to mount more effective prevention programmes in our population. The WHY study aims to investigate novel diagnostic approaches to estimating risk of diabetic foot, based on genetic and vascular predisposing factors. The underpinning
idea is that while persons with diabetes can mount a good inflammatory response they cannot resolve it and progress towards wound healing. The hypothesis investigated is that in addition to conventional socio-demographic and lifestyle factors, genetic and vascular traits in the population may predispose Barbadians to persistent inflammation and cytodestructive oxidative radical production in the bloodstream and tissues. Primary Objective 1: To determine whether the haptoglobin 2-2 gene polymorphism (linked with excess heme-mediated oxidative radical generation) or the P46L TRAPS polymorphism (TRAPS is the TNF Receptor-Associated Periodic Syndromes, linked with excess TNFα production) are linked to diabetic foot ulceration in a case-control study. Primary Objective 2: To determine whether an impaired nitric oxide (NO) vasodilatory response, a measure of endothelial dependent vasodilation, or relative oxygen saturation (rSO2), a measure of microvascular oxygenation, is associated with disturbed wound healing in PWD.

**Methods:** Cases are identified as people with diabetes with a current non-healing foot ulcer of duration >30 days. Controls are people with diabetes matched for sex, age and duration of diabetes without a current foot ulcer or a history of foot ulcers. In addition to the primary objectives, secondary objectives examined associations with footwear, diabetes self-care, health economic cost, and laboratory markers of diabetes, lipid profile and kidney injury.

**Main Results:** The project saw the development of scanning and genetic testing techniques in the Edmund Cohen Laboratory not previously available in Barbados, along with the necessary human resource development. Papers on the prevalence of the TRAPS P46L gene in a convenient sample of the Barbados population and validation of lightguide spectrophotometry for rSO2 determination on pigmented skin have been published. A further publication extended the lightguide spectrophotometry technique to sickle foot in a collaboration with the Sickle Cell Unit. Data collection on the WHY study has finished and analysis is ongoing.

**Expected Impact:** The completed WHY study will establish whether inherited genetic risk factors and vascular abnormalities detected with scanning devices are associated with non-healing foot wounds in diabetes. We envisage better and earlier identification of patients at risk of diabetic foot, with health benefits for Barbadians in particular and the diaspora generally.

**Next Steps / Future Plans:** none to date.

**Training opportunities:** Andre Greenidge – PhD Immunology 2010 –
• **Attenuating the systemic inflammatory response to adult cardiopulmonary bypass: A critical review of the evidence base**

**CDRC Investigators:** RC Landis.

**Other Investigators:** Brown JR, Fitzgerald DS, Likosky DS, Shore-Lesserson L, Baker RA, Hammon JW

*The Dartmouth Institute for Health Policy and Clinical Practice, Geisel School of Medicine at Dartmouth, Lebanon, NH, USA;*

*INOVA Heart & Vascular Institute, INOVA Fairfax Hospital for Children, Falls Church, VA USA;*

*Department of Cardiac Surgery, University of Michigan, Ann Arbor, MI, USA;*

*Department of Anesthesiology, Hofstra Northshore-LIJ Medical School, New Hyde Park, NY, USA;*

*Cardiac Surgery Research and Perfusion, Flinders University and Flinders Medical Centre Adelaide, South Australia;*

*Department of Cardiothoracic Surgery, Wake Forest University School of Medicine, Winston-Salem, NC, USA.*

**Start Date:** Jan 2011  
**End Date:** Dec 2014

**Rationale:** A wide range of pharmacological, surgical, and mechanical pump approaches have been studied to attenuate the systemic inflammatory response to cardiopulmonary bypass, yet no systematically-based review exists to cover the scope of anti-inflammatory interventions deployed. To address this shortcoming, Professor Landis was invited in 2011 to head the Inflammation Section of the STS/SCA Perfusion Guidelines Writing Group.

**Methods:** The literature search was designed to capture clinical trials reporting on the inflammatory response to adult CPB, together with clinical outcomes or surrogate markers for organ injury to five index organs: heart, lung, brain, kidney and gut.

**Main Results:** The results are consistent with a “multiple hit” hypothesis, whereby clinically effective suppression of inflammation requires hitting multiple inflammatory targets.

**Expected impact:** This critical review concluded that no single intervention used on its own demonstrated strong evidence for limiting adverse outcomes due to the systemic inflammatory response. The societies further concluded that the variability of the evidence base and small sample sizes precluded drafting of clinical practice guidelines, the original purpose of the exercise.

**Next Steps / Future Plans:** Further steps will need to be taken to seek consensus in order to redefine the systemic inflammatory response, with a first step to formally abandon the use of SIRS.

• **Redefining the systemic inflammatory response to Cardiopulmonary bypass**

**CDRC Investigators:** R. Clive Landis.

**Other investigators:** 2 Filip de Somer, 3 Yves Durandy

*Heart Center, University Hospital Gent, Gent, Belgium;*

*Pediatric Cardiac Surgery, CCML, Le Plessis-Robinson, France.*

**Start Date:** Aug 2014  
**End Date:** ongoing

**Rationale:** The “systemic inflammatory response” has never been defined from a cardio-thoracic surgery perspective but borrowed its definition from the critical care field at a landmark 1992 definition conference on sepsis. It is unclear why the diagnostic criteria for SIRS were adopted in isolation, ignoring other potentially more useful definitions for Severe Septic Shock or Secondary Multiple Organ Dysfunction Syndrome. The 1992 SIRS definition for sepsis has since been updated at a conference in 2001 and the need for a similar update for heart surgery is obvious since the current definition of SIRS is widely seen as too non-specific: when used as described, Klaus Werdan and colleagues have shown it would occur in > 60% of all adult patients undergoing CPB and work from project collaborator Yves Durandy that it occurs in 100% of pediatric patients.

**Methods:** The precedent of the sepsis update for SIRS suggests the following steps will be required to redefine the systemic inflammatory response to heart surgery:

1. Obtain buy-in from the leading societies for cardiothoracic surgery, anesthesia, and perfusion on the need for a re-definition conference;
2. Formally abandon the existing SIRS definition;
3. Assign relative risk scores to different premorbid exposures, operative insults, and host response factors on clinical outcome to develop a new risk model;
4. Validate risk model in a prospective cohort;
5. Develop algorithms or ‘apps’ to facilitate rapid diagnosis and staging of care at bedside.
**Main Results:** In the most recent evidence based review on the systemic inflammatory response in heart surgery, a dwindling proportion (14%) of articles even mentioned SIRS and 0% monitored all four SIRS criteria. Two papers are under preparation with a twofold purpose to: A. to scrap the SIRS definition from heart surgery and B. examine continuous perfusion parameters as a possible replacement.

**Expected Impact:** The stated purpose of the 1992 SIRS definition in sepsis was “to facilitate bedside diagnosis for the rapid clinical staging of critically ill patients, and, second, to provide simple entry criteria for clinical trials”. However, SIRS fails on both criteria in the field of heart surgery. It is therefore imperative that the field takes intellectual control over the definition, beginning with repeal of the existing SIRS definition.

**Next Steps / Future Plans:** The first step is to formally repeal the SIRS definition. The next step will be to seek consensus among the major societies for a redefinition conference. The Outcomes 2010 Consensus Statement panel will serve as the nexus of a new consensus panel and have voiced their support of ongoing and future efforts.

**STRATEGIC GOAL:** To identify and contribute to the reduction in disparities in health outcomes

**CDRC investigators:** Ian R. Hambleton (Barbados PI), Christina Howitt, Nigel Unwin.

**Other UWI investigators:** Madhuvanti M. Murphy, Natasha Sobers-Grannum, Rainford Wilks (Jamaica PI), Nadia Bennett, Trevor Ferguson, Damian Francis, Novie Younger-Coleman, E. Nigel Harris (Co-PI), Brigitte Collins.

**External Investigators:** Louis Sullivan (Sullivan Alliance), Marlene MacLeish (Sullivan Alliance), Anselm J. Hennis (Pan-American Health Organization), Aurelian Bidulescu (Indiana State Univ).

**Funding Obtained:** National Institute on Minority Health and Health Disparities (NIMHD) (Award value: USD 5 million over 5 years).

- **Start Date:** 01-June-2011
- **End Date:** 31-May-2016

**Rationale:** The NIMHD has funded a 5-year program (NIH number: U24MD006959) to explore and compare for the first time health disparities among African-descent populations in the Caribbean and the US. This partnership between the Sullivan Alliance and The University of the West Indies is using published work, Caribbean health databases, and open-access data to build an evidence-based picture of Caribbean health disparities. It is anticipated that with the creation of a comprehensive disparities situation analysis for the region, priorities for public health both regionally and on a country-level can then be based on contextually relevant evidence.

**Methods:**

The project is divided into three work packages:

**EVIDENCE Work-package:**
- Systematic reviews of available evidence

**ANALYSIS Work-package:**
- Secondary analyses of Caribbean datasets
  - Ecological
  - Caribbean vs. US datasets

**E-PLATFORM Work-package:**
- Web-based cluster for health disparities resources

The Evidence Work-package has adopted a standardized protocol for the synthesis of non-randomized evidence, and is systematically assessing current evidence in six health domains: diabetes, cardiovascular disease, cancer, asthma, chronic obstructive pulmonary disease, and depression.

The Analysis Work-package is divided into three parts. Ecological (country-level) analyses (part one) set the scene for in-depth analyses of within-country health disparities (part two), with Caribbean disparities compared to relevant US populations (part three). Major data sources for ecological analyses include the United Nations World Population Prospects, The World Health Organization Mortality Database, and The Center for Disease Control WONDER database.

The E-platform Work-package A new health disparities data repository is being developed. This repository is already being used by the analysis team to produce
analytical output on Caribbean and US health disparities. This repository will be a significant resource for future secondary analyses of health and health disparities in the Caribbean. To date the project has identified data resources from within the University of the West Indies (UWI) and from other data providers. Seven major UWI databases have been retrieved and prepared for analysis, totalling about 20,000 participant records. So far, seventy-one (71) databases have been identified from external sources, totalling over 242,000 participant responses. Permissions have been sought and received to store and use 49 of these databases (213,000 participant responses), and the USACAHDR analysis team is currently preparing these databases for analysis – with 10 databases prepared so far (53,000 participant responses).

**Main Results:**

**Evidence work-package**

Our systematic review (SR) work has initially focussed on the social distribution of 6 disease outcomes, their risk factors and major complications in the Caribbean. From two published diabetes reviews we identified 50 articles from 27 studies, yielding 118 relationships between gender and the outcomes. Women were more likely to have DM, obesity, be less physically active but less likely to smoke. In meta-analyses of good quality population-based studies odds ratios for women vs. men for DM, obesity and smoking were: 1.65 (95% CI 1.43, 1.91), 3.10 (2.43, 3.94), and 0.24 (0.17, 0.34). Female gender is a determinant of DM prevalence in the Caribbean. In the vast majority of world regions women are at a similar or lower risk of type 2 diabetes than men, even when obesity is higher in women. Caribbean female excess of diabetes may be due to a much greater excess of risk factors in women, especially obesity. These findings have major implications for preventive policies and research.

**Analysis work-package**

Ecological analyses have explored changes in life expectancy (LE) and mortality over time, and reported LE trends since 1965 are described for three geographical sub-regions: the Caribbean, Central America, and South America. LE disparities are explored using a suite of absolute and relative disparity metrics, with measurement consensus providing confidence to observed differences. LE has increased throughout Latin America and the Caribbean. Compared to the Caribbean, LE has increased by an additional 6.6 years in Central America and 4.1 years in South America. Since 1965, average reductions in between-country LE disparities were 14% (absolute disparity) and 23% (relative disparity) in the Caribbean, 55% and 51% in Central America, 55% and 52% in South America.

The LE improvement among African Americans exceeded that of Afro-Caribbeans so that the LE gap, which favoured the Caribbean population by 1.5 years in 1990, had been reversed by 2009. This relative improvement among African Americans was mainly the result of the improving mortality experience of African American men. Between 2000 and 2009, Caribbean mortality rates in 5 of the 6 disease groups increased relative to those of African Americans. By 2009, mortality from cerebrovascular diseases, cancers, and diabetes was higher in Afro-Caribbeans relative to African Americans, with a diabetes mortality rate twice that of African Americans and 4 times that of White Americans.

**Expected impact:** These data are focussing attention of major policy makers within the Caribbean, including Chief Medical Officers and Ministers of Health, on the fact that much of the Caribbean has performed relatively poorly in health terms over the past 20 years and on the reasons underlying this poor performance. The data draw particular attention to the importance of non-communicable diseases. These data are contributing to an evaluation of the 2007 Port of Spain Declaration on NCDs, and will therefore assist in renewed efforts to increase policy formulation and implementation on NCDs in the Caribbean.

**Training opportunities:** Part of this work is contributing to the PhD of Dr Sobers Grannum.
Christopher Hambleton, BA, MSc, PhD, is Professor of Cardiovascular Research and Director of the CDRC. He leads Research Programme 2 (inflammation/wound healing) and sub-programme 2 of research programme 3 (capacity building). He is chairman of the National HIV/AIDS Commission sub-committee on research and is president of the Caribbean Cytometry & Analytical Society (CCAS). His previous appointment was British Heart Foundation Lecturer in Cardiovascular Medicine at Hammersmith Hospital, Imperial College London, UK. He received his PhD in Immunology from Loyola University of Chicago, USA, where he also earned an MSc degree in Microbiology. Prof. Landis has published widely on wound healing and inflammation in disease and surgical settings. He leads national and regional initiatives to expand laboratory capacity.

Ian R. Hambleton, BA, MSc, PhD, is Professor of Biostatistics and Informatics and founder of the Research Clinic, Chronic Disease Research Centre, The University of the West Indies, Barbados. He leads sub-programme 1 of research programme 3 (capacity building), leads the Barbados Health Disparities Initiative (Programme 1, sub-programme 2, #10), and organizes analytical support across all Barbados programmes. He has a first degree in Mathematics, a Masters degree in Medical Statistics and a Doctorate in Statistical Epidemiology. He has worked as a statistician for 18 years in Europe, Africa, and the Caribbean, variously for the UK Medical Research Council, The London School of Hygiene and Tropical Medicine, and The University of the West Indies. He has published widely on a range of chronic diseases, and in particular organised statistical analyses for the influential Jamaican Cohort Study of Sickle Cell Disease between 1995 and 2004. He is an editor for the Cochrane Collaboration in the fields of statistics and haemoglobinopathies. Drawing on his experience with study design, management, and analysis, Prof. Hambleton is now developing a secure data centre and associated research resources on the Cave Hill campus for the promotion of good research practice.

Angela MC Rose, BA, MSc, is Head of Surveillance and Senior Lecturer in Epidemiology, Chronic Disease Research Centre, The University of the West Indies, Barbados. She has an undergraduate degree in Biology, a Post-Graduate Certificate in Education, a Master of Science degree in Public Health, and is currently registered for a PhD in Epidemiology at the University of the West Indies. She has worked as an epidemiologist for 18 years, including a 2-year Fellowship with the European Programme for Intervention Epidemiology Training (EPINET) at the national public health institutes of Finland and France. Prior to the University of the West Indies, where her work now focuses on chronic disease epidemiology, Ms Rose worked primarily in infectious disease epidemiology in Europe, Africa and SE Asia, through the UK’s Health Protection Agency (HPA), the World Health Organisation and Médecins sans Frontières. She has also been a regular lecturer/facilitator for epidemiology training courses in Europe through the HPA and EPIET. Her publications reflect her varied background and interest in epidemiological methods.

Nigel C Unwin, BA, BM BCh, MSc, DM (Research Doctorate, Oxon), FRCP, FFPH, is Professor of Population Health Sciences. Nigel studied medicine at the University of Oxford, completing a BA in physiological sciences before undertaking clinical training and graduating in 1984. Part of his medical training, as a student and an internist, was undertaken at the Mona Campus of the University of the West Indies. In the UK he trained in internal medicine (MRCP in 1987) before specialising in Public Health (MSc & MFPH, 1992). He became a Lecturer in Epidemiology at Newcastle University in 1993. His research doctorate (DM, 2003) was completed at Oxford University. At Newcastle his work included diabetes and cardiovascular disease epidemiology amongst different ethnic groups in the UK, and in Africa. He worked as a Medical Officer with the Diabetes Group at WHO Geneva (2003-5) and Professor of Epidemiology at Newcastle University (2006-2010) before returning to the UWI in August 2010. Current major research interests at CDRC include: determining the basis of health inequities in non-communicable diseases (NCD) in the Caribbean in order to guide interventions; evaluating and supporting evidence based policy making, including the use of systems thinking and modelling, for the prevention and control of NCD; and the prevention and reversal of type 2 diabetes.

STAFF

CENTRE STAFF

Professor and Centre Director
Clive Landis, BSc (Birmingham), MSc (Chicago), PhD (Chicago)
Professor of Cardiovascular Research
Head of ECOVAR Laboratory

Professors
Ian Hambleton, BA (Brunel), MSc (Reading), PhD (Southampton)
Professor of Biostatistics and Informatics
Head of Research Resource Centre
Nigel Unwin BA (Oxford), BM BCh (Oxford), MSc (Manchester), DM (Oxford), FRCP (Edinburgh), FFPH (UK)
Professor of Population Health Sciences

Senior Lecturer
Angela Rose, BA (Texas), PGCE (Oxford) MSc (London)
Epidemiology and Public Health

Lecturers
Christina Howitt, BSc (Bristol), MSc (London)
Research Management
Kim Quimby, MB BS (UWI), MSc (KCL)
Immunology
PROJECT FUNDED STAFF

Project-funded staff

Tanya Martelly
Director
Project: Barbados National Registry for Chronic NCD

Lauren Maul
Senior Data Abstractor
Project: Barbados National Registry for Chronic NCD

Jacqui Campbell
Quality Control Co-ordinator
Project: Barbados National Registry for Chronic NCD

Shelly-Ann Forde
Data Abstractor
Project: Barbados National Registry for Chronic NCD

Abigail Robinson
Data Abstractor
Project: Barbados National Registry for Chronic NCD

Coreen Smith
Data Abstractor
Project: Barbados National Registry for Chronic NCD

Stewart-Andre Wilkinson
Assistant Quality Control Co-ordinator
Project: Barbados National Registry for Chronic NCD

Karen Greene
Stenographer Clerk III
Project: Barbados National Registry for Chronic NCD

Martinette Forde
Data Abstractor
Project: Barbados National Registry for Chronic NCD

Ashley Henry
Assistant Quality Control Coordinator
Project: Barbados National Registry for Chronic NCD

David Corbin, MA, MB, BChir (Cantab), FRCP (London)
Professor of Neurology and Clinical Director
Project: Barbados National Registry (Stroke)

Rudolph Delice, MBBS (UWI), DM (Int Med), FACP
Clinical Director
Project: Barbados National Registry (Heart)

Patsy Prussia, MBBS (UWI), DM (Path) (UWI), FIAC
Professor of Oncology and Clinical Director
Project: Barbados National Registry (Cancer)

André Greenidge
Research Assistant
Project: ECOVAR Laboratory

Songee Branch
PhD Student
Project: ECOVAR Laboratory

Namrata Chatrani, BSc, Dip. Public Health
Executive Secretary, CCAS

Chris Hassell, BSc, MPH
Project co-investigator
Project: NIH Health Disparities Alliance

Cindy Flower MBBS, DM (UWI)
Rheumatologist
Project: Lupus National Registry

Brian-Lee Chandler
Webmaster

ATS STAFF

Sherry-Anne Hutson
Administrative Assistant

Stephanie McConney
Clerk/Stenographer

Alan Barrow, BSc (UWI)
IT support (joint appointment with Faculty of Medical Science)

Myrna Bowen
Office Attendant

STAFF ACTIVITIES

Andre Greenidge

Ian Hambleton
- Member of Statistical Advisory Group, focus on measurement of inequalities. UNICEF.
- Statistical Editor, Cochrane Collaboration. Statistical editor with the Cochrane Collaboration (Cystic Fibrosis and Genetic Disorders Group). Full editorial duties for this global network for systematic reviews of randomised clinical trials. The Cochrane Library has an impact factor of 5.912 – 6th out of 100 “General Medicine” journals.
• Haemoglobinopathies Editor, Cochrane Collaboration. Also haemoglobinopathies editor for the same Cochrane Collaboration (Cystic Fibrosis and Genetic Disorders Group).
• Caribbean representative. Data management and statistical advisor. PAHO / WHO committee on development of Human Resources for Health (HRH) resources in the Caribbean.
• Caribbean representative. Data management and statistical advisor. PAHO / IARC committee on cancer information network.
• Caribbean representative. Data management and statistical advisor. PAHO/Ministry of Health, Barbados working group on dengue monitoring & prevention.
• Member – Collaborative Working Group (BNR-Cancer).
• Member and statistical expert. The Barbados National Ethics Committee (Institutional Review Board) of the University of the West Indies and the Barbados Ministry of Health.
• Member, Dean’s Advisory Committee, Faculty of Medical Sciences, The University of the West Indies.

Christina Howitt
• WHO/PAHO Regional Expert Group for Cardiovascular Disease Prevention through Population-wide Dietary Salt Reduction.
• Lecturer on Biostatistics; MSc Public Health, UWI Cave Hill.
• Member of advisory group to salt reduction campaign, Barbados.
• Member of the national salt reduction public education programme committee.

R Clive Landis
• Director/Director Chronic Disease Research Centre
• Honorary Director, Ladymeade Reference Unit Laboratory, MOH.
• Associate Editor, Cytometry Part B: Clinical Cytometry, official journal of the Clinical Cytometry Society, Wiley-Liss, USA.
• President, Caribbean Cytometry & Analytical Society.
• Chair, Sub-Committee on Research, Barbados National HIV/AIDS Commission.
• Member, International Clinical Cytometry Society
• Member, Assessment and Promotions Committee, Faculty of Medical Sciences, Cave Hill Campus, The University of the West Indies.
• Member, Dean’s Advisory Committee, Faculty of Medical Sciences, The University of the West Indies
• Project Manager, Virtual HIV Research Unit (VHRU), National HIV/AIDS Commission, Barbados.

Kim Quimby
• Coordinator: Faculty of Medical Sciences, University of the West Indies Continuing Medical Education committee.
• Curriculum coordinator: Caribbean Cytometry and Analytical Society.
• Member: Barbados Medical Council.
• Member: Barbados Association of Medical Practitioners.
• Invigilator: MBBS clinical medicine examination.
• Examiner: Paediatric ICE examination.
• General Practitioner: Jireh Medical Centre.
• Editor: CME Conference Document.

Angela Rose
• Primary focal point within UWI for the WHO’s Global Outbreak Alert & Response Network (GOARN).
• Member: Abstract Reviewer Team of the annual European Scientific Conference on Applied Infectious Disease Epidemiology (ESCAIDE; sponsored by the European Centre for Disease Prevention and Control).
• Reviewer for one journal during 2014-2015: Bulletin of the WHO.
• Member: Professional Advisory Board and Technical Advisory Committee for the Barbados National Registry for Chronic NCD (the BNR).
• Member: Barbados Ministry of Health Notifiable Disease System Committee.
• Member: African–Caribbean Cancer Consortium (AC3).
• Member: Healthy Caribbean Coalition (HCC).

Nigel Unwin
• Chair, Sub-Committee on Research, Barbados National HIV/AIDS Commission.
• Member: Assessment and Promotions Committee, Faculty of Medical Sciences, Cave Hill Campus, The University of the West Indies.
• Member, Dean’s Advisory Committee, Faculty of Medical Sciences, The University of the West Indies.
• Member of the Campus Committee, Cave Hill.
• Cave Hill Academic Board Representative on the University Board of Graduate Studies and Research.
• Member of the CARPHA diabetes guidelines group.
• Member of the Healthy Caribbean Coalition.
• Member of the Wellcome Trust/MRC/DfID Global Trials Initiative Funding Committee.
• Member of the Editorial Committee for the 2016 World Health Report.
• Member of the World Health Organization consultation group on the diagnosis and classification of diabetes.
• Member of the advisory committee for the World Health Organization initiative on mHealth.
• Reviewing activities in 2014/15 include: funding applications to Wellcome Trust, Medical Research Council (UK), Medical Research Council (South Africa), Danish government (DANIDA); papers for the Systems Dynamics Society annual conference; manuscript submissions to the Bulletin of the World Health Organization, Implementation Science, and Lancet Diabetes and Endocrinology.
TEACHING AND STUDENTS

Postgraduate Teaching

Ian Hambleton

• (PBHE6105) Development of expanded course on “Quantitative Data Analysis”, part of the Masters in Public Health (MPH) programme in the Faculty of Medical Sciences.
• (PBHE6100) Course Coordinator for ‘Biostatistics for Public Health’, part of the Masters in Public Health (MPH) programme in the Faculty of Medical Sciences.
• (PBHE6100). Thirteen workshops for ‘Biostatistics for Public Health’, part of the Masters in Public Health (MPH) programme in the Faculty of Medical Sciences.

Angela Rose

• (PBHE6230). Lectures on Infectious Disease Epidemiology. Part of the Masters in Public Health (MPH) programme in the Faculty of Medical Sciences.

Nigel Unwin

• Course coordinator and one of two main lecturers for Epidemiology 1, part of the MPH programme.
• (PBHE 6200) Lectures on quantitative research methods, part of the MPH programme.
• (PBHE6230) Lectures on non-communicable disease Epidemiology, part of the MPH programme.
• (PBHE 6990) supervision of research papers for two MPH students.

Other Teaching Responsibilities, including student mentoring

Clive Landis

• CCAS HIV Caribbean workshop. President of CCAS & Chairman of Workshop Organising Committee. CCAS workshops have trained >1100 HIV/AIDS specialists from 23 Caribbean islands in CME accredited workshops.

André Greenidge

• UWI Open Campus. CXC Human and Social Biology. September 2014–May 2015.

Undergraduate and Other Teaching

Kim Quimby

• Course co-coordinator for the Immunology module of MDSC 1000 Fundamentals of Disease and Treatment taught to preclinical students of the Faculty of Medical Sciences.
• Course co-coordinator for the Immunology module of the Pathology Clerkship for the clinical students.

Clive Landis

• Course co-coordinator for the Introduction to Molecular Medicine course, MDSC1104.

MPhil / PhD Students

PhD Students (Immunology MPhil-PhD program, CDRC):
Dr Kim Quimby, MBBS (CDRC Supervisor: Clive Landis)
Andre Greenidge, BSc (CDRC Supervisor: Clive Landis)
Songee Branch (MOH) (CDRC Supervisor: Clive Landis)

PhD Students (Epidemiology MPhil-PhD program, FMS-CDRC):
Angela Rose, MPH (CDRC Supervisor: Ian Hambleton)
Christina Howitt, MSc (CDRC Supervisor: Nigel Unwin)

PhD Students (Public Health MPhil-PhD program, FMS-CDRC):
Rachel Harris (CDRC Supervisor: Nigel Unwin)
Natasha Sobers-Grannum (CDRC Supervisor: Nigel Unwin)

DrPH Students (UWI, Mona lead, DrPH programme)
Heather Harewood (CDRC Supervisor: Nigel Unwin)
Arthur Philips (CDRC Supervisor: Nigel Unwin)

Ian Hambleton

• Student supervision and statistical support to a large number of students, including Christina Howitt, Rachel Harris, Kim Quimby, Andre Greenidge, Natalia Paris, and Natasha Sobers-Grannum.
CDRC VISITORS

May 11-13, 2015. Dr. Florence Tangka, Dr Rachael Joseph and Dr Michelle O’Hegarty, Division of Cancer Prevention and Control, Centers for Disease Control and Prevention, USA.

Barbados is one of 5 countries worldwide participating in the CDC’s pilot study to tailor their cost assessment tool for cancer registries to LMICs. Representatives from CDC came to see the BNR’s operations and meet with select team members so they can customize the list of registry activities for the tool to be used by the registry.


Drs Joachim and Baudin visited the BNR to learn more about the operations to determine how best the two registries can collaborate in the future.

CURRENT GRANTS

These are described under each of the research projects.

OUTREACH ACTIVITIES

Martelly TNP

- “Barbados Non-communicable Disease Registry”. Presentation to students of the Barbados Community College, April 2015.

Wilkinson SAC


IR Hambleton


N Unwin

- Health disparities in the Caribbean. Key note address with Dr Sobers Grannum, at a one day conference on health inequities within the Caribbean. Cave Hill Campus, Barbados, January 14, 2015.
- Presentation on the Port of Spain Evaluation to Pan American Health Organization meeting on response to NCDs in the Caribbean. Bridgetown, Barbados, June 8, 2015.

- Presentations to the CARICOM meeting of Chief Medical Officers on Port of Spain Evaluation and, Grenada, and proposal for making use of STEPS data sets for tracking disparities in the Caribbean. St Georges University, Grenada, June 23, 2015.
Faculty of Science and Technology 2014 – 2015

DEAN
Dr Colin Depradine
B.Eng. (UCL), MSc (ICL), PhD (UWI)

Deputy Dean
Dr Thea Scantlebury-Manning
BSc, PhD (Concordia)

Deputy Dean (Outreach & Research)
Dr Jeanese Badenock
BSc (UWI), PhD (Dartmouth)

Head, Department of Computer Sciences, Mathematics & Physics
Professor Upindranath Singh
BSc, MPhil (UWI), MSc, PhD (Delaware)

Head, Department of Biological & Chemical Sciences
Professor Sean McDowell
BSc (UWI), PhD (Cantab.)

Director, CERMES
Professor Adrian Cashman
BSc (Eng.) London, MSc (EEEM) (York, UK),
DIC (Imperial College, London), PhD (Sheffield),
C. Eng., (MCIWEM)

- Department of Biological & Chemical Sciences
- Department of Computer Sciences, Mathematics & Physics
- Centre for Resource Management & Environmental Studies (CERMES)
DEAN’S OVERVIEW

Science for ALL
In order for small island states to fully adopt STEM (Science, Technology, Engineering and Mathematics) as a key driver for economic growth and the improvement to the overall standard of living, science and its related areas must be seen by all stakeholders as beneficial to the future development of the Region.

For this to succeed, science must be brought to all stakeholders. In other words, science does not belong to a specific section of society, it belongs to everyone and as such should be used for the betterment of humankind and the advancement of our Caribbean society.

With this in mind, the Faculty begun the Science for ALL initiative, where collaboration and sharing form the main pillar as we seek to strengthen the relationships between all Science and Technology stakeholders within the Caribbean Region.

Moving forward, this philosophy will act as the guide for our ongoing strategic planning, policy creation and the implementation of Faculty driven initiatives. It is hoped that it will also form an overall unified direction for Science and Technology within the Caribbean Region.

Accessibility for the Disabled
One important outcome of this new philosophy is the Faculty’s adoption of the universal design position. Under this policy, all future initiatives must be accessible to students with physical and learning disabilities. A similar policy applies for public initiatives and those members of the disabled community at large.

Project FUSE-IT
The Faculty of Science and Technology also began an initiative to improve the overall student experience from the first registration to graduation. The initiative is called FUSE-IT (FST Undergraduate Student Experience Initiative). Note that FST stands for the Faculty of Science and Technology.

FUSE-IT is the fusing of the internet, technology, information, communication and feedback to build an online community that enhances the student experience. This includes a variety of areas, such as student feedback, online study tools, mobile apps and cloud based services. This project is described in more detail later in this report.

REGISTRATION AND GRADUATION

At the end of the academic year 2014-2015, there were 919 undergraduate students registered, a decline of 152 students when compared to the previous year. Of that number 552 (approximately 60%) belonged to the Department of Computer Science, Mathematics and Physics. The most popular majors continue to be Computer Science and Information Technology with a 363 (approximately 40%) combined total. At the end of the academic year 165 undergraduate students had graduated, with 18 first class honours (approximately 11% of the graduating total).

The Faculty continued its tradition of a strong research output, across all disciplines, with a number of graduate students completing their programme of study. At this level there were 1 PhD graduate in Biology and, 2 MPhil graduates in Biology, and Computer Science. Within the taught masters programmes, there were 20 graduates; 1 MSc Computing Innovation, 2 MSc Electronic Commerce, 7 MSc Renewable Energy Management and 10 MSc Natural Resource & Environmental Management.

RESEARCH

CERMES continues to be a major force within the areas of environmental studies and resource management. A few of their major initiatives were:

- The hosting, by CERMES, of the Gulf and Caribbean Fisheries Institute (GC Fi) Annual Conference in Barbados, November 3-7, 2014. The theme of the Conference was “Small Islands, Big Issues: Applying Fisheries and Marine Science to Solve Problems and Create Opportunities”. The theme was chosen in acknowledgement of 2014 being the United Nations Year for Small Island Developing States (SIDS) and the 20th anniversary of the Barbados (SIDS) Programme of Action. The conference was attended by 270 participants from 40 countries (including the Wider Caribbean, the USA, Central and South America and the Pacific Region). During the conference there were eight presentations and papers by CERMES staff, researchers and students, with one of the students winning a #SCRFA Award.

- CERMES has developed a Leadership Course for Small-scale Fisheries to develop capacity and assist in empowering fisherfolk organisations throughout the Caribbean Region. Training of Trainers sessions were presented on the of July 21-22 and July 29, 2015 in Barbados and Dominica, respectively. In Barbados this was conducted with the Barbados National Union of Fisherfolk Organisations (BARNUFO) and in Dominica with the Fisheries Division.
• CERMES worked with the Global Water Partnership Caribbean to develop a Training Manual on “Integrated Water Resources Management as a Tool for Adapting to Climate Change”. Training was undertaken, using the developed manual, in Antigua on the December 15-16, 2015, in collaboration with the Antigua Public Utilities Authority. The Training Manual is being made available through the UNDP Cap-Net Capacity Development for Sustainable Water Management network and the daughter organisation Caribbean WaterNet.

During the month of September 2014, within the Department of Biological and Chemical Sciences, one of the papers written by recently graduated PhD student, Julian Walcott, was chosen as the feature article for the October 2014 edition of the journal, Bulletin of Marine Science. The paper is titled: “Design of a protected area for inter-nesting hawksbills in Barbados: an evidence-based approach”.

FINANCE

The Faculty continued improving its relationships with stakeholders in both the private and public sectors. This process of relationship strengthening resulted in a number of donations to the Faculty.

The Government of Barbados signed, in 2010, the Technical Agreement for the implementation of the Sustainable Energy Framework Project (SEFP) which focuses on introducing clean energy technologies and energy efficient practices in Barbados. As part of that project, the Government installed a 12kWp Solar Photovoltaic Fixed Mounting High Efficiency System on the roofs of the Physics Building on August 18, 2014 (see figure 1). The cost of the system was BDS $76,000, which was covered by the IDB. It has been estimated that the system will save the campus BDS $15,000 per year in electricity costs. The system will serve as a demonstration and research unit for the campus.

The Faculty also delivered a number of the courses within the MSc Renewable Energy Management programme as individual courses. This enabled those in the private sector, public sector and the public at large to take these courses without the need to register for the entire MSc programme.

A set of mock roof solar PV system and training kits were donated by the GIZ group (Internationale Zusammenarbeit (GIZ) GmbH) via the BRIDGE project of the Office of Research, on May 15, 2015 (see figure 2). This will be used during training sessions in the installation and maintenance of PV systems.
TEACHING, LEARNING AND STUDENT DEVELOPMENT

Harmonization
To acknowledge those students with high academic performance in a continual manner, the Faculty implemented regulations for a Dean’s list. This brought the Faculty in line with the other two Science faculties (Mona and St. Augustine campuses), which have already implemented such regulations.

The Faculty is currently converting its 4-credit courses to 3-credit courses as part of the process to harmonize the academic programmes of the three Science Faculties. As part of this process, the Faculty is using the opportunity to modernize and upgrade its current programmes. To date, the level I courses of the biological sciences and computer science have been updated and converted. The disciplines of chemistry, electronics, mathematics and physics have completed their level I changes and will be seeking approval during semester I of the academic year 2015-2016. By the end of the new academic year 2015-2016, it is hoped that all level I courses will have been converted.

Project FUSE-IT
This academic year saw the launch of the Faculty’s FUSE-IT project aimed at improving the student experience from the first registration to graduation. As described earlier, a significant part of the project involves the use of technology to improve communication with the students and to provide tools to help the students during their time within the campus. Figure 3 shows the official logo developed for the project.

The first initiative was the start of the “Meet the Dean” sessions which takes place once per semester. This session reintroduces the Dean to the students and is used to discuss any outstanding issues. During this session, the functioning of the Faculty and the Campus is explained from the student perspective. The second initiative was the creation of the Faculty Computer Science Society. The Computer Science Society was officially formed and commenced during this academic year and is the brainchild of the Faculty IT Technician, Mr Maurice Beckles. The purpose of the society is to provide students with the opportunity to apply the theories and ideas gained in the classroom to real world problems through simulations, internships, and community work.

One of the major successes for the society was the development of a mobile web app for the School of Education Biannual Conference that took place on June 1-4, 2015, at Cave Hill. The app enabled participants to see the schedule of conference presentations. Figure 4 shows a screenshot of the app.

Another exciting initiative of the society was the facilitating of a technology focused talk by the accounting firm Deloitte on the topic, Digital Disruption, on June 3, 2015 (see figure 5). This talk introduced students to the software development side of Deloitte and the issues surrounding the disruptive effect that the arrival of mobile apps and cloud technology is having on the traditional forms of doing business. Two students of the society were given the opportunity to participate in the Deloitte one day workshop on the same topic. The workshop was aimed at CEOs and their respective CIOs.

The third initiative of the FUSE-IT programme was the creation of a Faculty Disability policy that, in this instance, outlines the procedures to be used to accommodate students with disabilities that register for programmes within the Faculty. For example, what facilities would a lab need to accommodate a student that uses a wheelchair?
Finally, the fourth initiative is the completion of stage one of the upgrading of the Faculty website. The website is currently being upgraded using an incremental approach, with high priority items being implemented first i.e. an agile project management approach. The first priority area is the Student Experience. The navigation has also been simplified and a more modern minimalist approach is being utilized. In summary, the Faculty website has been redesigned with the following foci:

1. The redesign has been undertaken with the student perspective. For example, what does a new student look for when first encountering the website?
2. Simplified navigation which allows important information to be found more easily.
3. Inclusion of information in a more readable and concise format. References to the Faculty handbook are made when necessary.
4. Events and other news items will be more visible and easily discoverable.

**Other**

On March 24 and 25, 2015, the National Council for Science and Technology hosted a symposium under the theme “Science & Technology Research: Driving Economic Growth - Securing our Future”. The keynote address was given by the Dean of the Faculty, entitled “The Big Dream: From Vision to Implementation”, which focused on the concept of the science administrator. Approximately 14 staff and students from the Faculty participated, presenting papers and posters in a wide variety of areas including biology, chemistry and computer science.

In February 2015, under the BRIDGE project, a renewable energy competition was held for students across the UWI campuses. It was called the “GE Illuminate an Opportunity Competition” and formed part of the BRIDGE project’s human capacity development in terms of PV systems. The team from the Cave Hill Campus which comprised the following students won the First Prize while Mona Campus placed second and St. Augustine third:

- Hanif Charles
- Darlene Fields
- Cherish Forde
- Destine Gay
- Christopher Saunders

The students received paid internships in Jamaica at the local GE Distributor as part of their training and an opportunity to visit the GE Neela Park Lighting Centre in Cleveland Ohio.

Postgraduate students Mr Andre Harewood, an MSc Renewable Energy student and Mr Reco King a Computer Science student received 2015 National Development Scholarships. Mr Harewood will be pursuing a PhD in Photovoltaic Engineering at the Europa-Universität, Flensburg, Germany and Mr King a PhD in Computer Science – Computer Vision (Robotics) at the University of Western Ontario, Canada.

**OUTREACH**

**Science and Technology Book**

The Science and Technology book commissioned by the former Principal, Professor Sir Hilary Beckles, was launched on November 24, 2014. This launch was followed by a panel discussion on the topic “Science and Technology Education: A Future Driver for Social and Economic Development in the Region”.

The panelists were:

- Mr Matthew Farley, Moderator.
- Mrs Rhonda Blackman, President, National Parent Teachers Association.
- Mr Charles Cyrus, Director (Ag.), National Council for Science and Technology.
- Professor Leonard O’Garro, Professor of Plant Pathology and Director of the Centre for Food Security and Entrepreneurship.
- Mr Ralph S. Williams, Founder and Chairman of Williams Solar Inc.

**Education**

The Faculty continued its engagement with the Ministry of Education, Science, Technology and Innovation, Barbados, to look at developing mechanisms to advance and strengthen STEM (Science, Technology, Engineering and Mathematics) education within the primary school system. Following on from the first event the “Principals Forum on the Advancement of Science and Mathematics in Barbadian Primary Schools”, which was held on June 10, 2014, the Faculty continued with a Primary School Teacher’s Forum held on January 30, 2015. This forum focused on the perspectives of the teachers and the issues they face with the teaching of STEM subjects. With the collected data, the Faculty will now work with the stakeholders on initiatives that will seek to resolve the discussed issues.

The Faculty Teaching and Learning Committee hosted its first Evening of Mathematics that took place on April 9, 2015. This is the committee’s initiative to look at current research in the teaching of mathematics as well as discuss issues related to the field. For this event, two educationalists were invited to present:

- Dr Marlene Folkes-Griffith from the Barbados Community College gave a presentation on Mathematics Anxiety.
- Dr Coreen J Leacock of the Cave Hill School of Education gave a presentation on Mathematics and Literacy.

**Summer Events**

The Faculty collaborated with the Caribbean Science Foundation (CSF) on their Barbados Junior Robotics Camp initiative, which was conceived by volunteers of the CSF. The camp took place from July 6-31, 2015.
and introduced children aged 9-12 years old to the fundamentals of robot design using purchased robotic kits.

The Faculty held a number of science exhibitions for both Campus and Faculty outreach events. During the academic year, exhibitions were held for the following campus events; Guidance Counsellors Showcase (January 15-16, 2015) and the Jubilee Gardens Showcase (February 21, 2015). During the summer the Faculty held exhibitions for the Foundation Secondary School (June 30, 2015) and the Open Campus Summer School (July 21, 2015).

Social Media
The Faculty continues to reach the public via its Twitter page. This page is updated in real-time during Faculty events such as the before mentioned Jubilee Gardens display. At the end of each event, the Faculty sees significant jumps in the number of followers. As the numbers continue to grow, the Faculty will be seeking to increase its interaction with the public during the next academic year.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

Teamwork
The Faculty commenced its ONE project that looks at improving its employee engagement programme, initially starting with the ATS staff. The ONE project focuses on strengthening staff relationships, increasing greater unity and participation at public events, improving the communication with staff using available technology and providing greater openness and transparency of relevant Faculty matters.

One simple but important initiative that was derived from this project was the formalization of the use of Faculty T-Shirts/Polo Shirts at various public events such as the Jubilee Gardens outreach initiative. This simple step encourages greater teamwork and also makes it easier to identify Faculty members during these events. The designs used on the shirts were created by students of the Faculty.

Another initiative was the creation of a Faculty Online Information Hub for Academic staff. This hub provides a central location for the documentation needed for the normal running of the Faculty. For example, the curriculum documentation used during quality assurance reviews and previous Faculty minutes are stored here. This initiative reduces the limitations experienced when managing documentation via email. It also ensures that all staff see the same versions of the documentation at the same time.

Staff Promotions
During the academic year, one new lecturer was hired to replace one of our retired professors and, a number of staff members were promoted, won awards and completed programmes of study.

• New Lecturer in Microbiology – Dr Bidyut Mohapatra.
• Professor Robin Mahon was conferred the title of Professor Emeritus.
• Drs Avril Williams and Francis Lopez were both promoted to the level of senior lecturer.
• Dr Janice Cumberbatch won the 2014-2015 Principal’s Award for Excellence in Teaching.
• Faculty IT Technician, Mr Maurice Beckles completed the Apple Certified Support Professional programme.

Staff Awards
Several academic staff members were recipients of Research awards during Research Week, facilitated by the School of Graduate Studies and Research.

• Most Outstanding Researcher in the Faculty: Professor Julia Horrocks.
• Best Applied Research: Professor Julia Horrocks.
• Most Internationally Successful Research: The FORCE (The Future Reefs in a Changing Environment) Project managed by CERMES.
• In June 2015, the team of the Department of Biological and Chemical Sciences was declared the Champion of the annual ‘One Million Steps To Wellness Competition’ for the second consecutive year. Mr Justin Sue was the UWI’s champion stepper with a massive total of 571,963 steps in 4 weeks.

The awardees are as follows.
STAFF

Head of Department
Sean McDowell, BSc (UWI), PhD (Cantab.)
Professor of Theoretical and Computational Chemistry

Professors
C.M. Sean Carrington, BSc (Edin.), DPhil. (York - UK)
Plant Biology

Julia Horrocks, BSc (Reading), PhD (UWI)
Conservation Ecology

Wayne Hunte, BSc, PhD (UWI)
Ecology & Environmental Sciences

Winston F. Tinto, BSc, PhD (UWI), CSci, CChem,
FRSC Organic Chemistry

Professor Emeritus
G.E. Mathison, BSc (Bristol), PhD (Nottingham)
Microbiology

Senior Lecturers
Sergei M. Kulikov, MS (Novosibirsk State Univ.),
PhD (Inst. of Catalysis of Russian Academy of Sciences),
DSc. (Russian Academy of Sciences)

Sarah L. Sutrina, BA (Colorado), PhD (Johns Hopkins)
(Biochemistry co-ordinator)

Administrative Assistant
Shirley Jones, BSc (London)

Lecturers
Angela Alleyne, BSc, MPhil, PhD (UWI)

Jeanese Badenock, BSc (UWI), PhD (Dartmouth)
(Chemistry coordinator)

(Footnote: Earth Science coordinator)

Steven Corder, BSc (Open U.), MRES, PhD (Lanc.)

Angela Fields, BSc, PhD (UWI)

Leah Garner-O’Neale, BSc, PhD (UWI)

Isabelle Gourand, Lic., PhD (Aix-Marseille I)

Marilaine Mota-Meira, Ing. (Curitiba, Brazil),
MSc, PhD (Laval)

Srinivasa Popuri, BSc (Nagarjuna), MSc (DAVV),
PhD (SVU)

Thea Scantlebury-Manning, BSc, PhD (Concordia)

Emma Smith, BSc (Liverpool), MSc (Heriot-Watt),
PhD (Plym.)

Lyndon Waterman, BSc, PhD (UWI)

Avril Williams, BSc, PhD (UWI)

Suzanne Workman, BSc (Manchester),
MPhil., PhD (UWI)

Research Fellow
Francis B. Lopez, BSc, PhD (UWI)
Sports Agronomy (Graduate coordinator)

Teaching Assistant
Vince Payne, BSc (UWI), PhD (UWI)

Senior Technicians (Graduate)
Jeff St. A. Chandler, BSc, MPhil (UWI)
Michelle Mendes, BSc (Miami)
Joanne Simmons-Boyce, BSc, PhD (UWI)
Lionel Sobers, BSc (UWI)
Justin Sue, BSc, MPhil (UWI)
Ryan Weekes, BSc (UWI)

Technicians
Kareen Arthur
Nicole Atherley, BSc (UWI)
Jason Crawford, BSc (UWI)
Kim Ashby, BSc (UWI)
Kirk Mayers, BSc (UWI)

Junior Technician
Bonzi Armstrong

Laboratory Attendants
Darlene Savoury
Kareen Wilson

Gardener/Animal House Attendants
Andrew Harewood
Devon Slater
WORK OF THE DEPARTMENT

Professor McDowell completed his final year as Head of the Department, handing over to Dr Francis Lopez, whose tenure as Head for the next 3 years started on August 1, 2015. The University continued to face severe financial challenges but the Department persevered with its normal operations as best as possible, though the maintenance of the more sophisticated and expensive equipment (e.g. the NMR spectrometer) was seriously affected by the financial situation resulting in a significant setback to the research of several colleagues and graduate research students in the Chemistry discipline.

The Chemistry discipline started the curriculum review of its programmes in an effort to bring it in line with the university-wide harmonization which mandates that all courses be converted to 3-credit ratings. The first year courses were comprehensively reviewed as the starting point for the required restructure, which will eventually lead to the conversion of all of the higher-level second and third year Chemistry courses.

In July 2014 Professor Marc Lavoie retired from the University, having joined us in 2002 from Laval University in Canada. As Professor of Microbiology, he served as Coordinator of the Microbiology discipline for many years and supervised several MPhil and PhD students.

Dr Rajendra Maurya’s tenure as Lecturer in Tropical Horticulture came to an end on the July 31, 2014. During this period, Dr Maurya contributed to teaching, research and horticultural development in the country. He supervised over 15 research projects in different areas of horticulture and offered several certificate courses to the benefit of the Barbadian public.

The Department was saddened to learn of the death on October 29, 2014 of Professor George ‘Ted’ Mathison who was Emeritus Professor of Biology. Professor Mathison played a major role in building the fledgling Biology discipline at Cave Hill and had served as Head of Department for 17 years and Dean of the Faculty for 8 years.

Dr Alleyne was an appointed member of the Biological and Chemical Sciences (BCS) Safety Committee and the Departmental Instruments Committee. As a member of the Instruments committee she continued to assist the technical staff in an upgrade of the procedures and protocols for the use of the equipment in the department, as well as instituting a clean-up of used equipment.

She was also appointed a member of the Faculty subcommittee of the School for Graduate Studies and Research where she presented an update on the approval of the new MSc programme in Biosafety.

As a member of the Biological Sciences Teaching Committee she continue to work with department colleagues on review of the second year and final year courses to 3 credit courses in Biochemistry.

As the Coordinator of the MSc Biosafety programme, she was responsible for the overall management of the degree programme and she also taught in three courses (BISF 6004, BISF 6005 and BISF 6900) in that programme. Dr Alleyne worked along with the Open Campus and the facilitators in developing the following courses: BISF 6001- Introduction to Molecular Biology and Biotechnology, BISF 6000- Biosafety, Biotechnology and the Environment, BISF 6002- Biosafety Risk Analysis and Risk Management, BISF 6003- Biosafety of Genetically Modified Organisms, BISF 6004- Legal Aspects of Biosafety, BISF 6005- Molecular Diagnostics of GMOS laboratory course and BISF 6900- Biosafety Research project. Teaching began in September 2014 for the first cohort of 10 students. This is an online degree programme and she collaborated with the Open Campus in delivering the programme to science students. Five of these students attended the first one-week practical training in identification of Genetically Modified Foods (GMOs) using molecular markers in June 2015. The current students are in the final phase of their MSc degree.

Dr Alleyne was appointed Chair of the Faculty Committee on research (CoRPs). The work of this committee was presented at the last faculty Board for academic year 2014/2015. This working group is tasked with working with colleagues in the Faculty to propose new commercial opportunities to be derived from current research and projects in the Faculty.

Dr Alleyne also served as a judge for the School’s Science debate competition as part of the National Council of Science and Technology (NCST) Symposium in March 2015. As part of the NCST symposium, she appeared on the CBC-TV programme Morning Barbados to promote the conference as well as her scientific research in molecular diagnostics of plant disease and genotyping uterine fibroids.

Dr Badenock was reappointed as Deputy Dean of the Faculty of Science and Technology (Outreach and Research) and coordinated the Faculty’s Research Day 2015 activities including the Cave Hill Campus in the Community initiative held in Jubilee Gardens, Bridgetown.

She also developed and organised numerous outreach activities including the science exhibits at the Guidance Counsellors’ career showcase held in January 2015 and visits by third form students of the Christ Church Foundation Secondary School in June 2015 and UWI Open Campus CSEC summer school participants in July.
2015. She also chaired the Faculty Sub-Committee for Graduate Studies and Research and the Campus Library Committee.

**Dr Lopez** was a Member of the Service Learning Faculty Learning Community Workshop. He made a workshop presentation during Teaching and Learning week 2015 (June 16, 2015, Cave Hill Campus, UWI) on “Service Learning Pedagogy: Lessons and Insights from ECOL3453

**Dr Popuri** participated in the Faculty preparation for the implementation of the Revised GPA system and participated in the Postgraduate Certificate in University Teaching and Learning (PGCUTL) courses: CUTL 5206 (Advancing Teaching and Learning with Technology) and CUTL 5207 (Reflective Teaching for Learning).

He also participated in the Center for Excellence in Teaching & Learning’s Seminar & Summer institute programme ‘Alignment, Engagement & Visible Learning’.

**Dr Scantlebury-Manning** was an active member of the Biological Sciences teaching committee and the departmental Maintenance committee. As Deputy Dean, she wrote the program structure for the joint programmes with Centennial College in Biochemistry. In addition, she was a member of the advisor committee for the development of the Bachelors of Science in the Faculty of Medical Sciences.

She also chairs the FST IT working group, which handles all IT issues at faculty. These matters are then reported to the Campus IT committee via the minutes generated. Two meetings are held every semester.

Dr Scantlebury-Manning also represents the FST at Secondary Schools information sessions held annually at UWI and at the National Science and Technology Exhibition held at the Gymnasium. As Deputy Dean, she was responsible for the processing of all overrides for the entire Faculty and registration issues.

She represented the Faculty on the University Teaching and Learning Committee, Plagiarism Policy working group, the Classroom committee, and attended Academic Board as Deputy Dean of the FST.

**Dr Workman** continued as Microbiology co-ordinator and continued to supervise her MPhil students Tamara Alleyne, Elie Knaizeh and Kaninie Knight.

She is also a member of the Advisory Committees for MPhil Students: Shervon DeLeon, Juann Ward & Jamila Jones.

**RESEARCH IN PROGRESS**

**Prof Carrington** continued his research on conservation of endemic plants of the Lesser Antilles. His PhD student Monique Ifill successfully defended her thesis in December 2014.

**Professor Horrocks**’ research interests are as follows:

- Mapping of coastal development and climate change threats to nesting beaches and assessment of behavioural responses of hawksbills to loss of nesting habitat.
- Monitoring of nesting and foraging populations of hawksbill, leatherback and green turtles in Barbados and Tobago (with D. Browne, UWI, M. Cazabon, UWI, St Augustine).
- Distribution, abundance and competition between Phyllodactylus and Hemidactylus geckos in coastal areas of Barbados (with J. Daltry, FFI and R. Williams, University of Brighton, UK).
- Professor Horrocks won the Faculty of Science and Technology’s Most Outstanding Researcher Award 2013-2014 (presented April 7, 2015).

**Professor McDowell** continued his research on noncovalent forces in molecular complexes, especially computational studies of the interplay between hydrogen, halogen and other sigma-hole interactions. He also examined the cooperative effect of the strong noncovalent beryllium bond on other more weakly-bound intermolecular interactions.

- His graduate student, Ms Jerelle Joseph, was awarded an MPhil in Chemistry, with High Commendation.

Dr Kulikov continued his monitoring of pollutants in the aqueous environment using GC-MS analysis.

**Dr Alleyne’s research is summarized below:**

2009 (January) – present
The research project “SNP genotyping of Uterine leiomyoma in Barbados” continued with a look at molecular biology assays for the SNP marker CYP 1B1. This was completed and currently assays for fatty acid synthase gene (FASN) along with building a haplotype profile for women with the disease is ongoing.

Research project “Quantification of super elongation disease in Manihot escuelenta”. She developed and continued to test a Polymerase Chain Reaction (PCR) assay for detection the pathogen in diseased tissue by using gibberellic acid (GA). Testing of field material continues and a disease survey was instituted for isolation of the pathogen in 2014-2015. Therefore, preliminary data was collected and analyzed from the first incidence survey of SED in Barbados. Her collaboration also continued with colleagues at UWI St. Augustine and Carleton University on identifying antifungal targets for disease management of super elongation in cassava. In addition, she continued her research analysis into Orange
rusted in sugarcane with two colleagues from UWI St. Augustine. This work has resulted in her participation in an annual international rust meeting by teleconferencing to report on the state of orange rust of sugarcane in the region.

2013 – present  
The research project “Identification of the viruses in the virus complex of sweet potato virus disease” continued into 2014. In this project, Dr Alleyne worked with colleagues from CIP (the International Potato Center) in Peru and the Ministry of Agriculture in Barbados (Plant Pathology Unit). High throughput genomic sequencing of samples was conducted with the assistance of CIP and the data is being currently analyzed and a manuscript is being prepared based on the findings. This is the first genome-wide approach applied to the study of a plant disease in Barbados.

Dr Alleyne also continued to work on the GAP-Yam research project, in collaboration with colleagues from Institut National Recherches Agronomique (INRA) in Guadeloupe. This collaborative research project saw a French Student from Guadeloupe, Ms Morgane Tetu, visiting her research lab from October to December 2014. Dr Laurent Pennant, Senior Research Scientist at INRA and a collaborator on this project, also visited in October. A comprehensive disease survey was conducted similar to one that was done in Martinique and Guadeloupe re. C. gloeosporioides, for the Gap-Yam project. A publication has been submitted to a Plant Pathology journal.

Dr Badenock continued her interest in the synthesis of cyclopenta[b]indoles and their derivatives with PhD student Ilene Green. This work has unfortunately been severely impacted by the lack of access to a functioning Nuclear Magnetic Spectrometer (NMR) to such an extent that Ms Green has requested a change in registration back to MPhil in order to graduate. She also continues to co-supervise PhD student, Sherry-Ann Allsopp in her study of secondary metabolites from the Phyllanthus L. and Casearia species.

Dr Garner-O’Neale’s main research focus for this year was on Science (Chemical) Education. Her interest lies in the factors that impact the Teaching and Learning of Chemistry such as: Learning styles of chemistry undergraduates, Study Habits of chemistry undergraduates; Attitudes towards Chemistry & Math and Alternative Assessment practices.

- She has been collaborating with the Dean, Faculty of Science & Technology, in the area of advancing Science & Mathematics in Primary Schools.
- She continued to do collaborative work with Dr Ogunkola (School of Education) in the area of scientific literacy and gender in science.
- She also collaborates with Drs Kulikov and Smith in the identification and quantification of pharmaceuticals and pesticides in ground and surface waters (through her postgraduate students).

Postgraduate Supervision

- PhD student Mr Quincy Edwards, co-supervised with Dr S Kulikov (Chief). Contaminants of Emerging Concern in Ground-Water Aquifers and Coastal Areas in Barbados, West Indies. (Upgraded from MPhil in 2013) (2011 – present).
- PhD student Ms Sharna Casimir, co-supervised with Dr S Kulikov: The effect of sex, numerical ability and attitudes towards mathematics and chemistry on student achievement in mole concept chemistry. (Upgraded from MPhil in 2014) (2012 – present).
- PhD student Mrs Laureen Benjamin-Walcott, co-supervised with Dr B Ogunkola (Chief): The use of digital storytelling as an instructional method in science education. (2014-present)
- MPhil student Mr Lionel Sobers, co-supervised with Dr E Smith (Chief) and Dr S Kulikov: Impact Assessment of the use of pesticides by small farmers in Barbados in relation to ground water contamination. (2009 – present, part-time).

Dr Gouirand’s recent research, as part of the Climate modeller groups at the Mona Campus, highlights the existence of eight recurrent weather types in the Caribbean, with distinct features between winter and summer, confirming a clear transition between winter-summer-winter patterns associated with clear atmospheric circulation changes. It is also suggested that the recurrent weather type in the early rainy season may drive the rest of the season in terms of the amount of rainfall. The results also show a possible seasonal prediction of the Caribbean rainfall from the sea surface temperature pattern in both the Equatorial Pacific and Tropical North. The results seem to also confirm the fact that the intensity of SST gradients is affecting the Caribbean Low Level Jet intensity over the Southern Caribbean and thus the rainfall variability. The work has been done in collaboration with the Mona Campus in Jamaica and the CEREGE in France and is financed by the Caribbean Community Climate Change Centre. A paper has been submitted and accepted in Climate Dynamics.

The research in progress consists in estimating the average onset of the Caribbean rainfall at the island scale.
Department of Biological and Chemical Sciences

Dr Lopez’s research interests include:

- Use of organic inputs such as molasses, biochar and biostimulants for reducing turfgrass fertilizer and irrigation requirements.
- Agro-ecological considerations for hedgerow cultivation of Leucaena leucocephala (with postgraduate student Mr Jason Veira).
- Diversity Studies of Barbadian Sweet Potato (Ipomoea batatas) Cultivars: Towards the Development of a Core Collection (with postgraduate student Ms Andrea Gibson).
- Agroecological approaches in the production of sweet potato (with postgraduate student Ms Andrea Veira).
- Optimization of fertilizer use in sugar cane in Barbados (with postgraduate student Mr Jason Gibson).
- Biochar from recycled organic waste as a soil amendment for the Barbados turf grass industry (with postgraduate student Ms Aprajita Kulshrestha).

Dr Mota-Meira’s research includes:  
Renewable energy (co-supervised by Dr Sarah Sutrina).

- Nikolai Holder, PhD candidate, presented a poster of his work at the NCST Science and Technology Symposium in Bridgetown. He also participated in “EcoExpo” at Lime Grove in May, where he gave an interactive demonstration for the public. He also wrote a manuscript on the design of a high through-put mini-digester, which should be submitted for publication in due course.
- Andre Harewood, Masters in Renewable energy candidate, finalized his thesis.

Salmonella mississippi and drink water in Bermuda: Shervon De Leon, PhD candidate, presented three posters of his work at the 3rd International One Health Congress in Amsterdam. He is writing a manuscript on the highly prevalent contamination with faecal bacteria in Bermudian drinking water.

Food safety and tourism in Barbados: Carol Hull-Jackson, PhD candidate, is conducting the second microbiological analysis of food in several restaurants in Barbados.

Dr Popuri’s research includes:

- Synthesized green biopolymer sorbents for the removal of nitrates in aqueous solutions.
- Constructed pressure membrane filtration set up for wastewater treatment and pervaporation membrane process for liquid-liquid mixtures separation
- Development of new green biopolymeric blend membranes for the treatment of distillery wastewater and ethanol/water mixtures separation.
- Energy recovery from wastewater by Microbial Fuel Cell technology.

Dr Scantlebury-Manning continued her research on vascular disease in collaboration with Dr Damian Cohall. She co-supervises an MPhil student with Dr Adrian Als in the area of diagnostic tools.

Dr Smith was awarded Scholarly Leave for academic purposes from August – December 2014 to carry out training and analysis of environmental pollutants using GCMS. and LCMs.

Dr Sutrina’s research is summarized below:

Biofilms and the phosphoenolpyruvate:sugar phosphotransferase system:
- Dr Sutrina published a paper on her work with Escherichia coli. Six undergraduate project student coauthors contributed to the paper:
- She continued this biofilm research with E. coli and Salmonella typhimurium. Three undergraduate project students contributed to the work over the summer. Two more manuscripts are in preparation.
- Her graduate student, Cherysa Anselm, carried out similar research on Staphylococcus aureus and presented a poster at the Annual Conference of the Society for Molecular Biology and Evolution, July 12-16, in Vienna, Austria.

Renewable energy:
- Her graduate student, Nikolai Holder (co-supervisor Dr Mota-Meira) began his work on renewable energy, focusing on the microbes involved in anaerobic digestion.

Dr Vallès continued his research on the effect of patch size on settlement of reef organisms in Barbados, with the help of his undergraduate student, Amy Cox, who recently graduated. He also helped wrap up the monitoring of recruitment of reef fishes in the Bahamas, which was conducted by his MPhil student, Skylar Miller, who has now also graduated.

Dr Vallès also continued working on the identification of indicators of the status of exploited coral reef fish communities in Barbados and the Caribbean. Furthermore, he traveled to Haiti to carry out research aimed at helping evaluate the importance of the Fish Aggregating Device (FAD) fishery for pelagic species in Haiti.
Dr Williams continued collaborating with the SensorLab at the University of the Western Cape, South Africa, on the preparation of nanocomposite electrode materials for use in the development of supercapacitors and sensors (biological and chemical) for the detection and quantification of causative agents. Additionally, research into the synthetic analogues of suitanes, specifically the [3] and [4]-suitanes, all belonging to a new class of interlocked molecules continues.

Dr Workman’s research interests are summarized below:

- An investigation into the problem of beta-lactamase-resistant Gram-negative bacteria in Barbados - continued investigation into possible environmental reservoirs of ESBL-producing & carbapenemase-producing Enterobacteriaceae strains in Barbados; determination of susceptibility profiles of these resistant strains.
- Investigations into methicillin-resistant Staphylococcus aureus in the Barbadian community – carriage of methicillin-resistant S. aureus on fomites; investigation of reservoirs of resistant staphylococci in the community.
- Human papillomaviruses and their role in anogenital cancer and other cancers – assessment of the likely efficacy of the currently available HPV vaccines against genital warts and cervical cancer in light of the different HPV types found in women in Barbados and the region. Member of the Advisory Committee of a postgraduate student working on HPV prevalence and type distribution in Barbados.

**TEACHING AND STUDENT**

A total of 69 students graduated with majors from the Department after examinations during the 2014-15 Academic Year. The following lists their major and minor combinations by class of degree.

**Class of Degree MAJOR(S), minor(s)**

**First (6)**

- CHEMISTRY (4)
- ECOLOGY
- ECOLOGY and BIOLOGY

**Upper Second (20)**

- BIOCHEMISTRY (2)
- BIOCHEMISTRY with Chemistry (2)
- BIOCHEMISTRY with Microbiology
- BIOLOGY with Education
- CHEMISTRY (4)
- CHEMISTRY and PSYCHOLOGY
- CHEMISTRY with Biochemistry (3)
- CHEMISTRY with Biology
- CHEMISTRY with Education
- ECOLOGY
- ECOLOGY with Earth Sciences
- ECOLOGY with Education
- MICROBIOLOGY with Biochemistry

**Lower Second (32)**

- BIOCHEMISTRY
- BIOCHEMISTRY with Microbiology
- BIOLOGY (4)
- BIOLOGY with Ecology (2)
- BIOLOGY with Microbiology (2)
- BIOLOGY and PSYCHOLOGY (2)
- CHEMISTRY (2)
- CHEMISTRY (Double)
- CHEMISTRY and MANAGEMENT
- CHEMISTRY with Biochemistry (5)
- CHEMISTRY with Management
- ECOLOGY (2)
- ECOLOGY with Earth Science

**Pass (11)**

- CHEMISTRY (3)
- BIOCHEMISTRY with Chemistry
- BIOLOGY
- BIOLOGY with Microbiology
- CHEMISTRY
- CHEMISTRY with Education
- ECOLOGY (2)
- MICROBIOLOGY

The Graham Gooding Biology Prize and the Louis Chinnery Ecology Prize was awarded to Miss Amy Cox (Ecology and Biology, GPA 4.00, First class honours) and the R.L. Seale & Co. Ltd. Chemistry Prize to Miss Keane Mason (Chemistry, GPA 3.75, also First class honours).

**Higher degrees awarded**

- Jenna Gilkes – MPhil Biology
- Monique Ifill – PhD Biology
- Jerelle Joseph – MPhil Chemistry, with High Commendation.

**Dr Alleyne**

Ms Jenna Gilkes successfully completed her MPhil and was awarded the Degree MPhil. Biology in June 2015. She also continued supervision of Ms Virgil Bideau (2013- present) and functioned as a Co-Supervisor of one PhD student at UWI St. Augustine, Mr Oral Daley (2011-present).

She supervised two undergraduate research projects in Plant Pathology and continued to work with 10 graduate students in the MSc Biosafety.

She is currently involved in teaching 4 undergraduate courses (Introduction to Biochemistry, Biochemistry I, Biochemical Plant Pathology and Bioinformatics).
coordination of the MSc in Biosafety and in the teaching of two courses in that programme.

In addition, she taught in the course BIOL 3263-Introduction to Bioinformatics, at UWI St. Augustine to 55 undergraduate students, through the use of online technology and was invited to conduct a laboratory session and seminar with students in semester I, 2014-2015.

She was also appointed an external examiner for a candidate for the MPhil Plant Science in the Department of Life Sciences at UWI St. Augustine in April, 2015.

Dr Vallés

One postgraduate MPhil student (Skylar Miller) was co-supervised with Prof Hazel Oxenford (CERMES), who fulfilled all the thesis requirements in 2014.

STAFF ACTIVITIES

Prof Carrington gave a talk, entitled “Nowhere else a study of unique Caribbean plants” about his research on Lesser Antillean endemics at the Barbados Museum & Historical Society on 3 September, 2014. He taught the course BIOL2058 Tropical Ornamental Plants for the first time this year and with Horticulture technician Jeff Chandler and departmental gardeners Andrew Harewood and Devon Slater created a systematically arranged mini botanic garden next to the department to serve this course.

Professor Carrington continues to serve as Chair of two charities, the Graham Gooding Trust and the Peter Moores Barbados Trust.

Professor Horrocks developed and had approved a Co-curricular credit course – “Volunteering with the Barbados Sea Turtle Project; national research, conservation and monitoring of sea turtle populations and Regional Coordinator of the WIDECAST Marine Turtle Tagging Centre; supporting NGOs and regional Governments in sea turtle monitoring projects in the Wider Caribbean with training, equipment and database management. Prof. Horrocks serves on the following committees:


• Member: IUCN (World Conservation Union) Species Survival Commission, Marine Turtle Specialist Group.

• Member: Wider Caribbean Sea Turtle Conservation Network Scientific and Technical Advisory Board.

• Chair: CIFES Scientific Authority, Ministry of Environment, Water Resources and Drainage.

• Chair: Biodiversity Working Group, Ministry of Environment, Water Resources and Drainage.

• Invited member: Stakeholders’ Panel of the NetBiome-CSA project (Strengthening European research through sustainable management of tropical and sub-tropical biodiversity in outermost regions and overseas countries and territories).

• Ecology Discipline Co-ordinator, Department of Biological and Chemical Sciences, UWI Cave Hill.

Her outreach activities included:

• Invited interview: Marketing the UWI; Barbados Sea Turtle Project as a UWI Best Practice Outreach Activity (Carol Roberts, Voice of Barbados; July 17, 2015).


• Prof Horrocks attended the following conferences: Scientific Committee of the Inter-American Convention for the Protection and Conservation of Sea Turtles (Lima, Peru; September 23-27, 2014) and WIDECAST Annual General Meeting (Maunabo, Puerto Rico, March 4-7, 2015).

Her advisory and reviewer services include:

• Town and Country Planning Office: Government Advisor at the Whitehaven Hearing (Prime Minister’s Office)

• Reviewer: Revista de Biología Marina y Oceanografía, Universidad de Valparaíso, Chile.

Dr Kulikov visited several research institutes in Russia.

Dr Alleyne participated in a EU/JRC (European Union/ Joint Research Council) workshop “Practical aspects of regulatory Genetically Modified Organisms testing” in Ispra- Italy, September 24-26. She was nominated to serve as a member of the Research and Development sub-committee for scholarships, on the board of Barbados Society of Technologists in Agriculture (BSTA), Nov (2014). She was also invited to give a seminar presentation at Institut National de la Recherche Agronomique (INRA) – Alleyne, A.T. “Molecular characterization of three important root crop diseases in the English speaking Caribbean”. Presented at (INRA), Guadeloupe. (December18, 2014).

Dr Alleyne assisted the Ministry of Agriculture (Barbados), Plant Pathology Division with disease diagnostic services for Super elongation disease using primers designed from our research project. (Jan, 2015). She presented a seminar for the Barbados Society of Technologists in Agriculture (BSTA) on cassava super elongation disease in February at the Barbados Yacht Club - Alleyne, A.T. “Re-emergence of Super-elongation disease in Barbados” (February 2015), a seminar for the National Council Science and Technology (NCST) symposium, at the Frank Collymore Hall – Alleyne, A. T. M. James and C. Cummins, “Characterization of sweet potato disease in Barbados”. (March 24, 2015).
She also represented the UWI and the symposium on Morning Barbados (CBC TV). 2015 (Mar) and she was invited to present a seminar by the Ministry of Agriculture annual agriculture conference on root crop diseases in Barbados at the Savannah Hotel in April 2015. **Alleyne, A. T.** “Molecular characterization of three major root crop diseases in Barbados” Presented at National Agriculture conference hosted by Ministry of Agriculture, Food and Fisheries, Barbados (April 2015).

Dr Alleyne was also invited to participate in a joint seminar held by FAO/Embassy of Cuba on “Cassava and Sweet potato development - the Cuban experience” on Tuesday May 12, 2015 at Marine House, Christchurch, Barbados.

She attended the first Phytobiome workshop held in Washington DC, USA and presented a poster on the sweet potato phytobiome. This workshop was hosted by the American Phytopathology Society on July 1-3, 2015. - **Alleyne, A. T.,** M. James, and C. Cummins, “siRNA sequencing of RNA from infected sweet potato leaves, reveal symptomless Mastreviruses in an SPVD like syndrome in Barbados”. American Phytopathology Society, First Annual Phytobiomes workshop, USA (July 3, 2015).

**Dr Badenock**’s public service contributions include:
- Member of the National Ozone Steering Committee - Ministry of the Environment, Water Resources and Drainage.
- Member of Governing Council of the Caribbean Science Foundation (CSF).
- Treasurer of the Caribbean Diaspora for Science, Technology & Innovation (CADSTI)

**Dr Corder** attended the 20th Caribbean Geological Conference, Hyatt Regency, Trinidad organised by the Geological Society of Trinidad and Tobago May 18-23, 2015.

His outreach activities include:
- **30 June 2015:** Contributed display of volcanic rocks and demonstration as part of the Christ Church Foundation School visit, Faculty of Science and Technology, UWI.
- **19-20 and 25 June 2015:** Assisted in judging the regional final of the “Sagicor Visionaries Challenge”, Sagicor Corporate Centre, Wildey, St. Michael, Barbados.
- **21 February 2015:** Contributed a display of regional rock specimens to show local geology as part of the Jubilee Gardens, Bridgetown “UWI in the Community” event to introduce Campus Research Week.
- **15-16 January 2015:** Contributed display of regional rock specimens to show local geology as part of the Guidance Counsellor’s Showcase, Faculty of Science and Technology, UWI.

**Dr Garner-O’Neale** activities include:
- Chief Examiner for CSEC Chemistry

**Public Service**
- Chairman of the Board of Erdiston Teachers’ Training College, Pine Hill Barbados (September 2013 - August 2016)
- Member of the Constituency Council of St. Joseph as appointed by the Ministry of Social Care, Constituency Empowerment and Community Development. (March 2011 - March 2015)
- Chairperson of the Education Committee of the Constituency Council of St. Joseph

**University Service / University Committees**
- Committee on Co-curricular Credits (2013-present).
- Faculty Representative to Faculty of Humanities and Education. (2012 – present).
- Advisory Committee on Student Services (2010-present).
- Campus Committee on Examinations (2008-present).
- Faculty of Science & Technology Teaching and Learning Committee (2013-present).
- Disability Advisory Committee (2014/15).
- Faculty Learning Community on Service Learning (CETL) (2013-present).

**Invited Talks**
- UNESCO’s Sub-Regional Micro-science Workshop, April 27-28, 2015 at the Grand Coastal International Hotel, Guyana. Address entitled: Strengthening the Regional STI Foundation.
- Second High Level CARICOM Science and Technology (S&T) Meeting, organised by CARICOM Science, Technology and Innovation Committee jointly with CARISCIENCE, UNESCO Cluster Office for the Caribbean and TWAS Regional Office for Latin America and the Caribbean, March 26-28, 2015 at the Flamboyant Hotel, Grenada. Address entitled: Strengthening the STI Foundation in our Primary Schools.
- The 8th Annual Conference of the Barbados Association of Reading, December 4-5, 2014 at the Accra Beach Hotel. **Keynote address** entitled: “Literacy & Science”.

**Dr Lopez** attended the Science and Technology Symposium, organised by the National Council for Science and Technology (NCST), Frank Collymore Hall, Tom Adams Financial Centre, Church Village, St. Michael, Barbados, March 24-25, 2015. He was also a reviewer for the journal: *Tropical Agriculture.*

Dr Lopez is Assistant Chief Examiner, CAPE Biology, Caribbean Examinations Council, Barbados, and a Member of the Management Committee of the Barbados Horticultural Society (up to March 2015) and also served as a judge at the Annual Flower and Garden Show, January 2015, Barbados Horticultural Society.

He contributes voluntary advisory services to local organizations and grounds staff with regard to the development and maintenance of sports grounds.
Dr Mota-Meira activities include:
- Faculty Preparation for the Implementation of the Revised GPA System (2014).

The University representative on several National (CODEX and BNSI) and Regional (CRSQ) Committees for Food Safety as following:
- The CODEX Technical Sub-Committee I (TSCI) – General Subject, Joint FAO/WHO Food Standards Programme (2005 to present).
- Representing Barbados on the Board of Directors of the Pan American Marine Biotechnology Association (PAMBA).

Dr Popuri’s is a scientific reviewer for numerous journals and scientific committee member for Internal Conference on Challenges in Environmental Science and Engineering (CESE-2014), Johor Bahru, Malaysia.

He completed the Postgraduate Certificate in University Teaching and Learning (PGCUTL) and participated in Cave Hill Campus Research Day activities, as well as in Enviro-Waste Expo 2015 and displayed Sustainable Waste Management and wastewater treatment processes for Public at Lloyd Erskine Sandiford Centre, Barbados Organised by Ministry of Environment and Drainage, Govt. of Barbados, March 6, 2015.

Dr Scantlebury-Manning continues to be an active member of the Institutional Review Board (IRB) that reviews all human-subject oriented research across Barbados. In July 2015, Dr Scantlebury-Manning visited and held collaborative meetings with Dr A. Sniderman (McGill University), Dr K. Cianflone (University of Laval), Dr May Faraj (UQAM).

As Deputy Dean, she was involved in outreach activities/tours for Primary and Secondary Schools during the year.

Dr Smith activities include:
- Consultant for Six Mens Bay Fish Market – Analysis of BOD and TSS from septic treatment system. June-August 2015.
- Consultant for GEF funded UNEP-CEP/IDB CReW project: Water Quality Monitoring and Analyses Programme For St Lucia, November-March 2015.
- Visited Caribbean Environment and Heath Institute February 2015 to deliver training program in water quality analysis.
- BCS Departmental Instrument Committee Chairperson.

Dr Williams is a member of the investigative committee, in collaboration with OFS Laboratories – a global centre of excellence that combines the rich heritage of Bell Labs (winner of eleven Nobel awards) with the experience of Furukawa research – looking at the feasibility of producing optical fibres using sand indigenous to Barbados.

She also continues to represent the UWI on the Government-mandated Risk Analysis and Monitoring Committee for Industrial Development (RAMCID) which operates under the aegis of the Barbados Investment and Development Corporation. The committee monitors the health and safety status of workplaces and factories associated with the use and manufacture of hazardous materials in Barbados.

Dr Williams contributed to the science outreach activities, hosted by the Faculty, which saw secondary school students as well as the general public actively participating in the Chemistry interactive station.

Dr Williams is the current chemistry coordinator and is spearheading the curriculum review required for the conversion of courses to 3-credits. She also continues to chair the subcommittee for Maintenance and Working Conditions, is a member of the Projects subcommittee and represents the Department on the Faculty IT Working Group.

Dr Workman’s activities include:
- Department of Biological and Chemical Sciences Seminar series: “Sick Building Syndrome and Other Building-Related Diseases” (March 4, 2015).
- Department of Biological and Chemical Sciences Seminar series: “Man vs. Microbes: Who’s winning?” (February 11, 2015).
• President, the Barbadian Society for Microbiology, 2006–present.
• Member of the American Society for Microbiology (ASM).
• UWIHARP Steering Committee, 2008–present.
• Collaboration with the Ministry of Health (Barbados) on the problem of antibiotic-resistance, including the problem with Klebsiella at QEH.

Dr Vallès, as a Member of the Board of Directors of the Gulf and Caribbean Fisheries Institute (GCFI) (since November 2013), was part of several committees involved in a number of important activities of the GCFI. Notably, he was involved in the development of the new Strategic Plan and By-laws revision of the GCFI, as well as in the evaluation of students applying for travel awards to attend the annual meeting.

As a member of the Scientific Council of the Caribaea Initiative (since March 2014), Dr Vallès played an important role in liaising between the Caribaea Initiative and UWI and has drafted a Memorandum of Understanding between both institutions to formalize their near future collaboration.

In August 2014, Dr Vallès was invited to be part of the delegation that represented the Caribbean in a workshop for the Inter-Governmental Panel for Biodiversity and Ecosystem Services, led by UNESCO. The workshop developed a scoping document to help guide the subsequent assessment of biodiversity and ecosystem services across the globe.

During the first half of 2015, Dr Vallès worked very closely with the Caribbean Fisheries Regional Mechanism (CRFM) to develop a sub-regional plan to guide the development of the Fish Aggregating Device (FAD) fishery. Dr Vallès also reviewed scientific articles for important journals in the field of marine ecology such as Coral Reefs and Scientific Reports.

VISITORS AND INTERNATIONAL LINKS

Visitors to the Department

Prof Horrocks
Dr Jenny Daltry, Senior Conservation Biologist, Fauna and Flora International, to assess feasibility of invasive species eradication to conserve the leaf-toed geckos along the south east coast of Barbados (June 1-4, 2015).

Kate Jaimet, independent, freelance journalist and writer from Ottawa, Canada. Interviewed for a documentary on sea turtle conservation for Canadian high school children (January 29, 2015).

Dr Alleyne
Oct- Dec 2014
Ms Morgane Tetu from INRA (Guadeloupe) visited from October to December 2014- GAP/YAM project.

Dr Laurent Penet, Senior Research Scientist INRA visited in October 21-25. He presented a departmental seminar “The GAP-Yam project: An agro ecological study of yam anthracnose” and consulted on the research GAP-Yam research project.

June 2015
Prof Juliet Daniel, Professor in Biology, visited from McMaster University in June and continued to collaborate on genes in Barbadian women with fibroids. She also presented a departmental seminar May 22, “Dancing from top to bottom”.

BENEFACIONS

Grants won

Prof Horrocks
• US Fish and Wildlife – Marine Turtle Conservation Fund “Conservation and monitoring of one of the largest nesting populations of hawksbill turtles in the Wider Caribbean”. US$ 32,000.00.

Dr Alleyne
• US$ 5,600 in research supplies for the GAP-Yam project.

Dr Badenock
• Brydens Stokes Ltd. donated approximately $500 in prizes to the winners of the poster competition in the course CHEM2100 – Inorganic Chemistry I.
STAFF

**Head of Department**

Upindranath Singh, BSc, MPhil (UWI), MSc, PhD (Delaware)
Professor of Condensed Matter Physics

**Professors**

Smail Mahdi, BSc, MSc (Constantine), PhD (Montreal)
Professor of Mathematical Statistics

Tane Ray, BSc (Illinois), PhD (Boston)
Professor of Physics

**Professors Emeritus**

Charles C. Cadogan, BSc (London-UCWI), PhD (UWI), FTICA

Leslie Leo Moseley, BSc, MSc (UWI), PhD (Wales) – Professor of Physics

**Senior Lecturers**

Jayaram Chillumuntala, MSc (Andra), PhD (Madras) (Prof)

Jonathan R. Funk, BSc, MSc(Sask.), PhD (McGill)

Hadrian Peter, BSc (UWI), MSc (Ohio State), PhD (UWI)

Janak Sodha, BSc, PhD (Manchester)

**Lecturers**

Adrian Als, BSc, MPhil (UWI), PhD (U.K.)

Sujit Bag, B.Tech.(Hons.)(India), PhD (U.K.), FIE (India), FISTE (India), C.Eng. (India)**

Bernd Sing, Dipl. Physics (Tubingen), Dr. (Bielefeld)

Peter Chami, BS, PhD (UWI)

Dwaine Clarke, S.B., M.Eng., PhD (MIT)

John Charlery, BSc (UWI), Dipl.Tropical Met.(Miami), Adv Dip.(Comp Sci.), MPhil, PhD (UWI)

Thomas Edward, BSc, PhD (UWI)

Jeffrey Elcock, BSc (UWI), MSc (Oxon.), PhD (UWI)

Curtis Gittens, BSc (UWI), MSc, PhD (W. Ont.)

Mechelle Gittens, BSc (UWI), MSc, PhD (W. Ont.)

Carlos Hunte, BSc, MPhil, PhD (UWI)

Ramon Sargeant, BSc, MPhil (UWI), MSc (City, U.K.)

Roger Thomas, BEng. (Warwick, UK), MSc (Loughborough, UK), PhD (Nottingham, UK)

Hussein Thompson, BSc, PhD (UWI)

Paul Walcott, BSc, MPhil (UWI), PhD (City, U.K.)

**Temporary/Part-time Lecturers**

Stephen Mendes, BSc (UWI)

Dale Franklyn, BSc, Dip. Ed. (UWI)

Tessa King-Inniss, BSc (Hons.) (UWI), MBA (Distinction)

Ms Desiree Jordan, BSc (Hons.) (UWI), MPhil (UWI)

Kyffin Bradshaw, BSc (Hons.), MPhil(UWI)

Cupid Caesar, BSc (Hons.), MPhil (UWI)

**Tutors/Demonstrators**

Karel Connolly, BSc, MPhil (Hons.) (UWI)

Maria Belgrave, BSc (Hons.) (UWI)

**Departmental Secretaries**

Wavney Weekes, CIT (UWI)

Geniveve Harris, CPS, CIT (UWI)

Deidre Gibbes-Jemmott

Tanya Taylor

**Senior Laboratory Technicians**

Charles Clarke, BSc (UWI)

Petra McCollin, BSc (UWI)

Allison Williams, BSc (UWI), MSc (University of Glamorgan, Wales)

David Garner, BSc (UWI)

Jeremy Watson, BSc (UWI)

Lynette Maloney, BSc, MSc (UWI)

WORK OF THE DEPARTMENT

Dr Thomas Rogers

The Department welcomed 10 new students onto the renewable energy Management MSc programme, and will graduate 8 students from the same programme this year. We would like to take this opportunity to thank all those who helped to make this programme possible, including invited lecturers, the Department of Management Studies, and staff in the Office of Graduate.


RESEARCH IN PROGRESS (Staff)

Dr Thomas Rogers
- Wind energy potential for Barbados.
- 100% renewable energy plan for Barbados.

TEACHING AND STUDENTS

Dr Thomas Rogers
- PHYS 2106: Physics Advanced Lab: 7 students – Semester I.
- ERSC 2004: Renewable Energy Sources: 42 students – Semester II.
- RNEM 6055: Solar Energy: 5 students – Semester II.
- RNEM 6045: Wind Energy: 8 students – Semester II.
- RNEM 6015: Energy Sources and Clean Energy Systems: 10 students – Semester I.

DEPARTMENTAL SEMINARS AND PRESENTATIONS

- MPhil Seminar by Mr. Tracey John, supervised by Dr Dwaine Clarke, November 3, 2014.
- Professor Olav Hohmeyer presentation on Renewable Energy in Barbados, November 10, 2014.
  Mr Atiba Griffith delivered a presentation on aspects of the Cobb-Douglas Model.
- MPhil Seminar – November 17 Che-Leslie Cox supervised by Dr Thomas Edward.
- MPhil Seminar by Mr. Jacob Hunte, supervised by Dr Mechelle Gittens, December 3.
- MPhil Seminar by Mr Reco King, supervised by Dr Mechelle Gittens, December 3.
- December 9, 2014, MPhil Seminar by Mr Alexander Patrick supervised by Dr Curtis Gittens.
- December 9, 2014, MPhil Seminar by Mr K. Tremaine Gilkes supervised by Dr Curtis Gittens.
- April 13, Mr Wendell Satney MPhil Seminar supervised by Drs Adrian Als and Thea Scantlebury-Manning.
- MPhil Seminar – April 2 Nekiesha Edward supervised by Dr Jeffrey Elcock.
- MPhil Seminar – June 1 Nadeana Reece supervised by Dr Bernd Sing.

PASS/FAILURE RATES

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**STAFF ACTIVITIES**

**CONFERENCES**


STAFF

Director
Cashman, Adrian BSc (Eng.) London, MSc (EEEM) (York, UK), DIC (Imperial College, London), PhD (Sheffield), C. Eng., (MCIWEM)

Professor Emeritus
Mahon, Robin, BSc (UWI), MSc, PhD (Guelph)

Professor
Oxenford, Hazel, BSc (Exeter), PhD (UWI)

Senior Lecturers
McConney, Patrick, BSc (Bangor), MES (Dalhousie), PhD (UBC)
Nurse, Leonard, BSc (UWI), MSc (MUN), PhD (McGill)

Lecturer
Cumberbatch, Janice, BSc (UWI), MES (York), PhD (UWI)

Programme Coordinator
Selliah, Neetha, BSc (Surrey), MSc (UWI)

Projects Officer
Pena, Maria, BSc, MSc (UWI)

Senior Laboratory Technician
Goodridge, Renata, BSc (Calgary), MSc (UWI)

Information Technology Technician
Benskin, Dale, BSc (UWI)

Research Assistant
Jehroum Wood, BSc, MSc (UWI)

Administration
Hurley, Jennifer (LCCI), APS, BA (Hons), PhD (UWI)

Affiliated Academic Staff
Baldwin, Kimberly, BSc (UCSB), MSc, PhD (UWI)
Browne, Darren BSc, PhD (UWI) Headley, Anthony, BSc (UWI), MSc (Manchester)
Inniss, Vernese, B.A (UWI), Med (Toronto), M.A., PhD (Delaware)
Mahdi, Smail, BSc, MSc (Constantine), PhD (Montreal)
Moore, Rawleston, BSc (UWI), MSc (Wye)
Payne, Karl, BSc, MPhil (UWI), MEng (Toronto)
Pounder, Cherie, BSc (UWI), MSc (Birmingham)
Pulwarty, Roger, BSc (York), PhD (Colorado)
Roth, Michael BSc, MSc (Waterloo), PhD (Victoria)
Schuhmann, Peter, BSc (U North Carolina), ME (North Carolina SU), PhD (U North Carolina)

WORK OF THE DEPARTMENT

CERMES underwent a quality assurance review in academic year 2013-14 and the Review Report was received in December 2014.

The overall Review Report was primarily positive summarizing the Department as a well-established research and graduate studies Centre and a key institution of environmental teaching, research, consultancy and project activities in the Caribbean Region. The Report also included a set of recommendations for the continuous improvement and quality assurance of CERMES and a set of specific comments to strengthen CERMES contribution to the relevant Perspectives/Dimensions of The University West Indies Strategic Plan 2012-2017. CERMES has been pro-active and has sought to go beyond the immediate recommendations and comments of the Review Team and has embarked upon a process of further review of its core activities, namely teaching, research, consultancy and outreach. The Department hopes to begin instituting changes to its teaching programme in the 2015/16 academic year.

During the reporting period, the Department and its staff were recognized for its excellence in teaching and research:

- Dr Janice Cumberbatch was awarded the Vice Chancellor's Award of Excellence in Teaching for 2014.
- The Barbados Lionfish Project was awarded the Best Applied Research Award.
- The Future of Reefs in a Changing Environment (FORCE) project won a Research Team Award and the Most Internationally Successful Research Award.
- The Vulnerability of Caribbean Fisheries to Climate Change Project won a Research Team Award.
- The Department was awarded the Vice-Chancellor's Award for Excellence.
CERMES was proud to host the 67th annual Gulf and Caribbean Fisheries Institute (GCFI) Conference from November 3-7, 2014 at the Accra Beach Hotel and Spa. Patrick McConney and Maria Pena were the local organisers of the conference. This year’s conference attracted approximately 270 participants from 40 countries in the wider Caribbean region, the Gulf States of the USA, Central and South America, and the Pacific. The theme for this year’s meeting, Small islands, big issues: applying fisheries and marine science to solve problems and create opportunities acknowledged 2014 as the UN International Year for Small Island Developing States (SIDS) and also the 20th anniversary of the Barbados (SIDS) Programme of Action crafted at the first international SIDS conference held here in 1994.

As part of its regional collaboration in the implementation of the Small-Scale Fisheries (SSF) Guidelines, a leadership course was developed and tested by CERMES in Barbados on July 21-22, 2015. It was then used for a training of trainers session in Dominica on 29 July. These events were organised in close collaboration with the Barbados National Union of Fisherfolk Organisations (BARNUFO) and the Dominica Fisheries Division respectively. The leadership course covered topics such as group dynamics, motivation, chairing meetings, negotiation, conflict management, communication, facilitation and several other topics. The overall aim of the leadership training was to develop capacity and assist in empowering fisherfolk organisations.

### RESEARCH IN PROGRESS

#### Department Research

CERMES project portfolio continues to grow apace. The Department obtained new projects and made significant progress in ongoing projects. There was continued development of a Water Group which now consists of two Postdoctoral Fellows, 3 PhD Candidates and 4 Research Associate and focuses on water management and climate change and as such it provides a cross-disciplinary focus within CERMES.

#### Sustainable Water Management under Climate Change

CERMES is managing this IDRC funded project which started in 2013 lasting for three years and is valued at US$1.5 million. The Department is responsible for three of the 13 work packages as well as the managing of the capacity building and dissemination activities. The three work packages cover, the development of water availability models, climate adaptation measures and the development of future foresight socio-economic scenarios. As part of this work, CERMES staff has attended collaborative project meetings with other IDRC funded research projects in Panama and Cape Town.

#### Global Local Caribbean Climate Change Adaption and Mitigation Scenarios

CERMES is responsible for the work package which is researching the impact of climate change on water availability for tourism in Barbados. This includes looking at how tourism and tourist visits will be affected by climate change and how this influences water demand and consumption patterns within the sector. It also considers how the supply of water will be affected, and the impact of future development scenarios.

#### Data-driven analysis of the factors that influence the deterioration of water mains

This PhD based research by Tara Mackey is being carried out in conjunction with the Barbados Water Authority and co-supervised by the University of Sheffield, Department of Civil and Structural Engineering. It is based on the use of data-mining approaches to uncover relationships in the data and the key factors influencing burst behaviour.

#### Building Capacity to Manage Water Resources and Climate Risk in the Caribbean

This is a collaborative project between CERMES, CIMH and Columbia University’s International Research Institute for Climate & Society (IRI) together with the Columbia Center for New Media Teaching & Learning (CCNMTL). Under this programme four courses addressing climate change and water management have been developed and delivered, on-line; financial and supervisory support provided for masters student research projects; and the development of Discussion Briefs that address the potential impact of climate change on the water sector in the Caribbean.

#### Impact of Climate Change on Agricultural Production in Barbados

This project is supported through a Grant from the Australian Government and is being carried out by Dr Gohar, a Post-doctoral Fellow. The research has looked at the separate impacts of climate change, climate variability and climate change and variability on agricultural production, land use, up-take of drip irrigation, and farm incomes in Barbados. This work is being expanded to incorporate domestic and tourism demand.

#### Climate Change and Rainwater Harvesting in Jamaica

Dr Aladenola, a Post-doctoral Fellow, working together with a masters student has been evaluating the potential impacts of climate change on harvested rainwater in a rural Jamaican community.
IUCN - BIOPAMA
CERMES continues to host and collaborate with the International Union for the Conservation of Nature (IUCN) Regional Observatory for Protected Areas and Biodiversity for the Caribbean under the Biodiversity and Protected Areas Management Programme (BIOPAMA).

Climate Change Adaptation in the Eastern Caribbean Fisheries Sector
CERMES was contracted by the United Nations Food and Agricultural Organisation to carry out the project entitled “Implementation of the Project Development Phase of the GEF SCCF Adaptation Project – Climate Change 4 Adaptation in the Eastern Caribbean Fisheries Sector”. Dr Patrick McConney was the lead on the project which ran from October 2014 to March 2015 and was valued at Bds$86,000.00.

Subsequently, the Food and Agriculture Organisations of the UN in Barbados contracted CERMES to write a Full GEF Project proposal entitled which will be carried out in seven countries in the region. The full project proposal has been submitted and reviewed and the project is expected to start in January 2016. CERMES will be actively involved as a regional project partner in a variety of activities in all components of the CC4FISH project.

Assessing the Vulnerability of Caribbean Fisheries to Climate Change
Post-Doctoral Fellow, Iris Monnereau, carried out the project “Assessing the Vulnerability of Caribbean Fisheries to Climate Change” which ran from September 1, 2012 to August 31, 2014. The project was funded by the Caribbean Community Climate Change Centre (CCCCC), Belize and examined the vulnerability of the fisheries sector to climate change from a global, SIDS and Caribbean perspective. The project has resulted in two technical reports and various papers (to be submitted).

Sustainable Adaptive Gradients in the Coastal Environment (SAGE)
CERMES is an active participant in the project “Sustainable Adaptive Gradients in the Coastal Environment (SAGE): Reconceptualizing the Role of Infrastructure in Resilience”. The project which is being led by the University of Massachusetts, Amherst is being funded by a grant awarded by the US National Science Foundation totalling US$737,000.00 and is designed as a Network Capacity Building Project, whose core objective is the development of a new framework for prioritizing selection of resilient infrastructure based on a range of physical and social conditions. Leonard Nurse is the CERMES lead on the project which runs from 2013 until 2018.

Enhancing Food Security from the Fisheries Sector in the Caribbean: Building the Capacity of Regional and National Fisherfolk Organisation Networks to Participate in Fisheries Governance and Management
The contracted collaboration with CANARI on this project entered its third year with another contract in the sum of US$12,100.00 and is scheduled to be completed in October 2015.

Baseline Survey and Monitoring of National Intersectoral Committees (NICs) in CLME+ Countries and Dependent Territories
This project began in July 2015 and is scheduled to be completed in November 2018. It is funded by UNOPS in the sum of US$27,600.00.

Coordination of a Global Socioeconomic Monitoring Initiative for Coastal Management”
The project, funded by the National Fish and Wildlife Foundation in the sum of US$72,933.00 passed its mid-term report in June, 2015 and is scheduled to be completed in June 2016.

CERMES-IRI Columbia University Partnership
The CERMES-IRI Columbia University Partnership officially came to an end in June. However, work is still continuing on at least two fronts. Three CERMES student research projects are being funded through the partnership and a short-term research project looking at information sharing networks is being conducted by a former CERMES student, Ms Jamilla Sealy.

AusAID Grant
In respect of the AusAID Grant, contact has been made with Griffiths University with a view to establishing an exchange under the terms of the grant. The position of Post-doctoral Fellow has been filled to replace Dr Aladenola, for a period of 2 years and a Researcher also funded under the grant will be joining CERMES for one year.

STAFF RESEARCH

Dr Adrian Cashman
Director & Senior Lecturer – Water Resources Management
Dr Cashman’s research focuses on the impact of climate change on water resources and on water availability in conjunction with Professor John Agard on the St Augustine Campus, development of water policy and institutional governance in Caribbean SIDS, the governance of community rainwater harvesting, leakage and non-revenue water studies, water consumption patterns, and water and gender at the community level.

Dr Janice Cumberbatch
Lecturer in Social and Environmental Management
Dr Cumberbatch continues to focus on participatory processes in policy, project and programme development and implementation. *(She is currently working on a review of the practice of Environmental Impact Assessment in Barbados.)*
Dr Patrick McConney
Senior Lecturer in Marine Resource Management Planning
Dr McConney focused on ecosystem stewardship, socio-economic monitoring and governance aspects of coastal and marine resource management planning through research and outreach in fisheries and marine protected areas.

Dr Leonard Nurse
Senior Lecturer in Coastal Zone Management
Dr Nurse’s ongoing research focuses on human impact on coastal dynamics, integrated coastal management and the impact of climate change on small island environments. His current work focuses on the identification of vulnerability reduction and climate change adaptation strategies suitable to the needs of small islands, based on the outputs of downscaled global and regional climate models. He is also working on an ongoing analysis of downscaled global climate models in collaboration with Dr John Charley of the Department of Computer Science, Mathematics and Physics, UWI.

Dr Hazel Oxenford
Professor of Marine Ecology and Fisheries
Professor Oxenford focuses on applied research in fisheries and coral associated communities of small island developing states. This includes: investigating the pattern of reef fish recruitment (with H. Valles (UWI) and MPhil student S. Miller), economic value of reef resources to competing sectors (in collaboration with P. Schuhmann of University of North Carolina and D. Gill); monitoring the status and resilience of coral reefs in Barbados including the frequency and extent of mass bleaching events, coral diseases, community composition and reproductive capacity and non-native species invasions (in collaboration with H. Valles, UWI, the Coastal Zone Management Unit and Fisheries Department, Government of Barbados) and conducting region-wide collaborative research on biological aspects of the queen conch.

TEACHING AND STUDENTS

MPhil/PhD Programme
CERMES continued to offer the MPhil/PhD (Environmental Studies). Five PhD Candidates and two MPhil candidates were registered during the reporting period. Two PhD candidates were on leave of absence.

Academic Conferences Attended and Papers Read by MPhil/PhD Candidates

OTHER CONFERENCES ATTENDED, HONOURS AND AWARDS

Jenna Blackwood
- 10 December, 2014: Presented a second PhD seminar in the Biological & Chemical Sciences Demonstration Room, UWI Cave Hill Campus, Barbados.

Antonio Joyette
- Drought research poster was featured on p. 39 of the December issue of CHILL Magazine.
- February 10-12, 2015: Attended the 3-day CARIWIG Workshop focused on a web service for climate adaptation decision-making, Savannah Hotel and Cave Hill Campus, Barbados.
- February 23, 2015: Attended the FST/ FSM Graduate Student Symposium, School for Graduate Studies and Research, UWI Cave Hill Campus, Barbados.
- April 30, 2015: Attended a workshop on the Thesis Tracker tool at the School for Graduate Studies & Research, Cave Hill Campus.

Tara Mackey
- November 26, 2014: Attended a panel discussion “Have engineers contributed enough to the development of society?” hosted by the Barbados Association of Professional Engineers (BAPE) at the Savannah Beach Hotel, Hastings, Barbados.
- December 15-16, 2014: Facilitated a workshop entitled “IWRM as a tool for adaptation to Climate Change”, in collaboration with Global Water Partnership - Caribbean (GWP-C) at City View Hotel, St. John, Antigua.
- June 1-2, 2015: Attended the Caribbean Climate Outlook Forum (CariCOF) and participated as CERMES’ Representative at the Water Manager’s Workshop at the Bay Gardens Hotel in Gros Islet, St. Lucia.
MSc Programme

- There were nine MSc students registered for the academic year 2014/15.

Research in Progress – MSc Candidates

Current research in progress for MSc Candidates is as follows:

- Alfred, L. “Phasing out of Pit Latrines and Introduction of Flush Toilets in Dominica: A Case Study.”
  Supervisor: Dr Adrian Cashman.
- Alleyne-Greene, C. “Assessing Vulnerability to Climate Change and Variability in the Barbados Fishing Industry.”
  Supervisor: Dr Patrick McConney.
- Brennen, D. “Open Data for Decision-making in Caribbean Fisheries and Marine Protected Areas.”
  Supervisors: Dr Patrick McConney, Dr Kim Mallalieu.
- Dasent, C. “Catchment Modelling and Assessment of the Impact of Climate Change on Water Availability in the Nariva River, Trinidad.”
  Supervisor: Dr Adrian Cashman.
- Knowles, L. “Marine Habitat Mapping: Completion of a Detailed Benthic Map for the Island of Barbados.”
  Supervisors: Professor Hazel Oxenford and Dr Kimberly Baldwin.
- Leacock, S. “Gender Mainstreaming in Disaster Risk Management in Barbados.”
  Supervisor: Dr Janice Cumberbatch.
- MacLean, R. “Mapping the Return of Acroporid Corals on Fringing Reefs along the West Coast of Barbados.”
  Supervisors: Professor Hazel Oxenford.
- McFarlane, V. “An Investigation into the Water Situation and the Potential Impacts on the Community of Bouton, Soufriere, Saint Lucia.”
  Supervisor: Dr Adrian Cashman.
- Murdock, M. “The Extent to which Climate Change Consideration has been Fielded into the EIA Process in Jamaica.”
  Supervisor: Dr Janice Cumberbatch.
- Prowell, S. “Investigation of the Potential Effects of Climate Change and Aspects of Climate Variability on Water Supply from the John Compton Dam, Saint Lucia.”
  Supervisors: Dr Adrian Cashman, Dr Leonard Nurse, Dr John Charlery.
- Ramlogan, N. “An Analysis of the Socio-economic Impacts of Sargassum events on the Fishery Sector of Barbados.”
  Supervisor: Dr Patrick McConney.
  Supervisor: Dr Leonard Nurse.

MSc Results 2014/15

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Degrees Awarded – (October 2014)

Twenty-two MSc degrees and one PhD degree were awarded in October 2014.
Centre for Resource Management and Environmental Studies (CERMES)

STAFF ACTIVITIES

Academic Conferences Attended and Papers Read

- Cashman, A. “Environmental Justice and Climate Change.” Regional Consultation on Caribbean Partnerships for Economic Justice and Sustainability. Institute for Gender and Development Studies: Nita Barrow Unit, The University of the West Indies, Cave Hill Campus, Barbados, Jan. 5-6, 2015.
- Monnereau, I. “What Can Indicators Tell Us about How Vulnerable the Fisheries Sector is to Climate Change in Small Island Developing States?” 2nd World Small-Scale Fisheries Congress, Mérida, Mexico, Sep. 21-26, 2014.
- Oxenford, H.A. “Overview of CERMES’ Research and Action in Caribbean MPAs.” FAO/GCFI Workshop on Marine Protected Areas as a Tool for Responsible Fisheries and Sustainable Livelihoods in the Caribbean. Accra Beach Hotel & Spa, Christ Church, Barbados, Nov. 6, 2014.

Other Conferences Attended, Honours And Awards, And Public Service

Olanike Aladenola
- Visited the Soil Conservation Unit on October 10, October 28 and November 5, 2014 to provide advice on erosion and sediment measurement. During the visits a reconnaissance survey of their erosion and sediment measurement locations was made; two of the measurement locations were visited to take basic measurement such as the water level and cross-section area. Advice was provided on the equipment they have to buy or replace to start erosion and sediment measurement.

Dale Benskin
- October 15, 2014: Attended ICANN 51 virtual web meeting where the ICANN Executive, ICANN
Fellows, Volunteers and the Internet using public discussed proposed changes to the internet and there consequences. (ICANN - Internet Corporation for Assigned Names and Numbers).

- November 3-7, 2014: Provided IT support and Photography services for the GCFI 67 conference.
- February 28, 2015: Attended an Office 365 briefing session hosted by CITs.
- June 4, 2015: Attended and provided technical support for (CAP4INNO) workshop entitled “Knowledge Transfer Capacity Building for Enhanced Energy Access and Efficiency in the Caribbean.”

Adrian Cashman

- Reviewer for Global Water Partnership Technical Committee.
- September 27-28, 2014: Participated in the drafting of training material for a course on Climate Change and Integrated Water Resources Management, hosted by GWP-C’s Water Climate and Development Programme (WACDEP), Post of Spain Trinidad.
- October 4, 2014: Chaired a session on Development Discourse and the Caribbean Environment, part of the 33rd Annual West Indian Literature Conference at the Cave Hill Campus: Literature, Culture and Environment. The session took the form of a moderated conversation between Mr Jehroum Woods of CERMES and Ms Ester Figueroa and author and environmental activist.
- November 17, 2014: Attended a meeting hosted by the Department of Economics and the Finland Future Research Centre on the Promotion of Capacity and Energy Education Development in the Caribbean (PROCEED-Caribbean). The meeting discussed possible teaching and research collaboration opportunities between The UWI and the University of Turku, Finland.
- January 5-6, 2015: Attended the Regional Consultation on Caribbean Partnerships for Economic Justice and Sustainability, hosted by Institute for Gender and Development Studies: Nita Barrow Unit, 3Ws Oval, University of the West Indies, Cave Hill Campus, Barbados.
- January 19, 2015: Handed over rain gauges and an electronic weather station to the Ministry of Carriacou and Petite Martinique Affairs for use at the primary schools and the Agriculture station. The equipment was donated under the Water-aCCSIS project.
- January 26, 2015: Attended a meeting with Professor Hofmeyer to discuss 100% Renewable Barbados Project, Cave Hill Campus, Barbados.
- January 26, 2015: Submitted a joint bid with SALISES to produce Barbados’ Habitat III Report.
- March 4-5, 2015: Attended Climate Change Scenario Development Workshop of the Global-Local Caribbean Climate Change Adaptation and Mitigation Scenarios (GoLoCarSce) research project.
- March 27, 2015: Chaired the first Project Steering Committee meeting of the IDB funded consultancy on the Establishment of the Caribbean Coastal Capital Centre of Excellence.
- April 14, 2015: Meeting with Mr Eugen Babau of the Phillip Stevenson Foundation regarding funding of projects and potential collaboration.
- May 6, 2015: Meeting with Dr D. Cohall to discuss jointly developing a research projects on the distribution of medicinal plants in Barbados.
- April 15, and May 14, 2015: Attended several meetings for the development of the Habitat III report.
- May 21, 2015: Chaired steering committee meeting of the Sustainable Water Management research project, Open Campus Videoconferencing facility, Cave Hill.
- May 24-29, 2015: Attended the World Water Congress in Edinburgh Scotland. Held discussions with the IDRC Project officer responsible for the Water-aCCSIS project regarding progress and difficulties encountered. On 27 May invited panelist for discussion on the challenges facing water and climate research, which was streamed live over the internet.
- June 18, 2015: Attended a virtual meeting with Ms Cassandra Roger as chair of the Technical Steering Committee for the Coastal Capitals feasibility study.
- June 23, 2015: Met with Mr Yvonne Mellinger, Water and Sanitation Specialist with the Inter-American development Bank to discuss potential support to CERMES.
Janice Cumberbatch
- September 4-7, 2015: Attended the Foro 2014 in Panama. Integration and Transformation in Latin America and the Caribbean. Sponsored by the Kellogg Fellows Leadership Alliance.
- November 6, 2014: Visited St Vincent and the Grenadines. Met with the Ministry of Works and the National Emergency Management Organisation who are working with the communities that were impacted the flood events last Christmas and in April 2011. Participated in a session to design community emergency response plans. The project is financed by the CDB.
- March 9, 2015: Co-chaired a meeting of the Faculty Learning Community on Service Learning.
- April 1, 2015: Attended a meeting with SALISES and Professor Andrew Downes to discuss the Habitat III Report for the Barbados Govt.
- April 9, 2015: Hosted “An Evening with Math” at CERMES UWI, as a member of the Faculty of Science and Technology. CERMES Hill Campus Teaching and Learning Committee. This was an informal event for Faculty, representatives of CXC and local secondary and primary schools at which two local Mathematics teachers made presentations on core topics regarding the teaching of Mathematics, e.g. Math anxiety and Math games.
- April 15, 2015: Participated in a Steering Committee Meeting for the Enhancing Knowledge and Application of Comprehensive Disaster Management (EKACDM Project) which is being implemented by the Disaster Risk Reduction Centre of the Institute of Sustainable Development. (Teleconference).
- April 21-29, 2015: Attended the launch of the book “Scientists, Experts, and Civic Engagement: Walking a Fine Line” of which I am a contributor. Also acted as the featured presenter at the launch at Tulane University, Louisiana.
- May 14, 2015: Attended a meeting with the Advisory Committee of the Habitat Project at the Ministry of Housing, Barbados.
- May 29, 2015: Presented an update on the preparation of the Habitat III Report to the National Committee for the Habitat Project of the Ministry of Housing Barbados.
- May 29, 2015: Presented a mini-workshop for CHEM3500 students to prepare them to undertake their internships at local companies.
- June 11, 2015: Participated in a Skype meeting with the Review Panel who was conducting a Review of the Institute for Sustainable Development (ISD) at The UWI, Mona Campus, on behalf of the Quality Assurance Unit.
- June 23, 2015: Attended a meeting with the Steering Committee for the Habitat Project on behalf of CERMES and SALISES at the Ministry of Housing, Country Road, St. Michael, Barbados.
- July 13, 2015: Presented the draft Barbados Habitat III Report to the Barbados National Consultation on a New Urban Agenda at the Accra Beach Hotel and Spa, Christ Church, Barbados.

Crystal Drakes
- November 18-20, 2014: Attended Future Studies Workshops held by The Finland Futures Research Centre and UWI Cave Hill Department of Economics.
- March 2-6, 2015: Assisted in the facilitation of a scenario workshop in Trinidad administered by Stockholm Environmental Institute and UWI St. Augustine Life Sciences Department for the projects: GoLoCarSce and Water-aCCSIS.
- May 5-7, 2015: Attended the Forum on the Future of the Caribbean in Trinidad held by UNDP and the Government of Trinidad and Tobago.
- June 29-July 3: Attended the annual Executive Course on Foresight Methodology at the University of Manchester Business School.

Jeanel Georges
- March 17, 2015: Assisted by Jehroum Wood and Crystal Drakes, met with teachers and students of 5 primary schools to discuss plans for implementing an on-going programme of rainfall and temperature data collection using equipment that was donated to the schools by the Water-aCCSIS project in January 2015. The purpose of this programme is to increase awareness of climate change and adaptation strategies among primary school students.
- March 18, 2015: Conducted focus group discussions on recent climatic impacts on water availability in Carriacou. The information gathered will be used as part of the Livelihoods and Vulnerability work packages of the Water-aCCSIS project.
- March 19, 2015: With the assistance of Jehroum and IT technicians of the Ministry of Carriacou and Petite Martinique Affairs, assembled and tested an automatic weather station. The station has since been installed at the Agricultural Station in Limlair, Carriacou, and will help to address the need for consistent climatic data for the island.

Abdelaziz Gohar
- November 11, 2014: Visited the Ministry of Agriculture, Food, Fisheries and Water Resource Management, Barbados and the Barbados Water Authority to collect data for the Water-aCCSIS project.
Renata Goodridge
• January 15-16, 2015: Assisted other CERMES staff with setting up a Water Quality station at the UWI Research Days initiative, held in the Faculty of Science & Technology.
• January 26 & 28, 2015: Assisted the Queen's College Environmental Science Class with their water quality analysis of four bathing beaches in Barbados in association with Jamilla Sealy, a CERMES alumnus and supervised the five person group who took in situ measurements of water temperature, salinity, pH, and then brought samples to the lab to test for phosphate and nitrates, TSS and microbiology.

Patrick McConney
• Reviewer for Tropical Conservation Science (Journal); Ocean and Coastal Management; Journal of Rural Studies; and Global Environmental Change.
• Appointed to the Marine Stewardship Council (MSC) Stakeholder Council for two years from 2014 to 2016.
• August 25-29, 2014: Attended the Caribbean Marine Atlas Phase 2 - Kickoff meeting in Miami, USA.
• September 21-25, 2014: Attended the 2nd World Small-Scale Fisheries Congress (2WSFC) held in Mérida, Mexico.
• October 15-17, 2014: Attended the Marine Stewardship Council - Stakeholder Council Meeting, Cape Town, South Africa.
• November 3-7, 2014: Attended the 67th Gulf and Caribbean Fisheries Institute, Christ Church, Barbados.
• November 6-8, 2014: Attended a Workshop on MPAs as a tool for responsible fisheries and sustainable livelihoods in the Caribbean, Christ Church, Barbados.
• November 20-21, 2014: Attended the CRFM / CNFO / CTA Regional Fisheries Workshop: Investing in Blue Growth at the Flamboyant Hotel, St. George’s, Grenada.
• December 9, 2014: Attended the GEF Coastal Fisheries Initiative Information Meeting, FAO headquarters, Rome, Italy.
• January 3, 2015: Attended the BARNUFO/CERMES/FAO information sessions on developing the capacity to implement the Small-Scale Fisheries Guidelines, Bridgetown, Barbados.
• March 3, 2015: Participated in the IUCN Caribbean Regional Committee online meeting.
• March 11-15, 2015: Attended a training workshop for SocMon Brazil, Praia da Gamboa, Santa Catarina, Brazil.
• March 17-19, 2015: Attended an FAO CC4FISH Logframe Workshop, UN House, Bridgetown, Barbados. 6
• March 22-28, 2015: Attended an FAO Training of Trainers on Fisheries and Aquaculture Emergency Response Guidance, Fiuggi, Italy.
• March 30-31, 2015: Attended the thirteenth meeting of the CRFM Caribbean Fisheries Forum, St. Georges, Grenada.
• April 22, 2015: Attended IUCN Caribbean Regional Committee online meeting.
• May 26-27, 2015: Attended and presented at Regional Workshop on Ocean Acidification in the OECs, St. Lucia.
• June 16-18, 2015: Attended FAO fishing communities and ecosystems, Rome, Italy.
• July 6-9, 2015: Attended the CANARI/CNFO/UWI-CERMES/PANOS/CRFM: Enhancing food security from the fisheries sector in the Caribbean: Building the capacity of regional and national fisherfolk organisation networks to participate in fisheries governance and management. Final Regional Training of Trainers Workshop for Fisherfolk Mentors.
• July 21-22, 2015: Organised and attended Leading Fisherfolk Test Training Course, CERMES. UWI Cave Hill Campus.
• July 29, 2015: Organised and attended Leading Fisherfolk – Training of Trainers Session, Fisheries Division, Dominica.

Anuradha Maharaj
• September 15-19, 2014: Attended Tsunamis Hazard Assessment Workshop arranged by the CDEMA, UWI and IHCantabria, Kingston, Jamaica.
• October 25-31, 2014: Attended CSAG-IDRC Workshop at Cape Town, South Africa.
• December 18-19, 2014: Attended the GWP-C Caribbean Media and Youth Workshop on Water Security and Climate Resilience, Trinidad.
• January 26-30, 2015: Attended Tsunamis Vulnerability and Risk Workshop, Jamaica.

Robin Mahon
• Reviewer for international journals PLoS ONE and Marine Policy.
• Invited to be a member of the Caribbean Community Secretariat ‘Advisory Group to support CARICOM Member States on Advancing Paragraphs 53-58 - Oceans and Seas - of the Samoa Pathway’.
• October 28-30, 2014: Co-organiser and leader, Workshop Assessing Governance In The Bay Of Bengal Large Marine Ecosystem, FAO Bay of Bengal Large Marine Ecosystem Project, Bangkok, Thailand.
• November 16-20, 2014: Co-convenor and cochair, with Dr Ken Sherman, theme session ‘Recovery and Sustainability of Large Marine Ecosystems around the World’, 2nd International Ocean Research Conference, Barcelona, Spain, November.
• January 28, 2015: Participated as CERMES representative in the 5th Meeting of the Board of Sustainable Grenadines (SusGren) Inc., by Skype.
• January 29, 2015: Participated in a meeting of the Project Steering Committee for the GEF Transboundary Waters Assessment Project (TWAP) by Skype.
Leonard Nurse

- September 17, 2014: Chaired a joint meeting of the Board of Directors, Barbados National Oil Group of Companies, Woodbourne, St. Philip.
- October 28, 2014: Invited by Ministry responsible for energy matters to discuss the Ministry’s input into the Terms of Reference for the marine and coastal component of the EIA to be undertaken by an oil exploration company being considered for the award of an offshore license.
- October 20, 2014: Attended a meeting of short-listed entities to discuss final guidelines and requirements for the QA/QC component of the Coastal Risk and Management Programme, being presently executed by the CZMU.
- November 28, 2014: Participated in a Steering Committee Webinar for the University of Massachusetts-led project “Sustainable Adaptive Gradients in the Coastal Environment: Reconceptualizing the Role of Infrastructure in Resilience” (SAGE).
- December 2-5, 2014: Invited panelist for Energy Division’s planning workshop, Public Sector Smart Energy Programme (renewable energy and energy efficiency initiatives), IDB Headquarters, Christ Church, Barbados.
- December 6-12, 2014: Participated in the UNFCCC CoP 20, Lima, Peru.
- January 4-8, 2015: Attended the 95th Annual Meeting of the American Meteorological Society, Phoenix, Arizona.
- February 9-11, 2015: Participated in a Symposium for climate negotiators sponsored by the UNCCC Secretariat and the IPCC, Geneva.
- March 9, 2015: Invited guest on ‘Morning Barbados’ CBC TV, to discuss the topic “Threats Posed by Coastal Hazards and Climate Change to the Barbados Coast”.
- March 18, 2015: Participated in FAO-sponsored Workshop as part of preparation of the project proposal Climate Change Adaptation in the Eastern Caribbean Fisheries Sector (CC4FISH), UN House, Christ Church.
- March 26, 2015: Attended a meeting with the Project Manager, Coastal Risk Assessment and Management Program (CRMP), CZMU, to discuss the implications of a proposed revised schedule of deliverables from the main consulting firms, for the QA/QC component.
- July 13-17, 2015: Attended a meeting of a sub-group of IPCC Lead Authors, Cambridge University, UK.
- July 29-31, 2015: Attended a meeting hosted by the CCCCC in collaboration with the US Department of State, Belmopan, Belize. The meeting was called to discuss possibilities for technical cooperation on climate change research, including collaboration with Stanford University, represented by Prof. Chris Field, Director Global Ecology. Also participated in an ‘information briefing’ convened by Belize’s Minister of Foreign Affairs as part of that country’s preparation for the election of the incoming Chair of the IPCC, to be held in October 2015.

Hazel Oxenford

- Reviewer for Journal of the Marine Biological Association of the United Kingdom (JMBA).
- Appointed Associate Editor, Journal of Gulf and Caribbean Research, University of the Mississippi.
- September 3, 2014: Represented CERMES at a Blue Finance meeting with hoteliers to discuss industry funding mechanisms for marine managed areas in Barbados. BHTA Office, Belleville, Barbados.
- September 17, 2014: Met with Managing Director of Ocean Fisheries, Chief and Deputy Chief Fishery Officers to discuss industry funded research scholarship for fisheries students, Fisheries Division, Barbados.
- September 24, 2014: Televised interview for CRFM regional documentary on the importance of data and information at all levels for fisheries management, Batts Rock, Barbados.
- September 30-October 2, 2014: Invited Participant to FAO/WECACF Working Group technical workshop on Bottom Fisheries in the High Sea Areas of the Western Central Atlantic, Christ Church, Barbados.
- October 27, 2014: Invited Participant to Final Stakeholder Consultation for the Preparation of Barbados’ Second National Communication (SNC) Report to the UNFCCC, Hastings, Barbados and subsequently assisted with the revision of the marine section of the report.
- November 18-20, 2014: Invited Member to second meeting of the FAO-WECACF/OSPESCA/CRFM Working Group on Queen Conch and invited Member Participant to the second meeting of the CFMC/OSPESCA/WECACF /CRFM Working Group on Queen Conch in Panama City, Panama; represented the CITES Management Authority of Barbados and presented the national report.
- November 25, 2014: Invited Participant to FAO/GEF/UWI workshop on Climate Change Adaptation in the Eastern Caribbean Fisheries Sector, Christ Church, Barbados.
November 26, 2014: Attended members’ meeting of the National Biodiversity Working Group and a members’ meeting of the National CITES Scientific Authority at the Ministry of Environment, Warrens, Barbados.

December 4-5, 2014: Invited Participant to CRFM/CARICOM/Japan Friendship Year: Regional Fisheries Workshop and CRFM/CARIFICO Regional Workshop on FAD Management, Port of Spain, Trinidad.

April 29, 2015: Attended National Biodiversity Working Group meeting and the National CITES Authority meeting at the Ministry of the Environment, Warrens, Barbados.

May 16, 2015: Attended Association of Marine Laboratories of the Caribbean (AMLC) board of directors meeting as CERMES’ representative, Curacao.


June 3-6, 2015: Invited participant to planning meeting to initiate CARICOMP Phase-2 (C-2) project on tackling regional issues in marine resource management, Miami, USA.

Maria Pena

Nominated to serve as co-chair of the Global Coral Reef Monitoring Network (GCRMN)-Caribbean Steering Committee. The GCRMN was established to support the International Coral Reef Initiative’s (ICRI) Call to Action and Framework for Action.

November 3-7, 2014: Co-organised and attended the 67th Gulf and Caribbean Fisheries Institute (GCFI), November 3-7, Accra Beach Hotel and Spa, Rockley, Barbados.

January 3, 2015: Co-organised and attended the BARNUFO/CERMES/FAO information sessions on developing the capacity to implement the Small-Scale Fisheries Guidelines, Bridgetown, Barbados.

March 11-14, 2015: Participated in the launch of the Brazil node of the Global Socio-economic Monitoring Initiative (SocMon) and associated training workshop, Praia da Gamboa - Santa Catarina, Brazil. The workshop was organised by Centro de Estudos do Mar (CEM), Federal University of Paraná.


May 30 – June 4, 2015: Coordinated and facilitated an advanced socio-economic monitoring (SocMon) training workshop at the Dominica Fisheries Division, Roseau, Dominica.

30 July-01 July 2015: Attended the second face-to-face meeting of the Livelihoods Working Group of the Eastern Caribbean Marine Managed Areas Network (ECMMAN) Project at the TNC Eastern Caribbean Office, Old Road, St. George’s, Grenada. The meeting was organised by The Nature Conservancy (TNC) in collaboration with the Organisation of Eastern Caribbean States (OECS) Commission.

July 14-16, 2015: Participated in a test training on Climate Change Adaptation in Coastal and Marine Areas in St. George’s, Grenada. The training workshop was organised by the Blue Solutions Initiative and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ).

July 21-22, 2015: Attended the Leading Fisherfolk Training Workshop [Test Run] at CERMES. The workshop was organised by CERMES.

July 23, 2015: Attended the BARNUFO Small Scale Fisheries Guidelines Panel Discussion on at the Fisheries Division.

Lisa-Ann Rollins

November 3-7, 2014: Provided assistance in the Secretariat at the 67th Gulf and Caribbean Fisheries Institute (GCFI) Conference, Accra Beach Hotel and Spa, Christ Church, Barbados.

Neetha Selliah

August 19, 2014: Represented CERMES Academic Programmes at Board of Examiners meeting.

January 3, 2015: Co-organised and attended the BARNUFO/CERMES/FAO information sessions on developing the capacity to implement the Small-Scale Fisheries Guidelines, Bridgetown, Barbados.

March 26-27, 2015: Coordinated CERMES participation for the UWI Graduate Fair 2015.

June 10, 2015: Hosted the “Sustainable Development in Barbados” Cultural Exchange Trip, which included American undergraduate college students and lecturers facilitated through partners: Social Design, Caribbean Sustainability Collective and SEED, UWI, Cave Hill Campus.

Jehroum Wood


November 3-7, 2014: Provided graphic design and technical support and CERMES promotional material for the 67th Gulf and Caribbean Fisheries institute; and organised the CINEFISH program.

January 18-23, 2015: Conducted interviews and gathered video footage on the social aspect of water related issues in Carriacou and Nariva Swamp for the Water-aCCSIS project. Also created a preliminary video introducing the Water-aCCSIS project. Also created a preliminary video introducing the Water-aCCSIS research.

March 16-19, 2015: Assisted in the facilitation of stakeholder focus groups in Carriacou for Water-aCCSIS.

May 30 – June 4, 2015: Co-facilitated an advanced socio-economic monitoring (SocMon) training workshop at the Dominica Fisheries Division, Roseau, Dominica.

June 4-12, 2015: Provided technical assistance to the Dominica SocMon team on utilizing the SocMon Spatial methodology.
VISITORS AND INTERNATIONAL LINKS

International Links
- CERMES continued to collaborate with the CARICOM Caribbean Regional Fisheries Mechanism (CRFM) under an MOU between CRFM and UWI for which CERMES is liaison.
- CERMES continued extensive collaboration with the Caribbean Community Climate Change Centre under an MOU. This included serving as the Chair of the Board of Governors.
- CERMES continued to contribute to the work of the Association of Caribbean States in establishing the Caribbean Sea Commission and pursuing the Caribbean Sea Initiative. CERMES is liaison with the ACS under a MOU signed between the ACS and UWI in 2011.
- Collaboration with the Global Environment Facility (GEF) Small Grants Programme (SGP) continued.

Visitors
- Mr Brian Kastl, consultant working on Ecosystem Services modelling for the Water-aCCSIS research project, August 20-26, 2014.
- Dr Rodrigo Pereira Medeiros of the Center for Marine Studies, Federal University of Paraná, Brazil, October 27-28, 2014.
- Mr Yvon Mellinger Water and Sanitation Lead Specialist, Inter-American Development Bank, November 19, 2014.
- Professor Joby Boxall and Dr Steven Mounce, Department of Civil and Structural Engineering, Pennine Water Group, University of Sheffield, December 1-5, 2014.
- Mr Marco Rondon, Project Officer IDRC, January 15, 2015.
- Dr Adam Fenech, Director of the Climate Laboratory, University of Prince Edward Island, Canada, January 27, 2015.
- Mr Mansfield Blackwood and Ms Christina Cairns USAID Representatives, February 6, 2015.
- Dr Jack Lightstone, President of Brock University, Canada, February 9, 2015.
- Professor Peter Schuhmann, University of North Carolina Wilmington and Dr Richard Waite World Resources Institute, February 9-13, 2015.
- Professor Thomas Meredith, McGill University, Canada, March 2, 2015.
- Professor Todd Eisenstadt, Department of Geography and Dr Stephen MacAvoy Director Environmental Studies Graduate Program, American University, Washington DC, USA, March 9, 2015.
- Professor Frank Ceziilly, University of Bourgogne, France, March 9-10, 2015.
- Mr Martin Whiteside - Environment and Development Consultant, March 12, 2015.
- Dr Noel Healy, Assistant Professor, Salem University, USA, March 18, 2015.
- Professor Slobodan Djordjevic, Professor of Hydraulic Engineering, University of Exeter, UK, April 1, 2015.
- Professor Elias Samankassou, University of Geneva, Switzerland, April 23, 2015.
- Professor Hans Machel, University of Edmonton, Alberta, Canada, April 23, 2015.
- Dr Martyn G. Murray, Director and CEO of MGM environmental Solutions, EU reviewer of BIOPAMA, May 11, 2015.
- José Courrau, Senior Official Protected Areas, IUCN Regional Office for Mexico, Central America and the Caribbean, Costa Rica, May 11, 2015.
- Michael Brown, Director, and Steven Hutcheson, Environment and Natural Resources Chemonics International, May 12, 2015.
- Professor Frank Ceziilly and other international members of Scientific Council of the Caribaea Initiative, June 2, 2015.
- Dr Oona M. Lonnstedt, Postdoctoral researcher, Department of Ecology and Genetics, Uppsala University, Sweden, June 11-27, 2015.
Faculty of Social Sciences 2014 – 2015

• Department of Economics
• Department of Government, Sociology & Social Work
• Department of Management Studies
• Sir Arthur Lewis Institute of Social & Economic Studies
• Shridath Ramphal Centre for International Trade Law, Policy & Services

DEAN
Dr Justin Robinson
BSc (UWI), Msc (FIU), PhD (Manc)

Deputy Dean
Mrs Sonia Mahon
BSc (UWI), MSc (Boston)

Deputy Dean (Outreach)
Dr Wendy Grenade
MA (Westminster), MA, PhD (Miami)

Head, Department of Economics
Dr Stephen Harewood
BA (UWI), MA (Manchester), PhD (UWI)

Head, Department of Government, Sociology & Social Work
Dr Joseph Tennyson
BA, MPhil (UWI), PhD (Cambridge)

Head, Department of Management Studies
Dr Philmore Alleyne
BSc (UWI), MBA (Oxford Brookes), PhD (Bradford), FCCA, FCA

Director (ag), Sir Arthur Lewis Institute of Social & Economic Studies
Dr Don Marshall
BA, MPhil (UWI), PhD (Newcastle-Upon-Tyne)

Officer in Charge, Shridath Ramphal Centre for International Trade Law, Policy & Services
Mr Neil C.A. Paul
Dip. Agriculture (ECIAF), Dip. Mass Comm. (UWI, (CARIMAC), BSc (Illinois), MPhil (UWI)
### DEAN’S OVERVIEW

Academic year 2014/2015 tested the resilience of the Faculty of Social Sciences at the Cave Hill Campus of the University of the West Indies. The faculty and the campus as a whole faced a major reduction in student numbers, as Barbadian students, who make up over eight percent of the students in the faculty, had to fund their own tuition fees for the first time. In response to this crisis, the faculty was preoccupied in 2014/2015 with a number of activities to provide support to our students in funding their university education. The faculty played a leadership role in the conception and implementation of a Student Financial Aid Scheme, a student payment plan and we successfully sourced a number of scholarships for our students. Despite this focus on student financing, the faculty still managed to record a significant increase in its research and publication output and we maintained the traditionally high level of outreach and public service.

In 2014/2014 the faculty experienced a 24% decline in student enrolment, but remained the largest faculty on the campus accounting for 58.4% of the registrations at the campus, 60% of the undergraduate registrations, and 51% of the graduate registrations. The on-going challenge for the faculty is to manage the heavy teaching demands from a diverse student population in an effective and efficiently manner, whilst maintaining a steady output of high quality and impactful research, with a focus on Caribbean issues.

### TEACHING, LEARNING & STUDENT DEVELOPMENT

The introduction of tuition fees for Barbadian students and a reduction in demand from the Eastern Caribbean saw a 25% decline in student registration in academic year 2014/2014. Table 1 provides an overview of student enrolment trends over the period 2009/2010 to 2014/2015.

**Table 1. Faculty of Social Sciences Undergraduate Students Enrolment 2009 to 2015**

<table>
<thead>
<tr>
<th>Department/Office</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
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<tbody>
<tr>
<td>Department of Economics</td>
<td>824</td>
<td>945</td>
<td>864</td>
<td>823</td>
<td>737</td>
<td>519</td>
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<td>908</td>
<td>945</td>
<td>979</td>
<td>763</td>
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<tr>
<td>Department of Management Studies</td>
<td>2081</td>
<td>2048</td>
<td>2003</td>
<td>2090</td>
<td>2169</td>
<td>1788</td>
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<tr>
<td>Faculty Office</td>
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<td>725</td>
<td>934</td>
<td>814</td>
<td>672</td>
<td>397</td>
</tr>
<tr>
<td>Cave Hill School of Business</td>
<td>137</td>
<td>132</td>
<td>86</td>
<td>71</td>
<td>76</td>
<td>56</td>
</tr>
<tr>
<td>Total Faculty Enrolment</td>
<td>4481</td>
<td>4667</td>
<td>4694</td>
<td>4666</td>
<td>4549</td>
<td>3469</td>
</tr>
</tbody>
</table>

The available evidence indicates the introduction of tuition fees impacted most heavily on the Bsc Social Sciences and Bsc Labor & Employment Relations programmes, which saw enrolment in 2014/2015 decline by 74% and 71% respectively. In contrast, the Bsc Sports Sciences, Bsc Accounting and Finance, Bsc Economics, Bsc Management with Concentrations and Bsc Sociology programmes experienced little or no declines in student enrolment. The evidence also suggests that student attrition was heaviest amongst mature students and part-time students. During academic year 2014/2015 the average age of students in the faculty fell from 33 to 26 years, the share of part-time students fell from 57% to 39%, while the share of lower level matriculation students fell from 57% to 47%.

One of the immediate challenges for the faculty was to find ways to support our students in terms of funding their tuition fees. A faculty scholarship fund was set up under the chairmanship of the Dean to craft and coordinate the faculty response. The faculty is extremely grateful for the response form the corporate community in Barbados, especially Barbados Public Workers Credit Union which responded with scholarship fund for credit union members that disbursed in excess of $1,000,000 over the academic year. We are also extremely grateful to the City of Bridgetown Credit Union, Courts Barbados and Royal Bank of Canada who responded with new scholarships valued at $75,000, $30,000 and $15,000 respectively. We are also pleased to report that over seventy five percent (75%) of academic staff have signed up to provide a part of their book grant to assist needy students. The efforts of the faculty scholarship fund are on-going and we are committed to sourcing funding to assist our students in funding their UWI Cave Hill education.

In terms of an internal response the faculty undertook a number of cost cutting initiatives that were consistent with maintaining the UWI tradition of teaching excellence. In response to the reduced student numbers the faculty eliminated 122 tutorials and 25 lecture sections which consisted of 5 at the undergraduate level and 20 at the graduate level. In addition, three vacant posts were not filled. These adjustments resulted in cost savings of BDS $1.2 million.

### RESEARCH & INNOVATION

During academic year 2014/2015, the Faculty of Social Sciences at Cave Hill published 42 refereed articles and book chapters (see Table 2). The faculty is pleased with the thirty-five percent (35%) increase in the number of refereed publications over last academic year. The faculty continued to focus on building its academic reputation, and we are pleased to note the twenty percent (20%) increase in citations and fifteen percent (15%) increase in the I10 index as reported by Google Scholar. As part of the on-
going thrust to raise the profile of the faculty’s research and publication, over seventy-five percent of faculty members are now registered on Google Scholar, Social Science Research Network and Research Gate. The faculty also continued a monthly feature of the work of a faculty member publication on the “Faculty of Social Sciences Cave Hill Online Research Portal” established in 2012/2013. However, we are still not satisfied with the level of research productivity, and recognize the need to continue the upward trend in research output.

Table 2: Faculty of Social Sciences Research & Publication Output

<table>
<thead>
<tr>
<th>Metric</th>
<th>Faculty</th>
<th>Department of Economics</th>
<th>Department of Government, Sociology and Social Work</th>
<th>Department of Management Studies</th>
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</thead>
<tbody>
<tr>
<td># of Refereed Publications</td>
<td>43</td>
<td>12</td>
<td>9</td>
<td>22</td>
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<tr>
<td>Refereed Publications Per Capita</td>
<td>0.84</td>
<td>1.2</td>
<td>0.60</td>
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<tr>
<td># of Citations Since 2010</td>
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<tr>
<td>I 10 Index Since 2010</td>
<td>48</td>
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</table>

OUTREACH AND PUBLIC SERVICE

The Faculty continued to engage with a variety of external stakeholders. Many faculty members, engaged in an active programme of public service, serving as Chairpersons, members of committees, or advisors to a variety of Governments, Statutory Corporations, Private Corporations, International Organizations, NGO’s and community groups. Of note is the number of faculty who wrote newspaper articles, gave public lectures, and acted as panellists and/or discussants in the public media. The Department of Government, Sociology and Social Work continued to have an especially active and high profile outreach program and the Department of Economics continued its impactful series of panel discussions of matters of national import.

EMPLOYEE ENGAGEMENT

The Faculty and departmental Offices continued to ensure that annual performance reviews were undertaken for all academic and administrative staff and timely feedback provided to staff members. In the most recent employee engagement exercise this had been identified as a major area of weakness. The faculty continued to seek to foster greater collegiality among colleagues through a regular program of social events including hikes and a Christmas party for the children of members of the faculty.

INTERNAL OPERATIONAL PROCESSES

The introduction of tuition fees highlighted some challenges with our internal operating processes. As students were now paying their own tuition fees we were faced with a much more demanding customer. The faculty engaged in a series of orientation exercises to familiarize front line staff with our major policies so as to ensure clear and consistent communication.

Academic year 2014/2014 tested the resilience of the faculty. I am pleased to report that we have shown resolve, we have been able to raise funds to assist our students, we have taken tough cost cutting measures and faculty have made major sacrifices, we have increased our research output and maintained our engagement with the wider society. The successes are due to the efforts of our dedicated academic and administrative staff, working in partnership with the rest of the campus. I am satisfied that the faculty has succeeded in maintaining a high level of teaching, research and publication, outreach and public service. The faculty remains committed to such and seeks to build a culture of continuous improvement as we seek to create graduates of competence, compassion and conscience.
WORK OF THE DEPARTMENT

During the academic year, the Department completed a quality assurance evaluation of its academic programmes as well as its overall developmental trajectory. The review team met with administrators, current and past students, employers, support staff and other stakeholders. In general, the review team was quite satisfied by the work being done by the Department at the graduate and undergraduate levels as well as the publication record of Faculty. Nevertheless, the assessment team made quite useful recommendations in relation to curriculum reform, the quality of graduates from the Economics as well as Banking and Finance programmes and finally the research output of the Department. The Department has already prepared an action plan that outlines its approach to the implementation of these recommendations.

Two stalwarts of the Department, Professor Michael Howard and Dr Judy Whitehead, retired during the year. Professor Howard and Dr Whitehead are former Heads of the Department of Economics as well as Deans of the Faculty of Social Sciences. Professor Howard is known throughout the region, and further afield, for his research on public finance issues facing small states and has lectured in this area for much of his career. Dr Whitehead, on the other hand, is known for her research on microeconomic and private sector development issues and has mentored many leading economists in the region.

Teaching, Learning and Student Development

The Department continued its work in relation to curriculum reform, aimed mainly at enhancing the quality of graduates and enhancing the student experience. The BSc Economics Major (along with the associated joint majors) and the BSc Economics Special were revised to enhance the quality of our graduates. As a result, all new BSc Economics students will now be required to take courses in the History of Economic Thought, Research Methods for Economists as well as Econometrics. These courses will ensure that graduates have an understanding of the history (both regional and international) of economics and the context that underlined popular economic models, possess basic research skills necessary for employment in research institutions, pursue graduate studies and be able to utilise statistical models to understand economic behaviour. At the graduate level, the programme structures for the MSc Financial and Business Economics as well as the MSc Banking and Finance were also revised to enhance the synergies with other graduate degrees in the Faculty of Social Sciences and thereby benefit from economies of scope. In addition, the Department also introduced two new research degrees in finance, MPhil Finance and PhD Finance, mainly aimed at finance professionals who wish to enhance their research skills.

Research and Innovation

Faculty in the Department continue to engage in research aimed at addressing the development challenges faced by Caribbean countries. The Department is currently participating in the PROCEED (Promotion of Capacity and Energy Education Development in the Caribbean Region) project, which has as its overall objective of increasing the capacity and knowledge in relation to energy related issues and climate change in the Caribbean. To date, the project team has conducted trainings in energy systems modelling, and collected data on energy production which was used to construct a model of long run energy development.

Other key areas of research investigated by Faculty members were mainly in the fields of tourism, banking, energy, private sector development and public finance. Most of this research was published in international peer-reviewed journals both regionally and internationally. In order to enhance our research output, the Department has also been maintaining a joint working paper series with the other Departments of Economics at UWI Mona and UWI St Augustine.

Outreach

To fulfil the Department’s mandate of increasing the knowledge and understanding of our stakeholders on economic issues, the Department held 4 panel discussion sessions over the year. The panel discussions examined issues related to the fiscal deficit, transportation, health care and poverty. These sessions were attended by Faculty, students and other stakeholders of the Campus and received wide coverage in the local press. In addition to the panel discussion series, a Visiting Professor lecture by Professor Jay Mandle was also held on the topic Responding to the Crisis: Toward a More Modern Barbados Economy. This event was also well attended and stimulated local debate on the way forward for the Barbados economy.

In addition to these sessions aimed at our wide stakeholder grouping, the Department (along with others in the Faculty of Social Sciences) has also been engaging potential students by conducting guest lectures at various secondary schools around the island. These sessions allow us to interact with potential students and peak the interest of those students who have never considered studying economics or finance.

Members of staff have continued to engage the media over the year by writing articles and participating in various public discussion forums in both Barbados and other Eastern Caribbean countries.

Winners of student prizes for the year were:

- Wendell McClean Memorial Prize in Economic Theory:
  Ms Katrina Edwards
- Sir Arthur Lewis Memorial Prize:
  Ms Katrina Edwards
- Charles M. Kennedy Prize:
  Ms Kathy Hercules
- Roland Craigwell Finance Prize:
  Ms Karyncia Joseph
MEMBERS OF THE DEPARTMENT AND TEACHING ASSIGNMENTS

PROFESSORS

Michael Howard, BA, MSc, PhD (UWI) – Emeritus

Nlandu Mamingi, Lic. (UNAZA-Kinshasa), MA (ISS – The Hague), MA (SUNY), PhD (SUNY)

ECON 2026 – Statistical Methods II
ECON 3034 – Environmental Economics
ECON 3049 – Econometrics I
ECON 3050 – Econometrics II
ECON 6033 – Econometric Methods

Stephen Harewood, BA (UWI), MA (Manchester), PhD (UWI)

ECON 3037 – Operations Research I
ECON 3038 – Operations Research II

Troy Lorde, BSc (UWI), MA (York, Canada), PhD (Surrey)

ECON 2025 – Statistical Methods
ECON 3006 – International Trade Theory & Policy
ECON 3035 – Economic Forecasting
ECON 3043 – Economics of Tourism
ECON 6036 – International Business Economics

Winston Moore, BSc (UWI), MSc (Warwick), PhD (Surrey)

ECON 3020 – Economic Integration
ECON 3070 – Economics of Technological Change
FINA 3001 – Caribbean Business Environment
FINA 6020 – Caribbean Business Environment

Wilberne Persaud, BSc (UWI), MA (Manchester)

ECON 2001 – International Business Environment
ECON 3017 – Public Finance II

Ankie Scott-Joseph, BSc (UWI), MSc (Manchester), PhD (UWI)

ECON 2001 – Intermediate Microeconomics II
FINA 6070 – Risk Management of Financial Institutions

Jeremy Stephen, BSc (UWI) MSc (Imperial College)

FINA 3005 – Bank Financial Management
FINA 3008 – Advanced Portfolio Management
FINA 6170 – Bank Financial Management

Anthony Wood, BSc (UWI), MSc (UWI), MPhil (Cambridge)

ECON 2004 – Public Policy Analysis
FINA 6030 – Quantitative Methods
FINA 6110 – Investment Analysis & Portfolio Management
ECON 6044 – Financial Markets & Institutions
FINA 6130 – Advanced Corporate Finance

LECTURERS

Prosper Bangwayo-Skeete, BSc (Zimbabwe), MSc (Norway), PhD (Siena, Italy)

ECON 1004 – Maths for Social Sciences II
ECON 2002 – Intermediate Macroeconomics I
ECON 3011 – Economics of Financial Institutions
ECON 3019 – Transport Economics
ECON 6031 – Macroeconomic Theory

Tracey Broome, BSc, MSc (UWI)

FINA 2002 – Quantitative Methods for Banking and Finance
FINA 2003 – Information Technology for Banking and Finance

Anderson Elcock, BSc (UWI)

ECON 1001 – Introduction to Microeconomics
ECON 1002 – Introduction to Macroeconomics

Brian Francis, BSc (UWI), MSc (London), PhD (Florida)

ECON 2022 – International Business Environment
ECON 3007 – International Finance

ECON 3008 – History of Economic Thought
ECON 3051 – Economics Development
ECON 6043 – Financial Economics

ECON 3034 – Environmental Economics
ECON 3049 – Econometrics I
ECON 3050 – Econometrics II

ECON 6033 – Econometric Methods

ECON 2026 – Statistical Methods II
ECON 3034 – Environmental Economics
ECON 3049 – Econometrics I
ECON 3050 – Econometrics II

ECON 6033 – Econometric Methods

ECON 2025 – Statistical Methods
ECON 3006 – International Trade Theory & Policy
ECON 3035 – Economic Forecasting
ECON 3043 – Economics of Tourism
ECON 6036 – International Business Economics

ECON 3009 – Research Methods for Economists
ECON 3011 – Economics of Financial Institutions
ECON 3019 – Transport Economics
ECON 6031 – Macroeconomic Theory

FINA 1001 – Preliminary Mathematics
FINA 2002 – Quantitative Methods for Banking and Finance
FINA 2003 – Information Technology for Banking and Finance

FINA 3001 – Caribbean Business Environment
FINA 6020 – Caribbean Business Environment

ECON 2001 – International Business Environment
ECON 3017 – Public Finance II

FINA 3001 – Caribbean Business Environment
FINA 6020 – Caribbean Business Environment

ECON 2001 – Intermediate Microeconomics II
FINA 6070 – Risk Management of Financial Institutions

FINA 3005 – Bank Financial Management
FINA 3008 – Advanced Portfolio Management
FINA 6170 – Bank Financial Management

Anthony Wood, BSc (UWI), MSc (UWI), MPhil (Cambridge)

ECON 2004 – Public Policy Analysis
FINA 6030 – Quantitative Methods
FINA 6110 – Investment Analysis & Portfolio Management
ECON 6044 – Financial Markets & Institutions
FINA 6130 – Advanced Corporate Finance

PART-TIME LECTURERS

Carl Chapman, BSc (UWI)

ECON 1003 – Maths for Social Sciences I
ECON 1005 – Introduction to Statistics

Clifton Charles, BSc (UWI), MSc (Cornell University), PhD (UWI)

ECON 2000 – Intermediate Microeconomics I

Owen Codrington,
ECON 0101 – Preliminary Mathematics

Eustace Edwards, BA (UWI)

ECON 1003 – Maths for Social Sciences I
ECON 2016 – Mathematics for Economists III

Marlene Griffith, BA, MPhil, PhD (UWI)

ECON 1005 – Introduction to Statistics

Clyde Mascoll, BSc (UWI), MA (Queens)

ECON 2003 – Intermediate Macroeconomics II
ECON 3017 – Public Finance II
ECON 3029 – Labour Economics

Warwick Ward, BSc (UWI), MSc (Southampton, UK)

FINA 2001 – Regulatory Environment for Banking and Finance
RESEARCH IN PROGRESS

Dr B. Francis
- The Theory of Competitiveness and its Application to Caribbean Countries.
- Drivers of Barbados’ Exports: An Econometric Approach.
- Public Finance and Economic Growth in Barbados.
- Agriculture and CARICOM Development: Millstone or Panacea.
- Caribbean in an Era of Increasing Globalization: How Should our Government Respond?
- An Economy in Real Crisis: Why There is Still Hope for Grenada.

Dr T. Lorde
- Perceptions of the Legacy of the ICC Cricket World Cup 2007 in Barbados.
- Agriculture and CARICOM Development: Millstone or Panacea.
- A Gravity Model of Intra-CARICOM Trade.
- An Assessment of Barbados’ Trade Potential.

Professor N. Mamingi
- The Econometrics of Dummy Variables.
- On the Other Commandments Applied Econometrics.
- An Analysis of Public Expenditure.
- Value Welchman Hall Gully.

Dr W. Moore
- The Feasibility of Using a Basic Income Approach to Address Poverty in Barbados.
- Greening Small Businesses in Barbados.

- Should Cryptocurrencies be Included in the Portfolio of International Reserves Held by the Central Bank of Barbados?
- Financial Constraints and the Decision to Invest in R & D.
- An Assessment of the Knowledge Products Produced by the Central Bank of Barbados: 40 Years of Central Bank of Barbados Research.

Dr A. Scott-Joseph
- The Foreign Tax Compliance Act – Is this the Ultimate Tax Sneeze?
- Index of Leading Indicators for Barbados and the OECS.

Mr A. Wood
- Privatization in the Caribbean Financial Sector.
- The Incidence of Secured Debt in Barbados.
- Assessing the Case for a Credit Union Service Organization (CUSO) in Barbados.
- Corporate Governance Among Companies Listed on the Barbados Securities Exchange.
- Credit Risk Management by Barbadian Banks.
- Innovation Activities within the Barbados Manufacturing Sector.

STAFF ACTIVITIES

Conferences/Seminars Attended and Papers Presented

Bangwayo-Skeete, Prosper.

Lorde, Troy.

Moore, Winston
Scott-Joseph, Ankie.

Wood, Anthony.

PUBLIC SERVICE

Dr B. Francis

Dr T. Lorde
• Assistant Chief Examiner in Economics. Caribbean Advanced Proficiency Examination (CAPE).
• Guest Columnist. Expansion is Key to Port Success. Barbados Business Authority.
• Featured Speaker at the National Union of Public Workers’ Week Symposium. The Barbadian Trinity of Trilemma: Higher Education, Employability and Economic Sustainability
• Featured Speaker at the Cave Hill School of Business “The Big Ideas Forum.” Thought Leadership for Decision Makers: Outlook for 2015.
• Moderator at the Department of Economics and Barbados Economics Society Panel Discussion on Poverty in Barbados: Causes and Consequences.
• Moderator at the Barbados Economic Society Panel Discussion on 21st Century Economics: Options for Greening the Residential and Commercial Landscape.

Professor N. Mamingi
• Advisory Board Member, National Centre for Inclusive Growth and Development Research, Karnataka, India.

Dr W. Moore
• Panellist, Euro Money Country Risk Export Panel.
• Member, Oversight Committee of the Staff Owned Enterprises.
• Research Associate, Central Bank of Barbados.
• Member, Electric Light and Power Act Advisory Committee.

Mr A. Wood
• Justice of the Peace.

DEPARTMENT AND UNIVERSITY SERVICE

Dr T. Lorde
• Co-Supervisor of MSc Students in the BSc Banking and Finance Programme.
• Co-Supervisor for PhD Student.
• Committee Member, Campus Board, Faculty of Science and Technology.
• Chairman of 40th Anniversary Celebrations Committee, Faculty of Social Sciences.
• Chair, Panel Discussion on “Poverty in Barbados: Causes and Consequences.

Professor N. Mamingi
• Chair, Sub-Committee for the Harmonization and Revision of all courses/programmes in the Department of Economics.
• Coordinated teaching of ECON 2026 (Statistical Methods) at the St. Vincent and the Grenadines Community College.
• Coordinated teaching of ECON 2026 (Statistical Methods) at Antigua State College.
• Member, Panel Discussion on “Poverty in Barbados: Causes and Consequences.
• Independent Examiner, PhD Students from St. Augustine and Mona Campus.
**Dr W. Moore**
- Chair, Campus Teaching and Learning Committee.
- Coordinator, MSc Financial and Business Economics Programme.
- Panellist, Panel Discussion on “Fiscal Deficit: Causes, Implications and Potential Solution”.

**Dr A. Scott-Joseph**
- Member, Faculty of Social Sciences 40th Anniversary Committee.

**Mr A. Wood**
- Coordinator of the MSc Banking and Finance Programme.
- Supervisor and Examiner, MSc Banking and Finance Programme.
- Supervisor and Examiner, BSc Banking and Finance Programme.
- Supervisor and Examiner, MSc Financial and Business Economics Programme.
- Member, Faculty of Social Sciences Sub-committee on Graduate Studies and Research.
- Panellist, Panel Discussion on “Paying for the Cost of Health Care in Barbados: The Great Dilemma”.

**OTHER ACTIVITIES/HONOURS/ACHIEVEMENTS**

**Dr B. Francis**
- Reviewer/Referee Applied Economics.
- Member, Editorial Advisory Committee for the Central Bank of Barbados’ Economic Review.
- Reviewer/Referee, Global Business Review.

**Dr T. Lorde**
- Reviewer/Referee, Annals of Tourism Research.
- Reviewer/Referee, Applied Economics.
- Reviewer/Referee, Asia Pacific Journal of Tourism Research.
- Reviewer/Referee, Current Issues in Tourism.
- Reviewer/Referee, Global Economy Journal.
- Reviewer/Referee, Tourism Management.

**Professor N. Mamingi**
- Editorial Committee Member, Journal of Eastern Caribbean Studies.

**Dr W. Moore**
- Attracting Significant Research Funding, UWI Cave Hill Campus Research Day 2015.
- Editorial Committee Member, Journal of Eastern Caribbean Studies.
- Editorial Committee Member, Journal of Public Sector Policy Analysis.
- Editorial Committee Member, Central Bank of Barbados.

**Mr A. Wood**
- Senior Member, Academy of World Business, Marketing and Management Development.
- Member, World Academy of Researcher, Educators and Scholars in Business, Social Sciences, Humanities and Education, and Academy of World Finance, Banking, Management and Information Technology.
- President, Eastern Sports Club.
- Member, Sunrise Community Club.

**VISITORS AND INTERNATIONAL LINKS**

**Professor N. Mamingi**
- Visited the Université des Antilles, Campus de Fouillée, Guadeloupe. Conducted Research.
## EXAMINATION RESULTS

### SEMESTER ONE

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<thead>
<tr>
<th>COURSE</th>
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<th>STUDENTS PASSING EXAM</th>
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<td>FINA 3010 - Supervised Research Project</td>
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### MSc FINANCIAL & BUSINESS ECONOMICS

#### SEMESTER ONE

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### MSc BANKING AND FINANCE

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PUBLICATIONS FORTHCOMING AND IN PROGRESS


Mamingi, N., (Forthcoming) “Beauty and Ugliness of Aggregation over Time/Temporal Aggregation”. The University of the West Indies, Cave Hill Campus, Department of Economics Working Paper Series, 1-15, April 2015.


Wood, A., (Forthcoming) “Innovation Policy and Growth Implications for Barbados’ Manufacturing Sector”, completed in November 2014. (Mr Cyril Gill)

INTRODUCTION

In the year under review, the Department of Government, Sociology and Social Work continued its wide delivery of degree programs and courses through the four disciplines for which it has responsibility, namely Political Science, Sociology, Social Work and Psychology.

PROGRAMS AND COURSES

Post-Graduate
The MSc in Sociology had to be postponed due to insufficient enrolment numbers. However, two of the courses in the program were offered in order to facilitate the Faculty of Humanities students pursuing the MA Education (Social Studies). The existing Counselling Psychology MSc program continues to register success.

In AY 2014/15 a Faculty-led effort at streamlining post-graduate courses was undertaken in order to avoid duplication of content, to effect savings and to discontinue courses whose enrolment numbers rendered them uneconomical. As a result, the MSc Integration studies and the MSc e-Governance were not offered. It should be noted that one of the courses in the MSc Integrations Studies has been continued to facilitate students in other MSc programs in the Faculty of Social Sciences.

In addition to continuing and rationalizing the existing Taught Masters programs, efforts in the Department continued towards the development of a PhD Clinical Psychology, and an MSc Electoral Studies.

The Department also continued with its efforts in seeking to raise the throughput of research students. In the year under review, two PhD (Political Science) students presented their theses for oral examination with one being accepted for graduation and the other requiring minor corrections which are expected to be completed in AY 2015/2016; and one PhD Sociology student graduated in October 2014, bringing a total of three (3) students successfully reaching the submission and defence stage of their theses. In keeping with its efforts at ensuring closer monitoring of research students, the Department assisted the Faculty in developing a Seminar/Workshop Series for all research students and proposed an end of year One Year Report as an alternative assessment mechanism in place of one of the required taught courses. Full approval for these proposals is being awaited.

Undergraduate
Alongside its effort in developing MSc and PhD programs, and its wider internal rationalization of its course offerings, the Department continued with the development of its under-graduate programs In the year under review, the political science program was rationalized in order to ensure consistency in the core programs which make up the major. In addition, the full BSc International Relations was prepared and finalized for commencement in AY 2015/16.

In addition the Quality Assurance Review of Psychology was undertaken in the year under review.

More specific details of the undergraduate programs will be offered in the relevant sections of this report.

OUTREACH

As part of the continued outreach efforts, the Department continued to engage in public activities. The 9th Patrick A. M. Emmanuel Memorial Lecture was presented on November 13, 2014 by Professor Hilbourne A. Watson, Professor Emeritus, International Relations, Bucknell University. The lecture was entitled, “The Caribbean at the Crossroads in the Crisis of Capitalism”

The department celebrated the 25th Anniversary of the Social Work Discipline at Cave Hill Campus. During the celebrations, the department hosted a public lecture on February 19, 2015 presented by Professor Gary Bailey, Simmons College, School for Social Work, Boston, USA.

In addition, the department (co-) hosted the following events: The launch of the book We Move Tonight: The Making of the Grenada Revolution by Mr Joseph Ewart Layne on Friday, October 10, 2014. A public lecture in collaboration with the Programme in Cultural Studies presented by Dr Christian Hogsbjerg, Department of History, University of York. The lecture presented on September 19, 2014 titled, “The Most Striking West Indian Creation between Two Wars: CLR James, The International African Service Bureau and Militant Pan-Africanism in Imperial Britain” and a panel discussion in collaboration with the HIV/AIDS Commission of Barbados on “Sexual Diversity & Equality: Possibility for Change” on October 30, 2014.

The members of the Department continued their public activities as newspaper columnists, public commentators and consultants to local, regional and international agencies.

The work of the department in the year under review, reflected the early stages at shifting the culture and operational approaches of the department, in line with the new strategic directions outlined in the updated strategic plan. A major effort towards the end of the year under review was undertaken to develop a two year work plan (2014-2016), to advance the work of the department according to the objectives laid out in the 2012-2017 Strategic plan.

STAFF

During the period under review the Department had a staff complement of eighteen (18) full-time faculty; three of whom held one year temporary full-time positions and three being research assistants. Fifteen (15) part-time lecturers and twelve (12) part-time tutors assisted in the delivery of the undergraduate programs In the last academic year all of the sub-disciplines in the department
had at least one person at Senior Lecturer rank. This is in keeping with the strategic vision of the department to encourage staff to publish in order to grow the number of Senior lecturers and eventually professors in the department and to raise the profile of the Faculty as a whole.

The Taught Masters programs continued to be delivered through the assistance of faculty from other UWI campuses, and from further afield. Thus, the Department was able to continue to successfully deliver its undergraduate and graduate programmes despite the lack of a full complement of full time staff in all disciplines.

During the period under review, three (3) staff members enrolled in the UWI Certificate in Teaching and Learning Program, further sharpening the pedagogical skills within the department, and signifying the commitment of both permanent and temporary staff to improving their instructional tools for better service to the student population, as well as to their own personal development.

The Department continued to follow the performance management operational plan which was redeveloped in line with the UWI wide strategic plan 2012-2017.

A major thrust of the department in the past year was to develop relationships with state and para-statal organizations and other civil society bodies to position the department to offer technical, research and policy-advice services and to tap into possible revenue streams from such relationships. Various consultancy opportunities were pursued with external agencies by way of deepening outreach and with a view to diversifying sources of income. A proposal was developed for the Office of the Ombudsman for funding form the OAS on the awareness of Human Rights in the Civil Service. Commencement of the project is awaiting the release of funds from the Ministry of Economic Development. In addition, the Social work unit partnered with the Caribbean Justice Improvement Project with the view to tapping into available funds for the pursuit of joint projects.

In the traditional areas of academic engagement, the department gave a fairly sound account of itself. Faculty members attended various Conferences/Seminars and Workshops and delivered papers at many of these events. They also engaged in research and the writing of articles, books and book chapters for publication.

**STUDENTS**

The Department continued to meet the challenges of an increasing student enrolment with students benefiting from academic advising throughout the year. During the year under review 765 undergraduate and 69 graduate students were enrolled in programmes in the Department.

Four (4) undergraduate students and one (1) graduate student enrolled in the Department participated in the UWI Education Abroad Programme.

### OUTGOING EXCHANGE 2014-2015

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<td>LOUIS, April</td>
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<td>MULDER, Lianne</td>
<td>MPhil Political Science</td>
<td>University of Western Ontario</td>
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**QUALITY ASSURANCE REVIEWS**

The Psychology Quality Assurance Review took place early in Semester I, 2014/15. The main issue emerging from the review was the need to ensure greater synergies with the existing undergraduate courses offered in the Faculty of Humanities and Education. The recommendations of the reviewers, where appropriate, will be acted upon in the coming months.

**RESEARCH IN PROGRESS**

- **Ms Cynthia Barrow-Giles**
  - Prominent Women in Caribbean Politics: Ongoing.
  - General Elections in Guyana, St. Kitts-Nevis, Antigua and Barbuda and Dominica.
  - Gender and Constitutional Reform in the Commonwealth Caribbean Term Limits: The Case of the Commonwealth Caribbean.

- **Dr Cheryl Cadogan-McClean**
  - The relationship among Self-Esteem, Communication Apprehension and Academic Stress among Undergraduate University Students.

- **Ms Joan Cuffie**
  - Psychological Safety and the impact on the development of Caribbean Adolescents.
  - Gender and Sports: Some Psychological and Attributional factors affecting the participation Barbadian young females and males.

- **Dr Sharon Gopaul-McNicol**
Dr Wendy Grenade
• Comparative Regionalisms.
• Security Studies with an emphasis on Small Developing States.
• Governance and Democracy in the Caribbean
• Politics in Grenada.

Dr Alana Griffith
• Social Capital & Welfare in Developmental Contexts of Barbados & Jamaica.
• Attitudes towards Homosexuality in the Southern Caribbean. With P. Wickham.

Dr Debra Joseph
• Jumping Jacks, form Classroom to Classroom… learning from each Other.
• Attitudes and Perceptions of Students to HIV/AIDS.

Dr Tennyson Joseph
• Ongoing work on the Political Thought of C.L.R. James. Existing Research being converted into a book for publication.
• Ongoing work on the Political Thought of W.A. Lewis.
• Ongoing work on Peasant Revolts and Political Change in St. Lucia.

Dr Letnie Rock
• Joint research with Ailsa Watkinson. The Attitude and perceptions of undergraduate Social Work students to corporal punishment.
• Joint research on: Perceptions of Seventh Day Adventists to Education in Adventist Schools in Barbados.

MEMBERS OF THE DEPARTMENT AND TEACHING ASSIGNMENTS

The members of the Department and teaching assignments during the year were as follows:

FULL TIME STAFF

Dr Emmanuel Adugu
SOCI 1001 Introduction to Social Research
SOCI 2006 Qualitative Research Methods
SOCI 2007 Survey Design and Analysis
SOCI 3009 Industrial Sociology

Ms Cynthia Barrow-Giles
GOVT 1011 Introduction to Caribbean Politics
GOVT 2010 Politics of Developing Nations
GOVT 2024 Contemporary Political Democracy
GOVT 3017 Caribbean Governance I
GOVT 3018 Caribbean Governance II
Supervise one (1) MPhil candidate

Dr Pearson Broome
GOVT 1000 Introduction to Political Analysis
GOVT 2057 eGovernance for Small Island Developing States I
GOVT 3058 eGovernance for Small Island Developing States II
GOVT 3072 Independent Study II
eGOV 6990 Practicum
eGOV 6999 Research Paper

Dr Cheryl Cadogan-McClean
PSYC 2007 Psychometrics
PSYC 3013 Contemporary Issues in Social Psychology
PSYC 3014 Industrial and Organisation Psychology
PSYC 3024 Applied Psychology Research Methods
PSYC 3050 Research Project in Applied Psychology
APSY 6999 Research Paper – MSc Applied Psychology
Supervised students

Ms Joan Cuffie
PSYC 1003 Introduction to Psychology
PSYC 1004 Introduction to Social Psychology
PSYC 2026 Gender and Psychology
PSYC 3021 Research Thesis in Applied Psychology

Dr Sharon Gopaul-McNicol
PSYC2015 Culture and Psychology
COSY 6000 Foundation/Principles in Counselling Psychology
COSY 6010 Counselling Skills and Techniques
COSY 6020 Ethical and Legal Issues in Counselling
PSYC 6130 Ethical and Legal Issues in Psychology

Dr Wendy Grenade
GOVT 3014 Theories of International Politics
GOVT 3015 International Politics and Political Economy
GOVT 3049 Caribbean International Politics
INGR 6030 Caribbean Integration and the CSME
INGR 6040 European Union and the African Union (Co-teach)

Dr Alana Griffith
SOCI 2001 Modern Social Theory
SOCI 3012 Caribbean Social Planning
SOCI 3013 Caribbean Social Policy
SOCI 3035 Caribbean Social Problems
SOCI 3037 Social Dimensions of Inequality and Marginalisation
Supervised 2 MPhil Students

Ms Gina Griffith
PSYC 2001 Counselling I
PSYC 3003 Community and Environmental Psychology
PSYC 3008 Elements of Counselling and Psychotherapy

Dr Kristina Hinds Harrison
GOVT 2000 Women and Politics
GOVT 2021 Socialist Political Economy
GOVT 3025 Trade and the Environment
GOVT 3071 Independent Study I
INRL 1000 Introduction to International Relations
Supervisor of one (1) MPhil and one (1) PhD student
Mrs Therese James  
SOWK 3004 Field Instruction I  
SOWK 3005 Field Instruction II  
SOWK 3006 Field Instruction Integrative Seminar I  
SOWK 3008 Field Instruction Integrative Seminar II  

Dr Debra Joseph  
SOWK 1000 Human Behaviour  
SOWK 1001 Introduction to Social Work  
SOWK 1002 Individuals and Families  
SOWK 3031 Bio-Psychological Challenges  
SOWK 4005 Crisis Intervention  
Supervisor of two MSW students  

Dr Tennyson Joseph  
Head of Department  
GOVT 2014 Western Political Thought  
GOVT 2015 Modern Political Thought  
GOVT 2016 Caribbean Political Philosophy  
GOVT 3000 African Political Philosophy in Antiquity  
Supervisor of two (2) PhD Students  
Supervisor of two (2) MPhil Students  

Dr Joan Phillips  
SOCI 2000 Classical Social Theory  
SOCI 2014 Caribbean Kinship  
SOCI 3004 Sociology of Tourism  
SOCI 3027 Gender and Development  

Dr Letnie Rock  
SOWK 2000 Social Work Theory and Practice with Groups  
SOWK 2007 Disability Studies  
SOWK 2010 Interpersonal Relation and Skills Laboratory  
SOWK 3009 Theory and Practice with Groups: Community Organisation  
SOWK 3034 Children and Family Services  
SOWK 6990 Social Work Research Project  
Supervise PhD Social Work Student  

PART TIME STAFF  

Ms Hajima Degia  
SOCI 1000 Introduction to Sociology II  

Ms Gozel Greenidge  
SOCI 2022 Social Gerontology  

Mr Bertie Hinds  
SOCI 3036 Criminology II: Police and Society  

Dr Cecilia Karch Brathwaite  
SOCI 2013 Caribbean Social Development  
SOCI 3000 Supervised Research  
SOCI 3026 Sociology of Development  

Mr Peter Lorde  
SOWK 3032 Substance Abuse Management in Caribbean Society  

Dr George Mahy  
PSYC 2002 Abnormal Psychology  
PSYC 2012 Developmental Psychology  

Ms Lisa McClean-Trotman  
PSYC 2025 Communications Psychology  

Mr Gregory Nicholls  
GOVT 2047 Principles of Public International Law  

Ms Rosanne Richards  
SOCI 1002 Introduction to Sociology I  
SOCI 3033 Drugs and Society  

Mr Michael Shui  
SOCI 1005 Introductory Statistics for the Behavioural Sciences  

Mrs Lena Weekes-Phillip  
SOCI 3017 Criminal Justice  
SOCI 3047 Sociology of Penal Practice  

STAFF ACTIVITIES  

Academic Conferences/Seminars/Workshops Attended  

Ms Cynthia Barrow-Giles  
• Facilitator “Polling and the Counting of Votes, the Transmission and the Announcement of Results”, at the Commonwealth Junior Election Professionals Initiative, Sponsored by the Commonwealth Secretariat, Kingston Jamaica, September 27, 2014.  

Dr Cheryl Cadogan-McClean  
• Participant in Mindfulness Coaching Workshop at the 40th Annual National Wellness Conference, National Wellness Institute. University of Minnesota, Minneapolis, Minnesota, U.S.A.  

Dr Sharon Gopaul McNicol  
Dr Wendy Grenade
• **Panelist:** Second Teddy Victor Memorial Dialogue “Whither the Caribbean: Participatory Governance of Patronage Government.” The University of the West Indies, Open Campus, St. George’s, Grenada, May 21, 2015.
• **Organised and Chaired:** Book Launch and Panel discussion *We Move Tonight: The Making of the Grenada Revolution* by Joseph Ewart Layne, The University of the West Indies, Cave Hill Campus, October 10, 2014.

Dr Alana Griffith
• Panelist on Poverty in Barbados Panel Discussion. University of the West Indies Cave Hill Campus, Department of Economics, November 12, 2014.

Dr Debra Joseph

Dr Tennyson Joseph
• Attended and delivered Welcome Remarks at a Panel Discussion on “Sexual Diversity and Equality: Possibilities for Change”, Organised by the Department of Government, Sociology and Social work, UWI Cave Hill, October 30, 2014.
• Attended and delivered Welcome Remarks at a Public Lecture by Professor Hilbourne Watson entitled “The Caribbean at the Crossroads in the Crisis of Capitalism”, as the 9th Annual Patrick Emmanuel Memorial Lecture, Organised by the Department of Government, Sociology and Social work, November 13, 2014.

Dr Letnie Rock
• Attended the Caribbean Child Research Conference entitled “Promoting the Rights of Children with Disabilities” held at the Jamaica Conference Centre, Kingston Jamaica (5-6 November 2014).
• Attended the National Conference on Juvenile Justice. Held at the Lloyd Erskine Sandiford Conference Centre, Barbados, April 21-23, 2015. Chaired panel discussion.

**PAPERS PRESENTED AT CONFERENCES**

**Barrow-Giles, C.**
• Presented paper at the SALISES and University College conference, Beyond Westminster in the Caribbean, Critiques, Challenges and Reform, Good Governance or Penance: Enhancing Westminster in the Caribbean”, Mona Campus, September, 11-13, 2014.

**Grenade, W.**

**Griffith, A.**
• “No Market for the Older Worker: The Conundrum of ‘Retirement’ & Public Pension in CARICOM.” Presented at SALISES Conference, January 14, 2015, Rodney Bay, St. Lucia.

**Joseph, D.**
• “Climate Change and Sustainable Development in the Caribbean: A community social work response”. Presented at SALISES Conference, January 14, 2015, Rodney Bay, St. Lucia.

**Joseph, T.S.D.**
• “A Critical Appraisal of W.A. Lewis’ Ideal of the Politically Neutral Intellectual”, Paper Presented to the 16th Annual SALISES Conference, Celebrated as
the W.A. Lewis Centennial, Rodney Bay, St. Lucia, January 14, 2015.


Hinds Harrison, K.


Rock, L.

• Co-presented workshop on “Environmental Social Work Practice in the Classroom & Community” at the 12th Biennial Conference of Caribbean and International Social Work Educators held at St. Georges University, St. Georges, Grenada. July 6-10, 2015.

• Presented paper on “Importance of Social Support Networks for the terminally ill and their Families,” at the National Workshop of the Barbados Association of Palliative Care, held at the Lloyd Erskine Sandiford Conference Centre. October 11, 2014.


PUBLIC SERVICE

Ms Cynthia Barrow-Giles

• Radio WEAA 89FM, Guest on Caribbean Exchange. Elections in Dominica.

• Interviews with “Matt in the Morning” on Q95 FM Radio, Dominica. Elections in Dominica.

• “UWI & You” Programme with Mr Felix Wilson, Marpin 2K4 Studios, Dominica.

• Member core group of the OAS Observation Mission for the May 11, 2015 Presidential and Parliamentary Elections in Guyana. Expert on political party and elections campaign financing. Report submitted on:

• Member of core group of the OAS Observation Mission for the February 16, 2015 Parliamentary Elections in St. Kitts-Nevis. Expert on Gender and political party and elections campaign financing. Submitted Report on:

• Member of Commonwealth Expert Team for the December 08, 2014, Parliamentary elections in the Commonwealth of Dominica.


Ms Joan Cuffie

• Working with Female Entrepreneurs in collaboration with Youth Entrepreneurship Scheme (YES).

• Chief Judge, Junior and Grand Kadooment Festivals, National Cultural Foundation.

Dr Alana Griffith


• Attended launch of HIV Gateway, November 27, 2014.

• Planning Assistant for St Thomas Parish Church Barbados Planning Day, November 2014.

• Participated in National Independence Festival of Creative Arts (NIFCA) Culinary Arts. One Gold Medal, Two Silver Medals and One Bronze Medal.

Dr Kristina Hinds Harrison

• Featured in discussions on radio and television programmes as follows:
  – Morning Barbados, CBC TV 8, Barbados – Discussion of the Scottish Referendum in the UK.
  – Brass Tacks Sunday, Starcom Network, Barbados – Discussion on the prospects of Barbados entering an IMF programme.
  – Bajan Women, CBC TV8, Barbados
  – Panel discussion on women in Barbadian politics.
Dr Sharon-Ann Gopaul-McNicol  
• Spearhead National Campaign – Trinidad.  
• Ground Bottom UP Model of Governing.  
• Save Our Children – Preventing Child Abuse.  
• Racial / Socio-economic and Intellectual Equity.

Dr Tennyson Joseph  
• Regular Contributor to Public Discussion on Caribbean Political Issues with Various media houses (Print and Electronic) in the Caribbean: Barbados, St. Lucia, Jamaica and Trinidad and Tobago.

Dr Letnie Rock  
• Member of the Board of Management of the Seventh Day Adventist Primary School.  
• Member of the Executive Committee of the Barbados Association of Palliative Care.  
• Invited by the principal of the Government Industrial Schools to attend and chair a panel discussion at the National Conference on Juvenile Justice at the Lloyd Erskine Sandiford Conference Centre.

VISITORS AND INTERNATIONAL LINKS

• Dr Jameca Falconer of Logan College of Chiropractic, USA, Visiting Fulbright Fellowship through the US Embassy in Bridgetown.  
• Professor Emeritus Hilbourne Watson of Bucknell University USA.  
• Professor Gary Bailey – Simmons College School of Social Work, Boston Mass.  
• Professor Prof. Barbara Heron, Director of the Faculty of Social Work at York University Canada.  
• Professor Ailsa Watkinson – Faculty of Social Work, University of Regina, Saskatchewan, Canada.  
• Mrs Vina Sandler and Professor Teresa Macias – York University, Canada.  
• Darren Wright – School of Social Work, Clark Atlanta University, Georgia.  
• Rae Rambally – Former Lecturer in Social Work, Cave Hill Campus.

Mr Erwin Leacock- Principal of the Government Industrial Schools.  
• Senator Kerry-Ann Ifill – President of the Senate of the Government of Barbados.  
• Dr Errol Bolden – Coppin State University – USA.

PROFESSIONAL AND UNIVERSITY SERVICES

Ms Cynthia Barrow-Giles  
University Services  
• Chair: Faculty of Social Science Committee on Non Tenured Academic Staff Research Fund  
• Member; Faculty of Social Science, Sub-committee, Assessment and Promotions.  
• Member, Steering Committee Faculty of Social Sciences.  
Professional Services  
• Member, International Advisory Board, The Round Table.  
• Member V-Dem. Regional Co-ordinator and Country Expert for Barbados.  
• Advisory/Executive Board Member, Caribbean Institute for Women in Leadership, (CIWiL).  
• Commonwealth and Democracy Network (Founding Member).  
• Member of the Editorial Board of the Journal of Eastern Caribbean Affairs.  
• Member, Executive Council, Caribbean Studies Association, 2013-2015.

Ms Joan Cuffie  
University Services  
• Coordinator – MSc Counselling Psychology Programme.  
• Member of the Advisory Committee, Women and Development Unit (WAND), Open Campus.

Dr Sharon Gopaul-McNicol  
University Service:  
• Revised Proposal for the PhD in Clinical Psychology.  
• Led the unification of the Cave Hill Psychologists to be placed under the Caribbean Center for Psychology and Research at UWI, Cave Hill.  
• Chair the FSS Grants Committee.  
Professional Service:  
• Contribute to the Preparation of the Self-Assessment Report (SAR) for Psychology  
• Submitted papers for Full Professorship.

Ms Joan Cuffie  
University Services  
• Coordinator – MSc Counselling Psychology Programme.  
• Member of the Advisory Committee, Women and Development Unit (WAND), Open Campus.

Dr Wendy Grenade  
University Service:  
• Member of the University’s Finance and General Purposes Committee.  
• Deputy Dean (Outreach) Faculty of Social Sciences, Cave Hill Campus.  
• Representative, Cave Hill on Campus Council St. Augustine Campus.  
• Chair, Campus Undergraduate Awards Committee, Cave Hill Campus.  
• Programme Coordinator of the MSc Integration Studies.  
Professional Service:  
• Member of a Commonwealth Advisory Group on a Strategic Vision for the Caribbean.
• Member of the Caribbean Studies Association.
• Member of the Grenada Association of Barbados.
• Reviewer of Canadian Journal of Latin American Studies.

Dr Alana Griffith

University Service:
• Chair Sub-Committee on Teaching & Learning Committee.
• Member of the University Teaching & Learning Committee.
• Member of Faculty of Social Sciences Marketing & Outreach Committee.
• Member of Faculty of Social Sciences Finance Committee.
• Member of Faculty of Social Sciences Research Week Committee Member of the University Interfaculty Committee on Summer School.
• Chair of Panel SALISES Conference 2015.
• Represented Deputy Dean Faculty of Social Sciences at University of the West Indies Cave Hill Campus Disability Services Committee Meeting, February 5, 2015.

Professional Service:
• Member of Social Policy Association.
• Member of Caribbean Studies Association.

Dr Debra Joseph

University Service:
• Social Work Unit representative on. Cross Faculty Meeting with the Medical Faculty re: courses for their programmes.
• Member of the “Caribbean Research Empowerment Network”, The UWI Family Development Centre, St’ Augustine, Trinidad.
• Member of Committee of the 25th anniversary of Social Work on the Cave Hill Campus. Specific responsibility for ‘Social Work Showcase’ of posters and books as part of the activities.

Dr Tennyson Joseph

University Services:
• Head, Department of Government, Sociology and Social Work.
• Member of the Appointments and Promotions Advisory Committee, UWI, Cave Hill.
• Member of the Organizing Committee for the Annual Patrick Emmanuel Memorial Lecture, Department of Government Sociology and Social Work.
• Member of the FSS 40th Anniversary Planning Committee.
• Member, Steering Committee, Faculty of Social Sciences.
• Member of the Entrance Committee, Faculty of Social Sciences.
• Member of the Examiners Committee, Faculty of Social Sciences.
• Member of the Faculty Board, Faculty of Social Sciences.
• Member of the Academic Board of the Cave Hill Campus.

Professional Service:
• Member of the Organising Committee of Cave Hill Pan-African Conference.
• Cave Hill Campus Representative on the Council of the Open Campus.

Dr Letnie Rock

University Services:
• Coordinator of Graduate and Undergraduate Social Work Programme.
• Coordinator of OAS/UWI/CICAD Project on drug demand reduction in the Caribbean.
• Coordinated the week of activities for 25th Anniversary Celebrations of the Social Work Programme (16-20 February 2015).

Professional Service:
• Reviewed manuscripts for 6 professional journals:
  – Children and Society.
• Member of the Editorial Boards of 3 Journals
  – Social Work Education – the International Journal
  – International Journal of Social Work Research (New)
• Membership in International Organizations
  – Actively served as member of 3 committees of the International Association of Schools of Social Work:
    – Disaster Management and Climate Change.
    – Human Rights.
    – International Projects.
STAFF DEVELOPMENT WORKSHOPS/COURSES

Dr Alana Griffith
- Completed 1 course in the Post-Graduate Certificate in University Teaching & Learning.
- Advancing Teaching and Learning with Technology.

Dr Debra Joseph
- Completed CUTL5106 – ‘Advancing Teaching and Learning with Technology’.
- ‘Research Supervision Development Course’ with facilitator Dr Sylvia Henry.

Dr Letnie Rock
- Introduction to TURNITIN workshop: Similarity Matching/plagiarism detection software workshop.
- Power point – Intermediate.
- Use of Moodle – Intermediate.
- Learning for Course Planning and Course Design (online course).

Table I: Course Enrollment – Semester I, 2014/2015

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Table I: Course Enrollment – Semester I, 2014/2015

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Table II: Course Enrollment – Semester II, 2014/2015

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Table II: Course Enrollment – Semester II, 2014/2015

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<td>Children and Family Services</td>
<td>1</td>
<td>1</td>
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<tr>
<td>SOWK 4005</td>
<td>Crisis Intervention</td>
<td>30</td>
<td>29</td>
<td>24</td>
<td>83%</td>
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</tbody>
</table>

Table III: Distribution by Class of Honours and Programmes 2014-2015

<table>
<thead>
<tr>
<th>Programmes</th>
<th>First Class</th>
<th>Upper Second</th>
<th>Lower Seconds</th>
<th>Pass</th>
<th>Total</th>
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<tbody>
<tr>
<td>Political Science &amp; Psychology</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Political Science with Gender and Development Studies</td>
<td>-</td>
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<td>-</td>
<td>-</td>
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<tr>
<td>Political Science with International Relations</td>
<td>-</td>
<td>3</td>
<td>3</td>
<td>-</td>
<td>6</td>
</tr>
<tr>
<td>Political Science with Law</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
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</tr>
<tr>
<td>Political Science with Public Sector Management</td>
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<td>1</td>
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<td>1</td>
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</tr>
<tr>
<td>Political Science with Sociology</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Psychology (Special)</td>
<td>1</td>
<td>11</td>
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<td>Psychology with Management</td>
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<tr>
<td>Psychology with Political Science</td>
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<td>2</td>
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<tr>
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<tr>
<td>Sociology &amp; Political Science</td>
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<td>Sociology &amp; Psychology</td>
<td>-</td>
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<tr>
<td>Sociology with Criminology</td>
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<td>Sociology with Gender &amp; Development Studies</td>
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<td>Sociology with History</td>
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<td>Table IV: New Entrants and Graduation Figures from 2006 to present</td>
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<tr>
<td>---------------------------------------------------------------</td>
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<tr>
<td><strong>MSc Counselling Psychology Programme</strong></td>
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<tr>
<td>Cohort</td>
<td>New Entrants</td>
<td>Graduates</td>
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<tr>
<td>Cohort 1 – 2006-2007</td>
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<td>Cohort 4 – 2009-2010</td>
<td>17</td>
<td>11</td>
<td></td>
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<tr>
<td>Cohort 5 – 2010-2011</td>
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<td>7</td>
<td></td>
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<tr>
<td>Cohort 7 – 2012-2013</td>
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<td>14 (7 with distinction)</td>
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<tr>
<td>Cohort 8 – 2013-2014</td>
<td>13</td>
<td>11 (9 with distinction)</td>
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<td>Cohort 9 – 2014-2015</td>
<td>-</td>
<td>9</td>
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<thead>
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<th>Table V: New Entrants and Graduation Figures from 2006 to present</th>
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<td><strong>MSc Applied Psychology Programme</strong></td>
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<td>Cohort 2 – 2007-2008</td>
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<td>Cohort 3 – 2008-2009</td>
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<td>Cohort 5 – 2010-2011</td>
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<td>Cohort 6 – 2011-2012</td>
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<td>Cohort 7 – 2012-2013</td>
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<td>Cohort 8 – 2013-2014</td>
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<thead>
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<th>Table VI: New Entrants and Graduation Figures from 2006 to present</th>
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</thead>
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<tr>
<td><strong>Masters of Social Work (Management and Administration) MSW</strong></td>
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<td>Cohort 6 – 2011-2012</td>
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<td>Cohort 7 – 2012-2013</td>
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<thead>
<tr>
<th>Table VII: New Entrants and Graduation Figures from 2006 to present</th>
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<tbody>
<tr>
<td><strong>MSc E-Governance for Developing States</strong></td>
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<tr>
<td>Cohort</td>
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<td>--------</td>
</tr>
<tr>
<td>Cohort 1 – 2006-2007</td>
</tr>
<tr>
<td>Cohort 2 – 2007-2008</td>
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<tr>
<td>Cohort 3 – 2008-2009</td>
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<td>Cohort 5 – 2010-2011</td>
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<td>Cohort 6 – 2011-2012</td>
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<td>Cohort 7 – 2012-2013</td>
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<td>2014-2015</td>
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<th>Table VIII: MPhil/PhD Programmes for 2014-2015</th>
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<tbody>
<tr>
<td>Programme</td>
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<tr>
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<tr>
<td>MPhil Political Science</td>
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<td>MPhil Sociology</td>
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<tr>
<td>PhD Social Work</td>
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<tr>
<td>PhD Political Science</td>
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<tr>
<td>PhD Sociology</td>
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MEMBERS OF STAFF AND TEACHING ASSIGNMENTS

HEAD OF DEPARTMENT
Philmore Alleyne, BSc (UWI), MBA (Oxford Brookes), PhD (Bradford), FCCA, FCA

Senior Lecturer in Accounting
ACCT2014 Financial Accounting I
ACCT6014 Corporate Tax Planning and Management
ACCT6018 Legal and Ethical Environment of Wealth Management
ACCT6021 Corporate Financial Policy
MGMT3023 Independent Study
MGMT3096 Taxations and Tax Management

Senior Lecturers
Permanent Full Time
Justin Robinson, BSc (UWI), MSc (Florida International), PhD (Manchester)

Dean, Faculty of Social Sciences
ACCT6011 Corporate Finance
ACCT6020 Corporate Restructuring
MGMT2023 Financial Management I
MGMT3049 Financial Institutions and Markets

Lecturers
Permanent Full Time
Juliette Brathwaite, BA (Huddersfield), DipEd. (UWI & ETTC), MEd (Leeds), MSc (UWI), PhD (Southampton)

Department of Management Studies 2014 – 2015

John Burnett, BSc (UWI), MBA (St. Mary’s), CMA
ACCT2014 Financial Accounting I
ACCT2019 Introductory Accounting for Managers
ACCT2025 Fraud Examination
ACCT6011 Corporate Finance
ACCT6022 Portfolio Analysis & Management Using the Bloomberg Platform I Workshop
ACCT6023 Portfolio Analysis & Management Using the Bloomberg Platform II Workshop
PTMT6004 Project Financing

Donley Carrington, BSc (UWI), MBA (Iowa), PhD (Hull), CMA
Coordinator, MSc Investments and Wealth Management
ACCT2017 Management Accounting
ACCT3041 Advanced Financial Accounting
ACCT3015 Accounting Information Systems
ACCT3039 Management Accounting II
ACCT6010 Accounting for Managerial Decision Making
ACCT6017 Quantitative Methods for Management
ACCT6900 Research Paper
ACCT6990 Internship/Practicum

Wayne Charles-Soeverall, BA (Pace), MA (Brooklyn College), PhD (UWI)
MGMT2027 Management in Government I
MGMT2028 Management in Government II
MGMT3073 Managing Development
MGMT3075 Public Enterprise Management
MGMT3078 Policy Analysis
MGMT6132 Strategic Planning and Management
PTMT6020 Project Development Workshop
PTMT6008 Practicum (4 students)

Akhentoolove Corbin, BSc (UWI), MSc (LSE), PhD (UWI)
HRNM6001/TOUR6150
HRNM6050 Human Resources Management
HRNM6111 Human Resources Development
HRNM6113 Strategic Human Resources Management
HRNM6115 Performance Management
MGMT3031 Business Strategy and Policy

Dwayne Devonish, BA (UWI), MSc, PhD (Nottingham)
Coordinator, MSc International Management
ACCT6017 Quantitative Methods for Management
IMGT6120 Internship/Practicum
IMGT6125 Research Paper
MGMT1001 Introduction to Management
MGMT2012 Quantitative Methods
MGMT6901 Research Methods for Business and Social Sciences
TOUR2004 Research Methods for Business

Stacey Estwick, BSc (UWI), FCCA
Coordinator, MSc Management with Financial Management
ACCT1002 Introduction to Financial Accounting
ACCT6022 Portfolio Analysis & Management Using the Bloomberg Platform I Workshop
ACCT6023 Portfolio Analysis & Management Using the Bloomberg Platform II Workshop
IMGT6000 International Finance
MGMT2023 Financial Management I
MGMT3048 Financial Management II
MGMT3053 International Financial Management
Glenda Gay, BSc (UWI), MSc, PhD (Nova Southeastern)
Coordinator, MSc Building and Construction Management
COEM6900 Research Paper
COEM6990 Internship/Practicum
MGMT2005 Microcomputer Applications for Business (Semesters 1 & 2)
MGMT2006 Management Information Systems I (Semesters 1 & 2)

Dion Greenidge, BA (UWI), MSc, PhD (Nottingham)
Coordinator, MSc Management and MSc Management with Human Resources Management
HRNM6112 Recruitment and Selection
HRNM6900 Research Paper
HRNM6990 Internship
MGMT2008 Organisational Behaviour
MGMT3017 Human Resources Management
MGMT3022 Organisational Development
MGMT3061 Team Building and Management
MGMT6139 Leadership and Organisational Behaviour
MGMT6301 Personnel Selection and Assessment Workshop

Cristina Jönsson, BSc (Oxford Brookes), BSc, MSc (Griffith University)
MGMT3005 Attractions Development and Management
TOUR2001 Caribbean Tourism
TOUR2002 Transportation and Tourism
TOUR2003 Tourism Planning and Development II
TOUR3001 Sustainable Tourism
TOUR3006 Independent Research Project (Supervision)
TOUR6080 Contemporary Issues in Tourism and Hospitality

Joseann Knight, BSc (UWI), MBA (Florida), PhD (UWI)
MKTG2001 Principles of Marketing (Semesters 1 & 2)
MKTG3002 Marketing Research
MKTG3070 Consumer Behaviour
MKTG6010 Consumer Behaviour

Nicole Knight, BSc (UWI), MBA (London South Bank University)
IMGT6060 International Organisational Behaviour
MGMT2008 Organisational Behaviour
MGMT2013 Introduction to International Business
MGMT3017 Human Resources Management
MGMT3038 Cross National Management

Sonia Mahon, BSc (UWI), MSc (Boston)
Deputy Dean, Faculty of Social Sciences
MGMT1000 Introduction to Computers (Semesters 1 & 2)
MGMT3011 Management Information Systems II

Nadini Persaud, BSc, MSc (UWI), PhD (Western Michigan), CGA
Coordinator, MSc Project Management and Evaluation
ACCT1003 Introduction to Management and Cost Accounting (Semesters 1 & 2)
PTMT6005 Monitoring and Evaluation
PTMT6007 Essentials of Management
PTMT6008 Practicum (Semesters 1 & 2)
PTMT6009 Social and Environmental Impact Assessment
PTMT6021 Information Management for Projects Workshop

Paul Pounder, BBA (Brock), PhD (Birmingham)
MGMT2026 Production and Operations Management
MGMT3031 Business Strategy and Policy
MGMT3033 Business, Government and Society
MGMT3090 Entrepreneurial Finance

PTMT6001 Project Analysis and Appraisal
PTMT6011 Project Evaluation

Sherma Roberts, BA (UWI), MSc (Surrey), PhD (Brunel)
Coordinator, MSc Tourism Programmes
TOUR2000 International Tourism
TOUR3000 Tourism Management
TOUR3002 Tourism Marketing
TOUR3007 Internship Coordination
TOUR6030 Tourism Destination Management
TOUR6040 Sustainable Tourism Development
TOUR6120 Resort Hotel Development and Operations
TOUR6900 Applied Research Project and Internship
TOUR6910 Research Paper

Alfred Walkes, BSc, MPhil, PhD (UWI)
Coordinator, MSc Marketing
IMGT6010 International Marketing
MKTG3000 Marketing Management
MKTG3058 New Venture Management
MKTG3089 Social Entrepreneurship for Sustainable Development
MKTG6000 Marketing Management
MKTG6040 Services Marketing
MKTG6900 Research Paper
MKTG6990 Internship

Diana Wekes-Marshall, BSc (UWI), FCCA, FCA
ACCT1002 Introduction to Financial Accounting
ACCT2015 Financial Accounting II
ACCT3043 Auditing I
ACCT3044 Auditing II
**Ayanna Young Marshall**, LLB (UWI), Cert. of Legal Education (Hugh Wooding Law School) MSc (UWI)

- COCR2070 SEED
- IGMT6030 International Trade and Investment
- MGMT2013 Introduction to International Business
- MGMT2021 Business Law I
- MGMT3037 International Business Management
- MGMT3045 Business Law II
- PTMT6000 Management of Negotiations
- PTMT6006 Contract Management and Procurement

**Kemaul Persaud**, BSc (UWI), FCCA, LLB (Wolverhampton), LLM (UWI)

- ACCT6012 Principles of Taxation for Business and Investment Planning (Semester I)
- MGMT2021 Business Law I (Semester I)

**Terry Harris**, BSc, MPhil (UWI)

- ACCT1003 Introduction to Management and Cost Accounting (Semesters 1 & 2)
- ACCT2017 Management Accounting
- ACCT3040 Advanced Accounting Theory
- MGMT1000 Introduction to Computers (Evening) (Semester I)
- MGMT3076 Managing Financial Institutions

**Kimberly Ellis**, BSc (North Carolina), PhD (Florida State) CPA

**RESEARCH ASSISTANTS**

- **Melissa Cornwall**, BA (UWI)
- **Margaret Hinds**, BSc, MSc (UWI)
- **Amanda Pierce**, BSc (UWI)

**PART TIME LECTURERS**

- **Kerry-Ann Alleyne**, BSc, MSc (UWI)
  - MGMT2020 Managerial Economics
- **Lana Alleyne**, BSc (UWI), MBA (Florida)
  - MKTG3010 Integrated Marketing Communications
  - MKTG6070 Integrated Marketing Communications
- **Peter Alleyne**, BSc, MSc (UWI)
  - ACCT2014 Financial Accounting I
  - MGMT2023 Financial Management I
- **Sydney Arthur**, Cert. in Education, MIPD; BA (Open Univ.), MA (Westminster)
  - MGMT3017 Human Resources Management
- **Jasmine Babb**, BSc (UWI), MBA (City University), HRNM6108 Contemporary Industrial Relations Practices
- **Jennifer Barrow**, BSc (UWI), MSc (Surrey)
  - TOUR6050 Strategic Marketing for Tourism and Hospitality
- **Robertine Chaderton**, BSc (UWI), BComm (Windsor), PhD (Manc), FCCA
  - ACCT6019 Multi-Jurisdictional Tax Planning and Management
- **Lisa Clarke**, BA, MSc (UWI)
  - IGMT6090 Spanish I
  - MGMT6303 Spanish Workshop
- **Jeremy Collymore**, BA, MPhil (UWI)
  - TOUR6090 Risk, Crisis and Disaster Management
- **Sheralyn Forde**, BSc, MSc, LLB (UWI), Legal Education Certificate (Hugh Wooding Law School)
  - MGMT2021 Business Law I
- **Damien Gaskin**, BSc (UWI), MBA (Illinois at Chicago), CPA, CFA
  - ACCT6015 Equity and Fixed Income Securities
- **Joy-Ann Gilkes**, BSc, MSc (UWI)
  - MGMT3048 Financial Management II
- **Priscilla Glidden**, BA (Mass.), PhD (MIT)
  - COEM6061 Research Paper Design Workshop
  - COEM6900 COEM Practicum
- **Sonia Greenidge-Franklyn**, BSc (UWI), MA, PhD (Phoenix)
  - MGMT3024 Managerial Communications
  - MGMT6300 Corporate Communication Workshop
- **Jacqueline Harper**, BSc (UWI), MSc (Portland State Univ.)
  - MGMT2001 Principles of Marketing
- **Carver Hinds**, BSc (UWI), CGA, Dip. in Public Sector Accounting & Auditing; CIPFA (London), Cert. in Infor. Tech. (Connecticut)
  - ACCT2018 Government Accounting
- **Gregory Hinkson**, BSc (UWI), CGA, CMC
  - ACCT6016 Alternative Investments
  - MGMT3049 Financial Institutions and Markets
- **Wendy Hollingsworth**, BSc (Guelph), MSc (Wageningen), PhD (Massey Univ.)
  - MGMT3091 Creativity and Innovation Management for Entrepreneurship
- **Debbie-Ann Jemmott**, LLB, BSc (UWI), MSc (Luton)
  - MGMT2224 Introduction to Entrepreneurship
Department of Management Studies

Leslie-Ann Jordan-Miller, BSc (UWI), Postgrad. Dip., PhD (Otago)
TOUR6060 Service Quality in Hospitality and Tourism

Noel Lynch, BA, BSc, MBA (Puerto Rico)
TOUR6020 Caribbean Tourism Business Environment Workshop

Orville Lynch, BA (UWI), MSc (Clemson)
MGMT3017 Human Resources Management
MGMT6132 Strategic Planning and Management
HRNM6302 Human Resources Information Systems Workshop

Cecil McCarthy, LLB (UWI), Legal Education Certificate (Hugh Wooding Law School)
MGMT3063 Labour and Employment Law

Patrick McCaskie, BSc (UWI), MSc (Birmingham)
MGMT2020 Managerial Economics

Glenda Niles, BA (UWI)
IMGT6100 Spanish II
IMGT6110 Spanish III

Cathy Norville, BSc (UWI), MA (Westminster)
MGMT3062 Compensation Management
HRNM6109 Compensation Management
HRNM6114 Skills for Human Resource Management Workshop

Betty Jane Punnett, BA (McGill), MBA (Marist College), PhD (NYU)
IMGT6070 International Strategy
IMGT6200 Cross-Cultural Skills Workshop

Sasha Sutherland, BA, MPhil (UWI)
TOUR6130 Sports and Events Management

Christopher Symmonds, BSc (UWI)
MGKT6050 Product Planning and Distribution
MGKT6101 Product Planning Workshop

Ashwell Thomas, BA (UWI), MSc, PhD (Kensington University, California), CMC (ICMCA, Ontario)
HRNM6107 Human Resource Management
MGMT6142 Legal and Ethical Environment of Human Resource Management

Troy Waterman, BSc (UWI), MSc (London), PhD (Imperial College)
MGKT6030 Marketing Research

Denise Williams-Franklin, BSc (UWI), MBA (Salford)
MGKT3001 International Marketing Management

Elsworth Young, BA (UWI), MSc (Massachusetts)
MGMT3018 Industrial Relations

ADMINISTRATIVE, TECHNICAL AND SUPPORT STAFF

Administration Office
Mrs Neila Hinkson
Administrative Assistant

Mrs Deborah Howard
Stenographer/Clerk, Grade I

Mrs Margaret Lamontagne-Chase, BSc (UWI)
Stenographer/Clerk, Grade II

Miss Melanie Straker
Stenographer/Clerk, Grade II

Graduate and Special Projects Section

Miss Monica Smith
Administrative Assistant

Mrs Tameshia Brandford
Stenographer/Clerk, Grade III/II

WORK OF THE DEPARTMENT

Undergraduate Programmes
The Department continues to offer teaching in the areas of accounting, accounting and finance, management (human resource management, marketing, international business, and entrepreneurship), public sector management, tourism and hospitality with a number of major and minor combinations across the campus. The Department has maintained adequate student levels in the course offerings, despite a continued reduction in the number of students across the campus.

Graduate Programmes
The Department currently offers taught masters programmes in Building and Construction Management, International Management, Investments and Wealth Management, Management with Concentrations, Marketing, Human Resource Management, Project Management and Evaluation, Tourism and Hospitality Management, Tourism and Events Management, Tourism and Sport Management, Tourism Marketing and Tourism with Project Management. The graduate programmes continue to provide significant revenues and international recognition to the University. Our PhD programme has been progressing well with a number of students conducting research in the areas of management, leadership, corporate governance, tourism and finance. The department also provides academic oversight for the BSc and MSc in Sports Science programmes, which are managed by the Academy of Sports.

Research and Publications
During 2014/2015, the Department continues to engage in important research and publications on key topics. Staff has published articles and technical reports, and presented at regional and international conferences.
Current research initiatives include the following projects: The Caribbean Corporate Governance Survey and Index, Whistleblowing Project, The Financial Impact of Catastrophes and Natural Disasters, Leadership and Development of Harmony scale, Tourism Research, Entrepreneurship Project, Public Sector Study and the Workplace Absenteeism Project.

**Outreach Activities**

The Department has been engaged in a number of private and public sector initiatives.

- The Department held its Second Postgraduate Conference in the Graduate Studies Building on November 26, 2014. The keynote address by PVC Andrew Downes was quite informative as he spoke under the theme “The Value of Social Science Research to the Development of Caribbean Society.”
- Rejuvenating St. Lawrence Gap: Dr Sherma Roberts and the tourism students presented on this topic in collaboration with the St. Lawrence Gap Committee, and the BHTA on November 8, 2014.
- Registration of Post-Secondary, Tertiary Education and Training Institutions by the Barbados Accreditation Council Project: The Department is taking the lead in this accreditation project for Barbados Community College, Samuel Jackman Prescod Polytechnic, Erdiston Training College, Barbados Vocational Training Board, and TVET. The project is being conducted in collaboration with the Ministry of Labour, Social Security and Human Resource Development. The persons leading the project are: Dr Akhentoolove Corbin, Dr Sylvia Henry, Dr Wayne Charles-Soverall, and Dr Philmore Alleyne.
- The Psychological Contract Project – Dr Wayne Charles-Soverall and Dr Dwayne Devonish.

The Department continues to engage the public and private sectors in a number of research initiatives covering tourism, public sector issues, corporate governance, leadership, finance and workplace matters. Staff members continue to write in the press on matters of national interest, and sit on a number of public and private sector boards, providing management and other technical advice to stakeholders.

**Student Entrepreneurial Empowerment Development (SEED)**

The SEED programme is coordinated by Mrs Ayanna Young Marshall. Its main activities for the year were as follows:

**SEED Small Business Development Centre (SBDC)**

SEED continued the work towards establishment of a Small Business Development Centre (SBDC) under a pilot project with the Ministry of Industry, International Business, Commerce and Small Business Development to implement the Small Business Development Centre (SBDC) model in Barbados along with Barbados Investment Development Corporation and funded by the Organisation of American States (OAS). Under this public/private/academic partnership project, SEED along with the other organisations will be able to streamline technical and managerial assistance to small businesses. Being part of the SBDC Network provides access to Neosarra Software to measure the economic impact of support to businesses whether through employment generation, retention, foreign exchange earning etc.

**University of South Florida Collaboration (USF)**

In 2014, SEED had collaborated with the USF to bring PhD students in environmental engineering to Barbados to work with SEED entrepreneurs interested in sustainability to among other things, come up with a business in the area of nutrient management. The group, supported by UWI as well as USF faculty conceptualised a “waste to wealth” project using treated wastewater to grow crops. This idea was successfully pitched to the Barbados Water Authority. The educational project was presented to the Caribbean Water and Wastewater Association (CWWA) entitled “Non-traditional university partnerships for sustainable nutrient management research, education, and innovation in Barbados”.

**SEED Co-curricular course and 2015 Business Plan Competition**

The SEED co-curricular course was offered from September 2014 as usual. This year welcomed additional modules in entrepreneurial opportunities in the arts led by Stedson ‘Red Plastic Bag’ Wiltshire; in energy led by Dr Erwin Edwards; and in agriculture facilitated by the Institute for Cooperation in Agriculture (IICA). The 5th Student Entrepreneurial Empowerment Development (SEED) CIBC First Caribbean International Bank Business Plan Competition was held on June 3, 2015. The winners of the competition were Shakita Payne, MakeUp Doll Cosmetics, Pamela Stanford, PS: At Your Service; Rashida Small, De Ital Deli – Afia Bora Vegan Cheddar Cheese Carseen Greenidge, Carpenter Solutions and Takira Brewster, J&Ts Green Freighting. All of these businesses are currently in operation.

**Sargassum Hack**

The first Sargassum Hack kicked off in Barbados on Saturday May 23, 2015 at the 3W’s Pavilion of the University of the West Indies, Cave Hill Campus. Hosted jointly by the Caribbean Sustainability Collective (CSC) and Student Entrepreneurial Empowerment Development (SEED), the Hack brought together participants to share information on the sargassum seaweed, what is being done about it in Barbados and around the world as well as to explore potential products, services and industries stemming from it. Participants included students, faculty and alumni of UWI as well as members of the public and international researchers. By the end, they committed to the creation of a working group to support each other in building out commercial, educational, and research opportunities from this relatively new challenge facing Barbados and the wider Caribbean.

**Collaboration with the Faculty of Science and Technology**

SEED continued to work under the CAP4INNO and BRIDGE projects with the Faculty of Science and Technology to enhance innovation, entrepreneurship, renewable energy and ICT at the University of the West Indies.
### TEACHING PROGRAMME

#### Undergraduate Programmes

Undergraduate programmes were delivered in the following subject areas:

#### Semester 1 Student Registration

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The Department also continues to provide support for the teaching of First and Second Year University courses at the Antigua State College.

The number of persons graduating in these undergraduate programmes for the 2014-2015 academic year are as follows:
### Undergraduate Degrees Awarded

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### Postgraduate Programmes

Postgraduate programmes were delivered in the following subject areas.

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### Postgraduate Degrees Awarded

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<td><strong>18</strong></td>
<td><strong>72</strong></td>
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COMPLETED MANUSCRIPTS AND OTHER UNPUBLISHED PAPERS

Juliette Brathwaite

John Burnett
- Submitted an article for publication to the Journal of Eastern Caribbean Studies entitled “Teacher Training for Effective University Instruction: Lecturers’ Perspective.” Currently being reviewed.

Stacey Estwick

Joseann Knight
- An Exploratory Study of Consumer Bill Prioritisation Behaviour in a Small Emerging Economy. To be submitted for review to Marketing Intelligence and Planning in November 2015.

MANUSCRIPTS IN PROGRESS

Juliette Brathwaite
- Project Management in Relationship with Corporate Governance: A Framework for Improving Accountability in Strategic Implementation Management.
- Contemporary Twist on Capability Enhancement for Advantageous Sustainability – An Integrative Approach to how Strategic Project Management Influences Requirements Relationship with Outcomes.
- Strategic Project Management and Middle Management as Means of Influencing Strategic Initiatives Implementation.’
- How Strategic Initiatives are Improved through Strategic Project Management.
- How Project Management, and Associated Factors, Utilized as Major Stimuli, Impacts the Implementation of Strategic Initiatives.
- Entrepreneurial Orientation Relationship with Organizational Performance: Mediating impacts of project management flexibility in emerging and developing economies.

Dion Greenidge
- Interactive Effects of Emotional Intelligence and Personality in Predicting OCB and CWB.
RESEARCH IN PROGRESS

Philmore Alleyne
- Corporate Governance and Whistleblowing in the Financial Sector in the Caribbean – Funded by FirstCaribbean International Bank. Development of a Corporate Governance index for each Caribbean country.
- A Study of Whistleblowing Behaviour among Auditors and Accountants in Barbados and the OECS.

Juliette Brathwaite
- Research on strategic initiatives, projects and renewal. Completed manuscript after data collection from three firms.
- Research linking Strategy, Initiatives and Projects Effectiveness.

John Burnett
- Continued progress on PhD entitled “Locating Management Accounting Practices in the Caribbean: Evidence from Barbados, Jamaica and Trinidad and Tobago.”

Wayne Charles-Soverall
- Survey of Public Administration and Governance in the Barbados Public Service (with Charlene Roach, UWI, St. Augustine Campus, and colleague from University in Texas).
- Rethinking Leadership, Governance and Development in Africa. Accepted for presentation at 3rd Biennial African Academy of Management (AFAM) Conference, October 2015.
- Perceptions, Drivers and Consequences of Whistleblowing in Barbados (with Philmore Alleyne and Tracey Broome).
- Exploring the Psychological Contract in the Barbados Public Sector (with Dwayne Devonish).

Akhentoolove Corbin
- Co-author for refereed book chapter on Expatriates To/From Developed and Developing Countries, with Professor Betty Jane Punnett and doctoral student Lisa Clarke.
- Ivy Business School has agreed to partner in the publication of an African and Diaspora Leadership and Management Case Book (final draft completed).

Dion Greenidge
- Managing Absenteeism and Attendance in the Barbadian Workplace.
- Healthy Workplace Research project with Dr Cheryl Cadogan-McClean and Dr Winston Moore.
- The Computerized Adaptive Testing – Hierarchical Personality Assessment Project with Mr Terry Harris.
- Development of a Taxonomy of Employee Job Performance.

Stacey Estwick
- The Impact of SME Accounting on Capital Structure Choice.
- Deposit Insurance and Investor Awareness in the Caribbean: An Exploratory Study of Barbados (with R. Pennegan).

Joseann Knight
- The Antecedents of Consumer Entitlement in a Small Emerging Economy (with Philip Edey).

Nadini Persaud
- Psychology of Bullies – Three Top Reasons for Bullying in St. Vincent and the Grenadines (with Indeira Persaud).
- Applied to US Embassy (with Indeira Persaud, Donley Carrington, Joseann Small-Knight) for a Fulbright Alumni Grant for US$25,000 to pilot a project in St. Vincent and Barbados. “Gardening Entrepreneurship to Empower Disadvantaged Youths”. Project Proposal was short-listed as a global finalist and will be highlighted in US Embassy News Letter of August 2015.

Diana Weekes-Marshall
- Conducting doctoral studies on risk management practices in the financial sector in Barbados.

Team Project
STAFF ACTIVITIES

CONFERENCES/SEMINARS/ WORKSHOPS ATTENDED

Juliette Brathwaite
- Attended Department of Management Studies/ Faculty of Social Sciences Graduate Conference, Barbados: Graduate Studies and Research Building, UWI, Cave Hill, November 2014.
- ACHEA Barbados Chapter Strategic Planning Retreat “Do you have the Missing Piece?” Held at the Moot Court, UWI, Cave Hill Campus Faculty of Law: Presented/Guided formation of Strategic Plan – Vision, Mission. June 30, 2015.

Glenda Gay
- Presentation of research comparing the performance of students registered for blended and online second year undergraduate Management courses. Centre for Excellence in Teaching and Learning – Research Circle. October 17, 2014.
- Posters presented at Research Week for the School for Graduate Studies and Research, February 2015:
  - The role of e-readiness in information systems’ success.
  - Student performance and course satisfaction in blended vs. online courses.
  - E-Readiness in undergraduate management students.
  - Managing deadlines in special construction projects: A review of scope of works at the Cave Hill Campus (with Kenneth Alleyne).

Nadini Persaud

OUTREACH AND PUBLIC SERVICE

Philmore Alleyne
- Section Editor/Associate Editor, Accounting Educators’ Journal.
- Member/Commissioner of the Barbados Fair Trading Commission.
- Ad hoc reviewer for Managerial Auditing Journal, Accounting Educators’ Journal.

Juliette Brathwaite
- Ad hoc Reviewer of Manuscripts for the following journals: Journal of Educational Management Administration and Leadership; Business Process Management Journal; Supply Chain Management Journal; Journal of Management Development.
- Member – Association of Caribbean Higher Education Administrators (ACHEA);
- Project Management Institute (PMI);
- Foundation Secondary School Old Scholars Association (FOSA).

John Burnett
- A business mentor at the Barbados Youth Business Trust mentoring entrepreneurs on financial aspects of their business.
- Treasurer for the Barbados Chapter of the American Guild of Organists.
- Organist in the Anglican Diocese of Barbados.

Wayne Charles-Soverall
- Established formal relationship between DOMS and the EU by attending meeting with Dr Stephen Boyce and senior EU officials on May 28, 2015 in order to:
  (a) Develop collaborative partnership that could lead to an MOU between the UWI and the EU that promotes research on EU projects;
(b) Provides opportunities for graduate students to complete internships through assistance from the EU and to evaluate EU projects.

- Established formal relationship between DOMS and IDB, by hosting Dr Sylvia Dohnert, Executive Director, on June 1, 2015 in order to:
  (a) Develop collaborative partnership between DOMS and the private sector;
  (b) Develop collaborative relationship with ProNET Network and their business modules; and
  (c) Evaluate the impact of these modules on assisted businesses and to suggest evidence-based refinements that have to do with management practices.

- Established formal relationship between DOMS and the Arthur Lok Jack Business School, The UWI, St. Augustine Campus, by hosting Professor Miguel Carrillo, Executive Director, on June 3, 2015 in order to:
  (a) Develop collaborative partnership between DOMS and the Arthur Lok Jack Business School; and
  (b) Evaluate the Human Capital Report in relation to the Human Resource Development Strategy (HRD) of Barbados 2012-2016 and to suggest ways to improve human resource development policy.

- Meeting with Mr Paul Altman, Executive Director, Altman Real Estate, on June 23, 2015 in order to explore collaborative relationship with private sector entities to assist DOMS and The UWI in promoting its business and management skills.

**Akhentoolove Corbin**
- Appointed Chairman of the National Human Resource Development Advisory Council.
- Nominated to be the Track Chair for the General Management Track of the African Academy of Management. This is part of the Group for Leadership, Competitiveness and Harmony’s (GLEACH) African research initiative.

**Stacey Estwick**
- Member of MicroBusiness Committee, Barbados Public Workers Cooperative Credit Union (January 2015 to present).
- Member of Barbados Joint Economic Group -Budget 2015 Tax Reform.
- Member of Finance working group of Organization for the Advancement of Scientific and Commercial Agriculture (OASCA): This is a Caribbean Initiative aimed at reviving the agricultural sector in small Caribbean islands. (Appointed 2014).

**Glenda Gay**
- Development of a database management application to capture data on stroke patients at the Queen Elizabeth Hospital for analysis by Professor David Corbin, 2014.
- Reviewer for Caribbean Teaching Scholar, 2014-Present.
- Chief Examiner of Information Technology CSEC, Caribbean Examination Council (CXC), 2012 – present.

**Dion Greenidge**
- Guest Lecturer, Barbados Defence Force Commissioned Officers Course on “Leadership and Motivation”, September 2014.
- Ad-Hoc Reviewer for the following Academic Journals/Conferences:
  - International Journal of Stress Management.
  - Academy of International Business Annual Conference.
  - International Journal of Tourism Research.
  - Human Performance.
  - Drustvena istrazivanja.
  - Journal of Hospitality & Tourism Research.
  - International Journal of Contemporary Hospitality Management.

**Cristina Jónsson**
- Moderator for CXC’s CAPE Tourism Examination papers. Judging the examinations with respect to the level of difficulty and coverage of the syllabus. 2014 – Ongoing.
Nadini Persaud
• Chair, Finance Advisory Board, American Evaluation Association, USA 2014.
• Board Member, Faster Forward Fund (a private foundation in the USA) established by Professor Michael Scriven, one of the three founding fathers of evaluation.
• Member, Committee for the Caribbean Women’s Cooperative Project funded by the Fulbright Alumni Engagement Innovation Fund headed by Betty Jane Punnett.
• Editorial Board Member, Evaluation and Program Planning, USA (Elsevier Journal).

Sherma Roberts

Diana Weekes-Marshall
• January 2015 – Invited to give the Welcome Address for the Professional Development Training Workshop entitled: “Enhancing the Accounting Profession using Effective Teaching Methodologies for Generation Z” sponsored by the Ministry of Education, Science and Technology and Innovation in conjunction with the Association of Chartered Certified Accountants (ACCA).

Paul Pounder
• Facilitated the National Value Chain for Barbados in the Agriculture Policy Programme initiative for InterAmerican Institute for Cooperation on Agriculture IICA. This programme sought to collectively develop and coordinate policies and strategies at the regional level to ensure needs and requirements of the target group are incorporated and addressed. The overall and specific objectives were to (i) enhance food and nutrition security, poverty reduction and sustainable economic growth, and (ii) increase the capabilities of Caribbean regional agricultural development organizations to address the development needs of small producers.
• Delivered a guest lecture at the Politechnic University of Turin in Italy on “Urban Entrepreneurialism”.
• Delivered a guest lecture at Brock University in Canada on “The Entrepreneurship eco-system: Caribbean Realities”.

Wayne Charles-Soverall
• Coordinator, Public Sector Management Research Unit, DOMS.
• Deputy Coordinator, MSc Project Management and Evaluation, DOMS.
• Chair, Project Management and Evaluation & Public Sector Management Subject Area Group (SAG), DOMS.
• Member, Doctoral Studies Strategic Action Committee, DOMS.
• Member, Staff Development Committee, DOMS.
• Public Administration Representative, Entrance Committee, Faculty of Social Sciences, March 2013 to present.
• Member, Student Disciplinary Committee, Academic Board Cave Hill.
• Chair, Public Outreach Research Group, DOMS.
• Developed Postgraduate Diploma in Public Sector Management in 2014 with a view to September 2015 start of programme (with Pearson Brome).

SERVICE WITHIN THE UNIVERSITY

Juliette Brathwaite
• Member, Project Management and Evaluation Subject Area Committee, Department of Management Studies, UWI, Cave Hill Campus.
• Assisted with coordination of undergraduate course, MGMT1001 Principles of Management.

John Burnett
• Served on Campus Committee for Undergraduate Awards, Academic Year 2014 - 2015.
• Made presentations to CETL forums on teaching finance using technology.
• Assisted with coordination of and performed at the Cave Hill Campus’ Annual Nine Lessons and Carols.
• Organised, rehearsed and led band and staff chorale that performed during Health-Week 2015.
• Coordinator and instructor for Bloomberg Professional System workshops for post-graduate students.

Akhentoolove Corbin
• Appointed Chairman of the Advisory Board of the Academy of Sport, Cave Hill.
• Supervised doctoral thesis student who submitted final draft of thesis that is now being reviewed by supervisory committee.

Stacey Estwick
• Member of Faculty of Social Sciences Research Day Committee 2015.
• Member of Faculty of Social Sciences 40th Anniversary Committee 2015.
• Deputy Lead Coordinator of Undergraduate Studies, Department of Management Studies.
• Coordinator of the Department of Management Studies Research Day activities 2014 and 2015.
• UWI Post Graduate Programme Coordinator of MSc Finance (2009 to present).
• Head of Corporate Finance and Wealth Management Unit, Department of Management Studies, UWI Cave Hill Campus (2014 to present).
• Supervisor MSc candidates for individual theses (Ongoing).
• Member of Faculty of Social Sciences Research Week 2015 Committee.

Glenda Gay
• Coordinator, MSc Building and Construction Management Programme.
• Facilitator, Online Workshops for the Revised GPA, UWI, March –December 2014.
• Course Coordinator for the Training of Teachers in Information and Communication Technology in Secondary Schools in Dominica, Open Campus, UWI, May 2014 – January 2015.

Dion Greenidge
• Coordinator, Second Postgraduate Conference, Department of Management Studies, UWI, Cave Hill Campus, November 2014.
• Member of the Campus Committee for Examinations 2013-2015.
• Non-Professorial Representative on Academic Board 2014-2015.
• Chairperson of the Research Action Committee of the Department of Management Studies (DOMS), The University of the West Indies, Cave Hill Campus, 2012-present.
• Programme Coordinator, MSc Human Resource Management, 2014 – present.

Cristina Jonsson
• Programme Coordinator, MSc Management and MSc Management with Human Resource Management, 2009 – present.
• Lead Coordinator, MSc Programmes and Doctoral programmes in the Department of Management Studies.

Joseann Knight
• Started Accreditation Process for MSc Marketing.
• Member, Faculty Marketing and Outreach Committee. Produced an advertisement for the marketing of the UWI Payment Plan.
• Designed a Modularisation Survey in conjunction with Amanda Pierce. Soon to be administered across the region to identify short courses or modules that can make money for the Faculty.

Nadini Persaud
• Coordinator, MSc Project Management and Evaluation programme (22 students).
• Chair, Student Response Committee, Department of Management Studies.
• Coordinator, ACCT1003 Introduction to Management and Cost Accounting for Cave Hill and Antigua State College (approximately 400 students per semester).
• Practicum Coordinator PTMT6008, MSc Project Management and Evaluation (17 students).
• Practicum Supervisor MSc Project Management and Evaluation programme (6 students).
• Coordinated and chaired committee meetings to shortlist and select applicants for MSc Project Management and Evaluation programme.

Diana Weekes-Marshall
• Chair, Accounting, Investment and Financial Management Subject Area Group 2012 – Present.
• Student Entrepreneurial Empowerment Development (SEED) Judge 2011 – Present.
• UWI Accounting Students Association (ASA).
  – Continue to work closely with the association in bridging the gap between the accounting profession and students at the UWI Cave Hill.

Coordinating relationships with the following institutions:
• ACCA (UK)
  – Facilitated the completion of the ACCA accreditation and exemptions for UWI accounting courses (2014).
• ACCA (Caribbean).
  – Maintain on-going working relations between UWI and the professional body
  – Ensure that the professional body has access to our students on campus & that our students are fully informed about professional programs; Act as liaison between professional body & students.
• CGA/Canadian CPA
  – Maintain on-going working relations between UWI and the professional body.
  – Ensure that the professional body has access to our students on campus & that our students are fully informed about professional programs; Act as liaison between professional body & students.
  – Worked with CGA and Canadian CPA to obtain exemptions for students who have completed UWI courses (2014).

**PROFESSIONAL SERVICES**

**Philmore Alleyne**
- Member of the Association of Certified Chartered Accountants (ACCA) in the United Kingdom.
- Member of the Institute of Chartered Accountants of Barbados.
- Member of ACCA Global Forum for Business Law.

**Stacey Estwick**
- Member of Caribbean Investments and Wealth Management (2009 – present).
- Member of Asset Liability Finance Committee, Barbados Public Workers Cooperative Credit Union (2014 – present).
- Member of MicroBusiness Committee, Barbados Public Workers Cooperative Credit Union (January 2015 – present).
- Member of Barbados Joint Economic Group – Budget 2015 Tax Reform.
- Member of Finance working group of Organization for the Advancement of Scientific and Commercial Agriculture (OASCA): This is a Caribbean Initiative aimed at reviving the agricultural sector in small Caribbean islands. (Appointed 2014).

**Dion Greenidge**
- Membership in the Academy of International Business.
- Membership in the Association for Research in Personality.

**Nadini Persaud**
- Reviewed 14 Conference Papers for the American Evaluation Association 28th Annual Conference which was held in Boulder, Colorado in October 2014.
- Member, American Evaluation Association.
- Member, Certified General Accountants Association of Canada.
- Member, Certified General Accountants Association of the Caribbean.

**Diana Weekes-Marshall**

**CONFERENCE PAPERS**


**VISITORS AND INTERNATIONAL LINKS**

Dr Wayne Charles-Soverall held a meeting with Professors Magna Lucio and Doriana Daroit, Management of Public Policies Graduate Program in Development, Society and International Cooperation, University of Brasilia, Brazil, in order to develop collaborative programmes between The UWI and the University of Brasilia and to foster comparative research on management practices in Brazil and Barbados.

NON-REFEREED OUTPUT


PUBLICATIONS FORTHCOMING

(Papers accepted for publication)


Soverall, W. Empowering Management (with Jamal Khan), Arawak Press (forthcoming).


STAFF

Academic
Dr Don Marshall
Director & Senior Fellow (International Political Economy)

Dr Jonathan Lashley
Fellow (Economics)

Dr Corin Bailey
Fellow (Social Geography)

Dr Latoya Lazarus
Temporary Junior Research Fellow (Sociology)

Professional, Administrative, Technical and Service
Ms Beverley Hinds
Documentalist

Mr Jamal Smith
Temporary Research Assistant

Ms Jewel Bushell-Belmar¹
Administrative Assistant

Ms Alicia Graham²
Administrative Assistant

Mrs Sandra Tull
Stenographer/Clerk (Grade I)

Ms Jacqueline Thompson³
Temporary Stenographer Clerk (Grade III/II)

Mr Christopher Rollins⁴
Library Clerk (Grade III/II)

Ms Rashida Cox⁵
Temporary Library Clerk

Mr Winfield Best
Office Assistant

Ms Magna Forde
Office Attendant

Ms Alicia Selman⁶
Masters in International Trade Policy Intern

WORK OF THE INSTITUTE

The academic year 2014/2015 marked the centennial of Arthur Lewis’ birthday and the Institute’s activities centred on honouring his scholarly legacy. It began with a series of Developmental Talks in Semester I featuring the presentation of research work of SALISES and UWI Faculty at various venues across the island. This activity extended into Semester II. SALISES Cave Hill also joined with other SALISES units in St. Augustine and Mona to stage its 16th Annual SALISES Conference in January 2015 in St. Lucia, birthplace of Arthur Lewis.

Journal of Eastern Caribbean Studies (JECS)
The flagship peer reviewed journal produced by SALISES, Journal of Eastern Caribbean Studies published its September, 2013 and December, 2013. A note to subscribers explained the reasons for delay and the restructuring of the Journal’s publication remit. In essence JECS is to be published three (3) times a year and cease to be a quarterly. A moratorium is placed on Volume 39 2014 with all subscription carrying forward to 2015. The new publication periods will be April, August and December. The April 2015 and September 2015 issue are to be sent to the printers for a launch in November 2015. To be sure each issue will feature more articles than previous issues when the Journal was published on a quarterly basis, so there is no loss to subscribers. The price structure will also remain in place for another three (3) years.

As it stands the ratio of accepted papers to overall submissions to the Journal remains the same (1 in 5), but crucially, overall submissions are down by almost 50%. This has been trending for over three (3) years. Fortunately, our subscribers have remained faithful and citation and impact factors remain notable since its inclusion in key international databases. The dearth of submissions is being tackled through efforts to fashion Special Issues of regional and intellectual interest, and the commissioning of essays from knowledge communities across the diaspora.

1. Ms Jewel Bushell-Belmar retired from the Institute on April 30, 2015.
2. Ms Alicia Graham was appointed Administrative Assistant on May 1, 2015.
3. Ms Jacqueline Thompson was appointed Stenographer Clerk on May 1, 2015.
4. Mr Christopher Rollins resigned from the Institute on March 9, 2015.
5. Ms Rashida Cox rejoined the Institute on March 9, 2015.
6. Ms Alicia Selman joined the Institute on June 2, 2015 on a three (3) month internship.
Institute-based Projects
• UNDP: Barbados – “Millennium Development Goals Assessment for Barbados and a Post-2015 Development Agenda” project was completed.
• Caribbean Development Bank: Barbados – “Youth are the Future: The Imperative of Youth Employment for Sustainable Development” project was completed.
• BIOGEN – SALISES is currently working with BIOGEN, to track its market development in the area of its Sargassum seaweed beach cleanup exercise and industrial solutions.
• SALISES had also joined BIOGEN in its pilot demonstration of a beach clean-up at the Barbados Hilton beach on July 11, 2015 and participated in the UWI One Day Sargassum Seaweed Symposium held on August 17, 2015.

Arthur Lewis Institute’s Societal Challenge Themes
The work of the Institute altogether has been re-framed to make for what we refer to as Societal Challenge Themes (November 2014). The themes below constitute a match between some of the crucial challenges facing Caribbean countries and the research strengths of the team. Our researchers examine how these challenges are framed, understood and mitigated as part of a solution-oriented exercise. Throughout our outreach activities, we emphasise that these societal challenge themes are a key part of what we do. They are also a clear demonstration of our vision as an Institute with an international reputation of excellence in Caribbean socio-economic studies, and represent a significant part of our research. The intent is to provide timely updates with what is happening in our region and report on our research progress in these areas.

Navigating Globalisation
• Microfinance and Entrepreneurship.
• Repositioning Caribbean International Financial Centres.
• Caribbean Development Theory and Policy – Interrogating the State of the Art.

Social Renewal
• Youth and Determinants of Problem Behaviour.
• Mitigating Rising Crime.
• Interventions in Law Reforms around Sexual and Reproductive Rights.

Sustainability
• Coping with Climate Change and Micro-insurance.
• Greening Caribbean Futures.

CONFERENCES AND SEMINARS ATTENDED (PAPERS PRESENTED)

Dr Corin Bailey
• “Money and Respect: Masculinity and drug smuggling in the Caribbean”. Presented at the 16th Annual SALISES Conference, St Lucia, January, 2015.

Dr Jonathan Lashley
• “Youth are the Future: The Imperative of Youth Employment for Sustainable Development”. Presented at the Caribbean Development Bank Staff Seminar, Caribbean Development Bank, Barbados, April 2015.

Dr Latoya Lazarus
• “Sexual Rights and Religion: Is There Room for Christianity at the Table?”. Presented at the SALISES Developmental Talks 2014, St Peter’s Parish Church, Speightstown, Barbados, November 19, 2014.
• “Sexual Rights and Religion: Is There Room for Christianity at the Table? (revised)”. Presented at the 16th Annual SALISES Conference, St Lucia, January, 2015.

Dr Don Marshall

TEACHING AND SUPERVISION

Dr Corin Bailey
Teaching
• Directed Readings on the Thesis Topic – SALISES Cave Hill.
• Social Research Methods – SALISES Mona.
• Deviance and Social Conflict – SALISES Mona.

Supervision
• Kyra Paul, MPhil, Cave Hill.
• Alvinelle Mathews, MPhil, St Augustine.
• Angela Dixon, MPhil, Cave Hill.

Dr Jonathan Lashley
Teaching
• Directed Readings on the Thesis Topic – SALISES Cave Hill.
Supervision
- Dalano Da Souza, MPhil, Cave Hill.
- Natalie Phillips, MPhil, Cave Hill.
- Clarence Henry, PhD, Cave Hill.

Supervisory Committee member
- Conditions for establishing and sustaining adaptive co-management of the sea urchin fisheries in Barbados and St. Lucia (CERMES, Cave Hill).
- The Impact of Selected Interventions in Rural Enterprises on Rural Livelihoods in Jamaica (SALISES, Mona).
- The Informal Economy in St. Vincent and the Grenadines (SALISES, St. Augustine).

Dr Latoya Lazarus
Teaching
- Directed Readings on the Thesis Topic – SALISES Cave Hill.
- Gender and Sexualities – Humanities, Cave Hill.
- SAL 6205 – Global Political Economy, Lecturer and Coordinator (Semester I, online delivery, MSc Development Studies programme, SALISES, Mona Campus).
- External Examiner in final coursework – Cultural Studies and Institute of Gender and Development Studies, Cave Hill.

Dr Don Marshall
Teaching
- INTR6118 Globalisation and Global Governance (Masters in International Trade Policy programme).
- Team-taught SALI6200 Understanding Contemporary Society and Development: Theories of the Present, one of four Lecturers. Semester I. (MSc Development Studies, Mona, SALISES).
- SALI6205 Global Political Economy, Coordinator and Lecturer. Semester I. (MSc Development Studies, Mona, SALISES).

Supervision
- Saskia Scotland, MPhil, SALISES, Cave Hill.
- Successfully upgraded to the PhD programme (June 2015).
- George Pilgrim, MPhil, SALISES, Cave Hill.
- Lesvie Archer, MPhil Cultural Studies, Cave Hill.
- Successfully upgraded to the PhD programme (July 2015).

PROFESSIONAL, PUBLIC AND UNIVERSITY SERVICE

Dr Corin Bailey
University Service
- Member of Board of Gender Studies.

Dr Jonathan Lashley
University Service
- Member, SALISES (Mona) Committee for Revision of MPhil/PhD Program.
- Panellist on Surviving the Thesis Process at Department of Management Studies Post Graduate Conference, November 2014.
- Referee for the Journal of Eastern Caribbean Studies.
- Referee for The Latin Americanist.
- Guest Editor of the Entrepreneurship and Regional Development Journal: Special Issue on the Caribbean (in progress).
- Deputy Chair and Committee Member of the Non-Tenured Staff Research Fund, Faculty of Social Sciences, Cave Hill.
- Research Supervisor Development Course 2014-2015, School for Graduate Studies and Research, Cave Hill.

Dr Don Marshall
International Service
- Member, International Advisory Board, Progress in Development Studies, Sage.
- Member, International Advisory Board, Globalizations, Routledge.

University Service

Public Service
- Chair of the Barbados Agriculture Management Company.
- Consultant (pro bono) to Starcom News Network and CBC News.
OTHER ACTIVITIES

Dr Jonathan Lashley
External Projects: SALISES Special Studies Unit (SSSU).
• Coordinator of the SSSU (September 2006 to present):

2014-2015 Projects
• “Millennium Development Goals Assessment for Barbados and a Post-2015 Development Agenda” for the UNDP on behalf of the Government of Barbados.

AUDINE WILKINSON
LIBRARY REPORT

Overview
This year 2014-2015, the Audine Wilkinson Library continued to support the Institute’s teaching, outreach and research efforts, while seeking to expand the library’s role in these activities. One of the events this year was the centenary of the birth of Nobel Laureate Sir Arthur Lewis. On this commemorative occasion, the Institute hosted a series of discussions – Developmental Talks – between October and November. The library’s contribution was the conceptualization of a backdrop for the talks which were presented as a series of posters highlighting the career of Sir Arthur Lewis. These posters are now displayed in the library as part of a permanent display dedicated to Sir Arthur Lewis.

The library continues to play a supportive role to the Institute, and over the last five years, we have had responsibility for the management of the Shridath Ramphal Centre source material necessary to meet the needs of students of trade policy. This year we continued to assist students with research requests, adding new acquisitions to the catalogue and collection.

Physical Damage
During this time, a water leak originating from an upstairs office resulted in severe water damage to a number of West Indian serials. Some of the serials were withdrawn from the collection and others were dried and returned to the collection.

Staffing
During the period, Mr Christopher Rollins, library clerk, resigned to pursue another opportunity. We thank him for his service to the development of the Institute’s library and wish him well. We welcomed Ms Rashida Cox as a temporary replacement until the position can be permanently filled.

Library Usage and Statistics
Two hundred and seventy-six (276) persons used the library’s facilities during this period. Users comprised graduate students primarily from the faculty of social science and those enrolled in the Shridath Ramphal MSc International Trade Policy programme. Additionally, we welcomed local outside researchers and some from universities in France, Italy and the United Kingdom.

PROFESSIONAL, ADMINISTRATIVE, TECHNICAL AND SERVICE STAFF ACTIVITIES

Jewel Bushell-Belmar
Retired from the Institute on April 30, 2015.

Alicia Graham
Joined the Institute on May 1, 2015.

Beverley Hinds

Conferences/Workshops Attended/Training Sessions Attended
• 80th IFLA General Conference and Assembly, Lyon, France. August 16-22, 2014.

Webinars
• The University Library as Publisher. Presented by Janet Aucock, Jackie Provon and Angela Laurin – UKSG – October 29, 2014.
• **Staying on Top of Library Trends.**
• **Key Trends in Social Science Research.**

**Public/Professional/Outreach Services**
• Compiled the citation for Honorary Graduand Dame Maizie Barker-Welch.
• Compiled bibliography for the *Youth Are The Future: The Imperative Of Youth Employment For Sustainable Development In The Caribbean* Consultancy Report for Caribbean Development Bank.
• Coordinated and taught the information literacy session for students completing the Masters in International Trade Policy Program at the Shridath Ramphal Center.
• Conceptualized and compiled a series of posters highlighting the career of Sir Arthur Lewis.
• Presented individual information literacy classes to graduate students.
• Completed posters for the academic staff for Research Day 2015.

**Memberships**
• Member of the American Library Association (ALA).
• Member of the Library Association of Barbados (LAB).
• Member of the Special Libraries Association (SLA).
• Member of the Association of Caribbean, University, Research and Institutional Libraries.
• Member of the Editorial Committee of the Journal of Eastern Caribbean Studies, SALISES, Cave Hill Campus.

**Alicia Selman (MITP internship)**
• Attended the PhD upgrade oral exam for Mrs Lesvie Archer.
• Attended The Youth Symposium held by the United Nations in conjunction with the The University of the West Indies, Cave Hill Campus, where the General Secretary His Excellency Mr Ban Ki-Moon addressed the youth of the Caribbean.
• Conducted interviews with principals behind BIOGEN, a new research and development company specializing in biomass and seaweed-based products. This company has agreed to participate in SALISES’ monitoring initiative geared towards probing the ideas-to-market experience of new green companies.

**Jamal Smith**
• Audited MITP course INTR 6005 Globalization and Global Governance.
• Audited SALI 6200 Understanding Contemporary Society and Development.
• CSA conference in New Orleans JECS marketing and promotion.
• Edited information on organisations in the facilitation of interviews for CDB Youth Unemployment project.
• Promoted, marketed and assisted with the coordination of the SALISES Developmental Talks.
• Proof Reading and editing of the Journal of Eastern Caribbean Studies.
• Providing research material for Drs Marshall, Lashley and Lazarus.

**JACQUELINE THOMPSON**

**Sandra Tull**

Conferences/Workshops Attended/Training Sessions Attended
• Training Workshop in Microsoft OneNote, UWI, Cave Hill (30 September – October 2, 2014).
• UWI Christmas Bazaar Planning Committee, UWI Christmas Bazaar 2014.
• Acting Secretary, JECS Editorial Committee Meeting, May 14, 2015.
• Dyslexia Workshop, UWI, Cave Hill, May 19, 2015.
• Kentico Website Editors’ Working Session, UWI, Cave Hill, May 22, 2015.
• UWI Departmental Safety Officer (SALISES representative).
• Cell Leader, UWI Cooperative Credit Union.
**STAFF**

**Officer-in-Charge, Manager – Research & Development & Coordinator MITP**
Neil C.A. Paul, Dip. – Agriculture (ECIAF), Dip – Mass Comm. (UWI – CARIMAC), BSc (Univ. of Illinois), MPhil (UWI)

**Principal Advisor**
Phil Rourke

**Administrative Assistants**
Clauzel Forde, APS, BSc (UWI), Post Grad. Cert. & Dip. – Bus. Admin., MBA (Edinburgh Business School, Herriot-Watt Univ.)
Desiree Evelyn, PSC

**Stenographer Clerk**
Sabrina Hoyte, BSc (UWI), Cert Marketing, PR and Advertising (Open Campus)

**Office Assistant**
Andre Maynard

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**WORK OF THE DEPARTMENT**

**The Shridath Ramphal Centre**
The SRC is the premier postgraduate trade policy training institution in the Caribbean. The Centre’s flagship Masters in International Trade Policy (MITP) Program is internationally-recognized for its leadership in practical, policy-relevant training on the trade and development challenges for small and vulnerable developing economies. MITP graduates over the last 10 years can be found in prominent positions in trade and trade-related institutions across the Caribbean and in international organizations around the world.

The SRC is also actively engaged in the development and promotion of policy research on the trade and development challenges of the region. The Centre’s current research agenda is focused on both food security and international trade issues and on the region’s forward trade policy agenda. The SRC is also recognized internationally for its policy research on diaspora, migration and development issues; the role of trade in expanding the size, scope and competitiveness of the Caribbean’s cultural industries; and the challenges of regional economic integration.

Established in 2000, the Centre is named after Sir Shridath Ramphal in recognition of his critical role in shaping the Caribbean’s trade and economic development policies during the early days of independence for the region.

In keeping with the UWI strategic plan, the mission of the SRC is to contribute to the enhanced competitiveness and sustainable development of the Caribbean region through its training, research and outreach initiatives.

**WTO -UWI/SRC Regional Trade Policy Course**
The Shridath Ramphal Centre (SRC) again successfully co-delivered an eight-week Regional Trade Policy Course during the April 13- 5June, 2015, period with the Institute for Training and Technical Cooperation (ITTC) of the World Trade Organization (WTO). This was the second delivery of a three-year cooperation agreement between UWI and the WTO on regional professional training.

The goal of the course was to enhance the human and institutional capacity of WTO Members to take full advantage of their participation in the international trading system so that they can enforce their rights and obligations associated with this participation. Twenty-one trade officials from 11CARICOM member and observer countries participated in the training programme. On all accounts, the course was well received by all participants and their host governments. Based on this positive experience, the SRC is interested in continuing this partnership with the WTO for the full three years of the anticipated delivery of the RTPC in the Caribbean region.

Participants were from varying government ministries linked to trade, representing Antigua and Barbuda, Belize, Cuba, Dominican Republic, Guyana, Haiti, Jamaica, St. Lucia, St. Vincent and the Grenadines, Suriname, and Trinidad & Tobago.

The eight-week course covered the fundamentals of international trade agreements, trade policy analysis, trade negotiations, and international trade strategy. The content and format of the RTPC course was based on a standardized template developed by the WTO for delivery in all regions of the world. Cooperation with a regional partner provided the opportunity to tailor the course to the context and interests of the regional grouping of countries participating in the course.

Like the previous year, the SRC provided academic and administrative coordination of the course and the management of the training facilities. This year the SRC also set up and maintained a virtual classroom for the RTPC, taking responsibility for uploading all the course materials onto the e-learning platform and generating reports. The SRC also undertook responsibility for disbursing the payment of the per-diem allowances to the participants.
Each module in the eight-week programme was delivered jointly by WTO and experts from regional organizations, including UWI, Cave Hill Campus, CARICOM Office of Trade Negotiations (OTN), CARICOM Regional Organization for Standards and Quality (CROSQ), Caribbean Export Development Agency (CEDA), Barbados Coalition of Service Industry (BCSI) and UWI. UWI Cave Hill experts included Mrs Nicole Foster (Faculty of Law), Dr Wendy Grenade, Faculty of Social Sciences (Integration Studies). Mrs Foster and Dr Grenade are also instructors in the SRC’s flagship MITP programme. The participants praised instructors for their practical approach and the breadth of experience and expertise they brought to the course.

The overall conclusion from the individual course module evaluations, the end-of-course debriefing sessions, and individual discussions with course participants is that the course was well designed, the level at which it was taught was appropriate, and the length of the course worked. The only suggestion for more emphasis was in the area of trade in services. Participants said that with the increased attention across the region in services trade they are being asked to devote more time to the area.

As part of its engagement with the WTO in the delivery, SRC was contracted to serve as Academic Coordinator to ensure that the course reflected regional conditions and context and that the logistics of the course were well organised. Officer-in-Charge Neil Paul and Principal Advisor Phil Rourke co-served as Academic Coordinator. Clauzel Forde, with the able assistance of Sabrina Hoyte, provided academic assistance, maintenance of the virtual class room, administrative and logistical support. This report summarizes the main activities under this collaboration with the WTO and the SRC’s recommendations for future deliveries of this course.

Cooperation between ITTC and the SRC is guided by a Memorandum of Understanding for up to three deliveries of the WTO’s Regional Trade Policy Course (RTC). Under the MOU, the SRC is responsible for:

(a) ensuring that the course content reflected regional interests and conditions and (b) for providing assistance on administrative and logistical issues in cooperation with the WTO.

### Negotiations Simulation Activity

#### Trade Negotiations Simulation on a Prospective CARICOM-Brazil Trade and Development Agreement

During the second week of the delivery of the Trade Negotiations Module, MITP students were joined by 15 third-year law students from the University of Ottawa. The SRC has been collaborating with the Centre for Trade Policy and Law (CTPL) at Carleton University/University of Ottawa since 2008 in the joint delivery of a trade negotiation simulation to provide practical experience on how to design and negotiate a trade agreement that advances the region’s interests. The Canadian connection provides additional support and a different perspective to the experience. This year’s simulation focused on the prospects of a CARICOM-Brazil Trade and Development Agreement. Students were divided into two teams to represent Brazil and CARICOM, with equal representation in Canadian and MITP students in each group. The negotiation issues included: goods; services; investment; creative industries; and development cooperation. Under the supervision of coaches, students planned negotiating mandates and strategies, drafted statement and texts used during the plenary sessions, and prepared legal text that represented the negotiation outcome at the end of the simulation. The course was very well received by both the MITP and Canadian students. Plans are underway to continue the collaboration in February 2016, with a particular focus on modernizing the existing CARICOM-Costa Rica Trade Agreement.

### GENDERED IMPACTS OF TRADE AND GENDERED OPPORTUNITIES (GITGO)

The Shridath Ramphal Centre for International Trade, Law, Policy and Services (SRC) along with the Caribbean Institute for Women In Leadership (CIWIL) and the Centre for Trade Policy and Law (CTPL) collaborated on a project called ‘Gendered Impacts of Trade and Gendered Opportunities (GITGO)’.

A planning meeting was held at the Shridath Ramphal Centre (SRC), UWI on January 19, 2015. Present were representatives from the SRC, the Centre for Trade Policy and Law (CTPL), Carleton University, the Caribbean Institute for Women In Leadership (CIWIL), the Caribbean Centre for Excellence for Sustainable livelihood (CoESL) and the Student Entrepreneurial Empowerment Development (SEED), UWI. Invitations were also extended to the Institute for Gender Development Studies (GDS) and the Caribbean Policy and Development Centre (CPDC).

The project, funded by the International Development Research Centre (IDRC) aimed at producing materials on Trade and Gender in the Caribbean in the form of video modules on Youtube. The modules are designed to give viewers an understanding of some of the main Caribbean Trade and Gender issues. Mrs Clauzel Forde managed the SRC section of the project.

Two modules consisting of six video clips were produced by the SRC. One module was called “Gender and Trade in the Caribbean: General Introduction” and the other module was “How can we know if we are making Progress?”. The latter module focused on the Regional Food and Nutrition Security Policy and Action Plan (Carmac Secretariat – Regional Food and Nutrition Security Policy and Action Plan.)
The module “Gender and Trade in the Caribbean: General Introduction” was divided into three sections. **Section one** looked at the impacts of trade policy on gender in the Caribbean and more specifically:
- The unique Features of Trade and Gender in the Caribbean;
- Key Policy Issues to be addressed regarding Trade and Gender;
- And the main effects of Trade liberalization on Trade and Gender in the Caribbean.

**Section two** looked at the homogeneity of the challenges across the Caribbean region and more specifically:
- The role of Gender and an important feature of Trade in the Caribbean;
- how do the Gender Trade issues differ among the Caribbean Territories, and
- how the differences could be managed.

**Section three** looked at the service approach to trade and gender in the Caribbean and more specifically:
- The important considerations of a Gender dimension of Trade and Services in the Caribbean; and the global effects of trade and Gender in the Caribbean.

The module entitled “How can we know if we are making progress.” Focused on gender effects of food and nutrition security within the Caribbean and was also divided into three sections.

**Section one** looked at the
- effects on gender of the food security, public health and nutritional challenges confronted by the Caribbean Member States due to the liberalization of trade;
- The impact on gender of the current state of food security in the Caribbean;
- the challenges in developing a food security policy at the national level and their impact on gender;
- mainstreaming gender within the Food and Security Action Plan nationally, and
- national Implementation of the benefits from a regional approach to Food and Nutrition Security and its challenges.

**Section two** looked at the steps to empower women in the design and implementation of national programmes for food and nutrition security, and identified those countries which have prepared a national food and nutritional security policy.

**Section three** looked at the country level actions which have been taken to sensitize and educate the population about good nutrition and national Security.

Research was undertaken for the development of the outlines for the modules and the interview questions. Interviewees included Dame Billie Miller, former Deputy Prime Minister of Barbados, Mrs Pamela Coke Hamilton, Executive Director of Caribbean Export, Ms Lisa Cummins, Executive Director of Barbados Coalition of Service Industries, Dr Lystra Fletcher-Paul, FAO, Ms Camille Russell, Research Assistant and Mr Neil Paul, Officer in Charge, SRC.

The output of the project was a number of video clips which have been posted on Youtube.

Mr Neil C A Paul continues to work with students who are researching the area of Food security, providing supervision and advice. In addition, he supervises the work of Temporary Research Assistant, Ms Camille Russell hired to assist him with the Food Security Research of the SRC. The following is a list of the outputs for the period 2014-15:

**Food Security Research 2014-2015**
- Food Sovereignty as a Measure of Food Security (Updated 2nd Draft).
- Carving A Place/Space For Food Sovereignty In The Era Of International Trade [Draft Paper].
- Exploring Regional Perspectives on Trade in Agriculture Understanding CARICOM Position Trade in Agriculture: Assessment of Technical Assistance Needs for CARICOM in Trade in Agriculture.
- The Challenge of Food Security in the Region: Cassava Industry Development – A Case Study (Second draft).
- Working Papers Series (Food Security and Strategies).
- Key Considerations in the Achievement of Food and Nutrition Security for the Region.
- Exploring CARICOM Food and Nutrition Security Problematique.
TEACHING AND STUDENTS

The Centre welcomed its 11th Cohort of students during Academic Year 2014-15 with 17 students registered. Students were funded once again by the Governments of Trinidad & Tobago & Barbados. The following is a breakdown of students / country ratio for Cohort II:

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>NO OF STUDENTS REGISTERED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barbados</td>
<td>10</td>
</tr>
<tr>
<td>Belize</td>
<td>1</td>
</tr>
<tr>
<td>Jamaica</td>
<td>1</td>
</tr>
<tr>
<td>St. Lucia</td>
<td>1</td>
</tr>
<tr>
<td>St. Vincent</td>
<td>1</td>
</tr>
<tr>
<td>Suriname</td>
<td>1</td>
</tr>
<tr>
<td>Trinidad &amp; Tobago</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>17</td>
</tr>
</tbody>
</table>

The table below provides a breakdown of the courses taught in the MSc programme including the course registrations and percentage pass rates.

<table>
<thead>
<tr>
<th>GRADUATE COURSES</th>
<th>REG</th>
<th>PASS</th>
<th>% PASSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTR 6118 – Contemporary Caribbean Trade Policy Issues &amp; Small Economies</td>
<td>17</td>
<td>16</td>
<td>94</td>
</tr>
<tr>
<td>INTR 6131 – Research Paper*</td>
<td>18</td>
<td>15</td>
<td>83</td>
</tr>
<tr>
<td>ELECTIVES</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>INTR 6007 – International Negotiations &amp; Advocacy</td>
<td>17</td>
<td>17</td>
<td>100</td>
</tr>
<tr>
<td>INTR 6113 – Regional Integration &amp; Development</td>
<td>10</td>
<td>10</td>
<td>100</td>
</tr>
<tr>
<td>INTR 6114 – International Trade in Services</td>
<td>17</td>
<td>16</td>
<td>94</td>
</tr>
<tr>
<td>LAW 6116 – Competition Law and &amp; International Trade Policy</td>
<td>10</td>
<td>9</td>
<td>90</td>
</tr>
<tr>
<td>LAW 6121 – Intellectual Property Rights &amp; International Trade Policy</td>
<td>7</td>
<td>7</td>
<td>100</td>
</tr>
<tr>
<td>Totals</td>
<td>190</td>
<td>181</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>STUDENT COURSES</th>
<th>REG</th>
<th>PASS</th>
<th>% PASSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTR 6001 – Introduction to the Int’l Trading System</td>
<td>17</td>
<td>17</td>
<td>100</td>
</tr>
<tr>
<td>INTR 6002 – international Trade Theory &amp; Policy</td>
<td>17</td>
<td>17</td>
<td>100</td>
</tr>
<tr>
<td>INTR 6003 – Quantitative Methods for Trade Policy Analysis</td>
<td>17</td>
<td>16</td>
<td>94</td>
</tr>
<tr>
<td>INTR 6005 – Globalization &amp; Global Governance</td>
<td>17</td>
<td>17</td>
<td>100</td>
</tr>
<tr>
<td>INTR 6006 – Introduction to Public Int’l Trade Law</td>
<td>18</td>
<td>17</td>
<td>94</td>
</tr>
<tr>
<td>INTR 6115 – E-Commerce &amp; the New Int’l Economy</td>
<td>8</td>
<td>7</td>
<td>88</td>
</tr>
</tbody>
</table>

* Students are given the option to submit their paper by July 31, 2015 to meet graduation of the current year.

Study Tour

Mr Neil Paul and Administrative Assistant to the MITP, Ms Desiree Evelyn accompanied 18 students (17 Cohort 11 and 1 Cohort 10) to Geneva on the annual Study tour where students had the opportunity to visit several trade related organizations. Ms Vlasta Macku, Chief of the UNCTAD Virtual institute was the liaison officer for the tour. Students visited and or had lectures from the following organizations:

United Nations Conference on Trade and Sustainable Development (UNCTAD)
- Division on Investment & Enterprise
  FDI trends and impact on development

- Special Unit on Commodities
  Food Security & Int’l trade - What’s the nexus?
- Division on Int’l Trade in Goods, & Services and Commodities
  Competition Policy: UNCTAD and the CARICOM region.
- Division on Technology & Logistics
  Trade facilitation Agreement & UNCTAD’s work on the Caribbean.
  Technology & Innovation.

World Trade Organization (WTO)
- Doha negotiations and the Bali package.
  Role and treatment of SVEs.
  Creative Economies.
  WTO and climate change governance.

International Trade Centre (ITC)
- Overview of ITC and its Market Research and analysis services and presentation of the Trade Map – tool for trade flow analysis.

Advisory Centre on WTO Law
- Introduction to ACWL’s activities and discussion.

International Organization for Migration (IOM)
- Migration & the diaspora.

World Intellectual Property Organization (WIPO)
- Introduction to WIPO and its activities.
  The protection of Patents, Trademarks, industrial designs and geographical indications and their role in Trade and Commerce.
  Intellectual Property and Economic Development.
  WIPO’s Cooperation for Development Programs in the Caribbean Region.

World Health Organisation (WHO)
- Non-communicable diseases.
Internships

The Centre arranged internships for seventeen (17) Students. The following is a breakdown of organizations where students interned and their research Topics.

<table>
<thead>
<tr>
<th>Interning Organization</th>
<th>No. of Students</th>
<th>Research Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPTL Canada</td>
<td>1</td>
<td>Economic Globalisation and the Developing World: Transforming Barbados through Social Solidarity Economy.</td>
</tr>
<tr>
<td>Barbados Coalition of Service Industries (BCSI) Barbados</td>
<td>1</td>
<td>Trade in Educations Services as a growth sector for Caribbean economies with emphasis on the Offshore Education Industry.</td>
</tr>
<tr>
<td>Caribbean Community Climate Change Centre Belize</td>
<td>1</td>
<td>Trade, Maritime Transport &amp; Climate Change: The Case of Barbados.</td>
</tr>
<tr>
<td>Ministry of Agriculture and Rural Development Barbados</td>
<td>1</td>
<td>Trade Policy, Growth and Development.</td>
</tr>
<tr>
<td>Organization of Eastern Caribbean States – OECS Trade Policy Unit St. Lucia</td>
<td>1</td>
<td>Trade and Climate Change – Creating and Innovative Trade Policy Framework addressing Climate Change to Create opportunities in the OECDs and the rest of the Caribbean.</td>
</tr>
<tr>
<td>Caribbean Export Development Agency Barbados</td>
<td>1</td>
<td>Mainstreaming Trade through Aid for Trade: A Regional Approach.</td>
</tr>
<tr>
<td>Barbados Private Sector Trade Team Barbados</td>
<td>1</td>
<td>Technology Enabled Small Businesses and Sustainable Development.</td>
</tr>
<tr>
<td>Min of Foreign Affairs and Foreign Trade Barbados</td>
<td>1</td>
<td>An examination of the implications of Trade Facilitation in the Caribbean: Lessons from Singapore for Barbados.</td>
</tr>
<tr>
<td>Ministry of Trade and Industry Suriname</td>
<td>1</td>
<td>The inadequate involvement of developing Countries in Trade Negotiation: The case of Suriname.</td>
</tr>
<tr>
<td>Inter-American Institute for Cooperation on Agriculture (IICA) Trinidad &amp; Tobago</td>
<td>1</td>
<td>An exploration of the New Cocoa Economy in Trinidad &amp; Tobago.</td>
</tr>
<tr>
<td>IICA Barbados</td>
<td>1</td>
<td>Agricultural Development and the Doha Agenda: Implications for the Caribbean.</td>
</tr>
</tbody>
</table>

Graduation

In October 2015, a total of fifteen (15) students graduated at the annual graduation ceremony. This included twelve (12) students from Cohort 11 (Academic Year 2014-15) and two from the previous year (Academic year 2013-14) and one from the year before that (Academic year 2012-13).

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>NO OF STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barbados</td>
<td>11</td>
</tr>
<tr>
<td>St. Vincent</td>
<td>1</td>
</tr>
<tr>
<td>Trinidad &amp; Tobago</td>
<td>1</td>
</tr>
<tr>
<td>St. Lucia</td>
<td>1</td>
</tr>
<tr>
<td>Suriname</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>15</td>
</tr>
</tbody>
</table>

STAFF ACTIVITIES

Academic Publications, Conferences/Seminars/Workshops Attended

Mrs Clauzel Forde participated the following activities:

- Canada-Caricom Faculty Leadership Programme, Ottawa Canada, September 8-19, 2014.
- Collaboration between the Shridath Ramphal Centre, the Caribbean Institute for Women In Leadership (CIWIL) and the Centre for Trade Policy and Law, (CTPL) on the Gendered Impacts of Trade and Gendered Opportunities (GITGO) Project.
- ACHEA Conference, held at the UWI, St. Augustine Campus July 9-11, 2015.
PUBLIC PROFESSIONAL AND UNIVERSITY SERVICES

Neil C A Paul
Public/Professional Service
- Member of the Caribbean Regional Agricultural Policy Network (CaRAPN) Network Planning & Management Team (2011-2014).
- Coordinator of The UWI Involvement in The Virtual Institute of the United Nations Conference on Trade and Development (UNCTAD-VI).
- Member of the Folk Research Centre – St. Lucia.
- Member of the St. Lucia National Trust (Life).
- Member of the UWI Alumni Circle since 2009.

University Service
- Coordinator of the Masters in International Trade Policy programme.
- Student Advisor, Supervision and co-supervision for students of MITP.
- Member of the Board of Examinations, School of Graduate studies and Research.
- Member of Faculty of Social Sciences Sub-Committee for Graduate Studies and Research.
- Member of Faculty Board of Social Sciences.
- Member of Academic Board.
- Member of the Advisory Board of the Errol Barrow Centre for Creative Imagination (EBCCI).
- Representative of Senior Administrative/Professional Staff on the Cave Hill Campus Council.

RESEARCH & OUTREACH

OUT REACH
The Centre continues its outreach activities through its web-site and associated portals. The SRC’s website, shridthramphalcentre.org continued to be functional during the reporting period and was updated regularly. This includes the Creative Industries Exchange portal, creativeindustriesexchange.org, and the Virtual Trade Portal. Caribbean Virtual Trade Policy Portal (VirtualTradePortal.org/cms). The VTTP aggregates content and information relevant to trade policy formulation in the Caribbean and small developing states. The portal is being updated with content as available.

- The Creative Industries Exchange www.creativeindustriesexchange.com is a virtual clearinghouse for information, news, data about the creative/cultural industries. The CIE initially attracted funding from UNESCO and has gained additional funding from UNIDO, Caribbean Export Development Agency and the International Trade Centre for the emagazine Caribbean Creatives. The E-Magazine, called Caribbean Creatives, is a quarterly magazine offering cutting-edge perspectives on the creative sector. It features key research outputs such as country and sector profiles and communicates the keys news, reports and updates on the creative industries. Three issues of the magazine were published during the previous academic year, the fourth issue was published academic year 2011-12 and the fifth issue was published academic year 2013-14:

Funding to continue these publications for these is no longer available and new sources will be sought to continue the publications.

BENEFACTIONS

The SRC continues to benefit from various public and private sector institutions (national, regional and international) in the provision of paid internships for its students (See section on internships). In addition the Centre and its students benefit from collaboration on the annual Study Tour with the United Nations Conference on Trade and Sustainable Development (UNCTAD), WTO, IOM, WHO, ILO, ACWL, Caribbean Missions in Geneva, Switzerland, ITC, and WIPO.
OVERVIEW

For the academic year 2014-2015, the Institute for Gender and Development Studies: Nita Barrow Unit (IGDS:NBU) worked towards promoting its teaching, research and outreach both regionally and internationally. Due to the current economic crisis, which has contributed to a considerable drop in undergraduate enrolment at The UWI Cave Hill Campus, the IGDS:NBU has increased its efforts in collaborating with colleagues, stakeholders and the wider community in order to advance its programme. Undergraduate enrolment in gender courses for last year totalled 112 compared to 170 for the previous academic year. In a response to this, the IGDS:NBU embarked on a variety of activities, including hosting open houses, to advertise its courses and other initiatives. In addition to this, we managed to increase our visibility considerably through some timely media appearances in discussing a variety of topics, such as gender based violence, street harassment and sexual equality and human rights, on both radio and television.

At the graduate level, the IGDS:NBU has sought ways to provide opportunities for its research students in strengthening both their academic and professional development. For Research Week in February, two of our graduate students presented their work at a graduate symposium which was co-organised by the NBU and a member of the Faculty of Social Sciences. The IGDS:NBU looks forward to expanding its graduate offerings and generating additional revenue through the establishment of the Diploma and MSc in Gender and Development Studies at Cave Hill Campus.

The IGDS:NBU demonstrated its relevance and reach in the international community by hosting noteworthy scholars who graciously shared their knowledge and expertise with students and faculty through participating in seminars and teaching. This recognition has been beneficial to us in bolstering our research initiatives through heightened exposure and opportunities to collaborate with others.

The IGDS: NBU proudly hosted the 11th Caribbean Institute in Gender and Development (CIGAD). We were able to attract and trained 27 participants from across the region who actively participated in this intensive gender training programme. The success of CIGAD was evident by the positive feedback given by the participants and the camaraderie that they forged with each in the class and on social media platforms. CIGAD remains the flagship outreach activity of the NBU and we are thankful to our sponsors UN Women and the Caribbean Development Bank (CDB) in investing in this impactful programme.

Research Projects
During the period under review the IGDS: NBU has identified three thematic areas for projects and outreach in the Caribbean:

1. Gender Relations in the modern Caribbean,
2. Gender & Sexuality,
3. Gender-Based Violence

Changing Gender Relations in the 21st Century Caribbean Project
This is an IGDS regional project which is being led from the Nita Barrow Unit with collaboration from the St. Augustine Campus, Mona Campus and Regional Coordinating Units. The project is currently in the first phase.

With the able support of Mrs Daniele Bobb, research assistant, phase one of the project is currently being conducted. Mrs Bobb has completed an extensive bibliography on Gender and Caribbean Families, Gender-Based Violence, Gender and the Law, Gender and Sexuality, and Gender and Education. This work is invaluable as we seek to move to Phase Two of the project.

On November 20, 2014, the IGDS: NBU hosted a regional meeting via teleconference during which the steering committee for the project was established. It was agreed that a representative from each of the four Units of the IGDS will be nominated to sit on this committee, and that two other representatives from outside of the UWI will be invited to sit on the committee. This regional dialogue was important as we continue to pool our resources in order to ensure that the project is efficiently across several sites in the Caribbean. It also provided an opportunity for us to think about how we might diversify the outputs of the project and make them more accessible to several audiences.

Human Rights Sexual Equality and Youth in Barbados
In July 2014 IGDS:NBU commenced the implementation of the Human Rights, Sexual Equality and Youth (HRSEY), a participatory action project. During this time the Institute conducted a focus group to gather the LGBT community’s input on the National Gender Policy, noting that these critical and often marginalized voices were absent from the discourse, and on the prompting of the participants, integrated the focus group into HRSEY.

IGDS: NBU met with five key partners – Equals, Queers at The University of the West Indies Cave Hill, Movement Against Discrimination Action Coalition, Barbados Gays and Lesbians Against Discrimination and Catchafyah: Caribbean Feminist Network to review the aims of the project and shape the instruments, notably the interviewing tool.

The Caribbean Women and Sexual Diversity Conference held in October provided an ideal forum to pilot the lived experiences interviewing tool. Through a workshop IGDS: NBU gathered data from 28 women in 11 countries across the region: Trinidad, Dominica, Suriname, St Lucia, Jamaica, Grenada, St Kitts and Nevis, St Croix, Guyana, St Martin
and Barbados. Using a mixed methods methodology, qualitative data was collected through three focus groups and individual guided narratives as well as qualitative data through our written survey instrument. This methodology resulted in rich data focusing on safe spaces, support systems, and multiple forms of violence that LBT women experience.

In February Graduate Research Assistant Mrs Daniele Bobb transitioned from Gender Relations in the 21st Century to begin desk research under the themes gender, sexuality, law and state. Mrs Bobb, Project Coordinator Ms Shari Inniss-Grant and Dr Charmaine Crawford triangulated the coding of the transcribed data from the regional conference. This data served as the basis for the presentation “Inside/Outside Boundaries: LBT Women’s Varied Experiences in the Caribbean” at the Caribbean Studies Association Conference on May 25, 2015. Currently 11 interviewers have been trained to conduct interviews in Barbados.

**Sexual Violence in the Eastern Caribbean: A Girl-Led Initiative**

The aim of the **Girls Lead: Change Agents in Ending Sexual Violence in the Eastern Caribbean** project is to address the end of domestic violence against girls and women in five (5) Caribbean countries: Barbados, St. Vincent and the Grenadines, Grenada, St. Lucia and the Commonwealth of Dominica. The original concept note was completed by Drs. DeShong and Haynes.

A revised concept note was completed in collaboration with faculty from the IGDS: SAU and the Department of Social Work, St. Augustine Campus for the European Union Domestic Violence Fund.

**UWI Gender Policy**

To facilitate the creation of the UWI Gender Policy, each unit has been tasked with the completion of a campus-specific situational analysis. At UWI Cave Hill, this work has been undertaken by Dr Charmaine Crawford, Head of IGDS: NBU and Ms Shari Inniss-Grant, Temporary Research Assistant with the support of Ms Sanielle Hinds, Temporary Administrative Assistant.

During March-April, IGDS: NBU conducted eighteen (18) consultation meetings with key stakeholders including executive management such as Campus Registrar Mr. Kenneth Walters and Deputy Principal Professor Pedro Welch, Deans, Directors, Heads of Departments and other senior management.

These meetings spanned a broad cross section of the University including the Faculty of Medical Sciences, SALISES, Shridath Ramphal Centre, Campus Security Services, Halls of Residence and the Student Health Clinic. Once completed, all faculties and departments of The University will have been made aware of the initiative. The IGDS: NBU anticipates that the Cave Hill Gender Policy Committee will be critical in supporting the distribution of the survey to the student population via in-class awareness raising sessions, as well as hosting workshops, focus groups and town hall meetings during Semester 1 of the 2015-2016 academic year.

**Funding/Grants**

Dr Crawford and Ms Inniss-Grant were awarded BDS$26,148 for their grant proposal which was submitted to the Foreign & Commonwealth Office’s Strategic & Bilateral Programme Fund under the auspices of the British High Commission of Barbados for the **Human Rights, Sexual Equality and Youth in Barbados** project.

Dr Haynes secured USD$30,000 from Dag Hammarskjöld Foundation (DHF) to host the successful regional consultation, **Caribbean Partnerships for Economic Justice and Sustainability**, from January 06-07, 2015 in the 3Ws Pavilion, The University of the West Indies (UWI), Cave Hill Campus.

The IGDS: NBU successfully secured funding for the 11th Caribbean Institute for Gender and Development. The Institute received US $40,000 from UN Women for lecturers’ travel, participants’ accommodation and curriculum development and US $50,000 was received from the Caribbean Development Bank (CDB) for participants’ subsistence (meals allowance), lecturers’ and tutors’ payments, training materials and office supplies.

**Rapporteuring and Report Writing Workshop**

The Nita Barrow Unit offered a Rapporteuring and Report Writing Workshop on October 31 and November 07, 2014 in The Shell Suite, The Solutions Centre. The income generated from this workshop was BDS $10,700.

Thirty (30) participants from a cross section of organisations – The University of the West Indies, Cave Hill Campus and Open Campus, Barbados Accreditation Council, Barbados Water Authority, Central Bank of Barbados, City of Bridgetown (COB) Cooperative Credit Union Limited, Massy Stores, Ministry of Tourism, Prime Ministers’ Office, Systems Consulting and United Nations Population Fund (UNFPA) – completed the workshop.


As part of the Research Week 2015 activities, The Faculty of Social Sciences and the IGDS: NBU hosted a Graduate Students’ Symposium on Tuesday, February 24, 2015 from 10:00 am – 12:00 noon in the Graduate Studies Lecture Theatre (GRLT). Two (2) graduate
students from the Faculty of Social Sciences and two (2) IGDS:NBU graduate students, Mrs Daniele Bobb and Ms Evette Burke Douglas, presented their work at this symposium.

The IGDS: NBU hosted a seminar on Action Research for Social Justice: Implications for Policy and Practice on Thursday, February 26, 2015 from 10:00 am – 12:00 noon. At this seminar, the academic staff of the NBU highlighted the work of the Institute and provided a brief synopsis of its research in relation to the Human Rights, Sexual Equality and Youth in Barbados (HRSEY) project and the Girls Lead: Change agents in ending Sexual Violence in the Eastern Caribbean project.

Caribbean Institute in Gender and Development (CIGAD)

CIGAD targeted a range of women and men working and/or interested in the fields of social development, gender and development. This included practitioners within government and non-governmental institutions and community-based and service-oriented organisations. A total of 27 persons participated in the programme, comprising 25 women and 2 men.

Ten Caribbean countries were represented this year, including Haiti, Antigua and Barbuda, Barbados, Belize, Dominica, Grenada, Guyana, St. Lucia, St Vincent & the Grenadines and Trinidad and Tobago.

A number of the participants were from government agencies and departments from across the region. These included the Directorate of Gender Affairs (Antigua and Barbuda); the Bureau of Gender Affairs (Barbados); the Division of Gender Relations (St. Lucia); the Ministry of National Mobilization (St Vincent and the Grenadines) and The Market Access and Rural Enterprise Development Project, Ministry of Finance (Grenada).

Various local, national, regional, and international organisations were also represented. These included United and Strong (St. Lucia); Women against Rape (Antigua and Barbuda); Lifeline Ministries (Dominica); Organisation of Young People Brought Together for a Better Future (Haiti); UWI HARP (Barbados); the Women and Gender Equality Commission (Guyana); GrenCHAP (Grenada) and the YWCA (Belize).

Visiting Scholars

On November 27, 2014, Dr Andrea Baldwin, IGDS:NBU PhD Graduate and Adjunct Professor in Women’s Studies at Auburn University, presented a seminar entitled “Moving Forward and Looking Back: Transnational Feminist Spaces – Margins, Methods and Modalities” in MSR2, Department of Management Studies.

On February 10, 2015, Professor David A. B. Murray, Associate Professor, Anthropology and Sexuality Studies, York University, Toronto, Professor of Anthropology and Sexuality Studies at York University, conducted a Research Methodology workshop with IGDS graduate students on Tuesday February 10, 2015 from 5:00-8:00 pm in the Graduate Studies Lecture Theatre (GRLT). Graduate students from Cultural Studies and History were also in attendance at this workshop.

Dr Dawn Edge, Senior Lecturer/Associate Professor in the ‘Centre for New Treatments & Understanding in Mental Health’ (CeNTrUM) at The University of Manchester visited the Institute from February 16-27, 2015. Dr Edge presented a seminar entitled “The ‘Schizophrenia Epidemic’ among African-Caribbeans in the UK: Exploring Causes and Developing Interventions” on Thursday February 19, 2015 from 5:00-7:00 pm in LR12 of the SAGICOR Centre for Lifelong Learning. The seminar, which ended with a lively discussion, was well attended with an audience that consisted of academics, students, counsellors and the general public.

Ms Cathryn Stout, doctoral candidate in American Studies at Saint Louis University visited the Institute from March 05-11, 2015. Ms Stout’s dissertation title is...
“A Mighty Hard Row: Racism and Resistance in the Postwar British Caribbean and U.S. South”. During her stay, she also visited the Nita Barrow Collection in the Sidney Martin Library to access the Dame Eugenia Charles materials that she wanted to examine for her PhD research.

Caribbean Women Catalysts for Change Annual Lecture
On November 14, 2014 Professor Verene Shepherd, IGDS’ University Director, delivered the 20th lecture in the series Caribbean Women Catalysts for Change “The Politics of Memory: Historicizing Caribbean Women’s Political Activism”. This event was held in Lecture Theatre 1, Roy Marshall Teaching Complex, The University of the West Indies, Cave Hill Campus.

As part of the visit, Professor Shepherd met with the Institute’s graduate students and Cultural Studies’ graduate students, as well as various organisations, including the Commission for Pan-African Affairs, Bureau of Gender Affairs (BGA), Women Entrepreneurs Cooperative Society Limited, BPW Crisis Centre, National Organisation of Women (NOW), Women and Development (WAND) Unit, Ichigariogaim Council for the Advancement of Rastafari, National Reparations Committee.

This thought-provoking lecture was well attended and well received by the audience which included: Members of the family of the late Dame Nita Barrow, Professor Sir Hilary Beckles, Professor Eudine Barrireau, Dame Maizie Barker-Welch, Members of the Academic community, students and the general public. It was ably chaired by Dr Richard Goodridge, Senior Lecturer in History, Department of History and Philosophy and Deputy Dean (Planning), Faculty of Humanities and Education.

16 Days of Activism to End Gender-based Violence
The Institute hosted a media campaign to commemorate 16 days of activism against gender-based violence. Dr DeShong organised “Inclusive Domestic Violence Legislation as a Strategy to Address Gender-based Violence” which was aired on the call-in programme, Down to Brass Tacks on VOB 92.9 FM from 11:00 am-2:00 pm on Sunday December 07, 2014. The participants were Dr DeShong, IGDS:NBU Lecturer, Ms Inniss-Grant, IGDS:NBU Research Assistant, Ms Marlene Hewitt, Representative for the Business and Professional Women’s Club, Mr. Jason Francis, Representative for the Regional Youth Coalition Movement and Mr. Corey Sandiford, Representative for Caribbean Development Research Services (CADRES) and social activism blogger.

Dr DeShong and Ms Inniss-Grant also planned and organised another media event to mark 16 days of activism against gender-based violence. The panel discussion “Orange your Neighbourhood: Creating Safe Communities” was aired live on CBC TV channel 8 on Sunday December 07, 2014 on “The People’s Business” and repeated at 10:00 a.m. on Tuesday 09 December 2014. The event was moderated by Ms Dale Forde and the panelists were: Dr Halimah DeShong, IGDS:NBU Lecturer, Ms Karen Philip, IGDS:NBU MPhil student, Ms Ro-Ann Mohammed, Co-President of Barbados Gays and Lesbians Against Discrimination (B-GLAD) and Ms Alexa Hoffman, Transgender activist of B-GLAD.

Caribbean Partnerships for Economic Justice and Sustainability
The Institute for Gender & Development Studies 2014–2015

DHF provided the IGDS:NBU with USD$30,000 which allowed us to host the successful regional consultation, Caribbean Partnerships for Economic Justice and Sustainability, from January 6-7, 2015 in the 3Ws Pavilion, The University of the West Indies (UWI), Cave Hill Campus.

The generosity afforded us the opportunity to invite a wide range of representatives from diverse backgrounds and areas of specialization to the consultation. The participants at the consultation included: representatives of Ministries of Finance and Economic Affairs, gender machineries, UN WOMEN, economists, feminist and social justice activists, leaders of regional CSOs, private sector, environmentalists, trade unionists, and the Caribbean Development Bank, as well as colleagues from UWI. This funding allowed the IGDS to have a contribution to the post-2015 Development Agenda. The consultation was meant to be a starting point for the work that must be done to deepen regional analysis and action on critical issues. The consultation was convened, coordinated and chaired by Dr Haynes.

International Women’s Day
On March 21, 2015, IGDS: NBU hosted a public lecture to commemorate International Women’s Day. The lecture entitled “Feminist Dialogue-Boycotts and the Politics of Transnational Feminist Solidarity in Israel and Palestine” was delivered Dr Wafaa Hasan from Toronto, Canada. This very insightful lecture, which was chaired by Dr DeShong, ended with a lively discussion.

Breast Cancer Society Walk
The friends and staff of the Nita Barrow Unit participated in The National Walk for Cancer Awareness to benefit the Barbados Cancer Society’s Breast Screening Programme (Walk for a Cure 2014) on Sunday 5 October 2014 from 4:00-6:00 pm at the Garrison Savannah.
Faculty Seminars
On October 14, 2014, Dr Leah Garner-O’Neale, Lecturer in the Faculty of Science and Technology, presented a seminar entitled “The Participation of Women in Science-related Academic Professions at The UWI” in LRI, Roy Marshall Teaching Complex, The University of the West Indies, Cave Hill Campus.

On April 08, 2015, Dr Hélène Zamor, Lecturer in the Department of Language, Linguistics and Literature, presented a seminar entitled “No Longer a Female Affair: Looking at the Evolution of the Madras in Martinique and Guadeloupe” in the Science Lecture Theatre (SLT), The University of the West Indies, Cave Hill Campus.

TEACHING

Semester I Academic Year 2014-2015

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Lecturer</th>
<th>No. of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEND 1103</td>
<td>Theoretical Concepts and Sources of Knowledge</td>
<td>Dr Halimah DeShong</td>
<td>15</td>
</tr>
<tr>
<td>GEND 2015</td>
<td>Gender, Sexuality and Race in Caribbean Culture</td>
<td>Dr Tonya Haynes</td>
<td>16</td>
</tr>
<tr>
<td>GEND 2201</td>
<td>Women’s Studies I: An Introduction to Feminist Theories</td>
<td>Dr Halimah DeShong</td>
<td>13</td>
</tr>
<tr>
<td>GEND 2501</td>
<td>Women Leadership and Change in Developing Countries</td>
<td>Dr Tonya Haynes</td>
<td>10</td>
</tr>
<tr>
<td>GEND 7010</td>
<td>Advanced Feminist Theory</td>
<td>Dr Charmaine Crawford</td>
<td>3</td>
</tr>
</tbody>
</table>

Semester II Academic Year 2013-2014

<table>
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<th>Course Code</th>
<th>Course Title</th>
<th>Lecturer</th>
<th>No. of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEND 2005</td>
<td>Crimes by and Against Women: Theories, Evidence and Popular Portrayals</td>
<td>Dr Halimah DeShong</td>
<td>22</td>
</tr>
<tr>
<td>GEND 2202</td>
<td>Women’s Studies II: Women and Development in the Caribbean</td>
<td>Dr Tonya Haynes</td>
<td>12</td>
</tr>
<tr>
<td>GEND 3702</td>
<td>Men and Masculinities in the Caribbean: Contemporary Issues</td>
<td>Dr Halimah DeShong</td>
<td>13</td>
</tr>
<tr>
<td>GEND 3703</td>
<td>Feminist Critiques of Development Theories: Implications for Policy and Planning</td>
<td>Dr Tonya Haynes</td>
<td>11</td>
</tr>
<tr>
<td>GEND 7010</td>
<td>Advanced Feminist Theory</td>
<td>Dr Charmaine Crawford</td>
<td>3</td>
</tr>
</tbody>
</table>

Curriculum Review Meeting
The IGDS:NBU held its curriculum review meeting on March 12, 2015. At this meeting, the academic staff agreed to modify the existing Minor in Gender Studies by adding the course, GEND2015 Gender, Sexuality and Race in Caribbean Culture, to the existing core courses in the Minor namely GEND1103 Theoretical Concepts and Sources of Knowledge, GEND2201 Women Studies I: An Introduction to Feminist Theories OR GEND2202 Women Studies II: Women & Development in the Caribbean, GEND3701 Men and Masculinities in the Caribbean:

Theoretical Perspectives OR GEND3702 Men and Masculinities in the Caribbean: Contemporary Issues.

The NBU will also modify the Minor to give students pursuing the Minor in Gender Studies in the Faculty of Humanities and Education, two (2) new choices by including: two (2) new courses, HIST303 Gender, Race and Medicine and HIST3035 Gender and Race in Latin America as electives.

From January 21-24, 2015, Drs. Crawford and DeShong travelled to Trinidad and Tobago to join their colleagues from IGDS St. Augustine for their curriculum review meeting which was held from January 22-23, 2015. The accommodation and airline ticket/partial subsistence costs were financed by Professor Patricia Mohammed, Head of IGDS St. Augustine, and Professor Wayne Hunte, Pro-Vice Chancellor (Research) respectively.

Postgraduate Teaching and Supervision
The Institute for Gender and Development Studies: Nita Barrow Unit had a total of sixteen graduate students during the period under review: 9 MPhil students/candidates and 7 PhD students/candidates.

MPhil candidate, Patricia Boyce, has submitted her thesis entitled “A Gender Analysis of Links between Violence Against Women and HIV in Heterosexual Relationships in Barbados” for examination to the School for Graduate Studies and Research.

Graduate Seminars
On April 21, 2015 PhD Candidate, Ms Dionne Ifill, presented a seminar entitled “Negotiating Ideas of Beauty: Identity and Culture in the Barbadian Context” in GR4, School for Graduate Studies and Research, The University of the West Indies, Cave Hill Campus.

On April 30, 2015 PhD Student, Ms Deborah Morgan presented a seminar entitled “A Critical Reflection on Parental Belief and Family” in GR11, School for Graduate Studies and Research, The University of the West Indies, Cave Hill Campus.
Diploma and MSc in Gender and Development Studies
The IGDS: NBU submitted a proposal for the Postgraduate Diploma in Gender and Development Studies, which was adopted from the other Units. Two new elective courses were added to the programme, Gender and Human Rights and Regulating Citizenship in Post-Colonial Nations. When the MSc is instituted in the 2015-2016 academic year, it will be a good source of income generation for the NBU as it will provide more options for students pursuing taught-based courses.

STAFF DEVELOPMENT

Dr Charmaine Crawford
Head – Lecturer

IGDS Administration
• Member, Academic Board, UWI, Cave Hill.
• Member, Campus Committee for Graduate Studies and Research.
• Member, Campus Lecture Series Fund Committee.
• Member, Finance & General Purposes Committee (F&GPC CH).
• Member, IGDS Management Committee.
• Member, IGDS Evaluations and Promotion Committee (E&PC) IGDS: NBU Graduate Programme Coordinator.
• Chair, IGDS: NBU Board of Studies.
• Chair, Caribbean Institute in Gender & Development (CIGAD) Planning Committee.
• Chair, Caribbean Women’s Catalysts for Change (CWCC) Lecture Series Committee.
• Chair, IGDS: NBU International Women’s Day Committee.
• Chair, IGDS: NBU Research Week Planning Committee.
• Chair, IGDS Graduate Sub-Committee.
• Chair, Medical and Health Services Committee.

Outreach – Committees
• Chair, National Gender Advisory Committee (2013 - present).
• Member, CPDC Project Steering Committee for CSME Work for Domestics and Artisans.
• Member, Inter-American Development Bank’s (IDB’s) Civil Society Advisory Council (ConSOC Barbados).
• Member, UN Women Civil Society Advisory Group.

Other Organizational and Committee Memberships
• Member, Caribbean Studies Association.
• Member, Academic Board, UWI, Cave Hill Campus.
• Member, Caribbean Institute in Gender & Development Studies (CIGAD) Planning Committee.

Teaching – Semesters I & II 2013-2014
GEND7101 Advanced Feminist Theory.
Three students registered and completed coursework. Results: Three B+.

Graduate Students : Graduate Supervision
Main Supervisor
• Mrs Daniele Bobb, PhD Candidate, IGDS: NBU.
• Ms Patricia Boyce, MPhil Candidate, IGDS: NBU.
• Ms Myrtle Joseph, MPhil Candidate, IGDS: NBU.
• Ms Karen Philip, MPhil Student, IGDS: NBU.
• Ms Sonya Thompson, MPhil Student, IGDS: NBU.

Co-Supervisor
• Mr Neil Edwards, PhD Candidate, IGDS: NBU.
• Ms Alexandra Serieux, MPhil Candidate, IGDS: NBU.

Supervisory Committee
• Tennisha Morris, PhD, School of Education.

Faculty Advisor
• Ms Michelle Belgrave, PhD Candidate, IGDS: NBU.
• Ms Patricia Boyce, MPhil Candidate, IGDS: NBU.
• Mr Neil Edwards, PhD Candidate, IGDS: NBU.

Cave Hill Ceremonies, Lectures and Events
• August 29, 2014. Attended, procession participant, the 2014 Cave Hill Campus Matriculation Ceremony, Roy Marshall Teaching Complex, Cave Hill Campus.
• October 1, 2014. Attended the Ceremony for the Unveiling of the Commemorative Stamp Issue “The 50th Anniversary of the University of the West Indies, Cave Hill Campus, Main Administration Building, Cave Hill Campus.
• October 17, 2014. Attended the Annual Dinner in Honour of the Honorary Graduands. Errol Barrow Centre for Creative Imagination, The University of the West Indies, Cave Hill Campus.
• October 18, 2014. Participated in process for the Annual Graduation Ceremony of The University of the West Indies, Cave Hill Campus. Garfield Sobers Gymnasium, St. Michael.
• December 03, 2014. Attended “Success Beyond Imagination International Day of People with Disability Panel Discussion” hosted by the Office of Student Services. The Henry Fraser Foyer, The University of the West Indies, Cave Hill Campus.
• March 22, 2015. Attended the Inaugural Kamau Brathwaite Lecture “Literature, Culture and the Politics of Deprivation” delivered by Professor Hazel Simmons-McDonald. Cultural Studies Programme, The University of the West Indies, Cave Hill Campus.
• May 03, 2015. Attended Ceremony and Reception to celebrate Professor Sir Hilary Beckles’ contribution to The University. Errol Barrow Centre for Creative Imagination, UWI, Cave Hill Campus.
• May 30, 2015. Attended the Special Convocation for the Installation of Vice-Chancellor Professor Sir Hilary Beckles. Errol Barrow Centre for Creative Imagination, UWI, Cave Hill Campus.

Meetings and Consultations
• February 04, 2015. Discussed nationality and gender issues in Barbados with Ms Katie Tobin, Senior Protection Associate (Caribbean), and Mr. Juan Ignacio Mondelli, Regional Protection Officer (Statelessness) of the United Nations High Commissioner for Refugees (UNHCR).
• February 23-24, 2015. Attended the First Special Meeting Of Directors/Coordinators of Women’s/ Gender Bureaux, CARICOM Secretariat. Marriott Courtyard Hotel, Hastings, Christ Church, Barbados.
• March 08, 2015. Attended the UN Women’s Launch of the He-for-She Campaign for International Women’s Day. UN House, Hastings, Christ Church, Barbados.

• March 11, 2015. Attended the first meeting of the Inter-American Development Bank’s Civil Society Advisory Council (IDB ConSOC Barbados). IDB, Welches, Christ Church, Barbados.

• May 08, 2015. Attended the panel discussion “How Gay is Too Gay and They Be Invisible?” hosted by the Movement Against Discrimination Action Coalition (MOVADAC) and the Ministry of Industry, International Business, Commerce and Small Business Development. Moot Court, Faculty of Law, The University of the West Indies, Cave Hill Campus.

Conferences


Guest Lectures & Presentations


• November 21, 2014. Facilitated “Diversity in Higher Education” for the Research Supervisor Development Course hosted by the Centre for Excellence in Teaching and Learning in collaboration with the School for Graduate Studies and Research (SGSR). The University of the West Indies, Cave Hill Campus.

• January 06, 2015. Delivered “Welcome Remarks” at the Caribbean Partnerships for Economic Justice and Sustainability Consultation. 3Ws Oval, The University of the West Indies, Cave Hill Campus.

• February 26, 2015. Panelist at the “Action Research for Social Justice: Implications for Policy and Practice seminar.” The University of the West Indies, Cave Hill Campus.


National and Regional Development
• November 29, 2014. Attended the Documentary and Panel Discussion on “Palestine We Cannot Forget!” Arts Lecture Theatre (ALT), The University of the West Indies, Cave Hill Campus.

• April 29, 2015. Attended the Contemporary Caribbean Masculinities: An Investigation of Men and Masculinity in the Contemporary Caribbean A Regional Seminar (via video conference).

Public Service & Outreach
• Dr Crawford is in her second year as Chair of the National Gender Advisory Committee, which advises the Bureau of Gender Affairs under the directive of Ministry of Social Care, Constituency Empowerment and Community Development.

Media


• May 11, 2015. Invited Panelist on “Looking at Sexual Development & Gender Identity” The Mid-Morning Mix, Caribbean Broadcasting Corporation TV 8, St Michael, Barbados.

Dr Halimah DeShong
Lecturer

Administration
• Member, Caribbean Institute in Gender & Development (CIGAD) Planning Committee.

• Member, Caribbean Women Catalysts for Change (CWCC) Lecture Series Committee.

• Member, Editorial Committee of the Journal of Eastern Caribbean Studies.

• Member, IGDS:NBU Board of Studies.

• Member, IGDS:NBU Representative, Faculty Board, Social Sciences.

• Member, IGDS Management Committee.

• Member, International Women’s Day Committee.

• Member, Research Week Planning Committee.

• Member, UWI Cave Hill Campus, Institutional Review Board Committee.

• Member, UWI Cave Hill Recruitment Team to St. Vincent and the Grenadines, November 2014.

• Elected Representative, Non-Professorial Staff Representative, Academic Board, UWI, Cave Hill Campus.

Other Organizational and Committee Memberships
• Committee Member, Journal of Eastern Caribbean Studies Advisory Committee.

• Member, British Society of Criminology.

• Member, Caribbean Studies Association.

• Member of the Steering Committee on Violence and Injury Prevention in the Caribbean – a collaboration
effort between the Caribbean Public Health Forum (CARPHA) and the McMaster University in Canada.

Teaching – Semester I 2013-2014
- GEND 1103 Theoretical Concepts and Sources of Knowledge. 15 students registered and sat the examination. Results: One A, Three A-, One B+, One B-, Two C+, Two C, One F.
- GEND 2201 Women’s Studies I: An Introduction to Feminist Theories. 13 students registered, 12 students sat the examination. Results: One A, One B, Four B-, One C+, Three C, One F.

Teaching – Semester II 2013-2014
- GEND 2005 Crimes by and Against Women: Theories, Evidence, and Popular Portrayals. Twenty-two (22) students registered and 20 students sat the examination. Results: Three A, One A-, Two B+, Two B-, Three C+, Seven C, Two F.
- GEND 3701 Men and Masculinity in the Caribbean: An Introduction. Thirteen (3) students registered and sat the examination. Results: One A, Two A-, Two B+, Two B, One C+, Three C, Two F.

Graduate Students: Graduate Supervision
Main Supervisor
- Ms Desiree Jemmott, MPhil Candidate, IGDS: NBU.
- Ms Modupe Sodeyi, MPhil Student, IGDS: NBU.
- Mr Corelius Barrow, MA Student, Cultural Studies (Graduated October 2014).

Co-Supervisor
- Ms Deborah Morgan, PhD Student, IGDS: NBU.
- Ms Patricia Boyce, MPhil Candidate, IGDS: NBU.
- Ms Angela Dixon, PhD Candidate, Department of Government, Sociology and Social Work.
- Ms Cheryl Willoughby, PhD Student, Department of Government, Sociology and Social Work.
- Ms Daniela Santos, MPhil Student, Cultural Studies.

Committee Member
- Ms Afi Martin, PhD Candidate, Department of History and Philosophy.
- Ms Michelle Springer, MPhil Candidate, Cultural Studies.

Faculty Advisor
- Ms Evette Burke Douglas, PhD Candidate, IGDS: NBU.
- Ms Monique Springer, PhD Candidate, IGDS: NBU.
- Ms Alexandra Serieux, MPhil Candidate, IGDS: NBU.

Chair of Upgrade Seminar
- Ms Saskia Scotland, MPhil to PhD Student, SALISES.

Honours and Awards
- Award for the Most Outstanding Researcher, Institute for Gender and Development Studies: Nita Barrow Unit (2013-2014) (Research Week 2015).

Reviewer
During the 2014/2015 academic year, Dr DeShong served as a reviewer for the following journals:
- Gender & Society (Sage).
- Caribbean Review of Gender Studies.
- Violence Against Women: An International and Interdisciplinary Journal (Sage).

Meetings and Consultations
- August 30-31, 2014. Represented the IGDS: NBU at the Violence and Injury Prevention (VIP) Stakeholders’ Meeting organised by the Office of the Caribbean Program Coordination (OCPC/PAHO), the Caribbean Public Health Agency (CARPHA) and the CARICOM Secretariat. Trinidad.
- March 9-10, 2015. Attended the UN Women’s Masculinities and Gender Equality Workshop. UN House, Hastings, Christ Church, Barbados.
- June 23-24, 2015. Attended a workshop, stakeholder dialogue and launch of EvIDeNCe hosted by Caribbean Public Health Association (CARPHA) and McMaster Health Forum. St Georges University, Grenada.

Conferences
Public Lectures & Keynote Addresses

Guest Lectures & Presentations
- Semester I 2014 – 2015 Academic Year. Delivered lecture on “Gender-based Violence in the Caribbean”, SOCI3035: Caribbean Social Problems. The University of the West Indies, Cave Hill Campus.
- February 23, 2015. Panelist on “Mentorship and Building Collegiality: Research Week.” Faculty of Social Sciences, the University of the West Indies, Cave Hill Campus.
- February 26, 2015. Panelists at the “Action Research for Social Justice: Implications for Policy and Practice” seminar. The University of the West Indies, Cave Hill Campus.

Staff Development
- March 11, 2015. Attended the CETL Assessment Workshop for the New GPA System. The University of the West Indies, Cave Hill Campus.

National and Regional Development

Media

Dr Tonya Haynes
Temporary Lecturer

Administration
- Caribbean Institute in Gender & Development (CIGAD) Planning Committee.
- Caribbean Women Catalysts for Change (CWCC) Lecture Series Committee.
- IGDS:NBU Board of Studies.
- IGDS Management Committee.
- International Women’s Day Committee.
- Representative, Board of Studies of the Faculty of Humanities, 2012-present.
- Representative, UWI Gender Policy Steering Committee, 2014-present.
- Representative, UWIHARP Steering Committee.
- Chair, Caribbean Partnerships for Economic Justice and Sustainability Planning Team.

Organizational and Committee Membership
- Advisory Board Member, NORMA: International Journal for Masculinity Studies, 2013-present.
- International Editorial Board Member, Gender, Sexuality & Feminism, published by The Women’s Studies Centre at University College Dublin (UCD), Ireland, 2012-present.

Outreach – Committees
- Project Advisory Team Member & IGDS: NBU Representative, National Policy on Gender Equality.

Teaching – Semester I 2013-2014
- GEND2015: Gender, Sexuality and Race in Caribbean Culture.
  - 16 students registered and sat the examination.
  - Results: One A-, Three B+, Two B, Two B-, Five C, Three F.
- GEND2501: Women, Leadership and Change in Developing Countries.
  - 10 students registered and 9 students sat the examination.
  - Results: Three A, Two B, One B-, Two C+, One F.

Teaching – Semester II 2013-2014
  - 12 students registered and sat the examination.
  - Results: Two A, Three A-, One B+, Two B-, Two C, One C+, One F.
  - 11 students registered and ten students sat the examination.
  - Results: One A, One B+, One B, Two B-, Three C, Two F.

Graduate Students: Graduate Supervision

Co-Supervisor
- Ms Karen Philip, MPhil Student, IGDS: NBU.
- Ms Rae Voisin, MA Student, Cultural Studies.

Faculty Advisor
- Mrs Daniele Bobb, PhD Candidate, IGDS: NBU.
- Ms Deborah Morgan, PhD Student, IGDS:NBU.
• Ms Desiree Jemmott, MPhil Candidate, IGDS: NBU.
• Ms Modupe Sodeyi, MPhil Student, IGDS: NBU.

Examiner
• Lesvie Archer: In-Between Trade: Understanding Nassau (Bahamas) as an Entrepot, PhD Candidate, Cultural Studies, Upgrade seminar, June 16, 2015.

Cave Hill Ceremonies, Lectures and Events
• August 29, 2014. Attended, procession participant, the 2014 Cave Hill Campus Matriculation Ceremony, Roy Marshall Teaching Complex, The University of the West Indies, Cave Hill Campus.
• October 18, 2014. Participated in process for the Annual Graduation Ceremony of The University of the West Indies, Cave Hill Campus.
• May 03, 2015. Attended Ceremony and Reception to celebrate Professor Sir Hilary Beckles’ contribution to The University. Errol Barrow Centre for Creative Imagination, The University of the West Indies, Cave Hill Campus.
• December 03, 2014. Attended “Success Beyond Imagination International Day of People with Disability Panel Discussion” hosted by the Office of Student Services, The Henry Fraser Foyer, The University of the West Indies, Cave Hill Campus.
• March 22, 2015. Attended the Inaugural Kamaa Brathwaite Lecture “Literature, Culture and the Politics of Deprivation” delivered by Professor Hazel Simmons-McDonald, Cultural Studies Programme, The University of the West Indies, Cave Hill Campus.

Conferences

Guest Lectures & Presentations
• November 04, 2014. Presented lecture on “Gender in Caribbean Feminist Thought”, GEND2201: Women’s Studies I: An Introduction. The University of the West Indies, Cave Hill Campus.
• February 26, 2015. Panelist at the “Action Research for Social Justice: Implications for Policy and Practice seminar.” The University of the West Indies, Cave Hill Campus.
• May 6, 2015. Chair, Screening of The Abominable Crime – When Your Love is Against the Law.” Moot Court, Faculty of Law, The University of the West Indies, Cave Hill.
• June 27, 2015. Delivered Graduation Address at the Parkinson Memorial School under the theme, New World, New Opportunities. Parkinson Memorial School, Wildey, St. Michael, Barbados.

Meetings and Consultations

National and Regional Development
• January 06-07, 2015. Convener, Chair, Coordinator of Caribbean Partnerships for Economic Justice and Sustainability, 3Ws Oval, The University of the West Indies, Cave Hill Campus.
• Chair, UN/IACHR (United Nations/ Inter-American Commission on Human Rights) consultation as part of Study Tour on Violence Against Women, 21 April 2015.

Internationalisation
• May 08-10, 2015. Panelist on the panel “Clarifying the Questions: Uncovering and Developing Relevant Inquiries.” Pennsylvania, U.S.A.

Continuing Education
• April 16 and 23. Attended Writing Across The Curriculum Workshop, The University of the West Indies, Cave Hill Campus.

Website (Development, Updates, Training)
• Administrator and Contributor www.redforgender.wordpress.com

Media
• Administrator and Contributor www.redforgender.wordpress.com
• Administrator www.caribbeangenderinstitute.com
• November 05, 2014. Invited Panelist on Media Discussion on Street Harassment, Mornin’ Barbados, Caribbean Broadcasting Corporation TV 8, St. Michael, Barbados.


March 12, 2015. Attended the U.S. Embassy Young Leaders Reception. Graeme Hall, Christ Church, Barbados.

April 09, 2015. Attended the U.S. Embassy Viewing Party for President Obama’s Young Leaders Town Hall. Bridgetown, Barbados.

April 21, 2015. Organizer of the UN/IACHR (United Nations/ Inter-American Commission on Human Rights) Study Tour on Violence Against Women. UWI, Cave Hill Campus.

Ms Shari Inniss-Grant
Temporary Research Assistant

Administration
• Member, Caribbean Institute in Gender & Development (CIGAD) Planning Committee.
• Member, Caribbean Women Catalysts for Change (CWCC) Lecture Series Committee.
• Member, IGDS:NBU Board of Studies.
• Member, IGDS Management Committee.
• Member, International Women’s Day Committee.

Organizational and Committee Membership
• Member, Barbados Business and Professional Women’s Club.
• Member, Barbados Women’s Association 2014 Regional Board Meeting Planning Committee.

Conferences

Meetings and Consultations
• December 01, 2014. Ms Inniss-Grant represented the IGDS: NBU at the HIV-AIDS Commission and Barbados Gays Lesbians and All-Sexuals Day of Advocacy. Warrens, St Michael, Barbados.

Non-refereed Scholarly Output

Publications


Conferences
Internationalisation


Media

- November 12, 2014. Invited Panelist on Media Discussion on Street Harassment: Take II, Mornin’ Barbados, Caribbean Broadcasting Corporation TV 8, St. Michael, Barbados.
- Ms Shari Inniss-Grant served in the role of media coordinator, creating or facilitating the following media participation:
  - February 22, 2015. Dr Tonya Haynes, PhD Alumna Tara Wilkinson-McClean and CIGAD Graduate Ms Patrice Daniel represented IGDS: NBU for Media Segment on “Gender-Based Harassment for International Women’s Day” Caribbean Broadcasting Corporation TV8, St. Michael, Barbados.
- May 11, 2015. Dr Halimah DeShong represented IGDS: NBU and Mrs Amanda Reifer represented Academy of Sports for Media Discussion on “Women, Gender and Sports” Caribbean Broadcasting Corporation TV 8, St. Michael, Barbados.

Ms Sanielle Hinds (July 31, 2014 – June 15, 2015)
Temporary Administrative Assistant

IGDS Administration
- Caribbean Institute in Gender & Development (CIGAD) Planning Committee.
- Caribbean Women Catalysts for Change (CWCC) Lecture Series Committee.
- IGDS Management Committee.
- IGDS: NBU Board of Studies.

On August 20, 2014, Ms Hinds participated in a “CITS Online Booking System Training Session” facilitated by Campus IT Services. The University of the West Indies, Cave Hill Campus.

Cave Hill Administration

- The Administration Support Information Technology Advisory Committee.
- Safety and Health Committee.
- Service Excellence Circle.
- Office of Student Services, Student Awards Ceremony Committee.

Mrs Olivia Birch
Stenographer Clerk

- Caribbean Women Catalysts for Change (CWCC) Lecture Series Committee.
- ATS support for the Caribbean Institute in Gender and Development (CIGAD).
- IGDS: NBU Seminar Series.
- Member of The UWI, Cave Hill Campus Ushers.

On August 21, 2014, Mrs Birch participated in a “CITS Online Booking System Training Session” facilitated by Campus IT Services. UWI, Cave Hill Campus.

Ms Hazel Blackman
Office Assistant

- Caribbean Women Catalysts for Change (CWCC) Lecture.
- International Women’s Day Lecture.
- Caribbean Institute in Gender and Development, Opening Ceremony.
STAFF

ACADEMIC
Head
Mrs Amanda Reifer

Academic Coordinator
Dr Rudolph Alleyne

PROFESSIONAL
Head Coach
Mr Floyd Reifer
Mr Roland Butcher (Senior Administration)

Operations Manager
Mr Kevin Grant

ADMINISTRATIVE, TECHNICAL AND SERVICE
Administrative Assistant
Mr Jeremy Bradshaw

Sports Coordinators
Mr Steven Leslie
Mrs Katheryn Stewart
Mr Aundrea Wharton
Mr Christian Renwick

Programme Assistants
Mr Shane Lewis
Mr Never Roach

Operations Assistant
Mr Geoffrey Mapp

Stenographer Clerk
Ms. Josanne Thomas

Assistant Coach
Mr Ryan Austin
Mr Ryan Hinds
Mr Pedro Collins

Grounds Staff (full time)
Mr Ronald Beckles
Mr Lyndon Atkinson
Mr Joseph Japal
Mr Clyde Estwick

Grounds Staff (part time)
Mr Richard Stoute
Mr Ashim Knight
Mr Astor Jones
Mr Rondell Alleyne
Mr Rommell Lashley
Mr Emmanuel Greene
Mr Wilbert Webb

OVERVIEW

The Academy of Sport remains committed to the preservation of our legacy of sporting excellence and student athlete academic achievement. Even with the financial challenges faced by the University, the UWI Blackbirds continue to perform exceptionally well across sporting disciplines. This success can be attributed to coaching expertise, administrative support and the dedication and discipline exhibited by our students. The Academy continues to offer tutoring and other support mechanisms to student athletes realizing the challenge students face in balancing sporting commitments with academic performance.

TEACHING AND STUDENTS

Academic Sport Programmes
There has been a steady growth in the academic programmes over the past two years. To date there are sixty-four (64) students in the BSc Sport Sciences programme and ten (10) students in the MSc Sport Sciences programme. In October five (5) students will graduate from the MSc Sport Sciences programme, the first double diploma programme offered by the Cave Hill Campus. These students will receive diplomas from UWI and the University of New Brunswick (UNB). Two of the five students will receive distinctions for their excellent academic performance during the programme.

In September 2015 five (5) sport sciences undergraduate students will travel to the University of New Brunswick as part of the semester abroad programme. This will provide the students with an opportunity to be exposed to diverse cultural and academic experiences at UNB.

Both academic programmes will experience some changes during the 2015/16 academic year in the form of the introduction of areas of concentration. This change will strengthen the programmes and expand our marketing base and provide more specialized training in the area of sport science. Coaching, Sport Management and Exercise and Sport Science have been introduced as the areas of concentration for the BSc in September 2015. These three concentrations are set to be introduced to the MSc programme in 2016.

Academic Journal and Sport Conference
A number of delays have pushed back the launch of the academic journal and the hosting of the sport conference. Despite this staff has been involved in IT training with the platform for the delivery of the journal. In October 2015 the relevant journal committees will be formally invited to be part of this undertaking followed by a call for papers. We anticipate that the first edition will be launched by April 2016.
Hosting of the sport conference will be part of the year of celebration for the 50th year of independence of Barbados. The focus will be on highlighting the importance of the use of sport studies in the development of sport. We continue to engage the Ministry of Sport the Barbados Olympic Association and the Barbados Tourism Investment Inc. as partners on this project.

**ELITE SPORTS**

**Cricket**
Sagicor UWI ELITE cricket team emerged as champions of the 2015 Barbados Cricket Association (BCA) T20 tournament. The record setting achievement saw the Cave Hill student team defeat the Pickwick Cricket Club in a keenly contested final at Kensington Oval on July 10, 2015.

2014 Barbados Cricket Association (BCA) cricket competitions
Sagicor UWI amassed a total of 99 points (9 matches: 3 wins, 5 Drawn and 1 Loss) and finished 2nd in the 2014 BCA (3-day) cricket competition. Kyle Corbin scored the most runs in the competition (752) with 3 centuries at an impressive average of 53.71. ICBL Empire emerged as the champion team for 2014.

Ironically, UWI was defeated by Pickwick at the Quarter-Final stage in both the BCA T20 & 50 over tournaments.

The Sagicor UWI Blackbirds Women’s Cricket team completed the double when they were crowned the 2015 Iris Walker Memorial Cricket Competition 50 Over and T20 Champions. The UWI Intermediate team finished 4th in their zonal competition.

NB. Match during the annual BCA MEN cricket competitions were played during the April-December, 2014 period. The BCA WOMEN tournament was played during the February/March 2015 period.

**Notable Individual Achievements 2014/15**
- Carlos Brathwaite and Jonathan Carter were chosen to the West Indies One Day International ‘ODI’ cricket squads to face South Africa in February 2015. Mr Carter was also selected to the West Indies Cricket World Cup Squad that travelled to Australia/New Zealand in March/April 2015.
- Carlos Brathwaite, Jonathan Carter and Kyle Corbin were selected to the 2014 Barbados Tridents squad for the West Indies Cricket Board (WICB) 4-day and 50 over competitions. They were also in the pool for 2015 Caribbean Premier League squads.
- St. Lucian born and Yasmine St. Ange was selected to captain the St. Lucia women’s cricket team who participated in the 2015 WICB Regional Women’s Competition.

**Football**
The UWI Football programme produced yet another successful year achieving honours in the Barbados Football Association’s (BFA) Premier League Competitions for Men and Women, and the BFA Reserve League Competition and Knockout Men’s Competition:
- 3rd Place BFA Male Premier league
- 3rd Place BFA Knockout Competition
- 2nd Place BFA Male Reserve League
- 1st Place BFA Women’s Premier league

For the newly promoted men’s team (first time in the history of the Premier League that the UWI has competed in this Division), finishing 3rd was a phenomenal achievement. The women’s team won their first premier league championship, a well-deserved honour after years of effort.

**Notable Individual Achievements 2014/15**
- Carlos Brathwaite and Jonathan Carter were chosen to the West Indies One Day International ‘ODI’ cricket squads to face South Africa in February 2015. Mr Carter was also selected to the West Indies Cricket World Cup Squad that travelled to Australia/New Zealand in March/April 2015.
- Carlos Brathwaite, Jonathan Carter and Kyle Corbin were selected to the 2014 Barbados Tridents squad for the West Indies Cricket Board (WICB) 4-day and 50 over competitions. They were also in the pool for 2015 Caribbean Premier League squads.
- St. Lucian born and Yasmine St. Ange was selected to captain the St. Lucia women’s cricket team who participated in the 2015 WICB Regional Women’s Competition.
- Ramon Manning was both selected to the Barbados under 23 and Senior National team squads during the year, participating in qualification games for the 2016 Olympics and 2018 FIFA World Cup.
- Cadijah Mars, Tamiesha Marshall were all selected for Senior National Team duty during the 2014/15.

**Track & Field**
Track & Field success is a key deliverable of the Academy of Sport. During the 2014/15 Academic year, a stricter and more strategic approach was taken by coaches and staff to emphasize and encourage ‘training for competition’ (in preparation to the next step in professional competition) as opposed to ‘competitive training’ and ‘training for general fitness.’ The success of this approach was clearly visible in the culmination of the athletics year, a strong showing at the UWI Games St. Augustine 2015.

Traditionally, talented local and regional athletes at the high school level take the familiar step of entering the North American collegiate system to further their development at both the academic and athletic level. Previously unable to offer quality facilities and physical testing, it is believed that the facilities at the Usain Bolt Sports Complex along with the Academic programmes in Sports Sciences do offer the potential to produce something great for not just Barbados but the region.

**Notable Individual Achievements 2014/15**
- Fallon Forde continued to fly the flag for Blackbirds track and field; he eventually made it to the semi-finals of the 200m at the CAC Games in Mexico, which was reported in 2013/14. He was Barbados’ representative to the Caribbean Association of National Olympic Associations (CANOC) and Cable and Wireless and FLOW launch of the 2016 Olympics Caribbean Broadcast Channel. He was selected by the AAB (Athletics Association of Barbados)
on virtue of being a potential athlete for the 2016 Rio Games. Fallon was again chosen to represent Barbados at 2015 IAAF World Relays, in which the 4 x 200m team. His great season continued as he became the 2nd Cave Hill Barbadian based athlete to represent Barbados at the World University Games in Korea from July 3-14. He made it to the semi-finals were he was able to attain his fastest clocking of the year.

Scouting and Recruitment
A close eye is being placed on the performances seen during the 2015 BSSAC – Barbados Secondary Schools Athletics Championships and those of our already enrolled athletes at their various competitions. Attention was still paid to the results of the 44th Carifta Games held in St. Kitts & Nevis, with the hopes that any potential athletes can be identified and contacted early, given necessary information and encouraged to enroll at the Cave Hill Campus or apply for a scholarship or grant. Natural matriculation to UWI, Cave Hill and interest in track and field remains our main recruitment tool.

INTRAMURAL SPORTS

UWI GAMES 2015 St. Augustine
The Cave Hill Campus team again finished second at the 29th UWI Games at the St. Augustine Campus. The team competing in 10 sporting disciplines amassed 96 total points to the Mona Campus’ 100 points, winning Men’s Basketball, Cricket, Men’s and Women’s Hockey, Lawn Tennis and Men’s Volleyball.

Despite not winning the overall title for the Games, the athletes competed on a very high professional and physical level and we now look forward with great optimism to hosting the 2017 Games. We believe however to ensure the continued development and potential success of Sports at Cave Hill, efficient investment in facilities, programmes and administrative personnel is paramount.

Basketball
Intramural Male and Female basketball began the 2014/15 year with their usual practice and preparation of the game’s fundamentals with the annual “Take the Charge Tournament” providing an opportunity for players to engage in valuable “in-house” game management and competition. The 2nd semester saw the preparation of the teams for the May 2015 UWI Games, where both teams gave good accounts of themselves with the Men winning it all and the Women falling just short.

The UWI Blackbirds Women’s team competed in the 2014 and 2015 Barbados Amateur Basketball Associations (BABA) Women’s League which runs from August – November annually. The 2014 season saw the Blackbirds finish 2nd to defending 2013 Champions Station Hill Cavaliers both the BABA Women’s League and Knockout Competitions.

Hockey
The Hockey programme continued with relative success during the 2014/15 season. The discipline was able to encourage ten (10) new students to participate and this interest was able to add further to the strong tradition of recruitment already associated with the programme.

Three (3) teams (Men, Women and Mixed) were entered into the Barbados International Hockey Festival and all of them made excellent showings. Of the three teams entered, only the Mixed team made it to the semi-finals but lost out unfortunately.

The UWI Hockey Club took part in the Barbados Hockey Federation (BHF) Hockey 7s League where a Men’s team was entered into the Super League category and Women’s teams were entered into the Super League and National League. The Men’s and Women’s teams both made it to the semi-final stages of the competition but were defeated and in the end, they placed fourth when they lost their third place playoffs. However, success was finally obtained when the Women’s National League team showed true guts and determination by overcoming favourites Avengers HC in the final to give them their first league title.

Honour Roll
Barbados fielded two teams in the FIH Hockey World League Round 1 held in Kingston, Jamaica and with pride, the UWI Hockey Club was able to have four (4) of its members gaining selection to both the Men’s and Women’s teams. Justin Catlin and Kris Holder (Men’s) and Amaris Chase and Shani Best (Women’s) went on to give accounts of themselves whilst operating in their respective teams.

Netball
The UWI Blackbirds Netball team was crowned the 2015 Knockout Queens of netball after defeating COW Rangers in the Final. The competition was keenly contested and in the end the defending champions would fall to the highly competitive UWI Blackbirds.

The Blackbirds would continue their 2015 success by winning the Barbados Netball Associations League Division 2 crown, 2nd Place in Division 1 and 3rd Place in Division 5. Despite the Second team’s Division 2 success which typically comes with promotion to the Division 1, will remain in Division 2 as the Blackbirds already have a Division 1 team.

Notable Individual Achievements 2014/15
Five members from the UWI Blackbirds team were called to national trials: Rieah Holder, Rhea Bryant, Damisha Croney and Shanice Rock. Unfortunately Damisha Croney would become injured during the league and was therefore unavailable for selection. Rieah Holder and Shanice Rock were selected for national duty to travel to Jamaica. Selection for World Championships would see UWI Blackbirds Shanice Rock being selected to travel to Australia.
Tennis
The UWI Blackbirds Tennis team participated in the 2015 Republic Bank Inter-Club Tennis Competition which was good competition for them going into UWI Games. The Blackbirds would make it to the semi-finals but were defeated by the eventual 2015 winner Paragon Tennis Club.

UWI Tennis Inter-Club Team
Comprising of students from the advanced training group under the tutelage of the Advance Tennis Services Company competed in the Barbados Tennis Association’s Inter-Club Competition placing 3rd. The group also participated in the Pine Hill Dairy Tennis Championships with the most notable result coming when the pair of Ge’Anne Hilton and Danni Maynard reached the semifinals of the Ladies Open Doubles event.

Volleyball
Volleyball was an important tier 2 sport in 2014/15 and of most importance considering the sport’s participation in the 2015 UWI Games. A belated request for a female league team was granted, this team went on to win 1 of the 2 titles available to them. At the UWI Games, the dominance of the females from the past 2 games was relinquished as Mona were crowned champions, whilst the males returned to winning ways after placing 2nd in the 2013 Games.

COLLABORATION

UWI SPORTS SCHOLARSHIPS
We continue to recruit the best talent locally and around the region through our sport scholarships and grants at Undergraduate and Post Graduate levels.

MEMORANDA OF UNDERSTANDING (MOU)
The football programme has developed strategic alliances and partnership in the way of MOUs with Barbados Football Association (BFA), Caribbean Football Union (CFU) and the Confederation of North, Central America and Caribbean Association Football (CONCACAF) to collaborate in areas of development of the sport including joint seminars, conferences and coaching courses (certified FIFA programmes) as well as research relevant to individual player testing, rehabilitation and the hosting of matches and preparation camps.

WICB CRICKET AND PREPARATION CAMPS
The West Indies Cricket Board (WICB) in conjunction with the UWI and West Indies High Performance Center (HPC) conducted a series of cricket camps at the 3Ws Oval during the September 2014 to May 2015 period.

The list of activities conducted was as follows:

- September 3-25, 2014: WI ‘A’ squad pre tour camp prior to overseas tour to Sri Lanka.
- December 14-21, 2014: Developmental tour and camp for ICC America team (Canada).
- March 29 – April 12, 2015: WI ‘Under 19’ squad pre tour camp prior to ICC U19 World Cup.
- May 19-22, 2015: Special sessions conducted by WI Head coach prior to Test Series vs. Australia.
- May 31 – June 5, 2015: Special sessions conducted by HPC head coach for ICC America team members in pool for 2015 Caribbean Premier League (CPL).

England Counties Pre-Season Tour of Barbados (March 11-19, 2015)
A UWI Blackbirds Select XI participated in a two day match against Nottinghamshire at the North Stars Cricket ground. This formed part of the annual Barbados Tourism Authority (BTA) county pre-season English Counties tour of Barbados.

Soccerex Americas Forum
The UWI Academy of Sport hosted a promotional booth at the international SOCCEREX forum for the Americas which took place at the Lloyd Erskin Sandiford Complex on October 21-22, 2014. Our participation was the highlight of Day 1 of the Forum where former Principal and Pro-Vice-Chancellor Professor Hilary Beckles was on hand to greet then CONCACAF President Mr Jeffrey Webb to sign a Memorandum of Understanding between the UWI and the governing body for football in the Americas (the Caribbean, North and Central Americas).

BENEFACIONS

Sagicor Life Inc.
We are now in the second year of our Memorandum of Understanding (MOU) with Sagicor Life Inc to assist in the construction completion of the Usain Bolt Sports Complex facility at the Paradise Park and the further development of our academic programmes in Sports Sciences. To date (July 1, 2015) we have received US$600,000 of the overall pledged amount of US$300,000. The initial three (3) year period concludes in June 2016 with the option to extend for a further two (2) years.
The Academy of Sport is intent on developing high performance programmes for cricket, football and athletics given the University’s substantive investment in sports facilities for these disciplines.

Usain Bolt Sports Complex
Completed in January 2015, the complex is home to the Academy of Sport Administrative Offices as well as the Ryan Brathwaite Track, FIFA certified Football Astroturf, class rooms, lecture theatre, testing laboratories for the Sports Sciences Academic Programmes and gym facilities for student athletes.

3Ws Oval
The facilities include a world class cricket field located in a historic due south of the grave of the late great Sir Frank Worrell and sporting facilities in dedication to former West Indian cricketing greats; the Sir Garfield Sobers Indoor Cricket School and the Malcolm Marshall Nets.

Hockey Astroturf
This 7-a-side Astroturf is home to the UWI Blackbirds Hockey teams and a hub for physical activity for the Campus and Student bodies throughout the year.

FACILITIES RENTALS
All major facilities are used for sporting and special event rentals and are key to the financial operations of the Academy. Our collaborations with all national sporting associations have afforded us opportunities for facilities rentals and development thus generating a definitive revenue stream beneficial to the operations of the Academy and by extension the UWI.

During the 2015 athletic season the Usain Bolt Sports Complex came to life with a number of enthusiastic rentals for sports days and athletic meets and is primed for further exposure in 2016. However, certain facility upgrades are needed to improve on the “customer” experience and service offering to patrons.

Notable Facility Rentals

Last Man Standing Cricket Tournament, 3Ws Oval
March 20 – 28, 2015

A UWI Blackbirds Select squad participated in the 10th staging of the Last Man Standing (LMS) Cricket Tournament held in Barbados. The 8-a-side cricket tournament was organised by the LMS group out of the United Kingdom and saw teams from South Africa, England, Pakistan and Barbados.

On March 28, 2015, five separate Finals were competed (Shield / Plate / Winners-Take-All etc.). The Craig St. Hill led UWI Blackbirds team were defeated in the Shield Final. The Barbados Defense Force Sports Program (BDFSP) defeated Spartan in the Winners-Take-All Final and won US$8,000.00 in prize money.

Barbados Football Association
The Usain Bolt Sports complex hosted a number of regional football matches as the Barbados National teams prepared for upcoming competitions.

Women:
• December 23, 2014 – Barbados vs Dominica.
• January 10, 2015 – Barbados vs Grenada.

Men:
• May 10 – Barbados vs St. Kitts.
• June 14 – Barbados vs Aruba – FIFA World Cup Qualifier.

Other football related events hosted at the UBSC:
• Refereeing course.
• Heart and Stroke Foundation Father’s Day event.
• Barbados Secondary Schools under 19 Finals.
• SOCCEREX Showcase – Junior exhibition matches.

Track & Field Rentals
The facility was made available for public track and field rentals from January 2015. Deacons Primary and Cuthbert Moore Primary will forever have the distinctive pleasure of being the first schools to host their meets at our facility. The occasion was further enhanced by the presence of Mr Ryan Brathwaite after whom the track surface is named as he was the honorary starter for the first race. The occasion was covered by all local media houses. A further 8 schools rented the facility for the season.

Fortuitously, the National Stadium has been condemned, meaning that a considerable number of track and field clientele have enquired of the availability of the Usain Bolt Sports Complex for rentals. With this considered, vast improvements to the current plant will be needed to fulfill client needs which include an adequate roofing solution, ticket booths, competition equipment, increased seating capacity and the completion of the west stand before December 2015.

Students’ Gym
The UWI Students’ Gym continues to provide a facility for students to enjoy a fitter and physically active lifestyle with an open membership plan (all registered students have access).

Annually (per Academic year), the Academy of Sports compiles information on the usage of the facility by male and female students. Despite a significant decline in the Campus’ overall student numbers for the 2014/15 Academic Year, the Students’ Gym has increased its ‘average weekly usage’ from 750 to 850 students per week with the bulk of usage occurring in the early semester periods of August, September, January and February with 70% male and 30% female students utilizing the facility.
This is testament to the rise in health awareness on the campus and the open membership plan where gym fees are ‘built’ into all students’ amenities fees. However, with a capacity of twenty-one (21) persons, no bathroom or running water amenities, the Students’ Gym has now outgrown its basement location.

OUTREACH

NetsGo Netball Summer Camp
From July 6 – July 31, 2015 the UWI Blackbirds hosted for the 2nd year running the NetsGo Netball Summer Camp, a vital component of the Netting the Goal UWI in the Community Outreach programme.

Campers were taught netball scoring, skills, umpiring, rules of the game, scoring and umpiring and life skills. The campers were also involved in educational tours and had the opportunity on Thursdays to display what was taught over the duration of the camp in practice matches against the National Sports Council Netball Camp.

The 8th Annual UWI C.O. Williams Inter Parish T20 cricket tournament (December 3-28, 2014)

The St. Michael Merchants captured the 2014 UWI CO Williams Inter Parish T20 cricket tournament at the 3Ws Oval. The two semi-final matches and FINAL (St Michael Merchants vs. St. Peter Voyagers) were all contested on December 28, 2014 with the Kevin Stoute led side capturing their 1st title in the 8 year history of the tournament.


Pass Stick Score
The Community Outreach Programme, Pass Stick Score, took place once again under the tutelage of Hockey Coach Colin Elcock. The programme not only catered to the needs of thirty (30) children between the ages of 4-16 in the area of hockey but also encompassed an educational aspect of it as well, designed to strike a firm balance between sporting and academic achievement. With the successes on the field and in the classroom of the programme’s participants, it can be seen as accomplishing the goals set out by the Academy.

STAFFING

Mrs Amanda Reifer was appointed as the Head of the Academy of Sport effective October, 2014.

On April 1, 2015 Mr Jeremy Bradshaw joined the Academy to take up the post of Administrative Assistant.
STAFFING

Mrs Patricia Atherley – Officer-in-Charge
Dr Sylvia Henry – Instructional Development Specialist
Mrs Andrea Marshall – Faculty Development Facilitator
Mr Troy Carrington – Faculty Development Facilitator
Mr Paul Gibbs – Media Specialist
Mr Marlon Woodroffe – Media Specialist
Ms Ariane Franklin – Stenographer Clerk
Mr Joel Gaskin – Stenographer Clerk
Mr Brian Elcock – Media Aide
Mr Mark Headley – Media Aide

INTRODUCTION

The Centre for Excellence in Teaching and Learning (CETL) reports on another productive year marked by expansion of its programmes and services which are aimed at promoting and supporting excellence in teaching and learning at the Cave Hill Campus, in alignment with the goals of The University’s 2012/17 Development Plan. The addition of two new members of professional staff near the end of the 2013/14 academic year has strengthened the Centre’s capacity to meet the needs of the Campus and its faculty, particularly in relation to training and support for technology-enhanced/blended learning and the critical area of quality assurance in curriculum design. The Centre continued to operate without administrative staff as the appointment of an Administrative Assistant was put on hold due to the financial situation. The Centre’s work continued to be supported by two hard-working entry-grade clerical staff (Grade 2/3). The Officer-in-Charge has made a case for raising the level of these posts to Grade 1 and the Centre anxiously awaits the appointment of an Administrative Assistant to support the management and administration of its many programmes and services and to improve operational efficiency.

The Centre’s core programme, the Postgraduate Certificate in University Teaching and Learning (CUTL), launched in 2009, continues to be well subscribed, with 24 persons registering in cohort seven (7) which began the programme in September 2014. The two-year programme has now graduated 107 persons. The Centre is indebted to several members of the academic, professional and senior administrative staff who lend their expertise to this programme as faculty associates and guest presenters.

Fourteen (14) members of faculty completed the second round of the Postgraduate Supervisor Development Course offered in collaboration with the Office of Graduate Studies and Research and supported by several members of faculty who serve as facilitators. The Centre also continued targeted training activities in the area of assessment to assist faculty in making the transition to the new GPA system introduced at the start of the academic year.

Conscious of the increasing demands on faculty time from increased teaching loads and research and service commitments, along with the need to cater more directly to the schedules of part-time and adjunct faculty, the CETL introduced a number of virtual learning, self-paced courses, including a course on Teaching with Patients for clinical faculty.

Complementary to these initiatives, more than 35 additional workshops and seminars were offered. A significant number of these were in support of technology enhanced/blended learning. Additionally, the Centre continued to meet a growing demand for individual clinics and consultations, providing personalised, on-demand support targeted at specific needs and interests. A scheduled weekly Open Lab for technology-based/blended learning clinics was launched and on-demand consultations were frequent.

The Centre held its annual Teaching and Learning Week from June 17-21, 2015. The two main events were a seminar on Service Learning and a four-day Summer Institute on the theme “Alignment, Engagement, and Visible Learning”. Along with the Centre’s professional staff, two faculty members from the School of Education served as facilitators of the Summer Institute. During the Opening Ceremony the CETL presented an Award of Appreciation to faculty associate Dr Donley Carrington in recognition of his dedicated and long-standing contribution as co-facilitator of the CUTL course on Assessment in Higher Education and workshops on assessment linked to faculty preparation for implementing the new GPA scheme.

Altogether, sessions in the Centre’s certification programme, short courses, workshops, seminars and online offerings recorded a combined total of over 1100
registrations. The Centre’s record keeping does not currently facilitate disaggregation of data to report on the number of discrete individuals participating in these programmes.

This report also highlights initiatives aimed at fostering an institutional learning culture around excellence in teaching and learning, and strengthening quality management processes for academic programming. This aspect of the Centre’s work is reflected in collaborations with the Campus Quality Assurance Office (CQAO) and initiatives on behalf of the Academic Quality Assurance Committee (AQAC). Initiatives highlighted in this report include contribution to the work of the Campus Teaching and Learning Committee; efforts to promote adoption of the Teaching and Learning Principles developed as a guide to effective teaching and to inform evaluation of courses; and the fostering of Faculty Learning Communities as additional avenues for inter-disciplinary conversations and collaborative planning around innovation in teaching and learning.

This report also highlights the CETL’s contribution to the quality assurance process. During this reporting period, just over 200 courses and seven programmes were reviewed and designed in a collaborative process with academic course developers and Departments prior to submission to the AQAC.

As the CETL looks to the future, areas of need identified include resources to support an expanded research agenda, administrative support, and dedicated teaching space for delivery of the Centre’s programmes.

Following are the major highlights of activities as the Centre implemented its Operational Plan in alignment with perspectives of the Strategic Plan 2012/17.

### ACTIVITIES & ACHIEVEMENTS

#### Employee Engagement and Development: Perspective 2

**Training**

All staff in the CETL benefitted from training during the course of the year. The officer-in-charge arranged a group license for all technical staff to lynda.com, a leading online learning company, focused on building skills in the application and use of software for multimedia courseware development. The license provides access to thousands of self-paced courses which personnel access on-demand to strengthen their software, technology and creative skills in relevant areas. Professional staff also engaged in a number of online short courses, workshops and seminars to further develop their knowledge and skills. These are detailed in the section on Professional Activities.

#### Internal Operational Processes: Perspective 3

**Upgrading of Web Resources**

The provision of professional development resources online for on-demand access by faculty has been established as a major objective of the Centre. The Cave Hill CETL has initiated discussions with counterparts on the other Campuses towards a collaborative approach to the development and sharing of such resources. The CETL continued to develop its website as a tool in this regard, along with the ongoing development of the eLearning Resources and Information Hub for Faculty (the Hub) made available via the virtual learning environment (eLearning system).

The Faculty Development Facilitator, eLearning and Instructional Technology (FDF-EIT) oversaw the upgrade of the CETL multimedia lab and during the year ensured that the computers and other equipment in the lab were maintained in peak condition. The upgrade included mounting of an interactive whiteboard, installation of a new multimedia projector, and upgrading of software. This is the first time that the CETL has had the kind of in-house technical resources necessary for managing a regularly used training lab and has ensured enhanced service to faculty in this regard. The lab is used for faculty training and consultations and provides faculty with access to software applications for developing multimedia instructional materials.

**Teaching, Learning and Student Development: Perspective 4**

In addition to delivery of its regular programmes and activities the year under review saw the CETL involved in a number of new initiatives supporting its goal of developing an institutional learning culture that reflects commitment to excellence in teaching and learning. These initiatives included involvement in the work of the recently established Teaching and Learning Committee; initiatives under partnership with the Campus Quality Assurance Office; introduction of flexible faculty development programmes through virtual offerings; and the continuation of Faculty Learning Communities (FLCs).

**Certificate in University Teaching and Learning (CUTL)**

The Postgraduate Certificate in University Teaching and Learning (CUTL) had another successful year with both new and established faculty participating. Twenty-four (24) lecturers commenced the programme in September, 2014 while 16 were among the October 2015 graduating class. This brings the total number of graduates to 107 while another 77 continue at various stages. Several members of the Campuses’ academic and senior administrative staff continued to support the programme as guest lecturers in their spheres of expertise. The CETL acknowledges, in particular, the contribution of Dr Donley Carrington of the Faculty of Social Sciences, an experienced CXC Chief Examiner who has been contributing significantly to the delivery of
CUTL 5104 – Assessment in Higher Education, for the past six years. Other guest lecturers included Dr Babalola Ogunkola of the School of Education who presented on the topic of Concept Mapping; Mrs Dale Lynch and Mrs Roachell Murray of the Office of Student Services – The Role of Student Services in Student Engagement and Development; Mrs Sonia Mahon, Deputy Dean, Faculty of Social Sciences – Academic Advising; Mrs Koelle Boyce, Quality Assurance Coordinator – Quality Assurance Policies and Practices; Ms Betty Thorpe, SAR Examinations – Examination Policies and Practices; Mrs Ingrid Iton, Librarian – Plagiarism and Ethical Practices; and Dr Paul Walcott – Enhancing Student Engagement with Student Response Systems.

Table 1 presents a breakdown by Faculty/Unit, of the number of lecturers who have successfully completed the requirements of the programme to date.

Table 1: CUTL Graduates to Date

<table>
<thead>
<tr>
<th>Faculty/Unit</th>
<th>2015</th>
<th>2014</th>
<th>2013</th>
<th>2012</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humanities and Education</td>
<td>2</td>
<td>5</td>
<td>1</td>
<td>4</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>Law</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
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<td>3</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Science and Technology</td>
<td>5</td>
<td>5</td>
<td>4</td>
<td>0</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>6</td>
<td>3</td>
<td>0</td>
<td>7</td>
<td>8</td>
<td>9</td>
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<tr>
<td>Cave Hill School of Business</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Institute for Gender and Development Studies</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Total Sub Total</td>
<td>16</td>
<td>18</td>
<td>14</td>
<td>12</td>
<td>23</td>
<td>24</td>
</tr>
<tr>
<td>Grand Total</td>
<td>107</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 2 shows a breakdown by Faculty/Unit and course, of lecturers who are currently progressing through the programme at various stages at the time of reporting:

Table 2: Current Participants in CUTL

<table>
<thead>
<tr>
<th>Faculty/Unit</th>
<th>CUTL 5001</th>
<th>CUTL 5104</th>
<th>CUTL 5106</th>
<th>CUTL 5207</th>
</tr>
</thead>
<tbody>
<tr>
<td>Science and Technology</td>
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<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Humanities and Education</td>
<td>4</td>
<td>3</td>
<td>11</td>
<td>2</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>11</td>
<td>7</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Medical Sciences</td>
<td>8</td>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Law</td>
<td>1</td>
<td>1</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>UWI HARP</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Cave Hill School of Business</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Institute for Gender and Development Studies</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>15</td>
<td>26</td>
<td>9</td>
</tr>
</tbody>
</table>

Activities to Support Implementation of the Revised GPA System

In its last annual report the CETL outlined the programme of training to prepare faculty and staff for the introduction of the revised GPA system which took effect from the academic year under review. This training continued during the year and included workshops conducted on a discipline-specific basis; on-demand training and support to departments and individual members of faculty on assessment methods, the design of rubrics and tables of specifications and examination paper construction.

Following the results of Semester 1 examinations which suggested the need in some areas for further specific guidance with respect to examination paper construction and grading, a practical workshop was organised, to address these areas. The workshop utilized exemplars of examination items, and assessment instruments to demonstrate best practices and provided opportunities for the participants to critically analyse their exam papers and scoring rubrics and make changes as they worked individually and collaboratively with peers.

The Instructional Development Specialist also participated in a one-day retreat conducted by the Department of Government, Sociology and Social Work and presented on the topic: Beyond the Implementation of the New GPA System: Best Practices in Teaching and Assessment.

Teaching and Technology Summer Institute

During Teaching and Learning Week held in June, 2015 the CETL hosted another successful Summer Institute for faculty. The theme of this year’s Institute was “Alignment, Engagement and Visible Learning”. Topics and presenters included:

• Aligning Teaching, Learning and Assessment: Constructive Alignment or Constructive Misalignment? – Dr Sylvia Henry, CETL.
• Deconstructing Goals and Outcomes: Critical Elements in Course Design – Mrs Andrea Marshall, CETL.
• Flipping the Classroom – Making Space for Active Learning – Mrs Patricia Atherley, CETL.
• Instructional Tools that Promote and Elucidate Thinking for Both Teacher and Learner – Dr Claudette Fongkong-Mungal, School of Education.
• Multiple Choice Tests: Easy to Administer but Challenging to Write, Exploring the Principles of Effective Multiple Choice Test Writing – Dr Grace-Ann Jackman, School of Education.

Approximately 40 persons participated in the Summer Institute.
Orientation to University Teaching
In August, the CETL held an Orientation to University Teaching seminar for 18 new faculty members. A handbook was distributed to support their entry into the academy.

Supporting the Blended Learning Agenda & Technology-enhanced Learning
Blended Learning Policy Approved by Academic Board
At its meeting of October, 2014 the Cave Hill Academic Board approved the Blended Learning Policy prepared by a taskforce chaired by the Officer-in-Charge, CETL. Faculties and Departments now have a framework within which to make decisions with respect to the development and delivery of blended courses and programmes. The policy defines the scope and spheres of adoption and the processes and institutional infrastructure needed to support a sustainable initiative. During the past year the CETL undertook a number of activities in support of the blended learning initiative. The coming on board of a hardworking and enthusiastic Faculty Development Facilitator (eLearning and Instructional Technology) has boosted the Centre’s capacity for delivering training in various aspects of blended learning and, perhaps more importantly, offering on-demand clinics, consultations and practical support to faculty as they negotiate designing and delivering teaching in blended modes.

Upgrade of eLearning System and Online Resources for On-demand Access
The eLearning systems administrator continued incremental upgrade of the virtual learning environment (eLearning system) to offer faculty and students a robust platform for blended teaching and learning. During the period under review the Officer-in-Charge CETL, initiated the integration of the WizIQ web-conferencing tool within the elearning system to allow seamless blending of both synchronous and asynchronous modes of instructional delivery within the system. The tool was piloted by a small group of faculty and the CETL hopes to have it made more generally available in the 2015/16 academic year.

The CETL continued to develop and upgrade the online E-learning Information and Resources Hub to provide user-friendly “how-to” resources on the elearning tools and related instructional technologies. These resources provide a knowledge base to guide faculty in the use of the core tools and features contained while increasingly, focus is being placed on more advanced tools.

The officer-in-charge (OIC) also began work on an online short course in blended learning for faculty, and preparation of standards and guidelines for blended learning. The Faculty of Social Sciences has established an internal team to lead the Faculty’s implementation of blended and online learning and has invited the OIC to join the team. The OIC attended the Faculty’s Graduate Studies retreat on April 24, 2015 and made a presentation on New Modalities for Teaching and Learning, and served as resource person for the working group on new modalities.

Face-to-face Workshops
While the course CUTL5106 – Advancing Teaching and Learning with Technology continues to be the primary channel for faculty training in blended and technology-enhanced learning, the Centre offered a number of other opportunities to access training in the application and use of the elearning technologies. Among these were 18 face-to-face workshop sessions including e-Learning Foundations; e-Learning Intermediate; Assessment Using Online Quizzes; Collaborative Learning Using Online Forums; Collaborative Learning Using Wikis; Using Turnitin to Deter Plagiarism in Online Assessment; and Assessment Using Online Assignments.

Clinics & Consultations
While attendance at several of the face-to-face workshops was modest, suggesting a reduced need for this level of training, there was an increased demand for clinics and consultations at which faculty sought guidance and support targeted at specific areas of challenge or need in the design and development of blended courses. The CETL introduced a weekly Open Lab, designating Thursday as the day for booking appointments for such clinics. Over 40 scheduled clinics were facilitated in addition to daily “drop-ins” from faculty needing assistance. Primary areas in which faculty have sought assistance included the creation of instructional videos to support “flipped classroom” instruction, lecture summaries and feedback; online forums for group debate and discussion; and online assessments. One faculty member sought assistance with converting course materials for an entire course in Hydrology to interactive instructional videos in preparation for delivering the course in online or blended formats.

Other significant consultations included assistance to the English as a Second Language (ESOL) programme for creation of an online version of the ESOL Proficiency Test to facilitate online assessment of potential applicants in the Latin American region. The CETL started discussions with administrators of the ESOL programme towards converting its courses to blended and online formats. Consultations with faculty members from the Faculty of Science and Technology (Departments of Biological and Chemical Sciences and Computer Science, Maths and Physics) to discuss assessment matters related to the changes following the new GPA scheme; and ongoing consultations with Social Sciences faculty developing courses for online delivery as part of the Faculty’s pilot initiative for blended and online learning were also undertaken.

The CETL continued to support blended delivery of the Masters in Sports Science. Lecturers in the programme located at the University of New Brunswick used the WizIQ web-conferencing system for synchronous teaching during the second semester. The OIC facilitated the process, including arranging orientation to the use of the synchronous tool for the lead lecturer.
Other consultations around blended learning included meetings with the Director of CERMES to advise on possible approaches to the delivery of some of the Centre’s courses in online format and potential for the creation of virtual fieldtrips.

Guidelines for Online Assessments
There has been a noticeable increase in the number of faculty utilising online formative assessments. The Faculty of Medical Sciences, in particular, has increased its use of proctored online assessments for both pre-clinical and clinical examinations. The Department of Economics also piloted an online diagnostic exam in Mathematics for new students at the start of the academic year. The CETL provided support for the creation of several of these assessments and technical oversight of the administration of the Medical exams, delivered via the elearning system. This on-site support enabled the CETL to evaluate the online test environment, helping to inform guidelines for the conduct of such assessments. The OIC also designed and administered a survey to gather feedback from students and faculty on the experience of moving the examinations online. The very useful data were shared with the Dean and relevant staff of the Faculty of Medical Sciences and are being used to inform technological and other needs and provisions for the conduct of invigilated online assessments. The Faculty Development Facilitator and the Officer-in-Charge have prepared draft policy guidelines on summative e-assessments as a guide to best practice, and the CETL will engage a team of stakeholders to further refine the guidelines for consideration by relevant bodies.

Self-paced Faculty Development Courses
The CETL introduced a suite of online, self-paced courses for faculty to complement its face-to-face offerings. The courses are part of a comprehensive package of training for faculty in higher education produced by a spin-out company of Imperial College, London. The courses are multimedia rich, highly interactive, and make extensive use of case studies demonstrating good practice. They were developed in a process of large-scale international collaboration and peer review, pooling the experience and knowledge of expert practitioners from the UK, North America, Australia and elsewhere. The introduction of the courses delivered via the Virtual Learning Environment (elearning system) recognised the competing demands on faculty time for attending regular workshops and was also aimed at accommodating the needs of part-time and adjunct faculty. The online modules also offered faculty the option of revisiting the training multiple times. Four self-paced courses were offered, three focused on enhancing the skills of faculty in the design and delivery of technology-enhanced courses, and one specifically targeting clinical staff in the Faculty of Medical Sciences. Total registration for this first round of self-paced courses exceeded 70 persons. Participant evaluations rated the courses highly. Teaching with Patients, described by faculty as “excellent”, “meaningful” and “effective”, received the highest rating. The four courses offered and their highlights include:

Course Planning
• The importance of fully embedding learning technology in course design.
• The value of course planning and broad principles of learning design.
• A framework that synthesizes learning theories and illustrates how technology can help to support different forms of learning.
• The diversity of experiences learners bring to a course.
• The value of defining clear learning objectives and recognizing the importance of different types of learning outcomes.
• The advantages of several pedagogical planning tools and pros and cons of alternative learning designs.
• The importance of developing constructively aligned courses that strive to find the appropriate blend of pedagogy and technology for students.

Effective Use of the Virtual Learning Environment:
• The main features and uses of virtual learning environments (learning management systems such as Moodle/eLearning) in higher education.
• How to make effective use of selected features of the VLE when preparing a course.
• How to use the VLE to meet learners’ needs.
• How to gather feedback from learners and inform an evaluation of VLE use.

Teaching with Patients: (For staff in the Faculty of Medical Sciences)
• Strategies for involving patients in helping students learn.
• How to make explicit to students processes for clinical reasoning that can assist them in constructing their own knowledge.
• Developing appreciation of and ability to build positively on the experiences and feelings of patients and student doctors.
• Developing one’s role as the facilitator of learning in clinical settings.

e-Assessment
• The relationship between learning and assessment design.
• How to design diagnostic, formative and summative e-assessment tasks.
• How to design interactive e-assessment tasks.
• The appropriate uses for e-assessments.
• Methods used to mitigate risks that arise from using computers for high stakes assessment.
• Ways to assess online communication, collaboration and group work.

During the Opening Ceremony of Teaching and Learning Week in June, 2015 members of faculty who completed the online self-study courses offered by the CETL during the academic year and achieved a grade of 70% or higher on the final assessment were awarded certificates of participation.
Supporting the Development and Use of Multimedia Resources in Teaching, Learning and Assessment

The media services arm of the CETL continued to provide production services for the development and use of multimedia resources for teaching, learning and assessment. Major projects and services undertaken during the period under review include:

• Video recording of student presentations in the Media and Communication Studies course as part of the assessment process.
• Video recording of simulated counselling sessions as part of an Interpersonal Skills Development Lab for second-year social work students, facilitating self, peer and instructor assessment.
• Set up of a live video circuit to support the Faculty of Medical Sciences Master Class on the treatment of hypertension.
• Creation of an animation on the respiratory system for a Medical Sciences course.
• Production of a video for students on use of the UWI Libraries, in association with the Sidney Martin Library.
• Video recording and production of DVDs capturing dozens of scholarly presentations delivered as public lectures or conference and seminar presentations organised by academic departments and units, which will become learning resources.
• Preparation of video tutorials on the use of the Turnitin plagiarism detection system for students.

Enhancing Student Engagement & the Student Experience

Staff of the CETL continued to play an active part in initiatives to foster student development and create a quality learning experience. Activities in this regard included active partnerships with the Office of Student Services. During the period under review the OIC and the IDS served as active members of the Disability Policy Committee. The IDS also continued activities as part of the Committee on Academic Advising, including contributing to the preparation of a brochure on Academic Advising. In September the OIC made a presentation to new students in the Faculty of Medical Sciences on Using Technology to Support Learning in Medicine. The OIC also facilitated a seminar for first-year students on Academic Integrity as part of the First Year Experience Programme offered by the Office of Student Services. The OIC also participated in the Campus’ orientation programme for new staff, presenting on Managing the Student Learning Experience.

Efforts to Enhance Provisions for Students with Disabilities

The efforts at the Campus to improve provisions for students with disabilities were heightened leading up to and during the year under review with the enrolment of a blind student in the Faculty of Law and a physically challenged, wheelchair-bound student in the Faculty of Science and Technology. The OIC and the IDS participated in meetings of the Disability Committee led by the Office of Student Services to continue to streamline processes to ensure access to the institution’s programmes and services by persons with disabilities and facilitate their progress from application to graduation.

Recognising the importance of providing materials in digital formats to facilitate access to learning resources by students with certain disabilities, the CETL prepared a comprehensive Guide to the Development of Accessible Digital Content which was disseminated to teaching staff, in particular, members of the Faculty of Law. The CETL also shared with the Faculty of Law Guidelines for Staff Teaching Blind and Visually Impaired Students.

The CETL contributed to activities led by the Office of Student Services to recognise March 2015 as Month of the Disabled, with the theme “Here today, here to stay – Come get to know us”. The OIC utilised the CETL Conversations on Teaching and Learning site on the virtual learning environment (elearning) site to share multimedia resources and encourage discussion on the need for partnership between students and faculty in meeting the needs of students with disabilities. Resources shared included videos on Working Together: Computers and Students with Learning Disabilities, documenting how computers can be used by both students and faculty to support the success of students with various learning disorders such as dyslexia; and Working Together: Science Teachers and Students with Disabilities illustrating adaptations that science teachers can make within the laboratory so that the laboratory can be accessible. The IDS also prepared an article “Learning Disability is not Learning Inability: Dyslexics Matter” which was included in the resources shared.

While these efforts did not generate the level of discussion anticipated, the CETL will build on the initiative to promote the practice of Universal Design of curricula and instruction, which leverages the affordances of modern technology to create learning environments that are accessible to the widest range of students.

Universal Design for Learning (UDL) which caters to learner differences is being used in higher education institutions to meet the needs of an increasingly diverse student body, including students with a range of visible as well as hidden disabilities.

Fostering Collaboration & Conversations on Teaching and Learning

Faculty Learning Communities

In its last report the CETL highlighted the launch of the Faculty Learning Community (FLC) as a framework for providing on-going support to faculty seeking to enhance teaching and learning through application of new approaches and methods. Faculty Learning Communities bring together small cross-disciplinary groups of faculty (usually 6-12 persons) with a common area of interest to explore new ideas and practices, reflect upon their teaching, plan strategies for change, and receive feedback and support as they seek to apply new knowledge and skills to improve teaching and learning. The first FLC, in Service Learning, was started at the end of the 2013/14
During the year under review the Centre started a FLC on *Writing Across the Curriculum*.

During the course of the year fourteen (14) persons participated in the Service Learning FLC with average participation of 7-10 persons. One member implemented a service learning component in, a third-year course in *Crop Ecology*. The experience was the focus of a seminar during *Teaching and Learning Week* in June, 2015, at which the outcomes were presented, highlighting both faculty and student perspectives.

The FLC on *Writing Across the Curriculum* was launched in April 2015 with 20 registered members and average attendance of 13. This FLC was a joint initiative between the CETL and the Foundation Language Programme, Faculty of Humanities whose staff served as facilitators. It met weekly for two-hour interactive sessions aimed at developing effective strategies for integrating writing as a tool for learning, stimulating thinking and making thinking and learning visible for both students and faculty. A special area of focus was the use and management of writing activities in large classes, including collaborative writing, peer and self-assessment, and creative strategies for providing feedback.

The CETL was pleased to support the activities of the Medical Education Learning Community (MELC), a peer-supported community of teachers and scholars in the Faculty of Medical Sciences. The CETL assisted the MELC with the harnessing of technology to support communication and knowledge and information sharing among its members. In September 2014 the OIC/CETL attended a meeting of the MELC and participated in lively discussions on *Supporting Students in Difficulty* and *Using Technology in Medical Education*. Further collaborations are planned, particularly as members of the Faculty of Medical Sciences move towards greater use of technology in course and programme delivery.

### Summer Seminar on Service Learning

The Teaching and Technology Symposium usually held during *Teaching and Learning Week* in June was withheld in recognition of two conferences taking place during that month in which the CETL professional staff were involved. In its place, a Seminar on Service Learning Pedagogy entitled *Service Learning Pedagogy – Lessons from ECOL 3453*, was held. The seminar was presented by Dr. Francis Lopez, lecturer for the course, and Dr. Janice Cumberbatch who co-chairs (with the OIC, CETL), the Faculty Learning Community on Service Learning. The seminar also featured a video-recorded fish-bowl interview conducted by the Officer-in-Charge, CETL, with students of the course who spoke positively of their service learning experience and its impact on their learning.

### Curriculum Renewal and Support: Quality Assurance and Quality Control

Professional staff in the CETL continued to contribute to the functioning of the Campus’ rigorous Quality Assurance processes in various ways, including membership on the Academic Quality Assurance Committee (AQAC) and the Teaching and Learning Committee; provision of curriculum and instructional design support to course and programme developers and review of new and revised courses and programmes before submission to the AQAC; and contribution to the development of policies, protocols and standards that support quality assurance. In the area of academic quality assurance and academic standards, the CETL enjoys a working partnership with the Campus Quality Assurance Office (CQAO), Principal’s Office, reflected in a number of joint initiatives.

### Supporting Quality in Course and Programme Design

During the past year the CETL reviewed in excess of 200 new or revised courses and seven programmes submitted by academic departments/units. The Faculty Development Facilitator, Curriculum & Instruction (FDF-CI) compiled a database of all undergraduate courses, both active and inactive (over 900 courses), and held meetings with Deans and Heads of Departments to determine the status of these courses and associated programmes. This was intended to identify courses that remained to be revised to BUS-approved standards, in keeping with the mandate from the Academic Board, and to identify needs for faculty training.

The FDF-CI also prepared draft guidelines for the management of the course development process and systematic course revision, including a flow chart outlining the steps/stages in the course/programme review process. The FDF also prepared a draft course syllabus template to guide the routine preparation of course syllabi that are aligned with approved course outlines. These documents will be included in the planned update of the AQAC Course Quality Handbook, a collaborative undertaking between the CETL, the CQAO and the Quality Assurance Unit (QAU).

The IDS engaged faculty members of the EBCCI in the disciplines of Dance, Theatre and Film in a curriculum mapping exercise aimed at equipping staff with skills to constructively align their courses and programmes in order to ensure academic standards, relevance and responsiveness to the needs of their stakeholders.

### Involvement in the Teaching and Learning Committee

The Teaching and Learning Committee established by the Academic Board on the recommendation of the CETL began its work in October, 2014, under the chairmanship of Dr Winston Moore. The OIC, CETL, prepared the terms of reference for the committee, which included a mandate to prepare a Teaching and Learning Action Plan for the Campus to translate the goals of The UWI Strategic Plan into clear priorities, strategies, actions and performance measures for the Campus. The OIC and the IDS were appointed to serve on the committee. The Chairman established sub-committees to prepare recommendations in four key areas outlined in the terms of reference – The T & L Action Plan, Academic Integrity, Recognition of Teaching Excellence, and Global Trends.
in Higher Education. The OIC was assigned to chair the Global Trends in Higher Education sub-committee while the IDS was assigned to chair the Teaching and Learning Action Plan sub-committee. The draft T&L Plan and the reports of the sub-committees were prepared for submission to the Academic Board.

Teaching and Learning Principles to Guide Course Design, Delivery & Evaluation
The evidence-based Teaching and Learning Principles prepared by the CQAO in collaboration with the CETL on behalf of the Academic Quality Assurance Committee (AQAC) were approved by the Academic Board during the period under review. The Officer-in-Charge (CETL) had recommended the development of these principles to the AQAC as part of the review of the process of student evaluation of teaching and courses. The principles seek to provide insight into factors that hinder or contribute to learning, and represent a meaningful point of departure for effective instructional planning and delivery. They also establish a shared understanding of the Campus’ objectives and approach as regards the design and delivery of undergraduate courses, thereby providing a clear framework for evaluation of teaching and courses. In this regard, the CQAO which is leading the process for revision of the undergraduate course evaluation instrument process for revision also has been leading a rigorous engagement with stakeholders on the alignment of the instrument with the draft principles. The OIC and IDS attended the meetings convened by the Quality Assurance Coordinator and provided input to the review of the draft revised instrument and the process for evaluation of teaching and courses.

The CETL will be seeking to promote meaningful use of the principles and will infuse the principles in its engagements with faculty during the coming year.

Analysis of Student Evaluations of Courses and Relationships to High Failure Rates
The CQAO routinely provides the CETL with data from student evaluations of teaching and courses conducted each semester. The CETL utilizes these evaluations in individual consultations with faculty, aimed at diagnosing problem areas and planning strategies for improving aspects of their teaching. The CETL has engaged the assistance of the CQAO to undertake an analysis of student evaluations of courses recording high failure rates over the past five semesters to seek to identify patterns with respect to areas where students have identified low levels of satisfaction. Both quantitative and qualitative data are being analyzed. The results will be used to identify areas for focus in planning faculty development initiatives.

Research and Innovation: Perspective 5

Annual Research Circle
On October 17, 2014, 26 persons participated in the CETL’s annual Research Circle forum. The forum offers encouragement to new researchers as they interact with and learn from accomplished colleagues. The following persons shared research projects or research experiences: Dr Philmore Alleyne, Head, Department of Management Studies, Faculty of Social Sciences; Dr Glenda Gay, Lecturer, Department of Management Studies, Faculty of Social Sciences; Dr Janice Jules, Lecturer, Department of Language, Linguistics & Literature, Faculty of Humanities and Education; Dr Grete Pasch-Valdez, Campus Librarian, Sidney Martin Main Library.

Graduate Research Supervisor Development
During the first semester of the year under review the CETL coordinated delivery of the second Research Supervisor Development Course in collaboration with the School for Graduate Studies and Research. Fourteen graduate supervisors and eleven facilitators participated in the programme which offered seminars on The Building Blocks of Research; Addressing Diversity, Problems, Challenges and Pitfalls; Responsible Conduct: Graduate Regulations on Plagiarism, The UWI Code of Ethics; Self-Reflection as a Strategy for Growth and Development; and The Supervisor’s Resource Portfolio.

Outreach, University & Public Service, Consortium Activities: Perspective 6

Cross-Campus Meeting of the CETLS
The OIC and the IDS joined colleagues from the CETLs at Mona and St. Augustine, and the Instructional Development Coordinator of the Open Campus for the 14th Annual Meeting of the CETLS held at Mona from February 8-9, 2015. The CETLs reported on their activities for the previous academic year and discussed the following issues among others – Follow-up training for faculty to support the transition to the new GPA scheme; the responsibilities of the CETL under the revised Policy on Online, Blended and Multimodal Learning and the SVUS; progress with implementation of the Research Supervisor Development course across the campuses; structuring of the CETLs to reflect the need for strong technology arms; investigation of courses with high failure rates; the CETL’s role in advancing academic advising; and a schedule for the upcoming quality review of the CETLs.

CETL Delivers Capacity-building Workshop for Open Campus Staff
The CETL coordinated planning and delivery of a four-day Capacity-building Workshop Series for Heads of Sites and Senior Staff of The UWI Open Campus (OC) under the OC’s DFATD Project. The series which received very positive reviews from participants included a one-day workshop on Transformational Leadership; a two-day workshop on Research and Publication; and a one-day workshop on Prior Learning Assessment. The workshops were held at the UWI Cave Hill School of Business for 21 participants.

Participation in the Conference on Institutionalising Best Practice
Throughout the year the OIC and the IDS collaborated with colleagues at the sister Campuses in planning the Institutionalising Best Practice in Higher Education Conference which took place at St. Augustine June 24-26, 2015. The conference was a joint undertaking between the CETLs and the Quality Assurance Units. The OIC served on
the Support Services and Technology Sub-committee and maintained a wiki to facilitate document sharing and management while the IDS served on the Programme Management and Editorial Sub-Committee. During the Conference they also chaired keynote sessions as well as concurrent sessions.

Media Services for Outreach and Administration
The CETL continued to provide extensive and wide-ranging media production and audio-visual services to the Campus community to support outreach and administrative activities along with teaching and research. Over 100 creative projects were completed during the year.

University & Public Service and Professional Activities of Staff
Professional staff of the CETL continued to engage in wide-ranging activities to develop professional competencies and skills and provided extensive service to the Cave Hill Campus, the wider University community and external agencies through service on committees and provision of various training and consultancy services. A comprehensive record of activities in this regard is provided later in this report.

REFLECTION & THE WAY FORWARD
The past academic year was a productive and rewarding one for the CETL. The Centre continues to be buoyed by the enthusiastic response of many members of faculty to its programmes and services and values the collegial relationship with academic departments and collaborations with units with complementary mandates, such as the Campus Quality Assurance Office and the Quality Assurance Unit. However, the CETL is aware that there remains a significant segment of staff who do not regularly access the Centre’s programmes. The move to offer online self-paced options for faculty development has seen the involvement of several members of faculty who have not participated previously, such as adjunct members of staff in the Faculty of Medical Sciences.

While continuing to build out its programmes for face-to-face engagement with faculty, the CETL will continue to develop and offer flexible options and monitor response and effectiveness over time.

Having finally secured the appointment of additional professional members of staff, albeit on a temporary basis, the CETL looks forward to expanding and enriching the services it provides to the Campus community in all major spheres of activity – teaching, research and outreach. The Centre will continue implementation of its operational plan for the 2014/16 biennium, the highlights of which include ongoing development of the CETL website and other online portals to provide on-demand access to resources and information for faculty; promotion and provision of support for the implementation of the Campus’ blended learning agenda; initiatives to foster greater interdisciplinary discussion and collaboration on teaching and learning innovation, including the coordination of additional Faculty Learning Communities; and activities aimed at community engagement and income generation among others. Also high on the Centres’ agenda are initiatives to support student development and the engagement of students as partners in relevant aspects of the Centre’s initiatives that support excellence in teaching and learning. The CETL is also acutely aware of the need to advance research on the experiences of teaching and learning at Cave Hill to support innovations and policies that are culturally and contextually referenced. The Centre looks forward to the appointment of a research officer at the earliest opportunity. The Centre also anxiously anticipates the appointment of promised administrative support necessary for improved efficiency of its operations and activities. A major area of need in the CETL is dedicated space for delivery of its programmes.

PROFESSIONAL ACTIVITIES, UNIVERSITY SERVICE & PUBLIC SERVICE

Mrs Patricia Atherley, Educational Technologist, Officer-in-Charge (OIC)

Professional Membership & Affiliation
• The Higher Education Research and Development Society of Australasia (HERSDA).
• Society for Applied Learning Technology (SALT).
• Professional and Organizational Development Network in Higher Education (POD).
• Australasian Society for Computers in Learning in Tertiary Education (ASCILITE).

Training
• Pursued the Doctorate in Education (Higher Education) with the University of Liverpool.
• Attended a workshop on Non-Research Grant Proposal Development – Unlocking your potential to mobilise funds, organised by the UWI Project Management Office and the Principal’s Office, Cave Hill.
• Attended a seminar – The Changing Academic Profession – presented by Professor Glen Jones, University of Toronto and organised by Cave Hill Open Campuses.
• Attended a workshop – Action Planning for Implementation – Practical Ways for Infusing Post-Review Quality, Organised by the Quality Assurance Unit.

Activities
• Delivered CUTL 5106 – Advancing Teaching and Learning with Technology, in the Certificate in University Teaching & Learning (CUTL) programme.
• Coordinated Teaching and Learning Week 2015 and coordinated and chaired the Summer Seminar on Service Learning Pedagogy: Lessons from ECOL 3453.
• Coordinated the Teaching and Technology Summer Institute 2015 with the support of the FDF-CI.
Coordinated Faculty Learning Communities on Service Learning Pedagogy and Writing Across the Curriculum.

Collaborated with the Faculty Development Facilitator (e-Learning and Instructional Technology) to prepare a comprehensive Guide to the development of accessible digital content.

Collaborated with the Faculty Development Facilitator (e-Learning and Instructional Technology) to prepare draft Guidelines for Management of Formative e-Assessments.

Prepared Guidelines for staff teaching blind and visually impaired students.

Made a presentation to new students in the Faculty of Medical Sciences on Using Technology to Support Learning in Medicine, September 2014.

Presented on Managing the Student Learning Experience at the New Staff Orientation, August 2014.


Prepared short video tutorials for students on the use of the Turnitin plagiarism detection system.


Presented on Graduate Teaching & Learning: New Modalities for Teaching and Learning and served as a resource person at the Faculty of Social Sciences Graduate Studies Retreat, April 24, 2015.

Reviewer, Caribbean Teaching Scholar Journal, published by the Centre for Excellence in Teaching and Learning, St. Augustine Campus.

Administered a wiki to support the work of the cross-campus Organising Committee for the Institutionalising Best Practice in Higher Education Conference 2015.

Served as reviewer of abstracts for the UWI Institutionalising Best Practice Conference.

Chaired a keynote session and concurrent sessions at The UWI Conference on Institutionalising Best Practice in Higher Education held at St. Augustine, Trinidad.

Continued development of a Student Academic Skills Hub on the eLearning system.

Participated in the Edulearn Conference 2015 – Contributed a paper on Student Perceptions of the Use of Computer-based Summative Assessments.

Coordinated negotiations, planning and delivery of a Capacity Building Workshop Series for Heads of Sites and Senior Staff of the Open Campus, sponsored under the DFATD Project.

Visited the Center for Teaching and Learning at the University of Toronto.

University Service – Chairmanship of Committees

• The Cave Hill Campus Blended Learning Task Force.
• The Academic Technologies ICT Advisory Committee which advises the ICT Steering Committee on technological needs of academic support units.
• The Global Trends in University Teaching and Learning Sub-Committee of the Cave Hill Teaching and Learning Committee.

Membership of Committees

• Cave Hill Teaching and Learning Committee.
• Cave Hill ICT Steering Committee.
• Cave Hill Ceremonies Committee.
• Cave Hill Classroom Management Committee.
• Cave Hill Academic Quality Assurance Committee.
• Cave Hill Disability Policy Committee.
• Cave Hill Staff Development Committee.
• Campus Health Day Planning Committee.
• Digital Assets Management Committee.
• Open and Distance Learning Committee.
• Organising Committee for regional conference on Institutionalising Best Practice in Higher Education, member of the Technology and Services Sub-committee.
• Organising Committee for the School of Education Biennial Conference.

AQAC sub-committee on course evaluations.

AQAC sub-committee to develop Teaching and Learning Principles.

Academic Success Sub-committee for Student Orientation 2015.

Other University Service

• Collaborated with the Faculty Development Specialist, St. Augustine Campus, to develop definitions of delivery modalities along the face-to-face/blended/online learning continuum, to inform development of the revised policy on online, distance and multi-modal teaching and learning.
  – Coordinated/Produced a series of video interviews on the Caribbean Lexicography Project.
  – Edited a script for a video documentary on the Barbados Sea Turtle Project.

Public Service

• Campus representative on the Barbados Research and Education Network (BBREN) Steering Committee.
• Appointed to the Education and Resources Committee of the Ebenezer Methodist Church.
• Appointed to the 170th Anniversary Planning Committee of the Ebenezer Methodist Church.
• Sunday School Teacher, Ebenezer Methodist Church.

Dr Sylvia Henry, Instructional Development Specialist

Professional Activities

• Attended the Institutionalising Best Practice in Higher Education Conference held at St Augustine Campus in June, 2015; served as Chair for three conference sessions including one keynote session.
• Attended the American Education Research Association (AERA) Conference.
• Collaborated with the Barbados Vocational Training Board and the Samuel Jackman Prescod Polytechnic to assist with the review of their curricula and course offerings in keeping with a requirement...
• Participated in a Barbados Network Consultation, Diaspora Conference, One Nation, One family – Building Pathways to Prosperity and Development held by the Ministry of Foreign Affairs.
• Coordinated the Research Supervisor Development Course.
• Conducted a student forum as part of the Graduate Research Supervisor training.
• Participated in a literacy conference at the Accra Beach Hotel which was sponsored by the Barbados Association of Reading.
• Attended Business Meetings in the USA as Co-Chair of American Educational Research Association’s Caribbean and African Studies in Education (CASE).
• Attended a workshop on Knowledge Management sponsored by the Ministry of Labour.
• Attended the Strategic and Operational Plan and Balanced Scorecard Workshops convened by Office of Planning.
• Participated in a National Qualification Framework Workshop convened by the Barbados Accreditation Council; and Human Resource Strategy Training Workshop convened by the Ministry of Labour.
• Attended international conference activities sponsored by the Association of Caribbean Higher Education Administrators (ACHEA) held in Barbados.
• Facilitated an Orientation to University Teaching seminar for 18 new faculty members.
• Assisted 2 graduate students of the Faculty of Science and Technology as academic advisor and attended a PhD upgrade seminar for one of these students.
• Participated in a Webinar arranged by the Organisation of American States (OAS) on the topic: ‘Taking a Selfie – Making Teachers’ Thinking Visible’.
• Attended a workshop entitled: The Changing Academic Profession by Professor Glen Jones, University of Toronto and organised by Cave Hill and Open Campuses.
• Attended a workshop entitled: Action Planning for Implementation – Practical Ways for Infusing Post-Review Quality, which was organised by the Quality Assurance Office.
• Participated in a one-day Retreat conducted by the Department of Government, Sociology and Social Work and presented on the topic: Beyond the Implementation of the New GPA System: Best Practices in Teaching and Assessment.
• Coordinated a Research Circle forum to support the research agenda on campus.
• Facilitated a workshop entitled – Developing Learning Pathways through Prior Learning Assessment (PLA): Opportunities for Mobility and Advancement as part of the Capacity Building Workshop Series coordinated by the CETL on behalf of the Open Campus.
• Served as Master of Ceremonies and Moderator for the Office of Student Services’ Parents and Partners Orientation 2015.

Outreach, Service and Affiliation
• Served as a peer reviewer of academic submissions and manuscripts to the following organisations and associations: The American Educational Research Association (AERA); The Caribbean Teaching Scholar Journal; and the international academic journal: Innovations in Education and Teaching International, Routledge Taylor and Francis Group.
• Served as a Justice of the Peace.
• Served as trustee for the United Global Leaders of Barbados.
• Student Mentor and advisor – Rotary Club of Barbados Scholarship programme.
• Adult Literacy Volunteer.

Professional Membership and Affiliation
• American Education Research Association (AERA).
• Learning and Instruction – Division C.
• Caribbean and African Studies in Education (AERA ) (Co-Chair 2015-2016).
• Boston Afro-Caribbean Institute for Policy and Implementation.
• Barbados Association of Reading (Co-founder).

Service on Committees
• Campus Disability Policy Committee.
• Campus Project Committee on Drug Demand Reduction.
• Graduate Supervision Advisory Committee.
• Academic Technologies Advisory Committee.
• Academic Quality Assurance Committee.
• Distance Learning Committee.
• Committee on Academic Advisement.
• Teaching & Learning Committee; chaired the Teaching and Learning Plan sub-committee.
• Academy of Sport Advisory Council – Cave Hill Campus.
• Open Campus and Residential campuses Working Group.
• Standards Approval Committee (TVET) Barbados.
• Graduate Supervision Advisory Committee – Faculty of Science and Technology.
• Institutionalising Best Practice in Higher Education – Conference Committee.
• Vice-Chancellor’s Award for Excellence Selection Committee – Cave Hill.
Mrs Andrea Marshall, Faculty Development Facilitator (Curriculum and Instruction)

Professional Membership & Affiliation:
• Association for Supervision and Curriculum Development.

Training
• Seminar – Information Security Awareness, offered by Campus IT Services.
• Course Planning for e-learning – online module.
• Effective Use of Virtual Learning Environments – online module.

Activities & Service
• Drafted guidelines for the management of the course and programme development process to inform revision of the AQAC Handbook.
• Created a flow chart outlining proposed revision to the steps/stages in the course/programme review process to inform revision of the AQAC Handbook.
• Drafted a course syllabus template for consideration for inclusion in the AQAC Handbook.
• Participated in a meeting of the Faculty Learning Community on Service Learning Pedagogy.
• Participated in meetings of the Faculty Learning Community on Writing Across the Curriculum.
• Attended a workshop – Action Planning for Implementation – Practical Ways for Infusing Post-Review Quality, Organised by the Quality Assurance Unit.

Mr Troy Carrington, Faculty Development Facilitator (eLearning and Instructional Technology)

Professional Membership & Affiliation
• Online Learning Consortium (formerly The Sloan Consortium), USA.

Training
Completed the following Online Courses/Training Programmes.
• Course Planning for e-learning – online module offered by the CETL.
• Effective Use of Virtual Learning Environments – online module offered by the CETL.
  — E-Learning Ecologies – Offered by University of Illinois.
  — Gamification – Offered by University of Pennsylvania.
  — Design and Development of Educational Technology – Offered by MIT.

Service & Contribution
Drafted guidelines and standards for best practice in e-learning in consultation with the OIC:
• Drafted policy guidelines on summative e-Assessments in consultation with the OIC.
• Drafted Guidelines for the Creation of Accessible Digital Resources in consultation with the OIC.

University Service – Membership of Committees (Cave Hill)
• The Global Trends in University Teaching and Learning Sub-Committee of the Cave Hill Teaching and Learning Committee.
The 2014/15 operational plan for the Sidney Martin Library (SML) was prepared by the campus librarian, Dr Grete Pasch, who joined the UWI in August 2014. Framed by the UWI Strategic Plan 2012-2017, the one-year plan focused on reorganizing library operations to enhance the provision of general collections, special collections, information services, and work spaces for our students and faculty, who are the library’s raison d’être. The campus librarian’s mandate also includes oversight of the activities in the following library units:

- The Elizabeth Watson Audio Visual Unit (EWAU), led by Mrs Valerie Clarke, who also serves as liaison librarian for the Faculty of Medical Sciences.
- The CLR James Cricket Research Centre Library (CRCL), led by Mrs Margaret Broomes.
- The Faculty of Medical Sciences Library (FMSL), led by Dr Cheryl King until her premature passing in December 2014, and by Mrs Beverley Wood thereafter.

The activities of the Audine Wilkinson Library (SALISES) and the Law Library are covered in the reports of their respective faculties.

### THE GENERAL COLLECTIONS

Traditionally, library activities focused on providing access to books, but the last two decades have seen a steady decline in the demand for print items. In 2007, half of Cave Hill’s students checked out at least one book per academic year; today, only one in three does so. In less than a decade, the total number of books checked out from the SML general collections fell almost by half: from 58,000 book loans in the 2006/07 academic year to only 30,000 in 2014/15. Loans per capita also dropped to half of their 2006/7 levels: from ten loans per enrolled student to only five during the 2014/15 academic year.

What caused this drop in demand? The first campus-wide Library Satisfaction Study developed by the Campus Quality Assurance office and administered in early 2015 revealed that only 43% of the survey respondents were satisfied with the currency of library resources on campus. The collections available for loan are indeed outdated: the average year of publication in the FMSL collection is 2004, and at the SML, most books were published in the 1980s – before most of our students were born. Almost half of the 94,000 book titles available for loan at the SML have had zero usage since 2007. And the only titles that stay in high demand are the recent editions of textbooks required in undergraduate courses.

At the SML, the acquisitions team led by Ms Barbara Chase and supported by the technical staff led by Ms Jennine Knight worked on laying the foundation for a full print collection review, a task that will take two to three years to complete. The team assessed over 2,000 print items that were awaiting processing and selected priority items to add to the collections. A review and weeding of the reference section was started. Print journals and United Nations publications available online were evaluated for de-accessioning. These activities will continue as needed into 2015/16, with a view of freeing up shelving space and rearranging the collections. Circulation and collection statistics were extracted from the Aleph library system by Ms Sonia Bowen. These data plus the results of an upcoming inventory of the SML general collection will be helpful in making decisions regarding the management of tens of thousands of idle print titles and will inform a review of available resources per program of study. Similar procedures will be scheduled for the FMSL circulating collection.

The lack of current resources only partially explains the drop in demand. Students, faculty, and in fact, all of us are increasingly turning first to the Internet and to our global community of colleagues for the information we need. And for resources that aren’t freely available online,
the Cave Hill community can access dozens of databases through the UWILinc portal, including those published by Elsevier, EBSCO, the American Chemical Society, ProQuest, JSTOR, and others. Annual subscription cost per database ranges between BBD$1,000 and BBD$700,000 per year, and it is important to note that all vendors impose annual price increases ranging from 3% to 10% or more. For this reason alone, the allocated budget wouldn’t have been enough to renew all subscriptions for 2014/15. In an effort to effectively assign the available funds, individual electronic journal subscriptions and all bibliographic only (no full text) databases were suspended. Shared subscriptions setup with Mona, St. Augustine, and Open Campus, were given priority, that is, most of these resources were renewed. Ms Sandra Thomas worked on documenting all subscription agreements and compiling usage statistics since at least 2011 to better understand the demand patterns, analyze cost effectiveness, evaluate alternate sources, and predict future usage. Librarians engaged in conversations with faculty members in regards to their need for specific resources. And Ms Judith Toppin, liaison librarian to the Faculty of Social Sciences, reviewed the procedures used for interlibrary loan and document delivery in order to expedite faculty and student requests for specific journal articles.

**THE SPECIAL COLLECTIONS**

While the general print and electronic collections provide access to study materials and updated research resources, Cave Hill’s Special Collections gather unique historical and contemporary materials on the West Indies and safeguard them for the benefit of present and future users. All campus library units made progress this year in improving the management of valuable items, and although the purchase of rare items was put on indefinite hold, a few noteworthy donations were received.

At the CRCL, the *Pelham Warner’s Papers* were digitized. This is a collection of some two hundred letters dating from 1897 to 1962 that give a vivid picture of the life of cricketing legend Sir Pelham Warner. The CRCL also received an interesting collection of memorabilia (ties, hats, and clothing) from former Barbadian cricketer and West Indies “A” team coach, Mr Henderson Springer and 247 cricket books from Mr Philip Nicholls.

At the EWAU, Valerie Clarke and her staff began transcribing and annotating the digitized radio programs from the *Olga Lopes-Seale Archives*, with a view to disseminating online her broadcasts and documenting her humanitarian work.

At the FMSL, West Indies materials are being given special attention with the creation of a *West Indiana Collection* specifically focused on acquiring local and regional materials that may inform FMS research activities.

And at the SML, Mr Carlyle Best assumed full responsibility for managing the Special Collections in an integrated manner. This required gathering all special materials into one secure, properly monitored storage area. An industrial cleaning of the compact shelving area was completed, and a basic environmental control unit was installed to gather temperature, humidity, and air quality data. Consequently, the Nita Barrow & Eugenia Charles materials and the Richard B. Moore books were moved into storage next to the West Indies Collection. The Kathleen Drayton papers, received in July 2015, will also move into this area. In addition to securing the collections in a well managed area, unifying them in one location has made them more easily accessible to users, who can now request all items from one group of dedicated staff in the Special Collections reading room. Mr Best is writing the disaster management plan for the SML collections with the assistance of Mr Randy Batson, and to complement their research, they visited the Mona Campus Special Collections unit and the National Library of Jamaica, noting as well the role that the bindery plays in the preservation and conservation of materials. On a related note, the library’s Binder, Mr Keith Gittens retired in July.
SERVICES

Supporting the development of information literacy (IL) skills is the most important service provided by Cave Hill librarians to our students. Librarians offer library orientations, research consultations, and a research skills instruction program that continues to be primarily delivered via the Foundation language courses. Teaching in discipline-specific undergraduate courses also continued as in the previous year (Biology, Chemistry, Sociology, Linguistics, History, Literatures in English, and Tourism.) At the graduate level, sessions to both taught masters and research graduate degrees continued, including literature review sessions for third year medical students and research skills sessions in the PhD in Pharmacology program. In addition, sessions on academic integrity were presented as part of the First Year Experience programme and to faculty as part of the Certificate in University Teaching and Learning offered by the Centre for Excellence in Teaching and Learning. These IL efforts are led by Ms Ingrid Iton, who prepared the Sidney Martin Library Information Literacy Plan: 2015-2017. The plan emphasizes expanding the opportunities for students to acquire and practice IL skills. At the undergraduate level, the plan promotes the development of research and other transferable skills as part of course activities. At the graduate level, the plan will focus on the development of workshops within the taught masters and the research degree programmes.

The Library Satisfaction Study 2015 shows that 85% of respondents are satisfied with all aspects of service from librarians, including helpfulness when requesting and loaning a book or asking for research help. However, only a handful of respondents were aware of services provided via the SML website, such as the Purchase Request Form or the Ask a Librarian facility. An initial review of the SML website was completed by the SML systems team with the assistance of Kindra Morelock, graduate LIS student at the University of Illinois, Urbana Champaign, who suggested that a new library website should be “student-centered, clean, and responsive.” The redesign effort is expected to be led by SML staff with the guidance of CITS. The SML staff members who will work on this project attended CITS training on the Kentico Content Management System throughout the year.

SPACES

About half of the Library Satisfaction Study 2015 respondents were unhappy with library facilities, pointing out the lack of adequate restrooms, the need for power outlets, and the inadequacy of group meeting spaces. Progress this year included the WiFi upgrade completed by CITS for the SML building. Floorplans for the SML building were prepared by SML staff members and are proving useful as the campus librarian reviewed the office spaces and shelving arrangements and proposed the design of a new study area with the support of the Office of Planning.

Environmental issues are a continuing concern. At the EWAU, low air quality is affecting staff productivity, user comfort, and collection safety. The AC ducts and units were cleaned in May 2014, but mold returned just five months later. In April 2015, extractor fans were placed throughout the EWAU, AC units were cleaned and serviced, and the offices were industrially cleaned. However, a few months later it was noted that significant fungus and mold were again covering the AC units. The Health & Safety Officer is working with Maintenance to remedy the situation and has also provided guidance regarding chemicals and procedures used for cleaning and fogging. At the SML and FMSL, two industrial cleanings were scheduled. In addition, the administrative team at the SML ensured that over 30 air purifiers were working properly and fitted with new filters, liaised with Maintenance to clean the AC ducts, equipped library attendants with protective masks and coats, identified and removed from the building old and unneeded equipment and furniture, and worked to complete pending repairs to doors, broken windows, study tables, and roof leaks.
ADMINISTRATION

The administrative office staff worked closely with the Campus Security officers, Maintenance, and Health & Safety officers to ensure a safe, comfortable environment for library users and staff. We also endeavored to maximize the utilization of available funds by formalizing the purchasing procedures, monitoring expenses carefully, logging repairs, calculating service costs, and inventorying the computer and office equipment. Still, even after saving almost 40% of the subscriptions budget by suspending selected resources, campus-wide cashflow issues consistently caused payments to vendors to be deferred, resulting in months of delays in the delivery of supplies and textbooks and even temporary loss of access to databases. The campus librarian worked very closely with the bursar’s office and the university librarian to try and alleviate the possible consequences of these delays. Clarification has also been sought in relation to the existence (or not) of a budget for the EWAU and the FMSL.

In June 2015, the campus librarian received a report titled Review of the Operations of the Sidney Martin Library from the Campus Management Audit Department (CMAD). The audit review, completed between September 1, 2012 and August 31, 2013, includes issues identified in four main areas: Governance, Inventory Management, Library Application (Aleph), and Facilities Maintenance. The recommendations of the CMAD were discussed within the SML and management action plans proposed in late July 2015.
EXECUTIVE SUMMARY

The Office of Student Services (OSS) continues to offer a wide range of services and programmes to foster the holistic development and progress of our students from Orientation to Graduation and beyond. Our services and programmes include Career Counselling, Personal and Psychological Counselling, Transportation Services, Academic Support Services, Health and Wellness Services, Services for Students with Disabilities and Resident Life Programmes.

Moreover, the OSS continues to facilitate opportunities for students to participate in other programmes, such as community service initiatives. As such, students continue to develop civic consciousness through a range of weekly community outreach projects under the portfolio of the Vision and Fortitude Programme. Our professional development activities provide avenues for students to develop competencies for the world of work through cross-cultural, emotional intelligence, leadership and team building, public speaking and entrepreneurship training sessions.

The 2014/2015 academic year marked the beginning of a new operational planning period. The Department realised considerable success in strengthening student support and student engagement.

Enhancing Student Support
The Department allocated twenty two thousand dollars ($22,000.00) to the Student Hardship Fund ensuring a readily available source of funding to address the critical financial need of students. The campus also continued to collaborate with external stakeholders on behalf of students who are unable to meet the costs of financing their education.

The Student Cafeteria continued to provide meals for students in need in addition to providing full tuition support for a student from the Faculty of Humanities and Education. This student graduated with Upper Second Class Honours. The OSS secured donations of six food packages for students on a monthly basis. The department also provided consultation and administrative support to the Tuition Learning Center as a means of ensuring the success of this initiative.

The Office of Student Services also sustained the Staff Sensitisation Programme. This programme consisted of two development workshops aimed at helping staff understand the needs of students who may require support in unique ways. These two workshops focused on identifying and responding to the needs of students in distress and students with disabilities.

The Department considers the approval of the Procedures for Implementing Accommodations for Students with Disabilities and the approval of the Mental Health Policy as its most monumental success for the 2014/2015 academic year. Pursuant to the F&GPC approval of the Disability Policy in January 2014, the Disability Advisory Committee developed a proposal to outline Procedures for Implementing Accommodations for Students with Disabilities. The Disability Procedures were approved at the May 8, 2015 meeting of Academic Board. Accommodation plans were developed for two students who entered Cave Hill in September 2014. These accommodations included the provision of desks in lecture theatres, remodelling of two bathrooms and the construction of portable lab stations for wheelchair accessibility; specialized campus tours and JAWS accessibility for a blind student. These approvals signal the University’s commitment to ensuring the success of two important student support policies by establishing service levels for persons with disabilities and persons with mental health challenges.

Given that Academic Advising is conducted within Faculties, the Office of Student Services continues to be challenged regarding the ways through which we could lend direct support to the academic advising process. However, we proposed and convened a meeting with the Assistant Registrar, Admissions to discuss an early alert initiative to address the needs of students who were at academic risk. While we welcome the implementation of an Early Alert Programme, we recognise the sustainability of such an initiative requires the full support of faculty and an effective faculty based peer mentorship programme. We have been able to facilitate access to Banner by all the professional staff within the OSS and are awaiting the necessary training so that we are in a position to understand how this system may be used to create an early alert system.

Ongoing efforts were made to institutionalise Student Helping Students (Peer Helping) so that it can continue to serve as a sentinel system to counselling. Fourteen (14) Student Helpers were trained to provide support to other students. We expect to fully integrate Student Helpers in our First Year Experience Programme in the 2015/2016 academic year.

To ensure wider reach of the RAPS and PACE programmes, the Department piloted an initiative in the Faculty of Science and Technology. Members of the Department delivered a series of study skills workshops to approximately one hundred and sixty (160) first year students. Such an initiative will be ongoing and it is our hope that we can extend this support to all faculties.

The Chaplaincy Service was extended to include representatives from the Baha’i Faith and the Muslim community. The department saw it necessary to ensure that this service reflected the diversity of the student body and to ensure that all students were afforded the opportunity to meet their spiritual needs.

Promoting Student Engagement
The Department hosted its first Career Fair on February 27, 2015. Forty-three (43) companies participated in the
Inaugural Career Fair. This gave several students the platform to explore career opportunities with these companies and provided networking opportunities. As a result of this fair, seventeen students received internships with Ansa McCal. This effort is laudable as it not only allowed students to explore the world of work, but it also attracted twenty-four thousand dollars ($24,000) in corporate sponsorship.

The Debating Society was revived. As a result of this revival, members of the Debating Society participated in the Pan American Debating Championship in Miami, Florida in January, 2015. Mr Romane Duncan, a student of the Faculty of Law, was one of the top ten speakers in this competition. Noteworthy also, is the participation of members of the debating team in the discussion of issues affecting persons with disability. In March, Month of the Disabled a debate was held on the motion: Accommodation for Persons with Disabilities has Done More Harm than Good. They were also able to host their first Inter Island Debating Championship. This championship served to promote dialogue related to issues affecting us regionally. Undeniably, its value resided in its potential to promote critical consciousness among the student population which potentially helped them to interrogate issues affecting the region and consider their roles in addressing them.

**Strengthening Co-Curricular Programmes**

The Department in collaboration with the Campus Quality Assurance Unit implemented a co-curricular evaluation instrument. This instrument was designed to build quality mechanisms into the co-curricular courses to ensure effective learning outcomes. All the co-curricular courses were evaluated this academic year and confirmed that student learning was taking place.

Guidelines were established to guide Orientation on Halls. This was to ensure that all student leaders observed standards with respect to their interactions with new cohorts and in their delivery of programmes to orient new students to resident life.

We have begun to compile a portfolio of Clubs and Societies which we hope to publish by the next academic year in collaboration with the Guild of Students. Though the Guild has done a commendable job in identifying some of these student organisations in The Sign Post, a Guild of Students Publication, there is still a need to comprehensively outline the opportunities to become engaged on campus.

We proposed that the campus should offer students co-curricular transcripts for their participation in extra-curricular activities. This was presented at the Academic Quality Assurance Committee meeting. While the Committee recognised the value of a co-curricular transcript, they were undecided about how the method proposed could assure a quality of engagement similar to that assured in academic programmes. The Department has decided to present the proposal to the Co-Curricular Committee for the establishment of a Co-Curricular Record to be administered by the Department. It is our belief that this will help to incentivise participation in student life.

**Employee Engagement and Development**

All members of the Department engaged in professional development training. This commitment to ongoing professional development is our recognition that our service provision must be informed by student development theory and best practices internationally. Throughout the academic year, all staff participated in training that targeted several areas of practice in student development.

The department also provided internship opportunities for two international students. These students were able to apply the theories of their respective fields to practice, in a student service setting. Remarkably, members of the department were able to benefit from presentations by these students on contemporary theories in student development practice at departmental meetings.

All staff participated in a Stress Management Workshop which aimed to help staff cope with the demands of juggling multiple roles and responsibilities.

The Department held its first annual retreat, June 23-24, 2015. During this two day retreat, staff reflected on the extent to which our performance objectives were met. There was recognition that despite considerable progress, there were incomplete initiatives which hinged on the support of other departments that may not have been able to provide the support to propel the success of these initiatives. The Department was also able to agree on a departmental chart that best reflected roles and responsibilities and job specifications within OSS.

**Standardisation of Student Development Services**

The Directors of Student Services from all UWI campuses with the exception of the Open Campus met on May 22, 2015 at the St. Augustine Campus. Ms Don-Marie Holder, Career Counsellor, also attended the meeting. It was agreed that a number of programmes would be standardised since the desired standardisation of structure across campuses would take time, given the variability of programmes, services and resources. The Directors agreed to meet annually and implement the Adopt-A-Student Project, the annual FYE Cultural Tour and an Annual Christmas Dinner for students remaining on the Halls of Residents across all three campuses.
OVERVIEW OF THE OFFICE OF STUDENT SERVICES

The programmes, services and activities/initiatives offered by the Office of Student Services foster academic and professional success and enable students to develop life skills that they can apply to all aspects of their lives.

OSS Services
Career Counselling
Psychological Counselling
Student Health Plan
Financial Hardship
Disabilities
Chaplaincy
Campus Shuttle

OSS Programmes
New Student Orientation
Internships
Mentorship
FYE
RAPS & PACE
Vision & Fortitude
Co-curricular Courses
Students Helping Students
Resident Assistants

Student Activities/Initiatives
Clubs and Societies
Debating
Career Fair
International Women’s Day
Annual Student Award Ceremony
UWI Games

Capacity Building & Professional Development
Faculty & Staff Sensitisation
Staff Training

STUDENT DEMAND FOR OSS SERVICES

There were two thousand, five hundred and sixty-four (2,564) requests for service between August 2014 and July 2015 by students. Noteworthy is the continuing support and consultation provided to the Guild of Students, Departments and Student Clubs and Societies.

Pie chart showing percentage of requested services between August 2014 and July 2015

SERVICES: CAREER, HEALTH WELLNESS AND TRANSPORTATION


<table>
<thead>
<tr>
<th>Month</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>August</td>
<td>0</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>September</td>
<td>8</td>
<td>27</td>
<td>35</td>
</tr>
<tr>
<td>October</td>
<td>2</td>
<td>24</td>
<td>26</td>
</tr>
<tr>
<td>November</td>
<td>0</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>December</td>
<td>1</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>January</td>
<td>16</td>
<td>30</td>
<td>46</td>
</tr>
<tr>
<td>February</td>
<td>3</td>
<td>16</td>
<td>19</td>
</tr>
<tr>
<td>March</td>
<td>9</td>
<td>16</td>
<td>25</td>
</tr>
<tr>
<td>April</td>
<td>3</td>
<td>8</td>
<td>11</td>
</tr>
<tr>
<td>May</td>
<td>5</td>
<td>26</td>
<td>31</td>
</tr>
<tr>
<td>June</td>
<td>4</td>
<td>6</td>
<td>10</td>
</tr>
<tr>
<td>July</td>
<td>4</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>55</td>
<td>170</td>
<td>225</td>
</tr>
</tbody>
</table>

The Career Counsellor scheduled two hundred and twenty-five (225) appointments during the academic year. Eight-two percent (82%) of students attended their appointments while eighteen percent (18%) were either missed or cancelled. Students requested assistance with résumé and cover letter preparation, portfolio development, interview skills, internship opportunities and career guidance, concentration, study and examination improvement, scholarship and other funding options and preparing for post graduate study. A small number of alumni requiring job search or career planning assistance also accessed career services.
Psychological Counselling Services

During this reporting period, two hundred and ninety-five (295) students scheduled appointments for personal counselling. Sixty-two point five percent (62.5%) attended their appointments. Students continued to present with a range of problems including adjustment difficulties often resulting from challenges managing changes in their family setting along with intimate relationships. They also experienced problems in their living environments and various self-management challenges. Many dilemmas also arose as these students attempted to adapt to the demands of a fast paced and sometimes perceived impersonal academic environment compounded by their poor self-management skills. Students also presented with psychosocial problems brought on by mood disorders especially those of a depressive or anxiety based nature. Some personality issues also came into play and tended to exacerbate their difficulties due to their attendant intra and interpersonal features.

Time or self-management issues were a recurrent theme with many students expressing difficulty understanding how to juggle their study and academic demands along with other obligations (activities of daily living, grocery shopping and relaxation).

A number of students indicated difficulties articulating or knowing what their goals were as well as their real purpose for seeking higher education. Additionally, several of them stated their lack of preparation for entry into university, not knowing what to expect and what is expected of them as well as trouble settling into the university environment with many of them verbalising that it is very different from school or college and being nonplussed by this.

A number of students presented with chronic mental health problems which seemed to be exacerbated by the demands of their academic programmes. In a number of cases, students were referred for psychiatric intervention including psychopharmacological treatment.

When viewed individually and collectively, it may be seen that these challenges played a major role in the development and exacerbation of academic problems that hindered the academic performance of these students in the short term and often throughout their academic journey.

Students Granted Leave of Absence

Two (2) students made personal requests for leaves of absence as a result of mental health/psychosocial crises. In both instances the Deans were supportive of the process and accommodated the requests. One student was granted a medical leave of absence as a result of a severe mental health crisis.

Students with Disruptive Behaviour

More than one student was also referred by senior administration as a result of other disruptive behaviours. These disruptive features appeared to be of a characterological or behavioural nature rather than purely affective or psychotic.

The challenge of managing students who are experiencing mental health problems which may cause disruption and the likelihood of such recurring, underscores the need for a policy such as the recently approved Mental Health Policy. The current policy can be strengthened by addressing the need for mandatory withdrawal where medical/mental health non-compliance issues are involved as well as other challenges which are beyond the scope of the academic institution to manage effectively.

Faculty Support

Faculty referred students who were given academic warnings or required to withdraw. In several cases, students’ feedback indicates that improvement in their performance and general functioning has occurred as a result of attending sessions. It is suggested that an Early Alert System be implemented so that these students may be identified as early as possible and academic as well as counselling interventions be provided to help them cope with difficulties and thus enhance their chances of success.

The Psychological Counsellor also conducted consultations (via telephone as well as face to face) with academic and other mental health colleagues as well as relatives seeking guidance about students’ mental health concerns. This helped these concerned individuals to make informed decisions regarding the mental health care of students.

THE MENTAL HEALTH POLICY

The Mental Health Policy was approved at the April 29, 2015 meeting of the Finance and General Purpose Committee. The policy helps to create the framework for the structured and strategic management of mental health practices/interventions related to student needs. During the coming months, procedures which articulate and facilitate the enactment of the policy will be formulated.

Cari CARE MEDICAL ASSISTANCE PLAN

The total claims submitted to Sagicor for the period August 2014 – July 2015 were 3624. As compared to the period August 2013 – July 2014, (4236) there was a decrease by 612 claims (14%) which may be consistent with the decline in the student enrolment. The break down for the months is indicated below.

<table>
<thead>
<tr>
<th>Month</th>
<th>Claims received</th>
</tr>
</thead>
<tbody>
<tr>
<td>August</td>
<td>74</td>
</tr>
<tr>
<td>September</td>
<td>266</td>
</tr>
<tr>
<td>October</td>
<td>283</td>
</tr>
<tr>
<td>November</td>
<td>215</td>
</tr>
<tr>
<td>December</td>
<td>446</td>
</tr>
<tr>
<td>January</td>
<td>634</td>
</tr>
<tr>
<td>February</td>
<td>325</td>
</tr>
<tr>
<td>March</td>
<td>457</td>
</tr>
<tr>
<td>April</td>
<td>197</td>
</tr>
<tr>
<td>May</td>
<td>335</td>
</tr>
<tr>
<td>June</td>
<td>308</td>
</tr>
<tr>
<td>July</td>
<td>84</td>
</tr>
</tbody>
</table>
Outreach & Sensitisation
Presentations of the Student Health Plan were made at the New Student Orientation Forums in August 2014. New exchange students registered for Semester II, were oriented to the CariCARE Medical Assistance Plan in January 2015.

STUDENT FINANCIAL HARDSHIP & STUDENT EMPLOYMENT

Students with Financial Difficulties
Several students were affected by a lack of or severely limited finances to the extent that they became overwhelmed and distracted from their educational pursuits. Students requested financial assistance, often of an emergency nature. The department recommended assistance for twenty-one students through the University Hardship Fund and the UWI Seniors. Students requesting tuition financial aid were referred to the Tuition Learning Centre.

Student Employment
The Hardship Committee considered the extent to which student employment may serve as a source of financial assistance for students. It was the consensus of the committee that a number of positions could be considered to address student financial hardship. The Career Counsellor was commissioned by the Deputy Principal and Chair of the Student Hardship Committee in 2013 to undertake an audit of available student employment. Initial data suggested that the number of jobs available was influenced by the budget of each department from year to year. Campus IT Services, the Library and Campus Security Services appeared to have the greatest and most consistent offerings of Student Assistant positions with the Department of Sports, the Office of Student Services, CETL, and the Bookstore offering up to two places each academic year and Faculties offering teaching and research assistant positions based on priority and budgetary needs at the time. Based on this feedback, the Department proposed a structure to the Human Resources Department that would serve to streamline student employment and also address hardship. To date, OSS is still awaiting feedback regarding the feasibility of linking student employment to financial aid.

SERVICES TO PERSONS WITH DISABILITIES

International Day of Persons with Disabilities
The Office of Student Services hosted a panel discussion: Success Beyond Imagination to mark International Day of Persons with Disabilities, on December 3, 2014. The panel of three students and two staff members shared their experiences and the physical, social and psychological challenges they face as persons living with disabilities. The students highlighted the support from family members and the campus community in general and expressed optimism regarding the campus’ adoption of the Student Disability Policy in January 2014. They shared the view that the Student Disability Policy will foster a non-discriminatory and inclusive community. The students emphasized that their disability in no way compromised their intellectual prowess and that it was important for the teaching community to be appreciative of their academic stamina.

Participants from various campus faculties and departments were sensitised to some of the needs of persons with disabilities. Recommendations to increase accessibility and improve accommodations for persons with disabilities were also put forward.

Resources such as Braille machines, white canes, etc. were also on display. The panel discussion was moderated by Dr Debra Joseph, Lecturer, Social Work.

Month of the Disabled
The Office of Student Services marked Month of the Disabled (March) with this year’s national theme: Here Today, Here to Stay, Come Get to Know Us with three main activities: i) a public debate, ii) poster competition and iii) ribbon distribution. The public debate was held in collaboration with the Debating Society on the motion: Accommodation for Persons with Disabilities has Done More Harm than Good. Faculty, staff, students and guests attended the spirited debate and participated in the post-debate discussion. The debate was judged by the Director of Student Services and Student Services Manager and the discussion moderated by the Career Counsellor.

Student response to the poster competition aimed at promoting disability awareness was disappointingly low. Nassoma Cammock, Faculty of Law won the competition while Reann Edwards, Faculty of Science & Technology was second. Ms Cammock won $350, donated by the Dr Sherwin Benskin of The Retinal Clinic and Ms Edwards won $250, donated by Dr Andrew Forde of Skin Deep.
Student volunteers distributed awareness ribbons to faculty, staff and students on Twibbon Day, March 25, 2015.

The Director of Student Services and Student Services Manager continue to provide support to the local committee on the Rights of Persons with Disabilities, chaired by Senator Kerry-Ann Ifill.

**CHAPLAINCY**

The Chaplaincy programme continued with the provision of services and faith study to the relevant student constituents by the assigned chaplains from the various religious groups. Students also continued to benefit from one-on-one spiritual counseling. Rev. Dr Michael Clarke, Anglican Chaplin and Chair of the Chaplain Committee resigned his position, having been appointed Principal of Codrington College. Mr Suleiman Bulbulia and Mr Joseph Dolphin were approved by the Campus Registrar to serve as the Muslim and Baha’i Chaplains respectively.

**SHUTTLE SERVICE**

The Shuttle Service database outgrew its capacity and this overload hindered its function. The Office of Student Services consulted Campus IT Services to alleviate the issue. It remains in disrepair.

Alternatively, attempts were made to implement a proposed tracking system in collaboration with the Faculty of Science and Technology. The main objectives for installing the shuttle’s tracking system are a) to increase transportation efficiency, b) maintain student’s safety and c) provide University administrators with data to inform decisions for improved management of the shuttle service. The system also had income generating potential. The cost of implementing the proposed project was prohibitive.

The frequent breakdowns of the aged fleet continuously challenged the efficiency of the service and capacity to meet the student demand. Through continuous collaborations with the Campus Bursary, the Office of Student Services was able to replace one of the shuttles. This shuttle is being prepared and should be ready for Semester II 2015-2016.

**OFFICE OF STUDENT SERVICES PROGRAMMES**

**New Student Orientation 2014**

During the New Student Orientation 2014 the Cave Hill Blackbird motto: *One Flies All Soar* was promoted. The use of this tagline served to promote a campus identity and a sense of community. New student orientation continued to be a valuable tool that provides students with knowledge about university life and the resources available on campus to support their success. In addition, orientation promotes active UWI citizenship.

Orientation consisted of Information Forums, an Orientation Fair, Parents and Partners Orientation and a Multi-Faith Commencement Service. Representatives from Student Affairs Admissions, Campus Security, Students Health Clinic, Student Accommodation, Campus IT Services, Guild of Students, Deans/Faculty and the Office of Student Services provided information to new students, parents and partners.

The OSS supported Campus IT Services’ online chat initiative aimed at providing students with real-time responses to questions about the orientation process. This online chat facilitated ongoing support to new and continuing students during the academic year. This initiative was seen as a useful resource especially at a time when students had many questions as it related to their financing options.

Orientation Activities were held as follows:

**Table Showing New Student Orientation 2014 Activities**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>DATE</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orientation Forum</td>
<td>June 10, 2014</td>
<td>3 pm – 6 pm</td>
</tr>
<tr>
<td>Orientation Forum</td>
<td>June 25, 2014</td>
<td>3 pm – 6 pm</td>
</tr>
<tr>
<td>Orientation Forum</td>
<td>July 17, 2014</td>
<td>2 pm – 5 pm</td>
</tr>
<tr>
<td>Orientation Forum</td>
<td>July 29, 2014</td>
<td>9 am – 12 noon</td>
</tr>
<tr>
<td>Orientation Forum</td>
<td>August 22, 2014</td>
<td>9 am – 12 noon</td>
</tr>
<tr>
<td>Orientation Forum</td>
<td>August 22, 2014</td>
<td>11 am – 6 pm</td>
</tr>
<tr>
<td>Parents and Partners Forum</td>
<td>August 23, 2014</td>
<td>5 pm – 7 pm</td>
</tr>
<tr>
<td>Commencement Service</td>
<td>August 24, 2014</td>
<td>5 pm – 7 pm</td>
</tr>
</tbody>
</table>

**Orientation Fair**

Financial institutions, mobile phone providers, import/export facilitators and clothing retailers participated in the Orientation Fair. This venture generated a total income of $23,706.00.

Clubs, Societies and Island Associations and the UWI Bookshop also participated in the Fair.

**Parents and Partners**

Approximately two hundred (200) persons attended the Parents and Partners Session on August 23, 2014. Dr Sylvia Henry moderated the proceedings which comprised of two panels. One panel comprised of representatives from the Faculties, Admissions and the Bursary focused on the academic journey while the other panel comprised of persons providing academic support and wellness services.
Commencement Service
Staff, students and community representatives from the Muslim, Baha’i and Christian faith participated in the multi-faith service organised by the Campus Chaplains. The Methodist youth group conducted the Praise & Worship segment and Catholic Chaplain, Father Charles Dominique delivered the sermon.

CAREER PROGRAMMES

Internship and Employment Opportunities
Internships for undergraduates were primarily in the areas of Accounting, Human Resources, Sales, Marketing, Law and Communication. Most organisations providing internships or employment also participated in the on-campus Career Fair. Thirty-one (31) students registered for the OSS Summer Internship Programme. Some students GPAs were below 2.0 which limited their opportunities for placement. Each registrant was given feedback on the cover letter, resume and interview skills and encouraged to utilise the on-campus resources available to provide academic and other types of support.

<table>
<thead>
<tr>
<th>Company</th>
<th>Internships</th>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ansa McAl Group</td>
<td>17</td>
<td>-</td>
</tr>
<tr>
<td>Columbus Telecommunications</td>
<td>3</td>
<td>-</td>
</tr>
<tr>
<td>Ddos Ltd</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Ernst &amp; Young</td>
<td>6</td>
<td>17</td>
</tr>
<tr>
<td>Grantley Adams Intl Airport</td>
<td>6</td>
<td>-</td>
</tr>
<tr>
<td>PriceWaterhouseCoopers</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

Caribbean Internship Project
Three students participated in the Caribbean Internship Programme (CIP) between June and August 2015. Ms Shana Carrington, a psychology graduate of UWI Cave Hill and UWI Mona and Mr Linsdale Graham, a BSc Psychology and Political Science major interned at the Antigua, Ministry of Social Transformation, Probation Unit. Mrs Desriel Greenidge, a student completing the MSc in Applied Psychology interned at the Ministry of Social Development, Grenada. She was assigned to a Parenting Programme Project. Ms Carrington and Mr Graham interned for two months (June-July 2015). Mrs Greenidge completed a three month internship (June-August) to fulfil internship requirements for her programme of study.

Interns facilitated workshops, assisted with programme planning, evaluation and implementation as well as provided psychotherapy and psychological assessment services. These activities were geared towards staff development and enhancing service delivery to vulnerable children and families. All agencies reported satisfaction with the contributions made by interns.

Mentorship Programme
UWI Cave Hill alumni and partners volunteer to provide career-related guidance to students. This year forty-nine (49) students/mentees from all five faculties and thirty-seven (37) mentors participated in the programme. Mentors and mentees attended an orientation session on September 16, 2014. Ms Moné-Renata Holder, Actuarial Analyst and UWI Alumni presented on the topic Mentoring: Enhancing the Journey to Success. In October mentees also benefited from a session entitled Personal Branding presented by Mr Antoine Williams, marketing professional and mentor.

Students identified the major benefits of the programme as follows:

- “Networking, helping others, time & stress management”
- “Improved communication skills, knowledge and experience”
- “Learning to become independent, driven and focus on excelling in university”
- ‘Feel more included in University life”
- “Self-awareness and improvement”

Students’ responses to what lasting impact the FYE programme made on their lives included:

- “It was fun and I can’t imagine my first year without it.”

FIRST YEAR EXPERIENCE (FYE) PROGRAMME
The First Year Experience programme (FYE) continued to be an essential transitional programme, which supported the academic, social, and personal development of first year students. FYE was held each Friday during the co-curricular period in Semesters I and II. The workshops incorporate both classroom and outdoor activities and include such topics/activities as:

- The Ins & Outs of Campus Life
- The Higher Heights Experience
- Critical Thinking
- Understanding How you Learn
- Time Management: Strike a Balance
- Academic Integrity
- Effective Study Habits: The Secrets of Note Taking
- Working in Groups & Presentation Skills
- NIFCA Gala
- Leadership with Service & Volunteerism
- Essay Writing
- Health & Wellness: S.W.E.E.T Sex
- Professional & Social Etiquette
- Etiquette Dinner
- Exam Preparation

Students' responses to what lasting impact the FYE programme made on their lives included:

- “It was fun and I can’t imagine my first year without it.”

Moné-Renata Holder presenting at the Mentorship Orientation Session
“It gave me insight on ways to improve myself and made me more aware of my environment.”

“To evaluate my life and realize I waste so much time and do not study effectively.”

“It has taught me to take the initiative and join areas that are helpful.”

“Build relationships with my peers and facilitators.”

REASONED ACTION FOR PROBLEM SOLVING (RAPS) AND PERSONAL ACADEMIC CAREER ENRICHMENT (PACE)

Semester 1

- Mid Way Lap – What To Expect
- Critical Thinking I
- Leadership
- Presentation Skills
- Career Exploration and Decision Making
- Public Speaking
- MBTI – Personality Type
- Working In Groups
- Stress Management: The Basics
- Powering up Financially: Understanding Taxation and the use of Financial Instruments

Semester 2

In the second semester the RAPS & PACE programme was restructured to promote outreach. This format was piloted in the Faculty of Science & Technology during the lab period. Four topics were covered: Time Management, Presentation Skills, How to Work in Groups and Understanding How You Learn. Approximately one hundred and sixty (160) students participated in these workshops. Both students and faculty members found the workshops very useful. This workshop format will be revisited next academic year to include other faculties.

VISION AND FORTITUDE PROGRAMME

Retirement of the Mentor-in- Residence

Mr Meltia Hamilton, Mentor–in-residence of the Vision and Fortitude Programme retired on December 4, 2014. Mr Hamilton provided invaluable service to the student body. He conducted programmes that sought to enhance student awareness of the issues affecting vulnerable populations and organised outreach activities to offer them practical community experiences.

A replacement for Mr Hamilton was not approved but we maintained the existing level and quality of service, while seeking to expand our work in the area of community service and services for persons with disabilities.

Community Outreach

This year forty-nine (49) students took part in outreach activities. On average approximately twenty (20) students attended each agency visit. However, participation was limited by the lack of dedicated transportation. During visits to various agencies, students learned about the purpose, history and operations of the institutions. Some of these agencies included:

- The Salvation Army
- Barbados Red Cross Society
- The Blind & Deaf Association
- Y.W.C.A.
- Violet Gittens Centre
- The St. John’s Ambulance Brigade
- Queen Elizabeth Hospital Paediatric Ward
- The Barbados Council for the Disabled

Braille

Twenty two (22) students participated in Braille classes. An average of five (5) students attended class one (1) hour weekly. These classes served the purpose of equipping students with the tools to interact with visually impaired persons. Mrs Franz Harewood-Hamblin continued the classes despite the absence of Mr Hamilton. Braille classes were heavily subscribed in Semester II with thirty (30) students registering for the classes. Due to this large number some students were wait listed for next semester.

Creative Minds School Outreach Project

Twenty-two (22) students took part in the Creative Minds programme at the St. Mary’s school. On average, six (6) students participated each week. These students were role models to approximately three hundred (300) young pupils, ages 4 to 8 years old. Students presented original songs and did storytelling as a means of imparting values and social consciousness among this younger population.

The students made a donation of books to the St. Mary’s Primary school on Friday, November 21, 2014 in recognition of Universal Children’s Day.

A celebratory retirement function was held on Friday, November 14, 2014 at St. Mary’s Primary School to honor Mr Meltia Hamilton for his over eight years of service to the school through the Vision and Fortitude Programme. This was a collaborative effort between St. Mary’s Primary School and the Office of Student Services. Over one hundred (100) students from the school participated and performed most of his songs and poems in tribute to him. Students of the University of the West Indies also did a dramatic presentation. This event was attended by Ms Dale Lynch, Director of Student Services, Mr Timothy Arthur, Student Services Manager, and Ms Katanya Toppin, Student Services Assistant.
Conscious Vibrations
Thirty-one (31) students participated in the Conscious Vibrations workshops. Overall ten (10) Conscious Vibrations workshops were conducted.

The topics included:

**Semester 1**
- The Power of Serving Others
- Don’t Take Your Sight For Granted: A Journey With the Blind & Visually Impaired
- Unlocking Your Personal Legacy
- Caribbean Religious Diversity: Why Not Unite?

**Semester 2**
- Resiliency: The Secret to Success
- Forging Life-long Friendships
- Expressing your Cultural Heritage
- The Importance of Integrity

### CO-CURRICULAR CREDIT PROGRAMME

**Registration**
One hundred and eight (108) and ninety-five (95) students registered for the co-curricular courses in Semester 1 and 2 respectively.

All courses cancelled were as a result of low registration.

<table>
<thead>
<tr>
<th>COURSE TITLE</th>
<th>SEMESTER 1</th>
<th>SEMESTER 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol and other drugs</td>
<td>20</td>
<td>21</td>
</tr>
<tr>
<td>Basic Peer Helping</td>
<td>15</td>
<td>21</td>
</tr>
<tr>
<td>Leadership with Service</td>
<td>8</td>
<td>19</td>
</tr>
<tr>
<td>Photography</td>
<td>Cancelled</td>
<td>9</td>
</tr>
<tr>
<td>Sports</td>
<td>32</td>
<td>25</td>
</tr>
<tr>
<td>Debating</td>
<td>Cancelled</td>
<td>Cancelled</td>
</tr>
<tr>
<td>Peer Education in Response to HIV</td>
<td>17 Semester 1 only</td>
<td></td>
</tr>
<tr>
<td>SEED</td>
<td>16</td>
<td>Semester 1 only</td>
</tr>
<tr>
<td>University Choral Singing</td>
<td>Cancelled</td>
<td>Not Offered</td>
</tr>
</tbody>
</table>

**STUDENT HELPERS**

The Office of Student Services continued its Students Helping Students (Peer Helpers) programme to facilitate peer-to-peer support and guidance. The first cohort of trained student helpers provided moral support, peer level counselling and learning support to peers within their faculties.

Meetings were held with the student helpers during the academic year in order to guide and support their efforts to assist their peers. Student helpers were instructed regarding their role and function and were also helped to design programmes to highlight the developmental aspect of peer counselling. The student helpers also devised marketing strategies to highlight their functions within the campus community and created an internal structure for self-management as a group and greater accountability to themselves and the OSS.

The second group of student helpers graduated from their training programme and was installed during an Induction Ceremony on May 14, 2015. Eleven students received their certificates of completion and pins, having successfully completed the training. Deputy Principal, Professor Pedro Welch delivered remarks. This group of student leaders along with three who stayed on from the first group will continue to provide peer counselling and academic support for their colleagues.

In keeping with the mandate of the SHS and the thrust of the programme, student helpers will be incorporated into the FYE programme to provide programming support. In doing so, they will conduct workshops following a period of training and through this medium, guide interaction with their peers in workshops addressing issues such as The Ins and Outs of Campus Life, Stress Management and Time Management. It is well documented that students listen more readily to their peers and this initiative is expected to help students to engage in the academic process and at the same time allow these student helpers to hone their group interaction, presentation and leadership skills.

*Student Helper Induction 2015*
RESIDENT ASSISTANTS

The Resident Assistants (RA) organised a charity event: “Run, Walk, Crawl” to benefit residents in need. Seventy-one persons participated in the event held on campus on Sunday October 12, 2014. Eighty dollars ($80) was raised and 561 non-perishable items were collected.

The selection committee consisting of representatives from the Office of Student Services, Campus Security Services, Student Health Clinic and Halls of Residence Administration conducted interviews in April 2015 to select Resident Assistants for the 2015/2016 Academic year. Nine (9) applicants were short-listed and interviewed and five (5) were selected. They are:

<table>
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<th>RA Name</th>
<th>Year/Faculty</th>
<th>Hall Assignment</th>
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<tbody>
<tr>
<td>Eddyka Dean</td>
<td>1st Year Medical Sciences</td>
<td>Frank Worrell Hall</td>
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The outgoing Resident Assistants were treated to a farewell luncheon in appreciation for their hard work during the academic year. Mr. David Bernard provided services to the residents on halls during the summer period.

STUDENT ACTIVITIES/INITIATIVES

STUDENT CLUBS AND SOCIETIES

In Semester I, twenty-four (24) student organisations inclusive of the Guild Council hosted one hundred and forty-nine (149) activities. Some of these activities included academic discussions– 17%, socials and church services – 14%, and fundraisers and outreach – 6%.

The Student Activities Committee conducted interviews in April 2015 to select Resident Assistants for the 2015/2016 Academic year. Nine (9) applicants were short-listed and interviewed and five (5) were selected. They are:

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Twenty-six (26) student organisations participated in hosting events in the second semester. One hundred and one (101) activities were noted with socials being the most subscribed activity – 14%, academic discussions – 13% and healthy lifestyle – 2%. Carnival was planned at a reduced capacity and saw three events being executed, namely the Launch, J’ouvert and the Road March.

On Campus Career Fair

On Friday February 27, 2015, the Office of Student Services hosted its inaugural Career Fair in collaboration with forty-three (43) public and private organisations. The Fair provided a forum for students to learn about a range of industries, and career structures within these industries and the available opportunities for career growth. Students also gained information about the variety of internship opportunities that exist both locally and regionally. Members of the Human Resource Management Association of Barbados (HRMAB) as well as experts in Organisational Performance Development and Employment Relations also conducted career development workshops.

The Fair was very well attended. One Hundred and Eighteen (118) students participated in the career workshops. Over two hundred and sixty-one (261) students completed evaluation forms during the career fair; ninety-nine of whom completed evaluations specifically for the workshops. Eighteen (18) companies provided feedback on the marketing and the execution of the fair.
Career Development Workshops

<table>
<thead>
<tr>
<th>Workshop</th>
<th># of students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resume Writing</td>
<td>41</td>
</tr>
<tr>
<td>Interview Skills</td>
<td>50</td>
</tr>
<tr>
<td>Negotiating Contracts</td>
<td>15</td>
</tr>
<tr>
<td>Ethics &amp; Etiquette in the Workplace</td>
<td>6</td>
</tr>
<tr>
<td>The Employment Rights Act</td>
<td>6</td>
</tr>
</tbody>
</table>

The participating companies and students rated the marketing and execution of the Fair very positively. However, students expressed a desire to see more companies offering opportunities catering to their disciplines especially those pursuing studies in Science & Technology, Social Sciences and Humanities and Education. Accounting, Business Administration, Hospitality and Tourism industries were best represented. All institutions expressed a willingness to participate in a future fair.

The Fair generated twenty-four thousand dollars ($24,000) in sponsorship. Sponsors included:
- Ansa McAl (Barbados) Ltd.
- Caribbean Development Bank
- Deloitte
- Banks Holdings Ltd.
- Ernst & Young
- KPMG
- PriceWaterHouseCoopers
- Barbados Public Workers Cooperative Credit Union, Gildan Active Wear
- SRL
- Barbados Accreditation Council
- CaribbeanJobs.com
- City of Bridgetown Cooperative Credit Union
- Fund Access.

In kind contributions were received from our partners:
- Barbados International Business Association (BIBA)
- Caribbean Catalyst

- HRMAB
- The Office of Student Services
- The Office of Corporate & Alumni Relations
- UWI Alumni Association Barbados Chapter
- BrownBell
- The National Employment Bureau

The volunteer corps from the Office of Student Services, Student Helping Students and the Accounting Students Association assisted with the execution of the day’s events.

PAN-AMERICAN WORLD UNIVERSITY DEBATING CHAMPIONSHIP

Six members of the UWI Cave Hill Debating Society participated in the Pan American World University Debating Championship at the University of Miami, January 23-25, 2015. The championship featured twenty-two (22) universities with forty-eight (48) English speaking teams and ninety-six (96) English speaking participants. Mr Romane Duncan, second year Law student, emerged as the 10th place speaker at the Championship just ahead of his teammate Kael London, also a second year Law student.

Ms Dale Lynch, Director of Student Services and Mr Timothy Arthur, Student Services Manager accompanied the students and also served as adjudicators at the Championship.

INTERNATIONAL WOMENS’ DAY

To commemorate International Women’s Day (March 8, 2015), the Office of Student Services collaborated with the Caribbean Centre of Excellence for Sustainable Livelihoods to host a workshop entitled Cross Generation Transfer of Knowledge – Leadership & Workforce Development. Approximately twenty (20) female students attended the workshop on March 7, 2015 and heard from five (5) Caribbean female leaders. The workshop was a knowledge sharing exercise and sought to expose students to leadership skills and opportunities. There was also a career component that sought to increase the student’s level of awareness of emerging career opportunities.

ANNUAL STUDENT AWARDS CEREMONY

The 12th Annual Student Awards Ceremony was held on April 7, 2015 under the theme Saluting Excellence: Soaring Beyond Expectations. Eighty-two (82) students who received scholarships, bursaries and prizes were honoured at this ceremony.

Ms Lisa Cummins, Executive Director of the Barbados Coalition of Service Industries and more notably a UWI
Cave Hill Alumna, was the Guest Speaker for the event. The Office of Student Services recruited the entertainment, citation readers and the masters of ceremony for the evening. The students performed exceptionally well.

UWI STUDENT GAMES

The Director of Student Services and Student Services Manager accompanied the UWI Chillers to the UWI Games at St. Augustine Campus. The Cave Hill Campus placed second overall. Both fans and athletes displayed commendable sportsmanship and decorum throughout the games. They served as exemplary campus Ambassadors.

CAPACITY BUILDING, PROFESSIONAL DEVELOPMENT AND OUTREACH

Staffing
The Office of Student Services was able to fill the post of Student Services Assistant in September 2014. This addition is a part of the continuous effort of the Director to improve the service standards and work-life balance for existing staff.

Faculty and Staff Sensitisation
On April 22, 2015, Mrs Vicki Whitehead, retired Senior Tutor with the Caribbean Dyslexia Association gave a presentation on dyslexia to the Disability Advisory Committee. The presentation was very well received. Subsequently the Office of Student Services in association with the Centre for Excellence in Teaching and Learning (CETL) hosted a workshop on Dyslexia Awareness and Sensitisation for the entire campus community on May 19, 2015. The workshop aimed to provide participants with:

- basic understanding of what dyslexia is.
- causes of this learning disability.
- insight into the experiences of persons with dyslexia.
- techniques to help identify students who might be dyslexic.
- tools and resources to support and improve learning outcomes for students with dyslexia.

Security and Mental Health
Discussions were held with the Director of Security in July 2015, regarding sensitisation and training workshop for security officers aimed at equipping officers with knowledge and skills to effectively assist students who may be in distress or experiencing some mental health problem. It is envisaged that this training will be held September 2015 and will help officers to feel better prepared to manage situations where a student is displaying behaviour that suggests he/she is experiencing some mental health crisis.

Office of Student Services Retreat
With the assistance of the Office of Projects and Planning, The Office of Student Services held a two-day retreat for its staff. This retreat was designed to increase the department’s ability to:

- Review its objectives and operational plan.
- Develop appropriate work plans.
- Execute departmental objectives and identify key stakeholders.
- Identify cost saving mechanisms.
- Identify at least one income generating activity.
- Effectively plan for the 2015-2016 Academic Year.

Feedback from staff indicated that this retreat was very productive. The reporting for the operational planning period was submitted to the Office of Planning and Development by the stipulated timeline.

Legal Aspects related to the Guild of Students
The staff of the OSS also benefitted from a consultation with Professor Eddy Ventose on the Constitution of the Guild of Students. Professor Ventose provided a broad overview of the constitution and clarified critical aspects of the constitution related to the structure, power of the Guild, the Treasury and elections. This knowledge would serve to guide feedback offered to the Guild when the need arises.

Group Training
Additional training for staff was conducted through various methods such as workshops, invited speakers and webinars as follows:

- May 5, 2015: Understanding the New Non-Traditional Student: Supporting Their Success In & Out of The Classroom.
- May 12, 2015: Developing And Implementing A Web Based Early Alert System.
- May 15, 2015: (Programme Assistants) The Jones Effect: Attracting Students to Your Academic Support And Co-Curricular Programs
• May 19, 2015: (Senior Staff) How Faculty Can Recognize & Manage Mental Health Issues In The Classroom.
• May 22, 2015: Responding To A Student Death: How To Create A Proactive Response Plan For Your Campus.
• May 26, 2015: Exceptional Front-Line Customer Service in Higher Education
• May 29, 2015: Supporting ADA Accommodations Beyond The Classroom: Manageable Solutions For Student Affairs.
• June 26, 2015: Supporting the Engagement and Success of Students at Risk.
• July 6, 2015: Avoiding Burnout

Individual Staff Training & Development

Building Powerful Presentations, Oct. 6, 13, 20, 27, Nov. 3, 2014 Roachell Murray

Raporteuring and Report Writing Workshop, Oct. 31 & Nov. 7, 2014 Robena Nicholls, Katanya Toppin


Microsoft Publisher, Nov. 11-13, 2014 Andrea Cumberbatch, Robena Nicholls

Kentico Website Editors’ Working Sessions, July 28, 2015 Andrea Cumberbatch, Roachell Murray

Director of Student Services Professional Development

• Certificate in University and College Administration, University of Manitoba, May 2013 - Oct. 2014.
• UWI’s Approach to Strategic & Operational Planning Workshop, June 5 2015.

Student Services Manager Training

• Jamaica Debate Academy (Adjudicator Training) UWI Mona, Sep. 1-5, 2014.
• UWI’s Approach to Strategic & Operational Planning Workshop, June 5, 2015.
• Deconstructing goals and outcomes: Critical elements in course design, June 17, 2015.
• Instructional tool that promote and elucidate thinking for both teacher and learner, June 19, 2015.
• Course Design for Co-Curricular Courses.

Student Services Manager Study and Travel

The aim of this study and travel was to benchmark resident life programmes at the following institutions and explore the potential for collaboration regarding programme development.
• New York University, New York, New York, July 29, 2015.
• St. John’s University, Queens, New York, July 31, 2015.

The site visits provided many valuable resources and examples of best practice some of which will be incorporated into halls programming and RA recruitment and training.

Psychological Counsellor Training

• Alternative Dispute Resolution-Dealing with Difficult People Workshop (Hosted by Stitt Feld Handy Group) October 14-16, 2014.
• Service Learning Pedagogy, June 16, 2015.

Career Counsellor Training

• Expansion & Sustainability Workshop, Ministry of Health, Nov. 10 -12, 2014.
• UWI’s Approach to Strategic & Operational Planning Workshop, June 5, 2015.
• Flipping the Classroom: Making Space for Active Learning, June 18, 2015.

OSS Student Internships

The Office of Student Services provided three (3) unpaid student internships. The interns were assigned based on the assessed resource needs of areas of practice within the Department. Given the long term
deficiency of comprehensive support in residence life programming, Mr Derrick Picard a graduate student from University of Louisville, Louisville, Kentucky was assigned to be supervised by the Student Services Manager. He focused primarily on the development of resident life programming: specifically developing resident life curriculum, orientation and training materials for Resident Assistants.

Mr Picard made presentations to staff on a) student development theories and b) student services organisation (in the context of University of Louisville.)

Ms Marielle Ter Horst from University of Applied Labour Studies, Federal Employment Agency of Germany (HdBA) was supervised by the Career Counsellor during her four week internship in fulfilment of her undergraduate training. One deliverable included the design of Career focused components of New Student Orientation which included the compilation of materials for information session and handouts.

Ms Krystal Rogers from the Barbados Community College (BCC) completed her job attachment at the Office of Student Services for four weeks and was supervised by the Student Services Assistant. The attachment offered her practical experience in field of office administration.
MISSION STATEMENT

The mission of UWI HARP is ‘to build and harness capacity within the University in order to contribute maximally to the national, regional and international effort to control the HIV/AIDS epidemic and to mitigate the impact of the epidemic on the University itself and on the wider society.’

STAFF

Chair
Dr Michael Campbell, BA (New College of Florida), MS (Florida State University), PhD (University of Florida).

Project Officer
Ms Monique Springer, BSc (The University of the West Indies), MSc (London School of Economics), MSc (The University of the West Indies), PhD Candidate (The University of the West Indies), DRH (Liverpool School of Tropical Medicine).

Research/Teaching Assistant
Ms Kileha Anderson, BSc (The University of the West Indies).

At the Cave Hill Campus, UWIHARP reports to a Campus Steering Committee, a sub-committee of the campus committees of Academic Board and Finance and General Purposes. UWIHARP maintains a close working relationship with Student Services, the Guild of Students, the Institute for Gender and Development Studies (IGDS) and the Faculties at the Cave Hill Campus.

WORK OF UWIHARP

The UWIHARP programme is primarily student-centered and also has some outreach strategies delivered among the academic and non-academic staff members. UWIHARP takes a multi-sectoral approach that encompasses research, education, training, sensitization, outreach, and advocacy. While there is a concentration on HIV and AIDS, the focus also broadens to include other sexually transmitted infections (STIs), and sexual and reproductive health related matters. Additionally, gender and human rights frameworks are mainstreamed throughout the programme.

OUTREACH ACTIVITIES

Sexually Transmitted Infections Testing at Cave Hill Campus
UWIHARP spearheaded the sexually transmitted infections (STIs) testing strategy for students at the Cave Hill Campus, which came to fruition in 2011 as an institutional response to the sexual health needs of students. The Ministry of Health and Student Health Services efficiently conducted testing for: HIV, syphilis, chlamydia and gonorrhea among students. The Ministry provides the testing services, through their trained providers, as well as equipment and materials; and the clinic provides the space and management for the tests. Four hundred and ninety-two (492) students (161 males and 331 females) were tested during Semester I, while in Semester II, 808 (224 males and 584 females) students were tested during the 2014-2015 academic year. UWIHARP collaborates closely with the Ministry and the clinic to ensure the services are executed efficiently. UWIHARP also actively and consistently promotes the testing services among students through the peer educators and the media houses associated with the campus. Additionally, the UWIHARP sexual health outreach programme provides prevention education and commodities.

UWI Staff Health Day
The UWIHARP Office was keenly involved in the planning committee for UWI’s annual Wellness Week of Activities which took place during June 08-12, 2015, under the theme, “A Path to Wellness: Embrace the Change”. The initiative was managed and executed by the Human Resources Department specifically for staff members. UWIHARP sits on the planning committee, and provides technical support, as well as creates and implements sexual and reproductive health related educational activities and services. This year, UWIHARP implemented the Sexual Health Awareness Zone (The SHAZ!) on June 12, 2015 at the Fantastic Friday health fair.

The SHAZ! encompassed a multi-pronged, triangulated approach to conducting sexual health education outreach. It entailed the following: HIV and VDRL (syphilis) testing with three HIV counselors attached to the Ministry of Health; condom expo with a few condom distributors; and the UWIHARP information and education centre which was conducted along with the peer educators from the student association, UWIHARP Cave Hill Association of Peer Training, Education and Outreach (CHAPTER) also provide HIV and sexually transmitted infection (STI) related information and commodities. The UWIHARP personnel adopted the theme, Condom Clowns for Change, which was aligned with the overall theme of the week of activities.

1. HIV Testing
   Once again The UWI was used as a site for the Regional Testing Month, a national and regional initiative executed by the Caribbean Broadcast Media Partnership on HIV/AIDS (CBMP). The ELISA (delayed results) screening tests were offered at the Cave Hill Campus, and seventeen persons (eleven females and six males) were voluntarily tested.
2. Sexual Health Awareness Zone
UWIHARP took an adult spin to traditional children’s games to encourage staff members to actively learn about sexual and reproductive health issues, and included the following activities:
   a. The Sexual Health Spin Wheel and Darts, which were quizzes to test the participants’ knowledge and to also disseminate education and information using entertaining, informal and interactive techniques;
   b. The Blind Fold Heart Poster and miniature bowling set were games employed to promote anti-discrimination against persons living with HIV and other marginalized groups and key populations;
   c. A picture frame campaign was used as an advocacy strategy for UWIHARP and the event;
   d. Mini condom fair with BrydensStokes Distributors (Lifestyles and Durex Condoms) and Ev-O!-lution (off-market brands);
   e. Fund raising activities for the peer educators.

The literature distributed included HIV information as it relates to the workplace, notably:
• The Code of Practice on HIV/AIDS and Other Life Threatening Illnesses in the Workplace;
• Dealing with HIV&AIDS in the Workplace; Guidelines for Managers and Supervisors, Promoting the Employment of Persons with Disabilities (Barbados Employers Confederation);
• UWI’s HIV Policy.
• Information on HIV basic facts and STIs, Humans Rights, Stigma & Discrimination and Sexual & Reproductive health.

Love Safely Week
UWIHARP supported the national, Love Safely Week advocacy campaign, which aims to overcome stigma and discrimination in relation to PLHIV. It took place during the period February 08-14, 2015, and the theme for the campus was entitled, Kiss discrimination away…it starts with me. The focus of the initiative targeted individual responsibility of ending negative and harmful perceptions of PLHIV as well as of the lesbian, gay, bi-sexual and transgendered (LGBT) community. Some of the activities included interactive games, such as the Heart Poster Campaign; and advocacy picture frame campaign and Love Pot confectionery competition. UWIHARP also conducted condom demonstrations; distributed condoms, as well as sexual and reproductive health information among the campus community.

World AIDS Day
UWIHARP partnered with the student association, UWIHARP CHAPTER, to host the annual World AIDS Day activities under the theme “Getting to Zero New HIV Infections: The Ground Zero Campaign”. Held annually on December 01, this day is internationally commemorated to support individuals infected or affected with HIV or AIDS, and to individuals who have died as a result of AIDS related illnesses. It took place on Wednesday November 19, 2014 in the foyer of the Roy Marshall Teaching Complex. The activities consisted of 5 stations, and included:

1. Paper Dolls Station – “HIV will only end when …”: individuals wrote their views on a doll. The dolls were then joined at the hands to be displayed horizontally. Alternatively, they were joined at the head-feet for a vertical display. Sixty-six (66) paper dolls were completed.
2. Lucky/Unlucky Dip and Promotional Items Station: this was a combination of a fund raising, information dissemination, and advocacy activities.
3. Picture Frame Station – “Getting to Zero New Infections. It starts with me”: this was designed as an advocacy activity which also encouraged individuals to take responsibility and to be accountable to reducing new HIV infections.
4. Face Painting station: this was another advocacy tool to promote HIV awareness.
5. Information Station: the literature disseminated included – STI&HIV basics, UWI HIV Policy, referral booklet from the Office of Student Services, the Ministry of Health’s National Food Bank.

UWIHARP also conducted Campus based Food Drive from December 03-12, 2014. The campus based food drive was opened to staff members and students following the WAD activities, after the Project Officer returned to work. It was conducted during AIDS Awareness Week December 01-05, 2014, and extended it to December 12, 2014.

Technical Cooperation
UWIHARP provided technical support to a number of student clubs and associations and individuals, and off-campus organizations who made formal requests for input and contribution to sexual health outreach events, research or assignments. The former generally consists of distributing sexual health commodities (condoms), information and educational materials and/or both, presentations on safer sexual practices and the basic information on the transmission of HIV and sexually transmitted infections. This support included:

Semester 1 (2014)
1. August:
   a. Providing the (student) Games Committee with fifty boxes of condoms and seventy-five brochures for their healthy living showcase;
   b. Donating a total of eighty boxes of condoms and one hundred and thirty educational pamphlets to the Frank Worrell and Sherlock Halls of Residence for their freshers’ activities;

2. September: Allotting a contribution of twenty boxes of condoms to the Medical Students’ Association for their events targeting freshers’.

3. October:
   a. Identifying and recommending eight (8) former and current peer educators as research assistants to conduct the Barbados Health Accounts Household Survey for The Health Economics Unit, UWI, St. Augustine Campus;
   b. Participating in the Caribbean Broadcast Media Partnership (CBMP) special recording of the LIVE UP! The Show. One former male
peer educator and the UWIHARP Research Assistant contributed to the youth centred programme which was featured on World AIDS Day, December 01, 2014, on the Caribbean Broadcasting Cooperation television station;

c. Participating in The Ellerslie Secondary School’s Health Fair. One senior female peer educator and the UWIHARP Research Assistant built capacity among fourth and fifth form students to make informed decisions regarding their sexual and reproductive health, HIV and AIDS information and prevention, and the impact of discrimination against persons living with HIV and the lesbian, gay, bi-sexual and transgendered (LGBT) community.

2. **November:** Contributing seventy-five boxes of condoms and sexual and reproductive health brochures to the Association of Bahamian Students for their examination care packages.

**Semester II (2015)**

1. **January:** UWIHARP’s senior and recruit peer educators provided sexual and reproductive health outreach at the Medical Students’ Association (MSA) health fair through an information booth where they disseminated information on: HIV & AIDS, SRH and the student association; and they also distributed a gross of condoms UWIHARP facilitated the Ministry of Health’s HIV testing at the (MSA) health fair.

2. **March:** Donating a gross of condoms to the Law Society’s carnival band which were intended for their masqueraders.

3. **July:** Developing a training module entitled, *Developing Healthy Relationships,* for the Faculty of Humanities and Education’s *UWI 101 Summer Programme* outreach programme for secondary school students. The module was designed to be delivered in two components – social relationships and intimate relationships. UWIHARP also sourced two facilitators with extensive backgrounds in adolescent sexual and reproductive health to deliver the latter component.

**RESEARCH IN PROGRESS**

**Sexuality, Risk and University Students**

The University of the West Indies HIV&AIDS Response programme completed its campus-based, qualitative, policy orientated research project entitled, *Student Sexual Culture at the Cave Hill Campus of the University of the West Indies: Risk, Vulnerability and Resilience,* during Semester I of the 2014-2015 academic year. Some of the key results recommendations emerging from the study supports the development of a comprehensive sexuality education (CSE) programme among Cave Hill students that is grounded in a human rights framework, which advances gender justice and enhances sexual and reproductive health among the campus’ youth population.

**TEACHING AND STUDENTS**

**COCR 2030: Peer Education in Response to HIV and AIDS**

Seventeen (17) students registered for the course in Semester I, including thirteen (13) females and four (4) males. The curriculum of the course covers six (6) discrete modules on a range of topics including the basic facts of HIV&AIDS; gender, sexuality and HIV; substance use and risky sexual behaviours; peer education skills; communication skills and common sexually transmitted infections; as well as 20 hours of internship. The internship organisations for the previous academic year included: the National Council on Substance Abuse, the National HIV/AIDS Food Bank & Personal Development Centre, Her Majesty’s Prison, the Ministry of Health – Domiciliary Care Unit, the Barbados Defense Force, the HIV/AIDS Programme, Ministry of Health and the Ministry of Social Care.

**Peer Education Programme – Training and Activities**

**Peer Educator Training**

UWIHARP recruited seventeen students, (fifteen females and two males) for the peer educator programme in Semester I of the reporting period. They joined the 4 senior peer educators (females), bringing the total to twenty-one. Based on the recommendations of the student sexual culture research project, UWIHARP is piloting a new, dynamic and intensive CSE training programme among its cadre of peer educators, which will cascade and filter into the mainstream student body through interactive, lively, informal educational and information outreach strategies. The CSE training programme is twice as long as the standard peer educator training and spans over two semesters. The content of the training ranges widely from sexual and reproductive topics to professional skills building competences.

**Peer Education Activities**

Given that the majority of the peer educators of the student association, UWIHARP CHAPTER were recruits, the focus of the sexual and reproductive health outreach activities in the reporting period was centred around their week of activities (WoA), which took place under the guidance and support of the UWIHARP office. The WoA was held during February 01-07, 2015 with the theme “C (CHAPTER) in the Community”. The objectives were to:

1. deliver positive, sexual health messages to students in their organic places of socialization & study on the Campus grounds;
2. de-stigmatize the meaning and use of condoms between intimate partners and sexual contacts; and
3. promote the UWIHARP peer educator programme among the Cave Hill student body.

The activities for the WoA included:

- Trust building and unity exercises, as well as a team obstacle course was conducted for the peer
educators at the Nature Fun Ranch in St. Andrew.

- CHANT in the Community – promoting the WoA to the students in various study and socialising/recreational locations on the campus.
- Chillin’ in the Community – the peer educators along with three HIV counsellors with the Ministry of Health conducted outreach among the students on sexually transmitted infections and prevention methods.
- Condoms in the Community – three condom distributors participated in the condom fair to disseminate a range of condoms among staff and students in an interactive, engaging way. The peer educators jointly facilitated the sexual and reproductive health information booth.
- Chattin’ in the Community – this was the first module of the peer educator training workshop, and was entitled, ‘Key Elements of Sexual Health’. It was facilitated by Student Health Clinic.

Off-Campus Outreach:
The new recruits of UWIHARP CHAPTER also participated in two outreach activities that took place beyond the campus compounded, notably:

- February: Two peer educators participated in the Youth Development Programme’s (YDP) of the Ministry of Culture, Sports & Youth, sports rally on 28 February 2015. It was held at the Deighton Griffith Secondary School. This was a mentorship opportunity for peer educators by the YDP’s senior HIV educators. They were involved in the “Kicking AIDS Out” prevention activity. The main goal of the activity was to educate the youth about HIV & AIDS, STI’s, prevention and abuse by utilizing sports such as netball and football through the programme.
- April: One of the peer educators volunteered at the Dance4Life event which was held on April 02, 2015. The occasion was implemented to show appreciation to the secondary school students who participated in the project and communicated messages related to reversing the transmission of STI’s/HIV and eliminating unintended pregnancies.

STAFF ACTIVITIES

Conferences and Training Workshops

Monique Springer

Conferences
- July: Attended in the 2015 annual conference of the Oral History Society entitled, Oral Histories of Science, Technology and Medicine. It was held from July 10-11 at the Royal Holloway, University of London, Surrey in the United Kingdom.
- June: Attended the 21st Biennial Conference of the Society for Menstrual Cycle Research entitled, Menstrual Health and Reproductive Justice: Human Rights across the Lifespan. It was held during the period June 04-06 at the Centre for Women’s Health and Human Rights, Suffolk University in Boston.

Training Workshops
- July: Participated in the training workshop, An Introduction to Oral History, which was conducted on July 14 at the British Library in London. It was delivered by the Oral History Society, in collaboration with the National Life Stories at the British Library.
- May: Participated in the Documentation of Human Rights Advocacy and LGBT Sensitivity training of trainers’ workshop. It was hosted by the Movement against Discrimination Action Coalition (MOVADAC), and took place during the period May 05-08, 2015. The workshop was in keeping with one of the key recommendations from the student sexuality research project which is to strengthen the capacity and advocacy of the LGBT community at Cave Hill Campus.

Kileha Anderson

- Participated in a refreshers’ training course for HIV counselors and providers held on June 22, 2015 and was facilitated by the Ministry of Health.

Papers presented at Conferences/Seminars

Monique Springer

Delivered a presentation entitled, Students’ Stories on HIV-Related Stigma & Discrimination: A Cave Hill Campus Perspective at the National HIV/AIDS Commission’s Research Dissemination Meeting, which took place on March 25, 2015 under the theme, “Demystifying Stigma & Discrimination: A Stakeholder’s Perspective.”

PUBLIC SERVICE

Michael Campbell
- Chair, UWI – Cave Hill and Barbados Ministry of Health Research Ethics Committee.
- Member, Research Ethics Committee, Caribbean Public Health Agency.
- Chair, Technical Advisory Committee, Barbados National Registrries.
- Member, Ethics Committee, Queen Elizabeth Hospital, Barbados.
- Consulting Editor, Caribbean Journal of Psychology.
- President, the Barbados Society of Psychology.

Monique Springer
- Member, HIV Coordinator with the National HIV/AIDS Commission for Barbados.

Kileha Anderson
- Member, HIV Coordinator with the National HIV/AIDS Commission for Barbados.
- Conducted HIV testing and counseling on 26 June 2015 with the Ministry of Health, in collaboration with Scotiabank and The Caribbean Broadcast Media Partnership on HIV/AIDS (CBMP) for Regional Testing Day.
THE UNIVERSITY OF THE WEST INDIES
CAVE HILL CAMPUS