



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

# ANNUAL REPORT TO COUNCIL 2024-2025

Advancing Relevant  
Teaching and Research







# UWI

CAVE HILL CAMPUS  
BARBADOS, WEST INDIES

## Our Vision

To be an excellent global university  
rooted in the Caribbean

## Our Mission

To advance learning, create knowledge  
and foster innovation for the positive  
transformation of the Caribbean and the  
wider world

## Our Core Values

Integrity

Excellence

Gender Justice

Diversity

Student Centredness

Financial Sustainability



*Education must enable one to sift and weigh evidence,  
to discern the true from the false, the real from the unreal, and the facts  
from the fiction. The function of education, therefore, is to teach one to  
think intensively and to think critically.*

MARTIN LUTHER KING, 1947





THE UNIVERSITY OF THE WEST INDIES (UWI),  
CAVE HILL CAMPUS ANNUAL REPORT TO COUNCIL  
2024-2025

## Contents

|                                                  |     |
|--------------------------------------------------|-----|
| Chair's Statement .....                          | 2   |
| Principal's Overview .....                       | 5   |
| Internal Operating Processes.....                | 45  |
| Teaching, Learning and Student Development ..... | 63  |
| Celebrating Student Achievements .....           | 85  |
| Research and Innovation.....                     | 101 |
| Publications .....                               | 125 |
| Campus Events.....                               | 129 |
| Administrators of the Cave Hill Campus5 .....    | 140 |
| Membership of the Campus Council Cave Hill.....  | 141 |
| Financial Report on Campus Activities .....      | 143 |
| Recognising Excellence .....                     | 149 |
| Statistics .....                                 | 168 |
| Staff .....                                      | 177 |
| Benefactors.....                                 | 181 |
| Alumni Report - Stronger Together .....          | 183 |

# CHAIR'S STATEMENT

It is my distinct pleasure to present to Council the Annual Report of the Cave Hill Campus for the Academic Year 2024-2025, a year in which the Campus continued to provide high-quality teaching and learning while translating relevant, impactful research into viable entrepreneurial opportunities for the advancement of the Campus and the wider society.

The Campus' outstanding achievements, as contained within this Report, highlight the continued dedication of faculty, staff, students and alumni to advancing the Campus' theme, *Creating Value from Our Ideas*. During the year under review, the Campus accelerated its innovation drive by developing solutions to the proliferation of sargassum plaguing the shores of the region, while bringing history from the static pages of textbooks to the Barbadian airwaves, and finally to conversation pieces through the production of an exciting coffee table book.

This focus on innovation has also seen major collaborations with industry partners towards the continued development of an entrepreneurial culture at the Cave Hill Campus. Many of the associated activities in this regard were driven by the Research, Innovation and Community at Cave Hill (RICCH) Office through seminars, technology transfer initiatives, grant support and collaborative platforms. A notable achievement has been the Campus becoming a UN

partner, thanks to the efforts of RICCH. The strides made in innovation and entrepreneurship were further strengthened through strategic partnerships at the national, regional and international levels. These collaborations are broad in scope, with a focus on advancing the United Nations Sustainable Development Goals including: food security; renewable energy; climate change and climate justice; health; gender; and innovation support.

The Council is also pleased to acknowledge the work of the Student Enrolment and Retention Unit (SERU); the Centre for English Language Learning (CELL); the Confucius Institute (CI) and all members of the Campus Community that have contributed to the Campus' internationalisation efforts. The Council also wishes to extend gratitude to the Centre for Professional Development and Lifelong Learning (CPDLL), a regional training centre, which supports governments, private sector companies and individuals in adapting to ever changing work environments.



Dr Trisha Tannis,  
Chair, Cave Hill Campus Council

In keeping with the theme of innovation and transformation, the Council recognises the significant work undertaken to enhance operational efficiency across the Campus. These include: the improvements to application and registration processes; the upgrades to facilities; the enhancement of event coordination; expanded health and safety engagement; the strides made in archival and records management; and the Campus' continued modernisation efforts.

Excellence in research output remains a hallmark of the Cave Hill Campus. During the reporting period, this commitment to scholarly production continued to be demonstrated by members of faculty, who contributed to a wide range of publications, including books, book chapters, journal

articles and technical reports. These scholarly works reflect the Campus' dedication to relevant and innovative research that advances knowledge, addresses regional priorities, and strengthens The UWI's academic reputation. The Council commends the members of the Campus Community whose research efforts continue to expand the University's contribution to scholarship and to the development of the region.

This Report also highlights the commitment of the Cave Hill Campus to teaching, learning and student development, as evidenced by curriculum renewal through the introduction of new and revised courses and programmes that align with the needs of Barbados and the region, as well as mentoring and internship opportunities at local, regional and international levels. These curriculum renewal and student development activities across Faculties, ensure that students receive a holistic university experience and that, at the end of their studies, graduates are competitive in the job market.

The outstanding accomplishments of students were recognised during the 2024-2025 Academic Year. Congratulations are extended to the class of 2024, which saw 1,398 students graduate from their programmes of study with the conferment of degrees, diplomas and certificates. Student achievements were also recognised through the award of a number of scholarships and grants, made possible by the generous support of corporate and individual donors. At the

Faculty level, outstanding student performance was further acknowledged through the award of Faculty prizes.

Similarly, the Council wishes to acknowledge the accomplishments of the faculty and staff of the Cave Hill Campus during the reporting period. Members of faculty and staff were awarded a number of grants in support of the Campus' research thrust and were also recognised through their appointments to national, regional and international bodies. The Council further extends its congratulations to those members of faculty and staff who were recognised for their long service to the Campus, as well as for excellence in teaching, research and community service. The Council also acknowledges the well-deserved elevation of Dr David Yawson to the rank of Professor.

This Report shines a spotlight on the Campus' alumni, valued and distinguished members of the Cave Hill Campus community whose contributions continue to shape societies across the region and beyond. Their achievements reflect not only personal excellence but also the values, leadership and educational foundation fostered by the Campus. The Council recognises that alumni remain among the greatest ambassadors of The University of the West Indies, advancing its reputation and impact through their service, leadership and accomplishments in diverse fields.

The Council also wishes to express its sincere appreciation to the Alumni Relations Office, the

Student Enrolment and Retention Unit (SERU), and members of the alumni community for their continued commitment and service to the Cave Hill Campus, and for strengthening the enduring bonds between the University and its graduates.

The Council extends its sincerest gratitude to the Campus Community for its continued support of the Cave Hill Campus. The achievements recorded in this Report would not have been possible without the dedicated commitment and active participation of members of the Community at every level.

The Council also wishes to acknowledge the continued support of the Government of Barbados and those of the wider region, as well as the Campus' private sector partners—local, regional and international—and the many individuals who, collectively, have contributed to the Campus' progress and accomplishments. The commitment of these key stakeholders ensures that the Campus' ideas and research innovations are translated into meaningful impact for the benefit of the Campus, the region and the wider society.

As the Campus continues to advance its mission of teaching, research and public service, the Council looks forward to the sustained partnership and engagement of these stakeholders in supporting the next phase of growth and innovation at the Cave Hill Campus.





*Dr Jan Yves Remy, Director, Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC), presenting at the International Court of Justice (ICJ), continuing the longstanding tradition of the Cave Hill Campus in advancing climate justice*

# PRINCIPAL'S OVERVIEW

**As the premier higher education institution in the region, The University of the West Indies (The UWI) remains committed to ensuring that its resources are fully utilised in order to provide high-quality teaching and learning, relevant research, and sustained community engagement. This is achieved through the promotion of higher-level analytical skills, the creation of new knowledge and a dedication to finding viable solutions to the myriad issues facing the region and beyond, including: poverty eradication; healthcare; climate change; crime eradication; education; and food security.**

The UWI, Cave Hill Campus is therefore pleased to present its Report to Council for the Academic Year 2024/2025, which catalogues the dedicated contributions and milestones of the Cave Hill Campus Community - faculty, staff, students and alumni - in fulfilment of The UWI's mandate. This Report commences with a transition in leadership at The UWI and the recognition of the contributions of a dedicated and globally recognised Campus Principal.



Professor R Clive Landis, PhD  
Pro Vice-Chancellor and Principal

## HONOURING UWI LEADERSHIP



The UWI Student Guild Presidents conduct the traditional enrobing ceremony for the new Chancellor, Dr the Most Honourable Dodridge D Miller, at his Installation



President of Barbados Her Excellency Dame Sandra Mason (left) and Emerita Professor The Most Honourable V Eudine Barriteau unveiling the commemorative plaque at the Renaming Ceremony



## HONOURING UWI LEADERSHIP

To ensure that the mandate of The UWI is successfully undertaken, it requires effective leadership. The reporting period saw a transition in the governance of The UWI, at its highest level, with the **installation of a new Chancellor, Dr the Most Honourable Dodridge D Miller**, on March 15, 2025 at a ceremony held at the Cave Hill Campus. A UWI graduate, Dr Miller brings a wealth of experience to the role, possessing over 30 years of leadership in banking, insurance and financial services. He is also a recipient of both the Order of Freedom of Barbados and an Honorary Doctor of Laws degree from The UWI.

During the period under review, the Cave Hill Campus also paid homage to one of The UWI's most dedicated and cherished leaders, Emerita Professor The Most Honourable V Eudine Barriteau, former Pro Vice-Chancellor and Principal of the Cave Hill Campus (2015-2021). The Campus officially renamed the building housing the School for Graduate Studies and Research in her honour at a ceremony on July 23, 2025. The building is now referred to as the **V Eudine Barriteau Complex**.

## INNOVATION AND ENTREPRENEURSHIP

During the academic year 2024/2025, the Campus continued to focus its efforts on its strategic theme, *Creating Value from Our Ideas*, in keeping with The UWI Triple A Strategy (2022-2027) - *Phase II The Revenue Revolution*. The Campus' theme was developed to foster a culture of research excellence by fuelling entrepreneurship and strengthening industry collaboration. This strategy saw the Campus Community engaged in entrepreneurial pursuits in an effort to transform ideas into value for the Campus and society. This was achieved through targeted initiatives and strategic partnerships, which accelerated the Campus' translation of knowledge into commercially viable solutions that advance the United Nations Sustainable Development Goals. The approach is threefold: to protect intellectual property, identify commercial pathways, and execute strategic partnerships that convert research into market-ready innovations.

The Campus administration is therefore extremely grateful for the continued support of the members of the Campus Community who have provided invaluable contributions to the advancement of the vision of *Creating Value from Our Ideas*.

Entrepreneurship and innovation therefore remain the focal point of the Campus' mission of driving economic growth, societal transformation, and long-term resilience. Over the reporting period, an entrepreneurial culture flourished across Faculties and Centres, which provided the incubator for research-based innovations and the amplification of industry collaborations, resulting in tangible impacts on commerce and society.



Dr Srinivasa Popuri examining a sheet of alginate biopolymer derived from sargassum seaweed

## Bacteria and Packaging Alternatives: Solutions to Sargassum Proliferation

Over the reporting period, the Cave Hill Campus continued its quest to develop viable solutions to the sargassum scourge plaguing the shores of the region. Research and entrepreneurial activities, focusing on the invasive seaweed, were led by the Faculty of Science and Technology (FST).

Dr Bidyut Mohapatra received recognition for describing two new micro-organisms isolated from decomposing sargassum, both of which he named after the island of Barbados: *Chryseobacterium barbadensis* and *Arthrobacter bajanensis*. The two species of bacteria were recognised by the National Center for Biotechnology Information (NCBI), USA as *species novel*, which confers intellectual property rights to the Campus and inventor.

Dr Srinivasa Popuri, Senior Lecturer in Analytical Chemistry, also received recognition when his sargassum research “From Marine Waste to Bioplastic: Sargassum-Derived Sodium Alginate for Sustainable Packaging and Plastic Alternatives” was the most highly ranked proposal selected for funding on January 30, 2026 under the Third Call of the United Nations Plastic Waste Partnership Pilot Project Programme of the Basel Convention. The award totalled USD 180,000.



The Book Launch of *Today in Bajan History*, Volume 1, November 27, 2024 at the Walcott Warner Theatre, EBCCI. From Left : Mr Anthony Greene, Manager, Starcom; Dr Henderson Carter, co-author; Mrs Sally Miller, Publisher, Miller Publishing; Emeritus Professor Alan Cobley, co-author

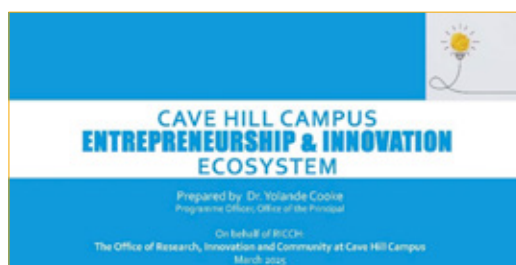
## From the Pages of Time to Airwaves and Coffee Tables

The Faculty of Humanities and Education's (FHE's) Department of History, Philosophy and Psychology has continued to reap the benefits of its daily radio programme, *Today in Bajan History*, since its launch in November 2020. The programme is a collaboration between the FHE and Starcom Network, with radio audiences being treated to 3-4 minute broadcasts on aspects of Barbadian history, twelve times daily, on the stations of the Starcom Network. The programme, which has featured over 2,000 podcasts, has attracted sponsorship, with the Campus receiving a talent fee of BBD 50.00 for each sponsored production.

Building on the success of the programme, on November 27, 2024, the Department launched a coffee table book, *Today in Bajan History: The Almanac vol 1*, edited by Dr Henderson Carter and Emeritus Professor Alan Cobley and published by Miller Publishing with support from Starcom Network Inc. Approximately 2,000 copies have been sold in bookshops island-wide since the launch of the book. This necessitated a second print run of 1,000 copies which are available in bookstores. The University Bookshop has sold over 600 copies alone, making a profit of BBD 25.00 for

each copy sold. The Department, Miller Publishing and Starcom Network, receive BBD 16.00 for each book sold. *Today in Bajan History*, Vol 2 is now being edited for production in 2026.

With the success of *Today in Bajan History*, the Department has launched a spin-off radio programme, *Today in Cricket History*, which is aired three times daily on 92.9 fm. The programme is now in its second year, with over 450 episodes produced to date, with plans to edit and publish the scripts into a coffee table book in 2026.



## Sensitisation on the Cave Hill Campus Entrepreneurship and Innovation Ecosystem

In an effort to foster entrepreneurship and innovation at the Cave Hill Campus, Dr Yolande Cooke, Programme Officer, Office of the Principal, on behalf of the Office of Research Innovation and Community at Cave Hill Campus (RICCH), conducted several sensitisation sessions on the Campus Innovation System for various levels of staff throughout the reporting period. Topics that were discussed included: *The Layout of the University-wide Entrepreneurial System*; and *The Entrepreneurial and Innovation Ecosystem at the Cave Hill Campus*.

### RICCH PITCH TRAINING SESSION 2025 – TURNING RESEARCHERS INTO ENTREPRENEURS

RICCH continued its Campus entrepreneurship sensitisation efforts with a session, on May 08, 2025, titled, *Turning Researchers into Entrepreneurs*. This training session was developed to provide insight to members of the Campus community on how to adequately present their innovative ideas to potential investors.



## INTEGRATING INITIATIVES WITH GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGs)

During the reporting period, the Cave Hill Campus, in keeping with The UWI's mandate, executed a number of new and continuing initiatives aligned with select Global Sustainable Development Goals (SDGs). Some of these projects, which are multidisciplinary in nature, are listed below.

### The Centre for Agricultural Research and Innovation (CAGRI)

#### THE BARBADOS PRISON SERVICE AGRICULTURAL TRAINING PROGRAMME

The Cave Hill Campus launched an initiative to integrate sustainable food production into the operations of the Barbados Prison Service. This innovative, six-week, agricultural training programme, a collaboration between the Campus' Centre for Agricultural Research and Innovation (CAGRI) and the Barbados Prison Service, is aimed at promoting sustainable food production, reducing prison food costs, and supporting inmate rehabilitation.

This collaborative programme combines theory and hands-on-training in modern farming practices and highlights the alignment of expertise with the shared vision for sustainable development. By leveraging The UWI's technical knowledge and innovative strategies, the programme ensures adherence to international best practices while addressing the unique needs of the prison system. Supported by planned infrastructural upgrades and the acquisition of modern equipment, this initiative aligns with national food security goals and serves as a model for sustainable development and rehabilitation in Barbados.

The Project marked a historic first by graduating nine Prison Officers in agricultural training, during the period under review.



CAGRI Director, Dr Michele Singh, addresses participants in the Layer Cage Building Workshop

#### LAYER CAGE BUILDING WORKSHOP

During the period under review, CAGRI successfully hosted a Layer Cage Building Workshop which provided approximately 87 participants with the skills and materials to build functional layer hen cages as part of a broader strategy to empower citizens to contribute directly to food security and reduce dependence on imports. It is important to note that this initiative responded to recent egg shortages in Barbados by building local capacity and supporting greater self-sufficiency in poultry production.

### The Centre for Biosecurity (CBS)

The Centre for Biosecurity (CBS) continued its mission to facilitate the reduction of vulnerability to bio-risks in the Caribbean through research, knowledge sharing, training, education, capacity building, and policy advocacy with the following five research initiatives:

- The 4th Invisible Border Initiative which seeks to map informal routes and cultural factors impacting biosecurity.
- The Big Ocean States (BOSS) Initiative which is designed to combine the rich Caribbean biodiversity, strong intellectual prowess (led

by The UWI), social communities and existing infrastructures, using the Blue Ocean Economy, in order to chart a path of sustainable economic development against biosecurity threats in the Caribbean.

- The Caribbean Wildlife Initiative which seeks to improve the relationship between Caribbean people and Caribbean wildlife and mitigate against the various threats posed to public health, tourism, economy, agriculture and border security.
- The Caribbean Air Pollution Initiative which supports Caribbean governments in tackling global warming from greenhouse gas emissions (GHGs) and the litany of air pollution threats to human, environmental and ecosystem health.
- The Waste Not Want Not Initiative which provides support to Caribbean governments in minimising pollution, inadequate waste management, sanitation, and global warming with greenhouse gas emissions (GHGs) by leveraging the economic potential of varied waste streams and Caribbean biodiversity to address the biosecurity threats posed to human, environmental and ecosystem health.

Additionally, the CBS was awarded research funding totalling USD 65,000, by the Caribbean Community Climate Change Centre (CCCCC), to facilitate training for the R's (Reduce, Reuse and Recycle) for Climate Resilience Wastewater Systems in Barbados (3R-CReWS) project on climate, wastewater management, biosecurity and health in Barbados. Its implementation was successfully completed in June 2025.

## Centre for Resource Management and Environmental Studies (CERMES)

The Centre for Resource Management and Environmental Studies (CERMES) continued to run its flagship MSc/MPhil and PhD programmes in Natural Resource and Environmental Management (NAREM). The MSc NAREM programme has four specialization tracks: (i) Climate Change, (ii) Tropical Coastal and Marine Resource Management, (iii) Water Resources Management, and (iv) Land Management and Environmental Resilience.

## The Faculty of Law and the Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC)

The UWI, Cave Hill Campus continued to play a leading role in regional climate justice efforts as the Caribbean prepared to appear before the International Court of Justice (ICJ) on climate change. The UWI Cave Hill Faculty of Law and the Shridath Ramphal Centre for International Trade, Law, Policy and Services (SRC) partnered to host the Caribbean ICJ Advocacy Clinic on Climate Change, from October 30 to November 1, 2024, in order to strengthen the region's legal preparation for the December ICJ hearings. The Clinic highlighted the severe economic risks climate change posed to the Caribbean, including long-term declines in economic growth and significant losses from climate-related disasters.



## The Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC)

The Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC), received funding, in the amount of USD 845,000, from the United



Mentees of the BLOOMing Youth Project with Project Coordinator, Leigh-Ann Worrell (2nd right)

Nations Foundation for strengthening the voice of Caribbean countries in climate negotiations.

In December, 2024, Dr Jan Yves Remy, Director of the SRC, appeared with fellow representatives of St Lucia before 15 judges of the Global Court to present a case for Small Island Developing States (SIDS) to the ICJ. The delegation urged the Court to recognise the relevance of international law and human rights laws. The submission highlighted the need for clarity on the treatment of fossil fuel subsidies, including their implications under trade and World Trade Organization (WTO) law and called on the court to provide clear guidance on states' obligations in relation to greenhouse gas emissions, with strong support from other Caribbean and SIDS.

### Institute for Gender and Development Studies (IGDS)

The Institute for Gender and Development Studies (IGDS) secured funding of CAD 400,000, from IDRC, for Research, Actions and Solutions on the Climate-Care Nexus in the Caribbean Hub (REACH), a multi-lingual, pan-Caribbean hub

on the climate and care nexus for research, action and solutions which harness the collaborative and collective engagements of researchers, policy makers and activists working at the intersections of care and climate. REACH aims to drive evidence-based policy making and solutions on climate and care and to identify, document, support and amplify gender-transformative local actions.

The IGDS: Nita Barrow Unit (NBU) received USD 54,033 in funding from the Maria Holder Memorial Trust to implement the BLOOMing Youth Project, a continuation of the mentorship programme at the Government Industrial School (GIS). Under the initiative, 15 students of the GIS, aged approximately 14 to 17 years, who have been committed, or remanded for at least one (1) month to the GIS, participated in one-on-one mentorship. They were also exposed to climate-smart farming and agricultural practices, as well as skills to support their entry into entrepreneurship and/or further study.



# THE UWI TRIPLE A STRATEGY 2022-2027

## Phase II The Revenue Revolution

During the 2024/2025 academic year, the Cave Hill Campus continued to align its academic programming and outreach activities with the University's Triple-A Strategy - Access, Alignment and Agility while responding to the needs of its host country, Barbados. The initiatives undertaken during the review period therefore reflect the Campus' continued commitment to academic excellence and sustained institutional growth through translating research into viable commercial activity underpinned by the United Nations Sustainable Development Goals (SDGs).

## Collaborating for Sustainable Development

The 2024–2025 academic year marked a critical inflection point in advancing The UWI Triple A Strategy: The Revenue Revolution, from knowledge creator to value architect. *Creating value from our ideas* continues to be a central pillar of the Campus' Strategic Plan, anchoring the drive to transform intellectual capital into tangible social, economic, and environmental outcomes. Over the past year, the Campus has deepened its commitment to turning ideas into value, fostering a culture where research excellence fuels entrepreneurship and strengthens industry collaboration. Through targeted initiatives and strategic partnerships, the Campus has accelerated the translation of knowledge into commercially viable solutions that advance the United Nations Sustainable Development Goals. These include:

### ● The Renewable Energy powered Sustainable Traps (REST)

Over the past year, a culture of enterprise has flourished across faculties and centres. This has spawned accelerated research-based innovations and amplified industry collaborations, delivering tangible commercial and social impact. Emerging from the Campus's pursuit of innovation and knowledge-based entrepreneurship, the Renewable Energy powered Sustainable Traps (REST) project has evolved from a research concept into a versatile commercial technology



Dr Kirk Douglas (right), Director, Centre for Biosecurity, demonstrates the REST, part of the CBS' exhibit at the Small Island Future Festival (SIFF) hosted by the Global Environmental Facility Small Grants Programme (GEF SGP) and the Ashley Lashley Foundation at the UWI, Cave Hill Campus on June 20-21, 2025

poised for global market entry. REST's modular design now targets multiple pest categories - from disease vectors to agricultural threats and veterinary applications - demonstrating the scalable commercial potential of university-developed innovations. On October 16, 2025, the Campus executed a services agreement with ArcTech Innovation Limited (UK) to launch comprehensive REST validation, covering laboratory efficacy, durability testing, standardised data capture,

and comparative performance analysis. This strategic partnership exemplifies the Campus' entrepreneurial approach: systematically de-risking intellectual property through rigorous validation to accelerate commercialisation pathways, certification readiness, and procurement by industry partners. REST demonstrates how the Campus converts research excellence into market-ready solutions that generate licencing opportunities while addressing critical pest management challenges across multiple sectors.

### ● **Technology and Innovation Support Centre (TISC)**

The Campus' leadership in innovation extends beyond its own ventures to enabling regional innovators to capture value from their ideas. To support the growth of local innovation, the WIPO Technology and Innovation Support Centre (TISC) programme was developed to empower local innovators with the tools and expertise needed to maximise their ideas. Rooted in the Campus' innovation drive, the programme is designed to provide high-quality access to technology information and intellectual property services, enabling researchers, entrepreneurs, and industry partners to create, protect, and manage their IP rights effectively. With services ranging from patent searches and technology analytics to competitor monitoring, training, and commercialisation support, the TISC represents a strategic step in strengthening the innovation ecosystem in Barbados and the wider region.

### ● **The Barbados Diabetes Reversal Project**

Collaborative research between universities and industry unlocks unparallel potential by driving market shifts, saving lives, and positioning institutions as agents of societal change. The Campus has proven this transformative power through the Diabetes Reversal Project - a flagship initiative that exemplifies how academic excellence translates into measurable commercial and health impact. On March 6, 2025, the signing of a Licensing Agreement between the Campus and valued partner Pine Hill Dairy (Barbados Dairy Industries Ltd) for co-branded, low-calorie,



Display of the low-calorie diabetes shake with its whole-food components

meal replacement liquid products signified the conversion of research into commercial reality. This Agreement embodies the monetisation of intellectual capital, demonstrating that university research can generate sustainable revenue while serving the public good. This initiative also directly advances SDG 3 (Good Health and Well-being) by deploying evidence-based, nutritional intervention against the non-communicable disease epidemic affecting the region. The Campus' co-branded products empower individuals to reclaim their metabolic health through accessible, scientifically validated nutrition. By combining rigorous research with Pine Hill Dairy's commercial infrastructure, the Campus has created a scalable model for health promotion where consumers invest in university-validated science, while simultaneously elevating public health outcomes and institutional brand equity.

### ● **Dukes Agri-Industrial Park**

Beyond health innovation, the Campus is creating transformative value in agricultural development and food security. Recognising that agricultural innovation is fundamental to Caribbean resilience and prosperity, the Campus' commitment to food sovereignty and regional self-sufficiency

directly addresses SDG 2 (Zero Hunger) and SDG 12 (Responsible Consumption and Production). This commitment finds expression in the Dukes Agri-Industrial Park, a transformative initiative that converts research excellence into agricultural transformation and economic empowerment. This 28-acre property, donated to the Campus by Mr Charles Edghill, has evolved under CAGRI's stewardship into a comprehensive hub for agricultural research, entrepreneurship, and innovation, directly supporting the Campus' strategic objectives to foster academic-industry partnerships and drive sustainable development across the Caribbean. Infrastructure development remains on track, with 14 acres currently under construction and designed by the Campus for research incubation, technology transfer, and commercialisation activities - creating the physical infrastructure necessary to transform agricultural knowledge into market-ready innovations. The Campus has also intensified investor stakeholder engagement, hosting over 50 international and regional delegations at the facility.

The Campus has also expanded research and innovation collaborations substantially, spearheading projects in aloe vera development, banana-based spirits, plant-based products, cannabis research, papaya industry revitalisation, and livestock innovation - each initiative addressing food security, sustainable production, and value-added agricultural transformation. Strategic partnerships cultivated by the Campus with organisations including the Barbados Medicinal Cannabis Licensing Authority (BMCLA) and the Inter-American Institute of Agricultural Sciences (IICA) also demonstrate the Campus' capacity to mobilise resources and expertise for high-impact initiatives. The Dukes Agri-Industrial Park embodies the Campus' strategic commitment to sustainable development, institutional agility, and regional collaboration. By generating revenue through leasing and commercialisation while supporting applied research that strengthens Caribbean food systems, the Campus translates its academic mission into tangible economic and social value.

## Modernising the Campus' Operations through Digital Transformation

Digital transformation is increasingly recognised as the strategic fulcrum around which modern universities must be built. Aligned with this understanding, the Campus remained steadfast in advancing its digitisation agenda, through sustained investment in information and communication technologies aimed at enhancing operational efficiency, institutional competitiveness, and long-term sustainability. In 2025, the Campus introduced Coursedog, a comprehensive course scheduling and event management platform integrated with Banner and the Student Information System. Concurrently, major upgrades were completed on the Banner platform, replacing the legacy PeopleSoft system with an integrated Human Resources solution that incorporates Customer Relationship Management, document management, and workflow automation. Advancing learner empowerment through technology, the Campus has also modernised a cornerstone of academic validation by introducing and successfully implementing verifiable digital certificates for its professional development programmes and courses - achieving a transformative milestone in credential security and global portability. This initiative reflects the Campus' strategic commitment to innovation, operational excellence, and learner value creation.

## Internationalisation Strategy

The Campus continued to advance its internationalisation strategy through a deliberate focus on global engagement, academic innovation, and the diversification of its student body. Guided by The UWI Triple A Strategy, the Cave Hill Campus deepened its international footprint by expanding transnational partnerships, introducing globally benchmarked programmes, and integrating technology-enabled, flexible learning models similar to those adopted by leading Higher Education Institutions. A key pillar of this vision is the Pre-clinical Sciences Programme, which is now actively enrolling international students as part of Cave Hill's growing global portfolio. The programme



serves as a gateway for international medical learners seeking high-quality, Caribbean-based education, grounded in global standards. Looking ahead, the Campus will strengthen its recruitment and outreach across Latin America, Africa, and Asia, while leveraging digital marketing, alumni ambassadors, articulation agreements with overseas institutions, and tailored scholarship packages to reduce barriers to entry. Additionally, the launch of the Campus' comprehensive suite of undergraduate and postgraduate aviation programmes - developed in collaboration with the Campus' Ground School partner, Barbados Aircraft and Aviation Services Company Ltd (BAASec), and Flight School partner, Canadian Aviation Electronics (CAE), a global leader in aviation training with over 70 years of pioneering excellence - marks a strategic leap forward in positioning the Cave Hill Campus as a hub for global aviation education and international collaboration.

### Preparing a Future-Ready Workforce

In an era defined by rapid technological advancement and shifting global demands, the Cave Hill Campus continuously seeks to prepare a future-ready workforce. As a leading contributor to the regional workforce ecosystem, the Campus continues to align its academic and professional offerings with emerging trends, ensuring that both students and working professionals remain competitive in an ever-evolving labour market. Recognising the evolution of technology, workplace standards, and industry expectations, the University underscores the importance of lifelong learning for students and professionals alike to avoid stagnation in the global economy.

Employers and consumers now demand a broader set of adaptable, technology-driven skills to meet their dynamic needs, and the Campus has responded proactively. Through strategic curriculum reform and ongoing programme review, the Campus ensures that its academic delivery remains current, relevant, and impactful. These initiatives are championed through the Sagikor Cave Hill School of Business and Management (SCHSBM) and the Centre for Professional Development and Lifelong Learning (CPDLL), positioning them at the forefront of regional



workforce transformation. Through a comprehensive portfolio of short courses and professional certifications, these pillars of innovation not only retool professionals and empower graduates with high-value, targeted competencies that are directly aligned with evolving industry needs, but also strategically shape a workforce that is agile, innovative, and globally competitive, ensuring the Cave Hill Campus continues to set the standard for professional excellence in the Caribbean and beyond. Whether through bespoke corporate training programmes, co-created learning modules developed in partnership with key industry stakeholders, these accessible hybrid and online formats have created inclusive pathways to higher education and continuous learning for all.

Embarking on the 2025–2026 academic year, the Campus enters a new phase of transformative growth, one focused on expanding its innovation infrastructure to attract greater investment, deepen partnerships, and accelerate impact. The Campus will strengthen its innovation hub as a dynamic nexus for collaboration between academia and industry, while cultivating an ecosystem that nurtures entrepreneurship, research commercialisation, and technology-driven solutions. By building stronger pathways from discovery to deployment, the Cave Hill Campus will continue to translate ideas into value, delivering innovations that not only advance economic and social development but also cement the Campus' role as a leading catalyst for sustainable, inclusive growth across the Caribbean and beyond. Through these strategic priorities, the Campus reaffirms its commitment to excellence, relevance, and long-term impact. A Campus which serves not only as a centre of learning, but as an engine of transformation that propels regional progress and global competitiveness.

# ACCESS

## STUDENT DEMOGRAPHICS

### Enrolment<sup>1</sup>

As of January 1, 2026, the Campus recorded a total enrolment of 5,977 students. Of these, 4,976 (83.3%) were enrolled in undergraduate programmes, while 1,001 (16.7%) were pursuing postgraduate studies. This reflects a marginal overall increase of 0.7% relative to enrolment in 2024/2025. The Faculty of Social Sciences maintained its position with the highest enrolment at 2,868 students, while the Faculty of Science and Technology followed with 1,210 students. Barbadian nationals remained the largest cohort at both undergraduate and postgraduate levels, representing 80.5% of total enrolment. In terms of student composition by sex, females accounted for 66.8% of the student body, with males comprising the remaining 33.2%, a trend consistent with previous years.

### Graduation Performance

Undergraduate and postgraduate students at the Cave Hill Campus continued to demonstrate commendable academic performance. The Class of 2024 was honoured during ceremonies held on October 19, 2024. In total, 1,398 students received degrees, diplomas, and certificates, comprising 1,023 undergraduate and 375 postgraduate awards. This reflects an overall increase of 12.1% compared with the previous year. At the undergraduate level, 104 students attained First Class Honours, 354 achieved Upper Second Class Honours, and 338 earned Lower Second Class Honours degrees. Among graduates of the Faculty of Medical Sciences, 18 received Honours degrees and two received degrees with Distinction. The valedictorians were Mr Timothy Roper, who graduated with a Bachelor of Laws degree with First Class



Valedictorian, Ms Naomi Cambridge



Valedictorian, Mr Timothy Roper

Honours during the morning ceremony, and Ms Naomi Cambridge, who graduated with a Bachelor of Science degree in International Relations with First Class Honours during the evening ceremony.

Of the 375 degrees, diplomas, and certificates awarded at the postgraduate level, 22 students earned doctoral degrees, including two with high commendation. Among the 296 recipients of taught Master's degrees, 64 graduated with distinction and 93 with merit.

<sup>1</sup> To gain insight into the impact of the efforts of the 2024/2025 academic year, enrolment data is reported for the 2025/2026 academic year.



## Award of Honorary Degrees

The Campus was pleased to confer honorary degrees on four distinguished luminaries: Dame Susan Dilys Dougan (née Ryan), Sir Trevor Hassell, The Most Honourable Elton Deighton “Baba Elombe” Mottley, and Mr Ralph Taylor.

Dame Susan was awarded the Degree of Doctor of Laws (LLD) for her significant contribution to the crafting of young Caribbean citizens through education, educational leadership and mentoring, and for her inspiration to a network of talented teaching practitioners. Sir Trevor Hassell received the Degree of Doctor of Science (DSc) in recognition of his powerful transformation of the Caribbean public health space, his service as a teacher, physician and health advocate, and his lifelong commitment as a mentor and institution builder. The Degree of Doctor of Letters (DLitt) was conferred upon The Most Honourable Elton Deighton “Baba Elombe” Mottley for being a cultural giant who has indigenised both the physical and mental landscape, from Yoruba to Kadooment, and with the precision and ancestral passion of a son of the soil. Mr Ralph Taylor was awarded the Degree of Doctor of Laws (LLD) in recognition of his powerful innovation and meteoric movement in the hotel and tourist industry and his cricketing precision-style navigation of a very turbulent business landscape.

## THE STUDENT ENROLMENT AND RETENTION UNIT (SERU)

During the year under review, the Student Enrolment and Retention Unit (SERU) continued to provide a range of services across four main functional areas - student recruitment and outreach, student engagement/customer service and retention, international programmes and mobility, and alumni-student relations. The sections below highlight the major activities and achievements of the SERU under three of these four areas. The fourth area, alumni-student relations, is captured in the Alumni Relations section of this Report.

### RECRUITMENT

During the reporting period, the SERU continued to provide wide-ranging support for the Campus’ efforts to recruit new students locally, regionally, and internationally, utilising a mix of in-person and virtual approaches and activities. The recruitment activities, led by the SERU, were supported by the Student Affairs Admissions Office, the Office of Graduate Studies and Research, the Office of Marketing and Communications and the Faculties.



## LOCAL OUTREACH

The SERU led recruitment teams on visits to several local secondary schools to promote the Campus and its programmes, provide brochures, and advise prospective students regarding study options and admission requirements in keeping with their career interests. The SERU continued to nurture a strong and mutually beneficial relationship with the guidance counsellors in the secondary schools and participated in career days organised by some schools.

The SERU also organised a special recruitment fair at the Barbados Community College, in October 2024, to provide guidance to prospective students, ahead of the opening of applications for the 2024/25 academic year. Representatives from several faculties joined the outreach team for some events and engaged in lively exchanges with prospective students who took advantage of the opportunity to ask questions about their programmes of interest and teaching and learning at the University.

The local recruitment activities organised by the SERU continued to extend into the community, including pop-up events at shopping malls and participation in several community-based fairs and events. These events were aimed at providing opportunities for engagement with potential graduate and continuing and professional education students. These sessions were held during the height of the application period, allowing the recruitment team to provide on-the-spot assistance with the completion of application forms to those requesting such assistance.

## REGIONAL OUTREACH

### *Recruitment Visit to Belize*

During the period under review, the SERU also engaged in a range of virtual, in-person, and hybrid outreach initiatives targeting regional prospects. The SERU accepted an invitation from the Global Campus Belize to participate in their “UWI Education Week 2024”. The week-long visit in November-December 2024 commenced with participation in the Open Day at The UWI Global Campus Site which allowed the Cave Hill team comprising the SERU Recruitment and



SERU staff interact with customers at a Mall Pop-up Event

Outreach Coordinator and the Assistant Registrar (AR), Student Affairs Admissions to interact with potential students and their parents. The team also visited eight schools in the north and west of the island, and also had the opportunity to participate in a number of outreach activities. These included: an appearance on Love 95.3 FM Television/Radio Station; a visit to the Ministry of Education; attendance at The UWI Recognition Ceremony at which the AR Admissions delivered an address; and participation in a Christmas Expo organised by the Belize Chamber of Commerce. The week-long visit proved to be a success with the team engaging with over 600 prospective students.

### *Collaboration with Trinidad and Tobago Guidance Unit*

The Guidance Unit of the Trinidad and Tobago Ministry of Education, North Eastern Education District (NEED), invited the SERU to participate in two Virtual Career Information sessions for secondary school students on February 11 and 12, 2025. Students from 14 schools participated in the sessions. The SAR, SERU gave a multimedia-supported presentation on the Cave Hill Campus.

### *Virtual Session for Prospects in Grenada*

The SERU continued to pursue collaborations with students and student associations as partners in recruitment and outreach. On November 28, 2024, the SERU partnered with the Grenada Students'

Association (GRENSAC) and the TA Marryshow Community College, Grenada, to host a Virtual Information Session for students in Grenada, who were invited to “Think UWI First!” when considering tertiary education.

### ***Study Choice Caribbean – Virtual Dutch Online Fair***

The SERU participated in the annual virtual fair for students in the Dutch Caribbean, aimed in part at encouraging more students from Dutch Caribbean countries to view The UWI as their choice for tertiary education. The SERU team presented to and interacted with students who were drawn from Aruba, Bonaire, Curacao, St. Maarten, St. Eustatius and Saba.

## **INTERNATIONAL OUTREACH**

### ***Targeting Medical Students in Canada***

The major international recruitment activity undertaken by the SERU, during the year under review, was a series of International Medical School Fairs (IMSF) held in Canada in March 2025. IMSF is a Toronto-based organisation that provides information to premedical students across the USA and Canada on options for pursuing medical degrees internationally. IMSF events are held on university campuses, in partnership with local/campus-based organisations such as the American Medical Student Association and PreMed Clubs, which help to promote the events to the niche audiences. The audience for these fairs is primarily undergraduate students currently studying in the US and Canada, who are interested in pursuing a career in medicine or healthcare.

The Senior Assistant Registrar (SAR), SERU also participated in fairs in Ontario and Montreal, Canada, from March 24 – 29, 2025. Universities hosting the fair included Western, McMaster, York, Queen’s, Ottawa, and McGill. The visit enabled the SAR to assess the potential of the event as a recruitment channel for students for the Campus’ programmes in medicine and health sciences.

## **GENERAL OUTREACH ACTIVITIES – LOCAL, REGIONAL AND INTERNATIONAL**

### ***Faculty Open and Taster Week Series***

The SERU once again coordinated a very successful series of Faculty Open Weeks during the months of March and April, 2025. During this period, all Faculties were allocated a week to showcase their programmes and provide prospective students with insight into life and learning at the Cave Hill Campus. The faculties took responsibility for planning and organising their activities for the Weeks in collaboration with the SERU.

### ***Hosting Campus Visits and Tours***

Over the last few years, the SERU has witnessed an increase in the number of regional and international groups requesting tours of the Cave Hill Campus during visits to Barbados. During the year under review, these visits included the following:

- A return visit, on April 9, 2025, by a Geography teacher and a group of fourth-form students from Queen’s Royal College, Trinidad.
- A group of students and teachers from the Saba Comprehensive School in Saba, Dutch Caribbean on April 11, 2025.
- On April 22, 2025, students and teachers from the Gwendoline van Putten School, St. Eustatius, visited the Campus and were treated to an exciting tour of the facilities, and heard first-hand from faculty and students about campus life.
- A large group of students and teachers from the NOS-ADFONTES Lyceum, a secondary school on the Dutch Caribbean island of Suriname visited the Campus on April 25, 2025.
- On May 27, 2025, a group from Centenary College, a distinguished private liberal arts college from Shreveport, Louisiana, led by Dr Andia Augustin-Billy, Associate Professor of French and Francophone Studies were hosted at the Campus.
- Students and teachers from Belmont Secondary School, Trinidad visited the Campus on July 7, 2025.



SERU staff assisting students with ID cards

## STUDENT ENGAGEMENT AND RETENTION

### *Customer Service and Student Engagement*

During the year under review, the SERU Customer Service team continued to provide excellent service to students and prospective students, their parents and guardians, staff and visitors, utilising several communication channels, including email, landline and mobile telephone, WhatsApp messaging, social media and the Campus App, as well as a welcoming walk-in environment.

The SERU implemented its annual communication plan for students, covering the various stages of the academic year. The plan included regular newsletters to provide reminders of key dates and responsibilities, and to inform students regarding scholarships, internships, study abroad and other developmental opportunities. Major communication campaigns focused on advising students regarding verifying clearance for and access to examinations; encouraging timely payment of Registration Fees ahead of the start of the academic year; and promoting early collection and validation of ID cards. These activities continued to contribute to a decline in the number of students missing examinations due to financial arrears and holds on their accounts.

During the year under review, the SERU Customer Service team responded to thousands of queries, including over 7000 email messages and approximately 3000 calls and WhatsApp messages via cell phones, in addition to in-person office visits and regular landline calls. The office noted continuation of a trend toward increased usage of cell phones, both regular calls and the WhatsApp facility, confirming that current and prospective students value this communication channel. The WhatsApp channel is particularly popular with overseas students and prospective students.

### *Management of ID Cards and Student Status Letters*

The year under review marked the second year that the SERU's Customer Service team was fully responsible for the production and distribution of student ID cards. The unit actively promoted early payment of registration fees and validation of ID cards among continuing students and again implemented dissemination of ID cards as an element of the live New Student Orientation programmes for both undergraduate and graduate students. The SERU was proactive in working with departments to ensure that students studying remotely received ID cards in a timely fashion to facilitate their access to examinations. The unit noted a reduction in the number of students requiring



replacement cards during the examination period and attributes this in part to the consistent communication throughout the semester providing reminders on ID card validation and/or collection.

The SERU processed over 1900 requests for Student Status Letters during the past year, a 19% increase over the previous year. It was noted that status letter requests were becoming more complex. Requests which require customised content or documents tailored for specific purposes necessitate a significant amount of time to prepare, review, and approve. The SERU also noted that many students are requesting multiple copies of status letters customised for different purposes. Following a review of this service and developing trends, the SAR prepared a proposal for the charging of fees for student status letters which would bring the Campus in line with other UWI campuses and international institutions, and ensure consistency with other areas of operation, for example transcripts and letters of certification for which fees are charged.

### **Supporting the Orientation of New Postgraduate Students**

The SERU continued to lead activities to support the orientation and onboarding of new postgraduate students in collaboration with the School for Graduate

Studies and Research. Data from student feedback collected in 2024, with the support of the INPLAIS Student Experience team, was used to inform changes to the postgraduate orientation activities. Changes made included earlier and more targeted promotion of activities; separation of programme orientation activities from the live orientation forum and the restructuring of the forum to offer a more welcoming and interactive experience with opportunities for Q&A. Programme orientations were scheduled over a one-week period preceding the live forum.

### **Annual Updating of Orientation Resources**

The SERU updated the New Student Website to ensure early access to important information by incoming students and updated the general *Student Handbook* and the undergraduate and postgraduate *Pre-arrival Guides for Regional and International Students*. The unit also updated the various *Fees Booklets* for regional undergraduate and graduate students, as well as international students.

### **Airport Meet and Greet**

The SERU's annual Airport Meet and Greet service for new regional and international students was held from August 18 – September 1, between the hours of 10:00 am and 10:00 pm daily. The service was coordinated by the AA/Alumni-Student Relations Coordinator and supported by the volunteer services of students, alumni, and staff. Arriving students were presented with welcome packages containing items donated by several local businesses, including local sim cards for the students' mobile phones.

### **Student Appreciation Day**

The SERU held its second Student Appreciation and SERU Open Day on February 13, 2025. The very successful event included poster displays and other information highlighting the services provided by the unit as well as fun and interactive activities designed to further enhance and test students' awareness of the unit and its services. The SERU used the occasion to present tokens of appreciation to several students who diligently supported the work of the unit. Coinciding with the season of Valentine, there were several



Airport Meet and Greet



Rutgers students visit the St Stephen's Primary school as part of their Study Tour to Barbados

activities focused on the theme of love. Students participated enthusiastically and were rewarded with token gifts and surprises. Refreshments were provided and a special “valentine’s cake” was cut by staff and students. The event was very well attended by students who were effusive in their praise of the activity.

## INTERNATIONALISATION

During the reporting period, the SERU continued to provide extensive support for the Campus’ Internationalisation agenda. Services and activities included international recruitment efforts; international student support; responding to a rapidly growing demand for international partnerships, including requests to host short-term/faculty-led study abroad experiences, and growing interest from European institutions seeking partnerships for staff and student exchanges under the Erasmus+ programme; development and/or renewal of partnership agreements; and

promotion and administration of two-way student and staff mobilities among others. Major activities and achievements in internationalisation during the year included the following:

### ***International Recruitment and International Student Support***

Major efforts in this area continued to focus on the African market which the Campus has identified as the primary potential source market for international students. Application trends continue to show increasing interest from international students, particularly at the postgraduate level, with the number of international applicants exceeding or nearing 400 for the past three years. Increasing the applicant pool and converting larger percentages of applicants into registered students remain major areas for attention. The development of strategies to support achievement of goals in this area, including proposals for partnerships for scholarships and student support, continue to be a focus.





Dr Kristina Hinds (centre) poses with students of the University of San Diego as part of a Study Tour to Barbados

### ***International Partnerships and Collaborations***

During the period under review, the SERU oversaw the renewal of five partnership agreements and concluded and signed an agreement for a new Study Abroad partnership with the University of Vermont, USA, which will involve paying students, expected to commence in Semester 2 of the 2025/26 academic year.

Growth continued in the following two major areas:

#### ***Incoming Faculty Led Programmes/Study Tours***

The SERU International Office continued to experience an increase in the number of international institutions requesting support services for the planning and implementation of short-term study tours to Barbados. The number of repeat visits underscore the value that international partners place on these programmes.

The support provided by the SERU included planning of itineraries, identification and coordination of UWI academic staff to serve as presenters, assistance with arrangement of local excursions and other logistics, and organising orientation sessions, among other areas.

During the year, the SERU assisted with the planning and hosting of study tours/faculty led programmes at the Campus for students and faculty from the following institutions:

- McMaster University, Canada
- University of San Diego, USA
- Washington and Lee University, USA
- Rutgers University, USA
- Keyce Academy, France
- New York University, USA (led by the FCCPA)



### **Other International Meetings and Visits**

The SERU held meetings, coordinated itineraries and/or hosted visits by representatives from several other international partner institutions during the year under review. Institutions included:

- University of Vermont
- University of Regina
- Osaka Gakuin University
- Ambassador of Chad to Washington and Mexico
- University of North Carolina, Wilmington
- Bridgewater State University
- Education USA (Regional Advising Manager for North & Central America and the Caribbean)
- Washington and Lee University
- Winona State University
- Institute for the International Education of Students (IES)

These visits facilitated discussion on new or revived partnership agreements.

### **Increase in Mobilities Under the Erasmus + Programme**

The Cave Hill Campus continued to expand partnerships with European institutions seeking mobilities funded under the Erasmus+ Programme.

The Campus welcomed students and faculty from the following universities:

- Altinbas University, Turkey
- Laurea University of Applied Sciences, Finland
- Slovak University of Technology, Bratislava
- University of Oradea, Romania

The Cave Hill Campus also approved the following outbound mobilities for staff under the Erasmus+ project:

- University of Oradea, Romania
- University of the Aegean, Turkey
- Slovak Univ of Technology, Bratislava
- Altinbas University, Turkey
- Laurea University of Applied Sciences, Finland

The SERU initiated the set-up of a committee and guidelines to oversee the application, selection and reporting processes for Erasmus+ Mobilities.

### **Student Mobilities Under Standard Exchange Agreements - Inbound and Outbound**

During the reporting period, 56 students registered at The UWI Cave Hill Campus under the student exchange/study abroad programme, up from 38 the previous year. This included one study abroad student



Representatives of the University of Oradea (centre left and right) pose with representatives of the Cave Hill Campus



A student observes one of the displays at the Study Abroad Fair hosted by SERU

from Harvard Law School. Unlike exchange students, study abroad students pay tuition fees. Seventeen (17) Cave Hill Campus students participated in the student exchange programme, up from 11 the previous year.

### ***Promoting International Exchange Opportunities and Partnerships***

The SERU continued efforts to encourage more Cave Hill students to take advantage of the opportunity to spend a semester or a year abroad, recognising the high-impact nature of these opportunities. The office also continued its robust use of social media to promote its vibrant international partnerships. The International Office's annual Study Abroad Fair held on February 13, 2025 in the SERU courtyard attracted many students who engaged with SERU staff and fellow students about exchange opportunities.

### **VIBRANT USE OF MULTIPLE COMMUNICATION CHANNELS**

The SERU continued to make excellent use of a wide range of channels across all its functional areas, to facilitate communication with prospective and current students and alumni, and to promote the Campus as an excellent place to study.

The SERU's Instagram and Facebook pages, YouTube Channel, and the Campus App were all widely and effectively utilised throughout the year as tools of engagement, information and promotion. Over the year the followers on the SERU's Instagram continued to grow, adding another 400 new followers, to now exceed 2750. The International Office Instagram page also saw steady growth in engagement, with just under 1500 current followers.





Aviation students at Graduation

## THE CENTRE FOR ENGLISH LANGUAGE LEARNING

### FACILITATING INTERNATIONALISATION THROUGH LANGUAGE LEARNING

The Centre for English Language Learning (CELL) remained pivotal to the Campus' internationalisation efforts, attracting diverse groups of learners from the region through the offering of immersive, high-quality language programmes.

### AVIATION ENGLISH AND ENGLISH FOR CABIN CREW

On September 30, 2024, the CELL welcomed students to its inaugural English for Cabin Crew course. This course is part of a series of aviation English programmes conceived by Philippe Odry and Marie-Claude Valide of the Centre de Formation d'Apprentis des Métiers de l'Aéronautique Ciel Outre-Mer, the Training Centre for Apprentices in Sky Overseas Aeronautics. It is the first such course for the Eastern

Caribbean, designed by Dr Stacy Denny and taught by CELL. Along with nine students enrolled in this programme, five others participated in the Aviation English course, with many classes combined to highlight the overlap between roles in aviation. This is the first cohort for English for Cabin Crew, developed last year, and the third overall for Aviation English. Training included pronunciation of the aviation alphabet, airline service simulations, and air traffic control exchanges. Pilot students engaged in flight training at the Barbados Flight Institute under instructors Derek Gardier and William "Bill" Chandler. Flight attendants practised aboard InterCaribbean aircraft with input from Captain Peter Parris, a former pilot and current country manager of InterCaribbean Airways, as well as cabin crew instructors Trina Clarke and Khadeja Steele. Cultural activities included culinary classes, guest lectures, and cultural tours. The students in the programme received their certificates during the graduation ceremony held on November 22, 2024.

### GENERAL ENGLISH

In October 2024, the Centre welcomed a Brazilian couple through an agreement with Renato Werner, President of IBGS - Instituto Brasileiro de Gestão



Social. They began the General English course on October 21 and completed it on December 14, 2024. As English beginners, they focused on pronunciation and structure, but their learning extended beyond the classroom. They appreciated participating in cultural activities with the larger group and attending phonological classes.

CERTIFICATE IN TESOL

Following the Aviation programme, the Certificate in TESOL course began. This online, twelve-week course, split into two sessions, trains participants from across the region in the theories and methods of teaching English. During the period under review, eight participants were enrolled in the course. They were required to develop and deliver lesson plans in classroom settings to demonstrate their grasp of language teaching theories and practices.

Eight students returned for the practical aspect, part II, of the TESOL course. They all successfully graduated from the course in February 2025. At the end of the session, students submitted an e-portfolio of their work for assessment by CELL staff, which was then further assessed by the Eastern Caribbean Joint Board of Teachers of Education. The board awarded participants their certificates accordingly. All eight students successfully graduated from the online course.

ENGLISH FOR SPECIFIC PURPOSES

During the academic year, the CELL took a strategic risk by launching a one-year academic programme aimed at pre-university students preparing for university entry. Typically, CELL offers short-term programmes for groups of students. At the programme's start, CELL welcomed three new students from Africa: two siblings from Côte d'Ivoire and one from Morocco. The siblings shifted their plans from studying in Canada to enrolling at the Cave Hill Campus.

As part of their language training, the CELL collaborated with Intimate Hotels of Barbados (IHB) to offer students a summer job attachment that enabled them to interact with the public and support their English learning. They were assigned to the IHB headquarters in Belleville and the Dover Beach Hotel to complete their first-semester training.

During the summer period, the CELL hosted twin brothers from France, for a three-week ESP course. These students, who plan to attend university in Switzerland, received English instruction focused on finance, their chosen field of study. They also enjoyed various tours of Barbados as part of their linguistic and cultural education.

OVERVIEW OF PROGRAMMES

Table 1: Overview of programmes offered by CELL

| PROGRAMME              | TERRITORY              | NO OF STUDENTS |
|------------------------|------------------------|----------------|
| English for Cabin Crew | Martinique             | 9              |
| Aviation English       | Martinique             | 5              |
| General English        | Brazil                 | 2              |
| Certificate in TESOL   | Anglophone Caribbean   | 8              |
| Academic English       | Cote D'Ivoire, Morocco | 3              |
| ESP                    | France                 | 2              |
| TOTAL                  |                        | 29             |

## THE CONFUCIUS INSTITUTE

### BRIDGING LOCAL AND GLOBAL COMMUNITIES

The Confucius Institute (CI) at The UWI, Cave Hill Campus continued to advance its mandate of promoting Chinese language education, facilitating academic exchange and strengthening cultural ties between Barbados, the wider Caribbean and China. Since its establishment in 2015, the Institute has transitioned from a teaching-focused entity into a comprehensive educational hub with deeper university integration, expanded programming and enhanced community engagement.

During the period under review, the Institute consolidated its organisational framework, broadened its teaching portfolio, deepened its scholarly collaborations and delivered a series of cultural initiatives that contributed to the University's internationalisation agenda and to national cultural and educational development.

### BOARD MEMBERSHIP

During the reporting period, the composition of the Confucius Institute Board of Directors was updated to reflect changes in leadership at both partner institutions. Dr Henderson Carter, Dean of the Faculty of Humanities and Education was appointed to the Board, succeeding Professor Ochieng Odhiambo. Local Director, Dr Che Leon C. Corbin assumed the Board position previously held by Mr David Bulbulia. On the CUPL side, Professor Yang Xinqing replaced Professor Yu Ping, and Professor Lu Yong succeeded Professor Li Juqian.



Confucius Institute Teachers presenting at Providence Secondary School Language Day on June 24-25, 2025

### CHINESE LANGUAGE TEACHING

The Institute delivered instruction across nine fixed sites during the academic year, including three primary schools, one secondary school, The UWI, Barbados Community College, Erdiston Teachers' Training College, the Barbados Workers' Union and Helping Hands Daycare. Following outreach in mid-2024, The Alleyne School was added as a new site.

In addition to fixed-site delivery, 13 specialised programmes were offered, including: HSK training; online "Learn Chinese Together" classes in collaboration with the National Library Service; extra-curricular programmes for secondary students; a VIP class series; business Chinese for civil servants; Tai Chi; calligraphy; guzheng; summer camps; and Sunday School classes.

#### Teaching Activities 2024–2025

|                     |       |
|---------------------|-------|
| Teaching Sites      | 9     |
| Programmes Offered  | 13    |
| Classes Delivered   | 109   |
| Registered Students | 1,967 |

University-level teaching was expanded in line with the UWI Foreign Language Policy. Confucius Institute teachers assumed responsibility for six credit-bearing Chinese language and culture courses across both

## Principal's Overview

semesters, covering introductory to advanced levels as well as “Introduction to Contemporary China.”

Examination results reflected steady progress. In October 2024, 12 candidates sat the HSK examinations with an 83 % pass rate, representing triple the historic average participation.

Professional development of teachers remained a key focus through participation in the Wuben Project, which facilitated technical training, peer reviews and international benchmarking.

**Table 2: Overview of Confucius Institute Teaching (May 2024-March 2025)**

| NAME                                                                                    | NUMBER OF CLASSES  | NUMBER OF STUDENTS | MODE             | STATUS         |
|-----------------------------------------------------------------------------------------|--------------------|--------------------|------------------|----------------|
| <b>9 Fixed Teaching Sites</b>                                                           |                    |                    |                  |                |
| St. Stephen's Primary School                                                            | 18                 | 450                | Offline          | Existing       |
| Charles F. Broome Primary School                                                        | 18                 | 450                | Offline          | Existing       |
| St. George Primary School                                                               | 16                 | 400                | Offline          | Existing & New |
| Ellerslie Secondary School                                                              | 6                  | 70                 | Offline          | Existing & New |
| The Alleyne School                                                                      | 2                  | 12                 | Offline          | New            |
| Erdiston Teachers' Training College                                                     | 1                  | 5                  | Offline          | Existing       |
| Barbados Community College                                                              | 2                  | 10                 | Online *         | Existing       |
| Barbados Workers' Union                                                                 | 2                  | 50                 | Offline          | Existing       |
| The UWI, Cave Hill Campus                                                               | 12                 | 108                | Offline          | Existing & New |
| <b>13 Teaching Programs</b>                                                             |                    |                    |                  |                |
| HSK Training                                                                            | 3                  | 21                 | Online & Offline | New            |
| Learn Chinese Together · Cooperation Project with the Barbados National Library Service | 6                  | 130                | Online           | Existing       |
| Extra-Curricular Mandarin Training Program for Secondary School                         | 2                  | 56                 | Offline          | New            |
| VIP Class                                                                               | 10                 | 10                 | Offline          | Existing & New |
| Business Chinese for Civil Servants                                                     | 1                  | 20                 | Offline          | Existing       |
| Tai Chi Club                                                                            | 2                  | 10                 | Offline          | Existing       |
| Chinese Sunday School                                                                   | 2                  | 38                 | Offline          | Existing       |
| Summer Camp at The UWI, Cave Hill Campus                                                | 1                  | 70                 | Offline          | Existing       |
| Helping Hands Daycare                                                                   | 1                  | 30                 | Offline          | Existing       |
| Signal-to-Noise Summer Camp                                                             | 1                  | 20                 | Offline          | Existing       |
| Summer Training for personnel going to China                                            | 1                  | 1                  | Online & Offline | Existing       |
| Guzheng Classes                                                                         | 2                  | 4                  | Offline          | New            |
| Chinese Calligraphy Class                                                               | 1                  | 2                  | Offline          | New            |
| <b>TOTAL</b>                                                                            | <b>109 Classes</b> | <b>1967 **</b>     |                  |                |

\* Owing to campus renovation work    \*\* Registered Students



## ACADEMIC EXCHANGE

The Institute continued to strengthen its academic profile during the year through forums, symposia and university partnerships. The Zhixing Forum ("Knowledge in Action") hosted lectures and demonstrations on themes ranging from biodiversity protection and digital technologies to comparative literature and traditional medicine, featuring contributions from UWI faculty, visiting Chinese scholars and local practitioners.

On April 24, 2025, the China-Caribbean Joint Research Center was inaugurated at The UWI Cave Hill alongside an International Maritime Law Symposium. The Centre, co-established by The UWI and the China University of Political Science and Law (CUPL), was formally launched by Principal of the Cave Hill Campus, Professor R Clive Landis, CUPL Party Secretary, Gang Wenzhe and Chinese Embassy representatives. The symposium attracted participants from across the Caribbean and China, enhancing collaboration in ocean law, climate change and international maritime affairs.

Teaching connections were further deepened through online law courses delivered by CUPL faculty and new dialogues between the Humanities faculties at both universities. The Institute was also represented at the World Chinese Conference in Beijing, further raising its international profile.

## CULTURAL PROGRAMMES

During the reporting period, the Confucius Institute delivered a broad range of cultural events reaching diverse audiences across Barbados and the region. The following provides a snapshot of the events:

- The Fish and Dragon Festival (January 2025)
- The 10th Anniversary of the Cave Hill CI Celebration (April 2025)
- The Chinese Bridge Competition (May 2025)

Additional outreach was achieved through participation in the National Library Service Literacy Fair, the CARIFESTA Youth Village and multiple community-based cultural workshops. Through these initiatives,



Dr Che Corbin and Wenxin Ma from the CI participate in the Library Service Literacy Fair

the Institute provided interactive experiences in Chinese music, calligraphy, dance, Tai Chi and traditional arts, thereby broadening cultural understanding and engagement across sectors of Barbadian society.

## DEVELOPMENT AND OPERATIONS

Strategic development during the year focused on expanding partnerships and standardising instructional delivery. Key achievements included:

- Launch of The Alleyne School teaching partnership;
- Adoption of Chinese language electives at The UWI, Cave Hill Campus;
- Development of new community-responsive courses;
- Standardisation of teaching materials and course processes;
- Strategic planning for 2025 and beyond.

As outlined, the Institute therefore remains committed to its founding mission of fostering understanding of Chinese language and culture, advancing international friendship and supporting the academic objectives of both partner universities.

# THE CENTRE FOR PROFESSIONAL DEVELOPMENT AND LIFELONG LEARNING

## Innovating Education for the Digital Era

The Centre for Professional Development and Lifelong Learning (CPDLL) continues to evolve as a regional knowledge and training hub, supporting companies, governments, and professionals in adapting to the changing dynamics of work, technology, and sustainability. Moreover, the Centre actively collaborates with institutions to re-examine and strengthen their learning and development ecosystems, ensuring that training programmes are aligned with emerging industry demands and the digital economy. Through its growing portfolio of short courses, executive modules, and customised programmes, the CPDLL drives innovation, resilience, and transformation by integrating new digital tools, sustainability principles and global best practices into its curriculum. These offerings enable employees to build new competencies, embrace continuous improvement, and remain competitive in their respective industries. By fostering an environment of lifelong learning and upskilling, the CPDLL helps organisations future-proof their workforces thereby ensuring that professionals are digitally literate, strategically agile and sustainability-oriented.

### The Centre for Professional and Development and Lifelong Learning (CPDLL)

**Mission:** *"To meet the lifelong learning needs of the Caribbean and the wider world by offering innovative, accessible, flexible and high-quality professional development and lifelong learning products/ services."*

**Vision:** *"To become the premier global centre for continuing professional development and lifelong learning rooted in the Caribbean."*

As industries undergo rapid transformation, the Centre remains at the forefront, shaping a new generation of forward-thinking professionals and reinforcing its reputation as a pillar of knowledge exchange, capacity building, and innovation in the Caribbean. During the 2024/2025 academic year, the CPDLL expanded its reach by offering a diverse range of short courses and postgraduate modules in high-impact areas such as Strategic Human Resource Management, Risk, Crisis and Disaster Management, and Social, Economic, Political, Environmental Impact Assessment. These programmes have been instrumental in enhancing decision-making and supporting organisations in building more sustainable and competitive futures.

The CPDLL has assisted institutions in the re-examination of their learning and development processes to provide learning and training opportunities for employees. This is done with the intention of ensuring the development of the modern employee who can adapt to the new realities of various industries. This is in response to the rapid digitalisation and change that has occurred across a variety of industries. In addition, the Centre acknowledges that the provision

Table 3: Courses Offered by CPDLL 2024/2025

| SHORT COURSES ONLINE               | SHORT COURSE CUSTOMISED                                    | POSTGRADUATE MODULES                                         |
|------------------------------------|------------------------------------------------------------|--------------------------------------------------------------|
| Inventory and Warehouse Management | Practical Research for Policy and Government Professionals | Introduction to Business Analytics                           |
| Supervisory Management Skills      | Beginner's Chinese for Business and Tourism                | Strategic Human Resource Management                          |
| Digital Marketing                  | Stress Management                                          | Risk, Crisis and Disaster Management                         |
| Business Analytics                 | Policy Formulation and Implementation                      | Digital Marketing & Social Media                             |
|                                    | Building Customer Service Excellence                       | Social, Economic, Political, Environmental Impact Assessment |

of professional development courses makes it easier for skilled professionals to be developed, which in turn ensures the competitiveness of their company in the market and, consequently, the sustainability of the organisation.

## Customised Programmes and Short Courses

In today's rapidly evolving economic and social landscape, the capacity for continuous learning, innovation, and sustainable thinking is essential for success. Recognising this, employers increasingly value a workforce that not only adapts to change but also contributes to shaping forward-looking policies and practices that promote long-term development. In response, the CPDLL has strengthened its partnerships with local and regional organisations to deliver transformative learning experiences that build competencies in sustainability, innovation and policy development. Through these alliances, the Centre provides targeted learning support that equips employees with the analytical, strategic, and creative skills required to drive sustainable growth and innovative policy solutions across diverse sectors.

The CPDLL conducted two offerings of the course Policy Formulation and Implementation with the Prime Minister's Office in Grenada. This short course provided the opportunity for delegates to develop their capabilities in policy making, specifically as it relates to policy formulation, implementation, and evaluation. With policy formulation



The CPDLL providing training to the Prime Minister's Office in Grenada

and implementation being a process that requires systematic and strategic planning, the course sought to enhance delegates' understanding of what policy making entails, the critical internal processes that need to be undertaken, and the strategies and tools that can be employed to successfully formulate and deliver policy.

The CPDLL continued its collaboration with the Government of Barbados by offering educational and training assistance to enhance the skills and competencies of employees within the Public Service. For the period under review, the CPDLL offered customised short courses in Practical Research for Policy and Government Professionals, Beginner's Chinese for Business and Tourism, Policy Formulation and implementation and Effective Writing Skills for the Public



Service. These courses are designed to strengthen the capacity of public officers to conduct evidence-based policy analysis, communicate effectively, and engage with diverse stakeholders in an increasingly interconnected global environment. By improving analytical, linguistic, and communication competencies, the programmes contribute to more efficient policy development, improved service delivery, and enhanced institutional performance across ministries and departments.

Companies and Governments that Sponsored Staff Involvement in Short Courses and Customised Programmes

Over the course of the review period, numerous companies and governments sponsored at least one of their employees through the CPDLL. These are summarised in Table 4, which includes the following:

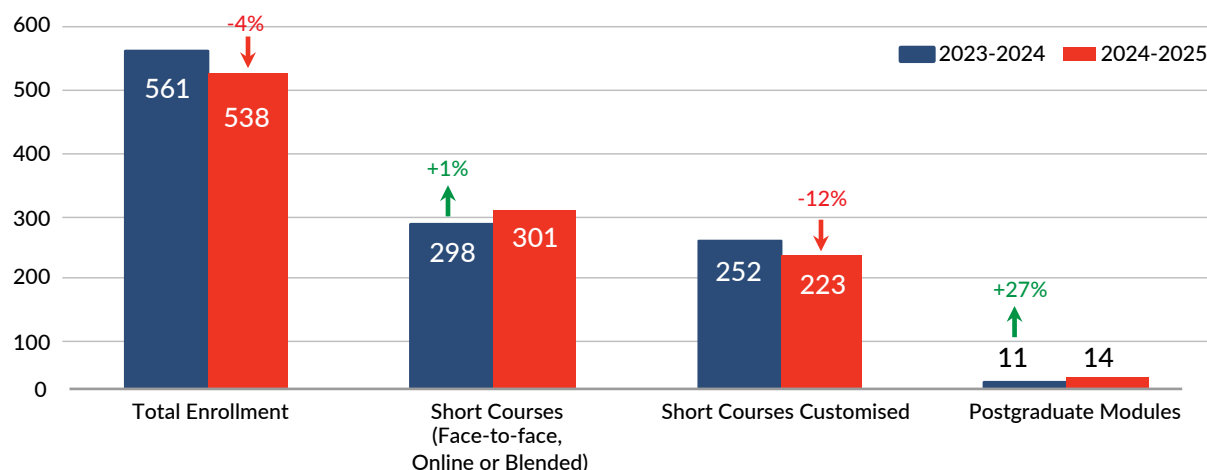
Table 4: Companies and Government Agencies/ Ministries that sponsored staff training through the CPDLL 2024/2025

| LOCAL ORGANISATIONS                                                 | LOCAL ORGANISATIONS                               |
|---------------------------------------------------------------------|---------------------------------------------------|
| Banks Holding Ltd (Barbados)                                        | The UWI - Human Resources (Barbados)              |
| Barbados Bottling Company Ltd (Barbados)                            | The UWI - Shridath Ramphal Centre (Barbados)      |
| Barbados Defence Force (Barbados)                                   | Regional Security System Headquarters (Barbados)  |
| Barbados Drug Service (Barbados)                                    | Restaurant Associates (Barbados)                  |
| Barbados National Oil Company Ltd (Barbados)                        |                                                   |
| Barbados Reference Lab (Barbados)                                   | REGIONAL ORGANISATIONS                            |
| Capita Finance (Barbados)                                           | Clarence Fitzroy Bryant College (St. Kitts)       |
| Central Bank of Barbados (Barbados)                                 | Sol EC Ltd (St. Kitts)                            |
| Invest Barbados (Barbados)                                          | Clarence Thomas Ltd Home Center (St. Vincent)     |
| Little Caesars (Barbados)                                           | Coreas Pharmacy Ltd (St. Vincent)                 |
| Marshall Trading Ltd (Barbados)                                     | Jonas Browne & Hubbard (Grenada)                  |
| Ministry of the Public Service (Barbados)                           | Prime Minister's Office (Grenada)                 |
| Packaging Centre Ltd (Barbados)                                     | National Insurance Board (Turks & Caicos Islands) |
| Platinum Systems (Barbados)                                         | M&C Home Depot (St. Lucia)                        |
| Quintessential HR Inc (Barbados)                                    | Sagicor (Antigua)                                 |
| The Barbados Agency for Micro Enterprise Development Ltd (Barbados) |                                                   |

## Growth of the CPDLL

Although there was a decrease in enrolment in customised short courses during the Academic Year 2024-2025, there was a short course (1%) and postgraduate module (27%) increase for organisations and governments.

**Figure 1: CPDLL Course Enrolment for Academic Year 2024-2025 Compared to 2023-2024**



During the period under review, the CPDLL introduced a diverse suite of new courses designed to strengthen professional capacity, promote sustainability, and encourage innovation across various disciplines. Courses such as Introduction to Skincare Science and Blueprints for Change: Hospitality and Design for a Sustainable World reflect the Centre's commitment to fostering creativity and sustainable thinking within growing industries. Meanwhile, the introduction of Medical Spanish for Beginners 1 and 2 and Medical Spanish – Intermediate further underscores this global outlook, equipping healthcare professionals with essential language skills to improve patient communication and service delivery.

Collectively, these courses represent CPDLL's ongoing drive to create innovative, inclusive, and future-ready learning opportunities that align with the Centre's broader mission of promoting sustainability, cross-cultural understanding, and lifelong learning in the Caribbean and beyond. More specifically, the CPDLL established new certificates and short courses in the following subject areas:

- Introduction to Skincare Science
- Blueprints for Change: Hospitality and Design for a Sustainable World
- Creative Writing
- Online Preparation Course for A1-DELE Spanish Diploma
- Online Preparation Course for A1-DELE for Schoolers Spanish Diploma
- Online Preparation Course for A2-DELE Spanish Diploma
- Online Preparation Course for A2/B1 DELE for Schoolers Spanish Diploma
- Online Preparation Course for B1-DELE Spanish Diploma
- Online Preparation Course for B2-DELE Spanish Diploma
- Online Preparation Course for C1-DELE Spanish Diploma
- Online Preparation Course for C2-DELE Spanish Diploma
- Medical Spanish for Beginners 1
- Medical Spanish for Beginners 2
- Medical Spanish – Intermediate



L-R: Moderator Dr Dion Greenidge, Executive Director and CEO, Sagikor Cave Hill School of Business and Management, Professor Winston Moore, Deputy Principal, Dr Kim Quimby, Senior Lecturer, GA-CDRC and Ms Shafia London, representing Barbados Dairy Industries Ltd, participate in the From Idea to Manufacturing

## Promoting Quality Research at Cave Hill

The Cave Hill Campus continued its efforts to promote the Campus' Research and to increase the publishing of quality research at the Cave Hill Campus during the reporting period.

### CHRONICLING THE IMPACT OF THE CAMPUS' RESEARCH ON SOCIETY

On March 06, 2025, the Cave Hill Campus launched the Cave Hill Impact website (<https://www.cavehill.uwi.edu/research/impact/>) to demonstrate the value added to society by Cave Hill research, through the publication of stories in a friendly and easy to understand format. The featured stories on the website are categorised according to the Sustainable Development

Goals (SDGs). The launch also featured a research forum titled, *From Idea to Manufacturing*, which highlighted the Campus' research and its benefits to private sector partners such as CIBC FirstCaribbean and Barbados Dairy Industries Ltd (Pine Hill Dairy/Banks Holdings Ltd).

### AUTHOR FELLOWSHIP PROGRAMME WRITING RETREAT

The Author Fellowship Programme, an initiative of RICCH, hosted a Writing Retreat from January 13-15, 2025. It was designed to help graduate students, faculty, and administrators make progress on their publishing journey. The retreat, which was held in the School for Graduate Studies building, provided focused writing time, strategic workshops, and peer support to foster sustainable writing habits and community.





## BRIDGING THE GAP: TRANSFORMING DATA INTO IMPACTFUL STORIES

During the reporting period, RICCH also hosted a session, co-hosted by Dr Chris Hillier and Dr Sascha Olinsson, which provided a comprehensive journey from data analysis to impactful communication, with a special focus on emerging technologies and maintaining integrity in the AI era. The session covered topics such as:

- The future of data storytelling
- Real world examples of the transformative impact of AI and emerging technologies on data communication
- Bridging the gap between scientific analysis and journalistic storytelling to create compelling and transformative content
- Critical issues of data integrity and bias in the age of AI

# ALIGNMENT

## Advancing Growth Through Strategic Partnerships

During the 2024-2025 academic year, faculties advanced their engagement with international partners. The Faculty of Humanities and Education strengthened its relationships with Columbia University, the Universidad de Puerto Rico, and the University of Florida through academic exchanges and immersive study tours. The Faculty of Law deepened regional partnerships under its Quality Assurance Action Plan, while the Faculty of Medical Sciences forged ties with the Pan-American Health Organisation (PAHO), the Caribbean Public Health Agency (CARPHA), and the Caribbean Examinations Council (CXC) to modernise health-professional training.

The Faculty of Law finalised a Memorandum of Understanding (MOU) with the University of Dayton to offer two Double LLM Degrees - Corporate and Commercial Law and Intellectual Property Law, each paired with American and Transnational Law. These programmes were successfully launched in October 2024.

A highlight of this partnership is the provision of scholarships, valued at USD 762 per credit. As a result, instead of paying USD 1352 per credit – amounting to USD 40,560 for a 30-credit programme – applicants who successfully complete either of the two UWI LLM programmes are only required to pay USD 590 per credit or USD 17,700 in total.

This scholarship opportunity and additional benefits associated with the successful completion of these programmes, have generated strong student interest which the Faculty anticipates will result in increased enrolment in its LLM programmes.

Additionally, the Faculty of Law finalised an MOU with Athabasca University, enabling holders of its Postgraduate Diploma in Legislative Drafting to pursue the UWI LLM in Legislative Drafting after a prescribed course of study at the Faculty of Law.



L-R: Commercial Manager at The Banks Holdings (BHL) Group Khadija Marshall, and Principal of The UWI Cave Hill Campus, Professor R Clive Landis

The Sidney Martin established a Friends of the Library Group during the reporting period. This initiative seeks to secure donations and in-kind support, from Campus partners, to help maintain and improve the Campus' Libraries.

The UWI Cave Hill Campus also partnered with A&B Music Supplies Ltd to support music students through scholarships, access to quality instruments, and industry mentorship. A key feature of the partnership is a BBD 2000 scholarship funded by A&B Music Supplies.

The signing of the MOU represents another promising partnership for The UWI Cave Hill Campus and the private sector, as it continues to build bridges between academia and industry to transform lives and strengthen the cultural fabric of the Caribbean.

## Advancing Growth Through Industry Partnerships

### LICENSING AGREEMENT BETWEEN THE CAVE HILL CAMPUS AND BARBADOS DAIRY INDUSTRIES LTD

On March 08, 2025, a licensing agreement between the Cave Hill Campus and Barbados Dairy Industries Ltd (a member of Banks Holdings Ltd, a subsidiary of global beverage company AmBev) was signed. This

landmark agreement has enabled the manufacturing and distribution of low-calorie meal replacement shakes to commence in 20 Caribbean countries in the first instance. Research undertaken by Dr Kim Quimby and Mrs Eden Augustus-Rocke from the George Alleyne Chronic Disease Research Centre (GA-CDRC) led to the development of the tropical-flavoured, low-calorie, meal replacement shakes. The shakes were designed as a healthier alternative to existing diabetes products currently on the market. At present, they are under manufacturing development with the industry partner.

### NEW GROUND SCHOOL ESTABLISHED AT CAVE HILL

The Sagikor Cave Hill School of Business and Management (SCHSBM) embarked on the establishment of an Approved Training Organisation (ATO) to address a longstanding regional gap, namely, the absence of a fully certified aviation training institution capable of integrating globally accredited academic instruction with the attainment of a Commercial Pilot License (CPL).

The ATO is a strategic initiative undertaken with the Barbados Civil Aviation Authority (BCAA) and shaped by key partners. The Barbados Aircraft and Aviation

Services Company (BAASec) and CAE Inc, a global leader in aviation training, have been instrumental in guiding its development. BAASec provided local expertise and regulatory insight through the technical requirements of the BCAA, ensuring alignment with international aviation standards, while CAE Inc contributed a robust global framework for programme design, curriculum structuring, and future simulator training integration.

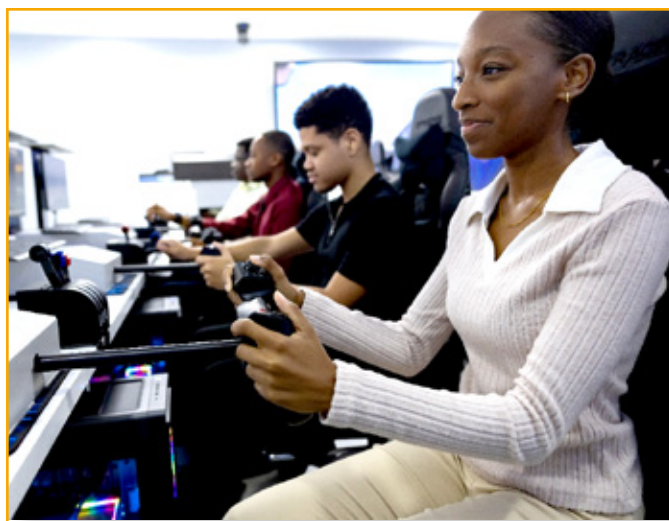
It is the first ATO for pilot training in the Caribbean. A suite of BBA, Masters and Centre for Professional Development and Lifelong Learning programmes in the aviation/ airport/ aircraft sector have been established, including the flagship BBA in Aviation Management with a Pilot License.

The full ATO approval will be established in three phases:

- The Ground School: Completed and BCAA Approved. Official opening January 2026
- The Flight School: Undergoing certification. Approval expected by July 2027.
- High-value downstream activities, such as recertification for commercial airline pilots on Boeing simulator.

### THE ESTABLISHMENT OF NEXA – THE NEW CENTRE FOR KNOWLEDGE, INVENTION, AND ADVANCED SCIENCES

The Campus' Finance and General Purposes Committee approved the Faculty of Science and Technology's proposal for the establishment of NEXA Innovation Centre in partnership with the Ministry of Industry and the Barbados Chamber of Commerce and Industry. The Centre, which will function as a School within the FST, is designed to incubate early-stage research in data analytics, green chemistry, and renewable technologies. Through this partnership, interdisciplinary research labs will be established, with the flagship project, the Greensleeves Sustainable Innovation Lab. NEXA is therefore designed to provide research leadership, talent development, economic transformation and regional impact through strategic investment in Barbados' future.



Ground School students practice on flight simulators

## Infrastructural Development

During the period under review, the Campus undertook a number of infrastructural works, including:

### LAW LIBRARY

The Law Library renovations were completed over the summer period at a cost of BDS 190,000.00. Interior works focused on office and lunchroom repainting, washroom upgrades, and essential electrical and HVAC maintenance to improve the staff environment. Exterior improvements prioritized safety and resilience, including the installation of an emergency water supply, extended emergency stairs, a reconstructed retaining wall, and minor waterproofing to resolve water ingress.

### COMPUTER LABORATORY RELOCATION

The Computer Laboratory (ML4) was successfully relocated to Seminar Rooms 1 and 2, in the Roy Marshall Teaching Complex. The two rooms were converted to accommodate the relocation. This transition was strategically designed to enhance security for students and facilitate the commercialization of the Campus' IT resources. The new lab accommodates 42 computer stations, with the majority of the conversion work completed in-house.





The renovated Staff Lounge

### FRANK WORRELL HALL

Internal renovations to Block 1, of the Frank Worrell Hall were completed for BDS 200,000.00. This project continues the phased upgrades to the residence, with seven blocks now completed and three remaining. These works align with the Campus' commitment to improving the quality of on-campus student housing.

### SAGICOR CAVE HILL SCHOOL OF BUSINESS AND MANAGEMENT

Work commenced on the installation of an emergency power system to ensure uninterrupted service delivery at the Sagikor Cave Hill School of Business and Management. Following a selective tendering process, CLEMCO Electrical Services Inc. was contracted at a cost of BDS 458,402.21. The project is currently on schedule for completion by March 31, 2026.

### STAFF LOUNGE

In March 2025, the Staff Lounge was refurbished at a cost of BDS 70,000 in an effort to restore the building as the primary space for staff gatherings. The works included painting, roof repairs, air-conditioning upgrades and reconstruction of the access ramp to improve accessibility. The upgraded facility, a comfortable, aesthetically pleasing environment for staff to gather, is currently utilised for the hosting of staff events.

# AGILITY

During the reporting period, the Cave Hill Campus continued its drive to streamline operations towards a more efficient and innovative Campus environment. These included advancements in its digital transformation efforts and opportunities for greater staff engagement.

## Banner SaaS Modernisation Project

Significant progress was achieved under the Campus' digital transformation project, integrating academic and administrative operations, during the period under review. Guided by the goal of improving service delivery and eliminating redundancies, the Campus implemented user-friendly, data-driven systems that enhance productivity and responsiveness.

Integration of Campus operations within the Banner SaaS environment will streamline workflows and help eliminate information silos, not only for the benefit of staff who are grappling with manual processes and multiple software systems, but also students who will benefit from a more flexible and responsive learning environment.

During the review year, targeted upgrades commenced in key operational areas including human resources, student services, admissions and finance which are scheduled to be completed by June 2026.

Advancing learner empowerment through technology, the Campus also modernised a cornerstone of academic validation by successfully implementing verifiable digital certificates for its professional development programmes and courses, achieving a transformative milestone in credential security and global portability.



## Banner SaaS Modernisation Project



### Exciting News

### Introducing Banner SaaS to Transform Our University Operations!

#### How Will This Benefit Our Staff?

The implementation of Banner SaaS will be a game-changer for staff members across the university. Here's how:

- **Increased Efficiency:** By consolidating work processes within a unified operational environment, **Banner SaaS** will cut out redundancies and simplify routine tasks, making your daily work more efficient.
- **Better Collaboration:** The integration of systems across different departments will improve communication and collaboration, helping us respond faster to internal needs and student inquiries.
- **Improved Work Environment:** The new system will reduce frustrations associated with inefficient processes, creating a more supportive and positive work culture.

#### How Will This Benefit Our Students?

The new Banner SaaS system will also deliver significant improvements to the student experience:

- **Faster Services:** Routine tasks like admission, registration, and academic advising will be facilitated, speeding up service delivery.
- **Greater Accessibility:** Students and faculty will have real-time access through an experience portal to important information anytime, anywhere, helping to create a more flexible and responsive learning environment.
- **Improved Support:** With more streamlined systems, departments will collaborate better and provide more accurate, timely information to students, leading to faster, more personalised support.

## A MORE ENERGY EFFICIENT CAMPUS

During the 2024-2025 academic year, the Campus Renewable Energy Committee implemented several key initiatives that reaffirmed the Cave Hill Campus, as a leader in the region's transition towards renewable energy and energy efficiency. These included:

### COMPLETION OF ENERGY SMART FUND II AUDITS

- A major milestone, over the period, was the successful completion of comprehensive energy audits across more than a dozen buildings on the Campus, under the Energy Smart Fund II Project. This initiative was supported by the Ministry of Energy and Business and led by SEG Ingeniería (SEG) in collaboration with the Faculty of Science and Technology (FST).
- The audits assessed patterns of energy consumption, identified inefficiencies, and provided a roadmap for cost savings and renewable integration. Importantly, the exercise included active participation from students and local energy professionals, thereby strengthening capacity building and ensuring that UWI students gained hands-on experience, with their contributions also recognised as part of the Give Back Programme. The audit results, to be formally presented in the 2025/26 academic year, will serve as the foundation for the Campus's next phase of retrofits and renewable projects.

### EXPANSION OF RENEWABLE ENERGY SYSTEMS

- The Campus continued to operate and monitor its three installed solar photovoltaic systems—the 12 kWp Physics Building system, the 132 kWp system at the Sagico and CLICO Buildings, and the 150 kWp Smart Building carport with battery storage. Collectively, these systems contributed significantly to the Campus' annual energy generation, resulting in:
  - » Lower electricity costs, with credits received from the Barbados Light and Power Company (BL&P).
  - » Reduced carbon emissions, directly aligning with the Government of Barbados' target of 100% renewable energy by 2030.
- A key highlight for the 2024/25 academic year was the continued importance of the 150 kWp solar photovoltaic system Project, equipped with a 230.4 kWh lithium-ion battery system. Throughout the year, this flagship project remained central to the Campus' renewable energy strategy, showcasing how clean energy generation, storage, and innovative metering technologies can be integrated into a modern academic setting. Beyond its operational contribution, the system functioned as a state-of-the-art educational platform, with real-time monitoring used to support teaching, research, and public awareness. The project exemplified the Campus' commitment to sustainability and served as a visible demonstration of innovation, resilience, and leadership in renewable energy within the higher education sector and the wider Caribbean.

### STRENGTHENED PARTNERSHIPS AND VISIBILITY

- The Committee deepened partnerships with local and international stakeholders, including the Ministry of Energy and Business, SEG Ingeniería, Goldfield Solar, and regional energy agencies. Members of the Committee represented the Campus at consultations,





Principal Clive Landis serves members of staff his special drink, The Litmus Test, at the Independence Staff Party

national stakeholder meetings, and international forums, ensuring that Cave Hill's renewable energy efforts are aligned with global best practices.

## IMPACT AND FORWARD MOMENTUM

- The Committee's work, during the reporting period, demonstrated tangible progress in the Campus' energy transition journey. Key impacts include:
  - » Measurable contributions to cost savings and reduced carbon footprint.
  - » Enhanced student engagement and training, embedding sustainability into academic and co-curricular activities.
  - » Strengthened evidence base for future retrofits and renewable integration projects.

## EMPLOYEE ENGAGEMENT

The Cave Hill Campus continued its tradition of recognising staff through the hosting of the Campus' Long Service Awards and the Principal's Award for Excellence (detailed later in this Report). During the reporting period, the Campus also hosted two new, staff-centred events – the Independence Staff Party and the Christmas at Cave Hill Concert – which were well-received and appreciated by staff. The Campus has now added both events to the Campus' annual calendar of events.

The Christmas at Cave Hill Concert, which replaced the traditional *Nine Lessons and Carols* event, featured a different format and included outreach to children through a toy drive. The launch of The UWI Blackbirds Big Band, comprising students in the Music programme in the Faculty of Culture, Creative and Performing Arts (FCCPA), also took place at the concert.



*The Cavite Chorale performing before an audience at The University of the West Indies (UWI), Cave Hill Campus' Christmas Concert, December 2024*

# INTERNAL OPERATING PROCESSES

During the academic year, 2024/2025, The UWI Cave Hill Campus made significant strides in enhancing operational efficiency, strengthening partnerships, and advancing digital transformation across the Campus. Improvements to application and registration systems, upgrades to facilities and event coordination, and expanded health, safety and accreditation support underscored a strong commitment to service excellence and institutional effectiveness. Notably, the Archives and Records Management Programme (ARMP) further advanced records management and archival excellence through campus-wide digitisation initiatives, indexing achievements, research and documentation support, and innovative outreach and education. ARMP also strengthened national engagement by delivering cultural heritage emergency training to government stakeholders, mounting exhibitions, and expanding public education through workshops and social media initiatives.

## Streamlined Processes and Clearer Communication Facilitated by Student Affairs/Admissions

### INCREASED EFFICIENCY OF APPLICATION PROCESS

The admissions process underwent significant enhancements during the academic year as the Student Affairs, Admissions Office continued its commitment to efficient application processing and improved stakeholder communication.

A key milestone was the convening of meetings with programme coordinators to present streamlined processes and establish clear protocols for application review and decision-making. To support

transparency throughout the application cycle, collaboration with the Campus Information Technology Services (CITS) resulted in the development of a comprehensive application tracking system providing real-time status updates to all stakeholders.

The Office implemented an enhanced communication structure, establishing faculty representative email addresses as the primary channel for all admissions correspondence. This ensured consistent communication while maintaining clear lines of authority.

Document management capabilities were significantly improved through the introduction of shared folder systems, providing faculty with immediate access to applicant documentation while maintaining appropriate security protocols. The Office also established clear administrative decision-making guidelines in consultation with the Campus Registrar and Faculty Deans. This enables administrative processing for applications meeting standard entry requirements while maintaining rigorous review processes for special admission cases.



### PRODUCTIVE RECRUITMENT PARTNERSHIP WITH STUDENT ENROLMENT AND RETENTION UNIT (SERU)

The Student Affairs, Admissions Office continued a productive partnership with the Student Enrolment and Retention Unit (SERU) throughout the year which resulted in collaborative efforts to host various recruitment sessions. This ongoing collaboration remained vital to the Office's outreach efforts and supported comprehensive assistance to prospective, incoming, and current students.

### IMPROVED REGISTRATION EFFICIENCY AND FACULTY DATA ACCESS

The registration process saw substantial improvements aimed at enhancing both efficiency and student experience. The Office updated its reporting system, introducing various reports that enabled faculties to independently generate data and monitor registration patterns. This enhancement supported better decision-making at the faculty level and improved overall coordination.

### IMPROVEMENT OF OVERRIDE PORTAL SYSTEM

A significant advancement was the improvement of the override portal system, which now allows faculty to interact directly with the Banner system to make minor adjustments to course schedules. This enhancement streamlined the approval workflow from student request through faculty review to administrative processing, while maintaining clear documentation of all registration exceptions and special approvals.

### NEW STUDENT ADVISING SESSIONS BEFORE REGISTRATION

New students participated in advising sessions with their advisors/coordinators before registration, ensuring proper course selection and guidance before accessing the online registration system. The Admissions team provided on-site support during these sessions, using MS Teams to share documents and assist faculty in advising students academically.

## SIGNATURE UNIVERSITY EVENTS

During the 2024–2025 academic year, the Campus undertook several strategic initiatives aimed at enhancing event management efficiency, strengthening stakeholder engagement, and improving the utilisation of Campus venues.

The period was marked by several high-profile and historic events that underscored the Campus' capacity for professional event execution and its growing reputation as a premier venue for regional and institutional ceremonies.

### MATRICULATION AND PRINCIPAL'S DINNER

The year commenced with the University's hallmark Matriculation Ceremony and the 2024 graduation activities. Central to these celebrations was the Principal's Dinner in Honour of the Honorary Graduands, held under the theme "*Fiery Splendour*," which lauded the outstanding achievements of Her Excellency Dame Susan Dougan, Sir Trevor Hassell, The Most Honourable Elton Deighton "Elombe" Mottley and Mr Ralph W. Taylor – the distinguished honorary graduands.

### INSTALLATION OF THE SEVENTH CHANCELLOR OF THE UWI

On March 15, 2025, the Campus had the distinct honour of hosting the Ceremony for the Installation of the seventh Chancellor of The University of the West Indies, Dr The Most Honourable Dodridge D Miller. The event drew regional attention and reinforced Cave Hill's position as an important ceremonial hub for the wider University.

The Archives and Records Management Programme (ARMP) curated the exhibition for Chancellor Miller's installation which highlighted the past, as homage



Matriculation Ceremony Held August 30, 2024



Professor R Clive Landis, Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, addressing the attendees of the Principal's Dinner in Honour of the 2024 Honorary Graduands, October 18, 2024





An exhibit curated in honor of the 7th chancellor of The University of the West Indies, Dr The Most Honourable Dodridge Miller at his installation at the Cave Hill Campus



Ms Halcyon Wiltshire-Busby, Campus Records Manager/Head Archivist, stands by the exhibition curated in honor of Professor Emerita V Eudine Barriteau wherein the former School of Graduate Studies was named after her July 2025



The two teams competing in the T20 Celebrity Fundraising Cricket Match, the Barbados 11 (yellow) representing The UWI Cave Hill Campus, and the Caribbean 11 (red) representing the Nation Publishing





was paid to the chancellors that preceded him. Additionally, highlights of the Chancellor's life were captured in exhibit cases as well as a digital photo montage and vinyl banners.

### BUILDING NAMING CEREMONY HONOURING EMERITA PROFESSOR THE MOST HONOURABLE V EUDINE BARRITEAU

On July 23, 2025, the Campus hosted the naming ceremony of the School for Graduate Studies and Research building in honour of former Principal of the Cave Hill Campus, Emerita Professor the Most Honourable V Eudine Barriteau. This event celebrated her legacy and highlighted the Campus' commitment to honouring excellence in leadership.

The Archives and Records Management Programme (ARMP) curated an exhibition featuring Emerita Professor Barriteau. The display highlighted aspects of her academic life, administrative duties and her family including both digital and physical elements.



Mr Haydn Gill of the Nation Publishing (left), representing the Caribbean 11, receiving a participation medal from Principal of The UWI Cave Hill Campus, Professor R Clive Landis

### FUNDRAISING T20 CRICKET MATCH FOR DISASTER RELIEF

The Office of the Campus Registrar supported the Campus' Administration, faculties, and departments, along with The Nation, to deliver a fundraising T20 Cricket Match in aid of islands affected by Hurricane Beryl. This initiative demonstrated the Campus' responsiveness to regional needs and its capacity to mobilize partnerships for social impact.



Staff and Retirees partying with "Mr Blood" following the Annual Staff Awards Ceremony held November 23, 2024

## STAFF ENGAGEMENT AND RECOGNITION

### ANNUAL RETIREES AND LONG SERVICE AWARDS CEREMONY

The Annual Retirees and Long Service Awards Ceremony, held on November 23, 2024, was attended by approximately 300 staff members and their guests. Awards were presented to staff in recognition of 15, 20, 25, 30, 35, 40, and 45 years of service, alongside the Principal's Awards for outstanding contributions by Administrative, Technical and Service Staff, and Academic Staff, including recognition for outstanding research accomplishments and service to the University and the wider public. The PULSE (Positioning UWI to Lead Through Service Excellence) Award for exceptional customer service was presented to Mrs Therese James, of the Department of Government, Sociology, Social Work and Psychology.



Staff members at the Independence Staff Party held November 29, 2024

### INDEPENDENCE STAFF PARTY

To further strengthen staff cohesion and engagement with external stakeholders, the Campus hosted its first Independence Staff Party on November 29, 2024. This landmark event fostered fellowship and introduced the Commitment Awards honouring extraordinary individuals whose tireless efforts and steadfast commitment advanced the initiatives of their departments, faculties and the greater campus community, thereby forging meaningful connections with stakeholders, inspiring colleagues, and ensuring the seamless execution of the University's vision.



## 2024 COMMITMENT AWARDS

The 2024 Commitment Awards were presented to Mr Edwin Adams and Mr Neville Roett for commitment and bravery; Mr Damon Holder for exceptional engagement and resourcefulness; and the Faculty of Science and Technology for exceptional teamwork and multifaceted contributions to the advancement of the Cave Hill Campus.

## CHRISTMAS AT CAVE HILL CONCERT

This period of engagement continued with the inaugural Christmas at Cave Hill Concert on December 6, 2024, featuring Dr The Most Honourable Anthony “Gabby” Carter and the Blackbirds Big Band under the direction of Dr Stefan Walcott. Toy donations collected at the concert were presented to the Paediatrics Department of the Queen Elizabeth Hospital, bringing joy to hospitalised children. Collectively, these initiatives strengthened staff morale, reinforced stakeholder integration, and benefited from corporate support, notably from Bryden Stokes Ltd., reflecting a deepening partnership during the final quarter of the year.

## FIRST FATHERS’ DAY CELEBRATION

Further reinforcing a culture of inclusivity and appreciation, the Campus hosted its first Fathers’ Day Celebration on June 13, 2025, celebrating fathers and father figures within the Cave Hill community. The event featured a range of activities, including a mixology competition, games, go-karting, road tennis, a celebrity ride-along, and a health talk tailored specifically for men.



Commitment Award presented by Mr Rommel Carter, Campus Registrar (right) to Mr Damon Holder in recognition of his “Save the Day” Act



Storytelling time with Mr and Mrs Claus



Staff socialising at the first Fathers’ Day Celebration



## EVENT MANAGEMENT SYSTEMS AND OPERATIONAL ENHANCEMENTS

The development of a centralised events calendar and exploration of the Coursedog Scheduling Solution created a more cohesive approach to campus-wide event management.

### DEVELOPMENT OF A CENTRALISED EVENTS CALENDAR AND DIGITAL INTEGRATION

The Campus advanced its efforts to streamline venue rental and scheduling by developing a centralised events calendar and exploring adoption of the Coursedog Academic and Event Scheduling Solution. This system is expected to synchronize operations across rental facilities, maximise revenue-generating opportunities, and enhance coordination of human and physical resources.

## STRENGTHENING CORPORATE PARTNERSHIPS AND REVENUE OPPORTUNITIES

### VENTURES

The academic year 2024-2025 also saw several forward-looking ventures that strengthened the Campus' event-hosting capabilities and expanded its portfolio of revenue-generating and collaborative opportunities.

### CORPORATE AND COMMUNITY PARTNERSHIPS

Growing partnerships with corporate Barbados, facilitated by the Office of Business Development, helped build momentum for end-of-year events and contributed to expanding sponsorship frameworks that will support future initiatives.

### VENUE OPTIMISATION AND REVENUE GENERATION

Preliminary work toward the integration of the Coursedog event-management platform is expected to create a unified system for scheduling, resource allocation, and rental coordination, positioning the Campus to leverage its venues more strategically for internal and external use.

### REPOSITIONING THE STAFF LOUNGE AS A PREMIUM HOSPITALITY SPACE

The reopening of the Staff Lounge and its designation as the VIP suite for an international sporting event represents a significant step in enhancing the Campus' hospitality and event-hosting standards.



Group photo taken after awarding of prizes for the Health and Safety Scavenger Hunt. Pictured are prize winners along with Mr Rommel Carter, Campus Registrar (centre); Ms Anthea Hinkson, Director Human Resources (to the right of Campus Registrar); and members of the Campus Health, Safety and Environment Team (Mrs Nicole Sue, Campus HSE Officer; Mr Welsey Moore, HSE Compliance Assistant and Ms Gelisa Cumberbatch, Stenographer Clerk), May 28, 2025.

## HEALTH, SAFETY, AND ENVIRONMENT: Fostering a Culture of Preparedness Through Campus-Wide Health and Safety Engagement

During the reporting period, the Health, Safety and Environment (HSE) Team within the Office of the Campus Registrar continued to fulfil its core operational responsibilities while advancing initiatives that strengthened institutional resilience, supported regulatory compliance, and promoted a culture of health, safety, and environmental responsibility across the campus. Key activities undertaken during the period are outlined below.

### HEALTH, SAFETY AND ENVIRONMENT SCAVENGER HUNT

In observance of the World Day for Safety and Health at Work, the team hosted its annual Health, Safety and Environment at Work Scavenger Hunt on April 25, 2025. The initiative continues to form part of the campus' broader efforts to promote health, safety, and environmental awareness through innovative and engaging approaches.

Over 30 members of staff registered for the activity, which remains a highly anticipated event on the campus calendar.

### Expanded Training and Emergency Preparedness

#### FIRST AID TRAINING FOR STAFF

Strengthening capacity in emergency preparedness and response remained a key priority during the reporting period. A total of 145 staff members participated in First Aid training sessions facilitated by St. John Ambulance Association of Barbados.



First Aid and CPR sessions were facilitated by the St. Johns Ambulance Association. Pictured are participants from the session held along with session facilitator, Ms Ayo Ololara (seated)

### Participants included:

- Department Safety Wardens
- Campus Security Officers
- Members of the Guild of Students
- Members of the Campus Health and Safety Committee
- Campus Student Shuttle Drivers

The training was coordinated by the Medical Officer of the Student Health Clinic and the HSE team, with support from the Human Resources and Registry Sections. The sessions were engaging and empowering and contributed significantly to the campus' capacity to respond effectively to medical emergencies.

### TRAINING AND CAPACITY BUILDING

During the review period, team members benefited from participation in training programmes and professional events, including:

- Occupational Health and Safety Certificate (BIMAP), September–December 2024

- Barbados Workers' Union Annual 360 OSHE Conference, April 2025
- Labour Department Occupational Health and Safety Week, June 2025

## Digital Tools for Health and Safety

### HSE WEBSITE DEVELOPMENT

Progress was made toward the development of a dedicated HSE webpage on the campus website. The team worked in collaboration with Campus IT Services, providing policies, written content, and visual materials to support the site's development.

Technical work has commenced, and upon completion, the webpage will serve as a central platform for the dissemination of health, safety, and environmental information. This will support transparency, accessibility, and consistent communication across the campus, as well as with prospective students and other stakeholders.



## DEPARTMENT SAFETY WARDEN SHAREPOINT SITE

The Health and Safety SharePoint site for Department Safety Wardens serves as a repository for information relevant to these important volunteers. The site was completed during the reporting period and will continue to be updated with information on upcoming training and events, reference documents, and educational videos.

## HEALTH, SAFETY AND ENVIRONMENT HELPDESK APP

The Health, Safety and Environment Helpdesk App continued to support the structured reporting and management of HSE-related matters. Continued use of this Power App has strengthened record management and supports the campus's commitment to proactive risk management. The Helpdesk was launched in January 2023 and is reviewed routinely to ensure functionality and continued alignment with campus needs and operations.

## Compliance Inspections and Regulatory Engagement

The HSE Team maintained active engagement with regulatory agencies to support compliance and governance across the campus. Meetings and inspections were conducted with officers from the Barbados Fire Service, Safety and Health Section of the Labour Department and the Ministry of Health and Wellness during the reporting period.

In addition, routine inspections of campus facilities were undertaken to monitor compliance, identify potential risks, and highlight matters requiring corrective action. These activities remain central to the University's approach to risk oversight and continuous improvement.

## ACCREDITATION SUPPORT

The HSE Team contributed to the University's ongoing reaccreditation exercise, with an HSE Officer serving

as a member of both the Reaccreditation Steering Committee and Working Group. The team provided data and supporting documentation related to HSE training, activities, policies, and the overall Health, Safety and Environment Programme. This contribution supports institutional accountability and demonstrates alignment with accreditation standards.

## EVENT SAFETY OVERSIGHT AND SUPPORT FOR CAMPUS EVENTS

The HSE Team supported the planning and delivery of several major events, including:

- Campus graduation ceremonies
- The opening of the Cyril Cyrus Museum, Faculty of Medical Sciences
- The installation of the University Chancellor
- Student events
- External events hosted on the campus

Support activities included conducting risk assessments, safety planning, and providing on-site oversight to ensure events were conducted in accordance with established health and safety requirements and institutional best practices.

## Archives and Records Management Programme (ARMP) Advancing Records Management and Promoting Archival Excellence

### RECORD DIGITISING PROGRAMME

The Archives and Records Management Programme (ARMP) continued to support the Human Resources Section and the Payroll and Benefits Section of The Bursary with the digitisation of their records. The Human Resources Section is now fully working with records in the Electronic Document Management System (EDRMS) HP Content Manager. This project is being done in tandem with the digitisation of paper-based files. The scanning of the records of the Payroll and Benefits Section continued.

### INDEXING ACHIEVEMENTS

The ARMP digitisation of records for administration for the review period saw 45,557 records scanned for ease of access on the HP Content Manager System, 56,751 documents viewed and 38,001 items indexed by staff with access to the system in administration.

### STAFF MATTERS & ACHIEVEMENTS

The West Indies Federal Archives Centre/ Cave Hill Campus Archives for the period saw the post of Assistant Archivist filled in August 2024. The Assistant Archivist was selected to attend the International Council on Archives Congress 2025 in Barcelona Spain, having procured a bursary. The Campus Records Manager/Head Archivist was selected for a leadership summit entitled “Cultural Heritage Stewards in Challenging Circumstances” at the Hague Netherlands in September 2025.

### RESEARCH AND DOCUMENTATION SUPPORT

Staff of the ARMP continued to lend support to initiatives/requirements for various projects and programmes that arose in departments. Discussions have been held with other departments regarding the digitisation of their documents.

### INNOVATIVE OUTREACH AND EDUCATION

The ARMP continued to lend support to The UWI and the wider community. The Campus Records Manager/ Head Archivist co-chaired the Data Protection working group Registry Operations. A series of workshops were held in the month of February bringing greater awareness of data protection practices to The UWI community.

The Campus Records Manager/Head Archivist assisted the Government of Barbados with the training of Barbadian Emergency Responders in cultural first aid. This took place in January 2025. Participants were exposed to cultural heritage emergency theory and practical exercises as simulation exercises were carried out at the Parliament of Barbados.



Dr Andrea Richard Cummins (left) and Ms Halcyon Wiltshire-Busby conducted a simulation exercise at the parliament of Barbados under the auspices of the Ministry of Culture, Prime Minister's Office, Barbados

In May 2025, the Campus Records Manager/Head Archivist facilitated training in cultural heritage first aid in St Maarten under the auspices of the Caribbean Heritage Emergency Network (CHEN). Participants were from several islands including Anguilla, St Kitts & Nevis, Jamaica, St Maarten and Saba.

Additionally, the Campus Records Manager was invited to present at the Museums Association of the Caribbean (MAC) conference in Panama in November 2024 and the UNESCO: Coordinating Conference: “Exploring the Role of Firefighters and First Responders in the Rescue and Protection of Documentary Heritage in Times of Crisis” in Costa Rica in December 2024.

The West Indies Federal Archives Centre/ Cave Hill Campus Archives started a series on social media platforms called “Friday Finds” and “Woman Crush



The establishment of the Caribbean Cultural Emergency Response Hub, St Maarten: L to R - Mr Yuri Peshkov, UNESCO; Ms Halcyon Wiltshire Busby, Caribbean CER Coordinator & Facilitator; Mr Maximillian Scriwanek, Chair Caribbean CER Hub; Ms Sanne Letche Director, Cultural Emergency Response, Netherlands; Emilee Gagne, Lead Facilitator and Marcellia Henry, Director UNESCO St Maarten

Wednesdays". Spearheaded by the Assistant Archivist, this series seeks to introduce the audience to some archival material housed within the repository.

## EXHIBITIONS

The ARMP was responsible for curating exhibitions during the period, most notably for the installation of Dr Dodridge Miller as Chancellor of The University of the West Indies and the naming ceremony for Emerita Professor V Eudine Barriteau (discussed earlier in the Signature University Events Section).

The ARMP programme played a pivotal role in the curation of the Cecil Cyrus Caribbean Museum of Medical History (CCCMMH). The museum was opened under the auspices of the Cave Hill's Faculty of Medical Sciences in May 2025. Ably assisted by staff of the Faculty and the Barbados Museum and Historical Society (BMHS) whose valuable insights contributed greatly to the museum's fruition. Commemorating the life and works of Sir Cecil Cyrus from St Vincent and the Grenadines who curated a medical museum in St Vincent and the Grenadines. The Campus Records Manager also serves as Chair of the CCCMMH Advisory Committee.



The opening of the Cecil Cyrus Caribbean Museum of Medical History (L to R – Dean, Faculty of Medicine, Dr Damian Cohall; Principal and Pro Vice-Chancellor, Professor R Clive Landis; Lady Kathryn Cyrus, members of the Cyrus family and the Minister of Health, Wellness and the Environment, St. Vincent and the Grenadines, The Honourable St Clair Prince





Project Kick-off Meeting with the Team from Cave Hill and Ellucian

## CAMPUS INFORMATION TECHNOLOGY SERVICES (CITS): Strategically Positioning the Cave Hill Campus for a Digital Future

### STRATEGIC IT SUPPORT

Campus Information Technology Services (CITS) continues to strive to be strategic partner in advancing the Cave Hill campus's academic, research, and administrative mission. Over the past year, CITS has continued to foster innovation, collaboration, and operational excellence through the dedicated work of its three core departments: Enterprise Solutions, Network Services, and User Services. Together, these teams support teaching and learning, enable research and discovery, and enhance the daily experiences of students, faculty, and staff by delivering secure enterprise systems, resilient and network infrastructure, and responsive, user centred support.

The department continued working to strengthen the institution's cybersecurity posture which has been a central focus, including the rollout of multifactor

authentication, endpoint detection and response and network perimeter surveillance underscoring the shared responsibility of safeguarding data and digital resources across campus. By partnering with the campus community to promote awareness, best practices, and secure use of technology, CITS helps ensure a safe, trusted, and resilient digital environment. Through thoughtful planning, continuous improvement, and a strong commitment to service and security, CITS remains focused on empowering the campus community and supporting the evolving needs of higher education.

### BANNER SAAS MODERNISATION

The major activity for the year has been the Banner Modernisation Project. The project which started in earnest in January of 2024 continues to consume the efforts and energies of the department with major efforts by the Enterprise Solutions team also supported by the Network Services Team and the User Services Team. The first functionality from this project is CRM Recruit slated to be rolled out in December of 2025 with the start of the 2025-26 Admissions cycle and the bulk of the functionality in Student, Finance and Human resources coming on line at the start of the 2025-26 academic and financial year.

## OPTIMISING CAMPUS PROCESSES

As part of the Modernisation efforts the ESSU Unit has sought to document processes on Campus that may be impacted by the technology rollout. The goal is to take a snapshot of the current process, uncover any process optimisation and then map an agreed upon future state of process through stakeholder engagement. So far, the CITS team has mapped elements of residence management, maintenance, admissions, graduate studies and continuing education. The units managing admissions of students will benefit from process optimisation associated with the implementation of the new CRM solution. The residence and maintenance processes are linked to the planned enhancement and extension of the TMA facilities management solution.

## AN OVERVIEW OF THE BANNER MODERNISATION EFFORTS

The Cave Hill Banner SaaS Modernisation will include the planned implementation of Ellucian Banner SaaS based solutions to modernise administrative, academic, and student-facing systems across the campus. The initiative focuses on improving student experience, operational efficiency, data integration, reporting, and workflow automation, while transitioning legacy and cloud-hosted systems to standardized Software-as-a-Service (SaaS) platforms.

The portfolio impacts students, faculty, administrative units, and Campus IT services and supports core institutional functions such as Recruitment, Admissions, Human Resources, Finance, Learning Management, Advising, Reporting and Document Management and Workflow.

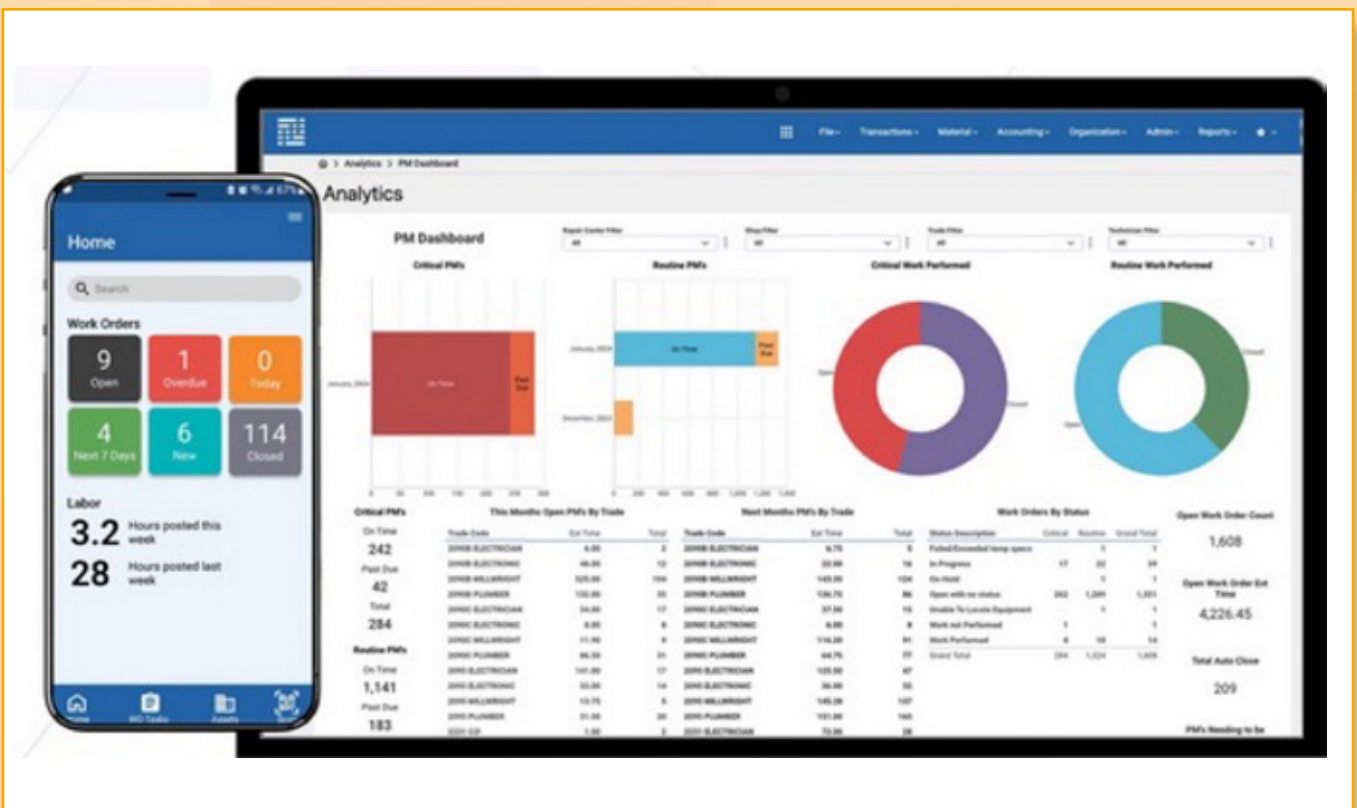
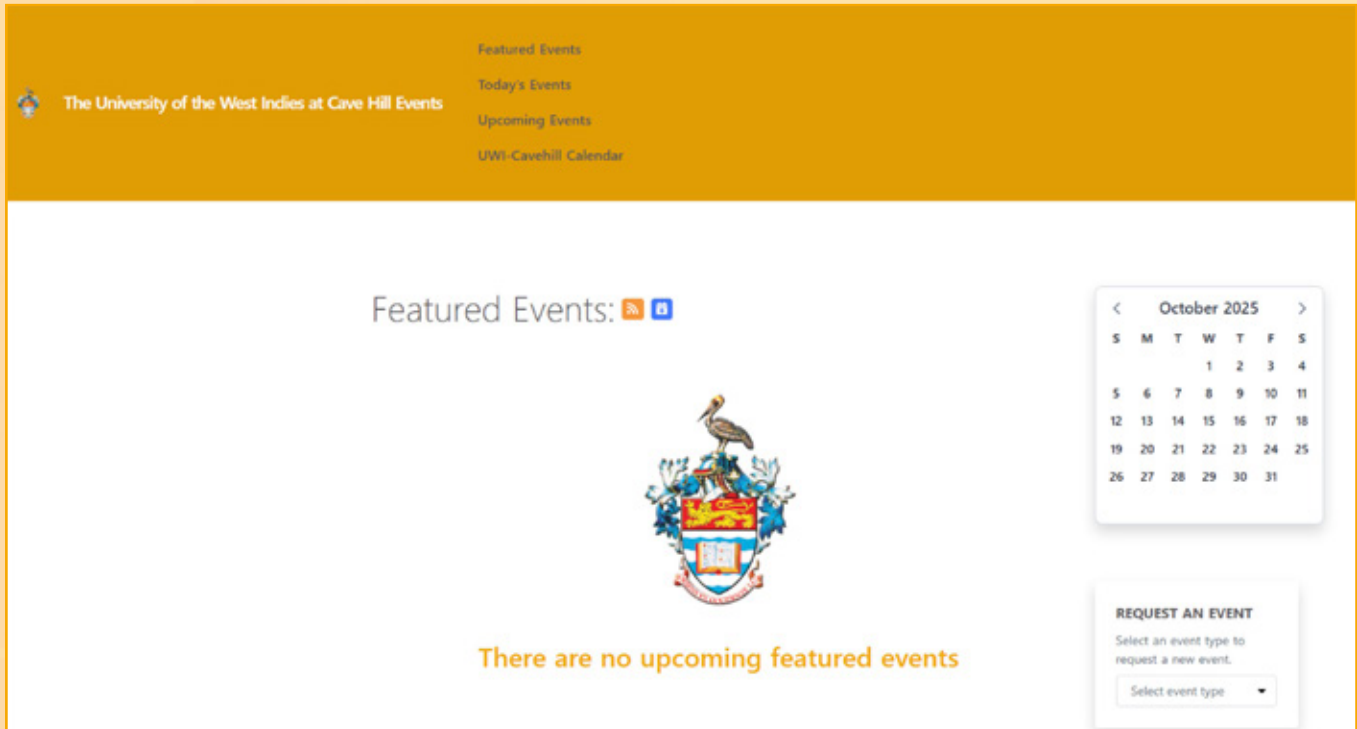
The major elements in this project are as follows:

- The enhancement of the Campus' Student Recruitment, Admissions, and Engagement capabilities
- An Integrated Human Resource and Payroll system integrated with the enhanced Finance Student Information Management Systems
- A new Unified Digital Interface through Ellucian Experience
- An Intelligent Learning Platform (ILP) that synchronizes Banner and LMS data in real time, surfacing course information, assignments, notifications, and calendars through portals and mobile apps.
- Degree Works supports academic advising and degree auditing, helping students stay on track for graduation while improving advisor efficiency.
- Banner Document Management enables electronic document capture, organisation, linking to Banner records, and web-based access without complex configuration.
- Ellucian Insights Premium delivers SaaS-based dashboards and reports with built-in data discovery and visualisation tools.
- Support for data-driven decision-making across the institution.
- A Workflow tool which automates repetitive administrative processes across campus business units and
- ISE, an enterprise process scheduler, to automate the running of common Banner jobs on daily, weekly, or monthly cycles to reduce manual intervention.

This portfolio represents a strategic digital transformation initiative that is targeted at enhancing student and staff experiences, streamlining administrative and academic processes, improving data integration, analytics, and automation and reduced system complexity through the use of a deeply integrated software as a service application stack.

## EVENT MANAGEMENT, FACILITIES & NEW DIGITAL TOOLS

- Expansion of event scheduling capabilities



Future plans include the launch of a new mobile app.



## THE CAMPUS EVENT MANAGEMENT SOLUTION

The Cave Hill Campus has extended its scheduling capability to include non-academic events. This solution has been partially launched and is being used by some internal teams. The project is now working with varying departments across Campus to harmonise the Campus event management via the platform.

## FACILITY MANAGEMENT SOLUTION UPGRADE

- The TMA Facility Management solution has been extended to add purpose-built dashboards for performance oversight. The goal is to provide a clear and consolidated view of operations base on the user's role. The team is currently soliciting requirements for dashboards to meet the needs of the varying roles within the INPLAIS unit. The solution aims to provide tangible benefits once the initial set of dashboards have been built:
  1. Visual performance tracking
  2. Role-specific dashboards
  3. Real-time data with direct access to related actions
  4. KPI management
  5. Creation of targets and thresholds with the optional email alerts
- Future plans include the launch of a new mobile app.

## DEPLOYMENT OF A NEW ID CARD SYSTEM WITH UPGRADED EQUIPMENT

The Campus is in the final stage of replacing its old ID Card solution use for generating staff and student ID cards. In addition to a modern software solution, new printers were added to replace the old problematic printers. Staff were trained and both the Human Resource (HR) and SERU units are actively printing cards from the new system.



*Students enrolled in MICR3265 Microbiology of Food, Department of Biological and Chemical Sciences, Faculty of Science & Technology, The UWI Cave Hill Campus, on tour at Pine Hill Dairy, March 2025.*

# TEACHING, LEARNING AND STUDENT DEVELOPMENT

During the year under review, the Campus continued to take a holistic approach to teaching, learning and student development. Initiatives undertaken were aligned with The UWI’s Triple A Strategic Plan (2017-2022 and 2022-2027), specifically, The UWI’s strategic goal of Access which prioritises teaching and learning along with its associated objective of improving the quality of teaching, learning and student development (AC3).

Strategic priorities in academic innovation, experiential learning, student development, and external engagement were advanced. Across faculties, progress was made in the introduction of new academic programmes, the provision of internship and practicum opportunities, and the strengthening of student-centered activities and support systems.

## New Programmes and Curriculum Enhancements

New/Revised Programmes Approved by the Board for Undergraduate Studies (BUS) and the Board for Graduate Studies and Research (BGSR)

In the academic year 2024/2025, the submissions to BUS and BGSR from the Cave Hill Campus for new or revised undergraduate and postgraduate programmes which received approval are presented in Tables 5 and 6.

Table 5: New and Revised Undergraduate Programmes Approved  
During the Academic Year 2024/2025

| PROGRAMME TITLE                            | DATE APPROVED BY BOARD FOR UNDERGRADUATE STUDIES |
|--------------------------------------------|--------------------------------------------------|
| BSc Finance (Special)                      | May 27, 2025                                     |
| BSc Finance (Major)                        |                                                  |
| BSc Finance with a Minor                   |                                                  |
| BSc Minor in Food Science                  |                                                  |
| Revisions to the BSc Pre-Clinical Sciences |                                                  |



**Table 6: New and Revised Postgraduate Programmes Approved  
During the Academic Year 2024/2025**

| PROGRAMME TITLE                                                                          | DATE APPROVED BY BOARD FOR GRADUATE STUDIES AND RESEARCH |
|------------------------------------------------------------------------------------------|----------------------------------------------------------|
| LLM Competition Law and Policy                                                           | September 10, 2024                                       |
| LLM Arbitration Tribunal Advocacy                                                        |                                                          |
| MSc in Sustainable Air Transport and Aviation Management with a Commercial Pilot License | April 2025                                               |
| MSc in Aviation and Airline Business Analytics with a Commercial Pilot License           |                                                          |
| MSc Energy, Trade and Finance                                                            |                                                          |
| MBA AI, Data and Analytics                                                               |                                                          |
| MBA Sustainability Management                                                            |                                                          |
| MBA Finance                                                                              |                                                          |
| MBA Energy Business                                                                      |                                                          |
| MBA Cybersecurity Management                                                             |                                                          |
| MBA Sustainable Procurement, Logistics and Supply Chain Management                       | May 2025                                                 |
| MPhil/PhD Psychology (Dept of History, Philosophy and Psychology)                        |                                                          |

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

**DEPARTMENT OF ECONOMICS**

**APPLY NOW**

**PREPARE FOR A CAREER IN BUSINESS OR FINANCE**  
DEPARTMENT OF ECONOMICS DEGREE PROGRAMMES

**Undergraduate Programmes**

- BSc Banking and Finance
- BSc Economics (Concentrations in Development Economics and International Economics are also available)
- BSc Economics and another Major (Major chosen from Accounts, Finance, History, Law, Management, Management Marketing and Political Science)
- BSc Economics combined with a Minor (Minor chosen from Accounts, History, Law, Management, Mathematics, Political Science and Public Sector Management)

**Postgraduate Taught Programmes**

- MSc Banking and Finance\*
- MSc Financial and Business Economics
- MSc Logistics and Supply Chain Management\*

**Postgraduate Research Programmes**

- MPhil Economics
- MPhil Finance
- PhD Economics
- PhD Finance

\*Hybrid Flexible Programme (Students can opt to complete this programme Face-to-Face, Online or in a Blended format)

**For more information:**  
Department of Economics  
(24h) 417-4920  
economics@cwahill.uwi.edu  
Visit: [www.cavehill.uwi.edu/tax/econ](http://www.cavehill.uwi.edu/tax/econ)

**Undergraduate Admissions**  
(24h) 417-4125  
admissions@cwahill.uwi.edu

**Graduate Admissions**  
(24h) 417-4910  
gradstudies@cwahill.uwi.edu

### DEVELOPMENT OF BSc FINANCE PROGRAMMES AND REVISIONS TO FLAGSHIP PROGRAMMES - A RESPONSE TO STAKEHOLDER FEEDBACK

The Department of Economics, Faculty of Social Sciences strengthened its undergraduate offerings with the development of a new suite of Finance programmes subsequently approved by BUS. The finance industry remains a cornerstone of the global economy, with a sustained demand for professionals equipped with strong analytical and technical skills. While the Cave Hill Campus has historically offered combined degrees - such as Banking and Finance, Accounting and Finance, and Economics and Finance - there were previously no stand-alone undergraduate Finance programmes at Cave Hill or any other UWI campus. Feedback from students and external stakeholders consistently highlighted this gap and underscored the need for more specialised, career-focused training in finance.

The Department sought to incorporate over 70 percent of the Level I Chartered Financial Analyst (CFA) Candidate Body of Knowledge into their

curricula, which prompted the development of five new courses and one course revision, as detailed below:

1. FINA 2022 Financial Statement Analysis (new)
2. FINA 2026 Financial Modelling (new)
3. FINA 3024 Valuation (new)
4. FINA 3020 Derivatives (new)
5. FINA 2017 Investments and Portfolio Management (new)
6. FINA 3017 Ethics in Banking and Finance (revised)

The first cohorts of the new Finance programmes are expected to begin in the 2026/2027 academic year.

## REVISIONS TO FLAGSHIP BSc BANKING AND FINANCE AND BSc ECONOMICS AND FINANCE PROGRAMMES

The Department also revised its flagship BSc Banking and Finance and BSc Economics and Finance programmes to integrate these new courses, ensuring that they also aligned with CFA standards. Collectively, these initiatives position the Department's undergraduate finance programmes in line with global best practices in investment management and better prepare students for professional certification or postgraduate study.

## FACULTY OF LAW'S STRATEGIC PARTNERSHIP RESULTS IN NEW ACADEMIC PROGRAMME OFFERING

In the 2024/2025 academic year, the Faculty of law finalised its MoU with the University of Dayton to offer two Double LLM Degrees in Corporate and Commercial Law and American and Transnational Law and Intellectual Property Law and American and Transnational Law. These programmes were successfully launched on October 22, 2024. The highlight of this partnership is that under this agreement, the University of Dayton has agreed to provide guaranteed scholarships of USD 762.00 per credit, a substantial tuition reduction. Given this scholarship opportunity and the other benefits associated with

**1 PATHWAY. 2 DEGREES. A WORLD OF OPPORTUNITY.**

UWI-Cave Hill and the University of Dayton School of Law offer a path to a second LLM for UWI graduates in Corporate Commercial or Intellectual Property Law. UDSL's Online LLM in American and Transnational Law expands expertise in American Common Law while reflecting UWI's values of excellence and accessibility.

**KEY BENEFITS**

- GLOBAL CLASSROOM**  
Engage in cross-cultural legal discussions with students worldwide
- RIGOROUS CURRICULUM**  
Strengthen and expand your legal expertise
- 100% ONLINE**  
Balance your education and career with flexible learning
- BAR-ORIENTED PROGRAM**  
Gain knowledge in American Common Law and qualify for select U.S. bar exams
- FREE MINI BAR PREP COURSE**  
Graduates receive free access to exclusive bar prep support

**GUARANTEED SCHOLARSHIP & FAST-TRACK TO 2ND LL.M.**

UWI LL.M. graduates receive a guaranteed tuition reduction (scholarship) of **\$762 per credit hour**.

As a UWI graduate, you can complete the UDSL Online LL.M. with just **8 courses (20 credits)** instead of the standard 12 courses! Required courses include: Intro to U.S. Law, Legal Analysis, Business Associations, Constitutional Law, and Civil Procedure.

Explore all [Online LL.M. courses](#) at UDSL.

**APPLICATION TIMELINE**

- NOW → MID-MAY**  
Meet with U.D. representative, Monica Hayes, to discuss your path & begin credential evaluation of your first law degree.
- MID-MAY → JULY 25TH**  
Submit your application
- MID-MAY**  
Prepare your application and supporting documents.
- AUGUST 25TH**  
Classes begin—start your second LL.M.!

**TAKE THE NEXT STEP TOWARD YOUR SECOND LL.M.!**

Connect with U.D. rep Monica Hayes today to start the conversation.

[Schedule Your Consultation](#)

**Step out of the traditional Science career and step into a career in**

# **FOOD SCIENCE**

**SIGN UP TODAY FOR A MINOR IN FOOD SCIENCE**

**Courses Required:**

**LEVEL I**  
 BIOC1015 Introduction to Biochemistry (S2)  
 BIOL1020 Diversity of Life I (S1)  
 CHEM1125 Introduction to Experimental Chemistry (S1 & S2)

**LEVELS II and III**  
 FDSC2000 Fundamentals of Food Processing (S1)  
 FDSC2001 Principles of Food Science (S1)  
 CHEM2406 Food Chemistry (S2)  
 MICR3265 Microbiology of Food (S2)\*  
 \*(MICR2260 Essentials Microbiology is the prerequisite)

**AND 3 credits from:**  
 BIOC2340 Biochemistry of Tastes and Flavours (SS)  
 FDSC2300 Food Fermentation (S2)  
 FDSC3300 Project for Food Science (S1 or S2 or SS)  
 BIOL3990 Professional Placement for Biologists (SS)  
 CHEM3990 Professional Placement for Chemists (SS)  
 HDNT2003 Food Service Management Systems (S2)  
 HDNT2006 Food Law and Regulation in the Caribbean (SS)

S1 - Semester 1    S2 - Semester 2    SS - Summer School  
 \*MICR2260 Essentials Microbiology is the prerequisite

Students should complete a Change of major Form available online on the PST website, and submit it via email to [fst@cwvstt.uwi.edu](mailto:fst@cwvstt.uwi.edu).

*Fuel your passion for food innovation and open doors to exciting opportunities in research, industry, and beyond!*



successful completion of these programmes, students have shown keen interest and overtime the faculty should expect to see enhanced enrolment in its LLM programme.

## **FACULTY OF MEDICAL SCIENCES' MBBS PROGRAMME INTRODUCES NEW YEAR-LONG COURSE**

The MBBS programme had one key curriculum adjustment. The Introduction to Medical Practice 2 (IMP 2) MDSC 2202 course received Academic Quality Assurance Committee (AQAC) and BUS approval to transition into a year-long course, designed to equip students with the fundamental skills necessary for future clinical and hospital-based clerkships.

## **BACHELOR OF HEALTH SCIENCES PROGRAMME UNDERGOES CURRICULUM CHANGES**

The following curriculum changes were made to the Bachelor of Health Sciences (BHSc) Programme in the academic year 2024-2025.

- Biochemistry and Molecular Genetics HESC 1006 in semester I and Introduction to Anatomy and Microbiology HESC 1008 replaced the yearlong level I course Structure and Function I HESC 1000.
- Introduction to Anatomy and Physiology HESC 2005 and Introduction to Anatomy and Physiology HESC 2006 replaced the yearlong level II course Structure and Function II HESC 2000.
- Introduction to Pathophysiology HESC 2008 replaced the yearlong level II course Essential Pathophysiology HESC 2001.
- In response to global and regional trends towards the digitisation of healthcare and the utilisation of data for policy and decision making. The course HESC 1004 Health Care Data Analytics 1 was introduced as a core course for all BHSC students.



## Engaging Students Through Experiential Learning

Experiential learning continues to be a vital and active part of the Campus' teaching, learning and student development system through the provision of internships, practicum, mentorship and other forms of active training and engagement for students.

### STUDENT PATHWAYS TO PRACTICE & EXPERIENCE

**Table 7: Internships & Practicums Undertaken by Students**

| OFFICE OF STUDENT SERVICES AND DEVELOPMENT (OSSD) |                    |
|---------------------------------------------------|--------------------|
| ORGANISATION                                      | NUMBER OF STUDENTS |
| Deloitte                                          | 9                  |
| RBC                                               | 2                  |
| Carlton & A1                                      | 4                  |
| DHL                                               | 1                  |
| Gildan                                            | 2                  |
| Central Bank                                      | 3                  |
| Harris Paints                                     | 1                  |
| PwC                                               | 23                 |
| Axel Finance                                      | 3                  |
| Carters General Store                             | 1                  |
| Sagcor                                            | 19                 |
| Brookfiled Accounting                             | 2                  |
| Inchcape                                          | 4                  |
| Standard Distribution                             | 2                  |
| Fair Trading Commission                           | 4                  |
| Caribbean Examinations Council                    | 4                  |
| Montrose Holdings Ltd                             | 5                  |
| Berger Paints                                     | 3                  |
| Roberts Manufacturing & Company Ltd               | 11                 |
| <b>TOTAL</b>                                      | <b>103</b>         |

| FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS<br>Department of Creative and Performing Arts |                    |
|------------------------------------------------------------------------------------------------|--------------------|
| ORGANISATION                                                                                   | NUMBER OF STUDENTS |
| LAFF IT OFF PRODUCTIONS INC.                                                                   | 1                  |
| Nu Visual Media Inc.                                                                           | 1                  |
| West India Cinema Corporation                                                                  | 1                  |
| Caribbean Broadcasting Corporation                                                             | 1                  |
| 1015 Pictures Inc                                                                              | 1                  |
| <b>TOTAL</b>                                                                                   | <b>5</b>           |

| FACULTY OF HUMANITIES AND EDUCATION<br>Department of Language, Linguistics and Literature |                    |
|-------------------------------------------------------------------------------------------|--------------------|
| ORGANISATION                                                                              | NUMBER OF STUDENTS |
| Barbados Tourism Marketing Inc/ UWI (Language Volunteer Programme)                        | 11                 |
| <b>TOTAL</b>                                                                              | <b>11</b>          |

| FACULTY OF HUMANITIES AND EDUCATION<br>School of Education                                    |                    |
|-----------------------------------------------------------------------------------------------|--------------------|
| ORGANISATION                                                                                  | NUMBER OF STUDENTS |
| Ministry of Educational Transformation, Barbados (various public nursery and primary schools) | 37                 |
| <b>TOTAL</b>                                                                                  | <b>37</b>          |

| FACULTY OF LAW                          |                    |
|-----------------------------------------|--------------------|
| ORGANISATION                            | NUMBER OF STUDENTS |
| Solicitor General's Chambers (Barbados) | 4                  |
| EY (Barbados)                           | 2                  |
| Republic Bank EC Ltd (Saint Lucia)      | 1                  |
| <b>TOTAL</b>                            | <b>7</b>           |

| FACULTY OF SOCIAL SCIENCES<br>Sagicor Cave Hill School of Business<br>and Management (SCHSBM) |                    |
|-----------------------------------------------------------------------------------------------|--------------------|
| ORGANISATION                                                                                  | NUMBER OF STUDENTS |
| Division of Culture                                                                           | 11                 |
| Ministry of People Empowerment and Elderly Affairs                                            | 12                 |
| CIBC Caribbean                                                                                | 3                  |
| Republic Bank                                                                                 | 3                  |
| Sagicor                                                                                       | 10                 |
| <b>TOTAL</b>                                                                                  | <b>39</b>          |

| FACULTY OF SOCIAL SCIENCES<br>Department of Economics |                    |
|-------------------------------------------------------|--------------------|
| ORGANISATION                                          | NUMBER OF STUDENTS |
| Afreximbank                                           | 2                  |
| Central Bank of Barbados                              | 3                  |
| Financial Services Commission                         | 2                  |
| Caribbean Regional Technical Assistance Centre        | 1                  |
| <b>TOTAL</b>                                          | <b>8</b>           |

| ACADEMY OF SPORT                              |                    |
|-----------------------------------------------|--------------------|
| ORGANISATION                                  | NUMBER OF STUDENTS |
| Ministry of Sport/Fitts Village Football Club | 1                  |
| <b>TOTAL</b>                                  | <b>1</b>           |

| FACULTY OF SCIENCE AND TECHNOLOGY<br>Department of Biological and Chemical Sciences (BCS) |                    |
|-------------------------------------------------------------------------------------------|--------------------|
| ORGANISATION                                                                              | NUMBER OF STUDENTS |
| Lenstec Ltd                                                                               | 1                  |
| Government Analytical Services (GAS)                                                      | 2                  |
| Centre for Agricultural Research and Innovation (CAGRI)                                   | 3                  |
| HIPAC Ltd                                                                                 | 1                  |

| FACULTY OF SCIENCE AND TECHNOLOGY<br>Department of Biological and Chemical Sciences (BCS) |                    |
|-------------------------------------------------------------------------------------------|--------------------|
| ORGANISATION                                                                              | NUMBER OF STUDENTS |
| Ministry of Agriculture, Tissue Culture Centre                                            | 1                  |
| Milton Cato Memorial Hospital Pathology Laboratory (SVG)                                  | 2                  |
| Caribbean Agricultural Research and Development Institute (CARDI)                         | 2                  |
| Caribbean Sugar Ltd                                                                       | 1                  |
| Barbados National Energy Company Limited (BNECL).                                         | 1                  |
| Ministry of Environment and National Beautification                                       | 3                  |
| Green Farm Aquaponics                                                                     | 1                  |
| CRREE, Department of Environment, Antigua                                                 | 1                  |
| Coco Hill Forest                                                                          | 1                  |
| Megapower 365                                                                             | 1                  |
| Caribbean Community Climate Change Centre (5Cs)                                           | 4                  |
| Centre for Commercial Analytical Services (CCAS)                                          | 1                  |
| Environmental Protection Department (EPD)                                                 | 1                  |
| Inter-American Institute for Cooperation on Agriculture (IICA)                            | 1                  |
| Curacao Laboratories                                                                      | 1                  |
| <b>TOTAL</b>                                                                              | <b>29</b>          |

| FACULTY OF SCIENCE AND TECHNOLOGY<br>Department of Computer Science, Mathematics and Physics |                    |
|----------------------------------------------------------------------------------------------|--------------------|
| ORGANISATION                                                                                 | NUMBER OF STUDENTS |
| CIBC                                                                                         | 2                  |
| Barbados Light & Power Co. Ltd.                                                              | 1                  |
| Gildan                                                                                       | 1                  |
| <b>TOTAL</b>                                                                                 | <b>4</b>           |

### BCS STUDENTS UNDERTAKE FIELDWORK IN SICILY

Two undergraduate students spent five (5) weeks in Sicily, Italy performing fieldwork under the supervision of Dr Casey Allen. This practical experience was funded by the National Endowment for the Humanities, Humanities Collections and Reference Resources section that provided funding for the Documenting the Past, Triaging the Present, and Conserving a Legacy for the Future: A Web App for Sicily's Norman Heritage.



### FROM CLASSROOM TO INDUSTRY: FOOD MICROBIOLOGY STUDENTS VISIT PINE HILL DAIRY & SOUTHERN MEATS

Biological and Chemical Studies students enrolled in the course, Microbiology of Food (MICR3265), visited Pine Hill Dairy and Southern Meats abattoir during Semester II of academic year 2024/2025. These visits reinforced concepts taught in the classroom and allowed students to observe firsthand a local dairy operation compliant with international standards, as well as the procedures involved in the slaughtering of food animals (e.g. pigs and cattle). This was organised by Dr Kelly Brathwaite.



BCS students, Jordan Griffith and Destiny Birkett were on internships in Sicily, supervised by Dr Casey Allen

### ECONOMICS STUDENTS PARTICIPATE IN AFREXIMBANK INTERNSHIP PROGRAMME

To promote the Afreximbank Internship Programme a Zoom webinar on the Afreximbank Internship Programme was held on March 27, 2025. Stakeholders from the Bank provided participants with valuable information on the programme to assist with the application process. Out of 152 registered students, 92 students attended.

Undergraduate student Dario Joe, Banking and Finance Major and graduate student Kerema Lewis, MSc Financial and Business Economics are currently on a four-month internship with the Bank in Cairo. An Egyptian Visa is required to participate in this internship. The processing of which is done at their Embassy in Cuba. This process can take up to one month to complete. The Ministry of Foreign Affairs assists in facilitating this process for nationals.



## STUDENTS IN THE BSc HUMAN NUTRITION AND DIETETICS (HND) PROGRAMME PARTICIPATE IN INAUGURAL CLINICAL NUTRITION DAY CONFERENCE

In summer 2025, students of the Human Nutrition and Dietetics programme, HNDT 2006 Food Law course were provided scholarships in the amount of BBD 160.00 each, from the Food Innovators and Technologist (FIT) academy to attend the Barbados Food Law and Industry Conference themed «Product Innovation in an Era of Climate Change» on July 23, 2025.

**Overview of Conference Theme:** With the advent of climate change, shifts in food security and socio-economic changes globally, the Barbados Food Law and Industry (BFLI) Conference 2025 invited presenters to speak on the following topic “Food Product Innovation in the Era of Global Climate Change.” Through this theme, the aim of this year’s Conference was to explore the concepts of Nutrition Policy, Food Science & Technology, Environmental Science as well as Food Law & Regulation in relation to Food Product Innovation and Development in Barbados and the wider Caribbean Region.

## THREE MINUTE THESIS (3MT) COMPETITION AT CAVE HILL SHOWCASES HND STUDENT SKILLS

This competition originated at The University of Queensland in 2008 and is now held at universities as well as conferences worldwide for student competitions. Nutrition and Dietetics students were invited to participate in the 3M Thesis competition. Specifically, the Three Minute Thesis (3MT®) competition is an academic challenge that helps students develop skills in effectively communicating their research to a non-specialist audience. Specifically, the student participants were provided precisely three minutes and a single static PowerPoint slide to present their research, its significance, and impact in a compelling and clear manner, fostering concise communication and aligning their findings with the theme of the Barbados Food Law & Industry conference. This competition provided UWI students an opportunity to publicly present their research, creative and scholarly



Students from the HND Programme at the 3M Thesis Competition, winner Kianna Bradshaw (centre), Shonne Marshall, 4th place and Azariah Nurse, 5th place

activity (RSCA) in an innovative way, with a single visual (one PowerPoint slide) and brief oral presentation (3 minutes). All Human Nutrition and Dietetics (HND) students enrolled in the course participated in the 3M Pitch Competition, along with students from the California State University.

Kiana Bradshaw, 2nd Year HND Students was the 1st place winner of the competition with her topic entitled “Feeding the Future in a Warming World”, Shonne Marshall received 4th place with her topic entitled: “Reimagining Food in a Warming World” and 5th place went to Azariah Nurse with her topic entitled: “Upcycled food”.



Undergraduate students, Tiwanda Roberts (second right) and Jelial Boyce (right) participated in a training workshop organised by the Division of Culture. Also present is Dean of the Faculty of Culture, Creative and Performing Arts, Professor David Akombo, 3rd from left.

### **BUSINESS ANALYTICS STUDENTS OF THE SCHSBM PARTNER WITH THE DIVISION OF CULTURE FOR ECONOMIC IMPACT ASSESSMENT OF THE CROP OVER FESTIVAL**

As part of its commitment to experiential learning and applied research, the SCHSBM actively engaged its students in the Economic Impact Assessment of the Crop Over Festival. Students from the School participated in data collection activities across multiple survey instruments designed to capture the perspectives of visitors, residents, and businesses. This initiative not only contributed to the national cultural and economic development agenda but also provided students with invaluable hands-on experience in field research, data analysis, and policy-relevant impact assessment. Through this exercise, the School continues to reinforce its philosophy of integrating academic learning with real-world application and community engagement.

### **CULTURAL STUDIES STUDENTS PARTICIPATE IN WORKSHOP ORGANISED BY OFFICE OF THE PRIME MINISTER**

In February 2025, two undergraduate students, Tiwanda Roberts and Jelial Boyce, were invited to participate in a five-day training workshop organised by the Office of the Prime Minister, through the Division of Culture. The aim of the workshop was to analyse data collected on Barbados' Creative and Cultural Industries, including culture and the creative sector.

# Mentorship Essential To Student Development

## LUNCH & LEARN WORKSHOPS

During the first semester, the Office of Student Services and Development (OSSD) partnered with PGDFF (Prince Godwill D. Fomusoh Foundation) Caribbean Inc and Massy Foundation on a series of Lunch & Learn Workshops, which formed part of Phase 2 of the Barbados is Blooming project. The workshops provided students with practical tools to enhance their physical and mental well-being, professional growth, and financial stability (see Table below). Of the participants who provided feedback on the sessions they attended, the vast majority either strongly agreed or agreed, that the workshops were interesting, informative, and satisfactory. Participants suggested future workshops could include financial literacy workshops on home/property ownership.

## PARTNERSHIP RECOGNITION AWARDS: PGDFF CARIBBEAN INC

OSSD received recognition from the PGDFF (Prince Godwill D. Fomusoh Foundation) Caribbean Inc for its partnership in hosting a series of lunch & learn workshops as part of Phase 2 of the Barbados is Blooming project. One of the students who attended the workshop, Jaden Downer, continued to be mentored by one of the workshop facilitators and has since started his small photography business.



OSSD staff and student, Jaden Downer (2nd from right) receiving the Partnership Recognition Award

## NEW CLUB - MINING THE GOLD MOVEMENT (MTGM) ENCOURAGES POSITIVE CHANGE

The newly established social outreach and religious club, *Mining the Gold Movement (MTGM)* held its inaugural club meeting on March 21, 2025. MTGM’s vision is to mine the ‘human gold’ in millennials and young adults globally, empowering them to become agents of positive change in their communities and sphere of influence. The club also aims to cultivate leadership, spiritual growth and personal development among students, through various initiatives such as mentorship, spiritual guidance, prayer, and personal development opportunities.

Table 8: Lunch and Learn Workshop Sessions

| DATE         | NAME OF SESSION                                   | PRESENTER                                            | NUMBER OF PARTICIPANTS |
|--------------|---------------------------------------------------|------------------------------------------------------|------------------------|
| September 18 | Healthy Lifestyles                                | Dr Tanya Sargeant<br>Marrienne Burnham, Nutritionist | 16                     |
| September 19 | Top Soft Skills in Career Development             | Christopher Ritchie, Chief Revenue Officer           | 19                     |
| September 27 | Making Your Money Work for You                    | Marie Theodore, Chief Operations Officer             | 20                     |
| October 9    | Confidence and Being the Best Version of Yourself | Dr Cheriann Catwell                                  | 51                     |





Professor Khan (front row- 4th right) with UWI staff, students and staff from the British High Commission

### **BUILDING CLIMATE AWARENESS: STUDENTS VISIT WALKERS RESERVE**

Twenty-one (21) students visited the Walkers Reserve in keeping with efforts to increase students' awareness of Climate Action challenges in the Caribbean and to support student participation in campus-wide Sustainable Futures initiatives. This initiative also encouraged first year students to become more aware of their environment and how they as global citizens can play their part in sustaining a healthy future for all. The programme ended with the return of the Dining Etiquette module where students gained practical skills needed to participate in a business meeting while dining.

### **A STUDENT-LED MENTORSHIP PROGRAMME IN THE DEPARTMENT OF ECONOMICS**

The Department remained dedicated to overseeing the student-led mentorship programme, a voluntary initiative where senior students offer academic guidance to their junior peers. The main objective of this programme is to foster constructive and positive interactions while offering additional opportunities for students to bolster their intellectual competencies.

## **Global Expert Engagements to Enhance Student Learning**

To foster student growth and provide real-world insights, the university has actively engaged with a diverse range of external professionals and industry leaders. Through partnerships with global experts, including key figures from organisations such as the World Bank, students have had the unique opportunity to learn from and interact with leaders shaping their respective fields. These initiatives aim to enhance academic learning, provide mentorship, and prepare students for the challenges and opportunities in the professional world.

### **ECONOMICS STUDENTS ENGAGE BRITISH HIGH COMMISSION AND WORLD BANK EXPERTS**

During March 2025, the Department of Economics sought to facilitate interactions between students and prominent international and regional economists. The overall aim was to enrich the academic experience and broaden students' perspectives.

## Teaching, Learning and Student Development

As part of this initiative, the Department partnered with the British High Commission to host Professor Adnan Khan, who at the time, was the Chief Economist and Director of the Analysis Directorate at the Foreign, Commonwealth & Development Office. Professor Khan engaged students in a talk titled “An Introduction to Development Economics and the Role of International Organisations”.

Also in March, the Department arranged for students to engage with Ms Lilia Burunciuc, World Bank Director for the Caribbean. Ms Burunciuc shared on the World Bank’s current activities in the Caribbean region and provided valuable insights into career development within international organisations.

### FACULTY OF SCIENCE AND TECHNOLOGY PARTNERS TO ENCOURAGE STUDENT DEVELOPMENT OF SOLUTIONS ALIGNED WITH THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The Faculty of Science and Technology joined the Sustainable Futures Enterprise Challenge, a partnership with Radboud University in the Netherlands and Pontificia Universidad Javeriana in Columbia. Beginning on October 9, 2024. The competition engaged primarily undergraduate teams in generating SDG-aligned solutions for a more sustainable campus, with 12 Cave Hill groups of two to five students submitting creative proposals. Plans are currently underway to transform this challenge into a credit-bearing undergraduate course.



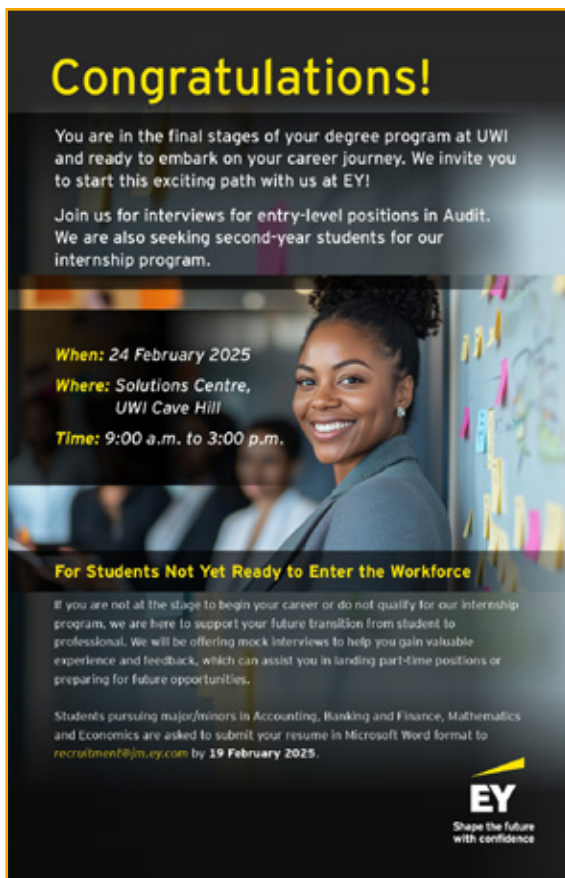
Ms Lilia Burunciuc, World Bank Director for the Caribbean, presenting to students

### ENGAGING THE EUROPEAN UNION (EU) AMBASSADOR

A student Q&A session, *Unlocking Caribbean Potential Through Angel and Impact Investing*, took place on May 9, 2025, featuring EU Ambassador H.E. Ms Malgorzata Wasilewska, Professor Meldal, and Dr St. Hilaire, providing FST students with the opportunity to engage directly with distinguished experts.



FST students meeting with Professor Meldal and Dr St. Hilaire



EY Mini Interview Poster

## ACADEMIC ROUND TABLE MEETING PROMOTES SCIENTIFIC RESEARCH AND EDUCATION IN THE CARIBBEAN

The FST hosted an Academic Round Table Meeting which focused on enhancing scientific research and education in the Caribbean. Discussions included improving access to funding, strengthening partnerships with European institutions, addressing gender disparities in STEM, transforming science education, promoting international exchange opportunities, and leveraging resources to foster innovation. Participants included Dr Ramona Archer-Bradshaw, Chief Education Officer in the Ministry of Educational Transformation, and Ms Annette Alleyne, Principal of the Barbados Community College, along with FST faculty and researchers, postgraduate students, gender equity advocates, science educators and curriculum designers, media representatives, and members of the European Union Delegation.

## Other Initiatives to Guide Students in Preparing for the World of Work

### 1. World of Work Activities

The World of Work 2025 forms a focal element of the Semester II portfolio, providing students with essential insights and practical skills to navigate the evolving job market. The World of Work 2025 activities encompassed a range of developmental workshops, mini-interviews, and a job fair, providing students with comprehensive career preparation.

All 2025 world of work events were marketed using the OSSD <https://www.cavehill.uwi.edu/studentservices/career-development/world-of-work-2025.aspx>. To maximise engagement and participation, additional marketing efforts were implemented through targeted student emails, the campus app and through Marcomms What's on Campus.

### 2. Mini-Interviews

During the period of February 10-11, mini-interviews were conducted both virtually and in person. Forty-five students preregistered for these mini-interviews. The primary goal of this activity was to help students build confidence and receive constructive feedback from the interviewers. This activity was made possible thanks to the continued support of CIBC, CLARKE GITTENS FARMER, and Grant Thornton, in addition to Barbados Revenue Authority, Caribbean Broadcasting Corporation, Central Bank of Barbados, I.G.M. Stage Lighting, Invest Barbados and PwC. A total of forty-nine interviews were scheduled. The organisation, Ernst and Young (EY) hosted a separate interview activity focused on entry-level Audit positions and their internship programme, the company also continued to extend valuable opportunities for students to strengthen their interviewing skills.



### 3. Career Counselling

During the reporting period, Career Development Services were provided by the Acting Career Counsellor, Robena Nicholls and part-time Counsellor Atoya Hinds. A total of 315 appointments were scheduled for these services. Students consistently sought guidance in career planning and job search strategies, including support with resumes and cover letters.

### 4. Job Search Toolkit Series

The Job Search Toolkit Series comprised of two career readiness workshops held online via Zoom on January 25, 2025. Kickstart 3.0 and Dress Your Resume II.

Kickstart 3.0, the third installment in the series, was facilitated by Miss Krystal Penny Bowen. The primary objective is to equip students with the practical skills necessary to thrive in an ever evolving and dynamic environment. The workshop focused on empowering students to create a strong personal brand online, to develop a competitive resume and excel in their next job interview. Students were provided with a certificate of participation.

Dress your Resume II, the second installment in the series, was facilitated by Mrs Shawna Morgan, a personal style consultant. The main objective was to equip students with practical tools and insights to align their personal style with their professional aspirations. The key outcomes were understanding the alignment of personal style-with various industries, developing a personal-ised framework for a personal brand style guide, planning wardrobes for interviews and boosting confidence in making style choices that reflect career goals and personal brand.

### 5. Job Fair 2025

Dream It, Achieve It, Do It was the theme for Job Fair 2025 which was held on March 20, 2025 in the Graduation Tent. There were 34 exhibitors. Returning featured sponsors included CG Limited, Deloitte, Gildan, NTI and Sagicor. Baker Tilly and Barbados Tourism Marketing Inc participated





Job Fair 2025 – OSSD staff and volunteers

for the first time. Central Bank of Barbados, Republic Bank and RBC Royal Bank (Barbados) Limited made a welcomed return to the event after a period of absence, bringing enthusiasm and support. Other returning exhibitors included Brydens Stokes Limited, CIBC Caribbean, EY, Grant Thornton, KPMG, Nexa Financial Services, Pricewaterhouse Coopers and Sherwin Williams.

Other participants who added to the students' experience included The Ministry of Youth, Sports and Community Empowerment and selected departments, Barbados Revenue Authority, Inter-American Development Bank, Barbados Museum and Historical Society, Delegation European Union to Barbados, the Eastern Caribbean States, the OECS and CARICOM\CARIFORUM, Barbados Association of Professional Social Workers, Barbados Association of Medical Practitioners and District 6 Technologies.

Although 176 students pre-registered, 310 students checked in on the day of the event. However, this figure may not accurately reflect the actual number of students who attended, given the multiple entry points to the fair location.

## Other Forms of Support for Students

### FINANCIAL SUPPORT

During August 2024 to March 2025, students received financial assistance in various forms. Records show that a total 20 undergraduate students and (1) one postgraduate student benefited from the financial assistance programme. Various resources, including the fund for assisting Barbadian students with amenity fees, the Adopt-a-Student program, and the Student Hardship Fund, were utilised to assist these students.

The total financial assistance provided during this period amounted to BBD 21,080.00. Additionally, during the reporting period, Living Waters contributed 80 food hampers to support students facing nutritional hardships.



A detailed breakdown of assistance allocation is provided in Table 9.

**Table 9: Financial and In-Kind Assistance Provided to Students in Academic Year, 2024/2025**

| NUMBER       | RESOURCES SAFETY NET                      | AMOUNT               |
|--------------|-------------------------------------------|----------------------|
| 5            | Amenity Fees - Barbadian Fund             | 4,100.00             |
| 1            | AFUWI                                     | 6,000.00             |
| 7            | Adopt-A-Student                           | 3,540.00             |
| 7            | Student Hardship Fund                     | 5,390.00             |
| 1            | Student Hardship (Book Grant)             | 800.00               |
| 80           | Grocery Packages – Living Water Community | Value Undeclared     |
| 1            | UWIAA -FL Bursary                         | 540.00               |
| 1            | Special Waiver                            | 710.00               |
| <b>TOTAL</b> |                                           | <b>BBD 21,080.00</b> |

### NEW SCHOLARSHIPS AND PRIZE APPROVED BY THE FACULTY OF SCIENCE AND TECHNOLOGY

The Faculty introduced new scholarships in partnership with Lenstec Barbados Inc. and the Straughn family, and approved the Hugh Sealy Prize in Environmental Science.

Two one-year scholarships will be offered annually for the next five years, each valued at BBD 2,500.00. The scholarships will be open to final-year CARICOM nationals of contributing countries enrolled in the Physics and/or Mathematics undergraduate programmes, with a minimum GPA of 2.90 and demonstrated financial need. Two additional scholarships, also valued at BBD 2,500.00 each, will be open to the children of full-time employees of Lenstec Inc. who have been continuously employed with the company for a minimum of five years, and are enrolled in their second or third year of a degree in the Faculty of Science and Technology or Medical Sciences. Two one-year scholarships, The Gregory Straughn Scholarship and The Elizabeth “Betty” Straughn Scholarship, each valued at BBD 3,000, will be offered to any postgraduate student in the Faculty of Science and Technology pursuing research in the areas of sustainability and Biology, respectively.



### PROVISION OF PSYCHOLOGICAL SUPPORT

Psychological counselling services remained heavily utilised, with anxiety and stress-related concerns continuing to dominate presentations. Extended counselling hours, the “Let’s Chat” initiative, and the planned launch of the UNIWellbeing App strengthened support offerings. Additionally, volunteer Chaplains, Peer Mentors, and Resident Assistants were engaged as “first responders” to support students in times of crisis.





On October 30, 2024, the Disabilities Services Coordinator, Dr Khaleid Holder (not pictured) and Director of OSSD, Ms Dale Lynch (standing), facilitated a workshop 'Self Advocacy and Self-Empowerment: Building Skills for Success in the Workforce'. The workshop was part of a training programme which the National Disabilities Unit hosted for persons with disabilities, as part of a job placement pilot project.

## An Inclusive Campus

The Campus continued its efforts to promote and support an inclusive learning environment for all students. The Office of Student Services and Development (OSSD) continued its advocacy efforts for equitable tuition fee assistance, particularly for students with blindness, whose needs extend beyond the current provisions for Barbadian students. This work reinforces the department's commitment to fostering inclusive access to higher education.

### SHUTTLE SUPPORT FOR STUDENTS WITH DISABILITIES

Drivers provided additional support in transporting students with physical disabilities after hours, ensuring accessibility with minimal disruption to the evening schedule.

### REQUESTS FOR ACCOMMODATION

Disability Services recorded 125 appointments for students seeking access to disability services offered, including accommodations and coaching sessions. Of these appointments, 21 were intake sessions for first time students while 104 appointments were follow-up consultation sessions. On

behalf of students, accommodation plans were circulated to Deans with copy to the Student Health Clinic. Examination accommodation requests were routed through the Student Health Clinic (SHC) for forwarding to the Examinations Section. The SharePoint database of all students requiring accommodations has been retained for use by the Disability Services Coordinator (DSC), Dr Khaleid Holder, the SHC and Examinations section. The use of Faculty specific lists of persons and their learning accommodations has been retained.

### DISABILITY OUTREACH

On October 30, the Disabilities Services Coordinator and Director, Ms Dale Lynch, facilitated a workshop 'Self Advocacy and Self-Empowerment: Building Skills for Success in the Workforce'. The workshop was part of a training programme which the National Disabilities Unit hosted for persons with disabilities, as part of a job placement pilot project.

### SUPPORT FOR KREGG NURSE AWARDS APPLICANTS

The Disabilities Services Coordinator provided support to students with disabilities with regard to their applications for the Kregg Nurse Awards coordinated by Caribbean Catalyst Inc. and attended the award ceremony on June 13, 2025.

### DISABILITY COORDINATION

The DSC worked with Mr Troy Carrington of the Centre for Excellence in Teaching and Learning (CETL) and instructors of students with blindness to identify learning accommodations needs of the students and to identify ways teaching and learning could be enhanced for this group of students. Dr Holder also supported Mr Carrington and instructors of the students with blindness in midterm assessment preparations and administration, where needed. The DSC continued to coordinate academic advisement sessions and course registrations for the students with blindness. Additionally, the department also

coordinated one-on-one meetings with instructors of students with blindness to enhance the accessibility of their courses. The department coordinated a walk-through of the Keith Hunte Hall to reassess the accessibility for a student with a physical disability on exchange to the campus.

### DISABILITY SUPPORT VOLUNTEERS (PEER SUPPORT)

The peer-to-peer support system, which matched sighted students with students with blindness in a peer support system, was expanded to include a student with paraplegia and Attention-Deficit Hyperactivity Disorder (ADHD) during this period. These students with disabilities received one-to-one tutoring and notetaking support in several courses including, Intro to Financial Accounting, Foundations of Neuropsychology, and Personality Theory. It is envisioned that some of the peer tutors will be retained in the new academic year.

## Centre for Excellence in Teaching and Learning (CETL) - A Central Pillar to Quality Teaching and Learning

CETL's achievements this academic year, 2024/2025, reflect its commitment to innovation, inclusive excellence, and institutional collaboration as it continues to shape the future of teaching and learning at The UWI Cave Hill Campus.

### THE POSTGRADUATE CERTIFICATE IN UNIVERSITY TEACHING AND LEARNING (PGCUTL)

CETL continued to deliver the Postgraduate Certificate in University Teaching and Learning (PgCUTL) programme. The department continued to sustain the interest of lecturers who were enrolled in this

programme. Nineteen (19) participants completed CUTL 5001, and 15 lecturers graduated from the programme in October 2024, reinforcing CETL's foundational role in developing high quality university instructors. Faculty development extended to campus wide workshops, including the highly attended "Artificial Intelligence in Higher Education: Top Tools for Instructors to Consider", and the collaborative Blended Learning and AI Workshop for Modern Languages.

### KEEPING PACE WITH TECHNOLOGY CRITICAL

The Centre deepened its technological impact by upgrading the Moodle LMS to version 4.5 and providing training for enhanced lab simulations through collaboration with LearnSci. Faculty also benefited from extensive eLearning support, including assistance with gradebooks, quizzes, online assessments, course design, and troubleshooting.

### FOCUS ON CURRICULUM RENEWAL

Curriculum renewal remained a central focus, with CETL completing the design and review of 55 courses and 15 programmes, and supporting large-scale post-graduate programme development for the Five Islands and Global Campuses.

#### COURSES AND PROGRAMMES COMPLETED DURING REPORTING PERIOD - 2024/2025 PERIOD

Fifty-five (55) courses:

- Thirty-three (33) postgraduate
- Twenty-two (22) undergraduate

Fifteen (15) programmes:

- Ten (10) undergraduate
- Five (5) postgraduate

- Twelve (12) CPDLL short courses



**THE UNIVERSITY OF THE WEST INDIES**  
CUTL 5001  
CAVE HILL CAMPUS, BARBADOS

**THE UWI TL**  
Centre for Excellence in Teaching & Learning  
CAVE HILL

**THE CENTRE FOR EXCELLENCE IN TEACHING AND LEARNING (CETL)**

**Orientation to University Teaching  
New Academic Staff Seminar**

**"Alone We Are Strong.....Together We Are Stronger"**

Meet the CETL Staff  
Learn about the Campus' faculty support services  
Ask vital questions before you start  
August 26 - August 30, 2024

**Date: Friday, August 29, 2024**  
**Time: 9:30a.m. to 10:30a.m.**  
**Venue: Zoom Room**

**Click here to register**

**REGISTER NO LATER THAN WEDNESDAY, AUGUST 28, 2024**

Contact Us: 417-4202/0904150 | Cetl@cavehill.uwi.edu

*Academic Excellence Through Quality Teaching*

### COMPREHENSIVE ORIENTATION TO SUPPORT NEW ACADEMIC STAFF

Support for new academic staff remained a priority. CETL hosted a comprehensive orientation programme themed "Alone we are strong ... together we are stronger," followed by personalised consultations to prepare faculty for classroom and online teaching.



## Support for All Faculty and Staff

### AI TRAINING AND DEVELOPMENT

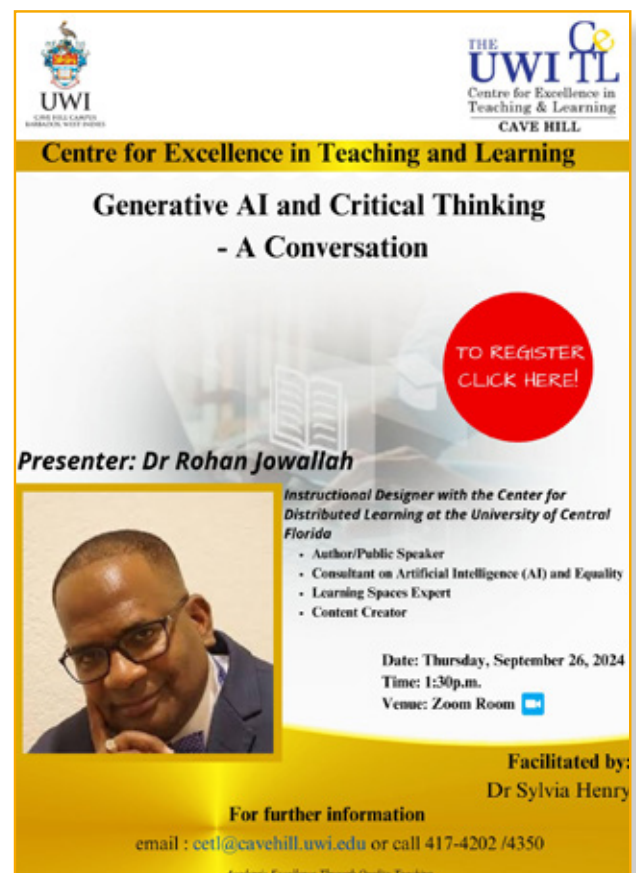
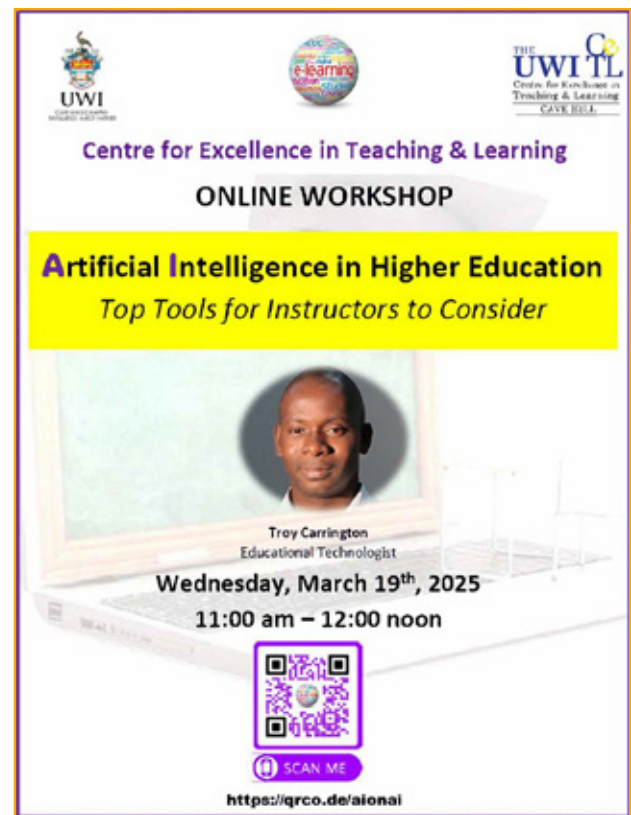
As Artificial Intelligence continues to gain prominence on the landscape of education, CETL continued to spearhead training and development initiatives in artificial intelligence for teaching, learning and productivity at the The UWI Cave Hill Campus. To this end, workshops were conducted for academic and administrative staff. One was entitled “Artificial Intelligence in Higher Education: Top Tools for Instructors to Consider”.

### CIRCULATION OF LEARNING RESOURCES TO FACULTY

To ensure that faculty have access to up-to-date resources, CETL continued to provide a variety of videos, research papers, ebooks, webinars and articles weekly for faculty to learn and develop in their quality teaching expertise. The Functional Analyst (Faculty) created the TurnItIn Graduate Studies Process Guide for students. Resource material from the Monday Morning Mentor Online series and Faculty Focus were disseminated to academic staff and shared with CETLs at Mona and St. Augustine. Some titles included: How Can I Use My Teaching to Improve Student Study Skills?; How Can I Use AI Tools to Better Manage My Time?; How Can I Apply Virtual Reality to Create Meaningful Assignments and Assessments?; How Do I Get Students to Complete Reading Assignments?; How Can I Teach Courses That Are Inclusively Accessible to All Learners?

## Initiatives to Enhance Student Support

CETL's staff provided support for student development in association with other departments and offices. The Educational Technologist partnered with the Student Services Manager in re-designing more inclusive assessments for students with disabilities. The Educational Technologist also assisted Graduate Studies with requests regarding the use of Turnitin. The Functional Analyst met with Faculty support



personnel from other universities to discuss the use of CRM Advise to optimise the academic advising support offered to students by Cave Hill Faculty. He also met with representatives from the Global Campus and the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES), Mona for discussion on the use of Respondus Lockdown monitor toward the conduct of proctored exams for students.

The CETL's facilitation of MyCaveHill eLearning training for the 2025 registration buddy cohort, by the Functional Analyst continued and the Educational Technologist served as instructional designer for the New Student Orientation 2025.

The CETL also shared resources, videos, and guides to assist students with avoiding plagiarism, proper citation practices, and improving academic writing. It also disseminated learning resources (e.g. books, videos, articles, webinars) relevant to student learning strategies, study skills, and online learning success.

## Outreach

Beyond campus boundaries, the CETL deepened its outreach and institutional presence. Staff served on multiple national committees, including the TVET Council and the Barbados Accreditation Council, while the Director led literacy initiatives that distributed hundreds of books from LOGOS Hope to community partners and schools. The Campus' student volunteers remained invaluable to the process. Additionally, CETL was represented during a literacy outreach book drive at the St Michael School.

## Physical Infrastructure Improvements to Support Digital Learning

### PROJECTOR INSTALLATION IN EVERY CLASSROOM

In the academic year, 2024/2025, Campus IT Services (CITS) continued efforts to have projectors installed in most classrooms under its continuing "A Projector for Every Classroom" initiative. This effort was essential to ensure faster turnaround times between classes, extend the lifespan of the projectors, and enhance the overall teaching and learning experience.

However, as with all technology, projectors have a finite lifespan and will eventually require replacement. To enhance classroom experiences, eleven additional classrooms were upgraded with smart projectors, designed to unite teachers, students, and technology in a seamless, collaborative learning environment. This brings the total number of classrooms equipped with smart projectors to 37.

These smart projectors enhance the teaching and learning experience by supporting dynamic and interactive lessons. Teachers and students can write, draw, and manipulate content directly on the projected image using touch or digital tools, promoting real-time collaboration and shared engagement.



*The UWI Dance Ensemble performing at the installation of Dr The Most Honourable Dodridge Miller as the seventh Chancellor of The UWI, March 15, 2025*



# CELEBRATING STUDENT ACHIEVEMENTS

The Cave Hill Campus proudly recognises the achievements of its outstanding students during the 2024-2025 academic year. Across all seven faculties and spanning a rich diversity of disciplines - from the sciences and the arts, to law, sport, and co-curricular activities - students consistently distinguished themselves, demonstrating excellence and surpassing expectations at every level.

These accomplishments reflect not only individual talent and determination, but also the University's sustained and holistic investment in student development. Through thoughtful curriculum development, effective instructional practices grounded in sound pedagogies, and a supportive academic environment, the institution remains committed to advancing educational quality and fostering student success.

The achievements highlighted in this report stand as a testament to the dedication, discipline, resilience, and hard work of the student body. While the report captures only a snapshot of the many successes recorded during the period, it underscores a broader culture of excellence that continues to bring distinction and pride to the Campus.

## GRADUATION

The annual Graduation Ceremonies were held on October 19, 2024 and the Campus was pleased to award degrees, diplomas and certificates to 1,398 students who had successfully completed their programmes of study. At the undergraduate level, 1,023 students were conferred with degrees and diplomas, and at the postgraduate level, 375 students were conferred with degrees, diplomas and certificates.

The valedictorians were Mr Timothy Roper, who graduated with a Bachelor of Laws degree with First Class Honours during the morning ceremony, and Ms Naomi Cambridge, who graduated with a Bachelor of Science degree in International Relations with First Class Honours during the evening ceremony, both exemplifying academic excellence, dedication and determination.



Graduands eagerly await the start of the October 19, 2024 Graduation Ceremony

## RECOGNISING SCHOLARLY EXCELLENCE

The Reception in Honour of Scholarly Excellence continued its tradition as a Campus highlight on October 17, 2024, setting the stage for the Graduation Ceremonies that followed. The event celebrated the outstanding efforts of those who attained First Class Honours and Distinctions at the undergraduate level, and Distinctions and High Commendations at the postgraduate level. During the ceremony, honourees were presented with commemorative tokens to mark their academic success. Table 10 outlines the number of students recognised for their excellence.

Table 10: Students Recognised for Academic Excellence by Faculty/Institute - 2024

| FACULTY/INSTITUTE                                            | BACHELOR'S DEGREES |         |                     | MASTER'S DEGREES | DOCTORATES        |
|--------------------------------------------------------------|--------------------|---------|---------------------|------------------|-------------------|
|                                                              | DISTINCTION        | HONOURS | FIRST CLASS HONOURS | DISTINCTION      | HIGH COMMENDATION |
| Culture, Creative & Performing Arts                          | -                  | -       | 9                   | 5                | -                 |
| Humanities and Education                                     | -                  | -       | 15                  | 4                | 1                 |
| Law                                                          | -                  | -       | 15                  | 12               | -                 |
| Medical Sciences                                             | 2                  | 18      | 2                   | 4                | -                 |
| Science & Technology                                         | -                  | -       | 29                  | 4                | -                 |
| Social Sciences                                              | -                  | -       | 32                  | 14               | 1                 |
| Sport                                                        | -                  | -       | 2                   | 5                | -                 |
| Institute for Gender & Development Studies: Nita Barrow Unit | -                  | -       | -                   | -                | -                 |
| TOTAL                                                        | 2                  | 18      | 104                 | 48               | 2                 |

Source: The UWI Cave Hill Statistics 2024/2025

Note: Figures exclude certificates and diplomas

## SCHOLARSHIPS SUPPORTING STUDENT SUCCESS

Scholarships continue to play an important role in supporting students throughout their academic journey. During the academic year, a number of scholarships were awarded to students across the University. Many of these awards were made possible through the generous support of benefactors, including corporate Barbados and individual donors, whose contributions help to expand opportunities for students and support their continued success. Details of these awards are presented in Table 11.

### Students Recognised for Academic Excellence



Dr Natalie McGuire receiving her award from Professor Winston Moore, Deputy Principal. Dr McGuire attained the PhD, Cultural Studies with High Commendation



Mr Gharryn Parris receiving his award from Professor Frederick Ochieng'-Odhiambo, Dean of the Faculty of Humanities and Education. Mr Parris attained the BEd, Early Childhood Care and Education, with First Class Honours



Mr John Francis receiving his award from Dr Diana Weekes-Marshall, Deputy Dean (Strategic Partnerships and Stakeholder Engagement), Faculty of Social Sciences. Mr Francis attained the BSc in Accounting & Finance with First Class Honours



Ms Dacia Clarke receiving her award from Dr Rudolph Alleyne, Head, Academy of Sport. Ms Clarke attained the BSc Sport Sciences with First Class Honours



**Table 11: Scholarships Awarded at the Campus Level for Academic Year 2024-2025**

| NAME OF DONOR/AWARD                                                                                                                  | VALUE OF INDIVIDUAL AWARD (BBD) | NUMBER OF STUDENTS AWARDED | TOTAL VALUE OF AWARDS (BBD) |
|--------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|----------------------------|-----------------------------|
| Bob Butterworth Bursary                                                                                                              | 2,500                           | 2                          | 5,000                       |
| Barbados Workers' Union Cooperative Credit Union - Winfield Belle Memorial Scholarship                                               | 2,500                           | 1                          | 2,500                       |
| Christopher Lambert Science Grant                                                                                                    | 150                             | 5                          | 750                         |
| CIBC Caribbean Scholarship                                                                                                           | 5,000                           | 9                          | 45,000                      |
| Colette Delaney Scholarship                                                                                                          | 6,000                           | 4                          | 24,000                      |
| Co-Operators General Insurance Co Ltd Scholarship                                                                                    | 5,000                           | 1                          | 5,000                       |
| Daphne Thompson Memorial Scholarship                                                                                                 | 3,000                           | 1                          | 3,000                       |
| David Lewis Science Grant                                                                                                            | 150                             | 8                          | 1,200                       |
| Digicel Business Corey Goddard Memorial Scholarship                                                                                  | 1,250                           | 1                          | 1,250                       |
| Ermine Holmes Memorial Scholarship                                                                                                   | 2,000                           | 1                          | 2,000                       |
| Enterprise Growth Fund Limited Scholarship                                                                                           | 3,000                           | 1                          | 3,000                       |
| Ernst & Young Scholarship                                                                                                            | 6,000                           | 1                          | 6,000                       |
| Faculty of Science & Technology Scholarship                                                                                          | 1,080                           | 3                          | 3,240                       |
| Faculty of Science & Technology Bursary                                                                                              | 800                             | 3                          | 2,400                       |
| Gildan Activewear SRL Scholarship                                                                                                    | 7,000                           | 2                          | 14,000                      |
| Hilary Blackwell-Landis Scholarship                                                                                                  | 4,000                           | 4                          | 16,000                      |
| Insurance Corporation of Barbados Scholarship                                                                                        | 2,500                           | 1                          | 2,500                       |
| Institute of Chartered Accountants of Barbados Scholarship                                                                           | 3,500                           | 2                          | 7,000                       |
| Kregg Nurse Award for Vision & Fortitude                                                                                             | 3,000                           | 1                          | 3,000                       |
| Ralph Boyce Scholarship (sponsored by the Barbados Public Workers' Co-operative Credit Union Limited (BPWCCUL) over a 3-year period) | 7,500                           | 2                          | 15,000                      |
| RBC Royal Bank Scholarship                                                                                                           | 6,000                           | 9                          | 54,000                      |
| Robert Collis Barrow Scholarship                                                                                                     | 2,500                           | 1                          | 2,500                       |
| Rollins Family Charitable Trust Scholarship                                                                                          | 4,000                           | 8                          | 32,000                      |
| Sagicor Life Inc Scholarship                                                                                                         | 5,000                           | 1                          | 5,000                       |
| Solomon & Sandra Mae Grant Science Grant                                                                                             | 750                             | 1                          | 750                         |
| <b>TOTAL</b>                                                                                                                         |                                 | <b>73</b>                  | <b>256,090</b>              |

## RECOGNISING AND REWARDING STUDENTS ACROSS FACULTIES

### FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS

The Faculty Recognition Ceremony, held on October 17, 2024, celebrated student achievement across programmes with 20 Dean's List awardees and four prize winners recognised for their performance in the 2023/2024 academic year. Awards included the Level I Faculty Prize awarded to **Trevon St Omer** (BFA Music with Education), Level III Faculty Prize awarded to **Jahzara Wilson** (BFA Creative Arts), the Helen Carnegie Prize awarded to **Rhonette Buntyn** (BFA Dance), and the Elrita Greenidge Memorial Scholarship presented to **Danico Martindale** (BFA Dance with Cultural Studies).



Jahzara Wilson, BFA Creative Arts, Guest Speaker at the Faculty Recognition Ceremony



Prize Winners and Dean's List awardees with members of faculty at the Recognition Ceremony





The UWI Big Band, led by Mr Jomo Slusher, performing at the *Christmas at Cave Hill* concert on December 7, 2024

## Creative and Performing Arts Students Contribute to Major University Events

During the 2024/2025 academic year, students of the Department of Creative and Performing Arts continued to share their talents through performances at several high-profile Campus events. Their artistic contributions highlight both the strength of the Creative and Performing Arts programmes and the growing demand for student musicians and performers. From formal ceremonies to major cultural events, students have consistently showcased their skills while enriching the cultural life of the campus community.

A major highlight was the *Christmas at Cave Hill* concert held on December 7, 2024 - the Campus' inaugural annual fundraising Christmas concert organised by the Office of the Campus Registrar, where the UWI Big Band performed to a very appreciative audience as part of the programme.

Students also contributed to a significant ceremonial occasion - the installation of Dr The Most Honourable Dodridge Miller as the seventh Chancellor of The UWI on March 15, 2025. The event included performances by the UWI Dance Ensemble and the UWI Big Band, led by Mr Jomo Slusher.



BFA Music student Ayanna Goodman, performing at the 'Reimagination Leadership: Concepts and Applications' travelling book tour, June 18, 2025

BFA Music student Ayanna Goodman was featured at two academic book tour events. On November 26, 2024, she performed at the Richie Richardson travelling book tour by Professor Densil Williams, facilitated by the Office of the Principal. She later performed at the Reimagination Leadership: Concepts and Applications travelling book tour by Professor Canute Thompson on June 18, 2025.



## FACULTY OF HUMANITIES AND EDUCATION

### Outstanding Students Recognised in the School of Education

The School of Education (SOE) recognised the outstanding achievements of its students through a number of departmental prizes. The following students received awards for excellence in their respective areas of study for the 2024/2025 academic year:

#### Prize Winners – Education

- Kyra Mapp
- Shamone Carter
- Daney Roberts

### Graduate Research Awards

Recipients of the UWI-USAID Educational Research Scholarship, attached to the Caribbean Educational Research Centre

- Crescentiana Alfred, PhD Candidate, SOE
- Paula Alleyne, PhD Candidate, SOE
- Jonielle Alleyne, MPhil Candidate, LLL
- Desire Collins, PhD Candidate, SOE
- Bethlene Ferdinand, MPhil Candidate, SOE
- Rachel Frame, PhD Candidate, SOE
- Don Howell, PhD Candidate, SOE
- Talyjah Hyatt, MPhil Candidate, SOE
- Nitha Mauricette-Philip, PhD Candidate, SOE
- Jimelle Roberts (Upgraded to PhD SOE)

## FACULTY OF LAW

### Law Students Shine at Caribbean Court of Justice Moot Competition

The Faculty of Law once again cemented its reputation for excellence by clinching the championship title at the XV Annual Caribbean Court of Justice (CCJ) International Law Moot competition, which was held in Trinidad and Tobago from March 20-21, 2025. This prestigious win, achieved during the rigorous two-day event, underscored the students' exceptional command of jurisprudence and their ability to excel on the region's most prominent judicial stage.

The team of third-year law students, Deborah Bryan (Senior Counsel), Alala Moore (Junior Counsel), and Khyle Harrisingh (Researcher), outperformed the seven other participating teams in the competition, which tested participants' knowledge of international and CARICOM law, focusing on the Revised Treaty of Chaguaramas and the Caribbean Single Market and Economy.

Guided by Interim Dean of the Faculty of Law, Dr Antonius Hippolyte, the trio demonstrated exceptional legal knowledge, advocacy skills, and teamwork to secure overall victory and the title of Best Academic Institution.

President of the panel convened for the competition, the Honourable Madam Justice Rajnauth-Lee commended their exemplary performance, stating: "Team UWI Cave Hill was an extremely well-prepared team displaying a high level of confidence, employing well-structured arguments." She further noted that the team's written and oral submissions demonstrated "an insightful analysis of the problem posed by the moot," and the judges were thoroughly impressed by the team's "skilful advocacy before the Court."

The team was awarded the CCJ Challenge Shield and the Plaque for Best Academic Institution, and Alala Moore received special recognition as Best Oralist in the session in which Cave Hill mooted against Anton de Kom University of Suriname, showing her stellar advocacy skills during the



L-R: Assistant Coach, Mr Alexander Ramdass; Ms Alala Moore; Mr Khyle Harrisingh; President of the CCJ, Justice Andrian Saunders; Ms Deborah Bryan; and Interim Dean, Dr Antonius Hippolyte

competition. This was a notable achievement, since Cave Hill is the only UWI campus to ever win the overall competition, a feat it has now accomplished twice since its inaugural victory in 2012.

Other participating teams were drawn from the Anton de Kom University of Suriname; the Hugh Wooding Law School in Trinidad; the Jamaica-based Norman Manley Law School; the Eugene Dupuch Law School in the Bahamas; the University of Guyana; as well as The UWI Mona and St Augustine campuses.

## Berry's Attorneys and Arbitrators Moot Competition Showcases Student Talent

On February 21, 2025, the Faculty of Law hosted the Berry's Attorneys and Arbitrators Moot Competition. The competition comprised several rounds of moots, culminating in a final round. The final round was judged by Ms Shan Greer, CEO of the BVI International Arbitration Centre; Ms Vicky Marshall Telford, Principal Architect at Vicky Telford Architects Inc; and Sir Patterson Cheltenham, former Chief Justice of Barbados. Several students participated in the competition, with Ms Deborah Bryan and Ms Toni Ann



Ms Toni Ann Watson and Ms Deborah Bryan, winners of the Berry's Attorneys and Arbitrators Moot Competition

Watson emerging as the overall winners. They were awarded internship opportunities at Berry's Attorneys and Arbitrators and the BVI International Arbitration Centre, among other prizes.

## FACULTY OF MEDICAL SCIENCES

### Medical Sciences Students Honoured for Academic and Research Excellence

The Faculty of Medical Sciences hosted its second annual Student Awards Ceremony on January 25, 2025 where the academic and non-academic achievements of students were recognised and awarded. Five students were awarded with The UWI Alumni Scholarships (three received the 1948 Society Scholarship and two received the UWIMAA Scholarship). Forty undergraduate students and five postgraduate students were listed on the Dean's List and three students were recognised for research awards. Two students were recognised for national representation.

#### 1948 SOCIETY SCHOLARSHIP WINNERS

- **Katelyn Singh** (GPA 3.57) received the Knox Hagley Memorial Scholarship
- **Kimeisha Belgrave** and **Chemar Burnham** (GPA 3.22) tied for the Doyle Slifer Memorial Scholarship

#### UWIMAA SCHOLARSHIP WINNERS

- **Llyee Su** received the 2024 UWIMAA Farley Cleghorn Scholarship
- **Jameca Thompson** received the 2024 UWIMAA Doyle Slifer Scholarship



Dr Nkemcho Ojeh, Head, Department of Preclinical and Health Sciences presenting the top academic achievement award for MB BS Year 1 to Mr Andwele Walrond



Dr Nkemcho Ojeh presenting the top academic achievement award for MB BS Year 2 to Ms Akeila Thomas



Dr Nkemcho Ojeh presenting the top academic achievement award for MB BS Year 3 to Mr Joshua Grant-Desir



Dr Michele Lashley, Head, Department of Clinical Sciences presenting the top academic achievement award for MB BS Year 4 to Ms Melaina Gill



Dr Michele Lashley presenting the top academic achievement award for MB BS Year 5 to Dr Zilika Knight



FACULTY OF SCIENCE AND TECHNOLOGY

Celebrating Outstanding Student Achievements

The Faculty recognised students for outstanding academic achievement during the 2024/2025 academic year through awards that acknowledged excellence across a range of programmes and disciplines.

DEAN'S PRIZES

A total of 60 students were recognised on the Dean's List, having achieved a Semester GPA of 3.60 and above in Semesters I and II of 2024-2025, based on a minimum of 12 Faculty credits (full-time) or six Faculty credits (part-time). Among them, 11 students obtained a GPA of 4.00 or higher in each semester, while three students achieved a GPA of 4.10 or above in each semester.

FACULTY AND DEPARTMENTAL PRIZES

The winners of the Faculty and Discipline Graduation Prizes for the 2024–2025 academic year, as detailed in Table 12, highlight the exceptional achievements of the graduating class. During the reporting year, the Campus Finance & General Purposes Committee approved the establishment of the Hugh Sealy Prize for Excellence in Environmental Science, an annual award recognising the top graduating Environmental Science major. The Prize carries a value of BBD 2,000, comprising a BBD 1,000 academic award and a one-month internship with a BBD 1,000 honorarium, with the recipient also required to deliver a departmental presentation within three months of completing the internship.

Table 12: Faculty Awards and Discipline Graduation Prizes

| PRIZE                                                    | NAME OF STUDENT    | MAJOR (GPA)                               |
|----------------------------------------------------------|--------------------|-------------------------------------------|
| Dean's Prize                                             | Mikkel Boxill      | Computer Science and Mathematics (4.20)   |
| Proximé Accessit to Dean's Prize                         | Ethan Ellis        | Computer Science (4.11)                   |
| Faculty Prize                                            | Mariah Chandler    | -                                         |
| Pfizer Ltd (PFL) Prize in Biochemistry                   | Jamilah Best       | Biochemistry with Microbiology (3.90)     |
| The Graham Gooding Biology Prize                         | Joanna De Oliveira | Biology and Chemistry (3.98)              |
| R L Seale & Co Ltd. Prize in Chemistry                   | Tameah Brathwaite  | Biology and Chemistry (3.74)              |
| Hugh Sealy Prize for Excellence in Environmental Science | Khala Griffith     | Environmental Science with Ecology (3.75) |
| The Louis Chinnery Ecology Prize                         | Jared Koon Koon    | Ecology and Environmental Science (3.74)  |
| Mt Gay Distilleries Ltd. Prize in Microbiology           | David Hall         | Microbiology (3.75)                       |

## Faculty Scholarships and Science Fee Grants

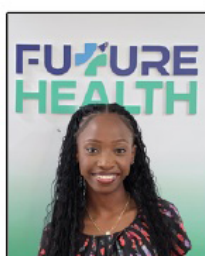
The Faculty of Science & Technology Scholarship Fund was utilised to award three full scholarships – awarded to Kai Hill, Melissa Patrick and Trona Flavien – and three bursary scholarships – awarded to Junelle Spence, Kaya Kellman-Wall and Kristen Gracia – during the 2024-2025 academic year. The Fund is continuously supported by staff of the Faculty whose donations were used to award the BBD 1,080 full scholarships and BBD 800 bursary scholarships. Five students were awarded Christopher Lambert Science Fee Grants, which are open to continuing students from UWI contributing countries pursuing degrees in the Department of Biological and Chemical Sciences. Additionally, eight students received David Lewis Science Grants, available to those from UWI contributing countries studying in the Department of Computer Science, Mathematics and Physics, or Meteorology. The Solomon and Sandra Mae Chami Science Grant was awarded to Tyreke Jones and the Robert Collis Barrow Memorial Scholarship was awarded to Kezia Clarke.

## Additional Student Achievements

- Mr Simeon Green and Mr Ian Francis, competing as *Team Phi-re Phi-ghter*, earned a prestigious Silver Award in Mathematics at the 2025 Caribbean Science Foundation STEM Olympiad.
- Ms Shonelle Griffith, BSc Biology and Environmental Science, was awarded the 2024 Japanese Scholarship to Sophia University to pursue a master's in Global Environmental Studies.
- Three outstanding students from the Faculty of Science and Technology participated in the inaugural Health Tech Fellows Programme, hosted by FutureHEALTH in July and August 2025: Jaleia Lovell, Tarika Birch, and Jahniqua Esdaille. They were joined by Daemon Dawson, an FST graduate who is now enrolled in the Faculty of Medical Sciences.



**Name:** Tarika Birch  
**Faculty:** FST  
**Degree:** Computer Science and Management  
**Company:** FlouretiQ,  
**Location:** Bristol, UK



**Name:** Jaleia Lovell  
**Faculty:** FST  
**Degree:** Chemistry with Biology  
**Company:** BioMed X GmbH  
**Location:** Heidelberg, Germany



**Name:** Jahniqua Esdaille  
**Faculty:** FST  
**Degree:** Computer Science with Mathematics  
**Company:** NeuroVirt  
**Location:** London, UK



**Name:** Daemon Dawson  
**Faculty:** FMS  
**Degree:** MBBS  
**Company:** Wanda Health  
**Location:** Bristol, UK

**Meet The Fellows:** All four fellows were placed with health-tech start-up companies in the UK and Germany for approximately six weeks. This initiative is part of an IDB-sponsored project, developed in collaboration with the Government of Barbados, FutureHEALTH, FutureBARBADOS, and the Ministry of Industry, Innovation, Science, and Technology. It is designed to support the development of high-potential students by providing hands-on exposure to the global health technology landscape while fostering the skills, mindset, and networks needed to contribute to the growth of Barbados' health innovation ecosystem.

## FACULTY OF SOCIAL SCIENCES

### Students Engage in Erasmus+ Winter School Collaboration

From January 18–26, 2025, four students from the Faculty of Social Sciences (FSS) - Kiros Graham, Janz Joseph, Zoe Zamore and Razario Scott - participated in the International Service Design Sprint Project as part of the Laurea University of Applied Sciences Winter School in Finland, facilitated under the Erasmus+ (2021–2027) Inter-Institutional Agreement. Laurea, a Finnish university of applied sciences known for its practical, career-oriented pedagogical model, hosted an immersive, collaborative programme that brought together students from UWI Cave Hill, Laurea (Finland), and the University of Johannesburg (South Africa).

The FSS cohort engaged in interdisciplinary service design challenges, working alongside both undergraduate and postgraduate peers from partner institutions. Despite differences in academic level, the Cave Hill students demonstrated adaptability, critical thinking and strong collaborative capacity in problem-solving exercises focused on innovation and sustainability. A visit to Siili Solutions, an AI-powered digital development company, further exposed participants to applied innovation ecosystems and real-world technology-driven service design solutions.



FSS students interacting with students from Laurea University and the University of Johannesburg





L-R: Shawnlee Gordon, Kayliah Walcott, Rashawn Griffith, and Mico Johnson - CFA Atlantic Islands Research Challenge Competition Winning Team

Importantly, the engagement extended beyond short-term mobility. Discussions among the three institutions explored the development of a Masterclass in “Service Design for Sustainability”, incorporating circular economy principles and region-specific applications. A more ambitious proposal under consideration is the creation of a joint diploma programme structured around a 2+2+2 course model across Finland, Barbados and South Africa, integrating logistics design, service design and cross-cultural components. These initiatives are expected to be pursued under new Erasmus+ agreements currently in development.

## Business and Finance Students Capture CFA Research Challenge Title

Business and Finance students from the Faculty emerged triumphant in the 2025 Caribbean Financial Analyst (CFA) Atlantic Islands Research Challenge Competition – an annual intercollegiate competition that provides students with a unique opportunity to apply the knowledge they acquire in the classroom to real-world equity research. The participants are evaluated based on their analytical abilities, valuation skills, report writing, and presentation skills.

The team, consisting of students from the Department of Economics (Ms Shawnalee Gordon and Mr Rashawn Griffith) and the Sagikor Cave Hill School of Business and Management (Mico Johnson and Kayliah Walcott), won the Atlantic Islands Finals held on February 22, 2025.

## FACULTY OF SPORT

### Dean's List and Dean's Student-Athlete Awards

During the 2024/2025 academic year, students recognised for outstanding academic performance by meeting the requirements for the Dean's List and Dean's Student-Athlete Awards were as follows:

#### SEMESTER 1

- Preston Clarke
- Kayla Depeiza
- Danielle Holder
- Ramani Lewis-Emmanuel
- Sydelle Nicholas
- Joshua Springer
- Jemari Trotman

#### SEMESTER 2

- Marcus Duberry
- Danielle Holder
- Devan Husbands
- Joshua Springer

### Blackbirds Dominate the Turf at 39th Barbados International Hockey Festival

The UWI Blackbirds showed up in full force for the 39th Barbados International Hockey Festival, fielding teams in the Men's, Women's, Mixed, and Masters divisions. After four grueling days of high-stakes action across the Wildey Hockey Centre and the Philip Blagrove Training Field, the Blackbirds walked away with two major titles.

The Women's team made history this year, displaying superior form to secure their first-ever festival trophy. Playing in a double round-robin format against Toronto Hockey Club and Du Badd Crew, they remained undefeated throughout the tournament, proving they were the team to beat from the very first whistle.

Meanwhile, the Masters team entered the tournament under the pressure of being defending champions. Their road to the finals was a tough challenge, particularly in a tense semi-final clash against the highly-favoured team, A Badd Connection (ABC). In a match defined by sheer grit and determination, the UWI Blackbirds Masters' team pulled off a thrilling 2-1 upset to keep their title hopes alive. They carried that momentum straight into the final, where they comfortably defeated the Old and Drag Down (ODD) Club 2-0 to finish as repeat champions and cement their legacy in the division.





2024 Festival Masters Champions



2024 Festival Female Champions





## *Introduction to Agriculture Production Training facilitated by The Centre for Agricultural Research and Innovation (CAGRI) for the Barbados Prison Service, May 23, 2025*

*Left to right (back): Graduates: Prison Officers: Mr Daniel Stoute, Mr Deighton Davis, Prison Farm Manager, Mr David Walkes, Ms Cecelia Trotman, Mr Brent Bynoe, and Mr Anthony Lee.*

*Left to right (front) Ms Angelina Boxill, Executive Secretary to the Honorable Minister, Mr Wilfred Abrahams; Dr Michele Singh, Director of CAGRI, The Hon. Wilfred Abraham, Minister of Home Affairs and Information, Ms Jacklyn Broome, Agronomist, Barbados Agricultural Management Corporation (BAMC), Mr DeCarlo Payne, J.P., Superintendent of Prisons, Dr Jeanese Badenock, Dean, Faculty of Science and Technology, The UWI, Cave Hill Campus. (Graduates missing from image - Mr Denis Warner, Mr Emile Kellman, and Mr Mikael Stuart.)*

# RESEARCH AND INNOVATION

During the reporting period, research, innovation, and knowledge exchange at Cave Hill were advanced through strategic investment, interdisciplinary collaboration, and expanded engagement with industry, communities, and international partners. Postgraduate research funding was allocated to support multiple research initiatives across faculties, strengthening scholarly productivity and capacity development throughout the campus. Innovation activities were driven by the Office of Research, Innovation and Community at Cave Hill (RICCH), campus entrepreneurship committees, and strategic partnerships. Through seminars, technology transfer initiatives, grant support, and collaborative platforms including engagement with the WIPO Technology and Innovation Support Centre (TISC) and the ASPIRE database, the campus strengthened its research commercialisation ecosystem and policy engagement. Student innovation was also actively promoted through applied projects, entrepreneurial participation at campus events and job fairs, and practical solutions developed to enhance campus operations and community engagement. These efforts were reinforced by high-impact research collaborations, international conferences, and interdisciplinary initiatives that collectively position the campus as a hub for research excellence and innovation-driven impact.

## Campus Research Awards

In the Academic Year 2024/2025, the Cave Hill Campus funded 36 postgraduate research awards to the tune of BBD 155,217.85. The greatest percentage (47%) of this funding was captured by the Faculty of Humanities and Education, which received BBD 72,320.29. The Faculty of Medical Sciences captured 23% of the awards (BBD 35,421.24), with the Faculty of Science and Technology receiving 17% (BBD 26,553.34) and the Faculty of Social Sciences obtaining 9% (BBD 14,299.83). The Faculty of Culture, Creative and Performing Arts and the Faculty of Law captured very small shares, having obtained 3% and 2% respectively.

The details are reflected in Table 13.

**Table 13: Postgraduate Research Awards for Academic Year 2024/2025**

| POSTGRADUATE RESEARCH AWARDS 2024/2025 |              |                   |                  |                   |
|----------------------------------------|--------------|-------------------|------------------|-------------------|
| FACULTY                                | NO OF AWARDS | CONFERENCE BBD    | RESEARCH BBD     | TOTAL BBD         |
| Culture, Creative and Performing Arts  | 1            | 4,123.15          |                  | 4,123.15          |
| Medical Sciences                       | 10           | 12,928.86         | 22,492.38        | 35,421.24         |
| Science and Technology                 | 6            | 17,424.14         | 9,129.20         | 26,553.34         |
| Social Sciences                        | 2            | 5,680.83          | 8,619.00         | 14,299.83         |
| Humanities and Education               | 16           | 72,320.29         |                  | 72,320.29         |
| Law                                    | 1            | 2,500.00          |                  | 2,500.00          |
| <b>TOTAL</b>                           | <b>36</b>    | <b>114,977.27</b> | <b>40,240.58</b> | <b>155,217.85</b> |

## OFFICE OF RESEARCH, INNOVATION AND COMMUNITY AT CAVE HILL (RICCH)

Entrepreneurship, Innovation and Commercialisation activities are primarily spearheaded by the Office of Research, Innovation and Community at Cave Hill, and the Campus Entrepreneurship Committees at Cave Hill. From their inception in 2013, the following developments took place:

- Quarterly circulation of Grant Funding opportunities to members of staff, and associates outside of the Campus
- Launch of the Author Fellowship Programme
- Launch of the RICCH and Campus Entrepreneurship Websites
- Various workshops and seminars on topics such as Grant Writing, Intellectual Property, and Research

This report presents on additional activities undertaken within the last academic year.



### SEMINARS

#### ***Author Fellowship Programme Writing Retreat***

The Author Fellowship Programme hosted a Writing Retreat from the January 13 -15, 2025. It was designed to help graduate students, faculty, and administrators make progress on their publishing journey. The retreat, which was held in the School for Graduate Studies building, provided focused writing time, strategic workshops, and peer support to foster sustainable writing habits and community.

### BRIDGING THE GAP: TRANSFORMING DATA INTO IMPACTFUL STORIES

This session was co-hosted by Dr Chris Hillier and Dr Sascha Olinsson and provided a comprehensive journey from data analysis to impactful communication, with a special focus on emerging technologies and maintaining integrity in the AI era. The session covered topics such as:

- The future of data storytelling
- Real world examples of the transformative impact of AI and emerging technologies on data communication
- Bridging the gap between scientific analysis and journalistic storytelling to create compelling and transformative content
- Critical issues of data integrity and bias in the age of AI



## GET RIGHTED: COPYRIGHT, AUTHOR RIGHTS AND YOU!

Facilitated in conjunction with the Sidney Martin Library for UNESCO World Book and Copyright Day, April 23, 2025.

In this presentation, hosted by Intellectual Property Expert, Ms Fiona Hinds-Lafond, KC provided an understanding of copyright in the Barbadian context. She advised on what is covered by the copyright laws and what is not, and how these impact users of various materials. Ms Hinds also defined author rights and elucidated on the assignment of copyright in open access and traditional publishing models. She also discussed how author rights are impacted by AI and predatory publishing practices.

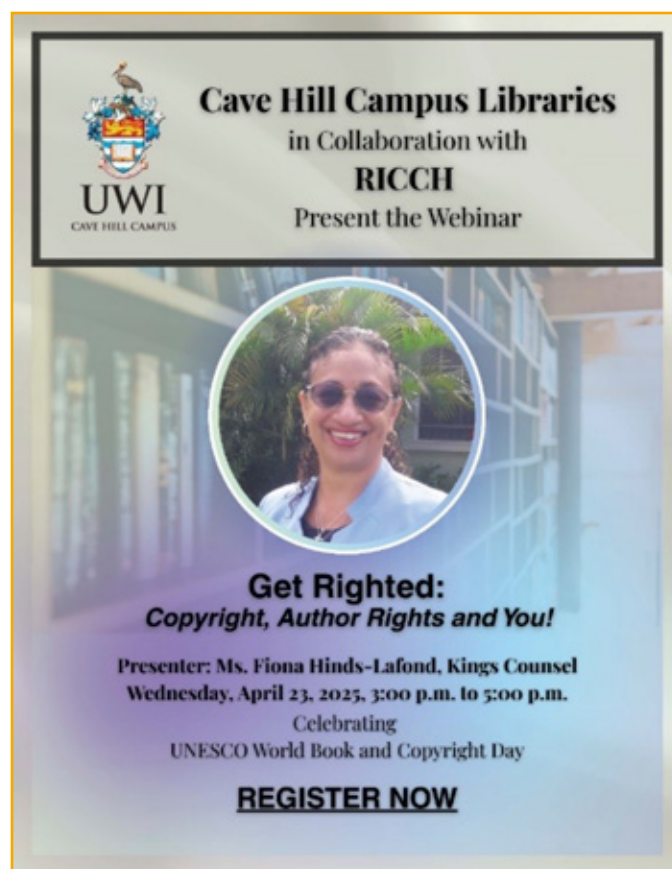
## SENSITISATION ON THE CAMPUS INNOVATION SYSTEM

Dr Yolande Cooke has conducted several sensitisation sessions on the Campus Innovation System to various levels of staff throughout the last academic year. Topics that were discussed included:

- The layout of the University-wide Entrepreneurial System
- The Entrepreneurial and Innovation ecosystem at the Cave Hill Campus
- Process for commercializing an idea or invention
- Understanding IP rights

## RICCH PITCH TRAINING SESSION 2025 – TURNING RESEARCHERS INTO ENTREPRENEURS

The aim of this session is to facilitate an environment through which the members of the Campus community can be adequately prepared for the presentation of innovative ideas to potential investors. The session was held May 8, 2025



## COLLABORATIVE RELATIONSHIPS

### *FirstIgnite*

The key goal of this organisation is to utilise AI Software to identify corporate partners for licensing, advancement and sponsored research. Discussions are being held with them, in conjunction with the Office of Business Development to identify a path forward.

### *Export Barbados*

Currently, negotiations are ongoing with Export Barbados on the following topic about collaboration on a few of the Campus' pipeline projects in addition to the development of several centres of industrial excellence.

## Additional Activities

### UN PARTNER

The UWI Cave Hill Campus is now an established UN Partner through RICCH. Members of staff can now utilise this Portal for their Grant Proposal Efforts.

### THE WIPO TECHNOLOGY AND INNOVATION SUPPORT CENTRE (TISC) PROGRAM

Designed to provides innovators with access to locally based, high quality technology information and related services, helping them to exploit their innovative potential and to create, protect, and manage their intellectual property (IP) rights. Services offered include:

- Access to patent and non-patent databases (scientific and technical) resources and IP-related publications
- Assistance using databases (searching and retrieving technology information)
- Prior art searches
- Patent and technology analytical services
- Monitoring technology and competitors
- Public awareness-raising and training services
- Basic information on industrial property laws, management and strategy, and technology commercialisation and marketing.

The proposal has been completed and distributed. Staff members are currently undergoing training. Awaiting approval from Business Barbados, formerly known as CAIPO.

### ASPIRE DATABASE

The Aspire programme was designed to be a comprehensive and accessible database of all entrepreneurial projects conceptualized at the UWI Cave Hill Campus. The project is also designed to track the execution and progress of all projects.

## New Grants

The following list represents a selection of newly secured funding that highlights the diverse research priorities and high-impact projects currently being spearheaded by our faculty.

### Department of Biological and Chemical Sciences, Faculty of Science and Technology

#### ***Identification of Ideal Substrate Mixes for the Commissioning of Biomethane Facilities***

*Investigators:* Dr Nikolai Holder, Dr Thea Scantlebury-Manning, Dr Jeanese Badenock and Professor Avril Williams

*Funding Obtained:* USD 150,000 in collaboration with the Barbados National Energy Company Limited (BNECL)

*Duration:* July 2025 – February 2026

#### ***Training in Seafood Safety and Quality Assurance***

*Investigator:* Dr Kelly Brathwaite

*Funding Obtained:* BBD 4,500 (Consultancy Fund Payment)

*Duration:* July – August 2025

#### ***Rediscovery of the Barbados Threadsnake (Tetracheilostoma carlae) under the GEF-Funded "Conserving Barbados' Endemic Reptiles" Project***

*Investigator:* Dr Darren Browne

*Funding Obtained:* Global Environment Facility (GEF) funding through the Ministry of Environment and National Beautification, Green and Blue Economy

*Funding:* USD 800, 000

*Duration:* April 2024 – Ongoing

## Department of Creative and Performing Arts, Faculty of Culture, Creative and Performing Arts

### ***I Dream a World: The Arts as a Catalyst for Social Change***

*Investigator:* Mr Andrew Millington (with Professor David Akombo, Dr Kathy Moscou and collaborators at Ontario College of Art & Design University)

*Funding Obtained:* CAD 70,000

*Purpose:* Support for curriculum initiatives and workshop development

## George Alleyne Chronic Disease Research Centre (GA-CDRC)

### ***Health of the Nation 2.0 (HoTN 2.0)***

*Investigator:* Professor Simon Anderson

*Funding Obtained:* BBD 775,000 from the Barbados Ministry of Health and Wellness

*Duration:* May 2025 – October 2026

### ***Community-led Digitally-Aided Support System for Cardiovascular Disease Prevention: Starting in Pregnancy Extending to the Family (SMARThealth Caribbean)***

*Investigators:* Professor Simon Anderson and Dr Natasha Sobers

*Other UWI Investigators:* Trevor Ferguson, Novie Younger-Coleman, CAIHR, Jamaica; Christine Laptiste, HEU, St Augustine

*External Investigators:* Jane Hirst, Mark Woodward, Imperial College, UK; Christian Delles, University of Glasgow, UK; Sonia Anand, Jackie Bosch, Russell de Souza, Sandi Azab, Rosain Stennett, Deborah DiLiberto, Dipika Desai, McMaster, Canada; Rosana Emmanuel, KCL; Sujane Kandasamy, Brock; Devarsetty Praveen, Global Institute for Global Health India; Abdullahi Abdulkadri, UNECLAC; Baldeo Singh, Hardeo Ramdeholl, Georgetown Public Hospital Guyana; Damaris Baptiste, Milton Cato Memorial Hospital, St Vincent

*Funding Obtained:* GBP 5,047,991 from the National Institute for Health and Care Research (NIHR)

*Duration:* March 2025 – February 2030

## Department of History, Philosophy and Psychology, Faculty of Humanities and Education

### ***The Constant and Carmichael Plantations Project***

*Funding Obtained:* USD 1,000,000

*Purpose:* Research on seventeenth-century plantation history and reciprocal study tours with partner institutions including Sylvester Manor, Bard Graduate Center, New York University and the University of Massachusetts Boston

*Duration:* Commenced March 28, 2025

## Institute for Gender and Development Studies: Nita Barrow Unit

### ***REACH: Research, Actions and Solutions on the Climate and Care Nexus in the Caribbean Hub***

*Investigators:* Dr Tonya Haynes, Dr Daniele Bobb, Alicia Haynes, Leigh-Ann Worrell, Ceresa Springer-Barnett

*Project Partners:* Universities Caribbean & GirlsCARE Jamaica

*Funding Obtained:* CAD 400,000 from the International Development Research Centre (IDRC)

*Duration:* 2025–2028

### ***The BLOOMing Youth Project (Building Climate-Smart Livelihoods Through Opportunity, Outreach and Mentorship)***

*Project Coordinator:* Leigh-Ann Worrell

*Funding Obtained:* USD 54,033 from the Maria Holder Memorial Trust

*Duration:* 2024–2025



## Faculty of Law / Shridath Ramphal Centre for International Trade Law, Policy and Services

### ***Caribbean ICJ Advocacy Clinic for the International Court of Justice Advisory Opinion on Climate Change***

*ICJ Advocacy Clinic Co-coordinator and Focal Point:*  
Professor David Berry

*Funding Obtained:* USD 169,416 from the Stichting Foundation for International Law for the Environment (FILE).

*Duration:* October 30 – November 01, 2024

## Faculty of Medical Sciences

### ***Understanding Clinical Practice Attrition Among Caribbean Doctors***

*Principal Investigator:* Dr Lynn-Marie Lovell

*Funding Obtained:* USD 148,633 from MPS Foundation

*Duration:* December 01, 2024 – August 31, 2025

## Shridath Ramphal Centre for International Trade Law, Policy and Services

### ***Strengthening the Voice of Caribbean Countries in Climate Negotiations***

*Funding Obtained:* USD 845,000 from United Nations Foundation

*Duration:* 2024

## School for Graduate Studies and Research (SGSR)

The SGSR continued to advance improvements in admissions, student support, operational efficiency, and research governance. Collaboration with faculties and campus offices remained vital to achieving the strategic goals for 2024–2025.

Research capacity was strengthened through targeted training, digital transformation, and policy reform. A cross-campus Graduate Admissions Working Group improved the application-to-registration pipeline by updating forms, refining communication flows, and setting growth targets. Research workshops on *Oral exams preparation*, *Research ethics/IRB*, and *Centering Island Research* expanded participation from ~45 to over 100 students across campuses. Supervisor development was enhanced with new modules on AI in research and publishing ethics, while research visibility for students was promoted through conference participation at the One-UWI Postgraduate Conference.

Operational innovation advanced through digitisation and system upgrades. The department digitised 600 of 1,500 student files and launched a new thesis submission platform (April 2025) with Turnitin integration for AI/similarity checks. Governance reforms supported research quality through proposals for departmental PhD selection committees, standardised seminar evaluation tools, and monitoring of scholarship “give-back” hours. Research investment was further demonstrated through awards administered under the Campus Research Awards, and the approval of new programmes.

## Building and Strengthening Research Networks – Embracing Opportunities to Collaborate with Stakeholders



From left to right: Dr Diether Beuermann (Principal Economist, InterAmerican Development Bank, DC), Dr Mahalia Jackman (Head, Department of Economics), The Honourable Kirk Humphrey (Minister of People Empowerment and Eder Affairs), Dr Cloe Ortiz de Mendivil (Country Economist for Barbados, Inter-American Development Bank), Ms Carina Cockburn (Country Representative, InterAmerican Development Bank), Professor R Clive Landis (Pro Vice-Chancellor and Principal, UWI Cave Hill) and Professor Winston Moore (Deputy Principal, UWI Cave Hill), in attendance at the Inter-American Development Bank's hybrid seminar and panel discussion

### ADVANCING POLICY DIALOGUE: A HYBRID RESEARCH SEMINAR WITH THE INTER-AMERICAN DEVELOPMENT BANK

The Department of Economics, Faculty of Social Sciences, collaborated with the Inter-American Development Bank to develop a hybrid seminar and panel discussion entitled, *From Data and Research to Policies that Improve Lives in the Caribbean*.

This event took place on November 13, 2024 and brought together policymakers, researchers, students and the general public to shed light on the value of administrative data and how it can be used to design evidence-based policymaking in the Caribbean.

The panel focused on how administrative data was used to provide insights on improving human capital, model a change in water prices, and assess the potential benefits of universal access to childcare.





Dr Mahalia Jackman (Head, Department of Economics) – fourth panellist from the left

## ADVANCING GENDER EQUALITY THROUGH HIGH-LEVEL POLICY ENGAGEMENT

The Department of Economics also participated in the High-Level Policy Dialogue on Gender Equality and the 5 Rs of the Care Economy held by UN Women on November 27, 2024. Dr Mahalia Jackman was part of the panel discussion titled “Reducing Unpaid Care Work through Promoting Shared Responsibilities Within Families, with the State, Private Sector and Communities.

## ENGAGING STAKEHOLDERS ON GLOBAL TAX REFORM AND CARIBBEAN COMPETITIVENESS

The Faculty of Law together with the Shridath Ramphal Centre for International Trade Law, Policy and Services, EY (Barbados) and Invest Barbados hosted a one-day tax conference on April 30, 2025. The conference served as a platform to discuss the implications of global tax reforms on Caribbean economies, particularly focusing on how these nations can navigate the challenges while seizing new opportunities to maintain and enhance their competitiveness. It also explored innovative financing solutions for sustainable development, such as those proposed by



L-R Back Row: Mr Marlon Mattison, Ms Daena Benjamin, Mr Darion Poyotte-Lionel. Front Row: Mr Brandon Gideon, Mr Jean Luc Constantine, Dr Antonius Hippolyte, Dr Jan Yves Remy, Mr Wesley Simon and Mr Mr Jabari Carabaio, in attendance at the Tax Conference

the Bridgetown Initiative, and the role of global and regional institutions in shaping future tax reforms.

Key topics included the evolving international tax framework, competitiveness in the post-Pillar 2 environment, the new US administration’s impact on Pillar



2 and the positioning of Caribbean states in ongoing and future global tax discussions. The conference was primarily aimed at local policymakers, tax administrators, private sector practitioners and select C-Suite individuals and academics. However, it also sought to engage regional and international stakeholders, including representatives from international organisations and participants from Small Island Developing States (SIDS), ensuring a diverse and impactful exchange of knowledge and perspectives.

### **SAGICOR CAVE HILL SCHOOL OF BUSINESS AND MANAGEMENT (SCHSBM) SHAPING NATIONAL POLICY THROUGH EVIDENCE-BASED RESEARCH**

Through applied research initiatives and collaborative studies, the SCHSBM has strengthened its reputation as a trusted research and advisory partner to government, international agencies, and private-sector organisations. Its interdisciplinary approach of integrating management science, data analytics, economics, and social research has yielded insights that directly address regional priorities such as economic diversification, MSME resilience, cultural development, and sustainability.

During the 2024/2025 academic year, the SCHSBM played a pivotal role in several landmark national initiatives that underscore its commitment to evidence-based policymaking and inclusive growth. Notably, the School led the development of the National Policy on Micro, Small and Medium-Sized Enterprises (MSME) Development for the Ministry of Energy and Business, providing the analytical foundation, stakeholder consultations and implementation framework that now guide the Government of Barbados' efforts to strengthen the MSME ecosystem. This initiative exemplifies the School's ability to bridge research, policy, and practice in ways that deliver tangible national outcomes.

In alignment with the United Nations' sustainable development agenda, the School also spearheaded an UN-commissioned project to identify and prioritise the Sustainable Development Goals (SDGs) most critical for measurement and monitoring in Barbados. This work has provided government agencies and





Constant Carmichael Study tour to New York at New York University – June 2025

development partners with a structured framework for tracking national progress and resource allocation in alignment with the 2030 Agenda. Complementing these initiatives, the SCHSBM collaborated with the Division of Culture to collect and analyse Cultural SDG Indicators, ensuring that culture and the creative industries are effectively integrated into national development metrics. This ground-breaking work positioned Barbados as a regional leader in applying cultural data to inform sustainable policy decisions.

## LAUNCH OF THE CONSTANT AND CARMICHAEL PLANTATIONS PROJECT

In December 2024, the Department of History, Philosophy and Psychology received a US one-million dollar grant for the funding of the Constant/Carmichael Project to undertake research on seventeenth century plantation history and conduct reciprocal study-tours with partnering institutions in the US such as the Sylvester Educational Manor, the Bard Graduate Centre, New York University and University of Massachusetts, Boston. The project was launched on March 28, 2025.

During the year, UWI students, travelled to New York, Shelter Island, Rhode Island and Boston, visiting libraries, archives, historical societies museums and

universities such as New York University (NYU) and University of Massachusetts Boston (UMass Boston). Reciprocating, students from UMass Boston and New York University visited Barbados and conducted a learning journey which included tours to museums, plantations, Great Houses, Windmills, the Department of Archives, and the UWI.

Other upcoming plans for the Project include a conference in Barbados, where delegates and students from US partnering institutions and from Caribbean colleges and universities will convene for two days of academic presentations and discussion on Barbados and its global links, particularly those with the USA. Furthermore, the Project research generated by consultants, historians and students will be used to create podcasts/videos on aspects of the Constant/Carmichael/ Shelter Island relationship.

The Project will also embark on an ambitious programme of promotion to the Barbados Community College and secondary schools via the concept of the learning journey with a bus tour along a specific route known as the Constant/Carmichael Trail. In addition to the two central plantations named above, the trail will encompass the Newton Enslaved Burial Ground, the Quakers Burial Ground, the Morgan Lewis Windmill, Arawak Temple and Rock Hall Freedom Park.





Caribbean Regional Conference of Psychology 2025 (CRCP2025) speakers at the head table - From left to right: Dr Mia Jules, President, Barbados Society of Psychology (BSP) and Co-Chair, Local Organising Committee; Dr Katija Khan, President, CANPA; The Honourable Miss Santia Bradshaw, Acting Prime Minister of Barbados and Dr The Most Honourable Kenneth George, Chief Medical Officer, Ministry of Health and Wellness

## CONVENING GLOBAL DIALOGUE ON MENTAL HEALTH RESILIENCE

The Caribbean Regional Conference of Psychology 2025 (CRCP2025), held from June 9-13, 2025 in Christ Church, Barbados, was hosted by the Barbados Society of Psychology in collaboration with the Caribbean Alliance of National Psychological Associations. The event, under the theme *Building Mental Health Resilience, Empowering Our Communities*, attracted 270 delegates from North America, Europe, Africa, and the Caribbean. The UWI, Cave Hill Campus partnered with the event through in-kind donations, and UWI Vice-Chancellor, Professor Sir Hilary Beckles, delivered a keynote address entitled '*Honoring Our Past, Healing Our Present, and Empowering a Resilient Caribbean Future*'. Dr Mia Jules, Senior Lecturer at The UWI Cave Hill Campus in the Department of History, Philosophy, and Psychology, and President of Barbados Society of Psychology, was also a panellist. This demonstrates UWI's active engagement in advancing regional mental health dialogue.

This regional convening brought together mental health professionals, academics, policymakers, and

students committed to strengthening Caribbean mental health systems through collaboration, innovation, and culturally responsive practice. The objectives of the conference included: to facilitate the exchange of research and practice relevant to Caribbean contexts, to foster regional and international collaborations among psychologists, to promote culturally responsive psychological theory, practice, and policy, and to provide professional development opportunities for students and practitioners.

The opening ceremony consisted of the following speakers: The Honourable Miss Santia Bradshaw, Acting Prime Minister of Barbados; Dr The Most Honourable Kenneth George, Chief Medical Officer, Ministry of Health and Wellness; Professor Sir Hilary Beckles, Pro Vice-Chancellor of the University of the West Indies; Dr Katija Khan, President, CANPA; Dr Ava Thompson, Secretary General, IUPsyS; Dr Mia Jules, President, Barbados Society of Psychology (BSP) and Co-Chair, Local Organizing Committee and Mr Ronald Pope, Immediate Past President, BSP.



## INTERNATIONAL COLLABORATIONS ON RAPID SARGASSUM MODELLING (RSM)

International academic partnerships continued to flourish, exemplified by a comprehensive five-day workshop on Rapid Sargassum Modelling (RSM) delivered by Professor Mario Costa Sousa, Professor of Computer Science at the University of Calgary. This collaboration has initiated the formal process of establishing a Memorandum of Understanding with the University of Calgary, opening new avenues for research collaboration and academic exchange.

## INSPIRING THE NEXT GENERATION: FACULTY OF SCIENCE AND TECHNOLOGY PARTICIPATES IN THE INAUGURAL EARLY YEARS STEM FAIR

The Faculty of Science and Technology (FST) participated in the inaugural Early Years STEM Fair, held on June 12 and 13, 2025, in LR14 of the Sagicor Centre for Lifelong Learning at The UWI Cave Hill Campus. This collaborative initiative, organised in partnership with the Maria Holder Nursery School Gall Hill, Explore STEM Play, BIM Smart Educational Concepts, and the FST, was coordinated through Dr Leah Garner-O'Neale, who served as the primary contact for the event. The fair offered an engaging, hands-on experience for nursery and primary school students (ages 3-6) and their teachers, bringing foundational STEM concepts to life through activities such as STEM in Stories and STEM in Rhymes that nurtured early curiosity and enthusiasm. It also established a promising model for sustained early-years STEM engagement at Cave Hill.

## CERMES PARTNERS WITH UNDP TO ORGANISE THE FIRST CARIBBEAN DRONE (UAS) SYMPOSIUM

During the period of February 10 - 12, 2025, The Centre for Resource Management and Environmental Studies (CERMES) partnered with the United Nations Development Programme (UNDP), under the aegis of the *Project for Improving National Sargassum Management Capacities in the Caribbean* (# 00129871), funded by the People of Japan, to organise the first Caribbean Drone Symposium at the Cave Hill Campus



Pro Vice-Chancellor and Principal of The UWI, Cave Hill, Professor R Clive Landis (right) and Professor, Mario Costa Sousa of the University of Calgary, unite to advance international collaboration



Dr Leah Garner-O'Neale engaging with students at the Early Years STEM Fair in June 2025



A group photo of some of the participants at the drone symposium

of the University of the West Indies. The Symposium brought together representatives from academia, industry, government, private practitioners, nongovernmental organisations, and the general public deliberate on the state and development of drone applications for resilient development in the Caribbean. The Symposium featured keynote speeches from experts, scientific presentations, panel discussions and field demonstrations of drone operations. A key outcome is the birth of the Caribbean Drone Hub which is to serve as a platform for sharing resources, knowledge and experiences about drone operations.

Mr Joseph Weekes, representing CERMES-UWI, played a leading role in the drone demonstration and flight skills component. He conducted hands-on sessions focused on flight safety, mission planning, and environmental data capture, using multi-rotor drones equipped for aerial mapping and coastal monitoring. His demonstrations highlighted practical applications in sargassum biomass estimation, shoreline mapping, and habitat observation, bridging technical capacity with real-world environmental management needs.



Participants engaging in demonstrations, led by Mr Joseph Weekes, on integrating drone-based monitoring into national coastal and environmental management frameworks during the Drone Symposium - February 10-12, 2025





## Cave Hill Staff and Students Innovate!

### STUDENT INNOVATION ENHANCES CAMPUS NAVIGATION

Innovation within the student body was demonstrated by Mr Kashaun Waldron, who developed an innovative video map system providing navigation routes to each lecturer's office within the Department, as well as to faculty and departmental offices. This student-led initiative illustrates the practical application of the Department's academic programmes and the creative problem-solving skills fostered among its students. He completed the UWI Room Locator App as part of his Major Research Project in Computer Science during the 2024–2025 academic year.

### SUPPORTING INNOVATION: CAVE HILL CAMPUS STUDENT ENTREPRENEURS FEATURED AT JOB FAIR

The Office of Student Services and Development took a significant step in fostering student entrepreneurship by collecting valuable data on student entrepreneurs. This initiative aims to encourage support from the campus



Clarissa Williams Prime Lashes

community and ignite the entrepreneurial spirit in other students, encouraging them to explore and realise their own business potential. As part of this effort, four entrepreneurs showcased their businesses at the 2025 Job Fair, providing them with a platform to gain visibility and support.





Prison Services Classroom Teaching led by Dr Michele Singh, Director of CAGRI

## CULTIVATING INNOVATION THROUGH THE DODDS PRISON AGRICULTURAL PROGRAMME

The Centre for Agricultural Research and Innovation (CAGRI) at The UWI Cave Hill celebrated a major milestone in national food security through the graduation of a dedicated cohort of Prison Officers. Led by Director, Dr Michele D. Singh, this strategic initiative provided officers at the Prison Farm with rigorous, climate-smart training in crop production, livestock management, and soil health. The impact of this science-based approach was immediate, as the officers oversaw a successful harvest of chives, marjoram, and thyme that represented a staggering 85% increase in herb production. This achievement demonstrated how merging national security with high-level agricultural education can build genuine institutional resilience and technical excellence within Barbados.

The graduation ceremony was attended by several distinguished guests, including the Honourable Wilfred Abrahams, Minister of Home Affairs and Information, and his Executive Secretary, Ms Angelina Boxill. Also present to support the initiative were

Mr DeCarlo Payne, Superintendent of Prisons; Dr Jeanese Badenock, Dean of the Faculty of Science and Technology; and Ms Jacklyn Broome. The officers who received their recognition included Mr Daniel Stoute, Mr Deighton Davis, Prison Farm Manager Mr David Walkes, Ms Cecelia Trotman, Mr Brent Bynoe, and Mr Anthony Lee. While unable to attend the ceremony, Mr Denis Warner, Mr Emile Kellman, and Mr Mikael Stuart were also recognised as part of the successful graduating group.

This collaboration served as a powerful model for other state institutions, with CAGRI maintaining its commitment through monthly technical oversight and evaluation. While the officers returned to their roles with a renewed sense of purpose, the partnership transitioned immediately into its next phase of development. CAGRI began active preparations for the “Dodds Prison Level 2 Agriculture Training Programme – Building a Certified Life Sciences Workforce.” This upcoming expansion aimed to further professionalise the agricultural sector, ensuring that the University continues to lead the way in helping Barbados produce more of what it consumes.



Panel discussion addressing the future of health and technology at the launch of the Future Health Ecosystem Builder Project

## LAUNCH OF A NEW RADIO PROGRAMME, TODAY IN CRICKET HISTORY

The Department of History, Philosophy and Psychology launched its second radio programme in August 2024, *Today in Cricket History*, *Memorable Moments*, and the flagship programme, *Today in Bajan History*, has been receiving steady sponsorship since February 2025.

## LAUNCH OF RADIO SERIES, UNSUNG HEROINES: WOMEN IN RESISTANCE IN BARBADOS

On April 14, 2025, the Institute for Gender and Development Studies: Nita Barrow Unit, in collaboration with the Minister with Responsibility for Culture in the Prime Minister's Office, Senator Dr the Honourable Shantal Munro-Knight, and the Division of Culture, officially launched the "Reclaiming Her Power" radio series. This seven-part series, titled "Unsung Heroines: Black Women in Resistance in Barbados," celebrated and illuminated the courage, resilience, and revolutionary spirit of Black women who have significantly shaped Barbados' history. The series was broadcast on VOB 92.9 FM and HOTT 95.3 FM, reaching a wide audience and fostering public engagement. Dr Tonya Haynes delivered the feature address at the launch.

## HEALTH TECH ECOSYSTEM BUILDER

The HealthTech Ecosystem Builder Project seeks to create a collaborative health innovation ecosystem, leveraging technology and fostering innovative thinking through idea generation, learning, and real-world pilot testing in public healthcare. The Dean, Faculty of Medical Sciences (FMS), The UWI is the Co-Chair of the Steering Committee.

Two specific initiatives which were highlighted for further development are:

The FMS facilitated a health multi-stakeholder Group Model Building exercise facilitated by the Dry Lab on April 24, 2025 to ascertain the key areas needed to support the development of the ecosystem and capacity building to enable a health tech sector. Also under discussion is the MSc in Digital Health and Innovation in collaboration with the University of Glasgow (UoG) with pledged support from Professors Simon Anderson and Bill Cushley, Co-Directors of the Glasgow Caribbean Centre of Development Research.

## Research Ethics Committee

**Chair:** Michael H. Campbell, Ph.D.

**Deputy Chair:** Thea Scantlebury-Manning, PhD

The Research Ethics Committee (REC) provides ethical review of research with human participants on the Cave Hill Campus. The REC jointly serves the Cave Hill Campus and the Barbados Ministry of Health and Wellness and coordinates review with the Queen Elizabeth Hospital Ethics Committee. Additionally, the REC reviews research projects from neighbouring nations if requested and coordinates with the RECs on other UWI campuses. Members are appointed by the Pro Vice-Chancellor for Graduate Studies Research and include representatives from each Cave Hill faculty, the Ministry of Health and Wellness, and the broader community, including both scientists and laypersons. The Committee maintains Federal Wide Assurance with the U.S. Office of Human Research Protections and, therefore, has authority to review projects receiving U.S. federal funding or otherwise subject to U.S. regulatory requirements. In that context, the Committee is the Cave Hill Institutional Review Board (IRB).

Ethical review benefits researchers and the communities in which they work. Prior ethical review safeguards the human rights and wellbeing of participants and is a global best practice. Most publication outlets in the biomedical, social, and natural sciences require documentation of formal ethical review as a prerequisite for publication. Further, many funding sources require ethical review prior to committing to support a study; these include most major foundations, the US and European governmental funding agencies, and the Cave Hill Research Awards Committee.

***The REC approved 154 research protocols from September 2023 to August 2024.***

The Committee continued to offer a wide range of education and outreach activities, as well as individual ethics consultations, for students and members of staff. These included presentations to faculties and individual classes across campus, as well as regularly scheduled teaching in the undergraduate and postgraduate medical curriculum, including the postgraduate programmes in public health and nursing. The REC provides teaching support for the Research Supervisor Development Course and the Postgraduate Students' Workshop Series.

The Cave Hill Campus contributes to the development of research ethics in the region through publication, conference presentations, and service on research ethics bodies, including the UWI Cross-Campus Research Ethics Committee, the Caribbean Public Health Agency Research Ethics Committee, the Executive of the Caribbean Network of Research Ethics Committees, and the WHO Global Bioethics Summit.

Additionally, the Cave Hill Campus was a partner institution in the Right to an Open Future Research Ethics Consortium in academic year 2024-2025. This project, funded by a competitive research grant from the World Health Organisation, has produced guideline recommendations for climate-informed ethics review of health research. Dr Mike Campbell was the PI for the Caribbean component of the study, and colleagues from several UWI Campuses contributed their expertise in regional workshops to provide input into the global report. The formal recommendations document and related publications are forthcoming.

Prospective researchers should know free online training in ethics is required by REC for all research team members through the REC's partnership with the Collaborative Institutional Training Initiative ([www.citiprogram.org](http://www.citiprogram.org)). Either the Basic Biomedical or Social-Behavioural-Educational Course meets the requirements, and one may choose the appropriate



track for one's discipline. REC's CITI offerings now include optional courses on Good Clinical Practice (GCP), Animal Care and Use (ACU), Conflict of Interest (COI), and Information Privacy and Security (IPS). The Cave Hill Campus was first to require CITI training for REC applications, and the programme has now been adopted on all UWI campuses. Uptake continues to increase, and 2687 training courses were completed for UWI in calendar year 2024.

Please visit REC's website at [www.cavehill.uwi.edu/researchethics](http://www.cavehill.uwi.edu/researchethics) before submitting a proposal for the most current information and application requirements.

## Research Ethics Board Studies Reviewed

1. "Counting On Fingers and Toes": Teachers' Experiences of Teaching Mathematics to Upper Primary School Students
2. A 10-year retrospective review of the prevalence of microsatellite instability and yield of microsatellite instability testing of resected primary colorectal carcinomas in a Barbadian Cohort
3. A 1-year prospective review of clinicopathological characteristics of first-time diagnostic biopsies for breast carcinoma in Barbados
4. A Classical Grounded Theory Examination of The Internationalization of Higher Education at a Caribbean University: Towards A Decolonial Understanding
5. A cross-sectional study on the general population's awareness and practices of antimicrobial use in the Barbadian food supply
6. A Process Assessment of UWIHARP's Virtual Sexual Health Seminar Series
7. A qualitative exploration of mental health services for young people in Barbados aged between 18 and 29 years old
8. A qualitative study exploring the views and experiences of guidance counsellors when implementing Crisis Management in Secondary Schools in Barbados
9. A qualitative study on the role of psychosocial support in managing the needs of adolescents between 10- and 19 Years Old living with type 1 diabetes mellitus from the adolescent's perspective
10. A Retrospective Survival Analysis of Surgically Resected Non-Small Cell Lung Cancer in Barbados

## Research Ethics Board Studies Reviewed

11. A Review of Hypertensive Disorders of Pregnancy Between January 2023-December 2023 at The Queen Elizabeth Hospital, Barbados
12. A Single-Center, Double-Masked, Randomized Study Evaluating the Safety and Efficacy of PS Therapy (PST)
13. A Survey of the Knowledge, Attitudes and Practices among Farmers on Antibiotic Resistance and Use in Barbados
14. A survey of the knowledge, attitudes and prescribing practices of physicians with respect to physical activity in various outpatient clinics of a local public hospital,
15. A Virtuous Circle of Women's Leadership? A Global Analysis of Women Presidents and Prime Ministers
16. AI assisted diagnosis of chest pain
17. Amplified or Silenced? Student Leadership Capacity Building in Public Secondary Schools in Barbados
18. An Analysis of results for the Barbados Diabetic Eye Screening Programme (BDESP)
19. An Assessment of the Factors Affecting Patient Compliance in Older Adults with Chronic Diseases in Barbados
20. An Examination of Exclusive Breastfeeding Practices in Barbados – A Cross-Sectional Study
21. An Exploration of Sociocultural, Economic, and Structural Factors Affecting Welfare Usage in St. Michael, Barbados
22. An Investigation of Social Media Addiction: Its Relationship to Developing Parasocial Relationships, Anxiety and Depression of Caribbean Young Adults
23. Applications of Primary Skin Cells for Development of Artificial Intelligence
24. Applying system dynamics modelling to explain policy maintenance over time: using sugar-sweetened beverage taxation as an example
25. Assessing Beliefs about Mental Health and Help-seeking in Parents in the Perinatal Period
26. Assessing the Dietary Diversity and Dietary Patterns of Postpartum Lactating Mothers in Barbados
27. Associations between stigma experiences and mental health outcomes in persons with endometriosis and uterine fibroids in Barbados
28. BALANCE Study – Building Awareness Literacy, And Nutrition Confidence through Education
29. Barbadian English and Bajan Idioms
30. Barbadian Fisherfolk
31. Barbados School Nutrition Policy (BSNP) Implementation Assessment Study- (Policy Level- Year 1(12-18 months)
32. Building Resilience Among Caribbean Academics Through Mentoring
33. Characteristics of patients with complicated colonic diverticulitis in Barbados and the risk factors associated with complications
34. Characterization of the Gut Microbiome in Systemic Lupus Erythematosus (SLE) in Barbados
35. Characterization of the street food environment of Barbados using geographical information systems
36. Characterizing the Burden and Clinical Profile of Lupus Nephritis in Systemic Lupus Erythematosus Patients in Barbados
37. Childhood Nutrition Surveillance Study Proposal
38. Chronic Disease Self-Management Program (CDSMP) Survey

Research Ethics Board Studies Reviewed

39. Climate Change, Wastewater, Water Reuse, Biosecurity and Renewable Energy Applications - 3 R CREWS,
40. Cognitive Impairment, Comorbidities and Pertinent Demographics: A Study of Prevalence of Cognitive Impairment in a Sample population of Barbados
41. Combating Transnational Organised Crime in an Increasingly Volatile Environment: A Regional Response (Caribbean) with a National Impact
42. COVID-19 Impacts on Breast Cancer Screening and Care in the Caribbean and marginalized communities in Ontario
43. Current Prospects of the Barbados Labour Party and the Democratic Labour Party
44. Curriculum and policy development in post - independence Barbados: an exploratory study of key stakeholders
45. De Riddim in We: from traditional hymns to Caribbean music for worship in Pentecostal churches in Barbados
46. Detection of arthropod-borne pathogens in native mosquito species in Barbados
47. ECHORN Cohort Study
48. Effect of protective gears on the repeated shuttle sprint ability, reaction time, and visual field of cricket players
49. Emergency medical care of acute myocardial infarction patients in a resource limiting country, Barbados: A cross-sectional retrospective study
50. Engendering Justice: Interrogating Criminal Justice Responses to Sexual and Gender-Based Violence in Barbados
51. Enhancing Self-Regulated Learning in a Cyberpsychology course: Student Experiences of Digital Engagement and Interactive Learning Tools
52. Estimating the cost of violence in the Caribbean: a three-country case study
53. Evaluating the Effectiveness of the Canadian Triage and Acuity Scale in Triage of Patients Presenting with Chest Pain at Queen Elizabeth Hospital: A Two-Year Retrospective Study
54. Evaluating the Impact of the Understaffing of Healthcare Professionals on Patient Outcomes in the Operating Theatre at Queen Elizabeth Hospital
55. Evaluating the Strengths and Difficulties Questionnaire (SDQ) as a Screening Tool for ADHD: Sensitivity, Specificity, and Influence of Demographic Factors in a Caribbean Population of Children Aged 6 – 16
56. Evaluation of Pediatric Endocrinology Services in Barbados
57. Examination of Non-Revenue Water Reduction Strategies: A Comparative Study of Barbados and Belize
58. Examining the Link Between Frequent Fast-Food Consumption and Mental Health Among University Students
59. Exploration of the impact of adverse social experiences in persons with endometriosis and uterine fibroids in Barbados
60. Exploring Health Professions Faculty, Staff, and Students' Acceptance of Artificial Intelligence in Medical Education Across the Three Campuses of The University of the West Indies Using the Unified Theory of Acceptance and Use of Technology (UTAUT),
61. Exploring Mental Well-being and Psychological Distress in Caribbean EMS/Fire Providers: A Cross-Sectional Study



## Research Ethics Board Studies Reviewed

62. Exploring Principal Preparation and Principal Effectiveness in Barbados, St. Vincent and the Grenadines, and St. Kitts and Nevis: An Early Career Perspective
63. Exploring the Role of Trade Unions in Combating Sexual Harassment in Barbados' Workplaces
64. Exploring UWI Medical Students' Interest in USMLE and Preparatory Training Programme
65. Factors influencing staff motivation: A catalyst for productivity among Staff Nurses at the Milton Cato Memorial Hospital in St. Vincent and the Grenadines
66. Factors influencing the level of work readiness among final year Bachelor of Science in nursing students
67. Factors Which Contribute To Homelessness in Bridgetown Barbados
68. Finding Utopia through Social Media
69. Food choices: the perspectives of suppliers and consumers in the ready to eat food environment of Barbados: a mixed methods approach
70. From the football pitch to the classroom: Does physical literacy, acquired through football, influence academic achievements?
71. Gendering Work Experiences in Barbados
72. Gene Profiling of Breast Tumors from Women of African Ancestry
73. Genetic Lineages and Public Health Dynamics of MRSA: A Mixed-Methods Study on Infection and Reinfection in a Community Setting
74. Geopsychiatry and Its Integration into Psychiatry Residency Curricula
75. Global Health Research Group on Community Food for Human Nutrition and Planetary Health in Small Islands
76. Harassment in Barbados' Workplaces
77. Health worker and patient experiences in Barbados' health care facilities
78. Healthcare Providers' Perceptions of the Queen Elizabeth Hospital (QEH) Barbados' Readiness for Change in the Context of Hospital Information System Projects: insights from two cross- sectional surveys
79. Heart of the Village (HOV): A Peer-Driven Obesity Prevention Programme for At-Risk Students
80. Hospital Pharmacists' Views and Experiences of the Effect of Staff and Drug Shortages on Patient Safety - A Cross-Sectional Study
81. How Hurricane Beryl Shaped Risk Perceptions and Preparedness in Barbados: A Coastal vs Inland Comparison
82. How Is Generative AI Changing Students' Habits? Findings from a Survey in Legal Education
83. Impacts on Breast Cancer Screening and Care in the Caribbean and marginalized communities in Ontario
84. Improving Metastatic Breast Cancer (mBC) Quality of Care and Equity in the Caribbean
85. Improving Treatment for Caribbean Men with Prostate Cancer Using Genetic Data: The Barbados Group
86. Improving Treatment for Women with Breast Cancer Using Genetic Data: The Barbados Group
87. Information Seeking Behaviour of Law Faculty Academic Staff in the Age of AI,
88. Instagram Addiction, Life Satisfaction, Self-esteem and Academic Achievement among Undergraduate University Students
89. Integrating social science information into the Barbados blue economy and for blue justice with a focus on small-scale fisheries

## Research Ethics Board Studies Reviewed

90. Intention to leave clinical practice among doctors working in emergency departments in two Caribbean islands
91. International Registry in Men with Advanced Prostate Cancer study - Amendment
92. Investigation of the Effectiveness of OHSMS Air Quality Initiatives on the Impact of Employee Productivity at Queen Elizabeth Hospital
93. Investigation of the frequency, antimicrobial resistance pattern, and antibiotic treatment for Enterobacterales
94. IRB Approval A Multifaceted Investigation of Issues in Education in the Eastern Caribbean
95. Is combined intracervical Foley catheter and intravaginal misoprostol more effective than misoprostol alone
96. Is Hypertension in African Descent Populations Accounted for by An Imbalance in the Ability of the ACE2/Ang-1(1-7)/mas axis To Counteract the Activity of the ACE/Ang II AT1 axis?
97. Is there a benefit of non-urgent colonoscopy on the index admission for patients presenting with lower gastro-intestinal bleeding?" - A 5-year Management Review of Acute Presentations of Lower Gastro-Intestinal Bleeding
98. Knowledge, Attitudes and Perceptions to deceased kidney donation and transplantation at the Queen Elizabeth Hospital Barbados
99. Leadership in Caribbean Early Childhood Care and Education, Tennisha Morris
100. MANAGE4ME app: Patient-Centred Management Tool for Type 2 Diabetes Mellitus,
101. Mapping and Analyzing Energy-Water Conservation Measures at the Household Level in Barbados
102. Mental health literacy and barriers to help-seeking among women in the perinatal period
103. Mental Health Stigma Among Primary Care Nurses in Barbados: Training Evaluation
104. Missing out: Relationships and sex lives of ex-offenders, Cherith Pederson
105. Monitoring Indicators for the Implementation of the IDB-Financed Education Loan BA-L1053 in Barbados
106. Narratives of Gender and Ageing from Barbados
107. Navigating Sustainable Development in the Global Financial Regulatory System: A Comparative Examination of Barbados & Mauritius (1989-2025)
108. Nurses' Knowledge and attitude about dementia care management: Perspectives of Nurses and the Bachelor of Science in nursing students
109. OHCA- A Barbados Non - Traumatic Out of Hospital Cardiac Arrest Project
110. Optic nerve cup:disc ratios among children in Barbados
111. Organizational use of AI and its impact on governance practices and regulatory compliance: A Case Study
112. Outcomes Evaluation of The Drug Education & Counselling Services (DECS) Programme
113. Patient Journey at the Queen Elizabeth Hospital
114. Patient-Centred Self-Management Course for Type 2 Diabetes Mellitus
115. Patients' Knowledge, Attitudes and Perceptions Toward Medicinal Cannabis in Barbados
116. Perspectives of health professionals working in Barbados' primary care clinics
117. PRactice of VENTilation in Critically Ill PEDiatric Patients (PRoVENT-PED) - an international multicenter observational study

## Research Ethics Board Studies Reviewed

118. Prevalence of admissions for ambulatory care sensitive conditions at the Queen Elizabeth Hospital in Barbados
119. Psycho-Emotional Well-Being in Covid-19 Instructional Environment: Voices of Teachers, Parents and Primary School Students in Barbados
120. Psychotherapists' Perspectives and Experiences With Online Mental Health Interventions (OMHIs) in the Caribbean
121. Public knowledge, attitudes, and practices (KAP) regarding antibiotics use and antimicrobial resistance (AMR) in Barbados
122. Redefining the Barbados Lupus Cohort: Application of the American College of Rheumatology and European League Against Rheumatism (ACR/EULAR) Systemic Lupus Erythematosus Classification Criteria
123. Reshaping Media & Communications in Higher Education: A New Structural and Operational Framework for Improved Staff Engagement and Performance Assessment,
124. Resilience with Disabilities: Voices of Caribbean Women on Their Work Experiences
125. Retrospective Review-Peripheral Arterial Disease in a Barbadian Population
126. SDGDs in SIDS (Understanding the challenges boards face with disclosing the UNSDGs)
127. Sepsis Epidemiology in Paediatric Acute Care International (SENTINEL) Study,
128. Shifting Gender Landscapes: Social Media Platforms, Caribbean Feminism and Women's Digital Practices in Caribbean Publics
129. Stakeholder perspectives on flood early warning systems
130. Strategic Plan for Brackish Water Desalination on the West Coast of Barbados
131. Streamlining Heart Failure: Evaluating the Impact of a Heart failure Protocol on Decision-Making Efficiency in the ED
132. Teachers' Perceptions of, and Self-efficacy and Attitudes Towards the Implementation of Inquiry-Based Learning in Digital and Face-to-Face Modalities in Science Classrooms in Secondary Schools in Barbados: A Mixed Methods Study
133. The 28-day and 6-month outcomes of patients admitted to the medical intensive care unit of the Queen Elizabeth Hospital-A one-year clinical audit: Is there a common thread?
134. The Barbados Diabetic Foot Study- LEARN (BDFS-LEARN)
135. The Barbados Diabetic Foot Study: Epidemiology, Risk Factors and Outcome of Diabetic Foot Ulceration in Barbados
136. The Barbados Diabetic Footwear Project
137. The Elephant in the Room: The Prevalence and Perceived Impact of Destructive Leadership Behaviour in Barbadian Schools
138. The Health Sector Response to Gender-based Violence and Sexual Reproductive Health Programmes in Barbados
139. The Impact of Climate Change on Mental Health: A Global Geopsychiatry Survey,
140. The Integration of Renewable Energy Technologies to Enhance Water Resources Management and Security in Barbados
141. The Interplay between Socioeconomic Status and Childhood Trauma Outcomes in Barbados
142. The Pharmacists' Role in Educating Patients on Antidepressant use in young Adults in Barbados



Research Ethics Board Studies Reviewed

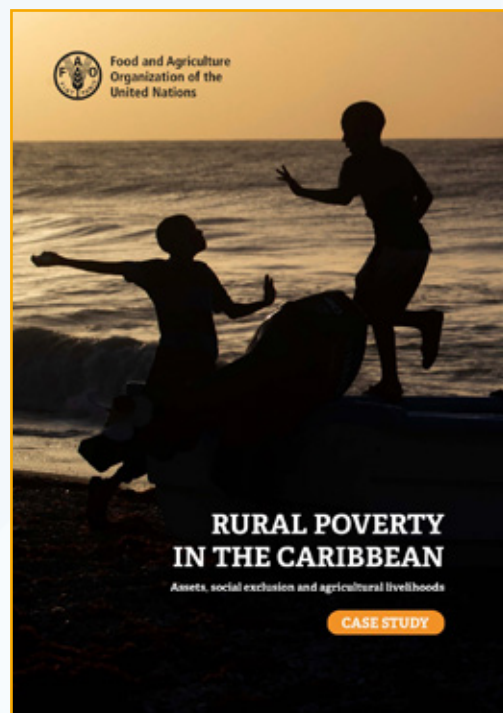
143. The prevalence of Burkholderia Cepacia Complex: A single center review at the Queen Elizabeth Hospital, Barbados
144. The prevalence of complications associated with vascular access in patients with End Stage Renal Disease receiving hemodialysis in Barbados
145. The Prevalence of Late Antenatal Booking among Pregnant Women in Polyclinics in Barbados and Maternal Factors Influencing Late Booking
146. The Promise of Cost-Efficient Whole Genome Sequencing
147. The Scope of Structural and Functional Echocardiographic Characteristics Associated with Hyperthyroidism in Barbados: A Hospital-Based Case Series
148. Title of the Research Project: Exploring Inquiry-based Chemistry Experiments in Barbadian Secondary Schools - Document Analysis Phase
149. Towards a framework for the teaching of reading comprehension strategies in the first form of four modern secondary schools in Barbados
150. Understanding How Digital Technologies Might Be Used to Recruit, Mobilise and Organise Young Workers and Workers with Disabilities in Barbados
151. Understanding the roles, responsibilities and scope of current government chief nursing and midwifery officers (GCNMO) in the region of the Americas
152. Understanding Ultra-Processed Food – A Cross-Sectional Study of UPF-Specific Nutrition Knowledge, Attitudes and Practices of Healthcare Professionals in Barbados
153. Water Security and Wastewater Reuse: Challenges and Opportunities in Barbados
154. Youth Imagination of Barbadian Decolonized Futures

# PUBLICATIONS

During the year under review, faculty of the Cave Hill Campus published six (6) books, 51 book chapters, 132 journal articles, and 29 technical reports.

**Rural Poverty in the Caribbean: Assets, Social Exclusion and Agricultural Livelihoods** is authored by Professor Corin Bailey, Professor of Sociology, Crime and Social Inequality, and Director of The Centre for Criminal Justice and Security; Dr Jonathan Lashley, Senior Fellow; Dr Latoya Lazarus, Research Fellow and Professor Don Marshall, University Director, all from the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES), The University of the West Indies; and Ana Paula de la O Campos from the Food and Agriculture Organization of the United Nations.

The publication presents that environmental shocks and stresses directly affect livelihoods in rural communities reliant on agriculture and fisheries, making the income-poor and those facing inequality especially vulnerable. The complex relationships between the environment, climate change, and agriculture can lead to food insecurity, poverty, and inequality, underscoring the need for better-informed policies and effective programmes. In the Caribbean, poverty is often hidden, particularly in middle- to high-income countries, where inequalities and deprivations hinder efforts to tackle climate change, resource degradation, and access to sustainable food. However, there is insufficient data for poverty analysis in the agricultural and environmental sectors, especially for marginalised populations. This monograph examines the links between rural inequality, food security, agriculture, and the environment in Barbados and Grenada. It highlights the importance of physical, financial, human, and social assets for sustainable livelihoods. Conducted during the COVID-19 pandemic, the study uses in-depth interviews to offer policy recommendations aimed at improving access to assets and enhancing the resilience of farmers and fisherfolk, supporting social mobility and protection against future crises.



Top Left to Right: Professor Corin Bailey, Dr Jonathan Lashley  
Bottom Left to Right: Dr Latoya Lazarus, Professor Don Marshall

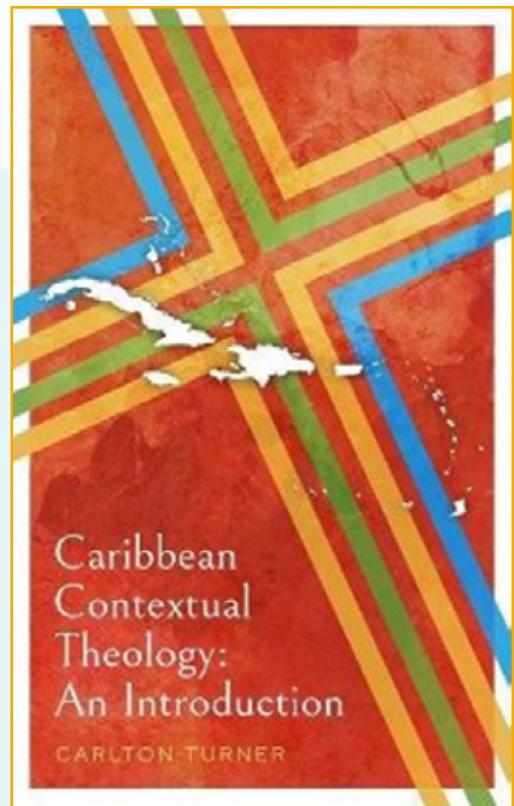
## Publications

**Caribbean Contextual Theology: An Introduction** is authored by Reverend Canon Dr Carlton Turner is a Bahamian Practical and Contextual Theology serving as Deputy Director of Research and tutor in Contextual Theology and Mission Studies at the Queen's Foundation, Birmingham, UK. He is also a Part-time Lecturer at Codrington College, Barbados. As a Caribbean Contextual and Practical Theologian he explores the intersections of Christian theology and decoloniality, particularly within the British imperial history and context.

The publication is the latest and most comprehensive monography on Caribbean Theology in recent years. It serves as a text book for higher education as well as a book that is accessible enough for the interested reader. It's unique contributions are as follows:

- It foregrounds the complicated nature of the Caribbean region as precisely the place out of which Caribbean Contextual Theology is exercised in fruitful ways.
- It reviews the literary output of the region since the 1970s, introducing the reader to the most up-to-date theological movements and voices.
- It engages in in-depth theological exploration of key themes pertinent to the region, informed mostly by Caribbean theologians.
- It offers some challenges to the wider field of theology, especially Western theological approaches that have historically and traumatically shaped the region and continue to do so.
- It suggests a theology that is concerned with healing and wholeness as an operative mode, since, within the long and traumatic history of colonial and expansionist theology, the main theological thrust has been about 'rightness' and precision. The Caribbean challenges theology to operate from a different starting point.

**Today in Bajan History – The Almanac** is edited by Dr Henderson Carter, Head of the Department of History and Philosophy, and Emeritus Professor Alan Cobley of The University of the West Indies, Cave Hill Campus. The publication emerged from the highly successful radio programme *Today in Bajan History*, developed in collaboration with the STARCOM Network in Barbados.



Reverend Canon Dr Carlton Turner



Dr Henderson Carter



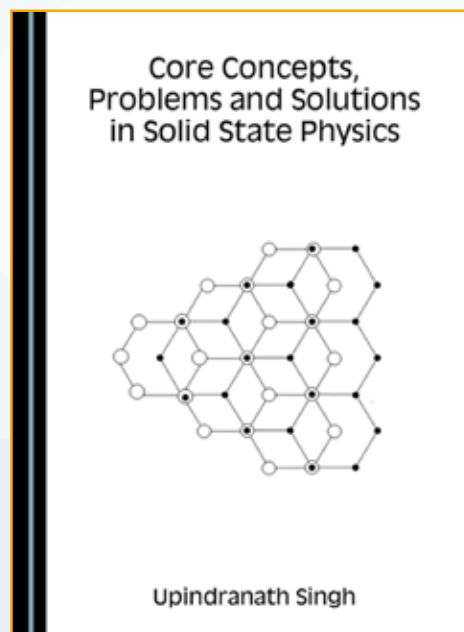
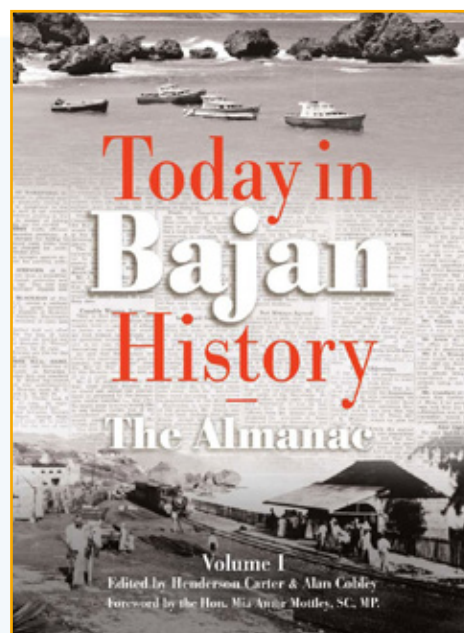
Emeritus Professor  
Alan Cobley



In September 2020, the STARCOM Network in Barbados approached the Department of History and Philosophy (as it was then called) about the possibility of creating a radio programme on Barbadian history. Out of this initiative was born 'Today in Bajan History,' a short radio programme - approximately three minutes in duration - which is aired three times daily on the four stations of STARCOM. First broadcast in **November 2020**, the programme is still going strong, and has become a cultural phenomenon in Barbados, having racked up over 2,000 episodes. *The Atlantic Magazine* of October 27, 2022, hailed "Today in Bajan History" as the most popular radio programme in Barbados and credited it with raising historical consciousness among Barbadians. Masterminded by Dr Henderson Carter, who was the Head of the Department of History and Philosophy when the Department was first approached by Starcom, the daily programme is written and presented by a wide and varied cast of colleagues, current history students and graduates. Following the success of the programme, it was decided to publish a collection of the scripts in book form, featuring a story for every day of the year. The result was *Today in Bajan History - The Almanac*, edited by Dr Henderson Carter and Emeritus Professor Alan Cobley, which was published in November 2024. This was a joint venture between The University of the West Indies (Cave Hill Campus), STARCOM Network, Ltd, and Miller Publishing, Ltd. The initial print run was almost sold out in less than a year, leading to a reprint, and a second volume of the Almanac is in production, scheduled for publication in 2026.

**Core Concepts, Problems and Solutions in Solid State Physics** is authored by Emeritus Professor Upindranath Singh, an Emeritus Professor of Condensed Matter Physics at the University of the West Indies, Cave Hill Campus. Professor Singh is the joint author of instructor's solution manual for the text: *Physics: Principles with applications* (1991) and obtained his PhD in physics from the University of Delaware, USA (1986) and in 2022 he received an advanced degree in Nuclear Science and Engineering from the University of Bristol, UK.

This book contains a collection of selected problems and detailed solutions in Solid State Physics which can be used as a self-study guide for undergraduate students of Physics, Engineering and Material Science. Core Concepts are presented concisely and comprehensively.



Emeritus Professor Upindranath Singh



*From left: Dean of the Faculty of Medical Sciences, Dr Damian Cohall and Principal of The UWI Cave Hill Campus, Professor Clive Landis joined members of the Cyrus family and the then Minister of Health of St Vincent and the Grenadines, St Clair Prince for the unveiling of the commemorative plaque*

# CAMPUS EVENTS

## Popular Radio Series Now a Published Book

The well-loved long-running radio feature, *Today in Bajan History*, is now a published book. Launched in November 2024, *Today in Bajan History: The Almanac Volume One* was curated from episodes from the series which airs daily on Starcom Network.

The volume is published by Miller Publishing and edited by distinguished historians, Dr Henderson Carter, Dean of the Faculty of Humanities and Education, and Professor Alan Cobley, Professor Emeritus in History. The foreword is penned by The Honourable Mia Amor Mottley, SC, MP, Prime Minister of Barbados.

A distinguished audience of government ministers, university officials and members of the public attended the launch, including former Minister of Culture, Senator John King.

Attendees were treated to a selection of excerpts that offered a glimpse into the book's compelling narratives, which explored themes such as early settlement, slavery, emancipation, the 1937 riots, independence, and national tragedies.



*Dean of the Faculty of Humanities and Education, Dr Henderson Carter presents a copy of Today in Bajan History to Hon Colin Jordan, Minister of Labour, Social Security and the Third Sector*





*Norman Barrow, Managing Director of A&B Music Supplies and Professor R Clive Landis, Principal of The UWI Cave Hill Campus display the signed MOU*

## Partnership to Empower Aspiring Musicians

Students at The University of the West Indies Cave Hill Campus now have greater opportunities to pursue a career in music, thanks to a partnership with A&B Music Supplies Ltd.

This collaboration was formalised through a Memorandum of Understanding (MOU) which will provide scholarships, access to high quality instruments, and invaluable industry mentorship to support the development of talented musicians in the Faculty of Culture, Creative and Performing Arts.

A key component of this agreement is the provision of a BBD 4,000 music scholarship funded by A&B Music Supplies.

A digital archive will also be established to house a collection of live recordings from musician and sound engineer Norman Barrow, proprietor of A&B Music Supplies.

The MOU also aims to foster connections between students and industry professionals.

## Cecil Cyrus Caribbean Museum of Medical History launched

The Caribbean's first extensive collection of medical artefacts was rehoused in Barbados, following the official launch of the Cecil Cyrus Caribbean Museum of Medical History (CCCMMH) on May 8, 2025.

The CCCMMH which is located at The UWI Cave Hill's Errol Walrond Building, Clinical Skills Complex, includes a compendium of anatomical specimen, medical books, and surgical instruments of the late Sir Cecil Cyrus, a distinguished Vincentian physician and surgeon.

The collection was a gift from the Cyrus family and the Government of St Vincent and the Grenadines.

Dr Cyrus, who was born on January 6, 1929 in the town of Layou, was considered the island's most distinguished physician and surgeon. His career path was influenced by the social inequalities he witnessed at the time, particularly the lack of access to healthcare for the underprivileged.

For 13 years he was the sole surgical specialist at the then Colonial Hospital (now the Milton Cato Memorial Hospital), following which he spent three decades at



*Principal of The UWI Cave Hill Campus, Professor Clive Landis and Widow of Sir Cecil, Kathryn Lady Cyrus unveil the commemorative plaque*

his private Botanic Hospital. That hospital was transformed into the 'Dr Cecil Cyrus Museum' following his retirement in 2022.

Dr Cyrus authored several books, including 'A Clinical and Pathological Atlas: The Records of a Surgeon in St Vincent, West Indies' and 'A Dream Come True – The Autobiography of a Caribbean Surgeon'.

He received several accolades for his transformative work in medicine in his homeland, including an Honorary Doctorate of Science (DSc) from The UWI Cave Hill Campus in 2005, and a knighthood from HRH Prince Charles (now King Charles III) on March 20, 2019 during his visit to

St Vincent and the Grenadines, for services to medicine and health services. Dr Cyrus died on March 24, 2023, at age 94.

Among officials present at the launch were Principal of The UWI Cave Hill Campus, Professor Clive Landis; Minister of Health, Wellness and the Environment of St Vincent and the Grenadines, Hon St Clair Prince; members of the Cyrus family; Emeritus Professor, Sir Henry Fraser, and representatives of the Faculty of Medical Sciences.



*Members of the participating teams, Barbados Eleven and Caribbean Eleven*

## **T20 Celebrity Fundraising Cricket Match – Our Brother's Keeper**

**On September 5, 2024, the 3Ws Oval hosted a T20 Celebrity Fundraising Cricket match between a Barbados Eleven and a Caribbean Eleven.**

The event, held under the theme 'Our Brother's Keeper' marked the 100<sup>th</sup> anniversary of Sir Frank Worrell's birth, with proceeds raised in support of Hurricane Beryl relief efforts in Grenada and St Vincent and the Grenadines. Alumni, students, and members of the public attended the event, which was hosted in partnership with The Nation Newspaper.





*Prime Minister Mia Amor Mottley with The UWI Cave Hill Blackbirds*

## **Blackbirds Soar to Victory in the Inaugural Prime Minister's Cup**

The UWI Cave Hill Blackbirds were the winners of the inaugural Prime Minister's Cup 2024, defeating Brittons Hill 3-2 in a thrilling final at Kensington Oval to win the BBD 100,000 cash prize.

Goals from Niall Reid Stephens, Jaron Oughterson, and Romario Drakes secured the victory, while Shaquan Phillips was named best goalkeeper of the competition. Zion Gollop was team captain.



*Professor Gang Wenzhe, Vice Chairman of University Council, CUPL (left), and Professor Clive Landis, Principal of The UWI Cave Hill Campus*

## Cave Hill launches Joint China Caribbean Research Centre

The University of the West Indies Cave Hill Campus partnered with the China University of Political Science and Law (CUPL) to launch a new research centre focused on climate change and other global challenges.

The Joint China-Caribbean Research Centre (JCCRC) was unveiled on April 24 with Charge d'Affaires of the Embassy of the People's Republic of China in Barbados, Xinhua Huang announcing an initial funding pledge of BBD 20,000.

He described the JCCRC as a significant achievement for both universities and a major step forward in strengthening academic and cultural ties between China and the Caribbean.

Interim Dean of the Faculty of Law, Dr Antonius Hippolyte hailed the initiative as a key platform for advancing understanding and cooperation on critical global issues.

In addition to climate change, the JCCRC will explore areas including international law, maritime governance, public health, economic resilience, and technological innovation.

Dr Hippolyte stated that the Centre represents a spirit of collaboration, mutual respect, and a shared commitment to knowledge, innovation, and sustainable development.

Following the launch, The UWI and the CUPL hosted a symposium on the International Law of the Sea. Among topics covered were 'Climate Change and Coastal Governance: The Role of Barbadian Environmental Laws in Protecting Critically Endangered Acropora Reefs', and 'Good Fences Make Good Neighbours: The Development of Maritime Delimitation Boundaries and Resource Exploitation in the Caribbean'.





Professor Troy Lorde, Dean, Faculty of Social Sciences

## Faculty of Social Sciences Celebrates Golden Jubilee

2025 was a year of celebration for the Faculty of Social Sciences, on the occasion of its 50<sup>th</sup> anniversary.

The Faculty was launched in 1975 with 46 registered students and an offering of three undergraduate degrees: Economics, Political Science, and Sociology.

Today the Faculty has grown to the largest on Campus, boasting an impressive 84 Bachelors degrees, four undergraduate diplomas, 49 taught masters degrees, and 14 MPhil and PhD degrees in a range of disciplines.

The Faculty launched a calendar of events at the Sagcor Cave Hill School of Business and



The inaugural class of the FMS Nutrition and Dietetics Programme

## Inaugural Cohort Graduates from Nutrition and Dietetics Programme

The inaugural cohort of the Faculty of Medical Sciences' Human Nutrition and Dietetics programme successfully completed the programme in August 2024, after three years of study.

Dubbed the 'Magnificent Seven', the pioneering students were celebrated at a pinning and white coat ceremony which was held under the theme 'Through it All, We Rise'. The event recognised the achievements of Jada Best, Jivanni Boyce, Danae Gill, Daniel Griffith, Faith Holder, Shirkeitha Hunte, and Diedre Wood, who began their studies during the COVID-19 pandemic.

Dean of the Faculty, Dr Damian Cohall commended their tenacity in the face of unprecedented challenges, and pointed to their perseverance despite financial strain and disruptions caused by the pandemic, as a reflection of their dedication.

Management on January 16 to mark the milestone.

Dean Professor Troy Lorde paid homage to founders, the late economists Wendell McClean and Sir Frank Alleyne, and also reflected on the growth of the Faculty which has produced local and regional political leaders, policy makers, and thought leaders.

The 50<sup>th</sup> anniversary celebrations were held under the theme 'Legacy of Excellence: Honouring Connections, Inspiring Futures'.





*SEED competition winner Khala Griffith (right) with her husband Fabian and Dr Jeanese Badenock, Dean of the Faculty of Science and Technology*

## Agricultural Startup Wins 2024 SEED Competition

An eco-friendly agro-processing venture committed to sustainability won The UWI Cave Hill Campus' Student Entrepreneurial Empowerment Development (SEED) business plan competition, sponsored by CIBC Caribbean.

The long-running competition, which is sponsored by CIBC Caribbean, seeks to nurture entrepreneurial talent.

*Oasis Blooms Garden Care*, founded by Khala Griffith and her husband Fabian, impressed the judges with its eco-friendly approach to producing fertilisers and soil enhancers from agricultural waste.

As a student of ecology and environmental science, Griffith explained that the inspiration for the business stemmed from a shared passion for gardening and sustainability.

The competition has awarded BBD 300,000 in start-up capital to 50 businesses since its inception in 2014, including *Oasis Blooms Garden Care*.

Second place winner was *KDL Music*, founded by Kemal Brathwaite, while *Midas Productions*, led by Kiel King, placed third. Finalists included *Smash Burger* by Sebastian Newall, and *Ace It* by Joshua Glomeau, who placed fourth and fifth respectively.



*Students and staff of the Faculty of Humanities and Education  
on a visit to Shelter Island, New York*

## Examining links between Barbados and Shelter Island, New York

A major pioneering research project is now underway to explore a little-known link between Barbados and Shelter Island in New York.

The History & Legacy of the Constant & Carmichael Plantations Project, was launched on March 28, 2025. It focuses on collaboration between the Constant and Carmichael plantations in St George, and Sylvester Manor on Shelter Island, a 17<sup>th</sup>

century provisioning plantation which supplied foodstuff, timber, and other materials to the two estates.

The three-year study, which is funded by a USD 1 million grant from the Andrew W Mellon Foundation, examines the economic, human, and cultural ties between the two locations during the 17<sup>th</sup> century.

Dr Henderson Carter, Dean of the Faculty of Humanities and Education, is the Principal Investigator, and is supported by co-researchers Dr Rodney Worrell and Dr Cleve Scott.

Among the key components of the project are the production of a documentary detailing the

Barbados-Shelter Island connection, as well as radio and social media podcasts to expand public awareness. A permanent exhibition at the Sidney Martin Library will house the project's findings, while academic publications will contribute to ongoing research in the field.





*Hon Kerrie Symmonds, Minister of Foreign Affairs and Foreign Trade (left) and Professor Winston Moore, Deputy Principal of The UWI Cave Hill Campus*

## Cave Hill at the Vanguard of Climate Justice Arguments

The University of the West Indies Cave Hill Campus was once again at the forefront of Caribbean efforts to address the impact of climate change, as the region prepared to take its case to the International Court of Justice (ICJ).

From October 30 to November 1, 2024 the Campus' Faculty of Law and its Shridath Ramphal Centre for International Trade, Law, Policy and Services (SRC) partnered to host the Caribbean ICJ Advocacy Clinic on Climate Change, in preparation for a hearing before the ICJ on climate change in December 2024.

Director of the SRC, Dr Jan Yves Remy, said the three-day conference was part of a broader ongoing effort to ensure that the voices of small island developing states, especially those in the Caribbean, were heard in the international fight for climate justice.





*Dr Michele Singh, Director of CAGRI (right) with participants of the agricultural training programme*

## UWI and Barbados Prison Service launch Agri Rehab Project

Cave Hill's Centre for Agricultural Research and Innovation (CAGRI) partnered with the Barbados Prison Service for a transformative programme to integrate sustainable food production into the operations of the Barbados Prison Service.

The six-week agricultural training programme was aimed at significantly reducing the institution's food bill, align with national food security goals, and provide meaningful rehabilitation opportunities for inmates.

This groundbreaking initiative introduced prison officers and inmates to advanced agricultural practices, and covered areas such as soil preparation and testing; seedling and crop propagation; pest management; poultry housing design and maintenance; and feeding systems management.

Participants also learned about irrigation system installation

and management, as well as the cultivation of root and tuber crops, herbs, and vegetables, with an emphasis on high-demand commodities like sweet potatoes, cassava, and yams.

The programme aimed to enhance prison operations, and also equip inmates with practical tools for successful reintegration into society.

# ADMINISTRATORS OF THE CAVE HILL CAMPUS, 2024/2025



## PRO VICE-CHANCELLOR AND PRINCIPAL

**Professor R Clive Landis**  
BSc (Birm), MSc, PhD (Loyola)



## DEPUTY PRINCIPAL

**Professor Winston Moore**  
BSc (UWI), MSc (Warwick),  
PhD (Surrey)



## CAMPUS REGISTRAR

**Mr Rommel Carter**  
BA (UWI), MBA (Hull)



## CAMPUS BURSAR

**Ms Lisa A C Alleyne**  
BSc (UWI), FCCA, FCA,  
MBA (Oxford Brooks), MCMI



## DEAN

Faculty of Culture, Creative and  
Performing Arts

**Professor David O Akombo**  
BEd (Hons) Kenyatta,  
MMus (BGSU), MA (PLNU),  
PhD (Florida)



## DEAN

Faculty of Humanities  
and Education

**Professor Frederick  
Ochieng'-Odhiambo**  
BA (UCC), MLitt (Oxford),  
PhD (UWI)



## DEAN (INTERIM)

Faculty of Law

**Dr Antonius Hippolyte**  
LLB, LLM, PhD (Hull),  
PG Dip Leg Research (Hull),  
EMBA (Univ S Wales) MCIArb



## DEAN

Faculty of Medical Sciences

**Dr Damian Cohall**  
BSc (Hons.), PhD (Pharmacology)  
(UWI) PG-CUTL (UWI)



## DEAN

Faculty of Science  
and Technology

**Dr Jeanese Badenock**  
BSc (UWI), PhD  
(Dartmouth College)



## DEAN

Faculty of Social Sciences

**Professor Troy Lorde**  
BSc (UWI), MA (York),  
PhD (Surrey)



## DIRECTOR (Ag)

Graduate Studies and Research

**Dr Sherma Roberts**  
BA, PG Dip (UWI),  
MSc (Surrey), PhD (Brunel)



## CAMPUS LIBRARIAN

**Ms Pauline Nicholas**  
DipEd, BEd, MA (UWI),  
MEd (U of A)

# MEMBERSHIP OF THE CAMPUS COUNCIL CAVE HILL, 2024/2025



**CHAIR**

**Mrs Trisha Tannis, LLD**



**VICE-CHANCELLOR**

**Professor  
Sir Hilary Beckles**

## APPOINTED BY THE CHANCELLOR

**Dr Julian Ferdinand**

**Ms Toni N S Moore MP**

**Dr Kerry Hall**

**Mr J Edward Clarke**

**Ms Brenda Pope**

**Professor R Clive Landis**  
*PVC and Principal,  
Cave Hill Campus*

**Professor Winston Moore**  
*Deputy Principal,  
Cave Hill Campus*

**Mr Rommel Carter**  
*Campus Registrar,  
Cave Hill Campus*

**Ms Lisa Alleyne**  
*Campus Bursar,  
Cave Hill Campus*

**Ms Pauline Nicholas**  
*Campus Librarian*

## APPOINTED BY THE GOVERNMENT OF BARBADOS

**The Hon Sandra Husbands**  
*Minister of Training  
& Tertiary Education*

**Mrs Wendy Odle**  
*Permanent Secretary,  
Ministry of Education*

## UWI-12 TERRITORIES

*Bahamas*

**TBC**

*St Vincent and the Grenadines*

**TBC**

*Bermuda\* (Observer)*

**The Hon Diallo V Rabain, JP, MP**  
*Minister of Education*

## DEANS

**Professor Frederick Ochieng'-  
Odhiambo**  
*Faculty of Humanities & Education*

**Professor Troy Lorde**  
*Faculty of Social Sciences*

**Dr Antonius Hippolyte**  
*Interim Dean, Faculty of Law*

**Dr Jeanese Badenock**  
*Faculty of Science and Technology*

**Dr Damian Cohall**  
*Faculty of Medical Sciences*

**Dr Akshai Mansingh**  
*Faculty of Sport*

**Professor David Akombo**  
*Faculty of Culture, Creative and  
Performing Arts*



## MEMBERSHIP OF THE CAMPUS COUNCIL 2024/2025 cont'd

### ACADEMIC BOARD REPRESENTATIVES

CAVE HILL CAMPUS

**Dr Kristina Hinds**

MONA CAMPUS

**Professor William Aiken**

ST AUGUSTINE CAMPUS

**Professor Rose-Marie Belle Antoine**

GLOBAL CAMPUS

**Dr Glenda Gay**

FIVE ISLANDS

**Dr Edward Dixon**

### ASSOCIATION OF CARIBBEAN TERTIARY INSTITUTIONS (ACTI) REPRESENTATIVES

**Dr Colin Cumberbatch**

**Mr Philmore McCarthy**

### UWI ALUMNI ASSOCIATION REPRESENTATIVE

**Mrs Jennifer Hinkson**

### STUDENT REPRESENTATIVES

**Mr Tyson Holder**

*President, Guild of Students*

**Mr Imanuel Alexander**

*Postgraduate Representative*

### STAFF REPRESENTATIVES

**Mrs Carla Springer-Hunte**

*Representative - Academic,  
Senior Admin/Professional Staff*

**Ms Ariane Franklin**

*Representative - Administrative,  
Technical & Service Staff*

### BY INVITATION

**Dr Francis Severin**

*Pro Vice-Chancellor & Principal,  
Global Campus*

**Professor Canute Thompson**

*Pro Vice-Chancellor, Board for  
Undergraduate Studies*

**Professor Aldrie Henry-Lee**

*Pro Vice-Chancellor, Graduate Studies  
and Research*

**Professor Rose-Marie Belle Antoine**

*Pro Vice-Chancellor & Principal,  
St Augustine Campus*

**Professor Densil Williams**

*Pro Vice-Chancellor & Principal,  
Mona Campus*

**Professor Justin Robinson**

*Pro Vice-Chancellor & Principal,  
Five Islands Campus*

**Dr Maurice Smith**

*Director of Administration/  
University Registrar*

**Ms Andrea McNish**

*University Bursar*

**Dr Tonya Haynes**

*Head, Institute for Gender  
and Development Studies:  
Nita Barrow Unit*

**Dr Sherma Roberts**

*Director (Ag), School for Graduate  
Studies and Research*

**Dr Yolande Cooke**

*Programme Officer,  
Office of the Principal*

**Mrs Carol Jordan**

*Temp. Assistant Registrar, Admissions*

**Mr David Marshall**

*Coordinator, Smart Campus Initiative*

**Mrs Andrea Lewis**

*Officer-in-Charge, Office of  
Institutional Planning and  
Infrastructural Services*

**Mrs Deborah Deane**

*Assistant Registrar, Office of  
Institutional Planning and  
Infrastructural Services*

**Mr Keith Inniss**

*Campus Chief Information Officer,  
Campus IT Services*

**Ms Rosita Spooner**

*Temp. Business Development Officer*

**Mr Chelston Lovell**

*Communications Officer*

**Ms Kerri-Ann Haynes-Knight**

*Executive Assistant,  
Office of the Principal*

**Mrs Juliana Thorpe-Taitt**

*Financial Manager (Financial  
Reporting), The Bursary*

**Ms Christianne Walcott**

*Operations Manager,  
Office of the Principal*

**Ms Sanielle Hinds**

*Temp. Assistant Registrar, Secretariat*

**Mr Owen Ellis**

*Senior Assistant Registrar, School for  
Graduate Studies and Research*

**Ms Janet Caroo**

*Managing Director, UWITv*

# FINANCIAL REPORT ON CAMPUS ACTIVITIES FOR THE YEAR ENDED JULY 31, 2025

## INCOME

### Government Contributions

For the year under review, government contributions totalled BBD 97.2 million before expected credit loss (ECL) adjustments, representing a marginal decrease from the BBD 98.7 million recorded in 2024. Included in this year's total was BBD 3.765 million relating to arrears of salaries.

The Campus remains grateful to the Ministries of Education, Technological and Vocational Training, and Finance and Economic Planning, for their continued commitment to honouring the monthly contributions, which are essential to meeting payroll obligations.

During the year, the University Office of Finance continued its follow-up on outstanding arrears with other governments. The total balance due from the governments of the region on July 31, 2025 was approximately BBD 32.6 million (before adjustments) compared with BBD 32.1 million at July 31, 2024. Table 14 provides a comparison of government receivables as at July 31, 2025 and July 31, 2024.

Table 14

| GOVERNMENT RECEIVABLES         | JULY 31, 2025 | JULY 31, 2024 |
|--------------------------------|---------------|---------------|
| Government receivables (gross) | 32,563,430    | 32,067,875    |
| ECL provision                  | (2,572,406)   | (2,571,156)   |
|                                | 29,991,024    | 29,496,719    |

### Tuition Fees and Other Student Fees

This year the Campus recorded tuition revenue of BBD 23.8 million, compared with BBD 25.4 million in 2024, reflecting a decrease of BBD 1.6 million. However, throughout the year the Campus maintained its strong commitment to student support by offering partial scholarships, enabling more students to pursue their academic goals.

Table 15 summarises the balances of receivables from third parties for fees as at July 31, 2025 and July 31, 2024.

Table 15

| THIRD PARTY RECEIVABLES | JULY 31, 2025 | JULY 31, 2024 |
|-------------------------|---------------|---------------|
| Government of Barbados  | 65,320,472    | 57,980,962    |
| GATE                    | 433,681       | (1,168,040)   |
| T&T Scholars            | 2,009,531     | 1,637,906     |
| Other Governments       | 5,791,646     | 7,423,772     |
|                         | 73,555,330    | 65,874,600    |

## Special and Other Projects Income

The Campus achieved significant growth in revenue from special projects this financial year, generating USD 4.5 million, up from USD 2.2 million in 2024. A list of new externally funded projects is provided at Appendix 1. Other Income comprises self-financing activities, including the Taught Masters Programmes and the MBBS Programme.

## Student Amenities Fees

The Campus continued to apply amenities fees funding to the enrichment of student life beyond the classroom. All registered students benefitted from the Student Health Scheme, while a complimentary campus shuttle and a variety of programmes in sports, counselling, and professional development helped foster a vibrant, supportive, and well-rounded campus life.

Table 16 details the revenue collected and allocated to the various functions which the amenities fees service.

Table 16

| AMENITIES FEES           | JULY 31, 2025 | JULY 31, 2024 |
|--------------------------|---------------|---------------|
| Sports Development       | 2,857,766     | 2,539,247     |
| Professional Development | 277,457       | 170,283       |
| Health Services          | 593,697       | 714,751       |
| Other services (shuttle) | 1,310,158     | 1,872,391     |
| UWI Harp                 | 207,817       | 273,674       |
|                          | 5,196,896     | 5,570,346     |

## Other Income

The Campus continued to pursue additional income by investing its cash reserves. It also maintained efforts to generate revenue through other initiatives, such as the self-financing Master’s programmes.

## Commercial Activities

The Halls of Residence recorded a small surplus this year of BBD 8,000 (BBD 36,000 in 2024). The level of losses increased for the Bookshop during the year to BBD 1.954 million (BBD 0.782 million in 2024), occasioned by a significant write-off of inventory that had become obsolete.



## EXPENDITURE

The Campus remained committed to advancing environmentally friendly practices in line with national priorities. This was reflected in the ongoing reduction of printer expenses, as some faculties and administrative units increasingly embraced digital solutions. Capital project activity was limited during the period, with only essential maintenance work being undertaken.

## ASSETS AND LIABILITIES

### Cash

The Campus saw a continuing decline in its cash resources. The balance at July 31, 2025, was approximately BBD 3.4 million less than that at the July 31, 2024 – being BBD 18.7 million in 2025 compared with BBD 22.1 million in 2024. These remaining balances were restricted to cover pension funds, payroll expenses and grant funds.

During the year, payments were supported by contributions from governments, tuition fees, and other income sources. The Campus continued to settle all statutory obligations in a timely manner.

### Accounts Receivable

Included in this figure are tuition fees due from third parties BBD 73.5 million (July 31, 2024 – BBD 65.8 million) as well as amounts due from students and staff. Most of the outstanding balance relate to amounts billed to some governments for tuition fees on behalf of their nationals, which remained unsettled. Other receivables from grants declined due to the completion of projects during the year. The Campus continued to receive VAT refunds during the year, and by year end, the VAT receivable had been reduced by approximately BBD 790,000. The Campus continues to actively follow up on outstanding VAT receivables. See Table 17.

**Table 17**

| ACCOUNTS RECEIVABLES    | JULY 31, 2025      | JULY 31, 2024     |
|-------------------------|--------------------|-------------------|
| Other receivables       | 2,165,168          | 2,174,355         |
| Staff Receivables       | 1,149,065          | 1,127,374         |
| Student Receivables     | 15,809,761         | 11,767,477        |
| Third Party Receivables | 73,555,331         | 65,467,264        |
| VAT Receivable          | 10,013,873         | 9,223,729         |
|                         | <b>102,693,198</b> | <b>89,760,199</b> |

### Property, Plant and Equipment

During the year under review, the Campus continued to maintain its facilities as efficiently as possible, focusing on preventive maintenance and necessary repairs to ensure smooth and uninterrupted operations.

## Current Liabilities

This balance includes the accrual for payments to creditors, current portion of long-term debt and amounts due to staff who have either resigned or retired who have not indicated where they require the funds to be forwarded. The FSSU and Superannuation obligations are included as part of the restricted cash balance. These obligations are within the next financial period and will be settled as resources become available. Table 18 refers.

Table 18

| ACCOUNTS PAYABLE        | JULY 31, 2025     | JULY 31, 2024     |
|-------------------------|-------------------|-------------------|
| Suppliers               | 7,575,839         | 6,152,747         |
| Student                 | 5,846,357         | 6,151,936         |
| FSSU and Superannuation | 8,019,173         | 6,866,389         |
| Other payables          | 14,391,453        | 15,593,540        |
|                         | <b>35,832,822</b> | <b>34,764,611</b> |

## Long Term Loans

All loan payments have been made in accordance with the signed agreements, and they are being serviced in line with the terms and conditions. The loan with the Caribbean Development Bank (CDB) was fully paid off during the period. The remaining outstanding loans at July 31, 2025 are outlined in Table 19.

Table 19

| LONG TERM LOANS              | EDF LOAN       | CLICO LOAN | CARIBBEAN DEVELOPMENT BANK | UWI CH CLARENDON BOND | CAL LOAN         | TOTAL            |
|------------------------------|----------------|------------|----------------------------|-----------------------|------------------|------------------|
| Principal portion            | 808,306        | 2,977,899  | -                          | 7,191,215             | 1,555,200        | 12,532,620       |
| Current portion              | - 118,000      | 2,977,899  | -                          | - 422,841             | - 102,600        | - 3,621,340      |
| Net balance on July 31, 2025 | <b>690,306</b> | -          | -                          | <b>6,768,374</b>      | <b>1,452,600</b> | <b>8,911,280</b> |

## Projects

Table 20 provides details for ongoing projects. Total revenue expected to be received over the period of the grants is BBD 8.0 million.

Table 20

| NAME OF SPONSOR/DONOR    | NAME OF PROJECT                                  | VALUE       | VALUE (BBD) | FACULTY/UNIT            |
|--------------------------|--------------------------------------------------|-------------|-------------|-------------------------|
| Climate Analytics Inc    | <i>Climate Change and Trade in the Caribbean</i> | USD 20,000  | 40,000      | Shridath Ramphal Centre |
| Open Society Foundation  | <i>Remaking Trade project (Phase 2)</i>          | USD 600,000 | 1,200,000   | Shridath Ramphal Centre |
| Central Bank of Barbados | <i>Arthur Collection project</i>                 | BBD 75,000  | 75,000      | Shridath Ramphal Centre |

| NAME OF SPONSOR/DONOR                                          | NAME OF PROJECT                                                                                | VALUE         | VALUE (BBD)      | FACULTY/UNIT                                     |
|----------------------------------------------------------------|------------------------------------------------------------------------------------------------|---------------|------------------|--------------------------------------------------|
| United Nations Development Programme                           | <i>Climate Promise</i>                                                                         | USD 400,000   | 800,000          | Office of the Deputy Principal                   |
| Stichting Foundation for International Law for the Environment | <i>Caribbean ICJ Climate Change Oral Hearing Strategy Clinic</i>                               | USD 169,416   | 338,832          | Faculty of Law                                   |
| United Nations Development Programme (UNDP)                    | <i>Improving National Capacities for Management of Sargassum</i>                               | USD 30,000    | 60,000           | CERMES                                           |
| Andrew W. Mellon Foundation                                    | <i>Legacy and History of Constant and Carmichael Plantations</i>                               | USD 1,000,000 | 2,000,000        | Department of History, Philosophy and Psychology |
| Food & Agriculture Organisation of the United Nations (FAO)    | <i>Project Resilience: Integrated Agriculture Land Use Planning for a Sustainable Dominica</i> | BBD 60,000    | 60,000           | CERMES                                           |
| The MPS Foundation                                             | <i>Understanding Clinical Practice Attrition Among Caribbean Doctors</i>                       | GBP 58,720    | 148,633          | Faculty of Medical Sciences                      |
| Organization of Eastern Caribbean States                       | <i>OECS BioSpace Project</i>                                                                   | EUR 25,751    | 57,000           | CERMES                                           |
| CEIBAL Foundation                                              | <i>CEIBAL Project</i>                                                                          | USD 45,000    | 90,000           | School of Education                              |
| Caribbean Regional Fisheries Mechanism Secretariat             | <i>MPA Training &amp; Assessment Needs</i>                                                     | USD 60,000    | 120,000          | CERMES                                           |
| Clara Lionel Foundation                                        | <i>Field Skills Course &amp; Experience</i>                                                    | USD 100,000   | 120,000          | CERMES                                           |
| Office of Attorney General Government of Barbados              | <i>FSC Air Quality Assessment</i>                                                              | BBD 175,654   | 175,654          | Department of Biological and Chemical Sciences   |
| The Barbados National Energy Company Limited                   | <i>Identification of Ideal Substrate Mixes for the Commissioning of Biomethane Facilities</i>  | BBD 150,000   | 150,000          | Faculty of Science and Technology                |
| Global Water Partnership-Caribbean                             | <i>GWP Wastewater Project</i>                                                                  | USD 18,977    | 37,954           | CERMES                                           |
|                                                                |                                                                                                |               | <b>5,473,073</b> |                                                  |

## Commitments and Contingent Liabilities

Outstanding purchase orders at July 31, 2025, totalled approximately BBD 7.1 million, compared with BBD 4.8 million at July 31, 2024.

## SOFTWARE APPLICATIONS

Banner Finance, Banner Students, PeopleSoft and Touchnet Online Payment Plan applications have all been working satisfactorily.



# *Recipients of the Principal's Award for Excellence 2024*



*From Left: Dr Shane Austin, Mr Wayne Brathwaite, Dr Angela Alleyne,  
Pro Vice-Chancellor and Principal Professor R. Clive Landis, Mrs Sandra Mahon,  
Mrs Nicole Foster and Dr Halimah Deshong*

# RECOGNISING EXCELLENCE

## SPOTLIGHT ON HONORARY GRADUATES

The UWI Cave Hill Campus conferred honorary degrees on four outstanding luminaries during its annual graduation ceremony held on October 19, 2024: Dame Susan Dilys Dougan (née Ryan) (Doctor of Laws - LLD), Sir Trevor Hassell (Doctor of Science - DSc); The Most Honorable Elton Deighton “Baba Elombe” Mottley (Doctor of Letters - DLitt) and Mr Ralph Taylor (Doctor of Laws - LLD).

### Dame Susan Dilys Dougan (née Ryan)

This science teacher, headmistress, education leader, and public servant, Dame Susan Dilys Dougan (née Ryan) has a world class teaching legacy, but will always be a well rooted Caribbean citizen, daughter of the soil of St Vincent and the Grenadines! This honorary graduand has spent her professional life in an academy, as is therefore rightly recognised by the leading academy in the region – The University of the West Indies!

As a child, she had two teachers, Walden and Dorothy Ryan, with her father being promoted eventually to an inspector of schools. She is the older sister to two brothers, a role that she has taken seriously, and to this day, she is still offering unsolicited advice! She remains very close with both her siblings. As a young girl, Dame Susan followed her father’s career appointments at several schools around the



Dame Susan Dilys Dougan (née Ryan) (left), receiving her honorary degree from Chancellor of The University of the West Indies, Dr The Most Honourable Dodridge Miller



Vincentian landscape and received her primary school education at a series of institutions. This exposure to several communities in St. Vincent ignited her passion for community and service to people. This multiple uprooting with changes in both friends and environment also led her to cherish her early relations with friends and teachers. This scientist developed nomadically developed roots, which would have cemented her in any terrain.

Dame Susan continued her secondary school education at the St. Vincent Girl's High School (SVGHS), and then to sixth form at the then St. Vincent Grammar School and completed her A-level training there. This led to a series of redox reactions that saw her teaching at her alma mater, St Vincent High, as a non-graduate chemistry teacher. After a few years, she travelled to a much colder terrain to the University of London, to complete her Bachelor of Science in Chemistry/Biochemistry, then sometime later, the Master of Arts (Ed) in Curriculum and Evaluation, from the University of Southampton, United Kingdom. On completion of her BSc degree, she returned to SVGHS as a graduate teacher, and progressed to the head of the science department, Deputy Headmistress and then Headmistress. "I loved the teaching, and I loved moulding those young girls, because they felt that science was out of their reach and that girls had no place in science. Dame Susan admits that there might have been some motivation with her homemade delicacies, specially prepared for the winners of her class prizes!

In 2004 Dame Susan was appointed Chief Education Officer (CEO), a role she held until 2009. As CEO, she implemented the national policy for universal access to secondary education. Under her leadership, significant education sector advancements were also made in the areas of early childhood education, adult and continuing education, and tertiary education. This included amalgamating several tertiary level departments into the St. Vincent and the Grenadines' Community College. Dame Susan remembers her very close relationship with parents, a relationship which she admits is now missing from modern teaching practice.

In her role as the first female, Governor General of St. Vincent & the Grenadines, she has had the pleasure of

attending many graduation ceremonies. Dame Susan especially enjoys this opportunity not only to celebrate the success of students, but also to recognise the hard work of the teaching fraternity in moulding young minds – not just the scientists!

From her formative years in church and Sunday School, Dame Susan has the gospels in her blood. Her religious upbringing has been her moral compass. It drove her to infuse this morality in both her teaching and her counselling of impressionable young people. She recalls the "open house" community spirit in the home and the importance of the extended family in crafting a generation of civic-minded citizens.

Dame Susan also contributed to many regional education reform initiatives and served, for many years, as an examiner for the Caribbean Examination Council (CXC). As Cabinet Secretary to Prime Minister Gonsalves (2009-2013), Dame Susan's contributions included her service as the SVG focal point for many organisations, including the Organization of American States (OAS) and the Commonwealth of Learning (COL). She also represented her country in engagements with CARICOM's Council for Human and Social Development (COHSOD), UNESCO, the OECS and IDB, among others.

Although retiring from the public service in 2013, her service to the public continued in the role of Deputy Governor-General from 2014 – 2019. After the retirement of the Late Sir Frederick Ballantyne, she ascended to the highest national office of her country, as the first female Governor-General of St. Vincent & the Grenadines! The role of GG is not only about the pomp and ceremony as Dame Susan is known for her meticulous attention to detail, only giving her final stamp of approval when all equations are well balanced!

It was, therefore, not without expectation that in 2010, Dame Susan received her Order of the British Empire (OBE) from Her Majesty Queen Elizabeth II. The next year she was honoured during the St. Vincent Girls' High School's centennial celebrations by when her image was depicted on a commemorative stamp.

Dame Susan has a passion for gardening and she compares the joy she sees with the delicate care of her





Sir Trevor Hassell (left) receiving his honorary degree from Chancellor of The University of the West Indies, Dr The Most Honourable Dodridge Miller

plants as being identical to the biochemical reaction that occurs when she sees young people succeed! “You have to have a passion for what you want and try not to go impulsively in what you do. What is important for YOU? It will not be a walk in the park, and you will have to brace, and face, the challenges ahead! Are you mature enough to embrace those challenges and not get knocked down?”

Dame Susan, who is married to Hugh Dougan, with whom she shares a close-knit relationship and with their three children, reflects on us as people. She asks, “What makes us special as a people? We have beautiful people. We have peace and stability. We have beautiful landscapes and seascapes. We are enriched with a diversity of culture that we got from all over the world. We now need to keep our heads on and make sure that no one takes advantage of us! We may be small fish in a big pond, but we will NOT be consumed, and we will NOT be second class citizens to anyone!”

For her significant contribution to the crafting of young Caribbean citizens through education, educational leadership and mentoring, and for her inspiration to a network of talented teaching practitioners, The University of the West Indies conferred upon Dame Susan Dilys Dougan, the degree of Doctor of Laws, *Honoris causa*.

## Sir Trevor Hassell

**Sir Trevor Hassell has been described as the greatest catalyst of public health in our Caribbean space in the last two decades! This scholar, educator, institution builder and medicine man, represents a humanised coalition, a Healthy Caribbean Coalition of talent that painted a legacy of service.**

One of seven siblings, Sir Trevor Hassell, was not ordained to assume a role of public health specialist but was baptised to be a medical doctor from early childhood. At the Crumpton Street institution, his passion for public service was driven largely by the discipline of the Boy Scouts Association. Heavily influenced by his history teacher, the late Ralph Mann, and his religious studies teacher, the late Reverend St Clair Tudor, he was an eager receptacle for the values of sound morals which they poured into him. It is rumoured that he could have very well been cloaked in different garb due to the influence of the Reverend Tudor. From an early age at Harrison College, he became a student club master, and so, literally, the mastery of strong leadership began.

His clinician role at the Queen Elizabeth Hospital (QEH) in Barbados was not sterilised clinical practice; it was modified by practice-driven research to improve care. Sir Trevor's transitional role at the Jemmott's Lane health institution was meteoric, with the establishment of such innovations as the development of the Department of Cardiovascular Services at the QEH. He held the position of Adjunct Professor of Medicine at The University of the West Indies, Cave Hill Campus, Barbados and Honorary Consultant Physician and Cardiologist, Queen Elizabeth Hospital. He is a Fellow of the American College of Cardiology and a Fellow of the Royal College of Physicians of London, United Kingdom.

He left the "mecca" of Caribbean medical education, at the Mona Campus, and headed to the United Kingdom to do postgraduate training to qualify for Membership of the Royal College of Physicians, United Kingdom, (MRCP).

He is a passionate family man who enjoys the weekly "Hassell Clan" ritual of family lunch, even though his family is geographically dispersed. His union with his wife, of more than 60-years, may very well rival his strong passion for medicine. The story is told of a young(er) physician returning home after the death of a patient. The protective role of his spouse is activated, as she hurries him away from the children so that he could come to terms with the mortality of man. Trevor Hassell isn't only a doctor of the heart but he holds medicine closely in his heart, sometimes even before his own immediate family's expectations. The family roots dates back to his father in Saba, but his family tree grew in Barbados, on the scenic South Coast. The Eric Hassell & Son Group of Companies, a family business, is now a matured adult in its fourth generation.

Sir Trevor Hassell, emboldened by the support of family has held positions of Vice President of the World Heart Federation, President InterAmerican Heart Foundation, and President Caribbean Cardiac Society. He is Founding President of the Heart Foundation of Barbados (1985), renamed, in 2006, the Heart and Stroke Foundation of Barbados Inc. in its overall efforts to combat cardiovascular diseases. In 2013, the Heart and Stroke Foundation

of Barbados Inc. celebrated 35 years of service. Among his many achievements, Sir Trevor was the Chairman of the Barbados National Commission for Chronic Non-Communicable Diseases (renamed NCD Commission Barbados – 2010) from its inception in January 2006 to May 2023 and Chairman of the Advisory Committee of the Chronic Disease Research Centre, University of the West Indies. He is the founding President, and immediate Past President of the Healthy Caribbean Coalition (HCC): a regional civil society alliance established in 2008 in Port of Spain to contribute to the prevention and control of non-communicable diseases, where he has been recently appointed as a director.

In 2015 Sir Trevor became a member of the World Health Organization (WHO) Global Coordination Mechanism on the Prevention and Control of NCDs (GCM/NCD) Working Group on how to realise governments' commitments to engage with the private sector for the prevention and control of NCDs. He is presently a member of the World Cancer Research Foundation (WCRF) International Policy Advisory Group, a member of The Pan American Health Organization/World Health Organization (PAHO/WHO) Advisory Group on Advancing the Noncommunicable Diseases (NCD) Agenda in the Caribbean and a member of the Caribbean Public Health Agency (CARPHA) and the International Development Law Organization (IDLO) led Expert Advisory Group on Public Health Law in the Caribbean.

Sir Trevor's many accolades include his appointment, in 2013, to the Order of Barbados in the grade of Gold Crown of Merit, "in recognition of his outstanding contribution to the Medical Profession and to the Cardiac Unit at the Queen Elizabeth Hospital, Barbados" in particular; and the conferral, on November 30, 2013, of the Knight of St. Andrew by His Excellency, the Governor General of Barbados.

His public health battles began with the fight against tobacco with the "Wrestling Tobacco to the ground" campaign as one of his primary commitments. This entailed advancing the articles of the Framework Convention on Tobacco Control (FCTC), which after a series of workshops in 2009 and continuing in 2011,

saw the proposed Prohibition of Tobacco Smoking in Public Places.

The public health warfare continued with action against childhood obesity. Addressing obesity in children (2011-present) was always a leading commitment for Sir Trevor, under whose leadership, from 2011, the National Guidelines to address nutrition in schools were developed.

There is a litany of achievements that is written in the annals of this medicine man. Below are only a few of these public health-related products:

- The National Commission for Chronic Non-communicable Diseases' Strategic Plan 2009-2012
- Barbados National Registry for NCDs in March 2009 (Barbados being the first island in the Caribbean to have a National Registry specifically dedicated to gathering information on Chronic Non-communicable Diseases (CNCDs))
- The sale of tobacco products to minors was banned and regulations to prevent tobacco smoking in public places were implemented (2010)
- Inclusion of the Issue of NCDs in Protocol VI of the Social Partnership
- Training of NCD Professionals in Quality Management and Care
- National Strategic Plan for the Prevention and Control of NCDs – 2020-2025

For his powerful transformation of the Caribbean public health space, a teacher, physician, health advocate, avid swimmer, institution builder, husband, father and granddad, and a mentor, The University of the West Indies conferred upon Sir Trevor Hassell, the degree of Doctor of Science, *Honoris causa*.



The Most Honourable Elton Deighton “Baba Elombe” Mottley (left) receiving his honorary degree from Chancellor of The University of the West Indies, Dr The Most Honourable Dodridge Miller

## The Most Honourable Elton Deighton “Baba Elombe” Mottley

The Most Honourable Elton Deighton “Baba Elombe” Mottley is a man who has explored, interrogated, and redefined the cultural landscape of this small rock. The Most Honourable Elton Deighton “Baba Elombe” Mottley is a cultural activist, and icon, who has dedicated his life to unshackling our thoughts of who we are as a people, performing on a global stage, but moving to the beat of our own drums! This rhythm has the potential to reverberate a Republic into a cataclysmic movement towards our cultural soul.

“Elombe” Mottley was born on May 8, 1938, as the third child of Ernest Deighton and Ruby Mottley. He grew up with his siblings, Dyne, Elliott and Callie. The young “Elombe” received his secondary school education from Harrison College and showed a strong passion for the sciences – chemistry and biology. This initially piqued his interest in Medicine, but this was short-lived! At the age of 17, he continued his educational journey in North America, first at St. John’s



College, University of Manitoba in Canada, initially to study medicine, but swiftly changed to accounting. In 1966 he earned a Bachelor of Science degree in Accounting & Finance, and later became, in 1971, a UWI alumnus, to the left of stage, of the internationally recognised Faculty of Law, here at the Cave Hill Campus of The UWI.

Not only is “Elombe” Mottley a titan in the culture-sphere but he is also a highly respected media practitioner, dedicating almost six decades to his craft. He started Black Knight with Keith Payne, whose father had a shop in Baxters Road, and with Boo Rudder, opened a theatre style platform for their first events. This was a take-off point for the creation of a cultural centre! The next phase was crafting a sales pitch to build a theatre behind his house. With the researching skills of an accountant, he costed the amount to build a theatre using, of all things, telephone poles! But “Elombe” wanted a living stage, and this required skilled practitioners. He looked south to the African continent, and researched how much it would cost to bring a drummer and a dancer to come to Barbados for two years. With BBD 50,000, he secured funding for the establishment of Yoruba (Yard) Barbados, a company he founded to champion the rich tapestry of Barbadian culture. In the early days, he was joined by another honorary graduand of our great University, Dr The Most Honourable Anthony “Gabby” Carter, who performed at Yoruba Yard on his return from living in New York. As Yoruba Yard was located a “stone’s throw” from two major media houses – The Nation and the Barbados Advocate, this allowed for easy coverage of cultural events, and so a relationship with the media developed.

Then “Elombe” Mottley was soon called to serve as Director of Culture at the Barbados Ministry of Information and Culture (1982-1984) and as the Director of the National Cultural Foundation (1984-1986).

As a consultant, Mr Mottley has worked with CARIFORUM on developmental plans, policy, cultural festivals, and with government ministries responsible for culture and tourism in Barbados, Guadeloupe, and Jamaica. His consultancy work with private entities has included West 104 Radio in Jamaica and the GPD and GHZ Group in Florida, researching Telecommunications and Culture in the Caribbean.

“Elombe” Mottley has focused on topics of regional importance and flavour; he has covered everything from music, to politics, to cultural issues. His programmes have explored cultural linkages between various cultural sub-groups, focusing specifically on the diasporic legacy of Africa in the Caribbean and how this inheritance is illustrated by cross-influences through different modes of expression, such as music and literature. His interview programmes have featured personalities active in different business, civil and academic settings.

Throughout his illustrious career, Mr Mottley has curated diverse works spanning drama, dance, musicals, educational films, and art exhibitions. He is a prolific writer; he has authored and published several books on Barbadian culture and poetry, namely *Identities Volumes 1 and 2*; *Better Must Come Volumes 1 and 2*; and *Cover Down Yuh Bucket*, an exploration of “Stick Licking in the Caribbean.” He has also published two books of poems—*DeCity* and *Night Song*. Additionally, he has produced recordings of oral history and music and is known for his album collection. “Elombe” knows every album! Even in the middle of a hurricane, he insisted that his albums must travel with him come hell, or very high waters.

“Elombe” Mottley’s unwavering commitment to culture has not gone unnoticed. He has been honoured with several prestigious awards, including the Bussa Award for Lifetime Contribution to African Heritage (1991), and the Clement Payne Hero Award (2011). In 2022 he was awarded Barbados’ highest honour with the esteemed Freedom of Barbados.

A multi-dimensional personage of history, culture, media and the arts, “Elombe” Mottley is also a man who loves deeply. Married to attorney-at-law, Senator Donna Scott Mottley, to whom he proposed two days after being introduced by a famous niece, “Elombe” clearly knows what he wants and how to pursue his objective until he gets what he wants.

For a cultural giant who has indigenised both our physical and mental landscape from Yoruba to Kadooments, and with the precision and ancestral passion of a son of the soil, The Most Honourable Elton “Elombe” Mottley had the degree of Doctor of Letters, *Honoris causa*, conferred upon him by The University of the West Indies.



Mr Ralph Taylor (left) receiving his honorary degree from Chancellor of The University of the West Indies, Dr The Most Honourable Dodridge Miller

## Mr Ralph Taylor

Mr Ralph Taylor is described as a man who has tailored the tourism sector of Barbados with the skill of craftsmanship and with the threads of innovation, entrepreneurship and national pride. Mr Ralph Taylor's legacy is one that did not happen as an accidental stitch but was woven carefully from his childhood, to being one of the leading hoteliers in the region!

Ralph W Taylor was born in Malvern, St. George, in 1953, just above St. Luke's Church. His parents were traders who sold everything in the neighbourhood village. The "village shop" was the place for both shopping and building a communal spirit.

Even though Ralph Taylor is one of six siblings, his only brother and one sister are smiling down on these proceedings. He remains very close with his other three sisters. All siblings were involved in the family business. He attended Lynch's Secondary School although his initial love was to join his cousins and

attend the University in St. John, The Lodge School, but he quickly adjusted, remaining very close with his friends, who were alums of The Lodge. The close bond allowed him to follow another passion – cricket, lovely cricket! This saw him playing cricket in the Barbados Cricket League at several prime locations on the rock – making 350 runs at the tender age of 16 years! He joined the Central cricket team and played against the Crumpton Street institution and made 116 runs and batted with "Cheeseman from St. Peter" to make the 164 runs required to win the game.

Cricket also kept him firmly cemented in Barbados, as he refused to journey to the UK to join his sisters but chose to stay at the wicket at home. He wanted to be an accountant and almost took up an offer to become an apprentice at Price Waterhouse. Eventually, with a stroke of luck, he got a job at the Asta Hotel, Christ Church, working with the Late Basil Williams – who became his lifelong best friend, whom Ralph was to eulogise at St. Matthias Anglican Church many years later.

This friendship with The Late Basil led him to the Pickwick Club, a club predominantly made up of white patrons in post-colonial Barbados. This was no deterrent to a very disciplined Ralph Taylor, who continued studying while working at the ASTA Apartment Hotel. His night auditing accounting work gave him practical experience in a diversity of businesses. He eventually landed a job at the Welcome Inn Hotel, totally restructuring the accounts at the hotel over two years. This allowed him to purchase his first house at the age of 25-years! He moved on to be the chief financial officer at the Rockley Hotel and became more involved with hotel operations.

This was to be the taste of a career path crossing over from accounting to hotel administration! In 1998, he finally made the journey to the UK to pursue management training at Bradford University, School of Business. He later furthered his studies, this time in North America at Cornell University, New York, USA where he earned a Diploma in Hotel Management. Mr Taylor's other academic qualifications and professional memberships include:

- Certified Hotel Administration at the American Hotel & Motel School, Michigan State University
- Member of the Hotel Catering Institute Management Association (MHCIMA)
- Graduate of Trusthouse Forte Management Training Program, London, UK
- Attachment to the prestigious Imperial Torquay and Hyde Park Hotels, London, UK

He went on to assume many leadership positions in the hotel industry and was on the board of management of Barbados Shipping & Trading (BS&T) Company Limited. He pioneered the creation of Barbados' first all-inclusive hotel in St. James, the Almond Beach Club and Spa, a novel tourism product for the country! He then rebranded the Almond Beach Club & Spa and served as the Chairman and Managing Director of Almond Resorts Inc. for the next 20 years. In that time Mr Taylor spearheaded the successful expansion of Almond Resorts' all-inclusive product from one to five hotels with 1,549 rooms in both Barbados and Saint Lucia. Ralph Taylor is currently the Chairman and Chief Executive Officer of Arcadia Hotels & Resorts, a new

hotel brand that owns and manages the SoCo Hotel in Barbados, a boutique hotel with an exquisite dining experience!

Mr Taylor has served on numerous boards across the Caribbean. He is a past President and Chairman of the Caribbean Hotel & Tourism Association and has also served as Chairman of the Barbados Tourism Authority, Chairman of the Tourism Development Corporation, President of the Barbados Hotel Association and Chairman of the Advisory Council of the Minister of Tourism in Barbados. In 1995, the Caribbean Hotel Association conferred on him the ultimate accolade "Hotelier of the Year".

A family man, Ralph Taylor, is the proud father of Kimberley, Justin, Oliver and Nicholas.

For his powerful innovation and meteoric movement in the hotel and tourist industry, his cricketing precision-style navigation of a very turbulent business landscape, The University of the West Indies conferred upon Mr Ralph Taylor, the degree of Doctor of Laws, *Honoris causa*.



## SIX RECEIVE PRINCIPAL'S AWARD FOR EXCELLENCE

On November 23, 2024, six outstanding members of staff of the Cave Hill Campus were honoured as they received the Principal's Award for Excellence.

The awardees were **Dr Angela Alleyne**, **Dr Shane Austin**, **Mr Wayne Brathwaite**, **Dr Halimah Deshong**, **Mrs Nicole Foster** and **Mrs Sandra Mahon**.

### Dr Angela Alleyne

#### *Outstanding Research*

There is no doubt that Dr Angela Alleyne is an exceptional researcher who is truly deserving of the Principal's Award for Excellence. Dr Alleyne's primary research focus is Plant Pathology, where she utilises molecular markers and genes to diagnose and analyse plant diseases impacting the Caribbean region. Her work has centered on plant diseases in root and tuber crops such as yams, cassava, and sweet potatoes, with recent expansion into breadfruit. More recently, she has applied her expertise in molecular biology and biotechnology to investigate molecular biomarkers in uterine fibroids among Afro-Caribbean women. In the past five years, Dr Alleyne has authored or co-authored 15 journal articles, including five in the 2023-2024 academic year, along with two book chapters. Overall, she has contributed to more than 35 peer-reviewed publications, including five book chapters on microbiomes, biochemistry, biotechnology, and biocontrol of plant diseases in the Caribbean, and 30 journal articles focused on plant diseases. To date, Dr Alleyne has successfully supervised or co-supervised a total of four (4) PhD students and seven (7) MPhil students. Five (5) of these students (two PhD's and three MPhil's) completed their postgraduate degrees in the last five years.

Of interest, the National Plant Protection Act was laid in Parliament in 2023, and her review of this Act



Dr Angela Alleyne (right) receiving her award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

has propelled the island to establish a local NPPO Plant Protection Organization, a UN International Phytosanitary Standard in plant protection and quarantine. Recognition of her publications and research expertise has resulted in invitations to serve on the editorial boards of three reputable Plant Pathology international journals. Firstly, she was invited in August 2022 by the journal *Frontiers in Plant Science* to serve on the Editorial Board as a Review Editor for Plant-Pathogen Interactions. *Frontiers in Plant Science* has an impact factor of 6.62, and the focus of Plant pathogen interactions is "the interaction between plants and pathogenic microorganisms, pests and viruses." Since 2017, she has served as a Senior Editor of the journal *Plant Health Progress* (PHP), published by The American Phytopathological Society (APS). *Plant Health Progress* publishes on "the health, management, and production of agricultural and horticultural crops of economic importance". More recently, she was appointed as an editor for *PLOS ONE*. *PLOS ONE* is a multidisciplinary and interdisciplinary journal widely indexed by primary online academic reference services.

Of significance in 2022, she was invited to provide the keynote speech from the Caribbean region at the 19th International Triennial Symposium of the International Society of Tropical Root Crops (ISTRC) in Kenya. She was featured in the BSPP online publication “List of 40 faces of Plant Pathology” and is one of the 40 Faces of Plant Pathology in the British Society for Plant Pathology. Also, in 2019, she was featured in the Phytopathology News “Sharing Skills and Knowledge on an International Scale”. She was also ranked the #2 Plant Scientist regionally.

Dr Angela Alleyne is indeed an all-round excellent academic researcher of whom the University of the West Indies is justly proud.

### Dr Shane Austin

#### ***Outstanding Contribution to Research and Public Service***

There is absolutely no doubt that Dr Shane Austin is a remarkable educator and researcher deserving of the Principal's Award for Excellence. Since joining The University of the West Indies in 2019 as a Lecturer in Biochemistry, Dr Austin has published nine (9) peer-reviewed journal articles, with 137 citations in journals with impact factors ranging from 1.16 to 13.8, along with one (1) book chapter and seven (7) conference abstracts, five (5) of which were presented at major North American and European conferences in the multidiscipline of Biochemistry. He has reviewed for 11 journals including Cancers, Cells, and various Frontiers journals with impact factors ranging from 4.5 to 5.9. He recently published an article in the journal Trends in Biochemical Sciences. It is important to note that this journal is one of the premier journals in the field and continues to be listed in the top 10-15 journals in biochemistry. This achievement has only ever been achieved by a handful of UWI scientists and none in the last three decades since the 1980s.

Dr Shane Austin has taught six undergraduate courses (at levels 1-3) and two graduate courses and has supervised or co-supervised four MPhil students registered in two different programmes. He incorporates Universal Design for Learning (UDL) in his teaching to



Dr Shane Austin (right) receiving his award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

enhance the classroom experience, managing multiple courses at both undergraduate and graduate levels. Recently, he has successfully completed his tenure as a PALM Active Learning Fellow of the American Society for Cell Biology and has expanded his pedagogical skills to include creating assessments for molecular visualization. In addition, Dr Austin's engaging teaching style and innovative methods, notably earned him the 2019 Centre for Excellence in Teaching and Learning and Guild of Students Award for Teaching Excellence. Furthermore, as part of the Society for Experimental Biologists' Outreach Education and Diversity working group, he has chaired the Awards Taskforce. In this capacity, his primary focus has been improving the diversity and inclusion profile of individuals receiving the society's annual awards.

Dr Austin has also made significant contributions beyond the classroom. From 2017 to 2023, Dr Austin served as Graduate Coordinator in the Department of Biological and Chemical Sciences and is now the Deputy Dean for Outreach and Graduate Research in the Faculty of Science and Technology. As Deputy

Dean, he actively participated in faculty and campus-level student recruitment and outreach activities, helping attract and engage talented students. He actively contributes to several departmental, faculty, and campus committees, including those focused on Teaching and Learning, Graduate Research Awards, Graduate Studies, and the Campus Lecture Series. Dr Austin has also been the Chief Examiner for CAPE Biology since 2019. It is important to note that CAPE Biology contains the largest cohort of the examinations executed. He has also contributed to curriculum development, teacher training, item writing workshops, and syllabus reviews.

Dr Shane Austin's impressive achievements in both teaching and research make him a well-rounded and outstanding scholar, and the University of the West Indies is justifiably proud to have him on its team.

## Mr Wayne Brathwaite

### **Outstanding Service**

Mr Brathwaite joined the University of the West Indies in 2003 and later joined the GACDRC family in 2008 as the main Security Officer. At the GACDRC, his primary responsibilities include monitoring security systems and equipment, conducting inspections, and patrolling the site. In addition to attending patrol rounds, he has technical knowledge to maintain and repair equipment, as well as aid with the upkeep of the GACDRC facility. The GACDRC team members know that they can always rely on Mr Brathwaite for his dependability, punctuality, and efficiency in carrying out his duties, which allows for the smooth running of the facility.

Mr Brathwaite is the first person anyone visiting the GACDRC interacts with, welcoming everyone with a warm greeting and smile, and with what would be considered nowadays as old-fashioned charm, escorting each visitor into the building. Those working at the GACDRC not only feel a sense of safety knowing he is around, but also appreciate his kindness and genuine interest in the wellbeing of staff, as well as that of their families and in that way, he is an important member of the GACDRC family,



Mr Wayne Brathwaite (right) receiving his award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

and an excellent role model for others.

Mr Brathwaite's performance over the years has not only met but has often surpassed expectations. He has never missed a day of work. He routinely gives outstanding assistance and service to incoming faculty, staff, and visitors with his innate ability to swiftly identify and react to their individual needs.

Mr Brathwaite's accomplishments extend beyond his security duties, earning him the distinction of being selected as a UWI 75 Unsung Hero for 2024. He voluntarily has assisted with many of the GACDRC's projects and many evenings when staff members are working late, he insists on staying in the building until they leave. He has also consistently shown his loyalty to the wider community of The University of the West Indies by not only executing duties at the GACDRC or when called upon on the main campus, but also for members of the public who visit the nearby health facilities.

His warm and friendly nature over the years has made him not just a colleague, but a friend, a confidante, a favorite ally of all GACDRC children, in other words,



very much, family. The GACDRC team members acknowledge that they are extremely fortunate to have him!

For all of these reasons, it is an honour to present Mr Wayne Brathwaite for the Principal's Award of Excellence.

### Dr Halimah DeShong

#### *Excellence in Research and Public Service*

For excellence in Research and Public service, Dr Halimah DeShong, the Caribbean's leading scholar on gendered violence, is recognised for her work at the intersections of governance, research, development, civic education and public scholarship.

An experienced feminist researcher and sociologist, she specialises in gendered violence, feminist methodologies, anti-colonial feminisms, qualitative interviewing, and the analysis of talk and text. She is the co-editor of the books *Interdisciplinary Perspectives on COVID-19 and the Caribbean, Volumes 1: The State, Economy and Health; Interdisciplinary Perspectives on COVID-19 and the Caribbean, Volumes 2: Society, Education and Human Behaviour*, both published Palgrave Macmillan in 2023; and *Methodologies in Caribbean Research on Gender & Sexuality* (Ian Randle Publishers 2021). Her scholarly work of over 40 publications is featured in a wide range of refereed journals and books. She is also single and joint editor of five (5) special issues of refereed journals on Feminist Methodologies; Men and Masculinities; Gender, Sexuality and Feminism in the Caribbean; and Anti-colonial Feminisms. In 2015, she was recipient of a UWI, Cave Hill Campus Research Award for outstanding research.

Dr DeShong has advised Caribbean governments on gender-based violence (GBV) policies and laws, is the author of the Saint Vincent and the Grenadines (SVG) National Gender-based Violence Action Plan and has jointly designed a GBV/HFLE curriculum for post-secondary school students in SVG. She was the lead researcher and author of the qualitative component of the UN Women/CARICOM/Caribbean Development Bank Women's Health Survey on violence against



Dr Halimah DeShong (right) receiving his award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

women in Grenada. Most recently, Dr DeShong developed guidelines, teaching tools and a curriculum for gender responsive comprehensive disaster management and climate resilience action for Caribbean civil society organisations and community-based organisations, as part of the USAID Policy And Regulatory Reform For Resilience (PROSE) project. Previously, she served as Chair of Barbados' National Advisory Council on Gender, The UWI Cave Hill Gender Task Force, and the Cave Hill Sexual Harassment Policy and Procedures Implementation Committee. At present, she serves as Chair of the Gender Mainstreaming Committee for the implementation of The UWI Gender Policy and is University Director of the Institute for Gender and Development Studies.

Animating her teaching, research, scholarship and outreach is a concern for ending the enduring effects of complex systems of violence in Caribbean societies. This concern is reflected in courses, modules, workshops and the range of teaching tools, she has created on sexual and gendered violence at the secondary, postsecondary and University levels.

## Mrs Nicole Foster

### **Outstanding Contribution to Public Service**

Mrs Nicole Foster has been presented with the Principal's Award for Excellence 2024/25 in the category of Outstanding Contribution to Public Service in recognition on her unique and impactful public service work focussed on the use of law in Noncommunicable Disease (NCD) prevention and control, together with her broader community engagement. Her public service spans both the governmental and non-governmental spaces and has significantly improved the stature of the campus and university in the eyes of the public while creating valuable opportunities for deeper and more meaningful policy engagement by varied stakeholders on issues of national and regional significance.

Mrs Foster's journey as a passionate and committed NCD advocate began in 2015 when she joined the Healthy Caribbean Coalition, the only Caribbean NCD alliance of 100+ civil society organisations, as its Policy Advisor. In this role, she has been deeply involved in providing technical legal advice and supporting advocacy and research on NCD prevention and control and childhood obesity prevention in the region. This involvement has ranged from making presentations at national, regional and international workshops and symposia to making technical inputs to national and regional negotiating processes and consultations; and promotional videos and interviews in the mass media locally and regionally. Mrs Foster is also very active at the grassroots level, having created strong relationships with a range of national, and regional CSOs such as Heart and Stroke Foundation of Barbados Inc, the Heart Foundation of Jamaica, the Belize Cancer Society and EarthMedic/EarthNurse. Over the past five years, Mrs Foster's NCD public service work has evolved and expanded to include partnering with actors such as the Global Health Advocacy Incubator to build indigenous legal capacity in global health law through the training of law students and attorneys-at-law on matters related to food policy and international human rights.

While NCD advocacy remains the core of her public service work, Mrs Foster's volunteerism has not been



Mrs Nicole Foster (right) receiving her award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

limited to that area. Accordingly, since 2017 she has utilised her public international law knowledge as a facilitator and judge for the Barbados Rotary's Model United Nations programme, which is run in conjunction with the Office of the UN Resident Coordinator for Barbados and the Eastern Caribbean. Such has been the quality of her service to this programme, that in 2023 the Barbados Rotary made her a Paul Harris Fellow. Mrs Foster also serves on several boards and committees including the Advisory Committee of Regional Experts for CARICOM IMPACS' 'Pathway to Policy' project on public health and violence; the Steering Committee of the Caribbean Public Health Law Forum, the Barbados National NCD Commission and the Board of Trustees of the Barbados Diabetes Foundation.

Mrs Foster's varied and impactful public service is driven by her strong sense of social responsibility and a desire to give back to the region which has given her so much. Hearty congratulations are extended to her on this well deserved award and The UWI looks forward to her continued work to transform the Caribbean public health landscape through the use of law.

## Mrs Sandra Mahon

### *Outstanding Service*

When Mrs Sandra Wendy Mahon retires in June 2025, she would have completed 21 years in service to The UWI as a conscientious, enterprising, dedicated Administrative Assistant (AA) with the regional Quality Assurance Unit's (QAU) Cave Hill, since 2004. She has displayed consistently excellent administrative support to the QAU, mentorship to other AAs, and a pioneering approach to administrative matters.

During her tenure, Mrs Mahon was pivotal in planning, implementing and following-up on over 66 external Quality Assurance Reviews and a corresponding number of Quality Assurance evaluations. This involved effectively and efficiently making multiple arrangements across various time zones to facilitate the participation of over 130 review team members.

In support of efficiency and using her excellent organisational skills, Mrs Mahon created a useful process mapping checklist and a Procedural Planner that aligned well with her supervisor's modified Gantt Chart for managing review cycle implementation. In addition, Mrs Mahon created a workable, conflict-reducing team recruitment chain that allows the QAU to approach multiple alternatives/proxies as needed.

At the Cave Hill QAU, Mrs Mahon manages the administrative duties within her purview single-handedly and collaboratively with her supervisor, managing the QAU office when the SPO is on leave.

Notably, Mrs Mahon played a key role in the Cave Hill Office's assignment to lead preparation for the regional launch to operationalise The UWI Quality Policy, supporting the production of promotional material by assiduously helping to guide instructional designers. Further, her analysis itemized likely "frequently asked questions" by AAs.

Similarly, Mrs Mahon has displayed admirable resilience and commitment in assisting the QAU to plan its pivot in face of the threat of COVID-19. The office was tasked with leading the development of a proposal to transition in light of COVID-19 lockdowns. Mrs Mahon prepared a brief on specific administrative matters emerging with the COVID-19 imperatives, and she



Mrs Sandra Mahon (right) receiving her award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

proactively addressed her needs for further technical training and orientation. Regarding other QAU initiatives, for example, Mrs Mahon continues to support the production and distribution of The UWI Quality Circle Newsletter and is a regular contributor to the "Words of Wisdom" segment. Further, regarding the QAUs continuous professional development initiatives (from workshops and webinars to joint quality forums with external entities), Mrs Mahon is pivotal in the administrative arrangements, sometimes in collaboration with other administrative colleagues.

Notably, Mrs Mahon has consistently used her strengths in service to the Campus: as a University Usher; reader at the Festival of Nine Lessons and Carols; a QAU Safety Officer; a member on the former Cave Hill Committee of Administrative Assistants; a member of the Culinary Subcommittee of the Artist Within Showcase; served on the Administrative Assistants Sub-Committee of The UWI Cave Hill Campus' 60th Anniversary Celebrations Coordinating Committee; an adjudicator in the Pulse Points programme; a Member of the Service Excellence Circle; a Quality Policy Champion.

Unreservedly, Mrs Sandra Wendy Mahon is saluted for her excellent contribution to The UWI.



## OUTSTANDING ACHIEVEMENT

### Dr Wendy Sealy

#### ***Named the first Barbadian Fellow of the American Academy of Nursing***

Lecturer in the Faculty of Medical Sciences of The UWI Cave Hill Campus, Dr Wendy Sealy has been named a 2025 Fellow of the American Academy of Nursing (AAN) - a historic first for Barbados.

The prestigious international recognition places her among the world's most accomplished leaders in the profession, and is a reflection of her exceptional contribution to nursing, education, and research.

Dr Sealy, who is the Programme Coordinator of the Master of Science in Nursing and Postgraduate Diploma in Paediatric Nursing, has played a leading role in the training of nurses in Barbados and the Caribbean.

She said the recognition is a testament to the critical role of nurses in advancing healthcare in the region. "Being named a Fellow of the American Academy of Nursing is more than a personal milestone. It is a powerful affirmation that the work we are doing in Barbados and across the Caribbean is meaningful and globally relevant," she said. "This fellowship is an honour, and also a responsibility to continue leading with purpose, to inspire student nurses, nurses and nurse leaders, to ensure that our region remains a vital contributor to the future of global health."

The AAN Fellowship is one of the highest honours in the nursing profession, and is awarded to healthcare professionals whose work has had a transformative impact on their communities. The Class of 2025 Fellows will be the largest cohort in the organisation's history, with inductees representing 42 states, the District of Columbia, and 12 countries. Barbados was the only Caribbean country to have a nurse recognised this year.



Dr Wendy Sealy

The official induction ceremony was held on October 18, 2025 during the Academy's annual Health Policy Conference in Washington, DC. There, Dr Sealy will join more than 3,000 active Fellows who serve as thought leaders and influencers shaping health care policy globally.

## PROMOTED TO RANK OF PROFESSOR

### Professor David Yawson

**Dr David Yawson** from the Cave Hill Campus was promoted to the rank of Professor of Agri-Food Systems and Environmental Resilience.

**Professor David Yawson** is currently the Director of the Centre for Resource Management and Environmental Studies (CERMES) and lectures at the Faculty of Science and Technology at the Cave Hill Campus. He specialises in agri-food systems science, environmental geography and management, geographical information systems (GIS) and remote sensing, and land and water management, having taught in these general areas, including statistics, for many years.

He is an interdisciplinary scientist who brings a polymath's fluidity to connect disparate fields—a valuable aspect of scholarship in a region with limited resources. His forays have extended to environmental pollution management, resource use and flows in agri-food systems, food security, crop root systems, and abiotic (relating to things in the environment that are not living) stresses (mainly associated with water, nutrients, and climate) in cropping systems; applications of geospatial technologies in agriculture and environmental management.

Professor Yawson came to The UWI in 2017 after completing his BSc in Agriculture (first class honours) at the University of Cape Coast in Ghana in 2002, then his MSc in Geo-Information Science at Wageningen University in Holland in 2005 and his PhD in Geography and Environmental Science at the University of Dundee and the James Hutton Institute in the UK in 2013.

Before joining The UWI, Professor Yawson worked in various academic capacities in Algeria, Ghana, and the UK. He has published extensively: one book, five book chapters, over 70 journal articles in various scholarly publications, several technical reports and conference papers. As one of his assessors noted, his papers represent an “eclectic group



Professor David Yawson

of outputs”, citing his work on human ecotoxicology—the impacts of pesticide residues on respiratory infections.

He has served as an expert and external reviewer and is on editorial boards and various other committees. He has supervised PhD and MSc research. He has also developed courses and the MSc specialisation programme in Land Management and Environmental Resilience at The UWI-CERMES. As Director of CERMES since 2021, he secured a five-year renewable grant to support student scholarship and research.

Professor Yawson won the Principal's Award for Excellence in Research in 2022.

## HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES

### Ms Lisa Alleyne

#### *Campus Bursar*

- Appointed as a Member of Nominations Committee of the Institute of Chartered Accountants of Barbados (ICAB) for the period April 2024 to December 2025
- Awarded a Long Service Award in recognition of years of service to ICAB Council



Ms Lisa Alleyne

### Dr Natalie Greaves

#### *Faculty of Medical Sciences*

- Appointed as the Official Delegate for the International Association for Hospice and Palliative Care (IAHPC) to the 77th World Health Assembly in Geneva



Dr Natalie Greaves



## Mr David Marshall

***Smart Campus Coordinator, Campus IT Services***

- Appointed as National Outreach Coordinator of the International Astronomical Union for the period August 2024 to July 2027



Mr David Marshall

## Mrs Carla Springer-Hunte

***Senior Manager, Errol Barrow Centre for Creative Imagination, Faculty of Culture, Creative and Performing Arts***

- Appointed as an Executive Board Member of the Africa Theatre Association (AfTA) for the period April 2024 to March 2028



Mrs Carla Springer-Hunte

## Professor Troy Lorde

***Dean, Faculty of Social Sciences***

- Appointed as a member of the Minimum Wage Board for the period October 2024 to October 2027



Professor Troy Lorde

## Dr Michael Campbell

***Senior Lecturer, Faculty of Medical Sciences***

- Elected Fellow of the British Psychological Society for his outstanding contribution to the advancement or dissemination of psychological knowledge practice
- Elected Fellow of the Society of Clinical Psychology of the American Psychological Association for his outstanding contributions in either clinical research, practice, or other services at a state, regional, national or international level
- Elected Fellow of the Society of Counseling Psychology of the American Psychological Association, in recognition of sustained superior performance that is recognisable at the national level.



Dr Michael Campbell

# STATISTICS

## On-Campus Student Registration by Faculty 2016/2017 - 2025/2026 Undergraduates *plus* Postgraduates <sup>1/2</sup>

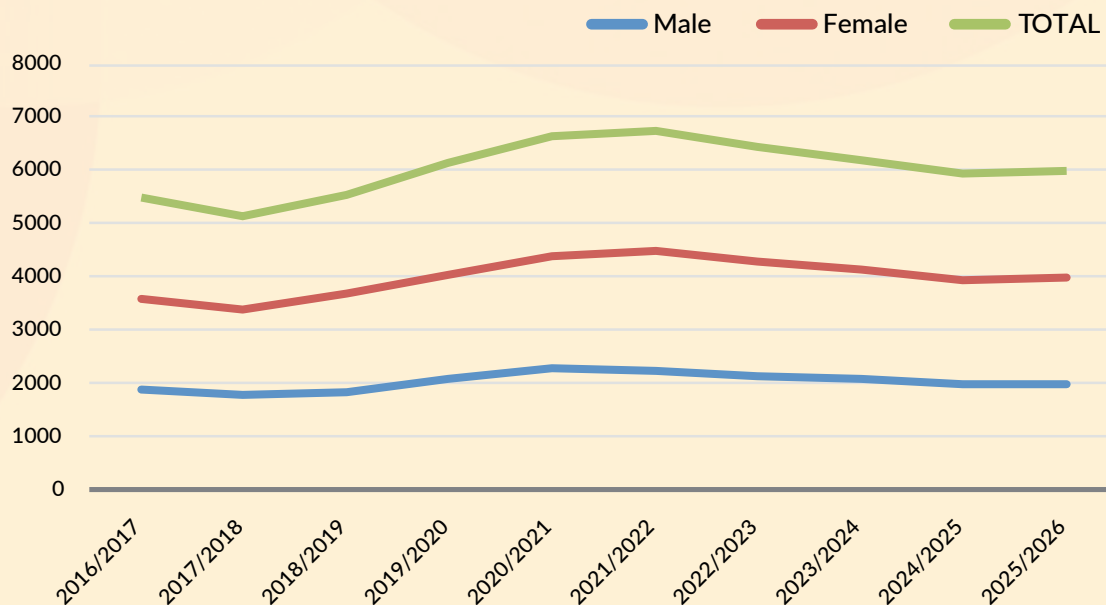
| YEAR      | Culture, Creative & Performing Arts <sup>3</sup> | Gender & Development Studies | Humanities & Education | Law | Medical Sciences | Science & Technology | Social Sciences | Sport | TOTALS |
|-----------|--------------------------------------------------|------------------------------|------------------------|-----|------------------|----------------------|-----------------|-------|--------|
| 2016/2017 | -                                                | 16                           | 533                    | 506 | 482              | 957                  | 3013            | -     | 5507   |
| 2017/2018 | -                                                | 15                           | 535                    | 430 | 491              | 921                  | 2769            | -     | 5161   |
| 2018/2019 | -                                                | 11                           | 576                    | 433 | 508              | 1043                 | 2873            | 119   | 5563   |
| 2019/2020 | -                                                | 9                            | 667                    | 481 | 509              | 1132                 | 3215            | 151   | 6164   |
| 2020/2021 | 53                                               | 5                            | 659                    | 468 | 500              | 1274                 | 3533            | 176   | 6668   |
| 2021/2022 | 104                                              | 13                           | 697                    | 489 | 503              | 1296                 | 3462            | 171   | 6735   |
| 2022/2023 | 92                                               | 12                           | 679                    | 457 | 475              | 1229                 | 3335            | 144   | 6423   |
| 2023/2024 | 94                                               | 12                           | 648                    | 456 | 465              | 1250                 | 3139            | 154   | 6218   |
| 2024/2025 | 92                                               | 12                           | 660                    | 489 | 437              | 1199                 | 2920            | 126   | 5935   |
| 2025/2026 | 89                                               | 8                            | 641                    | 560 | 482              | 1210                 | 2868            | 119   | 5977   |

1 Data excludes students enrolled in Tertiary Level Institutions

2 Data excludes 292 participants in the Centre for Professional Development and Lifelong Learning and Sagcor Cave Hill School and Non Degree Programmes and Courses

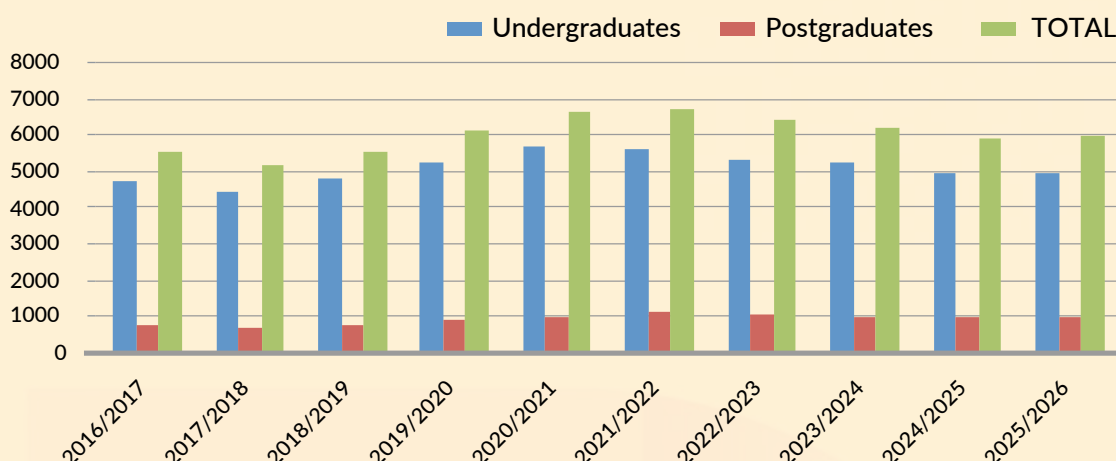
3 The Faculty of Culture, Creative and Performing Arts was established in 2020

## Total On-Campus Student Registration by Gender 2016/2017 - 2025/2026





### Total On-Campus Student Registration by Level 2016/2017 - 2025/2026



### Distribution of Total On-Campus Student Registration 2025/2026 by Nationality and Faculty/Institute

| FACULTY/<br>INSTITUTE               | UNDERGRADUATE      |                         |                  |                   |                     |             | POSTGRADUATE |            |           |           |           |             | GRAND<br>TOTAL |
|-------------------------------------|--------------------|-------------------------|------------------|-------------------|---------------------|-------------|--------------|------------|-----------|-----------|-----------|-------------|----------------|
|                                     | B'DOS <sup>1</sup> | UWI-<br>17 <sup>2</sup> | T&T <sup>3</sup> | J'CA <sup>4</sup> | OTHERS <sup>5</sup> | TOTAL       | B'DOS        | UWI-17     | T&T       | J'CA      | OTHERS    | TOTAL       |                |
| Culture, Creative & Performing Arts | 59                 | 5                       | 0                | 0                 | 0                   | 64          | 19           | 4          | 0         | 0         | 2         | 25          | 89             |
| Gender & Development Studies        | 0                  | 0                       | 0                | 0                 | 0                   | 0           | 4            | 2          | 2         | 0         | 0         | 8           | 8              |
| Humanities & Education              | 368                | 34                      | 14               | 2                 | 13                  | 431         | 181          | 16         | 2         | 3         | 8         | 210         | 641            |
| Law                                 | 192                | 161                     | 77               | 50                | 9                   | 489         | 48           | 14         | 4         | 2         | 3         | 71          | 560            |
| Medical Sciences                    | 186                | 37                      | 102              | 3                 | 4                   | 332         | 117          | 26         | 3         | 0         | 4         | 150         | 482            |
| Science & Technology                | 958                | 113                     | 46               | 9                 | 14                  | 1140        | 44           | 15         | 4         | 2         | 5         | 70          | 1210           |
| Social Sciences                     | 2182               | 117                     | 64               | 16                | 22                  | 2401        | 348          | 68         | 20        | 15        | 16        | 467         | 2868           |
| Sport                               | 107                | 8                       | 2                | 0                 | 2                   | 119         | 0            | 0          | 0         | 0         | 0         | 0           | 119            |
| <b>TOTAL</b>                        | <b>4052</b>        | <b>475</b>              | <b>305</b>       | <b>80</b>         | <b>64</b>           | <b>4976</b> | <b>761</b>   | <b>145</b> | <b>35</b> | <b>22</b> | <b>38</b> | <b>1001</b> | <b>5977</b>    |

1 B'dos - abbreviation for Barbados

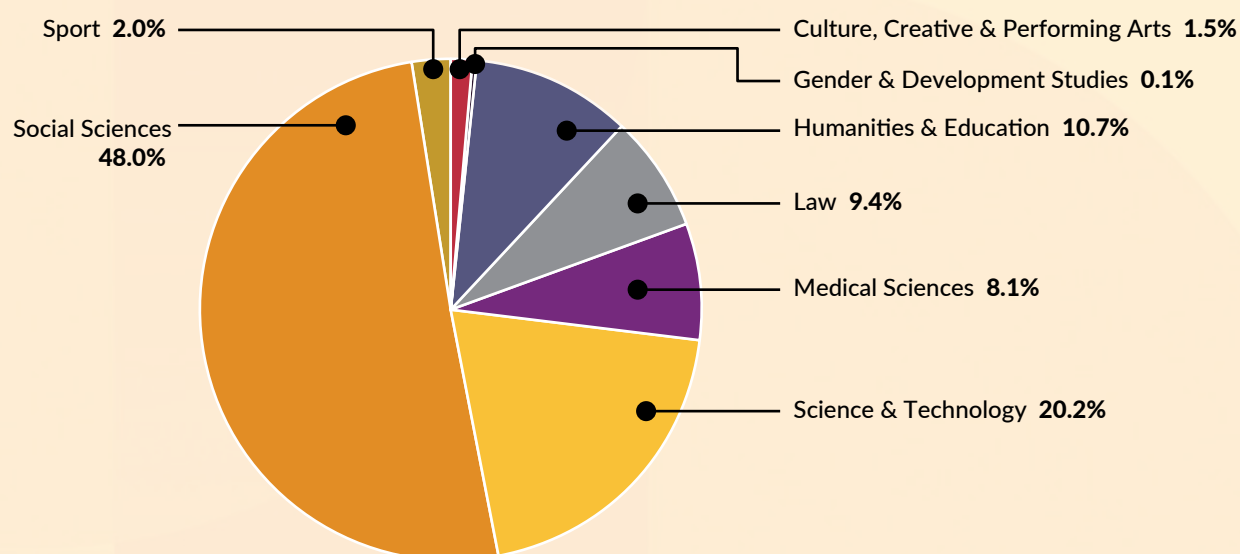
2 UWI17 countries include: Anguilla, Antigua & Barbuda, Belize, Bermuda, British Virgin Islands, Cayman Islands, Commonwealth of Dominica, Grenada, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and The Grenadines, The Bahamas and Turks & Caicos Islands. Even though Barbados, Trinidad and Tobago and Jamaica are shown independently, they are also part of the UWI-17.

3 T&T - abbreviation for Trinidad and Tobago

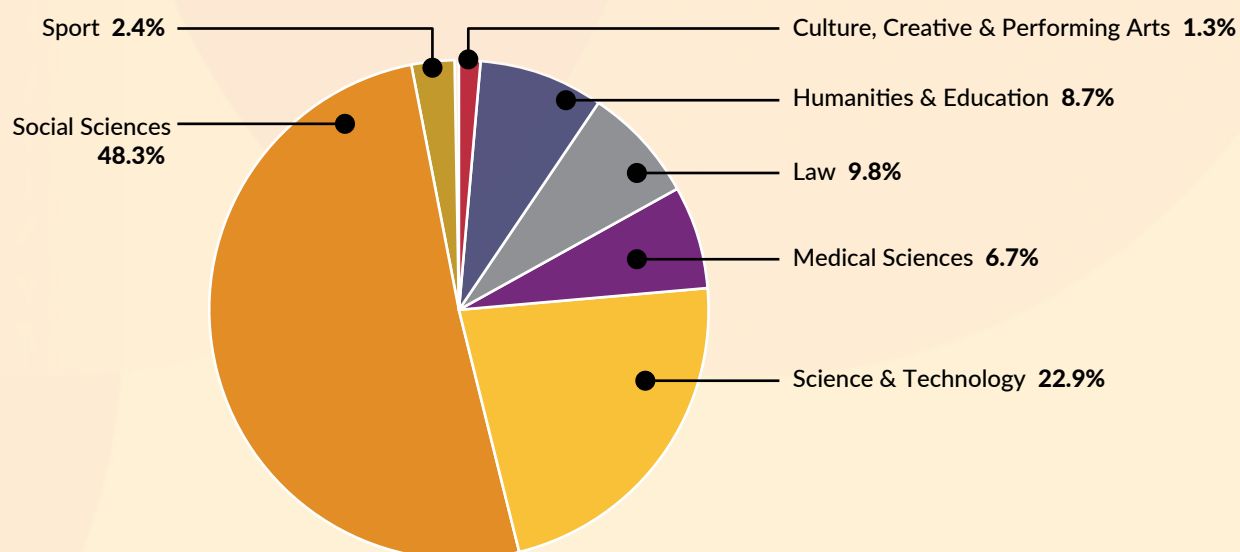
4 J'ca - abbreviation for Jamaica

5 Other countries include: Bangladesh, Belgium, Canada, China, Columbia, Cote D'Ivoire (Ivory Coast), El Salvador, Finland, France, Ghana, Guyana, Italy, Netherlands Antilles, Nigeria, Pakistan, Peru, Philippines, Russia, Sweden, Tanzania, U. K., U. S. A., Zambia, Zimbabwe (formerly Rhodesia)

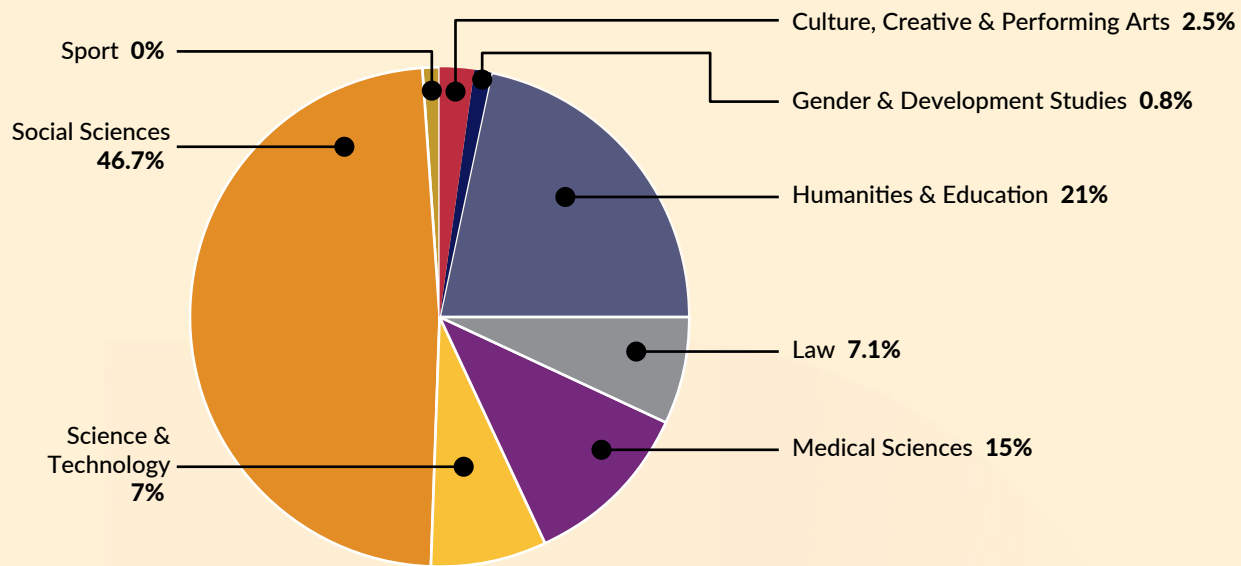
### Distribution of Total On-Campus Students Registration 2025/2026 by Faculty/Institute



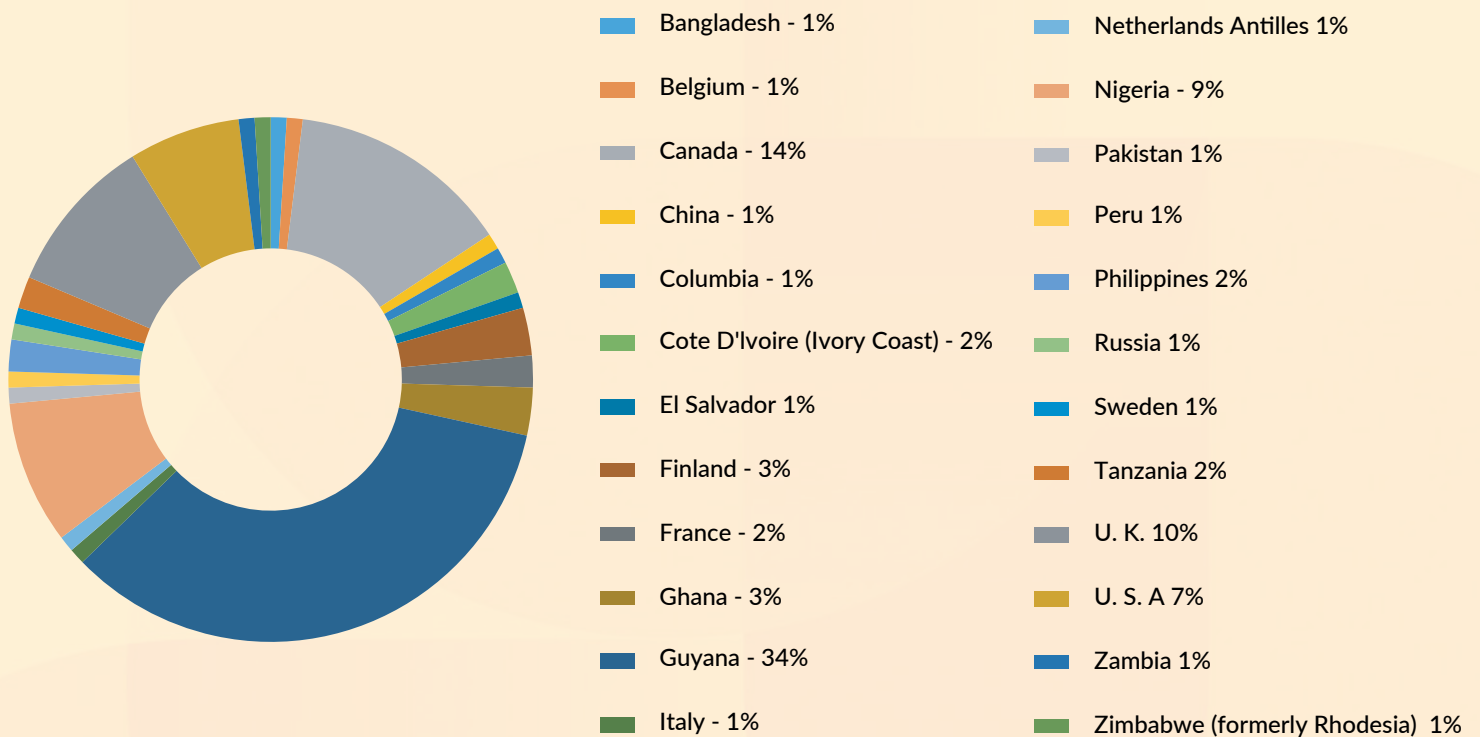
### Distribution of Undergraduate Students 2025/2026 by Faculty



### Distribution of Postgraduate Students 2025/2026 by Faculty/Institute

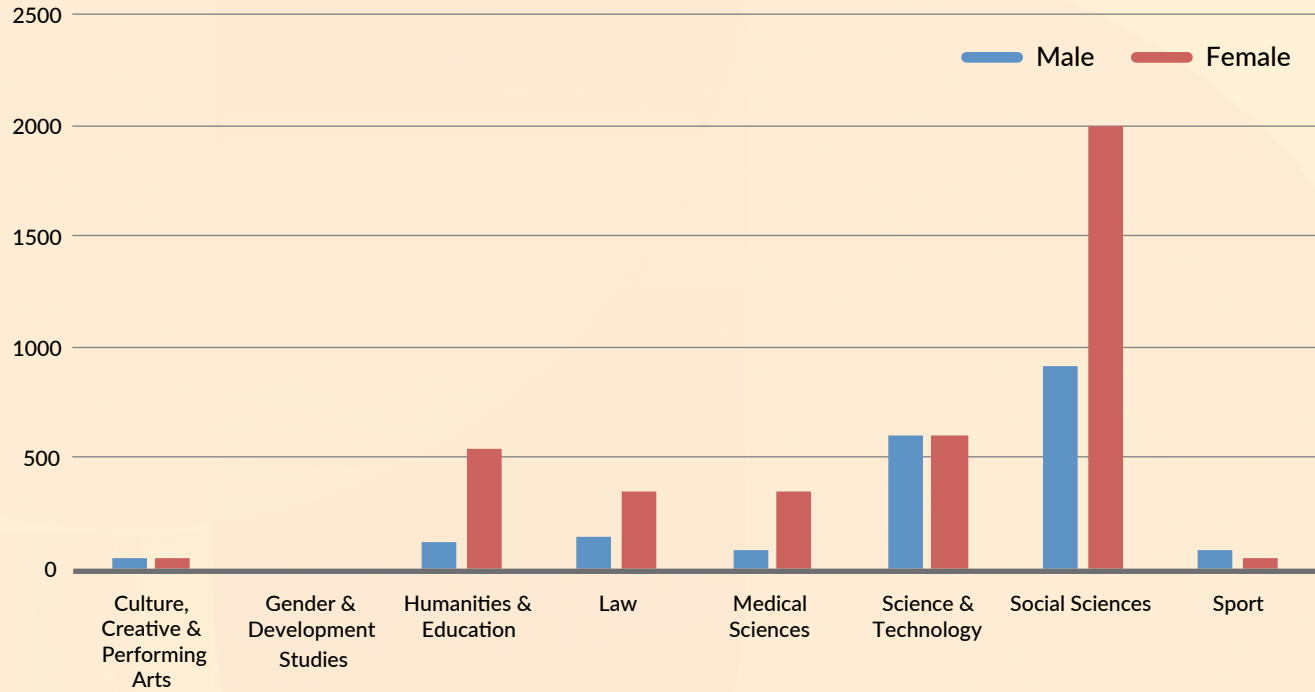


### All Students from Non-UWI Countries Registered in 2025/2026

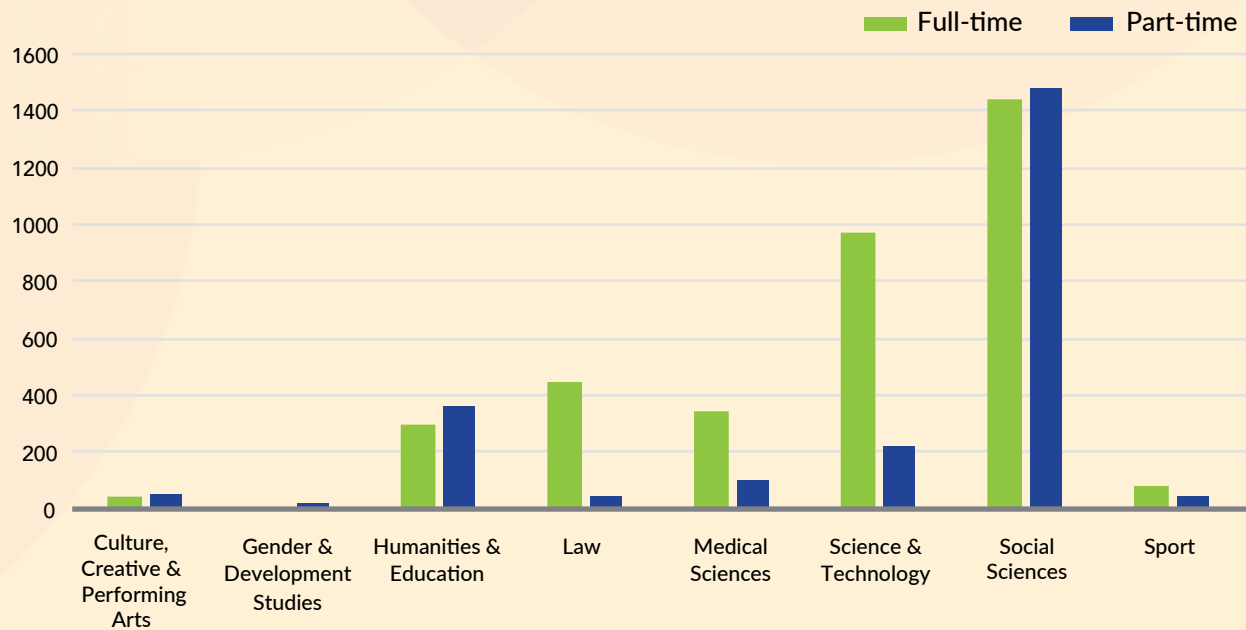




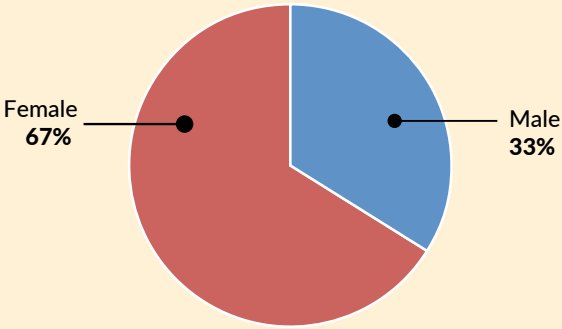
Distribution of Total On-Campus Student Registration 2025/2026  
by Faculty/Institute and Gender



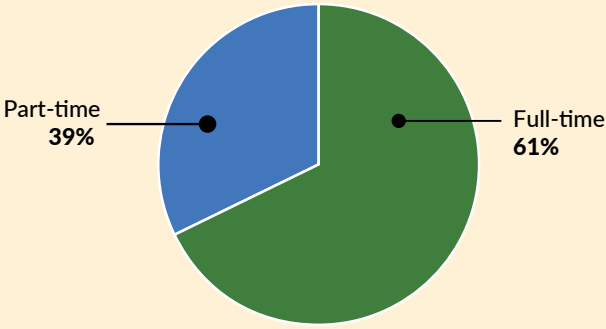
Distribution of Total On-Campus Student Registration 2025/2026  
by Faculty/Institute and Status



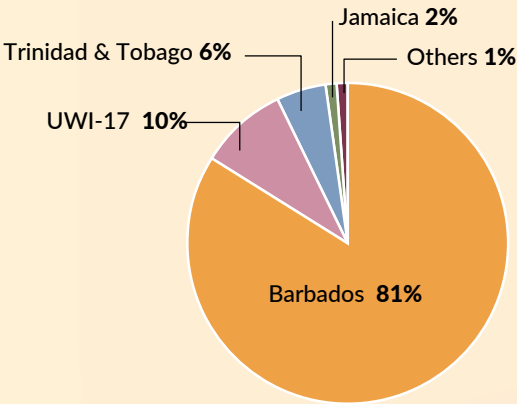
**Distribution of Total On-Campus Student Registration  
2025/2026 by Gender**



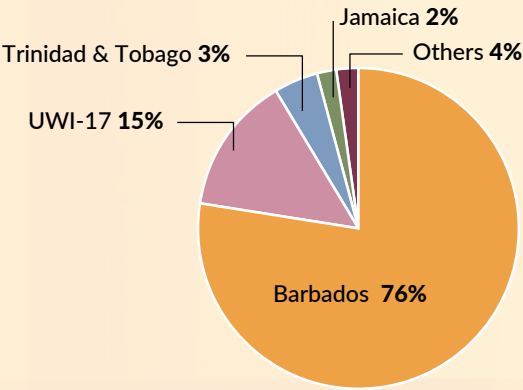
**Distribution of Total On-Campus Student Registration  
2025/2026 by Status**



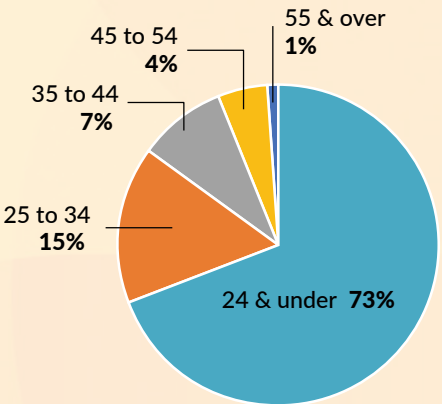
**Distribution of Undergraduate Students 2025/2026  
by Nationality**



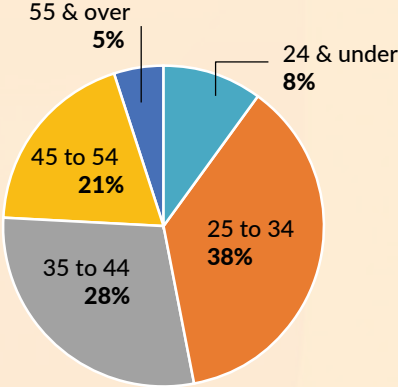
**Distribution of Postgraduate Students 2025/2026  
by Nationality**



**Distribution of Undergraduate Students 2025/2026  
by Age Ranges**



**Distribution of Postgraduate Students 2025/2026  
by Age Ranges**



Distribution of Undergraduate Students 2025/2026  
by Faculty/Institute and Nationality

| COUNTRY                     | Culture,<br>Creative &<br>Performing<br>Arts |    |    | Humanities<br>&<br>Education |     |     | Law |     |     | Medical<br>Sciences |     |     | Science &<br>Technology |     |      | Social<br>Sciences |      |      | Sport |    |     | TOTALS |      |      |
|-----------------------------|----------------------------------------------|----|----|------------------------------|-----|-----|-----|-----|-----|---------------------|-----|-----|-------------------------|-----|------|--------------------|------|------|-------|----|-----|--------|------|------|
|                             | M                                            | F  | T  | M                            | F   | T   | M   | F   | T   | M                   | F   | T   | M                       | F   | T    | M                  | F    | T    | M     | F  | T   | M      | F    | T    |
| Antigua and Barbuda         | 0                                            | 0  | 0  | 2                            | 2   | 4   | 1   | 7   | 8   | 0                   | 1   | 1   | 4                       | 11  | 15   | 3                  | 7    | 10   | 1     | 0  | 1   | 11     | 28   | 39   |
| Barbados                    | 31                                           | 28 | 59 | 58                           | 310 | 368 | 59  | 133 | 192 | 43                  | 143 | 186 | 503                     | 455 | 958  | 661                | 1521 | 2182 | 74    | 33 | 107 | 1429   | 2623 | 4052 |
| Belgium                     | 0                                            | 0  | 0  | 0                            | 1   | 1   | 0   | 0   | 0   | 0                   | 0   | 0   | 0                       | 0   | 0    | 0                  | 0    | 0    | 0     | 0  | 0   | 0      | 1    | 1    |
| Belize                      | 0                                            | 0  | 0  | 0                            | 3   | 3   | 23  | 31  | 54  | 1                   | 0   | 1   | 1                       | 5   | 6    | 1                  | 1    | 2    | 0     | 0  | 0   | 26     | 40   | 66   |
| British Virgin Islands      | 0                                            | 0  | 0  | 0                            | 0   | 0   | 0   | 2   | 2   | 0                   | 0   | 0   | 0                       | 0   | 0    | 0                  | 0    | 0    | 0     | 0  | 0   | 0      | 2    | 2    |
| Canada                      | 0                                            | 0  | 0  | 0                            | 1   | 1   | 1   | 2   | 3   | 1                   | 0   | 1   | 1                       | 0   | 1    | 1                  | 2    | 3    | 0     | 1  | 1   | 4      | 6    | 10   |
| China                       | 0                                            | 0  | 0  | 0                            | 0   | 0   | 0   | 0   | 0   | 0                   | 0   | 0   | 0                       | 0   | 0    | 1                  | 0    | 1    | 0     | 0  | 0   | 1      | 0    | 1    |
| Columbia                    | 0                                            | 0  | 0  | 0                            | 0   | 0   | 0   | 0   | 0   | 0                   | 0   | 0   | 0                       | 0   | 0    | 0                  | 1    | 1    | 0     | 0  | 0   | 0      | 1    | 1    |
| Commonwealth of Dominica    | 0                                            | 0  | 0  | 0                            | 1   | 1   | 3   | 12  | 15  | 0                   | 1   | 1   | 3                       | 4   | 7    | 2                  | 8    | 10   | 0     | 0  | 0   | 8      | 26   | 34   |
| Cote D'Ivoire (Ivory Coast) | 0                                            | 0  | 0  | 1                            | 1   | 2   | 0   | 0   | 0   | 0                   | 0   | 0   | 0                       | 0   | 0    | 0                  | 0    | 0    | 0     | 0  | 0   | 1      | 1    | 2    |
| Finland                     | 0                                            | 0  | 0  | 0                            | 0   | 0   | 0   | 0   | 0   | 0                   | 0   | 0   | 1                       | 0   | 1    | 1                  | 1    | 2    | 0     | 0  | 0   | 2      | 1    | 3    |
| France                      | 0                                            | 0  | 0  | 0                            | 1   | 1   | 0   | 0   | 0   | 0                   | 0   | 0   | 0                       | 0   | 0    | 0                  | 1    | 1    | 0     | 0  | 0   | 0      | 2    | 2    |
| Ghana                       | 0                                            | 0  | 0  | 0                            | 0   | 0   | 0   | 0   | 0   | 0                   | 2   | 2   | 0                       | 0   | 0    | 0                  | 0    | 0    | 0     | 0  | 0   | 0      | 2    | 2    |
| Grenada                     | 0                                            | 0  | 0  | 0                            | 2   | 2   | 9   | 12  | 21  | 0                   | 1   | 1   | 3                       | 4   | 7    | 3                  | 14   | 17   | 1     | 0  | 1   | 16     | 33   | 49   |
| Guyana                      | 0                                            | 0  | 0  | 1                            | 2   | 3   | 1   | 2   | 3   | 0                   | 0   | 0   | 0                       | 5   | 5    | 3                  | 6    | 9    | 0     | 0  | 0   | 5      | 15   | 20   |
| Jamaica                     | 0                                            | 0  | 0  | 0                            | 2   | 2   | 10  | 40  | 50  | 2                   | 1   | 3   | 4                       | 5   | 9    | 2                  | 14   | 16   | 0     | 0  | 0   | 18     | 62   | 80   |
| Nigeria                     | 0                                            | 0  | 0  | 1                            | 0   | 1   | 0   | 0   | 0   | 0                   | 1   | 1   | 2                       | 0   | 2    | 1                  | 0    | 1    | 0     | 0  | 0   | 4      | 1    | 5    |
| Peru                        | 0                                            | 0  | 0  | 0                            | 0   | 0   | 0   | 0   | 0   | 0                   | 0   | 0   | 0                       | 0   | 0    | 0                  | 1    | 1    | 0     | 0  | 0   | 0      | 1    | 1    |
| Philippines                 | 0                                            | 0  | 0  | 0                            | 0   | 0   | 0   | 0   | 0   | 0                   | 0   | 0   | 2                       | 0   | 2    | 0                  | 0    | 0    | 0     | 0  | 0   | 2      | 0    | 2    |
| Russia                      | 0                                            | 0  | 0  | 0                            | 0   | 0   | 0   | 0   | 0   | 0                   | 0   | 0   | 1                       | 0   | 1    | 0                  | 0    | 0    | 0     | 0  | 0   | 1      | 0    | 1    |
| St Kitts and Nevis          | 0                                            | 1  | 1  | 1                            | 1   | 2   | 3   | 11  | 14  | 1                   | 0   | 1   | 0                       | 4   | 4    | 4                  | 5    | 9    | 3     | 0  | 3   | 12     | 22   | 34   |
| St Lucia                    | 1                                            | 0  | 1  | 0                            | 0   | 0   | 7   | 8   | 15  | 1                   | 4   | 5   | 7                       | 21  | 28   | 12                 | 18   | 30   | 1     | 1  | 2   | 29     | 52   | 81   |
| St Vincent & the Grenadines | 2                                            | 1  | 3  | 2                            | 8   | 10  | 7   | 20  | 27  | 2                   | 14  | 16  | 19                      | 23  | 42   | 10                 | 28   | 38   | 1     | 0  | 1   | 43     | 94   | 137  |
| Sweden                      | 0                                            | 0  | 0  | 0                            | 1   | 1   | 0   | 0   | 0   | 0                   | 0   | 0   | 0                       | 0   | 0    | 0                  | 0    | 0    | 0     | 0  | 0   | 0      | 1    | 1    |
| The Bahamas                 | 0                                            | 0  | 0  | 8                            | 3   | 11  | 1   | 4   | 5   | 5                   | 5   | 10  | 1                       | 3   | 4    | 0                  | 0    | 0    | 0     | 0  | 0   | 15     | 15   | 30   |
| Trinidad and Tobago         | 0                                            | 0  | 0  | 1                            | 13  | 14  | 18  | 59  | 77  | 19                  | 83  | 102 | 9                       | 37  | 46   | 19                 | 45   | 64   | 1     | 1  | 2   | 67     | 238  | 305  |
| Turks & Calcos Islands      | 0                                            | 0  | 0  | 0                            | 1   | 1   | 0   | 0   | 0   | 0                   | 1   | 1   | 0                       | 0   | 0    | 0                  | 1    | 1    | 0     | 0  | 0   | 0      | 3    | 3    |
| U. K.                       | 0                                            | 0  | 0  | 0                            | 1   | 1   | 0   | 1   | 1   | 0                   | 0   | 0   | 1                       | 1   | 2    | 1                  | 0    | 1    | 0     | 1  | 1   | 2      | 4    | 6    |
| U. S. A.                    | 0                                            | 0  | 0  | 0                            | 2   | 2   | 0   | 1   | 1   | 0                   | 0   | 0   | 0                       | 0   | 0    | 2                  | 0    | 2    | 0     | 0  | 0   | 2      | 3    | 5    |
| Zambia                      | 0                                            | 0  | 0  | 0                            | 0   | 0   | 1   | 0   | 1   | 0                   | 0   | 0   | 0                       | 0   | 0    | 0                  | 0    | 0    | 0     | 0  | 0   | 1      | 0    | 1    |
| TOTAL                       | 34                                           | 30 | 64 | 75                           | 356 | 431 | 144 | 345 | 489 | 75                  | 257 | 332 | 562                     | 578 | 1140 | 727                | 1674 | 2401 | 82    | 37 | 119 | 1699   | 3277 | 4976 |



Distribution of Postgraduate Students 2025/2026  
by Faculty/Institute and Nationality

| COUNTRY                      | Culture, Creative & Performing Arts |    |    | Institute for Gender & Development Studies |   |   | Humanities & Education |     |     | Law |    |    | Medical Sciences |     |     | Science & Technology |    |    | Social Sciences |     |     | Sport |     |     | TOTALS |     |  |
|------------------------------|-------------------------------------|----|----|--------------------------------------------|---|---|------------------------|-----|-----|-----|----|----|------------------|-----|-----|----------------------|----|----|-----------------|-----|-----|-------|-----|-----|--------|-----|--|
|                              | M                                   | F  | T  | M                                          | F | T | M                      | F   | T   | M   | F  | T  | M                | F   | T   | M                    | F  | T  | M               | F   | T   | M     | F   | T   |        |     |  |
|                              |                                     |    |    |                                            |   |   |                        |     |     |     |    |    |                  |     |     |                      |    |    |                 |     |     |       |     |     |        |     |  |
| Antigua and Barbuda          | 0                                   | 0  | 0  | 1                                          | 1 | 0 | 2                      | 2   | 0   | 1   | 1  | 1  | 18               | 19  | 1   | 3                    | 4  | 3  | 9               | 12  | 0   | 0     | 0   | 5   | 34     | 39  |  |
| Bangladesh                   | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 0   | 0   | 0   | 0  | 0  | 1                | 0   | 1   | 0                    | 0  | 0  | 0               | 0   | 0   | 0     | 1   | 0   | 1      |     |  |
| Barbados                     | 9                                   | 10 | 19 | 0                                          | 4 | 4 | 37                     | 144 | 181 | 13  | 35 | 48 | 27               | 90  | 117 | 21                   | 23 | 44 | 114             | 234 | 348 | 0     | 0   | 221 | 540    | 761 |  |
| Belize                       | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 1   | 1   | 2   | 3  | 5  | 0                | 1   | 1   | 0                    | 0  | 0  | 4               | 3   | 7   | 0     | 0   | 6   | 8      | 14  |  |
| British Virgin Islands       | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 0   | 0   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 1               | 1   | 2   | 0     | 0   | 1   | 1      | 2   |  |
| Canada                       | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 1   | 1   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 1  | 1  | 1               | 2   | 0   | 0     | 1   | 3   | 4      |     |  |
| Commonwealth of Dominica     | 0                                   | 0  | 0  | 1                                          | 1 | 0 | 1                      | 1   | 1   | 0   | 0  | 0  | 0                | 2   | 2   | 0                    | 2  | 2  | 0               | 4   | 4   | 0     | 0   | 0   | 10     | 10  |  |
| El Salvador                  | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 1                      | 0   | 1   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 0               | 0   | 0   | 0     | 1   | 0   | 1      |     |  |
| Ghana                        | 1                                   | 0  | 1  | 0                                          | 0 | 0 | 0                      | 0   | 0   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 0               | 0   | 0   | 0     | 1   | 0   | 1      |     |  |
| Grenada                      | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 1   | 1   | 0   | 1  | 1  | 0                | 0   | 0   | 0                    | 1  | 1  | 2               | 4   | 6   | 0     | 2   | 7   | 9      |     |  |
| Guyana                       | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 0   | 0   | 0   | 1  | 1  | 1                | 1   | 2   | 0                    | 2  | 2  | 4               | 6   | 10  | 0     | 5   | 10  | 15     |     |  |
| Italy                        | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 1                      | 0   | 1   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 0               | 0   | 0   | 0     | 1   | 0   | 1      |     |  |
| Jamaica                      | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 1                      | 2   | 3   | 0   | 2  | 2  | 0                | 0   | 0   | 2                    | 0  | 2  | 4               | 11  | 15  | 0     | 7   | 15  | 22     |     |  |
| Netherlands Antilles         | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 0   | 0   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 1               | 1   | 0   | 0     | 0   | 1   | 1      |     |  |
| Nigeria                      | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 1                      | 1   | 0   | 0   | 0  | 0  | 1                | 0   | 1   | 1                    | 0  | 1  | 1               | 0   | 1   | 0     | 3   | 1°  | 4      |     |  |
| Pakistan                     | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 0   | 0   | 0   | 0  | 0  | 0                | 0   | 0   | 1                    | 0  | 1  | 0               | 0   | 0   | 0     | 1   | 0   | 1      |     |  |
| St Kitts and Nevis           | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 0   | 0   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 4               | 4   | 0   | 0     | 0   | 4   | 4      |     |  |
| St Lucia                     | 0                                   | 2  | 2  | 0                                          | 0 | 0 | 1                      | 3   | 4   | 1   | 2  | 3  | 0                | 1   | 1   | 1                    | 2  | 3  | 2               | 8   | 10  | 0     | 5   | 18  | 23     |     |  |
| St Vincent & the Grenadines  | 0                                   | 1  | 1  | 0                                          | 0 | 0 | 1                      | 5   | 6   | 0   | 2  | 2  | 0                | 2   | 2   | 2                    | 2  | 4  | 6               | 17  | 23  | 0     | 9   | 29  | 38     |     |  |
| Tanzania                     | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 0   | 0   | 1   | 1  | 2  | 0                | 0   | 0   | 0                    | 0  | 0  | 0               | 0   | 0   | 0     | 1   | 1   | 2      |     |  |
| The Bahamas                  | 0                                   | 1  | 1  | 0                                          | 0 | 0 | 1                      | 0   | 1   | 2   | 0  | 2  | 0                | 1   | 1   | 1                    | 0  | 1  | 0               | 0   | 0   | 0     | 4   | 2   | 6      |     |  |
| Trinidad and Tobago          | 0                                   | 0  | 0  | 0                                          | 2 | 2 | 1                      | 1   | 2   | 2   | 2  | 4  | 0                | 3   | 3   | 1                    | 3  | 4  | 5               | 15  | 20  | 0     | 9   | 26  | 35     |     |  |
| U. K.                        | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 1                      | 1   | 2   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 2               | 0   | 2   | 0     | 3   | 1   | 4      |     |  |
| U. S. A.                     | 0                                   | 1  | 1  | 0                                          | 0 | 0 | 1                      | 0   | 1   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 0               | 0   | 0   | 1     | 1   | 1   | 2      |     |  |
| Zimbabwe (formerly Rhodesia) | 0                                   | 0  | 0  | 0                                          | 0 | 0 | 0                      | 1   | 1   | 0   | 0  | 0  | 0                | 0   | 0   | 0                    | 0  | 0  | 0               | 0   | 0   | 0     | 0   | 1   | 1      |     |  |
| TOTAL                        | 10                                  | 15 | 25 | 0                                          | 8 | 8 | 46                     | 164 | 210 | 21  | 50 | 71 | 31               | 119 | 150 | 31                   | 39 | 70 | 149             | 318 | 467 | 0     | 288 | 713 | 1001   |     |  |

**Examination Results for 2024/2025 with Comparative Totals for 2023/2024  
for Undergraduate Degrees**

| FACULTY/INSTITUTE                   | UNDERGRADUATE DEGREES |            |             |                 |                 |                   |            |                              |
|-------------------------------------|-----------------------|------------|-------------|-----------------|-----------------|-------------------|------------|------------------------------|
|                                     | DISTINCTION           | HONOURS    | FIRST CLASS | UPPER 2ND CLASS | LOWER 2ND CLASS | PASS <sup>1</sup> | TOTALS     | COMPARATIVE TOTALS 2023/2024 |
| Culture, Creative & Performing Arts | 0                     | 3          | 0           | 4               | 12              | 0                 | 19         | 19                           |
| Humanities & Education              | 0                     | 22         | 0           | 24              | 42              | 3                 | 91         | 80                           |
| Law                                 | 0                     | 17         | 0           | 36              | 36              | 9                 | 98         | 120                          |
| Medical Sciences                    | 1                     | 6          | 9           | 0               | 1               | 44                | 61         | 69                           |
| Science & Technology                | 0                     | 26         | 0           | 60              | 72              | 14                | 172        | 161                          |
| Social Sciences                     | 0                     | 38         | 0           | 158             | 170             | 54                | 420        | 456                          |
| Sport                               | 0                     | 0          | 0           | 10              | 10              | 5                 | 25         | 22                           |
| <b>TOTALS</b>                       | <b>1</b>              | <b>112</b> | <b>9</b>    | <b>292</b>      | <b>343</b>      | <b>129</b>        | <b>886</b> | <b>927</b>                   |

<sup>1</sup> Excludes 36 Undergraduate Diplomas (19 diplomas and 17 executive diplomas)

**Examination Results For 2024/2025 with Comparative Totals for 2023/2024  
for Postgraduate Degrees, Diplomas & Certificates**

| FACULTY/INSTITUTE                   | POSTGRADUATE DEGREES, DIPLOMAS AND CERTIFICATES |           |          |                     |           |              |            | COMPARATIVE TOTALS FOR 2023/2024 |
|-------------------------------------|-------------------------------------------------|-----------|----------|---------------------|-----------|--------------|------------|----------------------------------|
|                                     | PHD/DBA                                         | DM        | MPHIL    | TAUGHT MASTERS/ MBA | DIPLOMAS  | CERTIFICATES | TOTALS     |                                  |
| Culture, Creative & Performing Arts | 3                                               | 0         | 0        | 4                   | 0         | 0            | 7          | 13                               |
| Gender & Development Studies        | 0                                               | 0         | 0        | 1                   | 0         | 0            | 1          | 5                                |
| Humanities & Education              | 1                                               | 0         | 1        | 47                  | 23        | 13           | 85         | 83                               |
| Law                                 | 0                                               | 0         | 0        | 59                  | 2         | 0            | 61         | 50                               |
| Medical Sciences                    | 0                                               | 13        | 0        | 9                   | 11        | 0            | 33         | 48                               |
| Science & Technology                | 2                                               | 0         | 3        | 12                  | 0         | 0            | 17         | 20                               |
| Social Sciences                     | 5                                               | 0         | 2        | 155                 | 0         | 0            | 162        | 151                              |
| Sport                               | 0                                               | 0         | 0        | 2                   | 0         | 0            | 2          | 5                                |
| <b>TOTALS</b>                       | <b>11</b>                                       | <b>13</b> | <b>6</b> | <b>289</b>          | <b>36</b> | <b>13</b>    | <b>368</b> | <b>375</b>                       |

# STAFF

## PROMOTIONS

### *Promoted to Professor*

**Dr David Yawson**  
CERMES

**Dr Elaine Rocha**  
Department of History,  
Philosophy and  
Psychology

### *Promoted to Senior Lecturer*

**Dr Alana Griffith**  
Department of  
Government, Sociology,  
Social Work and  
Psychology

**Dr Rodney Worrell**  
Department of History,  
Philosophy and  
Psychology

**Dr Rosa Ana  
Herrero-Martin**  
Department of Language,  
Linguistics and Literature

**Dr Kenneth Connell**  
Department of Pre-  
Clinical and Health  
Sciences

### *Promoted to Senior Lecturer cont'd*

**Dr Keerti Singh**  
Department of  
Pre-Clinical and  
Health Sciences

**Dr Glenda Gay**  
Sagikor, Cave Hill  
School of Business and  
Management

### *Promoted to Level II*

**Ms Leigh-Ann Worrell**  
Project Coordinator  
Institute for Gender and  
Development Studies: Nita  
Barrow Unit

## NEW APPOINTMENTS

### ACADEMY OF SPORT

**Mr Javier Reid**  
Lecturer

**FACULTY OF CULTURE,  
CREATIVE AND  
PERFORMING ARTS**  
Department of Creative  
and Performing Arts

**Dr Hugh Walcott**  
Lecturer

### FACULTY OF LAW

**Dr Alois Magadza**  
Research Fellow

### FACULTY OF MEDICAL SCIENCES

**Department of Clinical  
Sciences**

**Dr Sonita Alexander**  
Lecturer

**Dr Chantelle  
Browne-Farmer**  
Lecturer

**Dr Karisha  
Hinkson-LaCorbinère**  
Lecturer

**Dr Alain Reid**  
Lecturer in Anatomical  
Pathology

**Dr Dale Springer**  
Lecturer

### FACULTY OF SCIENCE AND TECHNOLOGY

**Centre for Resources  
Management and  
Environmental Studies  
(CERMES)**

**Dr Julian Walcott**  
Lecturer

**Department of Biological  
and Chemical Sciences**

**Dr Linton Arneaud**  
Lecturer

**Dr Keisha Ellis-Holder**  
Lecturer

**Dr Fradian Murray**  
Assistant Lecturer

### SIDNEY MARTIN LIBRARY

**Ms Annette Clarke**  
Collections Management  
Librarian

**Dr Richard Rogers**  
Information Literacies  
Librarian



## TEMPORARY APPOINTMENTS

### FACULTY OF CULTURE, CREATIVE & PERFORMING ARTS

#### Department of Culture

**Dr Therese Hadchity**  
Temporary Assistant  
Lecturer

### FACULTY OF HUMANITIES AND EDUCATION

#### Department of History & Philosophy

**Dr Gillian Downes-Alleyne**  
Assistant Lecturer

**Dr Cleve Scott**  
Temporary Lecturer

#### Department of Language, Linguistics & Literature

**Ms Diana Buritica Orozco**  
Temporary Teaching  
Assistant

**Dr Debra Providence**  
Temporary Lecturer

**Ms Gloria Diaz Bancalero**  
Spanish Lectora

**Mr Ronald Francis**  
Temporary Assistant  
Lecturer

#### Academic Literacies Programme

**Mrs Kathy-Ann  
Waithe-Gibson**  
Instructor

**Ms Katrina Welch**  
Instructor

#### School of Education

**Dr Erin Mahon**  
Lecturer

### FACULTY OF LAW

#### Law Library

**Mr Henderson Waithe**  
Temporary Librarian

### FACULTY OF MEDICAL SCIENCES

#### Department of Clinical Sciences

**Dr John Barker**  
Temporary Lecturer

**Dr June Price-Humphrey**  
Temporary Lecturer

#### Department of Pre-Clinical and Health Sciences

**Dr Meshell Carrington**  
Temporary Lecturer

**Dr Dahiru Sani**  
Temporary Lecturer

**Dr Roger Sealy**  
Temporary Lecturer

**Ms Stephanie Whiteman**  
Temporary Assistant  
Lecturer

**Mr Rhaheem Layne-Yarde**  
Temporary Assistant  
Lecturer

### FACULTY OF SCIENCE AND TECHNOLOGY

#### Department of Biological and Chemical Sciences

**Dr Jason Jordan**  
Temporary Assistant  
Lecturer

**Dr Nikolai Holder**  
Research Assistant

#### Department of Computer Science, Mathematics and Physics

**Dr Argenis Da Silva**  
Temporary Assistant  
Lecturer

**Mr Duaine Lewis**  
Temporary Assistant  
Lecturer

**Dr Karel Connolly**  
Temporary Assistant  
Lecturer

#### Centre for Resources Management and Environment Studies

**Mr Jevon Yearwood**  
Temporary Research  
Assistant

### FACULTY OF SOCIAL SCIENCES

**Mr George Pilgrim**  
Temporary Research  
Assistant

#### Department of Economics

**Ms Deiranda Alleyne**  
Temporary Research  
Assistant

**Dr Tracey Broome**  
Temporary Lecturer

#### Sagicor Cave Hill School of Business and Management

**Mr John R. Burnett**  
Temporary Lecturer

**Mr Correy Mitchell**  
Temporary Assistant  
Lecturer

**Dr Cathy Norville**  
Temporary Lecturer

**Mr Malik Barker**  
Temporary Project Officer

**Mr Shakir Barrow**  
Temporary Project Officer

**Mr Andrew Eastmond**  
Temporary Lecturer

## TEMPORARY APPOINTMENTS *cont'd*

### **Department of Government, Sociology and Social Work**

**Dr Fontana Roach**  
Temporary Assistant  
Lecturer

**Ms Alexandra Tillet**  
Temporary Research  
Assistant

### **SIR ARTHUR LEWIS INSTITUTE OF SOCIAL AND ECONOMIC STUDIES**

**Mrs Melanie  
Callender-Forde**  
Temporary Research  
Assistant

### **SHRIDATH RAMPHAL CENTRE FOR INTERNATIONAL TRADE LAW, POLICY & SERVICES**

**Ms Adiella Lewis**  
Temporary Research  
Assistant

### **CONFUCIUS INSTITUTE**

**Dr Che Corbin**  
Temporary Co-Director

### **INSTITUTE FOR GENDER & DEVELOPMENT STUDIES: NITA BARROW UNIT**

**Ms Alicia Haynes**  
Lecturer

**Ms Ceresa  
Springer-Barnett**  
Temporary Research  
Assistant

### **ACADEMY OF SPORT**

**Ms Anicia Wood**  
Temporary Assistant  
Lecturer

**Mr Durae Padmore**  
Temporary Research  
Assistant

**Mr Floyd Reifer**  
Head Coach (Cricket)

### **BURSARY**

**Mr Ryan Headley**  
Temporary Financial Data  
Analyst

### **OFFICE OF THE CAMPUS REGISTRAR**

**Ms Sanielle Hinds**  
Temporary Assistant  
Registrar (Secretariat)

**Mr Peter Lewis**  
Temporary Assistant  
Registrar  
(Technical Coordinator)

### **HUMAN RESOURCES**

**Mrs Natalie Pierce**  
Temporary Assistant  
Registrar

### **REGISTRY**

**Ms Yvette Tull**  
Temporary Office Manager

### **STUDENT AFFAIRS (ADMISSIONS)**

**Mrs Carol Jordan**  
Temporary Assistant  
Registrar

### **OFFICE OF THE DEPUTY PRINCIPAL**

### **Centre for Excellence in Teaching and Learning (CETL)**

**Dr Sylvia Henry**  
Temporary Director

### **Office of Business Development**

**Ms Rosita Spooner**  
Temporary Business  
Development Officer

### **Office Of Student Services And Development**

**Ms Robena Nicholls**  
Career Counselling  
Specialist/Internship  
Coordinator

### **OFFICE OF THE PRINCIPAL**

**Ms Jaimie Layne**  
Temporary Research  
Assistant

### **Office of Institutional Planning & Infrastructural Services (INPLAIS)**

**Ms Charleen Holder**  
Temporary Project Officer

**Ms Whitney Melinard**  
Temporary Research  
Associate

### **Office of Marketing and Communications**

**Ms Carol Williams**  
Temporary Marketing and  
Communications Assistant

### **SIDNEY MARTIN LIBRARY**

**Mr Addison Bradshaw**  
Temporary User  
Engagement Librarian

## RETIREMENTS

**Dr Korah Belgrave**  
*Senior Lecturer*  
*Department of Language,  
Linguistics & Literature*

**Mr Anderson Elcock**  
*Temporary Lecturer*  
*Department of Economics*

**Mr Austral Estwick**  
*Manager*  
*User Support Services*  
*Campus IT Services*

**Dr Azim Majumder**  
*Director of Medical  
Education*  
*Faculty of Medical  
Sciences*

**Ms Cheryl Mayers**  
*Financial Manager*  
*Bursary*

**Dr Patrick McConney**  
*Senior Lecturer*  
*Centre for Resource  
Management and  
Environmental Studies*

**Professor Frederick  
Ochieng'-Odhiambo**  
*Professor*  
*Department of History  
& Philosophy*

**Professor Tane Ray**  
*Professor*  
*Department of Computer  
Science, Mathematics  
& Physics*

**Dr Alfred Walkes**  
*Sagicor Cave Hill School of  
Business and Management*

## RESIGNATIONS

### FACULTY OF SCIENCE & TECHNOLOGY

*Department of Computer Science,  
Mathematics & Physics*

**Dr Legena Henry**  
*Lecturer*

## PRINCIPAL'S AWARD FOR EXCELLENCE 2024/2025

**Mr Wayne Brathwaite**

**Ms Sandra Mahon**

**Mrs Nicole Foster**

**Dr Angela Alleyne**

**Dr Halimah DeShong**

**Dr Shane Austin**



# BENEFACTORS 2024/2025

## Private Individuals

Dr Nicole Charles (New)

Mr Richard Edghill (New)

## Local & Regional Donors

A & B Music Supplies (New)

Barbados Chamber of Commerce and Industry

Barbados Council for Disabilities (New)

Barbados Tourism Marketing Inc

Berry's Attorneys and Arbitrators (New)

Caribbean Catastrophe Risk Insurance Facility  
Segregated Portfolio Company

CIBC FirstCaribbean International Bank

Cricket Legends of Barbados

Government of Barbados

Government of Barbados - Division of Culture

InterCaribbean Airways

Invest Barbados

Maria Holder Trust

National Cultural Foundation

National Student Council (New)

RBC Royal Bank (Barbados) Limited

Student Revolving Loan Fund (New)

The BVI International Arbitration Centre (New)

The Caribbean Educational Research Centre

The Central Bank of the Bahamas (New)

The UWI (Cave Hill) Cooperative Credit Union Limited

Trinidad and Tobago Film Co (New)

Youth Entrepreneurship Scheme (New)

## International Donors

AFREXIMBANK Caribbean Holdings

American Council of Learned Societies Digital Justice  
(New)

Andrew Young Center for Global Leadership (New)

Barbados Dairy Industries Limited (New)

British Film Institute

Canadian Media Fund

China Aid Project

China University of Political Science and Law

Embassy of the People's Republic of China in Barbados

Erasmus

Federal Development Agency for Southern Ontario

Hospital for Sick Kids Canada

Hunan Normal University

Inter-American Development Bank

International Olympic Committee (New)

International Trade Centre (New)

Julian Grace Foundation (New)

Mellon Foundation

Minus 2 Degrees

National Institute for Health and Care Research (New)

New Frontiers in Research (New)

Pan American Health Organization

Repair Campaign Limited

The US National Endowment for the Humanities (New)

United Nations Conference on Trade and Development

United States Agency for International Development

University of Venda

World Health Organization (New)

Yantai Municipal Government (New)

## Scholarships, Awards & Prizes

|                                                                                  |                                                                    |
|----------------------------------------------------------------------------------|--------------------------------------------------------------------|
| 1948 Medical Society                                                             | Institute of Chartered Accountants of Barbados Scholarship         |
| Allied Masonic Scholarship                                                       | Insurance Corporation of Barbados Scholarship                      |
| Anthony & Joy Bland Scholarships                                                 | Janelle Brome Memorial Scholarship sponsored by PwC                |
| Barbados Chamber of Commerce & Industry Excellence Award                         | Jeremy M Nurse Scholarship                                         |
| Barbados Employers Confederation Scholarship                                     | Pharmacy Sales Caribbean Inc Scholarship                           |
| Barbados Ex-Police Association The Firebrace, Hall & Wilkinson Scholarship (New) | RBC Royal Bank Scholarship                                         |
| Barbados Hotel and Tourism Association (BHTA) Scholarships                       | Sagicor Life Inc Scholarship                                       |
| Carlos Holder Memorial Scholarship                                               | Soroptimist International of Barbados Scholarship                  |
| Cave Hill Campus Sport Grants                                                    | The Deloitte Excellence Award - The Toppin Walker Scholarship      |
| Cave Hill Campus Sport Scholarship                                               | The Digicel Business Corey Goddard Memorial Scholarship (New)      |
| CCRIF SPC - UWI Undergraduate Scholarship                                        | The Elizabeth “Betty” Straughn Scholarship (New)                   |
| Central Bank of Barbados Scholarships                                            | The Grant Scholarships for Continued Learning and Development      |
| CIBC First Caribbean International Bank                                          | The Gregory Straughn Scholarship                                   |
| Cidel Bank & Trust Inc Scholarship                                               | The Hilary Blackwell-Landis Scholarship                            |
| Colette Delaney                                                                  | The Hugh Sealy Prize for Excellence in Environmental Science (New) |
| Co-operators General Insurance Co Ltd (CGICL) Scholarship                        | The Nikita Headley Scholarship                                     |
| Daphne Thompson Memorial Scholarship                                             | The Owen Seymour Arthur Memorial Scholarship                       |
| Dennis and Kay Blades Science and Technology Scholarship                         | The Peter Cohen Charitable Trust Fellowship (New)                  |
| District Grand Lodge of Barbados Grant                                           | The Ralph Boyce Scholarships                                       |
| ECGC Foundation Award                                                            | The Robert Collis Barrow Scholarship                               |
| Elrita E Greenidge Memorial Scholarship                                          | The Victor Cooke Memorial Scholarship                              |
| Enterprise Growth Fund Limited Scholarship                                       | The Lenstec Barbados Inc Scholarship (New)                         |
| Ermine Holmes Memorial Award                                                     | UWI Alumni Circle Scholarship                                      |
| Ernst & Young Scholarship                                                        | UWI Toronto Gala Scotiabank                                        |
| Frank Worrell Cricket Development Scholarship (New)                              | UWIMAA Scholarship                                                 |
| George and Marianna Caroo Memorial Award                                         |                                                                    |
| Gildan Activewear SRL Scholarship                                                |                                                                    |
| Global Education Scholastic Trust Scholarship Award (New)                        |                                                                    |
| Goddard Enterprises Scholarship                                                  |                                                                    |



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

# ALUMNI REPORT 2024-2025



## STRONGER TOGETHER





*UWI Cave Hill Aluma, Her Excellency Christine C Kangaloo, ORTT, at the Ceremony for Administering the Oath of Office of the President of Trinidad and Tobago*

# SPOTLIGHT ON ALUMNI

The University of the West Indies (UWI), Cave Hill Campus continues to celebrate a vibrant and accomplished alumni community whose dedication, leadership, and service distinguish them across diverse fields. Their ongoing achievements reflect the enduring values and strong educational foundation cultivated at the Cave Hill Campus, and they stand as exemplary ambassadors of the University's mission, through their ongoing positive transformation of the Caribbean and the wider world.

The Campus remains committed to fostering a meaningful relationship with its alumni body, of which it is deeply proud, and to ensuring that graduates remain actively connected to the life of the institution. Recognising that meaningful engagement does not end at graduation, the Campus views this bond as an evolving, lifelong partnership rooted in shared values, mutual support, and a continued sense of belonging.

Through the coordinated efforts of the Alumni Relations Office, Student Enrolment and Retention Unit (SERU), dedicated spaces are created and maintained for graduates to reconnect, mentor, collaborate, and give back in meaningful ways. Ultimately, these enduring ties underscore the vital role alumni play through leadership, innovation, and service, as their diverse contributions continue to advance society. By nurturing these connections, the Campus recognises its graduates not only for their academic achievements but also for the meaningful impact they continue to make across sectors and communities.

This Report highlights the work accomplished by Alumni Relations Office in collaboration with the UWI Alumni Association (Barbados Chapter) and other partners. It recognises the milestones of the 2024/2025 academic year, showcases the impactful contributions of alumni making a difference, and reinforces the Campus' sustained commitment to a strong, globally connected alumni community.

## MEET AND GREET PROGRAMME: A WARM WELCOME FOR INCOMING STUDENTS

From August 18 to September 1, 2024, Cave Hill's annual Meet and Greet programme once again turned the Arrivals Hall at Grantley Adams International Airport into a gateway of community and connection.

Every arriving student was welcomed not just by a smile, but by the presence of fellow students, alumni, and staff who volunteered in shifts throughout the two-week period of the programme. That team effort reflected the collaborative spirit that defines The University of the West Indies (UWI) and ensured that new arrivals felt part of the Cave Hill family from the moment they arrived on the island.

In 2024, more than 200 regional and international students received a carefully prepared welcome package. Each one was stocked with essential items - a gesture made possible through the generosity of community partners. For many first-year students, especially those leaving home for the first time, the package was more than a bag of supplies. It signalled immediate care, practical support, and an introduction to some of the local brands and services they would encounter throughout their academic journey.

Students shared how much the effort meant to them. Several described the experience as setting a positive foundation for their university life, helping them feel less anxious and more at home. That sense of belonging is one of the programme's central goals, and it continues to play a role in overall student satisfaction and loyalty.

The initiative would not be possible without the contributions of the community partners, whose support exceeded the previous year's high standards. This year the Campus was pleased to welcome Crumbz Bakery as a new partner, joining a strong network of organisations committed to student success.

### PROGRAMME PARTNERS 2024

- Armstrong Agencies
- Barbados Bottling
- Bryden Stokes
- Confectionery Snacks
- Crumbz Bakery
- FLOW Barbados
- General Distributors
- Good Times Snacks
- KFC
- Massy Stores
- Nicholls Bakery
- RMJ Agencies
- The University Bookshop
- UWI MarComms Department
- WIBISCO Limited

For these partners, the gesture goes beyond donation. Their involvement demonstrates a shared commitment to supporting the student community while creating early brand connections that will remain with students throughout their time at Cave Hill.

As the programme grows, it continues to balance scale with personal touch. Each year brings refinements and improvements, but the core remains unchanged: a warm welcome, a strong first impression, and a message to every new student that they belong at Cave Hill.





Prize winners and Alumni Executive members following the presentation ceremony

## UWI ALUMNI ASSOCIATION (UWIAA) FUNDRAISING RAFFLE

The UWI Alumni Association (Barbados) Chapter held its second raffle draw on December 22, 2024, in the SERU Courtyard. The event highlighted both main and consolation prizes to support the Association's fundraising efforts.

### MAIN PRIZE WINNERS

The following individuals won the major prizes

- **1st Prize:** Davie Yipp –  
Trip for two to Panama (*Ticket #2385*)
- **2nd Prize:** Lamar Watkins –  
\$1,000 cash prize (*Ticket #1353*)
- **3rd Prize:** Andrew St Mark –  
Mini Refrigerator (*Ticket #1740*)
- **4th Prize:** Jeffrey Browne –  
32 inch Smart TV (*Ticket #1572*)
- **5th Prize:** Patricia Pinder –  
Dinner for two at Champers (*Ticket #1886*)
- **6th Prize:** Rex Suckoo –  
Air Fryer (*Ticket #0117*)
- **7th Prize:** Harold Codrington –  
Microwave (*Ticket #0421*)

### CONSOLATION PRIZES

Fifteen consolation prizes were awarded to participants, including:

- Vouchers for Lunch for two
- BBD 100 gift vouchers
- Kitchen appliances (Black and Decker slow cooker, toaster, saucepan set, retro stand mixer)
- Home items (clock, fan, transmitter)
- Health supplements (protein powder)

### Ticket Sales and Fundraising

Raffle tickets were sold at BBD 5.00 each, with a discounted rate of BBD 30.00 for a book of seven tickets. A portion of the proceeds will be allocated to supporting the Association's commitment to addressing student financial needs and ensuring educational accessibility.



Facilitator, Mrs Jennifer Hinkson, demonstrating the correct use of cutlery

## **GRADUATE PLACEMENT PROGRAMME: Bridging UWI Graduates to the World of Work**

The Graduate Placement Programme of The UWI, Cave Hill Campus continues to serve as a structured pathway for students preparing to transition from academic life into professional environments. Designed with a multi-faceted approach, the programme integrates workshops, mock interviews, and a business dining component to ensure participants are ready for the realities of today's workplace.

The foundation of the programme is an intensive Career Development Workshop, where students gain exposure to job search practices, personal branding strategies, and professional communication standards. Attention is given to CV and résumé development, interview preparation, navigating application processes, and building workplace relationships. Human resources professionals offer personalised feedback, ensuring that each participant receives targeted guidance to strengthen their professional presentation materials.

Following the Workshop, students take part in structured mock interviews with HR practitioners representing diverse industry sectors. These sessions simulate real recruitment scenarios, allowing participants to practise their skills in a supportive environment while receiving constructive feedback to refine their performance.

Recognising the evolving expectations of employers, the programme introduced a Dining Etiquette component in 2021 to address challenges young professionals often face during business meals and formal events. By learning the protocols of corporate dining situations, graduates leave the programme better





Members of the CIBC team with the workshop facilitators and participants

prepared to manage client lunches, networking receptions, and other professional gatherings.

This year's programme carried forward these elements with consistent attention to quality and relevance. On March 29, 2025, alumnae HR professionals Alicia Simmons, Atoya Hinds, and Pamela Cave-Small facilitated the Career Development Workshop, sharing their expertise and providing current industry insights. The individual interview sessions followed on May 3, offering participants the opportunity to receive personalised feedback and recommendations for growth. The programme culminated on May 17 with the Dining Experience at the Island Inn Hotel, where protocol expert, Mrs Jennifer Hinkson, guided participants through the intricacies of formal dining etiquette.

Beyond the core training for the world of work, the programme also prioritised individual growth, a commitment reflected in the recognition of participants who demonstrated exceptional progress. Rachel Clarke earned dual honours as Outstanding Female Interviewee and Outstanding Female Diner, while Rashawn Griffith received the same distinction in the male categories. Clarke also shared the

top interviewee award with Sasha Gill, reflecting the calibre of this year's participants and the programme's success in nurturing well-rounded professionals.

Sponsored by CIBC Caribbean, the Graduate Placement Programme continues to play a vital role in bridging the gap between academic preparation and career success. By combining theory with practice, it ensures that graduates of UWI Cave Hill enter the workforce not only with knowledge, but with confidence, competence, and the practical skills required to thrive in today's competitive employment landscape.



## From Preparation to Opportunity: A Graduate's Journey Through Professional Development, as told by *Rashawn Griffith*

The Graduate Placement Programme was a transformative experience that elevated my professional readiness beyond what I had anticipated. What made it exceptional for me, was its comprehensive approach. It assessed where each participant stood and systematically built the skills needed to advance.

The programme covered everything essential for launching a successful career. We explored strategic career planning and learned how to craft a compelling personal brand that resonates with employers. The sessions on résumé optimisation and interview techniques were particularly valuable, teaching us not just what to include, but how to authentically communicate our unique value as candidates.

Beyond traditional career skills, the programme addressed the nuances of professional presence, with a dedicated workshop on dining etiquette. What impressed me most was the attention to real-world professional scenarios. Recognising that today's business landscape extends beyond the office, with crucial conversations happening over lunch or dinner. These seemingly small details can make a significant difference in how you are perceived professionally.

Every element was thoughtfully designed to develop well-rounded candidates who stand out in competitive job markets. Whether you are feeling uncertain about your career direction, anxious about upcoming interviews, or still learning the fundamentals (like the distinction between a CV and a résumé), this programme provides exactly what you need.

Following my completion of the various workshops and trainings, I successfully landed an internship at CIBC Caribbean, where I got to see first-hand the inner workings of a premier financial institution.



Rashawn Griffith – Class of 2025

One thing that stood out throughout the internship was the emphasis on the culture of care, which showed up every day in the way others interacted with each other and how the well-being and development of the interns was prioritised. Not only did interns get a chance to contribute to interesting work, we were also put through various soft skill workshops to match our technical expertise with important aspects that truly shape a high performing professional.

As someone who had been through the programme, these reinforced those skills for me, and further helped me to grow as an aspiring economics and finance professional. From start to finish, my experience has been wonderful. I am more confident and excited to tackle what comes next, beyond my degree.

Success often comes down to having the right preparation when opportunities arise. The Graduate Placement Programme is one resource you truly cannot afford to miss, it equips you with both the confidence and competence to seize your future.

## Workshop and Internship Experience Reflection by *Tianna Williams-Clarke*

I had the privilege of attending the *Beyond Your Degree: Tips to Land Your First Job* workshop hosted by the Office of Alumni Relations, Student Enrolment and Retention Unit at The UWI, Cave Hill Campus. Facilitated by Ms Atoya Hinds, Ms Alicia Simmons, and Mrs Pamela Cave-Small, the session was both informative and practical, offering essential guidance on the transition from university to the workplace.

The Workshop provided insight into career planning, personal profiling, self-marketing, and the role of social media, but what stood out most were the practical lessons from the HR practitioners. Their advice on crafting a professional CV focused on what to include and exclude, and how to effectively showcase skills on paper. Equally useful were the interview preparation tips, particularly how to structure responses, the kinds of questions to ask, and the importance of confidence and professionalism in making a strong impression. The mock interview session allowed me to put these lessons into practice, which provided a clearer understanding of employer expectations and how best to present myself.

Another highlight was the dining etiquette session, which went beyond technical job skills and addressed the social side of professional development. Learning about proper table manners, eating styles, and how to confidently engage in conversation over a meal was eye-opening. This aspect of the workshop emphasised that professionalism extends beyond the office and into networking and relationship-building situations.

Following the workshop, I was fortunate to be selected for a summer internship with CIBC Caribbean in the Personal and Business Banking Department. This opportunity gave me hands-on exposure to the banking environment, where I was able to apply many of the lessons learnt during the Workshop. From communicating effectively with colleagues and clients to conducting myself with professionalism, the training I received beforehand made the transition into the



Tianna Williams-Clarke



Tianna in a team-building exercise with other interns

workplace much smoother. The internship allowed me to strengthen my technical and interpersonal skills, gain valuable insight into workplace culture, and experience first-hand the demands and rewards of working in the financial services industry.

Both the workshop and the internship have been instrumental in bridging the gap between student life and the professional world. They equipped me with practical tools, confidence, and experiences that will continue to shape my career journey. I am truly grateful to the Office of Alumni Relations and CIBC Caribbean for providing these opportunities for growth and exposure.

## Transforming Self-Doubt into Professional Success: The Evolution of Jahniqua Esdaille

My experience with the Graduate Placement Programme was extremely enlightening and motivating. As a third-year student, I carried significant anxiety about entering the world of work. I also tended to avoid pursuing opportunities that could help build my portfolio before graduation, which only intensified my concerns.

The Workshop transformed my approach to career preparation. The team helped me develop my résumé, elevating it from a basic Microsoft template to a compelling document that fully showcased my skills and knowledge, even without extensive formal experience.

The interview preparation sessions were equally valuable, providing me with strategies to navigate both interviews and the general corporate environment with confidence. Guidance from the facilitators also gave me crucial insights into professional communication and how to carry myself in corporate settings. Unfortunately, I was unable to attend the dining etiquette event due to scheduling conflicts. Overall, the programme gave me the tools to better understand the professional world and prepare for my future career.

The impact became clear when I applied for the Health Tech Fellows Programme with Possibilities Agency. Thanks to the Workshop, I felt more confident and self-assured throughout the application process. The programme required two interview stages: one with Possibilities Agency and another with each potential host company.

Over three weeks, I completed four interviews in total. I remained confident and composed during each session and received praise for my tone and



Jahniqua Esdaille, Final-Year Student

clarity; a direct result of the Workshop's interview preparation. While working with my assigned company, I continuously reflected on conversations from the programme sessions, which helped me communicate effectively while adapting to the corporate environment.

Without the Graduate Placement Programme, I would not have had the skills or confidence to apply for and succeed in the fellowship.





Participants paying rapt attention to the instructor at the Sip and Paint event



Instructor – Alumna, Rosemary Belle

## ALUMNI SIP AND PAINT BRINGS ART, COMMUNITY, AND SUPPORT TOGETHER

The UWIAA (Barbados) Chapter, in collaboration with the UWI Office of Alumni Relations, hosted a Sip and Paint fundraising event on September 14, 2024, at the 3Ws Pavilion. The initiative combined creativity with community spirit, offering participants a chance to enjoy an artistic evening while supporting student scholarships.

The event welcomed approximately 35 participants, reflecting the diversity of the UWI community. Alumni, University staff, students, and their families attended, creating an inclusive environment where different generations could engage with each other. This multi-generational turnout highlighted the value of shared experiences in strengthening ties between past and present members of the University.

The evening's artistic instruction was led by alumna Rosemary Belle, who guided the group through the

process of creating their own canvases. Many participants were painting for the first time, yet Mrs Belle's facilitation gave them the confidence to explore the activity and complete a finished piece of art. Her contribution ensured that the event was both accessible and enjoyable, regardless of participants' prior experience.

Support for the Sip and Paint extended beyond those in attendance. A number of sponsors contributed to the success of the initiative, demonstrating the close relationship between alumni and the wider community. Contributions came from **Campus Mart, Goddard Catering Group, Corbin's Catering, Hotel Food Supplies, Jordan's Supermarket, Shoptmart, and Yummy Mummies**. In addition, individual alumni, **Pamela Farnum and Terry Scantlebury**, offered personal sponsorship, reinforcing the spirit of alumni giving.

The funds raised will directly benefit the Alumni Association's scholarship programme. This practical outcome connects the event's social engagement with its educational objectives, demonstrating how recreational initiatives can also advance student support. In linking art and fundraising, the Association highlighted an innovative way to build sustainable assistance for students who need financial aid.

The Sip and Paint event ultimately achieved several goals: it brought the UWI community together, offered participants a chance to try something new, and generated resources to further educational opportunities. It also underscored the capacity of the Alumni Association to design initiatives that go beyond traditional fundraising, strengthening both community bonds and student support at the same time.

## CAVE HILL ALUMNI CIRCLE EXPANDS SUPPORT FOR STUDENTS AND CAMPUS GROWTH

The Alumni Circle is uniting UWI Cave Hill graduates and friends in a shared mission to sustain world-class education and campus excellence. Through the giving club, members commit by Deed of Covenant to contribute at least BBD 1,000 over three years, ensuring steady support for vital campus development projects.

Since its establishment, the Alumni Circle has set its sights on ambitious goals to enhance both campus life and infrastructure. Early priorities included landscaping and beautification, the development of a University Alumni House, expansion of the Faculty of Law and Library facilities, and the creation of scholarships for deserving students.

Over time, the Circle has focused its efforts on two areas that directly impact the student experience: scholarships and campus beautification. This strategic choice has delivered measurable benefits, from easing the financial burden on students to creating inviting spaces across the University grounds.

Several scholarships, each valued at BBD 3,000 and awarded over multiple years, have been granted to students, providing crucial assistance as they pursue their academic goals. The Circle has also transformed parts of the campus environment, most notably through the successful Pond Side beautification project, which created a more welcoming and functional outdoor space for study and community life.

Looking ahead, the Alumni Circle is planning additional initiatives to strengthen the student experience. Among the projects under consideration is





The plaque acknowledging the sponsorship of the Alumni Circle in the Pondside recreational space



Awardee Steaphy Butcher (centre) with Alumni Circle Chairman Saskey Forde and Roseanne Maxwell from the Alumni Office

the creation of additional landscaped quiet zones, designed to provide students with peaceful spaces for study and reflection.

For the 2024/25 academic year, the Circle has awarded its scholarship to Steaphy Butcher, a student in the Faculty of Social Sciences who is majoring in Management with Psychology. Butcher's dedication and drive reflect the calibre of students the Circle aims to support, underscoring the real impact of alumni contributions.

The Alumni Circle continues to build stronger ties between UWI Cave Hill and its graduates, encouraging a culture of giving that directly benefits both students and the wider campus community. Alumni and friends are being invited to join the initiative, ensuring that the Circle's legacy of support and investment will continue for generations to come.



## RELAUNCH OF THE UWI MEDICAL ALUMNI ASSOCIATION (BARBADOS) CHAPTER

The UWI Medical Alumni Association (Barbados) Chapter marked a significant milestone with its successful relaunch through a Mix and Mingle event held on May 16, 2025, in the Henry Fraser Building on the Cave Hill Campus. This gathering represented the formal revival of an association that had been dormant for several years, signalling renewed commitment to fostering connections among medical graduates and strengthening the professional network within Barbados.

Operating under the umbrella of the UWI Medical Alumni Association (UWIMAA) headed by Dr Peter Wong, the Barbados Chapter is strategically positioned to engage with a diverse alumni base that includes graduates from the Cave Hill Campus as well as medical professionals who completed their studies at other UWI campuses but have established their practices and residences in Barbados.

### EVENT PROGRAMME AND DISTINGUISHED SPEAKERS

The evening's formal programme showcased the breadth and depth of medical leadership within the UWI community and Barbados healthcare sector. Dr Adrian Lorde opened the proceedings with a prayer, setting a tone of spiritual reflection.

The programme featured a comprehensive lineup of distinguished speakers who provided varied perspectives on medical education, practice, and alumni engagement. Dr Peter Wong, President of the UWIMAA, delivered a video address that connected the local chapter to the broader regional network.



Dr Raymond Massay, Founding President of the UWIMAA, addressing the gathering

Dr Damian Cohall, Dean of the Faculty of Medical Sciences, offered insights into current developments within the Faculty.

The Government of Barbados was represented by Senator Dr The Most Honourable Jerome Walcott, Minister of Health and Wellness, who addressed the critical role of medical alumni in national healthcare delivery. Professor Peter Adams, Former Dean and Interim Chair of the UWI Medical Alumni Association Barbados Chapter, provided a leadership perspective on the Association's revival and future direction.

Historical continuity was honoured through Dr Raymond Massay, the founding President of the UWI Medical Alumni Association (Barbados Chapter), who shared insights from the Association's origins. Professor Margaret Anne St John delivered a moving Founders Tribute, recognising the vision and dedication of those who established the Association. Dr Michael Charles, Past President of the UWIMAA (Barbados Chapter), concluded the formal proceedings with a vote of thanks.



Planning Team – UWIMAA Mix and Mingle event

## COMMUNITY ENGAGEMENT AND NETWORKING

The Mix and Mingle event successfully attracted medical alumni representing multiple decades of graduation, creating a rich intergenerational gathering that fostered both professional networking and personal connection. Alumni had the opportunity to establish new professional relationships, reconnect with former colleagues and classmates, and engage with current students from the Class of 2026, thereby creating mentorship opportunities and strengthening the continuum of medical education and practice.

The social component of the evening extended from 6:30 pm until after 10:00 pm with cocktail service, diverse beverage offerings, and musical entertainment creating an atmosphere conducive to meaningful conversation and relationship building. The extended duration of the event reflected the enthusiasm of attendees and their appreciation for the renewed opportunity to connect with their professional community.

The successful execution of this relaunch event was made possible through the dedicated efforts of a planning committee comprising accomplished medical professionals who volunteered their time and expertise to ensure the event's success. The committee was

chaired by Dr Peter Adams and included Dr Patsy Prussia, Dr Anne St John, Dr Michael Charles, Dr Joanne Paul-Charles, Dr Raymond Massay, Dr Tania Whitby-Best, Dr Lyn-Marie Lovell, Dr Adrian Lorde, and Mrs Roseanne Maxwell.

## FUTURE ENGAGEMENT AND SUSTAINABILITY

The positive response and enthusiastic participation demonstrated at the relaunch event has generated significant momentum for future activities. Alumni expressed strong interest in continued engagement, indicating robust support for the Association's revival and sustainable operation. This enthusiasm provides a solid foundation for developing regular programming, professional development opportunities, and community service initiatives that will strengthen both the medical profession in Barbados and the broader UWI alumni network.

The successful relaunch of the UWIMAA (Barbados) Chapter represents not only the revival of an important professional organisation, but also the renewal of commitment to excellence in medical education, practice, and community service that defines the UWI medical tradition.

## ALUMNI DRIVEN BY PURPOSE AND EXCELLENCE

### Breaking Barriers: UWI Cave Hill Alumna Her Excellency Christine Carla Kangaloo Makes History in Trinidad and Tobago

In the political landscape of Trinidad and Tobago, the rise of women to the highest levels of leadership has reshaped long-standing narratives and expanded what is possible in public life. Among those who have helped redefine female leadership in the Caribbean is Her Excellency Christine C Kangaloo, ORTT, President of Trinidad and Tobago – a distinguished alumna of The University of the West Indies (UWI) Cave Hill Campus, whose career reflects perseverance, intellect, and a deep commitment to public service.

When President Kangaloo took the oath of office as the seventh President of the Republic of Trinidad and Tobago on March 20, 2023, it marked a defining moment in the nation's political history. Only the second woman to hold the office, President Kangaloo's ascension stands as a powerful symbol of progress and the continued breaking of barriers in a space that has traditionally been male-dominated.

Her journey from the lecture halls of Cave Hill to the nation's highest constitutional office mirrors the broader legacy of Cave Hill women who have gone on to shape regional leadership. It is a path marked by determination, academic excellence, and an unwavering belief in service to country - qualities that continue to distinguish her public life and leadership style.



Her Excellency Christine C Kangaloo, ORTT

#### FROM LAW SCHOLAR TO HEAD OF STATE

Graduating with honours in law from UWI Cave Hill, Christine Kangaloo distinguished herself early as a scholar of discipline and depth. Her academic foundation laid the groundwork for a career defined by fairness, integrity, and a steadfast belief in justice and good governance. Over the years, these qualities have become hallmarks of her leadership.

Before assuming the presidency, Kangaloo served with distinction as President of the Senate, earning respect for her firm adherence to parliamentary procedure and her insistence on maintaining high standards of conduct and debate. Her tenure reflected balance - combining authority with respect, and discipline with empathy.

She also served in several ministerial portfolios, bringing a thoughtful, people-centred approach to governance. Those who have worked alongside her consistently describe her as principled, meticulous, and deeply committed to the democratic institutions she serves.



## A PRESIDENCY WITH PURPOSE

Upon her appointment, President Kangaloo articulated a clear and deliberate vision for the Office of the President, with particular emphasis on young people and national development. Her plans underscored the importance of leadership grounded in service, unity, and moral responsibility - values that resonate strongly in a changing Caribbean society.

Her presidency reinforces the role of the Head of State as both a guardian of the Constitution and a unifying presence, reflecting a leadership style shaped by experience, reflection, and service.

## THE CAVE HILL CONNECTION

President Kangaloo has consistently acknowledged the formative role played by her years at UWI Cave Hill in shaping her worldview and leadership philosophy. "Cave Hill was more than a university campus - it was a space that challenged and nurtured me," she has reflected. "The exposure to diverse ideas and people helped me see the world differently."

Her immersion in university life fostered a deep appreciation for Caribbean identity and the importance of regional unity - ideals that continue to guide her public service. That grounding in Caribbean thought and responsibility remains evident in her measured, inclusive approach to leadership.

## A LEGACY OF QUIET STRENGTH

President Christine Carla Kangaloo's story is one of purpose, resilience, and quiet determination. Her rise to the presidency reflects not only her individual excellence, but also the broader tradition of UWI Cave Hill alumnae who have helped reshape leadership across the Caribbean.

Her achievement stands as both inspiration and affirmation: that education, integrity, and service can continue to break barriers and redefine leadership at the highest levels of public life - setting a powerful example for future generations of Caribbean women and leaders alike.



President Kangaloo engaging with young students

## Building Economic Intelligence & Decision Support Systems for the Caribbean and Beyond: Quinn Weekes' Journey of Data-Driven Excellence and Service

Shaped by a UWI Cave Hill education, Quinn Weekes leads at the intersection of economics, analytics, and public service, building systems that convert data into timely, actionable insight. His career spans central banking, global industry, entrepreneurship, and government advisory, unified by a mission to help leaders across the region see clearly and act quickly.

### ACADEMIC FOUNDATION AT CAVE HILL

Weekes graduated from The University of the West Indies, Cave Hill Campus in 2016 with a BSc in Economics and Finance with First Class Honours, grounding himself in rigorous quantitative methods and a distinctly Caribbean perspective on development. During his time at Cave Hill, he served on the executive committee of various student societies, notably the Young Economists' Association, and the Faculty of Social Sciences Student Committee among others. He was awarded the inaugural Roland Craigwell Memorial Scholarship from the Central Bank of Barbados which recognises academic excellence in economics, and the inaugural Association for the Promotion of International Cooperation (APIC) Japan scholarship which later broadened his worldview through studies at Sophia University, Japan, experiences that anchored his commitment to evidence-based solutions for regional progress. In his reflection on his journey at Cave Hill, Weekes stated "Cave Hill gave me rigor, relevance, the tools and the context. That blend still anchors how I build decision systems for real-world challenges."



Quinn Weekes

### BUILDING ON EXCELLENCE: CENTRAL BANKING & EARLY IMPACT

Beginning as an Economist (Financial Stability Unit) at the Central Bank of Barbados, Weekes worked on the Bank's framework for measuring financial-system interconnected risk, built dynamic monitoring dashboards, and automated key analytical workflows. He worked closely with the Bank's Governor, Dr DeLisle Worrell and his mentors from Cave Hill, Professor Nlandu Mamingi and Professor Troy Lorde on research he later presented and published internationally in the areas of financial stability, economic development, and tourism, among others.

### PRIVATE-SECTOR INNOVATION IN DECISION INTELLIGENCE

Transitioning to industry, Weekes rose by age 24 to Lead Data Scientist (Finance) at Gildan, one of the world's largest apparel manufacturers. He established a global data science team and delivered custom analytics and automations that improved forecasting accuracy, operational efficiency, and sales at enterprise scale.

## ENTREPRENEURSHIP FOR PUBLIC GOOD: INFOLYTICS & PRICECHECK

In 2020, Weekes founded Infolytics, a strategic analytics company with a simple but powerful belief: better data leads to better decisions, and better decisions change lives. The company primarily works with Governments and NGOs in the Caribbean region and often provides capacity building workshops for students and professionals in the areas of Data Analytics and AI with Python.

During COVID-19, Weekes led vaccination analytics for the Government of Barbados and built a national price-monitoring system to assess inflationary pressures, work that now powers the public-facing app PriceCheck, helping citizens navigate today's cost-of-living pressures. According to Weekes, these initiatives are central to Infolytics' mission: "To harness the power of data and artificial intelligence to drive evidence-based policy making and innovation in the public sector, creating measurable positive outcomes for governments and the citizens they serve."

## GOVERNMENT SERVICE & REGIONAL IMPACT

Since 2022, Weekes has served as Economic Advisor in Bermuda's Ministry of Finance, providing strategic policy analysis to the Premier of Bermuda, Financial Secretary and other senior officials. He developed the country's comprehensive Economic Monitoring & Reporting Framework, focused on performance tracking and forward-looking assessments used at the highest levels of government.

In 2024, he additionally became Data & Statistics Advisor to Bermuda's Department of Statistics, where his team develops end-to-end analytical pipelines for national indicators and streamlining processes from weeks to minutes, an emblematic example of decision-oriented automation in the public sector.

Concurrently, Weekes is Senior Manager, Client and Product Profitability - Strategy Implementation at CIBC Caribbean, supporting a regional portfolio across ten countries. He built the Bank's



Workshop for economists on Building Inflation Forecasting Engines at the Central facilitated by Quinn Weekes

Profitability Monitoring system and many of their dashboards and reports that give leaders visibility into revenue and cost drivers, retention risks, and the impact of strategic initiatives.

## RECOGNITION, MENTORSHIP & NATIONAL SERVICE

Committed to capacity-building, Weekes has delivered hands-on training in data analytics, mentored 100+ MSMEs through UNDP-led programmes, and conducted a regional Business Digitalisation workshop with the Frankfurt School of Finance & Management (Germany), among other initiatives. His national service includes appointment to the Prime Minister's Advisory Committee on Data & Intellectual Property under Barbados' *Reclaiming Our Atlantic Destiny* (ROAD) project, advising on data infrastructure, integrity, access, and software integration. He also contributes to FutureBARBADOS on the role of data and digitalisation in national progress.



## CONTINUING THE CAVE HILL LEGACY

True to Cave Hill's ethos of excellence and service, Weekes continues to share knowledge, teaching Python, mentoring youth, and helping institutions adopt practical analytics that stick. Across the public and private sectors, he advances a regional ecosystem of Economic Intelligence and Decision Support - practices that translate complexity into clarity for faster, fairer, and smarter decisions. For Weekes, this work is driven by his belief that "happiness isn't the absence of problems - it's solving problems you love. For me, that means building systems that serve people."

## LOOKING FORWARD

Rooted in Cave Hill values and Caribbean purpose, Quinn Weekes is pushing the frontier of analytics-in-action from government insights to bank profitability engines to citizen-facing applications. His trajectory from Cave Hill classrooms to advising cabinets and modernising enterprise decision systems embodies the University's mission to develop graduates who uplift the region and contribute meaningfully to the world.



Rahym Augustin-Joseph

## Alumnus Rahym Augustin-Joseph Secures 2025 Rhodes Scholarship

In an achievement that underscores his academic brilliance and dedication to regional advancement, Saint Lucian Rahym Augustin-Joseph has been named the 2025 Commonwealth Caribbean Rhodes Scholar. The announcement, made in November at State House, Barbados, marked the culmination of years of rigorous academic and extra-curricular excellence for the final-year law student of The UWI, Cave Hill Campus.

Rahym, a proud alumnus of The UWI's Faculty of Social Sciences, where he graduated with First Class Honours in Political Science and Law, is currently pursuing his Bachelor of Laws (LLB) degree. Throughout his academic journey, he has demonstrated a passion for intellectual growth and regional advocacy. His stellar performances in prestigious mooting competitions, including the John Jackson Moot Court and the CCJ International Moot Competition, highlight his legal acumen. Notably, Rahym was recognised as the Overall Best Oralist

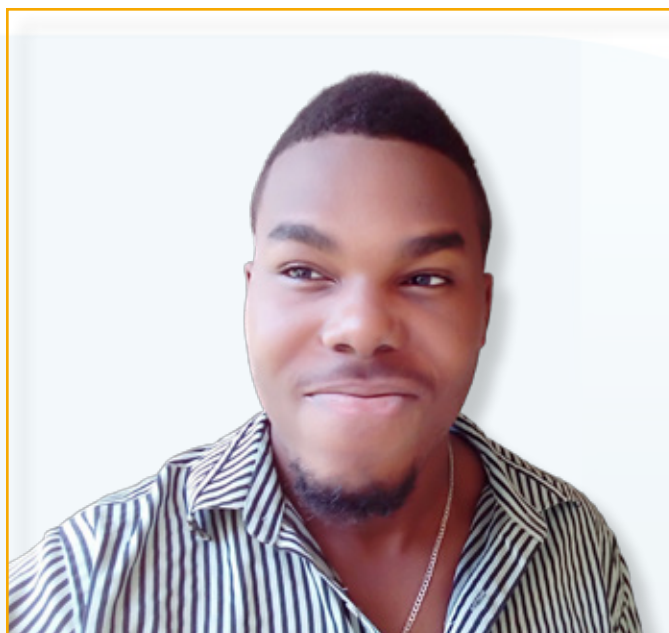
at the 2023 CCJ International Moot Competition, leading The UWI to clinch the title of Best Academic Institution.

Beyond academic excellence, Rahym credits his time as an ambassador and subsequent president of the UWI Students Today, Alumni Tomorrow (UWI STAT) Vice Chancellor's Ambassadors Corps as pivotal in his Rhodes Scholarship journey. "The ability to network and develop myself professionally was what UWISTAT afforded me," he shared, emphasising the organisation's role in instilling discipline, leadership, and the determination required to succeed. He further noted that the rigorous standards of UWI prepared him for the intense Rhodes Scholarship process, which boasts an acceptance rate of just 0.07%.

The Rhodes Scholarship, established in 1902, is one of the world's most prestigious academic awards, offering recipients the opportunity to study at the University of Oxford. It aims to foster future leaders equipped to address global challenges with empathy and creativity. Rahym plans to pursue a Master's in Law at Oxford, with a vision of tackling some of the Caribbean's most pressing issues. "Most of the issues that we face on a national level are somewhat replicated across the region," he remarked, citing crime, violence, youth development, economic disparities, and democratic deepening as key areas of focus.

Rahym's achievement is not just a personal milestone but a beacon of inspiration for the Caribbean. He aspires to address the region's limited scholarship opportunities and serve as a voice for those who have not yet had similar opportunities. His drive to give back underscores his commitment to using his academic pursuits for the greater good of Caribbean civilisation.

The selection process for the Rhodes Scholarship was competitive, with Rahym emerging as the top candidate among 12 regional contenders. As he prepares to embark on this new chapter, his story serves as a rallying call for Caribbean nations to invest in their brightest minds and foster opportunities for regional advancement.



Jamar Griffith

### Software Engineering Graduate Jamar Griffith Reaps Rewards of UWI-China Institute for Information Technology (UWICIIT) Programme

The decision to pursue a degree in Software Engineering at The UWI has yielded remarkable rewards for graduate Jamar Griffith, who today plays a leading role in shaping the digital transformation of banking in the region.

Jamar Griffith says his time in The UWI flagship BSc in Software Engineering programme equipped him with the skills and experiences that now define his career.

"The Software Engineering programme was a great experience for me, not only in advancing my technical skills but also improving my problem solving and critical thinking," Griffith said. He explained that the programme's emphasis on group projects and presentations simulated the realities of his current role. "It prepared me with skillsets I utilise today as a Senior Developer - from managing work for developers, knowledge sharing, presentation skills and meeting tight deadlines, to name a few."

## Spotlight on Alumni

Today, Griffith serves as a Senior Full-Stack Developer at CIBC Caribbean, where he is development lead on one of the bank's new digital products. *The Loan Store*, part of the bank's digital transformation strategy, allows eligible customers to apply for a loan, receive a decision and have funds credited to their account faster than ever before.

Griffith also credited the programme with exposing him to remote collaboration. "Some of my classmates were in Jamaica at the Mona Campus while I was in Barbados attending Cave Hill. That experience prepared me for working remotely with people from different countries. In my current job I work with people from all around the world."

The time spent in China was especially significant for him. "I had never travelled before, so to experience a completely new culture and to actually live in China was excellent for my personal development. It also showcased to me how technologically advanced China is compared to the Caribbean, and why the Software Engineering programme is a key initiative to equip our people with the knowledge and skills to advance the Caribbean in these technological times."

The BSc in Software Engineering is the flagship programme of the UWI-CIIT, established in 2016 through a partnership between The UWI and the Global Institute of Software Technology (GIST). Caribbean students spend their first two years at The UWI's Cave Hill or Mona campuses, then continue their final two years at GIST in Suzhou, China.



Dr Cherisse Francis

### From Cave Hill to the Global Stage: Dr Cherisse Francis Exemplifies Excellence in Service and Anti-Trafficking Advocacy

Dr Cherisse Francis personifies the transformative power of a UWI Cave Hill education, advancing from a first-class honours law graduate to an internationally recognised expert in human trafficking and human rights law. Her remarkable journey demonstrates how alumni continue to shape global conversations on justice and human dignity.

#### ACADEMIC FOUNDATION AT CAVE HILL

Dr Francis graduated from the UWI Cave Hill Faculty of Law in May 2015 with first-class honours and an impressive 3.80 GPA, distinguishing herself in critical areas including Commonwealth Caribbean Human Rights, Public International Law, Gender Law, and Criminal Justice. During her time at Cave Hill, she served as a proof reader with the Improved Access to Justice in the Caribbean (IMPACT) Project and worked with the Caribbean Law Institute, early indicators of her commitment to improving legal systems across the



region. “The foundation I received at Cave Hill was instrumental in shaping my understanding of Caribbean legal systems and human rights,” reflects Dr Francis. “The emphasis on regional perspectives and comparative law prepared me to address complex transnational issues like human trafficking.”

### **BUILDING ON EXCELLENCE**

Following her Cave Hill foundation, Dr Francis pursued advanced studies at Hugh Wooding Law School, where she earned her Legal Education Certificate with Principal's Honor Roll recognition, and later obtained her Master of Laws in Human Rights and Criminal Justice with distinction from the University of Aberdeen. She has completed her PhD in Law at the University of Warwick, focusing on “Trafficking in Persons in the Anglophone Caribbean.”

### **GLOBAL IMPACT THROUGH RESEARCH AND PRACTICE**

Now serving as Course Lead at St Mary's University, Twickenham and an Associate Fellow at the Institute of Commonwealth Studies, Dr Francis has become a leading voice in anti-trafficking efforts across multiple continents. Her work spanned from the courtrooms of Belize, where she served as Judicial Research Assistant to a designated Trafficking in Persons (TIP) Justice, to high-level policy consultations with CARICOM on regional migration frameworks.

Her research has taken her to conferences in Malta, Spain, Ireland, Thailand, and Mexico, where she shared insights on Caribbean approaches to combating human trafficking. As a founding member of the Caribbean Coalition Against Trafficking in Persons (CCATIP), she continues to strengthen regional cooperation in addressing this critical issue.

### **RECOGNITION AND LEADERSHIP**

Dr Francis' excellence has been recognised through numerous awards, including the Warwick Award for Teaching Excellence and a Fellowship of the Higher Education Academy. She has presented at Commonwealth Heads of Government Meetings and serves as a trustee for the Commonwealth Human

Rights Initiative, ensuring Caribbean voices remain prominent in global human rights discourse.

Her publications in leading academic journals and her contributions to policy development demonstrate the real-world impact of rigorous scholarship. From drafting UN Treaty reports to training government officials across the Caribbean, Dr Francis bridges the gap between academic research and practical implementation.

### **CONTINUING THE CAVE HILL LEGACY**

Dr Francis' commitment to education and mentorship reflects the values instilled during her time at Cave Hill. She regularly delivers guest lectures to Caribbean institutions, including recent presentations at the University of Belize, and supervises both undergraduate and PhD dissertations, nurturing the next generation of legal scholars and practitioners.

Her work with organisations like the Young Feminist Fund (FRIDA) as Global Advisor for the Caribbean Region and her involvement in youth advocacy initiatives demonstrate her commitment to empowering emerging leaders across the region.

### **LOOKING FORWARD**

Dr Francis remains connected to her Caribbean roots while addressing global challenges. Her career trajectory from Cave Hill's lecture rooms to international conference platforms illustrates The UWI's success in preparing graduates who make meaningful contributions to society. “The Caribbean perspective I gained at Cave Hill remains central to my work,” notes Dr Francis. “Understanding our unique legal heritage and challenges allows me to contribute authentically to global conversations while advocating for Caribbean interests.”

Dr Francis' journey from a Cave Hill student to an international expert exemplifies the UWI's mission to develop leaders who serve not only the Caribbean region but the global community. Her continued engagement with Caribbean institutions and issues demonstrates the enduring connection between The UWI and its alumni.



Dania Hamilton

## From Athlete to Academic Leader: Dania Hamilton's UWI Journey of Resilience

For Dania Hamilton, the path to success was never a straight line. It was a journey marked by setbacks and sacrifice, but also by courage, perseverance, and an unshakable drive to create a better life through education.

Her leap of faith began at The University of the West Indies, Cave Hill Campus, where she enrolled with little more than determination and enough funds for just one semester. For Dania, a national athlete from Saint Lucia and the first in her family to pursue higher education, stepping onto the Cave Hill campus meant breaking barriers that once felt insurmountable. "I lacked confidence and self-esteem," she recalls. "I never imagined I could rise above poverty." Yet she pressed forward, determined not to let her circumstances define her. The thought of returning home without a degree was far more daunting than the hardships she faced as a student.

As a national athlete competing on the international stage, Dania found at Cave Hill a rare flexibility that allowed her to balance her sporting commitments, family responsibilities, and undergraduate studies. She often expresses her gratitude to dedicated mentors such as Dr Jeanese Badenock, Dr Leah Garner-O'Neale, Professor Sean McDowell, and Dr Thea Scantlebury-Manning for their guidance and support. Their encouragement and high standards not only pushed her beyond limits but also provided a vital support system for navigating the difficulties of student life far from home. As a 30-year-old mother pursuing a Master's degree, Dania fondly remembers lecturers who allowed her to bring her baby to class and accommodate her schedule. She credits their understanding and compassion with helping her persevere through some of the most demanding moments of her academic journey, turning what could have been overwhelming obstacles into opportunities for growth and resilience.

This nurturing environment enabled her to thrive as she pursued degrees culminating recently in Educational Leadership, Management, and Emerging Technologies. She believes it is for this very reason that her university experience transcended academics.

Leadership roles on campus, including serving as Games Committee Chair and President of the Postgraduate Students' Association, equipped Dania with resilience, professionalism, and conflict-resolution skills that now serve her well as President of the Saint Lucia Community of Barbados. Her commitment to giving back is evident in her recent launch of *Sprinting to Academic Success*, a programme providing mathematics tutoring to national athletes preparing for the CSEC exams. This initiative reflects her deep understanding of the academic pressures faced by athletes, having once walked that path herself.

Dania's story is also one of personal triumph - overcoming a life-threatening diagnosis during her studies, she chose to persevere and complete her degree, embodying the very resilience that Cave Hill fosters in its students.



Dania Hamilton (right) making a presentation to a participant of the *Sprinting to Academic Success* programme

She believes the University's influence goes far beyond graduation. "Cave Hill is more than a university; it is a way of life," she says. The Cave Hill Impact initiative, which she passionately supports, aims to highlight the University's groundbreaking research and its real-world impact, a vital connection between academia and society.

Today, Dania Hamilton stands as a testament to the transformative power of education. Her journey from uncertainty to leadership, from student-athlete to community champion, reflects the mission of The UWI Cave Hill to empower individuals through knowledge, resilience, and community. Her story inspires all who dare to dream beyond their circumstances, proving that with determination and support, success is within reach.





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