



TERESACITA COX

Ms. Teresacita Cox was appointed as a Stenographer/Clerk Grade III/II in 1997. Previously, she held temporary positions in various Departments of The UWI Cave Hill Campus. Throughout the years, Ms. Cox has grown professionally. In 2007 she graduated with a B.Sc. in Management Studies (Hons.) In performing her core secretarial functions, Ms. Cox can work effectively without much supervision. Her institutional memory is an asset to the Department. She possesses knowledge of the department's programmes and courses and takes seriously her responsibility to update the departmental hand book, prepare contracts for part-time and temporary staff and assist with the administrative operations of the Department.

Within the last three to four years, Ms. Cox has found ways to renew and enrich her job. For instance, as part of its outreach thrust, the Department of Government, Sociology, Social Work and Psychology organises several activities annually. In addition to her other core secretarial duties, Ms. Cox has organically emerged as the Departmental Events Planner; although there is no such designated post! One of the highlights of Ms. Cox' contribution is her leadership and management of the Department's and Faculty' African Awareness Month of Celebrations. This activity has been the brain-child and sole responsibility of Teresacita Cox. Significantly, the activity has grown to involve many of the nearby primary and secondary schools, whose students, on an annual basis, eagerly share their African performances with the Cave Hill community. She has also succeeded in including the key Pan-African activists and groups as well as the US, Cuban and Venezuelan embassies as frequent participants in the African Awareness Month programme of activities.

Ms. Cox has been commended widely for her initiative and for the efficiency, reliability and the enthusiasm which she brings to events planning and implementation. Over the past three years, she has organized over twenty-six events. So outstanding has been her work in this area, that Dr. Henderson Carter, the Chair of the UWI's 70th Anniversary Committee, requested from the Department that Ms. Cox be allowed to serve as the organizing secretary for its activities. In a similar vein, Dr. Tonya Haynes wrote to the Department to place on record the outstanding contribution Ms. Cox made to planning the Student Research symposium during the recent Research Week activities.

Colleagues who have interacted with Ms. Cox over the years can attest that she has tremendously increased her intrinsic motivation as evidenced by a transformation in her overall attitude to work. This can be attributed to new roles she has carved out for herself. For instance, in her role as Event Planner, she acts in effect as a Liaison Officer between the Department and several internal and

external stakeholders. Ms. Cox has developed a valuable network through partnerships with schools, the diplomatic community and regional organisations. It is clear that within the last three to four years, Ms. Cox has had a marked improvement given new levels of job satisfaction that she now enjoys. In her quest to grow and develop further, Ms. Cox has registered in the Open Campus' Events Management course which she plans to commence in January 2019.

The story of Ms. Teresacita Cox represents what is possible when an employee intentionally enriches and renews his/her job. Her journey is a reflection of the fact that intrinsic motivation is one of the cornerstones of employee satisfaction and organisational success.