



THE UNIVERSITY  
OF THE  
WEST INDIES  
CAVE HILL CAMPUS



# The Faculty of Social Sciences

## 50th ANNIVERSARY CONFERENCE

***"50 Years of Ideas, Inquiry, Impact:  
Reflections from the Past, Pioneers of Future Development"***



**Thursday, November 13, 2025  
9:00 a.m. – 5:00 p.m. (AST)**

V. Eudine Barriteau Complex  
The UWI, Cave Hill Campus

The Faculty of Social Sciences  
WENDELL McCLEAN BUILDING

FACULTY  
OF  
SOCIAL  
SCIENCES  
MANAGEMENT  
SHRIDATH  
RAMPHAL  
CENTRE  
SCSSM

GOVERNANCE  
SOCIETY  
SOCIAL &  
PSYCHOLOGY

# PROGRAMME

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## 09:00 – 09:30 | Opening Ceremony

- **Welcome:** Dr. Diana Weekes-Marshall, Deputy Dean (Academic & Strategic Partnerships and Stakeholder Engagement), Faculty of Social Sciences
- **Dean's Remarks:** Professor Troy Lorde, Dean, Faculty of Social Sciences
- **Cultural Interlude:** Performance by Junica Clarke (FSS Student)

## 09:35 – 10:40 | Plenary Dialogue

### TRANSFORMING SOCIETY THROUGH SOCIAL SCIENCES: INSIGHTS FOR THE NEXT 50 YEARS

**Moderator: Professor Troy Lorde**

**Panellists:**

- Dr. George Belle (former Dean, FSS, UWI Cave Hill Campus)
- Emeritus Professor Andrew Downes (former Director, SALISES and PVC, Planning, UWI Cave Hill Campus)
- Ms. Maxine McClean (former Lecturer Management, President of the UWI Alumni Association (Barbados Chapter))

As the Faculty of Social Sciences marks its 50th anniversary, this plenary opens the conference by turning reflection into foresight. It situates the Faculty's legacy within the wider Caribbean project of transformation — one that has sought, across decades, to make scholarship both intellectually rigorous and socially relevant. The discussion explores how the social sciences have shaped governance, policy, justice and identity across the region, and how they must now adapt to a rapidly changing global context defined by climate crisis, digital disruption and widening inequality.

Drawing on the Faculty's multidisciplinary traditions—from economics and sociology to gender studies, management, and political science—this plenary asks what it means to produce knowledge for society rather than merely about society. Panelists will reflect on key lessons from the past fifty years while advancing new paradigms for the next fifty: socially conscious leadership, decolonial research, participatory governance, and digital literacy as a civic right.

Ultimately, the session invites a bold reimagining of the role of the social sciences in shaping the Caribbean's next chapter — as engines of empathy, equity and innovation, capable of turning inquiry into impact and ideas into institutions.

**10:40 – 11:00 | Coffee Break**



## INNOVATION, TECHNOLOGY AND EPISTEMIC FUTURES

**Chair: Dr. George Brathwaite, Lecturer, Political Science**

**Session Overview:** The opening session examines how emerging technologies and evolving epistemologies are transforming the production, validation and application of knowledge in Caribbean societies. It situates innovation not only as a technical process but also as a cultural and philosophical one — raising questions about who defines knowledge, how it circulates and what futures it imagines for education, governance and democracy.

These contributions reflect a faculty—and a region—at the frontier of epistemic transformation: navigating between inherited frameworks of knowledge and the disruptive possibilities of a digital future.

### **Presentations:**

**Dr. Sandra Ochieng'-Springer**

*Epistemic Resistance and Renewal: Navigating Colonial Legacies and Caribbean Futures at Fifty*

**Dr. Emmanuel Adugu**

*Exploring the Key Determinants of the Use, Uptake and Potential Adoption of Artificial Intelligence in the Caribbean*

**Dr. Glenda Gay**

*From Calculators to ChatGPT: Exploring Undergraduate Students' Perceptions of Artificial Intelligence*

**Mr. Wasim Worrell**

*An Exploratory Study of the Use of Geographic Profiling in Theft from Motor Vehicle Investigations in Bridgetown, Barbados*

**Dr. Tracey Broome**

*Can Innovatively-Focused Firms Weather Global Pandemics? Where Does the Caribbean Stand?*

## GOVERNANCE, SOVEREIGNTY AND ECONOMIC TRANSFORMATION

**Chair: Dr Sandra Ochieng'-Springer, Lecturer, Political Science**

**Session Overview:** This session interrogates how Caribbean societies govern, adapt and

transform, marked by fiscal constraint, global interdependence and institutional reform. Fifty years after the establishment of the Faculty of Social Sciences, the question of how governance enables — or limits — sovereignty and social progress remains central to the region's development agenda.

These contributions underscore that effective governance — whether of states, economies, or institutions — depends on the capacity to balance sovereignty with interdependence, reform with inclusion and efficiency with empathy. The session thus highlights how the Caribbean's evolving governance practices embody both the legacy and the continuing challenge of translating knowledge into transformation.

### **Presentations:**

**Dr. George C. Brathwaite**

*Using a Rich Legacy of Excellence to Navigate Stormy Waters and Existential Threats*

**Professor Troy Lorde**

*Governing Through Austerity in a Small Island Developing State: Neoliberal (Il)logics and IMF Structural Adjustment*

**Dr. Antonio Alleyne**

*The Caribbean and China: Evolving Relations, A Caribbean Perspective*

**Dr. Diana Weekes-Marshall**

*Re-imagining Risk Governance in Developing Economies: A Contextualised Model of Governance Maturity*

**Mrs. Sonia C. Mahon**

*At the Crossroads: Case-Based Insights into Student Retention, Academic Probation and Institutional Response*

## SUSTAINABILITY, SECURITY AND THE ETHICS OF JUSTICE

**Chair: Dr. Sherma Roberts, Senior Lecturer, Tourism**

**Session Overview:** This session interrogates the moral, institutional and security dimensions of sustainability in the Caribbean, foregrounding how climate change, environmental degradation, and socio-economic inequality intersect to shape vulnerability and resilience. It asks how the region can craft an ethical vision of sustainability — one that integrates justice, protection, and innovation — within a context of deepening climate risk and fragile governance.

Together, these contributions extend the meaning of "sustainability" beyond the environmental — framing it as an ethical, institutional and security project. The session ultimately invites a rethinking of what it means to sustain life, justice and prosperity in the Caribbean amid overlapping crises of climate, health and development.

### **Presentations:**

**Dr. Kirk Douglas**

*The Venezuela Ripple: Regional Security and Biosecurity Challenges for CARICOM*

**Ms. Ceresa Springer-Barnett**

*The Coloniality of Protection: Gender-Based Violence, Disaster Governance and Climate (In)justice in Barbados*

**Ms. Ona S. Harewood**

*Conversations on Climate Change Adaptation and the Calls for Justice in Caribbean SIDS*

**Dr. Kai-Ann Skeete**

*A September to Remember—Tales of Complete Devastation in the Caribbean: The Response of Regional Leadership to Climate Natural Disasters*

**Dr. Cathy Norville-Rochester**

*When Good Food Is Not Enough: Lessons for Sustainable Success in Service Businesses*

**Dr. Ankie Scott-Joseph**

*Pension Reform: Is Working Longer the Answer?*

- **Summary Reflections:** Dr. Diana Weekes-Marshall
  - **Vote of Thanks:** Dr. Glenda Gay
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# PRESENTER & PANELLIST BIOGRAPHIES

## PANELLISTS



**Dr. George Belle**

Dr. George. Adams Vincent Belle (B.Sc., M.Sc. (UWI), Ph.D. (Manchester)) was educated at St. Mary's Infant School, St. Mary's Junior School, and Harrison College before going to university at the UWI Mona Campus. He demonstrated early leadership ability while at Harrison College, attaining the rank of Cadet Under Officer, the highest rank in the Barbados Cadet Corps. Dr. Belle graduated from the UWI, Mona Campus, with a B.Sc. in Government degree in 1972 and a master's degree in Government in 1974. He then proceeded to Manchester University in the United Kingdom, where he completed his Ph.D. in government in 1977.

Dr. Belle returned to the UWI Mona Campus in October 1977 as a lecturer in Government in the Department of Government. While at Mona, Dr. Belle was placed on the Faculty Executive Committee of the Faculty of Social Sciences. Dr. Belle joined the Department of Government and Sociology at the Cave Hill Campus in October 1980 as a lecturer in Government. He was appointed Head of Department in 1983. He served as Head of Department until 1987. Dr. Belle subsequently served as Head of Department from 1994 to 1997 and 1999 to 2004. He served as Deputy Dean of the Faculty of Social Sciences from 1997 to 1999. Dr. Belle was a member of the Academic Board Cave Hill for most of his thirty-five years at the Cave Hill Campus.

Dr. Belle has been a member of the Cave Hill Campus Council and the Campus Finance and General Purposes Committee. He has also been a member of the university's Board for Undergraduate Studies and the Board for Graduate Studies. He has also served on the University Council and University Finance and General Purposes Committee. Dr. Belle has acted as Principal of the Cave Hill Campus on several occasions. He was the third Executive Dean of the Faculty of Social Sciences, serving for eight years, from 2004 to 2012.



Dr. Belle has been Chairman of the University Committee of Deans and a member of the UWI's Senior Executive Management Committee. He is also a public intellectual and has been prolific in his commentaries in the print media, on the radio, and on television. He was the political leader of the Marxist Workers Party of Barbados and has attended several regional and global conferences of revolutionary and communist parties.

Dr. Belle is a past Chairman of the Board of the Government of Barbados' Commission for Pan African Affairs. He was a member of the Government of Barbados' three-man delegation to the United Nations World Conference Against Racism in Durban, South Africa, in 2001, along with Sir Hilary Beckles and David Commissiong. Dr. Belle is a co-founder in 1973 of the Manjack newspaper and was a visiting professor at the University of California at Berkeley for nine years. Dr. Belle was advisor to the Prime Minister of Barbados on governance and the Caribbean Single Market and Economy from 2003-2007.

Dr. Belle's research interests are in political economy, political development, political theory and philosophy, and comparative government.



## **Emeritus Professor Andrew Downes**

Emeritus Professor Andrew S. Downes is a distinguished Barbadian labour economist and public policy scholar renowned for his instrumental role in regional socio-economic reform and development policy research in the Caribbean. He served as Director of the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) at the University of the West Indies (UWI) from 2000 to 2008 and later as Pro Vice-Chancellor for Planning and Development at UWI. There, he oversaw critical institutional strategy and planning.

Professor Downes holds BSc and MSc degrees in Economics from UWI and a PhD in Economics from the London School of Economics. His research and policy work span labour and human resource economics, econometrics, and economic policy analysis, particularly regarding labour market regulations, productivity, and trade performance in the Caribbean. He has published widely and served as an advisor to key regional and international organisations, including the United Nations, IDB, World Bank, and Pan American Health Organization.

Throughout his career, Professor Downes has received accolades such as the Charles Kennedy Prize in Economics and the Commonwealth Scholarship. He has made enduring contributions as an educator, researcher, and consultant, deeply shaping labour policy and public sector reform across the Caribbean.



**Ms. Maxine McClean**

Ms. Maxine McClean is a prominent Barbadian leader, educator, and policymaker, best known for her extensive service as Barbados' Minister of Foreign Affairs and Foreign Trade from 2008 to 2018. Before entering politics, she was a lecturer in Management at the University of the West Indies (UWI), Cave Hill Campus, where she contributed to the institution's academic and administrative progress.

Ms. McClean holds a degree in Public Administration from UWI and remains deeply engaged with her alma mater as the current President of the UWI Alumni Association (Barbados Chapter), actively fostering growth and connection among UWI graduates. Her tenure as Minister was marked by expansion of Barbados' diplomatic relations, representation at numerous international forums, and advocacy for regional cooperation and development priorities.

In addition to her ministerial and academic achievements, Ms. McClean has served as a role model and advocate for women in leadership, diplomacy, and public service in Barbados and the wider Caribbean. Her continued contributions exemplify a commitment to education, empowerment, and progressive public policy.

## **PRESENTERS**



**Dr. Sandra Ochieng'-Springer**

Sandra Ochieng'-Springer holds a Ph.D. in Political Science from the University of the West Indies, Cave Hill Campus. She is a lecturer in Political Science in the Department of Government, Sociology, Social Work, and Psychology at the University of the West Indies, Cave Hill Campus. There, she teaches undergraduate courses in International Political Economy, Comparative Foreign Policy, Caribbean Governance, Caribbean International Politics, and International Development in Global Politics.

Dr. Ochieng'-Springer's research interests include the global political economy, the politics of decolonisation, small states and policy autonomy, comparative political development, regional integration, and Caribbean and African governance. She has published in these areas. Her forthcoming publication is 'China and Africa: A new nexus based on South-South Co-operation or neocolonialism' in Sabella Ogbobode Abidde and Dramane Thiombiano (Ed.) African Understanding of Chinese Involvement: Power, Practices and Prospects, Routledge — this is scheduled to be published in 2026.



**Dr. Emmanuel Adugu**

Dr. Emmanuel Adugu is a lecturer and faculty at the Department of Government, Sociology, Social Work & Psychology, University of West Indies, Cave Hill campus. Dr. Adugu is an Ohio State University-trained rural sociologist and survey research methodologist. His research and publication profile substantively focus on emerging technologies and the future of work, climate change in the context of sustainable development, and trust and ethical consumption behaviour.

His most recent publication titled "Boon or Bane: China's Drive for Natural Resources" was published by Palgrave Macmillan, Cham as a book chapter. He teaches courses in research methodology and statistics. Emmanuel is currently the Barbados country representative of the World Association for Public Opinion Research and an active member of the American Association for Public Opinion Research.





**Dr. Glenda Gay**

Dr. Glenda Gay is a Senior Lecturer and Deputy Dean for Undergraduate Affairs, Student Success and Digital Transformation at the Sagcor Cave Hill School of Business and Management, The University of the West Indies, Cave Hill Campus. She specialises in digital pedagogy, e-learning readiness, and strategies to boost student engagement in large and diverse classroom settings locally and across the Caribbean.

An experienced instructional project manager, Dr. Gay has led the development of faculty development programmes, coordinated regional assessment evaluation exercises, and overseen multimedia-rich curriculum projects that blend accessibility with pedagogical rigour. Her scholarship focuses on inclusive teaching practices, online learning effectiveness, and institutional capacity building; she regularly contributes to publications and conference discussions that shape e-learning policy and practice in higher education.

Dr. Gay is driven by a commitment to equitable access to quality education and to preparing graduates with the analytical and digital skills needed for sustainable development in the region.



**Mr. Wasim Worrell**

Wasim Worrell holds a master's degree in health and social policy from the University of London and a master's degree in criminology and criminal psychology from the University of Essex. In 2023, while pursuing his PhD in Sociology, he obtained certification as a Geographic Profiling Analyst. Mr. Worrell is also a registered Mental Health Nurse with extensive experience in forensic mental health, having worked in Barbados, the East London Borough of Hackney, and later at Brixton Prison.

In 2024, Mr Worrell collaborated with the Barbados Police Force on a three-month research and field project examining patterns of theft from motor vehicles in Bridgetown. The study employed geographic profiling techniques to map crime distribution and explore the spatial and social factors influencing criminal activity in the city. In September 2024, he successfully passed his PhD viva and is currently revising his thesis for final submission.



**Dr. Tracey Broome**

Tracey Broome is a Lecturer in Banking and Finance at the University of the West Indies, Cave Hill Campus and Master's Program Coordinator for Banking and Finance. She teaches in the areas of Finance, Quantitative Methods and Operations Research for the Department of Economics.

Dr. Broome's recent research has explored innovation, with much focus on research and development (R&D) and financial constraints. She has also published in accounting and entrepreneurship journals. She is currently examining innovative financial solutions for SMEs, the National System of Innovation approaches as development tools for Caribbean countries, and digital transformation in the Caribbean.



**Dr. George C. Brathwaite**

Dr. George Brathwaite holds a PhD in International Politics from Newcastle University, along with an MPhil and B.Sc. (First Class Honours) in Political Science from the University of the West Indies. He also earned a Postgraduate Certificate in Research Methods from Newcastle University.

His research explores a wide range of themes, including theories of international politics, social constructivism, post-colonialism, securitisation and critical security studies, global environmental politics, and foreign policy analysis. His broader interests extend to Caribbean development and political economy, governance, migration and transnationalism, political communication, and leadership.



**Professor Troy Lorde**

Professor Troy Lorde is Dean of the Faculty of Social Sciences and former Head of the Department of Economics at The University of the West Indies, Cave Hill Campus. He publishes mainly in the areas of tourism and trade, with emphasis on resilience in Caribbean small island states.

Professor Lorde serves the public in various capacities. He is Deputy Chair of the Barbados Agricultural Development and Marketing Corporation (BADMCO), Deputy Chair of the Agricultural Development Fund (ADF), Director on the Minimum Wage Board, Member of Labour Market Information Advisory Committee, and Member of People Development Advisory Council.



**Dr. Antonio Alleyne**

Dr. Antonio Alleyne is an expert with over 15 years of comprehensive experience in international trade and commerce economics. His diverse career spans government roles at the Ministry of Finance and Economic Affairs, strategic consulting in the private sector, and academia.

Dr. Alleyne's research specialises in economic integration, emphasizing how countries can collaborate for mutual commercial benefit. He employs advanced quantitative methods to address critical international trade, innovation, competitiveness, and development issues, particularly within the Caribbean context. His extensive engagement with Asian economies enriches his perspective and informs his work.

Dr. Alleyne's current focus is on fostering integration between the Caribbean and emerging regions; highlighting the importance of strengthening commercial ties within the Caribbean. His insights and expertise make him an essential voice for shaping trade strategies that drive sustainable economic growth and regional cooperation.





**Dr. Diana Weekes-Marshall**

Dr. Weekes-Marshall is a lecturer in Accounting at the Sagcor Cave Hill School of Business & Management, University of the West Indies (UWI). She currently holds the position of Deputy Dean with responsibility for Academic & Strategic Partnerships and Stakeholder Engagement for the Faculty of Social Sciences (FSS).

Dr. Weekes-Marshall has published in peer-reviewed journals internationally and presented her work at a variety of conferences, locally, regionally and internationally. She successfully completed her PhD studies last year with an exploration and analysis of risk governance practices in the commercial banks of Barbados. Her research interests remain in governance, risk management and more recently issues of sustainability.



**Mrs. Sonia C. Mahon**

Mrs. Sonia Mahon is an experienced academic and administrator at The University of the West Indies (UWI), Cave Hill Campus. She holds a B.Sc. in Computer Science with Mathematics (Hons) from UWI Cave Hill and an M.Sc. in Management Information Systems and Information Technology (Hons) from Boston University.

Since 1997, she has lectured in the Sagcor Cave Hill School of Business and Management (formerly the Department of Management Studies) while holding key administrative roles. She served as Deputy Dean of the Faculty of Social Sciences (2004–2019, 2020–2025), overseeing Student Affairs, Internationalisation, and Digital Transformation. Mrs. Mahon has also chaired major campus committees, including Academic Quality Assurance and Campus Time tabling, and contributed to several others such as the Campus Committees for Academic Advising, ICT, and Teaching and Learning.

Her research interests include the strategic use of ICT for competitive advantage, user perceptions of technology, and improving student support systems to enhance the academic experience. She is currently on secondment to The UWI Global Campus, serving as Chief Academic Affairs Officer at the International School for Development Justice.



## **Dr. Kirk Douglas**

Dr. Kirk Douglas is the Director of the Centre for Biosecurity Studies at the University of the West Indies, Cave Hill campus. He is a professional senior scientist recognised both regionally and internationally for impactful scientific research in the fields of virology, zoonoses, biosecurity, climate change, microbiology, and infectious diseases. He has earned a Bachelor of Science (B.Sc.) degree in Microbiology (2001), a Master of Philosophy (MPhil) degree in Microbiology (2007) and a Doctor of Philosophy (Ph.D.) degree in Medical Microbiology (2020) from the University of the West Indies, Cave Hill, Barbados. In addition, he holds a Master of Business Administration (MBA) degree with Merit Honours (2019) from Warwick Business School (WBS), University of Warwick, United Kingdom.

His scientific research led to several novel findings of zoonotic viruses present in Barbados and the Caribbean including 'bird flu', dengue virus, chikungunya, Zika virus, West Nile Virus, orthohantaviruses, arenaviruses and cowpox viruses. He has authored multiple peer-reviewed scientific papers in the fields of microbiology, virology, biosecurity, climate change, infectious diseases and zoonoses which have received over 100 citations. He has played significant roles in regional (Caribbean) consultations with CIRAD, CIFOR, SWM, CCCCC, Ministry of Health, PAHO, OIE, CITES, GCF, and UNODC.

His current research interests include zoonoses, infectious diseases, air pollution, wildfires, climate change, bioeconomy, sustainability, illegal wildlife trade, border security, The Blue Economy, environmental pollution, and ecosystem health.

## **Ms. Ceresa Springer-Barnett**

Ceresa Springer-Barnett is a gender specialist and academic with considerable expertise in issues of masculinity, inclusion, and exclusion within Caribbean societies. She holds a Bachelor of Science (B.Sc. Hons) and a Master of Science (M.Sc.), and is also certified as an Associate in Project Management (CAPM). Springer-Barnett is actively involved in research at the Institute for Gender and Development Studies: Nita Barrow Unit (IGDS: NBU) at the UWI Cave Hill Campus, mainly focusing on gender, climate justice, and disaster governance.

Her work addresses themes such as gender-based violence, disaster governance, and climate justice in Barbados and the wider Caribbean, reflecting a commitment to research-driven policy and social inclusion. Springer-Barnett has also held roles as an event coordinator and committee member in local community initiatives, demonstrating a strong involvement in public outreach and organisational leadership. Her contributions bridge research, gender policy, and community engagement supporting regional equity and empowerment.



**Ms. Ona S. Harewood**

Ona Harewood is an Attorney-at-Law, Consultant, and Communications Specialist with extensive experience in legal, regulatory, and governance matters. Her practice spans commercial and corporate law, statutory and regulatory compliance, insurance, corporate governance, and risk management. She also designs and delivers training on a range of legal topics.

Ms. Harewood has worked across the development sector, with particular focus on water and sanitation, climate change, and sustainable development. A seasoned communications professional, she has experience in journalism, public information, and has served as a communications consultant to the Government of Barbados.

She holds a Bachelor of Laws and a Bachelor of Arts in Mass Communication (First Class Honours) from The University of the West Indies, and a Postgraduate Certificate in Commercial and Corporate Law (Distinction) from the University of London. Currently pursuing postgraduate studies in Economic Development Policy, her research examines climate change adaptation financing and law in Caribbean Small Island Developing States. A passionate advocate for the environment, animal welfare, and education, she enjoys reading, hiking, and spending time with her two dogs, Halo and Xena.



**Dr. Kai-Ann Skeete**

Dr. Kai-Ann Skeete is the Trade Policy Research Fellow at the Shridath Ramphal Centre for International Trade, Law, Policy and Services based at the UWI Cave Hill Campus, Barbados. Her substantial training is in the field of International Relations, Trade and Political Science. Kai-Ann's doctoral thesis dealt with the Caribbean's approach to regional integration and advances recommendations on the governance of the labour regime from the Institute of International Relations, UWI St. Augustine, Trinidad.



Dr. Skeete's research interests include CARICOM's Forward Trade Agenda, Caribbean Regional Integration (specifically the implementation, administration, and monitoring of the CARICOM Single Market and Economy (CSME)), Caribbean Private Sector Forward Trade Agenda, Geopolitics, Customs and Port Operations, Security Studies, and Regional governance systems. Her recent publications include chapters or journal articles on Caribbean Small States Regionalism, CARICOM Diplomacy, CARICOM- African Trade Relations, Artificial Intelligence and CARICOM's Enlargement.

Kai-Ann is a Caribbean regionalist; she also speaks French, Spanish, and Italian, and is always keen to learn other languages. She is also the mother of 9-year-old Joshua and in her spare time, she devotes time to travelling around the world and discovering Caribbean culture.



**Dr. Cathy Norville-Rochester**

Dr. Cathy Norville-Rochester is a lecturer in the Faculty of Social Sciences at The University of the West Indies and a consultant with the Sagikor Cave Hill School of Business and Management. She currently serves on the Employment Rights Tribunal and has previously sat on the Severance Tribunal and the Benefits Appeal Tribunal. She provides people-strategy and human resource consultancy services across sectors such as manufacturing, offshore management, and hospitality. Her areas of expertise include compensation management, labour and employment relations, and organisational development, with an emphasis on aligning people practices with strategic business goals.

Dr. Norville-Rochester's research interests focus on people management, compensation systems, hospitality management, and employment relations. Her Doctorate in Business Administration examined the drivers of business failure in the service sector, highlighting the impact of leadership, management practices, and human capital strategies on organisational performance.

In 2025, she was recognised by the Human Resources Management Association of Barbados (HRMAB) as a leading influencer in the HR field for her contributions during 2024.



**Dr. Ankie Scott-Joseph**

Dr Ankie Scott-Joseph, a Lecturer in Economics at The University of the West Indies, Cave Hill Campus, Barbados, is an expert in macroeconomics, fiscal policy, and debt sustainability in Caribbean economies.

Dr Scott-Joseph has published with Palgrave Macmillan, Springer, and Emerald. Her recent work includes “Hurricane Clauses in the Caribbean,” written with Winston Moore and Roger Sealy for The New Palgrave Dictionary of Economics (2024). She has published on fiscal illusion in Caribbean states, the connection between government spending and economic growth, how small island states can build disaster resilience, and what happened to small businesses during the COVID-19 pandemic.

Her research has been recognised with an Emerald Literati Award for outstanding scholarship and the 2007 International Association for Official Statisticians prize for best papers by young official statisticians. At UWI, she teaches courses spanning microeconomics, macroeconomics, public finance, banking regulation. Dr Scott-Joseph is a regular economic columnist for Nation News, Barbados Today, and The Antigua Observer, where she provides insightful commentary on fiscal policy, debt management, and regional economic issues, keeping the public informed and engaged.