

INVESTING IN THE NEXT GENERATION



A MODEL FOR **REVERSING DIABETES**

A PUBLICATION OF
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CAVE HILL CAMPUS, BARBADOS

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Staff of the Confucius Institute (L) ZHOU Xiaorui (Cherie) and (R) CHEN Yajun (Cathy) at a recent Chinese Cultural extravaganza at Cave Hill.

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Investing in the Next Generation

From its inception the University of the West Indies has prioritised its mission to fulfil the region's human resource needs and satisfy Caribbean demand for higher education in specialised skills and professions. The University has always carried out its responsibility to deploy its teaching, research and public service to drive regional development.

For the past 53 years The UWI at Cave Hill has consistently answered the call to deliver higher education to serve Caribbean social and economic development. It has also contributed significantly to creating a sophisticated and diverse labour force, by providing new careers and employment possibilities. With a stellar record of accomplishment, the University has amassed a cadre of exceptional male and female leaders in every dimension of Caribbean society. They have all successfully managed and guided the affairs of this region, in various spheres of endeavour including political, governmental, business, the sciences, law, medicine and civic or non-governmental organisations.

Today, however, the University stands at a cross roads. It remains committed to fulfilling its sixty eight year old mission of unlocking Caribbean potential, but regrettably it is now severely hamstrung in its capacity to do so. The UWI is burdened by the challenge of maintaining a first class higher educational institution with severely diminished financial resources.

This challenge has now become more acute. We are faced with the prospect that many bright, young Caribbean citizens may give in to despair and disillusionment rather than pursue their dream of acquiring a university education. They are haunted by the prospect of not being able to find the

financial resources to invest in their University education.

Those of us who were fortunate not to face tuition fees, know only too well the fundamental difference a university education has made to our lives and the socio-economic well being of our beloved Caribbean nations. As custodians of this regional institution, we remain resolute in our commitment to overcome these twin challenges. However our capacity to deliver on both counts requires greater financial support. Without greater financial investment in the University the journey ahead appears daunting and bleak for many aspiring young women and men whose untapped potential may never be realised.

It is for this reason that the University has launched an appeal to our alumni, friends, supporters and well-wishers to assist us to support those who have started or are hoping to make that journey. Join us in ensuring that our University will never flounder in delivering on its noble mission.

Even as it remains optimistic of receiving the significant sums currently owed in arrears, the University is mindful of the need to evolve a new model of financing its operations. Indeed, finding novel and sustainable channels of funding for the UWI will foster increased access to higher education, transform the lives of many



Professor V. Eudine Barribeau, GCM
Pro Vice-Chancellor and Principal,
UWI, Cave Hill Campus.

working class families and bolster civic, social and economic development within the Caribbean.

Funding is the lifeblood that enables higher education to drive economic development. While it pays for student tuition, it also enables the undertaking of research to advance industry, the arts – especially Caribbean culture, and entrepreneurship. At Cave Hill, our research has helped us to seek solutions on major regional issues. These include the sargassum invasion, water management, student underperformance in mathematics, the Zika outbreak, renewable energy, medical research on non-communicable disease such as diabetes and hypertension, and the Green Economy Scoping Study. Indeed this very edition of CHILL magazine will show for example, the sterling research in the medical and social sciences in which our scholars and researchers are engaged to inform policy and help our economies grow and advance.

The UWI has played pivotal roles in the upliftment of Caribbean lives and advancing regional development. Join us in ensuring the brilliance of this light rising in the West will never flicker or grow dim. Join us in shining that light on the educational opportunities of the next generation of Caribbean citizens. Let us continue to invest in empowering and brightening the future for individuals and nations. We thank you for your support. ■

The UWI has played pivotal roles in the upliftment of Caribbean lives and advancing regional development.



Professor V. Eudine Barriteau, Principal Cave Hill Campus

Nurturing a Passion for Giving

Aiming to inculcate an enduring culture of philanthropy among its alumni and revolutionise the donor-institution relationship, Cave Hill's launch of The UWI Global Giving Week, earmarked for August 1-7, 2016, carried a resonant message of giving for future generations.

The event which was live-streamed, assured current and prospective benefactors that their gift or bequests would truly touch lives thereby making a transformative and lasting difference to the educational pursuits of Barbadian and other regional citizens.

The Barbados launch took place at the Errol Barrow Centre for Creative Imagination on May 27, 2016 during a ceremony which included leading officials of The UWI and several distinguished guests, including former Barbados Prime Minister the Rt. Honourable Owen Arthur, who is the local Patron of the Giving Week: *Emancipate. Educate. Donate* Campaign. The Campaign was rolled out at Mona Campus, Jamaica, on April 8 and in St. Augustine, Trinidad on April 29.

Close to BDS \$3 million was raised from pledges and gifts during the hour-long ceremony and the former Prime Minister set himself a fund-raising target of at least BDS\$10 million to assist the cause, saying action was necessary to protect the future of the regional institution.

"...this university is more seriously significantly needed now than at any other time in our history because unless we are determined and resolved to convert the entire Caribbean into a new learning society and a

new learning economy, we are destined to fail," he told the evening's gathering.

Arthur, who was the first in his family to benefit from a university education, continued, *"...it is incumbent upon those of us who have benefited from (it)—in my instance escaping the clutches of poverty by access to this institution—not to kick down the ladder of opportunity, but to raise a new ladder for the benefit of those who come behind us."*

Pro Vice-Chancellor and Principal of the Cave Hill Campus, Professor V. Eudine Barriteau reflected on philanthropic funding as *"... the lifeblood that enables higher education to drive economic development... paying for student tuition and enabling the undertaking of research to advance industry and entrepreneurship."* She encouraged attendees to see her as the product of a first-class UWI education whose accessibility was based on the generosity of others; and she proved her commitment to the campaign by announcing a personal donation in the amount of BDS\$5,000.

Further demonstrating that charity begins at home, the **Guild of Students of the Cave Hill Campus** joined in with a contribution of BDS\$1,000. Other landmark donations received on the evening included BDS\$2,000 from the **Executive Committee of The UWI Alumni Association Barbados Chapter** to start their alumni giving drive, as well as a gift from **Jordan's Supermarket** in the amount of BDS\$10,000 and an endowment of BDS\$2.8 million from **Mr and Mrs Eddie Edghill**, towards the advancement of agricultural and scientific education in Barbados.

With uncertainty plaguing the future of state financing from regional governments hard-hit



Vice Chancellor Sir Hilary Beckles (centre) flanked by Vanessa and Eddie Edghill who donated land worth more than \$2 million to the UWI Cave Hill



Professor Eudine Barriteau presents a cheque for \$5,000 to Dr. Colin Depradine, Dean, Faculty of Science and Technology

by economic downturn, The UWI is making concerted efforts to create innovative and sustainable funding channels. The annual UWI Global Giving Week initiative is intended to be a frontline programme in a campaign aimed at developing the culture of philanthropy toward regional development. A series of Campus specific launch events have successfully set the stage for the August 01-07 Giving Week, engaging and introducing community members, alumni, friends of The UWI, donor organisations and private sector organisations to the *Emancipate, Educate and Donate* theme for the programme which coincides with region-wide activities marking Emancipation.

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Nurturing a Passion for Giving

Continued from Page 2

Speaking on the initiative birthed out of his office, Vice-Chancellor Professor Sir Hilary Beckles said, *"This is our attempt to place this philanthropic impulse on a systematic and sustainable base. The UWI Giving Week rests upon decades of generosity and giving that have been a part of our survival culture. As we journey across the region, on landed campuses, in our Open Campus societies and beyond, replicating these launches and creating a regional footprint, the message is the same - One UWI, One Caribbean. In formulating Giving Week, the University has made two important decisions: to connect the importance of higher education to the ideology of self-reliance and self-help; and to forge an understanding of giving to the process of self-emancipation. As we celebrate emancipation, and take pride in the justice it represents, we must also celebrate the principle of self-empowerment through education."*

Vice-Chancellor Beckles called upon The UWI's network of over 150,000 graduates, its sponsors, partners, friends, at home and abroad, and all who believe in the empowerment of young people to *"join with us in strengthening the financial footing of this great University so that it may serve even more effectively in the future. If we are going to make all of those achievements possible that we have identified in our strategic plan, we must have your support and your assistance."*



Proceeds of The UWI Global Giving Week programme will go toward funding students, research, facilities and equipment, construction and maintenance of residence halls, as well as faculty and sport programmes across the institution.

More information on The UWI Global Giving Week may be obtained at www.uwi.edu/giving/



Principal of Cave Hill Campus Professor Eudine Barriteau, (sitting left) signs a memorandum of understanding with Dr. GU Zhaomin, Director General, International Department, China Law Society. Witnessing the signing were standing (l-r) François Jackman, Co-Director, UWI Cave Hill, Confucius Institute; Dr. David Berry, Dean, UWI Cave Hill, Faculty of Law; XU Lan, Director, Office of International Corporation and Exchange and, SONG Qingbao, Co-Director, UWI Cave Hill, Confucius Institute



Dr. Yanhua Li from the Confucius Institute with students from the Coleridge and Parry School

CAVE HILL: OFFICIAL GATEWAY TO CHINA

Cave Hill Campus continues to play a pivotal role in bringing China closer to Barbados and the rest of the region. Its one-year-old Confucius Institute (CI) has gained approval as a Caribbean *Hànyǔ Shuǐpíng Kǎoshì* (HSK) - Chinese proficiency testing centre for Mandarin.

Approval means that the Campus through its Confucius Institute will be allowed to award students internationally-recognized certification in Chinese.

Xu Lin, Director-General at the world-wide network of Confucius Institutes, confirmed the approval during talks in Beijing, with Campus principal **Professor Eudine Barriteau**, who led a delegation to the second annual board meeting of the CI in the Chinese capital in March.

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Campus Registrar, UWI Cave Hill Campus, Kenneth Walters (left) presents Kaishaunté Scantlebury with her certificate after completion of the Chinese programme

Cave Hill Official Gateway to China

Continued from Page 3

The Campus' academic programme will be bolstered by China providing more professionally-trained teachers to the Barbados-based institute. Additionally, Cave Hill and the China University of Political Science and Law (CUPL) have agreed to expand cooperation through the Confucius Institute.

During the March 17 to 21 visit, the board approved the CI's 2016-2017 work programme, which will see the institute broadening its delivery of Chinese language and culture classes in Barbados and the Eastern Caribbean as well as piloting a series of student, academic and other exchanges.

One of the highlights will be the organization of a moot court competition between students of the faculties of law of the two universities to be held in Barbados.

In her meeting with Director-General Xu, Professor Barriteau agreed to move forward this year with the establishment at the Cave Hill Campus of a Caribbean-China legal research centre.

On March 17, the principal signed a Memorandum of Understanding (MOU) with the China Law Society (CLS) for cooperation in legal research. The CLS brings together practitioners and academics in all areas of legal practice and research.

Professor Barriteau said this was an important first step towards improving the



Chante White looking on as Dr. Yanhua Li writes her name in Mandarin



Principal of Cave Hill Prof. Eudine Barriteau (fourth left) with Barbados' Ambassador to China Dr. Chelston Brathwaite (third left); Dean Faculty of Law, Cave Hill, Dr. David Berry (second left) and co-director of the UWI Cave Hill, Confucius Institute François Jackman (far right) with Chinese officials during the visit to China in March

understanding of the legal system in the Caribbean and China.

The Campus and the CLS, the largest legal association in China, also agreed to work together towards the organization of the first Caribbean-China Legal Forum.

Meanwhile, the Campus and the China University of Political Science and Law have agreed to establish a joint research centre at Cave Hill next year. The centre will facilitate scholarly exchanges and participation in conferences in both the Caribbean and China. Its aim is to enhance better understanding in the Caribbean of the Chinese legal system as well as to develop an understanding of the Caribbean legal systems in China.

Dr. David Berry, Dean of the Faculty of Law of the Cave Hill Campus, has taken responsibility to develop the proposal. When completed, the centre would be the first of its kind in the Commonwealth Caribbean.

The principal used the opportunity to meet with CARICOM Ambassadors in Beijing to update them on UWI's outreach projects in China, including the establishment of the UWI China Institute of Information Technology, a joint undergraduate programme with the Global Institute of Software Technology, based in the city of Suzhou.

The ambassadors pledged their full support for the initiatives. ■

FOSTERING CLOSER TIES WITH CHINA

As Barbados forges ahead to build stronger relations with China, Cave Hill campus is preparing future generations to understand the language and culture of their Asian counterparts.

The campus' newly established Confucius Centre has been at the forefront of efforts to bridge the divide through several UWI outreach programmes which, to date, have benefitted many including scores of school children.

Queens's College and **Providence** are among secondary schools which have benefitted from UWI-led Chinese cultural immersion programmes. In addition, when more than 100 students of the **St. Stephen's Primary School** graduated in June after completing a four-month pilot project, they represented the youngest cohort of Barbadian pupils to learn Mandarin and Chinese culture under the fledgling Confucius Institute programme.

During a ten week period, the 121 students from Class 1 and Class 2 were exposed to Chinese language and culture through the use of song, dance and art. The sessions ran February 26 to March 18; and April 15 to June 24.

Cave Hill intends to broaden the St Stephen's School project in the 2016-17 academic year and also introduce a year-long programme at the same time to nearby Ellerslie Secondary School.

Permanent Secretary in the Ministry of Education, **June Chandler**, who was among those witnessing a number of Chinese cultural performances during the June 24 graduation ceremony, challenged the students to make a difference by sharing the new knowledge with their families. ■

Students of St. Stephen's Primary performing in traditional Chinese clothing

After a 21-year absence from the campus, Cave Hill's annual graduation ceremony will be returning home.

Ongoing repairs to the Garfield Sobers Gymnasium which has hosted the ceremonies for the past two decades, have resulted in a decision to return to the campus grounds on October 15 for the 10 a.m. and 5 p.m. signal events.

The graduation ceremony was relocated to the Gymnasium in 1995 after having been hosted on campus since inception in the late 1960s.

In addition to the Class of 2016, four illustrious Caribbean citizens will be celebrated for outstanding achievement. They include attorney-at-law *Sir Trevor Carmichael*, The UWI-trained physicians *Dr. Carol Jacobs* and *Dr. Carissa Etienne*; and journalist *Anthony "Tony" Best*.

The ceremony will be held outdoors. ■

CLASS OF 2016 RETURNS TO CAMPUS

An initiative to diversify Cave Hill's student intake and further the Campus' internationalisation agenda is reaping major success as it continues to yield unprecedented source markets for the Campus.

Challenged to augment its revenue streams in the wake of declining enrolment and income from traditional sources, the Campus introduced an *English as a Second Language (ESL)* programme, targeting non-English speakers in Latin America.

The effort has met with encouraging results to date, as Venezuelans, Ecuadorians and Panamanians availed themselves of the opportunity offered at the University through partnerships with their respective governments. Preparations are in train to add Colombia to the list, with the first batch of Columbians slated to arrive later this year.

Campus principal **Professor Eudine Barriteau** is confident that the programme has a bright future as part of her international agenda to grow the Campus' extra regional student body.

"Learning in an international environment is critical to achieving higher education goals, as this prepares students for living and working in an increasingly diverse world and global environment," she told a welcome ceremony for the inaugural cohort of Panamanian students last March.

"This is one of the reasons that universities around the world continue to internationalise and why internationalisation is a core principle of the Cave Hill Campus' development agenda. As educators, we want to produce students who can become global citizens, while paying great attention to the needs of local communities."



Principal of Cave Hill Eudine Barriteau chatting with Christian Vega, representative in the Ministry of the Presidency, Panama

LANGUAGE PROGRAMME PUSHES DEEPER INTO LATIN AMERICA

Professor Barriteau also pointed to the wider economic and social benefit such programmes yield.

"Our tourism partners recognize that this study abroad programme can bolster the local educational/tourism product through the new Avianca direct flight from Bogota

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Panamanian students proudly display their diplomas at the end of their course. Second from left is Sonia Johnson and fifth from right Dr. Stacy Denny, coordinators of the programme

Subtracting Misery from Math



L-R: Dean, Faculty of Social Sciences, Dr. Justin Robinson; Deputy Chief Education Officer, Ministry of Education, Science and Technology and Innovation, Dr. Roddrick Rudder; Dean, Faculty of Science and Technology, Dr. Colin Depradine and Deputy Principal Professor Clive Landis at the start of the Mathematics Symposium

By Colin Depradine PhD

Mathematics is the foundation of all STEM (Science, Technology, Engineering, Mathematics) related activities. Without it, science and technology would not exist in its current form. However, the teaching and the appreciation of Mathematics is proving to be increasingly difficult to execute, and there are growing concerns about the decline in students' performance.

For Barbados and the wider region to successfully pursue the full integration of STEM into their economic and social development, problems related to the Mathematics must be researched and corrective actions taken.

In a bid to find workable solutions, The University of the West Indies, Cave Hill hosted a symposium on Mathematics titled *Dare to be Different: Revitalizing Mathematics* on March 17, 2016, with participation from relevant stakeholders.



L-R: Senior Cave Hill officials: Bursar Lisa Alleyne, Dr. Colin Depradine, Registrar Ken Walters and Dr. Justin Robinson in discussion at the symposium

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The primary purpose of the symposium was to determine major areas of concern with respect to the teaching and use of mathematics with the following outcomes envisioned:

PRIMARY PURPOSE

- 1** An overall view of the current issues affecting Mathematics performance within the education system.

PRIMARY PURPOSE

- 2** Key issues affecting Mathematics performance. This would include areas of teaching, research and public opinion.

PRIMARY PURPOSE

- 3** Recommendations on how to deal with these issues. Resolution of the issues to include policy changes, development of new education frameworks, improvements in the education system and human capacity development.

PRIMARY PURPOSE

- 4** Gaps in the human resource requirements for Mathematics. This would include gaps in teaching capacity from primary to tertiary levels and those missing mathematic-based careers required for the development of STEM and other commercial sectors such as finance.

A SYMPOSIUM ON MATHEMATICS

Following an official opening and panel discussion, groups in a breakout session, highlighted key issues and outlined actions that could be taken to help resolve problems. These included:

KEY ISSUE

1 Ensuring that Nursery and Primary Schools can meet their role of setting the foundation for Mathematics education.

The out-of-the-box suggestion was to incorporate the use of calculators at an earlier age in the school system; from the time the child recognizes numbers and certainly from age 5. Simple calculators can be used as a teaching tool to even teach number recognition to young children. However, their use would have to be controlled to prevent complete reliance. The use of calculators in the class can free up some of the time spent doing long winded calculations and allow more focus to be placed on methodology. This suggestion may not find favour with many educators, but it must be realized that the calculator is a teaching tool and therefore teachers should use their professional judgement to decide when and how it should be used during instruction.

KEY ISSUE

2 Ensuring that the Mathematics needs of STEM, and Vocational and Tertiary level institutions are met.

We suggest that we can use the concept of Math Circles (we can call them something else, perhaps triangles or hexagons). This is a way of acknowledging students who are gifted in Math. You can push them toward trying to solve math associated problems that are extremely challenging for them. This can be done in stages. Push gifted primary school students towards secondary school math and push gifted secondary school students towards university Math and push university students towards higher levels of Mathematics. It should be applied to real life situations, be interdisciplinary (where possible) and collaborative. In addition, there would be a need to have mentors which could be from industry as well from University staff.

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KEY ISSUE

3 Using popularization as a means of educating the public about the important role of Mathematics in the development of Barbados and the Region.

The out-of-the-box suggestion is going on the “block”. In many communities the block has raised many of societies’ youth. Whether good or bad, the block is the place to go, to hang out/ lime, learn new things, have new experiences. When parents have to work late and there is no extended family system, the block supervises. So taking popularization of mathematics to the block may take repetition and commitment, but once it is engrained and embraced, mathematical information can be dispersed from there as well.

KEY ISSUE

4 Creating an entrepreneurship atmosphere for Mathematics related educational software and technology.

The members of the group agreed that despite being competitors in some ways, it would be to everyone’s benefit to mount a collaborative effort that would allow us to undertake a group project aimed at the promotion of educational software produced locally – the activity to be determined may be training teachers on the use of educational software or providing a common product where each organization contributes a different part of the whole.

It was agreed that working groups would be formed to act on the recommendations.

A common conclusion was the need to train teachers on how to teach Mathematics as well as the need for educators to specialize in the subject area.

Training in alternative methods of teaching was also emphasized. It was generally agreed that the chalk-and-talk method was outdated and not working.

Many of the recommendations are inextricably linked. In fact, in some cases, one action depends on the completion of another. As a result, an implementation plan will be developed to effect the proposed actions documented by the groups. ■



Students from the Teach English Caribbean Programme

Language Programme Pushes Deeper into Latin America *Continued from Page 6*

to Barbados twice weekly. This flight is making the University more accessible to Central and South American countries. It facilitates a faster, easier, much more pleasant journey to get here and it enables the Campus to target groups in Central and South America,” Principal Barriteau explained.

Within the past year, scores of Ecuadorian teachers have graduated from a seven-month ESL programme, while just over 40 Panamanian high school graduates recently completed the four-month Panamá Bilingue immersion programme.

Under the latter initiative, and in collaboration with the Barbados Hotel and Tourism Association, the Panamanians received job attachments in tourism-related businesses.

Christian Vega, representative in the Ministry of the Presidency, Panama, said Barbados was the only Caribbean island selected for the programme because of its strong focus on tourism and hospitality and the shared heritage between the countries, with innumerable Barbadians having migrated to Panama to work in the construction of the Panama Canal.

“We plan to have around 100 students coming to Barbados this year. These are students who recently finished high school and have taken intensive English courses. We’re very much looking forward to having that cross cultural exchange and language learning in Barbados for our students,” he told CHILL NEWS magazine.

Academic coordinator of the ESL programmes **Dr. Stacy Denny** told the Panama cohort on their June 25 graduation that learning to speak English *“has opened up the opportunity for you to become citizens of the global world because English is the global link language. That citizenship entitles you to much, but it also entrusts you with a lot of responsibility. As citizens of this global world you must learn to respect others for their differences, rather than view differences as deficits and reason for divisions.”*

She said as global citizens they must learn that disagreements will come about, but these can be resolved through open and respectful communication. ■

Moving ahead with STEAM



Dr. Korah Belgrave

Educators in the Faculty of Humanities and Education (FHE) at Cave Hill Campus are determined not to be left behind in the near universal push towards STEM (Science, Technology, Engineering and Mathematics) learning.

The Faculty which has been hit hardest by the decline in student enrolment following the onset of tuition fees for Barbadians two years ago, is pursuing a suite of initiatives to remain relevant and attractive to people seeking tertiary level education. Aiming to maintain high visibility on the higher education radar, it is making a case for "A" – representing the Arts – to become part of the STEM drive being fuelled by business and economic considerations.

Even as the Faculty embarks on a number of measures to curtail declining demand for its offerings, Lecturer in Linguistics, Communication Studies and Deputy Dean in charge of outreach Dr. Korah Belgrave says it is critical that the region not lose sight of the importance of the arts to any society. She noted that Rhode Island School of Design, U.S. recognized the value when it started the **STEM to STEAM** movement, which she wants Cave Hill to adopt.

"A society without the arts is a society without a heart," she insists.

"If you think of the moral part of the society, that is where the arts come in. Literature and history is how we learn from our past, where you see representations of yourself throughout time and you can analyze whether these actions were correct or not, (examine) the consequences, then learn from those. If we look around us we see a lot of violence, a lot of crime ... because people are thinking that you can build a society with technology and science and forget arts, forget the religious studies, the morals you learn through fables..." Dr. Belgrave said.

"When we talk about the Arts and the Humanities, we mean human culture and history. It includes the people's ideas, beliefs, cultural practices, and objects they make ; so we study languages, creative arts, performing arts, history, music, literature, religions.

One of the fastest growing areas in Humanities now is the teaching of English as a Second Language (ESL). English is the lingua franca of the world. This creates significant opportunities for the Faculty. The entire continent of South

"A society without the arts is a society without a heart"

America, is a market for learning English. We've had people from places as far as Africa and Malaysia, and as near as the French and Dutch Caribbean inquiring about learning English."

She adds: *"STEAM is also about working and thinking inter-disciplinarily. We need to marry the creativity of the arts and the brilliance of science to create the new Albert Einstein and /or Steve Jobs."*

The Faculty is also pursuing initiatives which include an evaluation of current programmes, in conjunction with the Quality Assurance Unit, to improve their quality, relevance and attractiveness.

The FHE is also undertaking curriculum reform. It has received approval for three new programmes – BA in Early Childhood Education, BA in Linguistics and Communication Studies, and BA in Language and Society. It is in the process of conducting market research for a proposed BA in Latin American Studies.

The Translation Bureau has already been officially launched, with translation representing one of a suite of services which the Faculty wants to offer to the academic and wider community, with a view to earning more revenue. Other initiatives include, offering

- Writing, tutoring and support services for staff and students, as well as persons outside Campus
- Technical and business writing services
- Support for ESL learners
- Training in public speaking
- Language for survival: short courses in Mandarin, Portuguese, Spanish etc,
- Genealogy research services

FHE is also championing the development of early childhood education in Barbados, with the **Early Childhood Development and Training Centre** slated to open September 2017.

When it begins operation, the facility will be the first "fully green" building on Campus. Green buildings are designed and built in an ecological and resource-efficient manner. These buildings are designed to protect occupant health, improve employee productivity, use energy, water, and other resources more efficiently, and reduce the overall impact on the environment. ■

The long-awaited availability of fresh produce from neighbouring Caribbean islands seems set to become reality soon, as agents in charge promise the start of an inter-island cargo transport initiative from the third quarter of this year.

The interior of the Barbados-based cargo ship **Schooner Ruth** is currently being fitted out with apparatus, including installation of solar refrigeration equipment, to embark on its maiden journey. Inter-island cargo ferrying is earmarked to start during the July-September quarter of 2016.

Launched in December 2014, the small cargo vessel is a pilot of the “*Caribbean Sail Cargo Initiative*” project of The UWI, Cave Hill Campus, Centre for Food Security and Entrepreneurship in partnership with SV Ruth Ltd.

“What we want to do is create a sail cargo fleet where Schooner Ruth, as the first ship, is operating sustainably, working within the green economy and is reducing consumption of fossil fuel,” said **Ian Dash**, Director of SV Ruth Ltd.

He added: *“Although Schooner Ruth is a very small vessel with only a capacity to carry 50 tonnes, we are already looking at another existing vessel. If the financing becomes available through the Climate Mitigation Fund, we will have a 400 tonne vessel, which we can put into servicing Guyana. In the future we are looking at large vessels plying the Caribbean with highly technologically advanced sail systems, which can carry grain and other bulk commodities.”*

Following a recent meeting with stakeholders, Dash said Barbados needs to reduce its reliance on food imports from outside the region.

“We have to come back, in my view, to sourcing our food and our fresh food from our neighbours in the Caribbean Community, such as Guyana, Jamaica, St Vincent, St Lucia, and Dominica and indeed from ourselves because we are just sending all of our hard-earned capital overseas and we

should be keeping it here where we can use it to develop our social services,” he said.

The agency, PROPEL (Promotion of Regional Opportunities for Produce through Enterprises and Linkages), funded by **Global Affairs Canada**, has been giving critical support to the Centre for Food Security and Entrepreneurship for the project.

It has provided financing to the tune of US\$70,000 and has committed a further US\$37,000.

“We’ve been using funding from the Government of Canada to support the whole refrigeration and solar component of the project,” said Deputy Director of PROPEL **Munish Persaud**. *“It is an environmentally-friendly mode of transportation. We like the idea that it is going to get produce across the Caribbean using refrigerated means and we can also benefit from training in agricultural practices, especially in terms of handling fresh produce.”*

He added: *“We would now like to get a little more involved from the market systems perspective because I believe that together we would be able to see the boat sailing between Dominica and Barbados with fresh produce faster.”*

Agribusiness Marketing Consultant at PROPEL **Nadia Paquette-Anselm** is also keen on seeing the vessel operate between Barbados and Dominica.

“Most of our small vessels or schooners sail north-bound out of Dominica so you will see that a lot of the trade involving fresh produce occurs between Dominica and the northern islands of the Caribbean. We have

Smoother Sailing for Island Produce



Ian Dash



Munish Persaud

some schooners that go south-bound as far as Martinique. We’ve been trading with Barbados for some time right now, but we’ve had our bottlenecks as it relates to trade because of some issues relating to vessels We recognise that with Schooner Ruth we can create an opportunity for trade in fresh produce between Dominica and Barbados,” she said.

One tertiary education and training component of the Caribbean Sail Cargo Initiative will enable enrollees of the Barbados-based Samuel Jackman Prescod Polytechnic to be provided with shore-based training, in association with the Caribbean Fisheries Development Institute.

Discussions are also underway with representatives of the Barbados Youth Service to train candidates who are interested in seafaring as a vocation. ■

Four to Receive Honorary Doctorates

Two medical doctors, a lawyer and a journalist will receive one of The University of the West Indies' highest awards when Cave Hill holds its 2016 graduation ceremony. The four Caribbean nationals selected for this year's honorary doctorate degrees include journalist **Tony Best**, attorney-at-law **Sir Trevor Carmichael** along with physicians **Dr. Carissa Etienne** and **Senator Dr. Carol Jacobs**.



Tony Best

For over four decades, Best, a Barbadian resident in the US, has been the consistent journalistic voice from North America providing information and

analysis on issues affecting Caribbean countries and Caribbean citizens in the diaspora. He has served as a communications consultant for the International Planned Parenthood Federation/Western Hemisphere Region, the United Nations Commission for Latin America and the Caribbean, the Caribbean Family Planning Affiliation and the Inter American Parliamentary Group on Population and Development, the United Nations Population Fund, and the United Nations Commission for Latin America and the Caribbean, among others. His feature articles on Black History in the US have been widely cited in the US Congressional Record by members of the US House of Representatives. Earlier this year he received a call from the White House to participate in a national telephone "press call" on the progress of the US economy and the impacts on African Americans. His call to the White House to answer questions on black affairs meant he would join Jason Furman, chairman of President Barack Obama's Council of Economic Advisers, Anthony Fox,

US Secretary of Transportation, Julian Castro, US Secretary of Housing and Urban Development and Maria Contreras Sweet, US Small Business administrator.



Dr. Trevor Carmichael

Sir Trevor Carmichael, who is Barbadian born, is Visiting professor of Caribbean Foreign Investment Law to the Florida State University Summer Programme at The University of the West Indies. A member of the Legal Affairs and Properties Committee of the International Council of Museums, of the Canadian Bar Association and the International Tax Planning Association, Sir Trevor has served continuously as an External Examiner in one of the UWI Faculty of Law's core courses. He has also periodically acted as Visiting Lecturer in Environmental Law, and occasional lecturer in the Law of Trusts.

Sir Trevor is one of the founders of the Faculty of Law's Caribbean Commercial Law Workshop and his firm has also supported the yearly workshop on a yearly basis from its inception. He is a trustee of the University's Endowment Committee, and has been

appointed one of eight Organisation of American States experts responsible for drafting the new OAS Convention on International Contacts. Founder Chairman of the Barbados Youth Business Trust and a panel member of the International centre for Settlement of Investment Disputes of the World Bank in Washington, he has authored more than 100 articles and monographs in the areas of law, economics and public policy.



Dr. Carissa Etienne

Dr. Etienne is a Cave Hill campus trained public health official who received her medical degree at the Mona campus in 1976. A

Dominican by birth, she was elected Director of the Pan American Health Organisation in 2012 and has also served as Assistant Director of PAHO with responsibility for five technical areas: Health systems and services; technology; healthcare and research; health surveillance and disease management; family and community health; and sustainable development and environmental health.

During her tenure at the World Health Organisation and PAHO, Dr. Etienne led efforts to renew primary health care and to strengthen health systems promoting integration and improved functioning of health systems. She

Four to Receive Honorary Doctorates

Continued from Page 12

also spearheaded policy directions for reducing health inequalities and advancing health for all through universal coverage, people centred care and inclusive and participatory health leadership.



Senator
Dr. Carol Jacobs

Jamaican born Senator Dr. Carol Jacobs is a graduate of The University of the West Indies, Faculty of Medical Sciences, Mona Jamaica, who gained her early experience

at the Queen Elizabeth Hospital (QEH) from 1969–1978. Serving on the AIDS Task Force of the Barbados Association of Medical Practitioners in 1988, Dr. Jacobs also performed duties as Chair of the National Advisory Committee on AIDS under the aegis of the Ministry of Health. She was responsible for the early development of Barbados' HIV/AIDS multi-sectoral programme and advocacy efforts including the free provision of AZT to HIV-pregnant mothers. As a result of this programme, not one HIV positive child has been born to an HIV positive mother in the last seven years. Dr. Jacobs has also represented the Caribbean on the Board of the World Health Organisation's Global Programme on AIDS, a precursor to the UNAIDS Programme Coordinating Board. She has represented Latin American and the Caribbean on the Board of the Global Fund and was also unanimously elected to the Chair of the Board of the Global Fund to Fight AIDS, Tuberculosis and Malaria, the first Caribbean person and the first woman to hold this high international office. Dr. Jacobs received the UNAIDS Gold Medal of Achievement in 2005. She directed the Barbados National Strategic Plan for HIV Prevention and Control 2008–2013, which was approved by Cabinet and laid in the Barbados parliament. ■

Andre Greenidge, a PhD Student from the Cave Hill campus, Chronic Disease Research Centre (CDRC) has won the *David Picou Young Investigator Award of the Caribbean Public Health Association (CARPHA)* for his work on the Barbados Diabetes Reversal Study. Greenidge's Paper, "Reversing Type 2 Diabetes in the Caribbean: Preliminary Findings from a Feasibility Study in Barbados", sought to discover whether obese individuals with type 2 diabetes could have their condition reversed through diet alone, that is, without the effects of surgery. The prize, awarded for the best paper presented by a Caribbean investigator who is not yet an established researcher, proved the principle that diabetes could be reversed through diet alone.

The Diabetes Reversal Study

The Diabetes Reversal Study conducted by Greenidge and his team aimed at testing the feasibility of implementing a very low calorie diet to sufferers of type 2 diabetes. The research was modelled on a previous study by **Professor Roy Taylor** of Newcastle University. Taylor had been able to demonstrate that an 8 week liquid meal replacement diet could purge the pancreas of fat and thereby restore beta cell function, insulin sensitivity and normal glucose control leading to a reversal of diabetes. The feasibility study in Barbados was the first of its kind in a black population and was necessary to investigate whether the low calorie diet would work in a Caribbean cultural setting. Researchers did not initially know if the research was something in which the population would wish to participate, if glucose levels would go down or whether people would have been able to withstand what might have been considered an extreme diet.

Greenidge said, "We underestimate just how driven some people can be if they are offered the hope of reversing their diabetes."

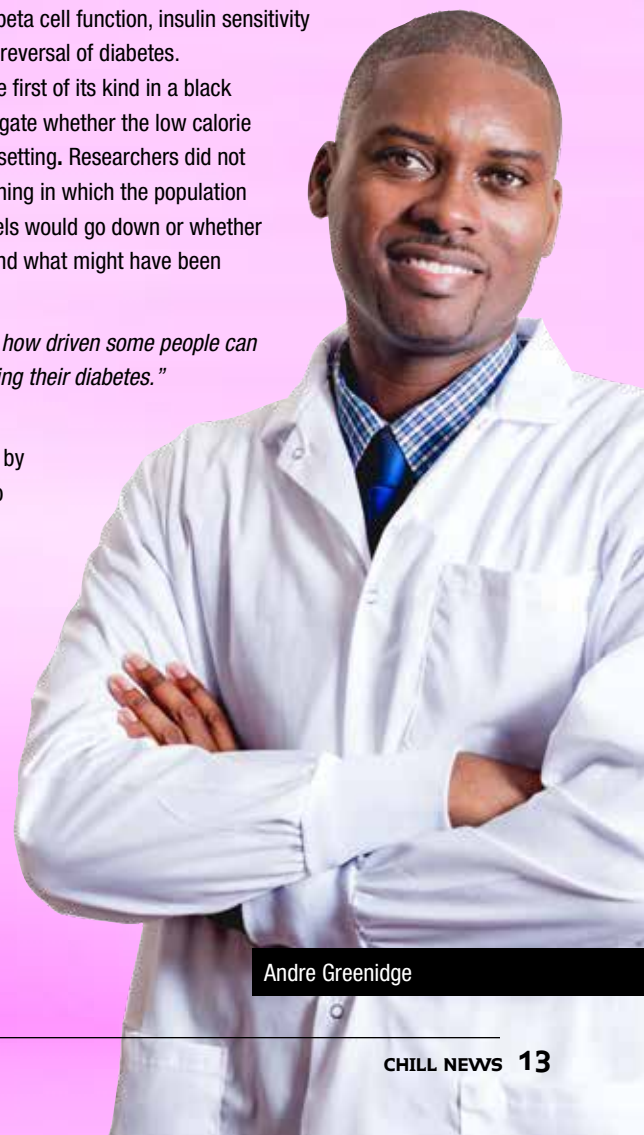
The research team

The research team at the CDRC was led by Professor Nigel Unwin and, in addition to Greenidge included **Dr. Karen Bynoe, Dr. Maddy Murphy, Melissa Abed** and the late **Dr. Charles Taylor**. Similar to the Newcastle research, the study also measured the effect the low calorie meal replacement had on blood glucose, HbA1c, beta cell function, and insulin sensitivity

Greenidge and his team monitored the reversal of diabetes in 25 participants between the ages of 20 to 70 years old over 6 months

Continued on Page 14

A model for Reversing Diabetes wins Distinguished Award



Andre Greenidge

A model for Reversing Diabetes wins Distinguished Award *Continued from Page 13*

during a structured support programme of less than 1000 kcal per day, including four 190 kcal glucerna shakes a day, three portions of non-starchy vegetables and 3 litres of calorie free beverages. Blood pressure, weight, fasting blood glucose and waist and hip circumferences were measured weekly during the intervention.

Excluded from the study were persons using insulin, with known serious illnesses, and persons who were either pregnant or considering pregnancy. All participants were recruited through the media, the Ministry of Health, the Barbados Diabetes Foundation and the Diabetes Association of Barbados.

Of the 25 persons on whom the research was conducted, 15 had glucose levels not only reduced but returned to normal after the first two months. After 3 months, the number increased to 17, signifying that even after they transitioned back to more solid food that the reduction in glucose levels continued. The majority of patients came off all their diabetes medication and some were able to come off their hypertension medication as well.

"Ultimately, a large component of social and behavioural modifications can fundamentally change the impacts of chronic disease," said Greenidge.

Study aims

Once the analysis is completed, the researchers aim to extend the feasibility study to a full medical intervention, eventually rolling out the new techniques for intervention throughout medical and other organisations to assist with treatment and control of the disease. The low calorie diet can cost, by Greenidge's estimation, between BDS \$4-7 per shake, which he conceded might be prohibitive if the cost had to be met by the individual. However, the cost savings from reversing diabetes in even a fraction of the diabetic population in Barbados would dwarf the minimal cost of the intervention and Greenidge was confident any future population level intervention would be fully justified and supported based on economic savings.

Greenidge noted that through other research



Andre Greenidge (L) and CDRC Colleague Dr. Kim Quimby conducting a lab analysis

conducted at the CDRC that *"we eat far more than we should, particularly carbohydrates which should be replaced by fibres and vegetables."*

He explained that some countries introduced a *"Fat Tax"* on certain fat content in food which is then passed on to the consumer in an attempt to reduce the consumption of unhealthy fats and carbohydrates. What was instructive about the study was the reduction of fat content in both the pancreas and the liver, with all participants reporting feeling more energetic and full while on diet. The most common side effect was constipation but participants also showed greater motivation with the reduced glucose readings and were inclined to continue to lose weight in future.

The reversal study conducted under the supervision of Professor Unwin, followed an earlier investigation called the *"WHY study"* - the Wound Healing Process in Diabetes by the Chronic Disease Research Centre which was conceptualized by Professor Landis. Carried out in collaboration with Nottingham and Durham universities in the UK, the research seeks to detect genetic or molecular abnormalities predisposing Barbadians to developing non-healing diabetes. The findings are still being analysed but will lead to a further assessment of why Barbados may have earned the reputation of being the *"amputation capital of the world."* Diabetes is linked with vascular complications of the eye, kidney and foot.

Barbadians are known to suffer from an unusually high prevalence of diabetic foot complications and the CDRC study is testing

the hypothesis that the high incidence of amputation and mortality may be resulting from what scientists refer to as a disturbed mechanism for wound healing in persons with difficult-to-heal foot ulcers. Improving early detection of persons at risk of the vascular complications of diabetes through noninvasive scanning and genetic susceptibility tests is one of the hoped for outcomes of the study.

The 61st Annual CARPHA Health Research Conference which selected award winners was held in the Turks and Caicos Islands from June 23rd to June 25th, 2016 under the theme, *Family Health*. Papers were selected based on scientific merit and relevance to the priority health areas of the Caribbean.

Artistic leanings

The young PhD student also has artistic leanings that have emerged alongside a desire to create narratives explaining how HIV affects partners and families, and how society stigmatizes HIV/AIDS sufferers, driven mostly out of fear and ignorance. The play, *"I have no son - Rico's Story"* was screened in Barbados in 2011 to packed audiences at the Errol Barrow Centre for Creative Imagination (EBCCI). Greenidge's writing attempted to explain areas where misinformation commonly flourishes regarding HIV/AIDS such as transmission, diagnosis, available treatment as well as Mother to Child Transmission. Fundamentally, the play's characters demonstrated that HIV/AIDS is no longer a death sentence, nor does casual contact with HIV/AIDS sufferers result in spread of the disease to others. ■



Juann Ward

Ward Earns Exceptional Merit For Medical Research

Every year, American Medical Technologists (AMT), the leading US body representing medical technologists, recognises worthy individuals for outstanding work in their field. This year, the distinguished award for outstanding activities and services has gone to Cave Hill scholar Juann Ward. Her **Exceptional Merit Award** follows a long list of achievements that began when she won a diploma and fellowship from the Caribbean Association of Medical Technologists shortly after leaving the Barbados Community College some 25 years ago.

Ward's latest career achievement is in keeping with her consistently high performance in medical technology research. Two years ago, still a Master's student, she received the prestigious student prize for **Best Oral Research Presentation** at the Caribbean Public Health Agency (CARPHA) Research Conference in Aruba for her paper entitled, "Human Papillomavirus Genotype Distribution in Cervical Samples among Vaccine Naïve Barbados Women."

Ward's exceptionally important work on the subtypes of Human Papillomavirus (HPV) circulating in the Caribbean, is helping to guide the types of vaccines that will be able to provide protection against cervical cancer in the region's population. The 2014 study for example observed that there were a greater variety of the HPV types in the population when compared to the first studies done during the late 1990s, suggesting that both outward and inward immigration as well as intermingling between Barbadians and people from other nationalities, may be contributors to the range of new social types of HPV in the country.

Studies are currently ongoing to determine how the nine HPV types correlate to populations in the Caribbean. As a lifestyle disease, a key question examined in studies on cervical cancer has been whether the socio-economic background of patients may present links to the disease and how this might impact on the spread of HPV. Ward's exploration of these issues, along with services and professional standards exhibited

throughout the course of her career, positioned her to lead the field in the competition for the award from AMT.

An award from AMT is the crowning glory of recognition for her investigations into aspects of immunohistochemistry, tissue microarray technology and molecular biology with implications for the regional populations. As well as an acknowledgement for her contribution to regional research, Ward has also left her mark on the international community. She has conducted studies at the Centre for Disease Control in Atlanta, the Department of Medicine in Chicago, Dako in Santa Barbara and the Saskatchewan Disease Control Laboratory in Regina, Canada – only some of the international centres to which she has been previously attached.

Continued on Page 37

Ward's exceptionally important work on the subtypes of Human Papillomavirus (HPV) circulating in the Caribbean, is helping to guide the types of vaccines that will be able to provide protection against cervical cancer in the region's population.

A Robust Year for Social Scientists



Dr. Troy Lorde

The research agenda in the Faculty of Social Sciences remains heavily focused on identifying and recommending solutions to the many problems affecting Barbados and the Caribbean.

Their work has gained significant prominence in recent months as the Faculty of Social Sciences holds a number of activities celebrating its 40th anniversary this year.

The areas of research are wide-ranging. Within the Department of Economics they include tourism, energy, the socio-economic impact of climate change, and small island states. In the Department of Management research is centred on areas such as whistle-blowing in accounting, fraud and corruption, workplace absenteeism, and the anthropological aspect of tourism, while within the Department of Government, Sociology and Social Work and Psychology, research has encompassed governance and e-governance, though it is not limited to these areas.

Chairman of the 40th anniversary activities, **Dr. Troy Lorde** said these and other activities, all valuable to the society, need to be celebrated.

"It is part of the overall thrust of the University, but certainly the Dean of the Faculty, Dr. Justin Robinson is very proactive in trying to establish research clusters so we can find a lot of common interest between the different departments. One of the things that we want to get away from is where we only work among ourselves; so, for example, economists only working with economists and so forth. He wants a lot of cross-disciplinary research because we do have areas of commonality," he said.

"In the Faculty, a number of groups and individuals are engaged in a fair amount of research. These lecturers are probably the youngest since the inception of the Faculty and that's because a lot of the stalwarts have retired. That's one of the reasons we're holding the 40th anniversary celebrations because we want to honour them as well."

At the start of the 2015-2016 academic year, a press launch was held to signal the start of the celebrations.

A number of events have since been held, and now attention is turning to a conference that will take a critical look at Barbados' development over the past 50 years and suggest the way forward. The October 31 to November 2 conference is themed **"Barbados at 50 — The Journey Travelled and the**

Journey Ahead". It will be cross-disciplinary and open to the public.

There are 18 suggested topics among them: family and society; economy and society; the legal and judicial systems; tourism and hospitality; arts and culture; the regional integration movement and climate change, disaster management, greening and the environment.

"The conference will celebrate Barbados' 50th anniversary of independence. It is really about reflection and looking ahead. We have been collecting abstracts and depending on the number (of abstracts) we get, it's possible that this may go for a full three days. We don't necessarily want to reject anyone, especially if they have a large interest in what we're doing," Dr. Lorde said.

Along with the Faculty, the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES), a Faculty affiliate with a strong research agenda, has joined the anniversary celebrations with its own set of diverse activities.

One of the highlights was SALISES' 17th Annual Conference themed **"Revolution, Socio-Economic Change and Freedoms"**, held from 30 March – 1 April 2016 at the Hilton Barbados Resort and attended by SALISES representatives from the The UWI sister campuses. This conference was inspired by the attainment of 50 years of political independence in Barbados and Guyana as well as the bicentennial of the 1816 Bussa Revolt in Barbados.

Another high-point was the **Sir Arthur Lewis Distinguished Lecture** held at the Frank Collymore Hall and delivered by **Professor Kamala Kempadoo** from the Department of Social Science at York University.

In her presentation on the theme **"Who Trafficking What? The Caribbean & Human Trafficking Discourse"**, she argued that decriminalising prostitution in the Caribbean would allow officials to curb the regional sex trade, protect at-risk groups, and fight stigma and discrimination against those engaged in the practice.

"The decriminalisation of prostitution would go a long way towards making the sex trade a safer place to work and could eliminate underhand deals, extortions, false promises, the criminalisation of sex workers by immigration, smuggling of persons, putting them in shady businesses and so forth. It would also allow working women to gain access to state protection, health care and employment rights as any other citizen or legal migrant," Professor Kempadoo posited, proposing that immigration regulation also needed to be loosened, rather than tightened. ■

MITCHELL CHAMPIONS CRICKET GOVERNANCE REFORM

Outspoken regional leader Dr. Keith Mitchell continues to make a case for far-reaching changes to the administration of cricket that could restore West Indies as a dominant force in the sport.

The Grenadian Prime Minister, Chairman of the CARICOM sub-committee on cricket governance, said action must be taken to stem the decline that began in the mid-nineties and has since gathered momentum.

Dr. Mitchell, a four-time prime minister who achieved a historic feat when his party won all the parliamentary seats for a second time in 2013, was delivering the highly-anticipated 19th Annual Frank Memorial Lecture on the topic, **West Indies Cricket in the 21st Century: Continuity and Change**, hosted by the Cave Hill Campus on May 25, 2016.

The need to take a serious look at the state of West Indies cricket became more pressing following the victory of the regional U19, and men's and women's teams at the Twenty20 World Cup.

Recalling some of the glory days in the sixties, he said that the outstanding leader Frank (later Sir Frank) Worrell helped revive the game and gave it a new lease on life in the early 1960s by

stimulating and motivating his players in ways the previous captains could not.

But with the downward slide in the regional game, Dr. Mitchell stressed that it was time to undertake serious reform, while at the same time making it clear that CARICOM leaders had no interest in getting involved in the running or day-to-day management of West Indies cricket.

"We do not have the yearning or the skills to do that. Moreover, prime ministers are extremely busy people. We already have enough problems and challenges in our countries to deal with. CARICOM's sole objective in the process of reform is to help in creating a structure and an enabling environment in which West Indies cricket can again flourish and rise to the pinnacle of the sport, a position that it once occupied and enjoyed for more than 20 years," he said.

The former Grenada national cricketer who currently heads the prime ministerial sub-committee on cricket said today's complex, competitive and rapidly changing world requires a fundamental shift in thinking, adding that sticking to the status quo is not a good option.

He noted that despite changes in the leadership of the West Indies Cricket Board over the last two decades, the Board's governance and performance have not improved, pointing out that "reshuffling leadership without changing its thinking and structure is just as futile as



Main: Prime Minister of Grenada Dr. Keith Mitchell delivering the 19th annual Sir Frank Worrell Memorial Lecture as chairman Dr. Don Marshall looks on. Among the audience were (inset I-r) Vice Chancellor Sir Hilary Beckles, Barbadian National Hero The Right Excellent Sir Gariel Sobers, Cave Hill Principal Professor Eudine Barribeau and Deputy Principal Professor Clive Landis

adjusting its structure without reforming its leadership".

"Unlike Cricket Australia, the WICB cannot honestly say that it has been selecting its best players and best teams, or that it has been putting the fans first. I am not in the habit of commenting on selection policies, but I cannot fully understand the exclusion last year of some of the best players from the World Cup team..." he said.

"And unlike Cricket Australia, the WICB cannot in any way claim that it is working as a competent, harmonious and cohesive unit to provide world-class leadership and management to implement its strategies. Looking at the Board's performance over the years, one has to ask if it is living its values and achieving its vision. Objective feedback suggests it is not."

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Among those paying rapt attention during the cricket lecture were (l-r) former West Indies cricketers Desmond Haynes and Sir Wes Hall and his daughter Dr. Kerry Hall

Mitchell Champions Cricket Governance Reform *Continued from Page 17*

The veteran politician highlighted a long list of concerns, among them the longstanding antagonism between the Board and the West Indies Players' Association, ongoing hostility between the Board, its players and coaches, unfriendly words between the leadership and some players on social media, court cases, and the mishandling of the situation in India that led to the abandonment of the tour.

Despite these persistent problems, he said the WICB, has continually rejected the recommendations for structural reform in the 2007 Patterson Report, the 2012 Wilkin Report and the 2015 WICB/ CARICOM Report.

Agreeing with a suggestion that the 18-member board is too large to be effective, he recommended that the regional cricketing body copy the actions of Cricket Australia in the Crawford/Carter report.

Specifically, he is proposing a skills-based Board with a maximum of nine non-executive directors, and the creation of a transparent nomination process for the appointment of members and the removal of conflicts of interest.

While he agreed that he cannot predict where West Indies cricket will be in the next 5 to 10 years, Dr. Mitchell said the Board must agree to undertake recommended structural reforms, and, furthermore, be geared toward learning, development and performance.

He said it must be designed to master its challenges and to motivate its people rather than to subordinate and limit them.

"To escape the failure spiral in Tests and ODIs (One Day Internationals), the board must at once create an agenda for change that includes a clear, specific and powerful vision that takes into account the legitimate long-term interest of all of its stakeholders and a strategy for achieving that vision; a strategy that considers all of the relevant organisational and environmental forces. The Board must also build a strong implementation and monitoring network that includes supportive relationships with key people and key sources of power, relationships that will improve teamwork and team synergy, and a core group of highly motivated people who are committed to making the vision a reality," Dr. Mitchell added. ■



Hikers trekking through St. Lucy during the CERMES coastal tour



CERMES Celebrates with Public Education Tour

Thousands of students benefit annually from face-to-face and online teaching by Cave Hill faculty but an untold number of other residents on the island are often enlightened and educated by lecturers and other staff, without even signing up for a single class.

Under a vibrant outreach programme where faculty share their knowledge and research through public lectures, panel discussions, tours and other open events, the campus maintains an enduring bond with the community it serves and shares knowledge with the public, which they might otherwise have to sit in a lecture hall to obtain.

Public Service

One such occasion of public service took place recently when the Centre for Resource Management and Environmental Studies (CERMES) held an educational coastal hike to mark its 30th anniversary. The second environment themed hike by CERMES for this year was also in preparation for the campus' much anticipated national treasure hunt scheduled for October 22 as part of its year-long programme of activities to commemorate Barbados' 50th anniversary of Independence.

The June hike around Little Bay, led by **Dr. Leonard Nurse**, Senior Lecturer in Integrated Coastal Area Management and assisted by **Dr. Steve Corder**, Lecturer in Geology and Earth Sciences, was to observe the processes that are shaping Barbados' coastline.

Emergence of Barbados

Hikers learnt about the emergence of Barbados from the Caribbean Sea some one million years ago and how, unusually, the oldest rocks are found at the top of the island and not, as is normal, at the bottom. Looking West, it was pointed out to them where the shoreline once stood; the sea cliffs, caves and the stranded wave eroded boulders, much like those seen today at the scenic "Soup Bowl" in Bathsheba.

Little Bay

Gazing over the cliffs on the way to Little Bay, Dr. Nurse described how wave cut platforms were formed and how they also provided protection to the coast. This led to a detailed discussion of the various ways in which erosion, the wearing down of the land takes place.

Hikers also observed the return of a more recent phenomenon, *Sargassum seaweed*, floating in the baylets. A sign of how human activities are impacting on the environment was the extent to which the floating Sargassum weed had trapped garbage.

Professor Hazel Oxenford, Professor of Fisheries, Biology and Management, spoke about the threat this posed to marine life.

In closing Dr. Nurse reminded everyone that there would be another two themed hikes led by CERMES in the coming months as part of its 30th year celebrations. ■





CONGRATULATIONS TO THE BLACKBIRDS!

The UWI Cave Hill Blackbirds continue to fly high above the competition by consistently dominating the local sporting arena. The teams outperformed their competitors in a cross-section of sports, leading to another historic year for the Academy.

NETBALL



Netball division one double crown queens UWI Blackbirds A. At right, coaches Jacqueline Browne-McConney (in white top) and Margaret Cutting (extreme right).

The netballers enjoyed their best season to date, capturing three titles in the Barbados Netball Association (BNA) 2016 domestic competitions. The women successfully defended their **Senior Knockout Title** this year by defeating Pinehill St Barnabas 38-35 in the final in front of a packed netball stadium. They also lifted the Intermediate 2 knockout title, getting the better of their opponents Barbados Defence Force (BDF), with a final score of 17-11.

Improving on their second place finish in last season's League competition, the UWI Blackbirds 'A' team performed even better, playing undefeated (10-0) to make history in the Division One tournament. With exceptional performances from goal shooter **Shonica Wharton**, who had a record 60 goals from 63 attempts in a single game for UWI 'A' – eclipsing her previous 52-goal record, sharp defending from **Shanice Rock**, and the ever-supportive center **Damisha Croney**, the Blackbirds managed to secure title number three in fine style.



Jubilant members of the Blackbirds Football team with support staff

Cave Hill Principal Professor Eudine Barriteau wearing yellow and black to show strong support for the victorious Blackbird cricketers



FOOTBALL

The footballers were equally impressive during the Barbados Football Association's Digicel Premier League, claiming their first ever major championship title.

In just their second year in the top flight, the footballers who finished third in their debut season, ended at the top of the standings with 45 points to dethrone the 2015 champions Barbados Defence Force Sports Programme, who finished with 44.

It was a record breaking season for The UWI as they also inflicted a 21-0 drubbing on Lumisol Pinelands – the worst margin of defeat in the history of the local Premier League.

CRICKET

In cricket, Sagior Life UWI Blackbirds were not to be left out of the winning streak and copped their fourth Sagior General T20 title. Last year's triple crown champions have started the 2016 Barbados Cricket Association season on a winning note, retaining their first cup.

Playing at home at the 3Ws Oval in the final on June 16th, the Blackbirds romped to a 66-run victory over Barbados Defence Force Sports Programme (BDFSP). West Indies cricketer, Jonathan Carter was the player of the match, topscoring with 47 from 28 deliveries as The UWI posted 186 for seven off their 20 overs. The efficient Blackbirds' bowling attack then restricted the BDFSP to a mere 120 for six.

Having fallen at the semi-final stage in the recent Sagior General Super Cup, the cricketers continue their campaign to retain the 2016 BCA Elite Division title. ■

ANNUAL JOB FAIR READIES STUDENTS FOR THE WORLD OF WORK

By Don-Marie Holder



On March 1, 2016, thirty-three public and private sector organisations participated in the annual on-campus job fair. The fair is one of many ways The UWI is collaborating with corporate entities to prepare students with the right knowledge and applied skills so that they are ready for the world of work, and have the best opportunity to find a satisfying job. Participating companies set up booths and shared recruitment and career information with the more than one thousand students who visited the fair.

During the opening ceremony, Audit Partner at Deloitte, David Hodges, shared useful information with students and company representatives about the many ways in which internships benefit the organisation and the intern.

Showing how Deloitte was leading by example, he spoke about the company's brand and services, and stressed the availability of training and other opportunities for student interns and employees to grow personally and professionally. Given that Deloitte has branches both regionally and internationally, opportunities to learn and interact with persons from different cultural backgrounds were also emphasized.



Non-traditional careers were showcased

Given that effective leadership is a key feature of many successful organizations, Hodges noted that employers are investing in world-class leaders, to serve the best clients, in the most important markets in the world with quality and impact. In turn, through internships, interns learn and observe how organisations attract the best professionals, help them to develop their unique strengths and passions, and inspire them to deliver outstanding service to clients.

Continued on Page 23

Students visiting the booths to get employment tips and information about various careers



David Simpson, Prestige Accounting Inc (B'dos) representing ACCA Caribbean



David Hodges, Audit Partner – Deloitte delivering the feature address



Adriel Lovell from Gildan Activewear speaking to a student visiting the Career Fair



Kenneth Haynes representative from KPMG speaking to a student at the Career Fair

To find out how you can participate in our March 1, 2017 Job Fair or learn more about Career Services, email Don-Marie Holder our Career Counsellor/Internship Specialist at oss-careers@cavehill.uwi.edu. ■

STUDENT-CENTERED

Annual Job Fair Readies Students for the World Of Work
Continued from Page 22

BENEFITS OF AN INTERNSHIP PROGRAMME

Audit Partner at Deloitte, David Hodges highlighted the following benefits to students when they join an internship programme:

- **The career you'll launch.** Joining an internship programme means that you have the opportunity to explore a career of your choice. An internship program will open your mind to the astonishing breadth of opportunities in the business world. It's a great way to find out where your personal interests and motivations lie, and whether or not the company you choose to intern with is the right fit for you.
- **The experience you'll gain.** Working alongside a team of professionals who are specialists in their chosen area, you will develop your professional skills and abilities, in addition to gaining an understanding of the business. The work is engaging, challenging and you will have the opportunity to make a real impact.
- **The training you'll receive.** During your internship you will receive on the job training and many learning opportunities. In addition to classroom learning, being a part of a large network enables access to a wealth of online learning courses and webinars.
- **The network you'll build.** You will interact with clients and contribute solutions to clients' problems. In addition, you'll have access to thousands of other professionals across the network who are eager to listen and share.
- **The satisfaction you'll feel.** We've put this last, but really we know this should be first! Attractive benefits, sports and social events, volunteering and giving programmes, employee wellbeing initiatives – you will have many opportunities to experience all of what a company has to offer as an employer!

Facing the First Year with Confidence

By Timothy Arthur

While entering a university represents an exciting phase of life, the transition to university can be challenging. It is the phase of a student's life that is coloured with endless possibilities and fraught with many unknowns that can prove intimidating to new students. They come to university with perceptions and expectations (often idealistic) that may not be manifested in the manner they anticipate, resulting in their confusion, disappointment and them floundering in a complex and unfamiliar environment.

In 2010, The University of the West Indies Planning Office conducted a First Year Retention Study of the 2008/2009 first year students at Mona, St. Augustine, and Cave Hill Campuses. The study found that financial difficulties, personal and/or family problems ranked high among the reasons students did not return to the University. Noteworthy, *"almost a third of the non-returnees listed time management and adjustment to responsibilities as a major influence on their decision to drop out at the Cave Hill Campus."*

New students are faced with the reality that they are primarily responsible for their own learning in an atmosphere that's different from secondary school. Study habits that

resulted in success in high school are not always adequate for tertiary education. Older students are confronted with learning in the ever-evolving digital age. This dissonance is played out at a time when, for the younger student, identity formation is being concretized (Erikson, 1959). This stage of development, presents unique challenges for the young adults, some of whom are away from home for the first time and whose value and identity systems are being challenged in ways that create confusion.

First Year Experience

Given the challenges new students encounter, the Office of Student Services offers the First Year Experience (FYE), a developmental programme aimed at helping new students to transition to The UWI, Cave Hill and the demands of student life. Such grounding, equips new students with the tools necessary to successfully navigate the University's various learning spaces – inside and outside the classroom.

"First year programming plays a critical role in peer engagement in the first year" (Krause, 2007). FYE fosters interactions that provide students opportunities to build relationships with peers, faculty and other staff members. As students spend less time with their family and more time in University-related activities, they negotiate new relationships, new cultures and new ideas. This type of exposure is transformational as it helps students to self-interrogate to further shape and develop their identity. FYE also helps students to form connections and develop a sense of belonging in a new environment, thereby increasing their retention and eventual success. As Strayhorn aptly articulated, *"stuck to the institution through the unrelenting adhesion to personal*

bonds, these students thrive, flourish and persist in college since quitting or dropping out would require severance of the social ties that bind them to people, clubs and organizations or departments on campus" (Strayhorn, 2016).

The content of the FYE workshops and activities focus on helping students to understand The UWI value system and to critically reflect on The UWI Core Values of *integrity, intellectual freedom, excellence, civic responsibility, accessibility, diversity and equity*. The programme is intentionally educational, focusing on helping students to engage in behaviours that will help them to develop the seven Key Attributes of the UWI Graduate.

Key Attributes of the UWI Graduate

- critical and creative communicator,
- effective communicator with good interpersonal skills,
- IT-skilled and information literate,
- innovative and entrepreneurial,
- globally aware and well-grounded in his/her regional identity,
- socially, culturally and environmentally responsible,
- guided by strong ethical values.

The FYE workshops include:

Academic Integrity, Effective Communication, Leadership with Service & Volunteerism, Critical Thinking, and Working in Groups.

Team Building

Students are required to reflect on their learning so that they are continuously self-assessing the growth that is taking place in their learning and understanding. Team building and leadership skills are

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First Year Experience participants engaging in Team Building



The UWI Cave Hill FYE participants on Cultural Tour at The UWI Mona

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often harnessed in outdoor settings such as Higher Heights and Bath Beach, be it navigating an obstacle and ropes course, building a boat, or completing a scavenger hunt through unfamiliar terrain. Global citizenship buttressed by national and regional identity is enhanced through cultural heritage tours and student exchanges with other The UWI campuses. An FYE cohort visited The UWI Mona in May 2016.

Faculty and staff members who facilitate FYE sessions represent a cross section of the Campus community – lecturers, counsellors, planners, administrators, performers, etc. Students who interact with faculty and staff in various settings (not just the classroom) are likely to have higher retention rates and better academic outcomes (Drake, 2011). The Office of Student Services welcomes more faculty and staff members to participate in FYE by facilitating a large group discussion, making a presentation, being a coach or mentor, or just being there for students. We also welcome their input on how to make FYE better.

Student and parents recognize the value of FYE as their positive reviews attest:

“ I wish all future FYE groups the chance to visit another campus – to compare and contrast, to build friendships, to learn more about our Caribbean islands and brethren, to foster regional integration at a higher level than the physical institutions themselves, to gain an understanding of other lifestyles, to make history come alive, to make The UWI experience a deeper, more fulfilling and well-rounded one. Thank you to the Office of Student Services. Thank you FYE Cave Hill and Mona. Thank you to our new friends. LONG LIVE FYE!!!! ”
Nadia, Social Sciences

“ The environment and work load was different from what I was used to in high school. I felt better equipped for my first year at University, especially when it came to exams. The session on exam preparation was really, really helpful. I would highly recommend FYE to any first year student. ”
Hakeem, Science & Technology

“ FYE helped my son to transition smoothly from secondary school to university. I believed it helped to open his eyes to what he could achieve and laid a good foundation whereby he graduated with First Class Honours. It was a great programme at the right time. ”
Ian (father of Shakib, Science & Technology)



Boat building at Bath Beach



FYE participants navigating the “high seas”

FYE for 2016/2107 academic year launches on September 9, 2016 at 2 p.m. and continues every Friday during the co-curricular period (2-4 p.m.).

For further details regarding FYE or to register, please contact the Office of Student Services at (246) 417-4165 or studentservices@cavehill.uwi.edu ■

CAVE HILL STUDENTS MAKE HISTORY IN BRAZIL



Dr. Elaine Rocha

by Elaine P. Rocha PhD

Sixteen students from the Department of History and Philosophy at Cave Hill travelled to Rio de Janeiro for a study abroad experience that has indeed extended their understanding on Brazilian history and culture.

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Cave Hill History students in Brazil during a study abroad experience

Cave Hill Students Make History in Brazil *Continued from Page 26*

During the week of May 15 – 21 visit, the students, including two PhD candidates, had the opportunity to exchange knowledge and share experiences with Brazilian students on issues of carnival in Brazil, race and gender in Latin America and the Atlantic World. The trip was funded by the **Caribbean Development Bank; Caribbean Export Development Agency; The Department of History and Philosophy** and the **Office of the Principal of the Cave Hill Campus**.

They visited a maroon community, participated in workshops for capoeira – the Afro-Brazilian martial arts; visited a venue specializing in samba; a special seminar on *candomblé* – an Afro-Brazilian religion; visited workshops in the school that teaches skills used in the creation of carnival; travelled to the great store houses used by samba schools; the famous “*Escola de Samba da Mangueira*”, and the *sambódromo*.

“The trip helped in connecting the historical and traditional elements of the society into an actual reality...the firsthand experience and hearing persons talk about their struggles made me appreciate the content of the course even more...Hearing about something and experiencing it are two completely different things,” said **Samantha Orr**, a UWI student among the visiting group drawn from two courses — **History of Carnival** and **Atlantic World**.

The initiative was undertaken by the Department of History and Philosophy in collaboration with **LEAFRO**, the **Center for African Diaspora studies in the Universidade Federal Rural do Rio de Janeiro**, and the **First International Students Fórum**. Held under the theme “*The African Diaspora in the Americas*” at the Universidade Federal Rural do Rio de Janeiro, the forum focused on exchanges between Brazilian and Caribbean students.

A very warm reception

Coordinators of the Leafro, **Dr. Otair Fernandes** and **Ricardo Dias** worked tirelessly to provide a great experience for the Caribbean visitors and Brazilian students, with the latter having their first ever contact with West Indians.

Proudly carrying their national flags, the Barbadians, Vincentians, St Lucians, Trinidadians, Antiguan and Anguillians willingly shared information about their homeland.

Breaking The Language Barrier

Though English was spoken in some parts of Brazil, thanks to the efforts in preparation for the Football World Cup and later the Olympic Games, on the outskirts where the Caribbean delegation was based, the main language was Portuguese. As a result, the debates and discussions in the assembly were translated with the support of myself and two students. Some Brazilian students also improved their English in anticipation of our visit.



An uphill trek to visit the Quilombo do Cafunda Astrogilda Maroon Community



Students after their lesson on Brazilian Carnival at the Place of Samba Schools

UWI students were at times left under the “care” of Brazilian students who were charged with showing them around, and hand signals were used, at times, to compensate for communication challenges.

In the end Brazilian students declared that they would engage in English courses while UWI students promised to do the same with Portuguese.

The bonds of friendship have not broken as they continue to communicate via WhatsApp, Facebook, and other digital tools.

UWI student **Jabari Jones** found the trip “a refreshing, insightful and informative experience.”

“The Brazilian people in general, and the students with whom we were in contact during our stay, displayed warmth, openness and generosity,” he said. *“In particular, I was encouraged by the willingness of the Brazilian people to speak with us in a language (English) foreign to them; even more so with an exceptional proficiency.”*

He was uncertain whether Anglophone Caribbean people would have been prepared to learn Portuguese in order to converse with Brazilian visitors in the manner in which their Brazilian hosts did with English to accommodate them.

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The students were always proud and eager to display their flags during the tour. Here they display the UWI flag (at left) and the Barbados flag

Cave Hill Students Make History in Brazil

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Very busy days

"Every day in Brazil started early for our students. We would leave the hotel at around 7 a.m. and were kept busy until night-time. The team took part in assemblies, getting together with other students and lecturers to discuss a number of issues including, racism, African ancestry and the impact of education for Black people.

There were trips to the mountains to visit a maroon community, where students heard from the descendants about their history and their ongoing challenge in preserving their culture in the midst of urban development. We also visited another campus, travelling about 40 minutes even further from Rio.

Visits were made to the famous statue of Christ the Redeemer, historical sites in downtown Rio, the burial site for enslaved Africans and a shopping mall where students dealt with issues of language, size, prices, and currency conversion, by themselves.

Hours were spent in chaotic traffic in Rio de Janeiro, all part of the learning process. From inside the car we saw the favelas, the architecture, and other sites that allowed us to appreciate the geography and the urban environment."

When the trip to Brazil was presented to us, for me, it was an opportunity to see Brazil," UWI student, **Kathleen Clarke**, stated. "When I got to Brazil and experienced the topics we discussed in class, everything became clearer and made more sense. In theory, we learned how Samba, Candomble and Capoeira were banned by the state and participants oppressed or locked up. In Brazil I have seen how much these people are dedicated to the three aforementioned activities and can see the passion they have and the determination to carry it on. Reading and hearing about those activities does not bring to

mind what is truly involved. In our mind we imagine what we think it is and the YouTube videos did help a little but to be actually there and mix with people and take part in the activities heightened my appreciation and understanding of what is truly involved."

Long lasting impressions

During the series of events, students and lecturers from Brazil and from the Caribbean realized there are many commonalities, and that we share similar concerns regarding our past and our expectations for the future.

Dr. Otair Fernandes explained during the forum that the aim of this type of interaction is to overcome Eurocentric views of daily life in general and life inside the university by welcoming the participation of other groups who are also part of the African Diaspora and who have much more in common with the Afro-Brazilian experience than people from Europe.

"The First International Students Forum was important to open a space for discussion about the experience of black people in the Americas. It was a productive dialogue and provided knowledge about the personal and academic experiences," UFRRJ student **Bianca Rocha** noted.

Her colleague **Fabiane Lima** added: "The Forum was the most rewarding experience of my academic career within the UFRRJ. The exchange of experience was extraordinary and does not compare to anything that I have read or seen in the bibliographies...For one week we could live and be another culture, another language, and that was very special."

The UWI and the UFRRJ, through the Faculty of Humanities and Education at Cave Hill and the Institute of Multi-disciplinary Studies/Leafro, are seeking to organize the Second International Student Forum, which will take place in Barbados next year. ■



Dawn Springer (inset) was so thrilled with her Japanese immersion experience that she extended her planned single semester to a full academic year

STUDY ABROAD EXPERIENCE: THE DAWN SPRINGER STORY

by Marsha Boyce

“The best year of my life!”

That statement alone would indicate that Dawn Springer enjoyed the time spent in Japan on the Study Abroad programme through The University of the West Indies, Cave Hill. Just how much she did became evident from the stories she had to tell!

Dawn's interest in Japan and Japanese culture was sparked even before she attended The UWI. A brief stop in Tokyo on a family vacation was enough to leave a lasting impression. She started studying the language with a private tutor as a Lower Sixth Form student at Queen's College in 2012. Her dream then was to pursue undergraduate studies in Japan on scholarship. When that didn't work out, she followed her love for languages, majoring in Spanish at The UWI, Cave Hill.

The travel bug didn't go away, so Dawn decided to look into Student Exchange programmes through the (then named) International Office on Campus. While exploring options, predictably in Spain, she came across a Japanese university and decided to take the plunge.

Undaunted as the first

It could have been a daunting experience as she was the first person from Cave Hill to apply for Japan, so there was no template to follow.

“The way this Japanese university works, you don't know what courses you are going to be doing until you get there. I tried to gauge based on what was offered the previous year; and when I arrived there, I made changes so things would align with the courses I was taking.”

Dawn credits her course coordinators including **Dr. Grisel Pujala-Soto** for the extra effort they put in, even juggling offerings at other UWI campuses to find equivalent courses to match the electives required for her degree. The process was made even smoother thanks to the support offered by **Paula Jarvis**, Administrative Assistant in the International Office.

In September 2014 – the start of her second year of undergraduate studies – Dawn headed out to Japan, bound for **Osaka Gakuin Daigaku** (Osaka Gakuin University). Pursuing

academic study in a language that is vastly different from one's native tongue might seem unthinkable to some. Despite being assured by her tutor that she was competent enough to communicate verbally, Dawn anticipated difficulties with the complex writing system known as ‘**Kanji**’. As an example, the name of her university is represented as – 大阪学院大学 in Kanji. Most things including street signs are written in Kanji, so learning it quickly was vital.

Though text books were very expensive to purchase online and none was available in Barbados at the time, Dawn's tutor was able to secure some for her on a return trip from Japan, just months before she herself was scheduled to leave.

“They give you a placement test when you arrive at the University to assess your level of Japanese. Then they put you into classes according to the results, based on grammar and on Kanji, because the Kanji is a whole difference thing,” she recalled with a burst of laughter.

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The Dawn Springer Story

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Dawn scored in the intermediate range for grammar and at a lower level in Kanji, but she was also lucky to have a lecturer who could assist in English, only if it was absolutely necessary. Language support was also readily available from the International Office at Osaka Gakuin while there was the University's Buddy System which paired Japanese students who were learning English with their English counterparts learning Japanese.

Fear of language barrier

"At first, I wasn't confident in my Japanese skills so I wouldn't want to talk at all," she admits laughing heartily at the memory. "I would pay my bills silently. I wouldn't say anything! If I went out with my friends they would do all the ordering, but then I realized I wouldn't be with my friends every day, so I had to learn to be confident speaking to people."

She also spent most of her free time in the early days trying to master writing in Kanji, which got easier as she progressed.

In the International Programme at Osaka Gakuin, language courses are mandatory. Additionally, Dawn had a full workload, doing five elective courses including "Multiculturalism in Japan", "Understanding Japanese through Movies", and "Introduction to Modern Japan" to meet her UWI degree requirements. By her second assessment, she had improved significantly and was surprised by how capable she was in the Faculty courses she later took.

"I don't think I realized how much Kanji I was learning. That [the faculty course] wasn't as much of a challenge as I thought it would have been. In the International Programme, your teachers speak slowly so you can understand and they explain sometimes in English, but in the Faculty courses, there's none of that because you are just joining Japanese students in their class."

Cultural immersion

The 20-year-old was initially only slated to be in Japan for one semester but loved it so much she requested an extension for the full academic year before returning to Barbados

in August 2015. Dawn was focused on her studies, but at the urging of new friends and her parents she also made time to experience the sights and cultural offerings that make Japan unique. From feeding deer with 'shika sembei' in **Nara Park** to strolling through the streets of **Kyoto** – once the imperial capital of Japan with its temples and castles – in a traditional **kimono**, the young Barbadian immersed herself in the very interactive historical experience.

She visited **Arashiyama** – a monkey park at the top of a mountain complemented by a beautiful river where you can watch people rowing by in traditional Japanese boats. Her journeys also took her from the historical towns in Osaka and the port city of **Kobe** to **Nagasaki** – one of neighbouring islands which make up the four-island nation.

"In the second semester I went to Fukuoka. When my tutor came to Japan [from Barbados], it was spring break so I went with her to visit her family in Nagasaki. It is like a completely different place – the culture is different, the dialect is completely different and the food is different! It was a really good experience to see how they live in the countryside."

Japan also has a rich tradition of festivals and Dawn did not miss out on these either, heading to **Kishiwada** on another school trip for the thrilling and sometimes dangerous **Danjiri Festival**, when people tow miniature replicas of temples on wheels through narrow streets at high speeds.

Bajan in Japan

Among her other memorable experiences was the chance to promote Barbados during the welcome ceremony at the start of the first semester – one of the many activities that brought the international students together.

"Everyone had to introduce their country; and as I was the only one from Barbados, everyone was really curious to learn about Barbados. I had done a slide show and when I was finished I was bombarded with so many questions!"

That presentation proved the ultimate ice breaker as it allowed Dawn to make friends from the outset, which she now recalls humorously.

"One guy from Thailand walked up to me and said, 'you are from Barbados', I said 'yes', 'so do you know Rihanna?!' He loves Rihanna! A lot of people just bonded with me because they had never met someone from Barbados and they were so excited."

From requests to say phrases "in Bajan" and explaining what she meant by "cuh dear"; to teaching some of her colleagues how to make bakes to sell for the International Festival, she used her opportunities to showcase Barbados. Dawn also became the resident expert on all things Barbadian to her very welcoming Japanese family through the University's home visit programme which allowed international students to interact with a local family on a frequent basis.

"They were really open to the cultural differences. They wanted their children to have an international outlook, so they were very grateful to have someone who was from a country they had never heard of before."

Dawn readily admits that she was a very shy person and had it not been for the urging of her parents who accompanied her to Japan, she would have opted out of the first outing with her fellow students to a nearby castle in Osaka. Luckily, that day she met Eva, a Czech Republic native, who would become one of her closest friends. Eva urged Dawn to try more Japanese food, to the point where eating seaweed became normal. She was also the architect of another one of Dawn's memorable experiences – joining the I-Pop Band. The Bajan who would usually take the safe route as a back-up singer in the Music Society at Cave Hill would end up as lead singer (and occasional dancer) with the band of international students for the first semester, performing at several University events including the two-day International Festival and the Christmas event.

Eye opening

Dawn had been prepped somewhat about Japanese food and the culture by her private tutor before leaving, but that didn't make the entire experience any less of a revelation. Being the only person from the Caribbean and the only black female in the group offered some challenges. Some interactions were a

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The Dawn Springer Story

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little intimidating initially, but soon it wasn't hard to integrate with the other students, perhaps just slowing the pace at which she spoke to make conversation easier. There were also potentially awkward moments with requests to touch her locked hairstyle, but she took it all in stride, understanding the curiosity of others.

Her experience was largely pleasant. However, xenophobia is an issue in Japan and outside of the university setting, she conceded there were a few occasions when she experienced racism or heard racist comments which though disconcerting initially, she learnt to ignore. Sometimes people simply assumed she was American which gave her the opportunity to offer up a quick geography lesson when asked where she was from.

In addition to unexpected and at times erratic weather patterns, Dawn also had to get accustomed to the Japanese currency – the Yen (¥) – which has denominations as high as a ¥10,000 note.

"Japan is a cash-based society. No one really uses cards. You walk around with the money. So when I had to pay rent, I had to walk to school with ¥45,000 in my bag! At first I was like 'Are you kidding? I have to walk with this much money?' but after a while it just became normal."

Back in Barbados

On returning to Cave Hill, Dawn was able to do her remaining second and third year courses simultaneously, including the final thesis/research paper which required special permission so she could complete her studies with her year group in May 2016. After being fully immersed in Japanese, she realized she had to 'regain' her fluency in Spanish, a process which she had the foresight to start by joining the International Chat (I-Chat) club at her university in Japan.

Although she made a trip home for the Christmas holidays during her year abroad, the second eight-month stint in Japan was absorbing. Dawn recalled feeling as if she had *"lost her English"*, as she unwittingly switched to Japanese while in casual conversation with friends in Barbados after her return. Other



Lead vocalist Dawn Springer (front centre) with a band of international students

Japanese cultural practices like bowing when entering or leaving a room and gestures like pointing to her nose when referring to herself also quirkily stuck with her.

"It was like reverse cultural shock. I found it funny that I had all these Japanese traits that I had picked up that I was transferring to Barbados and no one knew what I was doing!" she says, shaking her head in amusement.

The benefits

The Study Abroad period forced Dawn to step outside her comfort zone. Even her mother agrees that she has become a lot more social, trading in her preference for being home indoors.

"Before I probably would not even be doing this interview! Now I am a lot more open and it's easier to interact with people."

The impact on her personality didn't go unnoticed by friends either who remarked that the girl once regarded as "blunt and callous" was now a lot "nicer".

With her Spanish degree now completed, Dawn is considering returning to Japan for postgraduate studies. She has a global network of friends from Alaska, Czech Republic, Korea, Germany, Iceland and Japan, just to name a few.

Her fluency in Japanese isn't the only reason she would recommend the Study Abroad programme to every student. For Dawn, it was life changing. She says to get the most out of the experience, one should put aside

any preconceived notions, simply get out and experience new things.

"Don't do what I did at first. Don't stay in your room and keep to yourself because it defeats the purpose of the exchange. Yes, you are going there to learn but there's also a social aspect of it that I think is too important to ignore because you grow academically but you want to grow socially as well. Some of the people you meet could be your friends for life."

The experience has already provided her with more invaluable opportunities, allowing her to develop academic and professional contacts in Japan as well as to collaborate with staff at the Japanese Embassy in Barbados.

While attending the opening reception for that Embassy earlier this year, Dawn had an interesting conversation with the Japanese Ambassador to Barbados Mitsuhiro Okada which started off in English, transitioned to Japanese before ending in Spanish!

"The Study Abroad programme opened all of these doors. I have friends at the Embassy. I actually teach Japanese now to a student who I met through one of my lecturers at Cave Hill. The exchange has given me a lot of opportunities."

Rating the experience as a ten out of ten, Dawn says she would do it all over again if she could. To fellow students toying with the idea of applying for a student exchange programme, her advice is simple –

"Just do it!" ■

Never let a good crisis go to waste — the current water situation in Barbados is an opportunity to support long needed changes in how our water is managed. However, to achieve this we need a thorough understanding of the problems to be able to look for long term sustainable solutions rather than short term, costly “fixes”.

Barbados is facing two different issues that are responsible for the present woes. They are related but their solutions are very different. The first problem concerns *how much freshwater* the island has — its water resources. The second problem concerns *how those freshwater resources are managed*. These two issues are related because if there is not enough freshwater available, then having the best abstraction and distribution system in the world will not prevent us from having to turn to wastewater reclamation or costly desalination to augment the inadequate supply. On the other hand, if you have all the water you need, but the water distribution system is very inefficient in getting the water to the people, then it's not much help. Barbados has both problems.

HOW MUCH FRESHWATER DO WE HAVE

How much freshwater is available depends on the weather — rainfall. Some rainfall runs off into the sea, some rainfall soaks into the ground and is stored there, and some, not much, may be stored in

The Barbados Water Authority currently pumps about 30 million gallons per day of water into its distribution network, but only just over half of that reaches the consumers.

Fixing Barbados' Water Woes

By Adrian Cashman PhD

rainwater tanks. There is not much we can do about the rainfall. The rainfall last year was about half of what we normally get. We were told it was going to be below normal — but was anything done about that warning? We are told that we should expect the below average rainfall situation to continue this year — we will be forced by circumstances to sit up and take notice. So we are going to have to get by with much less.

There are some things we could do:

- 1 Capture more rainfall** by incentivizing rainwater harvesting by home owners and farmers for secondary usages (e.g. irrigation, car washing).
- 2 Maximise groundwater recharge** by ensuring that our network of suckwells is well maintained and by impounding more runoff where feasible.
- 3 Reclaim wastewater:** The Bridgetown and the South Coast Sewerage systems combined collect over 4 million gallons per day (MGD) of water that is treated, and then discharged into the sea. There is a plan to collect a further 4 MGD of water from the West coast, when or if we ever build the west coast sewerage system. That's 8 MGD of potentially available water, that could be treated and re-used directly for non-potable purposes or indirectly reused by groundwater recharge.

The reality is that whatever we do, as a result of climate change there is going to be less rainfall available in the future. So we have to do some serious thinking about this now; tomorrow is too late.



Dr. Adrian Cashman

WATER DISTRIBUTION

The second part of the problem, and we would argue the priority issue, is the water distribution system. Again we can think about this in two parts; the physical infrastructure, and the operation and management of the infrastructure. Much of the water supply system was built a long time ago and like people, as they get older, they don't work as well as they once did. We see the evidence of this by the number of leaking and bursting pipes. Over the last 10 years there has been an average of 3 bursts per day, every day. Unlike with people though, we can put new pipes in. The Barbados Water Authority (BWA) currently pumps about 30 million gallons per day of water into its distribution network, but only just over half of that reaches the consumers. To pump twice as much water as the consumers actually receive has made the BWA the largest single consumer of electricity on the island. Indeed, bringing non-revenue water (leaks and bursts) from the currently estimated 49% to an industry best practice of less than 10% would not only solve the current supply problems, but would also present significant cost savings in energy costs to the water utility company in the

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Entrepreneurship and the Law



Leslie Walcott

With recent focus by The University of the West Indies on entrepreneurship and small business, and with TV shows emerging such as *Bank On Me* and *Shark Tank*, it is important to re-examine—the House of Lords' decision

in the case of *Salomon v. Salomon & Co. Ltd.*, which forms the core of the system of commerce.

Salomon v. Salomon was a case in Great Britain in 1897 that established the concept of the "corporate veil". This case established the corporation as a different entity from the people within the corporation, specifically the shareholders. The case also created legal liability against the corporation instead of an individual person.

Accepting that this decision represents a shift from the original purpose of limited liability towards its application to small owner-managed businesses, (coming as it did on the heels of the industrial revolution with its pioneer initiatives in steam power, coal, textiles, chemicals and iron), there is an argument that limited liability was not intended for a simple entrepreneur bringing little economic value.

A century later, small businesses have proven that they are significant contributors to the country's GDP. Attracted by the advantages of incorporation and the insulation provided from liability, business models have been adjusted so that entrepreneurship is now virtually synonymous with the corporate form. The speed with which entrepreneurship,

limited liability and the corporate form coalesced as one, derived from judgments and legal advice.

From the businesses' perspective, the myriad of procedures under company legislation pertaining to the holding of directors' meeting or shareholders' meetings are cumbersome. This has resulted in a disregard of legal formalities in dealing with the affairs of the company and a failure to retain an arms-length relationship in dealings between the corporation and its owners or controllers. Managerial concerns arise as many of the established rules of company law are difficult to apply to small companies, where all the shareholders are also directors.

Amidst logistical, financial and managerial challenges, **businesspersons must be cautioned** against a failure to pay required statutory contributions such as VAT, NIS and Income Tax, which increases the potential for regulators to seize their property. Corporate law accepts that small businesses present a unique challenge.

On a positive note, in the case of quasi-partnerships, e.g. husband and wife, father and son, adjustments have been made within corporate law, particularly with regard to complainant actions by ousted directors or aggrieved shareholders. The courts are prepared to take into account companies which have operated not necessarily on strict legal rules but on mutual trust and confidence. ■

THE TERM

"CORPORATE VEIL"

refers to the concept that a publicly traded company's shareholders are shielded from liability connected to that company's actions. If the company incurs corporate debts or breaks laws, the corporate veil concept dictates that shareholders should not be held liable for those errors.

Fixing Barbados' Water Woes

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long term. Deterioration is something we know happens and can expect. So a fair question would be: *why wasn't something done about it before things got to the present situation?* A start has now been made to replace old pipes, which will have some impact on the water being lost (the current programme is estimated to reduce the losses from 49% to about 40%), but

what is the plan once the current funding for pipe replacement runs out, how is the momentum and funding for leak detection and replacement going to be maintained? This is very important because it speaks to the water availability problem – making better use of what we already have.

We need to be assured that continued national economic development will not be compromised by the lack of access

to freshwater. The development and implementation of a comprehensive integrated water resources management plan for the water sector is urgently required. The call for such a plan will not provide any immediate comfort to the people in St Lucy and St Joseph who have no water now. But if properly developed and implemented, we can at least ensure that they never again suffer the same level of inconvenience and indignity. ■

Examining the Merits of Marijuana

Although constrained by a lack of enabling legislation, the Cave Hill Campus of The University of the West Indies has been proactive in investigating the medicinal value of marijuana in Barbados.

The investigations are being led by Senior Lecturer in Pharmacology in the Faculty of Medical Sciences, **Dr. Damian Cohall**, who has been helping to educate residents about the benefits and disadvantages of the plant.

As part of its public education programme, the Faculty held one such discussion in May, during which a number of experts offered differing perspectives – medicinal, psychological, legal, political and sociological – on marijuana and its uses.

While Dr. Cohall, the moderator, acknowledged strides made in exploring the medicinal value of marijuana, he pointed out that putting the requisite checks and balances in place would take time.

"The notion that once we do get the permit from the Minister of Health that we can actually start the supply is a false one, preparation of formulations of this substance to be used is not going to happen overnight," he noted.

"When I look at the Canadian protocol in terms of their regulations for the actual supply, preparation and dispensation of medical marijuana, I see a very rigorous document, which speaks to quality assurance from the supply to the end user. While we

focus on the research in terms of the robustness of the science, I think it would be worthwhile for persons who have that interest to work as lobbyists to ensure that we start putting in the framework in place to get the document ready in Barbados."

The discussion on the topic: **"Medical Marijuana: Medical Breakthrough or Further Hindrance to the Development of Caribbean Youth"**, formed part of the Faculty's public lecture series in recognition of Barbados' 50th anniversary of independence.

Barbados is in a far different position to Jamaica where the government has decriminalised possession of small quantities of marijuana and granted The UWI licence to cultivate the plant for research purposes.

Co-chair of The UWI Medicinal Cannabis Research Group **Professor Wayne McLaughlin**, Deputy Dean of Basic Medical Sciences and Director of Caribbean Genetics, another panelist, said that whatever initiatives are undertaken in the Caribbean, they must be able to stand up to global scrutiny.

During the discussion, lecturer in sociology at The UWI, Cave Hill **Dr. Alana Griffith**, said Barbados cannot afford to take an ad hoc approach to applications for marijuana use.

However, while she advocated more research and decision-making based on information, she cautioned the region against dragging its feet on the issue.



A section of the audience at the discussion on medical marijuana

"What we will find in our challenge is that we are going to possibly end up having a dependent relationship where we become the producers for the marijuana that (others) will refine and sell to us at a higher price than what we sold them for and we will end up, once again, being in the situation like with sugar, bauxite etc," she said.

Dr. Griffith is one of the lead organisers of a two-day symposium on marijuana planned for September. That discussion will address issues of religious rituals, the economic, social, environmental impacts and recreational use.

Research conducted by the Barbados-based Caribbean Development

Research Services in December 2015 and presented during the discussion by CADRES Director **Peter Wickham** indicated that 37 percent of the population want the drug to remain illegal, 30 percent support partial



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Member of the audience posing a question to the panel



Panelists at the lecture included (l-r) UWI senior lecturer in Pharmacology Dr. Damian Cohall, social scientist and pollster Peter Wickham, UWI lecturer in Sociology Dr. Alana Griffith and psychiatrist Dr. Ermine Belle, listen to a member of the audience



Examining the Merits of Marijuana *Continued from Page 34*

legalisation for medicinal and religious purposes, while 15 percent want full legalisation.

Senior consultant psychiatrist, **Dr. Ermine Belle** opined that while she was not advocating the indiscriminate use of marijuana, it was time to embrace new advances in medical treatment.

She said although there are negatives associated with marijuana, its many benefits have also been well documented.

"We've been in the front line of treating the negative effects and the outcomes of marijuana usage. We can't, however, close our minds to the fact that medical science and research has shown that there are definite benefits to marijuana usage in many chronic physical conditions," said Dr. Belle.

"We have to become a lot more pragmatic and we also have to remember our basic Hippocratic Oath, which says 'First, do no harm'. How can we ignore the facts? Glaucoma treatment, I think, has been fairly well highlighted and documented.... It's all over the media about the many people who've moved to Colorado [United States] because of the fact that their children are epileptic and they need to do an intervention to help them improve." ■

Commission Probes Public Response to Marijuana



Dr. Alana Griffith

Barbados' and Cave Hill's sole representative on the Regional Commission on Marijuana wants further national discourse on the hot-button issue.

Dr. Alana Griffith, Lecturer in Sociology at The University of the West Indies, Cave Hill is one of ten commissioners on the body established last year under a CARICOM mandate.

"I wish I could have consultations done soon so that the momentum isn't lost, given that it's quite topical in the country now - if you listen to the call-in programmes, if you look at a lot of the media reports and follow social media, it's clearly the topic of the moment," Dr. Griffith said.

"Recently, the (Barbados) Minister of Education put forward his position. We've had the Attorney General speaking on the issue; we've had different people commenting on it, and we've had arguments being made in the newspapers by persons saying their relative or wife has this prescription and would like to be able to have it filled. So there is a lot of discussion going on informally and it would be good to have that done formally. Outside of CARICOM, the Faculty of Social Sciences is hosting a two-day Marijuana Symposium on September 22 and 23 that should also contribute to the discussion."

The Commission was instructed to conduct a rigorous enquiry into the social, economic, health and legal issues surrounding marijuana use in the Region and to advise whether there should be a change in the current drug classification of marijuana, making the drug more accessible for a range of users.

The first national consultation was held in St Vincent and the Grenadines on June 15, 2016, drawing active participation from a wide-cross section of

people, many of whom made submissions.

"For the consultation in St Vincent, we had focus-group discussions and then we had a town hall meeting where others could just come and voice their opinions. It was a general public forum to collect information. We are also using surveys to come to a comprehensive understanding of where the populace stands as it relates to marijuana and the current legislation, what they want to have happen, their desire to either decriminalise, legalise or maintain the status quo, and what changes they really want to see," the lecturer explained.

"In terms of Barbados, it would be for our government to also have a national consultation or for CARICOM to initiate a national consultation. It would be for us to decide as Barbadians what we want to see happen with our legislation. If you look at Jamaica, last year it decriminalised personal possession of small quantities as well as use in religious rituals by Rastafarians and that opened the door for Jamaica to explore the use of marijuana as a medicine and to really accelerate the research that has been going on at our sister campus Mona. So, it's one of those cases where we can pursue a unilateral approach or go as a CARICOM bloc in reviewing our legislation, bearing in mind the strength there is in numbers."

The Regional Commission on Marijuana is chaired by Professor Rose Marie Belle-Antoine, Dean of the Faculty of Law, St Augustine, Trinidad. Other members include: Ambassador Franklyn "King Frank I" Francis, Antigua and Barbuda; Bishop Simeon Hall, The Bahamas; Dr. Alana Griffith, The UWI, Cave Hill; Professor Wendel Dwight Abel, The UWI, Mona; Dr. Maxine Gossell-Williams, Senior Lecturer/Researcher in Applied Pharmacology, The UWI, Mona; Dormah B. Harrison, Institute of Criminal Justice and Security, The UWI, Mona; Kishore Shallow, CARICOM Youth Ambassador, St Vincent and the Grenadines; Esther Best, National Drug Council of Trinidad and Tobago and Dr. Albert Persaud, Medical Ethicist, Trinidad and Tobago. ■

Tackling Sickle Cell Disease: New Protocols for a Longer Life

A new study that analyses the morbidity and mortality patterns of children with sickle cell anaemia at the Queen Elizabeth Hospital (QEH) in Barbados has unveiled ways in which to improve protocols for the treatment of the disease.

Dr. Dionne Grannum, who conducted the research under the supervision of Dr. Michele Lashley, recently won the Caribbean Public Health Association's (CARPHA) annual poster competition for her findings.

In her study entitled, *"The morbidity Pattern of Children with Sickle Cell disorders admitted to QEH, Barbados, January 2009 to December 2013,"* Dr. Grannum found that morbidity – the rate of disease in a given population – had increased among pediatrics at the QEH, despite the progressive introduction of new medicines intended to reduce morbidity and mortality rates in children.

The retrospective study, conducted to report on the morbidity and mortality pattern of sickle cell disorders in children who required hospital admission in Barbados over a five year period, suggested that a comprehensive newborn screening program and established protocols for management of sickle cell would also reduce the morbidity that causes frequent admissions in the childhood population. Such protocols to counter morbidity patterns would be needed to match increased knowledge by medical practitioners about the disease.

"Although much progress has been made towards moving forward with various medicines to decrease morbidity, there is a need for protocols to be put in place to determine which patients would be best candidates for various medications and treatment; we are not seeing the effects of increased knowledge," Dr. Grannum said.

Dr. Dionne Grannum

Research Findings

Compared to 20 years ago and during sequential years of the five year study, the research found that the number of sickle cell related admissions and morbidity had increased as well as the number of blood transfusions among children with sickle cell. Dr. Grannum's study compared morbidity rates in children suffering from sickle cell cancer between June 2009 and 2013, to a previous study carried out by **Dr. Margaret St John** between 1990 and 2000 regarding the admissions of children with sickle cell. In that audit there were 255 admissions representing 75 patients in that 10 year period. Dr. St John also documented the prevalence of *haemoglobinopathies* - a hereditary condition involving an abnormality in the structure of haemoglobin often associated with forms of sickle cell disease from birth -, in Barbados in 1995.

Examining samples from 1000 collected cord bloods, St John's screening confirmed 72 (7%) with sickle cell from a final 997 blood samples. Laboratory analysis revealed various types of haemoglobinopathies and determined that the Barbados population then had less sickle cell disease than reported in other regional territories.

Dr. Grannum examined the state of sickle cell within a sample of children in the QEH over the 5 year period of her study. All the research was based on in-house analysis of a resident sample of children in the paediatric ward. The study included all children normally resident in Barbados who were 16 years of age and under, admitted to the pediatrics wards at the QEH with a diagnosis of sickle cell disease. The admission age ranged from 5 months to 16 years. 53.2% were male and 46.8% were female. Two hundred and twenty (59 patients) admission notes were analysed during the five-year period.

The admission registers of the paediatric wards and the Paediatric Intensive Care at the QEH were reviewed, and the medical files of all children with sickle cell anaemia admitted to these wards from January 1st 2009 to December 31st 2013 were analysed.

There was an increase in the number of admissions of patients for blood transfusions as well as an increase in the length of stay for admissions. While more knowledge about the disease in the general population may be influencing the increase in admissions, Dr. Grannum's study concludes that the need for more comprehensive management protocols and universal screening were critical factors in treatment and control.

Both morbidity and mortality depend on how medical practitioners employ their knowledge and experience to reduce overall numbers of admissions. Improvement in evidence-based management, largely determined by the availability of more statistics on morbidity of sickle cell disorders in children, has been therefore recommended to help decrease the morbidity pattern seen in the study.

Dr. Grannum suggests that knowing how to properly administer medicine is a factor to consider in reducing admissions. If every child born in Barbados was tested for sickle cell disease, the practice would lead to a significant improvement in treatment.

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SICKLE CELL

Sickle cell, which many Barbadians commonly associate with jaundice, is a chronic hereditary disease that may cause common joint pain and limping in many patients. Besides pain, the main signs and symptoms include anaemia and the progressive impairment of multiple organs. Fetal haemoglobin at birth results from other symptoms, which may occur in different chain reaction. However the transition to full blown sickle cell occurs at different rates in different individuals. Chronic complications include an increased risk of infection, strokes, renal impairment, liver disease and delayed growth, manifestations that lead to high morbidity and mortality.

Tackling Sickle Cell Disease: New Protocols for a Longer Life *Continued from Page 36*

Dr. Grannum stated that a more efficient set of protocols can positively impact on the early diagnosis of sickle cell disease. Currently, persons generally test for sickle cell when it is known that their family has a history of the disease. Difference in testing protocols would significantly improve the ability to rapidly diagnose, reducing the length of time it takes to identify crises. A child now has to wait until at least 6 months before tests may be performed due to the type of testing system available. New protocols would include a more thorough programme of education to reduce vaso-occlusive crises (pain) resulting from sickle cell. Vaso-occlusive crises were identified as the most common reason for admission. Hand foot syndrome for example is a type of crisis unique to children with sickle cell disease, affecting either hands or feet and resulting in swelling and pain in many children by the time they reach 2 years old. Clinically known as *dactylitis*, early occurrence may be used to predict the future severity of the disease.

Demographics

Dr. Grannum has situated her analysis within the present day context of a changed demographics, social conditions and an ongoing need to shorten the knowledge gap about sickle cell disease within the wider population. Prompt management of this and other risks factors such as acute chest syndrome can decrease acute respiratory failure and ventilator requirements as well as the risk of chronic cardiopulmonary disease, Dr. Grannum said.

"All these clinical conditions can result in frequent visits to primary health care facilities, Emergency Departments and admissions to hospital. This results in time away from work and school." She added.

The disease affects millions worldwide, and is common among persons of African, Saudi Arabian or Mediterranean ancestry. In the United States of America for example it is estimated that sickle cell disease affects 90,000 to 100,000 Americans, and occurs in about 1 out of every 500 African American births. On the other hand in Africa, an estimated 300,000 babies with sickle cell disease are born each year. Nigeria meanwhile has the highest burden of sickle cell disease in the world, with a prevalence of about 20 per 1000 live births annually.

In Barbados, there have been few studies about sickle cell disorders in the population, especially in children. While associated with lifelong morbidity and a reduced life expectancy, with improvement in health care there has been a decrease in childhood mortality and an increase in the life expectancy. ■

Ward Earns Exceptional Merit for Medical Research *Continued from Page 15*

Having the prestigious AMT award, which she collected in the US in July, means that Ward has been acknowledged as a professional who is current and up-to-date in the knowledge of her particular discipline. Nominated by the Barbados Association of Medical Technologists, Ward, who previously served as President of the Caribbean Association of Medical Technologists (CASMET) between 2005 – 2007, has held both national and regional offices, worked on planning committees, participated in fundraising activities, represented the organisation at both international and regional event and also edited and published papers, among other related activities.

With more than two decades in the field, she works within an environment in which it is necessary to keep members interested due

to the critical importance of maintaining up-to-date diagnosis to ensure that patients are adequately looked after. Ward proudly affirms her role in the professional development of new testing platforms in a climate of more modern testing equipment at the state-run Queen Elizabeth Hospital (QEH) in Barbados – which has benefited both MTs and medical students.

"We are able to do a lot more samples and the turn-around time is very important where testing is concerned. More than that, we are getting lots of people coming forward to join the professions; people are learning about the importance of what we do..." she said.

Historically, MedTechs or MTs as they are more frequently referred to nowadays, worked tirelessly behind the scenes, with rare visibility in the public domain. Deeper and more sustained involvement in ground-breaking

research has altered their status and role in the Caribbean, resulting in some of the region's most outstanding contributions to medicine. There are now 60 MTs at the QEH where Ward works, a figure which does not include MTs at private laboratories.

The QEH is now developing international certification in testing techniques and procedures, with recognition from the AMT. For Ward, to provide more opportunities for patients to have a new lease on life through stem cell research would be a dream come true, another frontier to conquer in the development of The University of the West Indies medical research capability. ■



Juann Ward

WHISTLE-BLOWERS KEY AGENTS IN GOOD CORPORATE GOVERNANCE



Dr. Philmore
Alleyne

by **Philmore Alleyne** PhD FCCA

Seven years after the collapse of regional conglomerate Colonial Life Insurance Company (CLICO) and the Antigua-based Stanford Financial Group, the reverberation continues to be felt.

These two debacles along with many other corporate failures across the globe have caused a major shift in the perceptions of corporate governance mechanisms, and cast suspicion on the accounting profession and its members' knowledge or lack thereof of the alleged wrongdoings.

Organisational wrongdoing

To this end, whistle-blowing has been proposed as a key corporate governance act which has the capacity to root out corruption in organizations and society. However, the question therein lies...

"Is legislation covering whistle-blowing adequate, and are there enough protection and incentives for potential whistle-blowers in Barbados and by extension the Caribbean?"

Near and Miceli (1985) define whistle-blowing as "the disclosure by organization members (former or current) of illegal, immoral or illegitimate practices under the control of their employers, to persons or organizations that may be able to effect action" (p. 4). Organisational wrongdoing includes corruption, committing questionable acts, and financial fraud, among others. Whistle-blowing involves the reporting of wrongdoing to internal channels (hotline, audit committee, human resource manager, senior manager) and external channels (regulator, law enforcement, media). Organizations tend to prefer observers of wrongdoing to report internally rather than externally, since management may not want to 'air the dirty laundry' in public. Internal reporting gives the organization the opportunity to correct the wrongdoing, protect reputation, and do damage control.

Nonetheless, whether an employee is making a disclosure out of duty or for any other unknown reasons, it is important to note that care must be taken on receipt of such reports, and with the manner in which they are handled. There is a difference between informing and whistle-blowing. Informants are often involved in the wrongdoing, and may use reporting to clarify their roles or reduce potential liability (similar to an informant seeking to obtain a reduced sentence for assisting the police). Some have argued that an employee who has a duty or obligation to report cannot be categorized as a whistle-blower. Whistle-blowing, on the other hand, is not geared

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Whistle-Blowers Key Agents in Good Corporate Governance

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towards self-preservation and does not include malicious intention. Rather there is an intention to correct actual wrongdoing. Postings on social media which seek to damage the reputation of all cannot be considered whistle-blowing? Corporations have to be very careful with malicious and invalid reports which seek to destroy the reputation of other persons.

Heroes and martyrs

Some whistle-blowers are lauded as heroes and martyrs, given that there is a genuine intention to correct wrongdoing in the organization. On the other hand, other whistle-blowers have been branded as "traitors", "snitches" or "rats", since their motives may have been perceived to be driven by personal gain or spite.

We are familiar with well-known whistle-blowers such as:

Edward Snowden, who blew the whistle on the US Government eavesdropping on telephone conversations. In Edward Snowden's scenario, his decision to whistle-blow led to him being a fugitive where he has been charged in the US for *theft of government property, unauthorised communication of national defence information and wilful communication of classified communications intelligence*, which resulted in him seeking asylum in Russia.

Jeffrey Wigand, VP of research who blew the whistle on Brown Williamson, the US tobacco giant, who were manipulating the nicotine level of cigarettes to make them more addictive; and

Sherron Watkins who reported the fraudulent financial activity at Enron.

In India, **Satyendra Dubey**, who exposed corruption in the highway construction projects, was murdered.

In 2014, **Antoine Deltour**, a former Price Waterhouse Coopers employee, leaked information of controversial tax deals granted to many of the world's largest corporations. In June 2016, he was convicted, given a 12-month suspended sentence and fined €1,500 for theft and violating Luxembourg's strict professional secrecy laws.

Based on some of the experiences of the abovementioned whistle-blowers, it is acknowledged that whistle-blowers usually have horror stories to tell after their reporting. Most of the abovementioned whistle-blowers are no longer working for their respective organizations. Thus, whistle-blowing does not usually have pleasant consequences. However, on a more positive note, in the case with Sherron Watkins, she was lauded throughout the media for reporting the wrongdoing she discovered, to the point that she was selected as one of *Time* magazine's "Persons of the Year" for 2002.

The Caribbean Experience

As evidenced by the collapse of CLICO and Stanford Financial Group within the Caribbean, there have been instances of corporate failures and allegations of corruption in this region as well. However, a question that can be asked is "*would CLICO's problems have been revealed if there were whistle-blowing mechanisms or legislation present?*"

Most of the whistle-blowing research within the Caribbean has been done on the accounting profession by Alleyne and colleagues, within the area of financial fraud, where this research has revealed the following key findings:

- 1 A general reluctance to whistle-blow;
- 2 Organizations and society in general have not embraced whistle-blowing;
- 3 There is high personal cost which lowers the likelihood of whistle-blowing. Personal cost is manifested in the level of retaliation, ostracism, reprisals, threats, harassment, resulting in stress and exiting from the organization by the observer of wrongdoing;
- 4 Lack of confidential and trusted reporting mechanisms in organizations. There is a feeling that nothing is kept confidential;
- 5 A lack of whistle-blowing legislation to protect the whistle-blower and punish individuals who harass whistle-blowers.

Alleyne, Charles-Soverall, Broome and Pierce (2016) find that individuals would like to have whistle-blowing legislation in Barbados. Furthermore, Alleyne (2016) notes that the Barbados Government has acknowledged that legislation aimed at correcting wrongdoing is limited to anti-money laundering, and noted that the Defamation Act has not been amended since the colonial era.

In short, there is inadequate legislation covering whistle-blowing, and lack of protection and incentives for potential whistle-blowers in Barbados. There is little evidence to support the belief that whistle-blowing has been embraced as an acceptable means of reporting and correcting wrongdoing in organisations in Barbados. Alleyne (2016) finds that accounting employees in Barbados show a general reluctance to blow the whistle on wrongdoing in their organisations. Specifically, they show a lower likelihood of whistle-blowing on work colleagues, management and friends. This reluctance may stem from the cultural norms in Barbados, where individuals are conservative (i.e. respecting the status quo), given the legacy resulting from centuries of British colonial rule and the enslavement of the black African working class.

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Whistle-Blowers Key Agents in Good Corporate Governance

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High personal costs are also identified as a major discouraging factor to whistle-blowing. The research on Barbados has shown that observers of wrongdoing have received much “push back” from management when reporting wrongdoing. In some instances, management has either buried the report or silence the whistle-blower by shifting them to another post or forcing them to exit the organization (Alleyne, Haniffa and Hudaib, 2016). In addition, given that the Barbadian society is small and closeknit, potential whistle-blowers may face high personal costs, since anonymity may not be maintained.

Loyalty

In Barbados and the Caribbean, family and groups appear to take precedence over work and other matters. Loyalty to the groups and protecting relationships are deemed to be of paramount importance. Barbadian society remains characterised by the presence of hierarchical structures, which have, over time, influenced a norm of unequal distribution of power. Therefore, when faced with the task of reporting powerful wrongdoers, potential whistle-blowers are more likely to assess personal costs in light of the unequal power distribution and loyalties in Barbadian society.

Alleyne (2016) recommends the following:

Organisations and regulatory bodies need to put more protection and support mechanisms in place if they wish staff to come forward and report wrongdoing. Firstly, organizations can change their culture to focus more on ethical conduct and institute a zero tolerance policy on wrongdoing at all levels in the organization. Organizations can provide training that is focused on resolving moral issues, implement company policies on ethics, institute a reward system for ethical behaviour, and provide incentives for valid whistle-blowing. Strong organisational support can be provided to potential whistle-blowers through the use of trusted and confidential reporting mechanisms within the firm, such as anonymous reporting channels (e.g. hotlines).

Regulators, on the other hand, can strengthen or enact legislation that protects potential whistle-blowers. For example, the US government implemented the Sarbanes Oxley Act which promotes whistle-blowing in organizations, establishes criminal penalties for retaliating against whistle-blowers and offers protection to whistle-blowers by preserving their job status. In the Caribbean, Jamaica has whistle-blowing legislation, while Trinidad is currently exploring it.

External whistle-blowing can also be facilitated through the creation of an independent body which can be staffed by ethical members in society who can act in the public’s interest. For example, in Barbados, wrongdoing can be reported via Crime Stoppers hotline or anti money laundering reporting mechanisms for suspicious or actual activity. Given the perceived high personal cost of whistle-blowing, and in the absence of effective and comprehensive whistle-blowing legislation and the existence of repressive defamation laws, employees are likely to come forward and report wrongdoing only if they have confidence in the organisation’s ethical values and reporting systems. Strong corporate ethical values should be enforced in the form of codes of ethics, employee handbooks, mission statements, visual ethics signs, employment procedures and the use of independent committees (similar to audit committees) to handle whistle-blowing reports. The existing defamation laws may need to be amended to promote freedom of speech.

To this end, the current research underscores the importance of the role of the accounting profession and other stakeholders in developing effective whistle-blowing mechanisms as part of good corporate governance in organizations. ■

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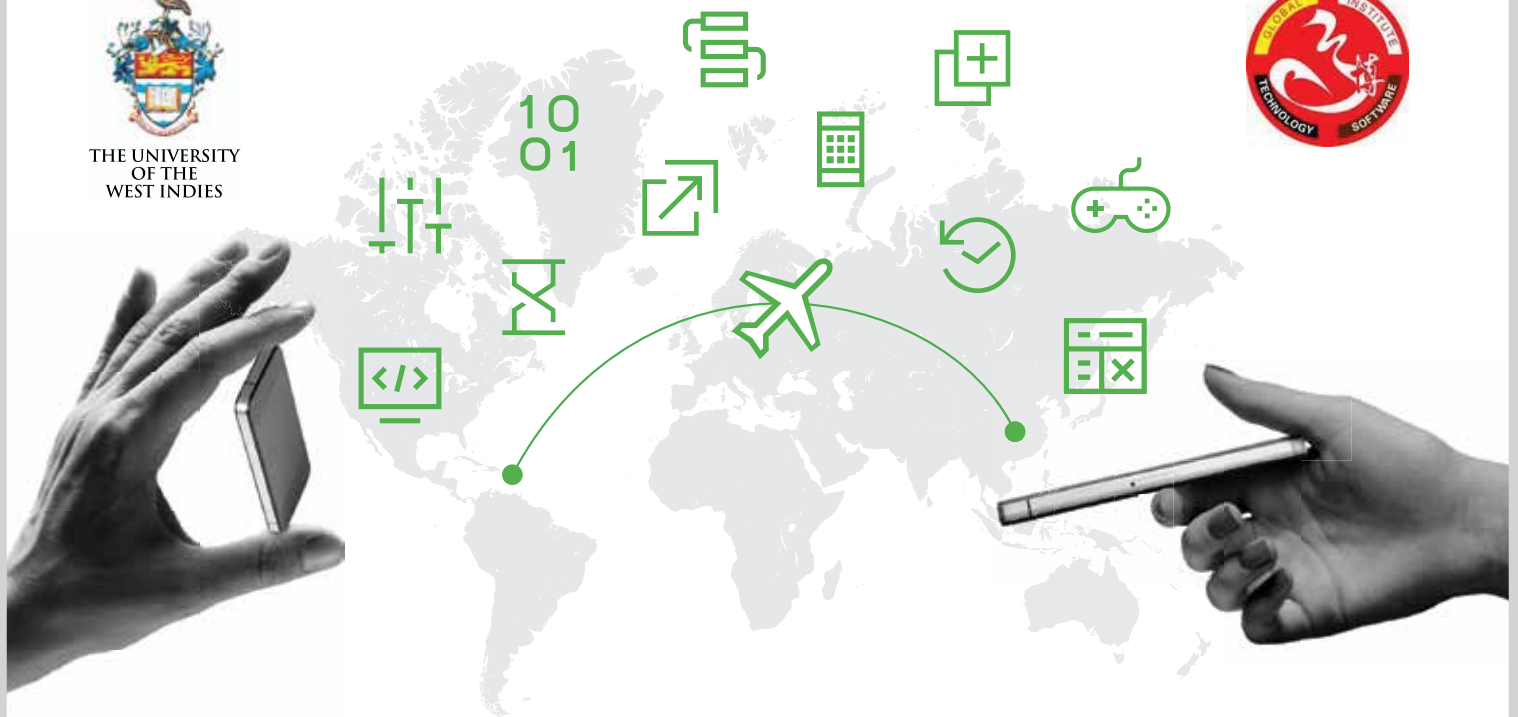
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