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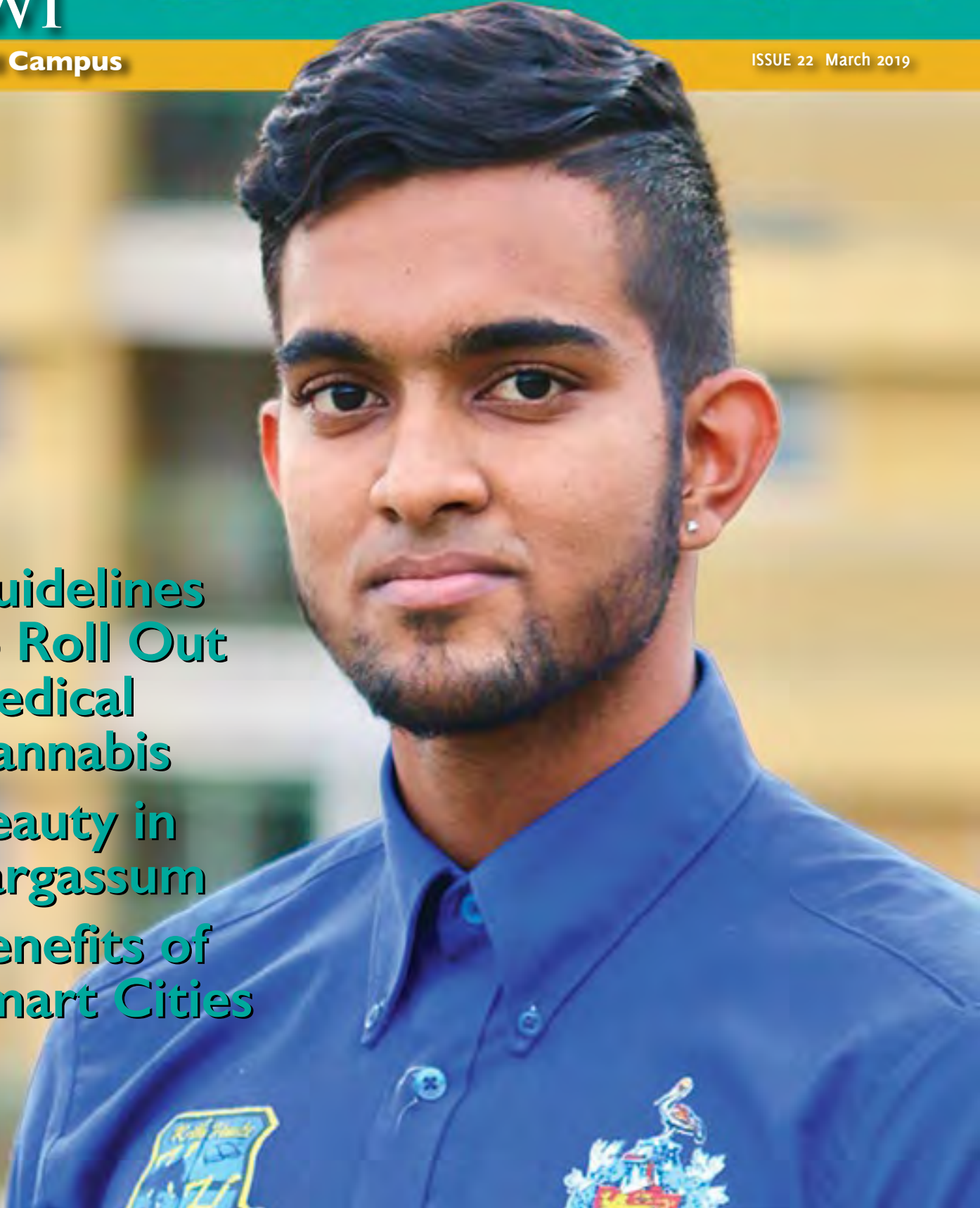
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news

Cave Hill Campus

ISSUE 22 March 2019

- Guidelines to Roll Out Medical Cannabis
- Beauty in Sargassum
- Benefits of Smart Cities



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Prepared for Take Off

The start of a new year often brings with it a stronger sense of purpose and renewed expectations through the promise of new beginnings. For the Cave Hill Campus, 2019 has ushered in the possibilities of an end to what has arguably been a most challenging period. I speak of the closing out of the current decade, the second of the 21st century, which provided a perfect reminder of the perpetual cycle of beginnings and endings.

We are confident that the decade's closure will coincide with a Cave Hill resurgence as the campus transitions from a perilous to a more prosperous path. After completing a season of austerity, we are set to embark on the revitalisation of the campus with renewed vigour in pursuit of a realisable vision. Our optimism follows an extended period in which Cave Hill navigated mounting government debt, ageing plant and equipment, and an IT infrastructure on the cusp of obsolescence. These were accompanied by declining student enrolment in the latter half of the decade. With these challenges, the campus focused on maintaining the highest quality assurance standards, student centredness, incremental but continuous improvements to the learning environment, pedagogical renewal, heightened staff engagement, and consistent curriculum renewal. There are now encouraging signs that our prudent stewardship has paved the way for the campus's resurgence.

Our confidence resides in the exemplary manner in which the management and



Professor V. Eudine Barriteau
Pro Vice-Chancellor and Principal
The UWI, Cave Hill Campus

leadership of the Cave Hill Campus has held steadfast to the mission of guiding the affairs of this institution despite the significant test of our resolve and resilience. **Notwithstanding our formidable financial circumstances, Cave Hill continued its outstanding scholastic output, with the achievements of our faculty, students and staff underscoring our capacity to participate as equals in the international higher education arena.**

Today, there are increasing signs that, after a prolonged period of managed constraints and containment, ameliorating conditions finally await the campus. Enrolment, which had declined sharply following the introduction of student-funded tuition fees in 2014, rebounded by more than ten percent in the current academic year, with projections pointing to greater increases in the next academic year. We have held fruitful discussions with our host government and have been assured of its commitment to revitalising the Cave Hill Campus. The government supports the campus's twin strategy that includes the **Smart Campus and Internationalisation** initiatives. Both of these have already brought significant benefits with indications for even greater gains as we use them to drive the attainment of the goals of the

2017-2022 Triple A Strategic Plan.

The **Smart Campus** initiative continues to implement IT-based solutions towards the digital transformation of the campus. One of its first goals is to enhance the teaching and learning environment especially to prepare an increasing intake of millennials - today's digital natives - for the world of work.

The Faculty of Medical Sciences' double accreditation, received from **the Caribbean Accreditation Authority in Medicine and other Health Professions (CAAM-HP)** and the **National Committee on Foreign Medical Education and Accreditation (NCFMEA)** of the United States Department of Education, has reaffirmed the regional and international quality assurance standards and marketable value of our MBBS programme. The UWI and the Cave Hill Campus welcome the recent approval of the BSc in Preclinical Sciences that paves the way for Cave Hill to offer the first phase of medical training to prospective students from Ghana and potentially other West African countries.

Similarly, the Cave Hill **Confucius Institute**, which celebrates its fourth anniversary in April, has already earned international acclaim by capturing the Confucius Institute of the Year award in December 2017. The institute continues to consolidate its programming nationally and regionally, even as it assists the campus in spearheading our global engagement and advancing our internationalisation agenda.

The campus faces the beginning of the third decade of the 21st century with renewed purpose, strategic planning and a calm confidence in our capacity to redouble our accomplishments as a world-class institution. The Cave Hill Campus is on a carefully calibrated growth path in which all our activities will enhance the university's reputation, consolidate our resilience, and earn greater revenue to guarantee Cave Hill's contribution towards making The University of the West Indies a truly international and self-sustaining institution. ♦

Guidelines to Roll Out Medical Cannabis

A three-step approach to the gradual implementation of medical cannabis in Barbados has been recommended by two award-winning researchers at The UWI, Cave Hill Campus.

Sociologist Dr. Alana Griffith and pharmacologist Dr. Damian Cohall have proposed that cannabis-derived drugs be included on the National Drug Formulary, legislation created to regulate a medical cannabis industry; and local cultivation of cannabis introduced, if necessary, to meet industry demand.

Their suggestions are outlined in the **Department of Government, Sociology, Social Work and Psychology's** inaugural **Policy Brief** publication, dated December 2018, and are based on recent work by Griffith and Cohall, notably their paper: **"Conceptualising a policy framework for the implementation of medical marijuana in the Caribbean**

territory of Barbados" that was published in September 2018.

As it relates to the **first phase**, the researchers suggested that a list of cannabinoids, which have met international medical standards and testing as well as the criteria set by the **Drug Formulary Committee**, could be introduced on the island.

"This could serve as a pilot phase. It is in this phase that close monitoring and evaluation and other forms of data collection and analyses will be conducted to inform legislation geared at regulating the industry ...," they stated.

Phase two would see the introduction of various "formulations of raw forms, tinctures and oils that have shown bioequivalence to established forms of medical cannabis products," that would be contingent on the establishment of legislative regulations to govern the production and distribution of cannabis and its use as a medicinal cure.

The researchers said, "The second phase should cover issues relating to the entire supply chain, and as such, would involve a broad cross-section of social sectors in the research, cultivation, standards creation and imposition, transformation, storage and dispensing of the product.

"The introduction of cultivation to support a local medical cannabis industry represents a potential phase three," they said.

The researchers argued that an incremental approach to the introduction of medical cannabis in Barbados could result in buy-in from conservative Barbadians who may be averse to decriminalisation or legalisation. Additionally, it could provide stakeholders and practitioners in social welfare and public health with an opportunity to mitigate the risks associated with full legalisation or decriminalisation.



Dr. Alana Griffith



Dr. Damian Cohall

Leading Resilience & Adaptation

by Leigh-Ann Worrell

The widespread devastation that ripped through the Caribbean in 2017 as a result of natural disasters should be seen as an opportunity to revisit and reimagine the region's development, says climate resilience expert Jeremy Collymore. He also believes that The University of the West Indies can be at the forefront of the charge.



Collymore, who was appointed as The UWI's Resilience Consultant/Advisor in November 2017, outlined the ways in which The UWI campuses can serve as "laboratories for good practices" in the region in the area of climate resilience and adaptation, as well as for other Small Island Developing States (SIDS).



Jeremy Collymore
The UWI's Resilience
Consultant/Advisor

"[A climate-resilient university is one that] identifies our climate-related vulnerabilities, see how they will trend over time so that we put in place the capacity to deal with disruptions so that they are not extensive, and minimise fear to our systems," he said during a recent interview.

"[This] would be underpinned by the

assessment of the hazards that will impact the university, implications on facilities and personnel, and making strategic decisions on how to address them once they become realised threats."

He believes there are practical, measurable and sustainable steps that could be employed to set up the university as a model of good practices.

"We use lots of energy. [We can] start initiatives that monitor energy use in particular spaces and then set targets for reduction of fuel energy consumption," the former Executive Director of the Caribbean Disaster Emergency Management Agency (CDEMA) stated.

He believes these initiatives could be undertaken by students pursuing degrees and professional certification in this field, adding: "Students can have projects which look at energy use over a particular period of time at different times of the day and see what is driving it. Together with the faculty ... [they can] look at targets and alternatives. They can also do the same for water management. Students who are in engineering and so on, and are doing vulnerability studies, can [perform] activities measuring the expected precipitation amount for a particular area of campus over

a period of time, and look at vulnerability options ..."

Collymore also encouraged the integrated, institutional buy-in of energy-saving technology, as well as the creation and implementation of contingency plans for the campuses to mitigate the disruption of services should a natural disaster strike.

"We had some good examples of total disruption of services in Dominica and some of the British Overseas Territories. We have to ask ourselves, what would it mean for Cave Hill Campus, Mona Campus or St. Augustine Campus in terms of continuity of student services?"

The advisor believes that these measures would show how The UWI was willing to walk the walk on adapting to climate risks and vulnerabilities.

"These are options where the university, through addressing its own problems, would have real, actual experience on how these things can be done. It would not just be a theoretical example; it would be leading by doing. In other words, we are saying that the university can be a leader in new ways of thinking and new ways of learning in respect to climate resilience." ♦



(l-r) Ambassador Richard Bernal, Pro Vice-Chancellor, Global Affairs, The UWI; Prof. Dale Webber, Pro Vice-Chancellor for Graduate Studies & Research, The UWI; Dr. Camille Bell-Hutchinson, Registrar, The UWI, Mona; Prof. Opal Adisa, University Director, The UWI Institute for Gender and Development Studies (IGDS), Regional Coordinating Office; Most Hon. Portia Simpson Miller, LLD (Hon), former Prime Minister of Jamaica and Honorary Graduate of The UWI; Hon Alando Terrelonge, State Minister in the Ministry of Culture, Gender Affairs, Entertainment and Sport; Prof. Eudine Barriteau, GCM, Pro Vice-Chancellor and Principal, The UWI, Cave Hill and Prof. of Gender and Public Policy; Prof. Elsa Leo Rhynie, former Principal, The UWI, Mona; Prof. Barbara Bailey, former Regional Coordinator, IGDS; Prof. Sir Hilary Beckles, Vice-Chancellor of The UWI; and Dr. Leith Dunn, Senior Lecturer/Head, The UWI Institute for Gender and Development Studies, Mona Campus.

GENDER POLICY Launched at The UWI

There may be concerns about male under-representation on the student roll of The UWI, Cave Hill Campus, but staff records tell a different tale.

According to a situational analysis conducted in preparation for **The UWI Gender Policy**, research indicated that for the years under review, males dominated the staff complement at all levels, except the senior, administrative and professional staff. This situational analysis covered a five-year period from 2007 to 2012.

"When data were disaggregated on the basis of hierarchy, males dominated in every academic

category, save assistant lecturer. The disparity was most pronounced in the senior lecturer and professorial categories, which saw male employees occupying at least 70 percent of these positions ...," the document read.

Currently, there are three women, including Pro Vice-Chancellor and Principal Professor Eudine Barriteau, occupying positions in senior administration at the campus.

At the student level, the report found that there were gendered disparities which ran *"counter to the creation of an enabling environment in which Gender Justice, can be realised,"* especially as it related to the incidence and reporting of sexual misconduct.

These issues, and others, are to be addressed in **The UWI**

Gender Policy and subsequent implementation. The document was launched on Tuesday, 22 May at the University Regional Headquarters in Jamaica.

The initiative was led by the university's Institute for Gender and Development Studies (IGDS) and provides the framework to inform the changes necessary to promote gender justice at all levels. The gender policy will therefore guide The UWI's actions to mainstream gender across the institution by ensuring gender equity in its practices, policies, procedures and programmes. The policy is guided by the principles of leadership and political will, non-discrimination and an appreciation of diversity, gender and social justice, personal responsibility and accountability, and collaboration and partnership development.

The Director of The UWI Institute for Gender and Development Studies, Regional Coordinating Office, Professor Opal Palmer Adisa, will lead its

implementation. A regional gender mainstreaming committee will also be established that will champion gender justice across The UWI and lead initiatives intended to shape positive attitudes towards gender justice.

Furthermore, the Office of the Vice-Chancellor will have ultimate responsibility for the policy. The University Council will also have a key role to play in championing the

policy, advocating for the adherence of its mission and vision and providing leadership consistent with best-practice principles of gender mainstreaming and gender justice.

The UWI has always been focused on gender justice. In the **Report of the West Indies Committee of the Commission on Higher Education in the Colonies** (The Irvine Committee Report of June 1945), the recommendations

to establish the University College of the West Indies (the predecessor of The UWI) stated that women and men should be able to enter the university under the same terms and conditions.

More recently, **The UWI Triple A Strategic Plan 2017-2022** includes Gender Justice as one of its core values. ♦

Girls in ICT

Over 60 girls from secondary schools across Barbados received hands-on training in the use of digital tools for the creation of a better world.



Professor Eudine Barriteau chatting with some participants of the hackathon.

They gained the invaluable experience at the second edition of **Girls in Information and Communications Technology (ICT)** hackathon, held at the Sagcor Cave Hill School of Business and Management on 26 April 2018, guided by the theme: **#SafeGirlsSafeFuture**. This is an initiative of the International Telecommunication Union, with a view of creating a global environment

that encourages girls to pursue careers in Science, Technology, Engineering and Mathematics (STEM).

During the hackathon, young women were able to learn about computer application development, coding, robotics, animation, web development and programming from leaders in the field.

Over 800 girls across five Caribbean countries: Barbados, Jamaica, Trinidad and Tobago, Guyana and St. Vincent and the Grenadines benefitted from the initiative, organised by **SheLeadsIT and Change Makers Development Ltd.**

During her remarks at the Barbados leg of the hackathon, Pro Vice-Chancellor and Principal of the Cave Hill Campus Professor Eudine Barriteau told the participants that globally, women were historically shut out of opportunities in sciences and technology.

"For example, in 1946, when Dame Elsie Payne became the first Barbadian woman to win an island scholarship, she could not pursue university studies in the sciences because in the 1940s, girls in Barbados were not taught science subjects even in the leading girls' secondary school, Queens College. Women who were very keen on the sciences were discouraged and when they persisted, were kept in the background," she informed.

Barriteau also noted that women continued to be under-represented in these fields and, therefore, lauded their engagement in the area: *"You are contributing to your own empowerment by taking the necessary action to build better lives for yourselves."* ♦

Securing Justice for All

by Leigh-Ann Worrell

“Positively Impacting Access to Justice for All, from the Classroom to the Community”



Professor Velma Newton
Regional Project Director
IMPACT Justice

This has been the resolve of **IMPACT Justice**, a five-year, thirteen-country initiative implemented by the Caribbean Law Institute Centre (CLIC) of the Faculty of Law at Cave Hill. The project, scheduled to come to an end this year, has been funded by the Government of Canada to the tune of CAD\$19.2 million. The University of the West Indies has served as a key stakeholder but has also been a beneficiary.

Regional Project Director Professor Velma Newton explained that **IMPACT Justice** comprises four components: legislation and treaty policy; legal profession; legal education and information; and alternative dispute resolution (ADR). Special areas of concentration includes gender, human rights, the environment and consumer protection, among others.

While **IMPACT Justice** has had several major successes, namely, the training of hundreds of community and legal practitioners and the convening of several workshops and conferences across the region, it is the work with a direct focus on the community that this Regional Project Director is most pleased with.

The **Triple H (Help, Hope, Heal) Youth Development Programme** was one such initiative. Implemented in St. Vincent and the Grenadines at the Dr. J. P. Eustace Memorial Secondary School and in Barbados at the Parkinson Memorial Secondary School, in 2017, the after-school programme focused on conflict resolution,

anger management, spiritual development, decision making, gender sensitivity and academic development.

“The children responded very well, especially in St. Vincent,” Professor Newton stated. *“We were very pleased with some of the results. The Principal [of Dr. J. P. Eustace Memorial Secondary] was at a workshop on restorative practices ... and she relayed that one troublemaker at the school [who had participated in the programme] became the peacemaker and had actually parted two boys from fighting ...”*

Meanwhile at Parkinson Memorial Secondary, Principal Ian Holder remarked on the “significant change” he had seen in Triple H Programme participants’ behaviour. He made the comments at the programme’s graduation ceremony that was held on 3

July 2017.

Newton added that there was potential for additional work in the area of youth intervention but noted it would need “more planning and resources”.

The project also placed significant attention on restorative practices and mediation techniques at the school and community level.

Professor Newton noted that 14 persons around the region have been trained as trainers in restorative practices so far, while for mediation, the next step is to assist mediators in setting up community service points.

She revealed that the governments of Barbados and St. Vincent and the Grenadines have agreed to the use of community centres as mediation service points.



Participants at one of the IMPACT Justice workshops

“We ... are trying to encourage people to solve minor community problems without going to court, [as these minor matters] clog up the court rosters and expenses are incurred when persons go to court. Mediation is traditionally cheaper,” Newton explained.

However, she acknowledged that there was a need for greater awareness on mediation practices at the grassroots level.

“We now have to see if we can have community mediation really established with people knowing what it is really about and using the service ... We still have to do a lot of public awareness to let communities know what mediation is.”

Additionally, **IMPACT Justice** has contributed to the legislative landscape of the region through the drafting of nine pieces of legislation that have been distributed to the Caribbean Community (CARICOM) Secretariat and other institutions. In relation to the **Employment Sexual Harassment Prevention Act**, the project partnered with the Ministry of Labour in Barbados to produce a pamphlet titled ***Sexual Harassment in the Workplace: What You Should Know***, along with a document titled ***Model Workplace Policy Statement Against Sexual Harassment***.

Legal education has received a boost as a result of the project. Professor Newton revealed that, through the CARILAW

project, run by The UWI, Cave Hill, case files – some dating back to the 1950s – have been edited and uploaded online. These case files now form part of the **JustisOne** online research portal, a leading legislation resource out of the United Kingdom. The *Caribbean Law Review*, *West Indian Law Journal* and The UWI, Cave Hill’s Law Library’s **West Indian Legislation Indexing Project (WILIP)** have been uploaded online as well.

Furthermore, 40 lawyers around the region received further training in legislative drafting to help build out expertise in this area.

“... There has always been a complaint that there are not enough drafters in the region, and so we assisted with training. ... Now, one of our trainees is the Law Revision Commissioner in Antigua,” Newton stated. *“The Government of St. Lucia has also sought our assistance in this regard.”*

While pleased with the milestones the project has reached, Professor Newton emphasised that to truly impact justice, the training provided needed to redound to the benefit of all levels of society.

“We would like to focus more on the people and the people’s problems at the grassroots level,” she said. *“We are thinking about sustainability. So the people we’ve trained, we want to be able to offer their services, and we have to help them to do so.”* ♦



Some of the documents created under the IMPACT Justice project



Cannabis Workshop

MEDICAL PROFESSIONALS at Cave Hill Campus are lending their expertise to the training of healthcare practitioners on prescribing medical cannabis in Barbados through the delivery of a series of workshops.

The need for the workshops was identified by the **Ministry of Health and Wellness**, as the Government of Barbados continued to press ahead with creating a framework to guide the use of medical cannabis for specific medical conditions. The training is being designed by Cave Hill’s **Centre for Excellence in Teaching and Learning (CETL)** in collaboration with **Dr. Kenneth Connell**, Lecturer in Clinical Pharmacology in the Faculty of Medical Sciences and Chair of the Ministry of Health and Wellness Drug Formulary Committee.

The workshops target registered medical practitioners, pharmacists and nurses.

Last December, Prime Minister Mia Mottley announced that the Government of Barbados was hoping to have a framework in place for medical cannabis in the near term.

“... We have more or less taken a decision; we just need some refining and training with practitioners,” Mottley said while addressing the CIBC FirstCaribbean Barbados Client Economic Forum.

She also noted at that event that Barbados would strategically develop itself as a global leader in the research along with other global leaders in cannabis, including Jamaica. ♦

Rhodes Scholar Zubin Deyal

by Leigh-Ann Worrell



Zubin Deyal is congratulated by Governor General of Barbados, Dame Sandra Mason.

A registration error might have been the best blunder to befall Zubin Deyal.

Fresh from St. Joseph Academy in Antigua and Barbuda with 16 Caribbean Secondary Examination Council (CSEC) passes and just as many years of age, the bright young scholar came to The University of the West Indies, Cave Hill with two intentions: study physics and play cricket. But a registration mix up and too little time to make a switch locked him into the Faculty of Social Sciences.

This error would lead him to find his true academic passion; and later this year, down the hallowed halls of Oxford University as a 2019 Commonwealth Caribbean Rhodes Scholar.

“I went into university at 16 and had no real idea of what I wanted to do,” Zubin admitted during a Skype interview from Trinidad and Tobago.

He has been working there as a research assistant in the Department of Research and Chief Economist at the Inter-American Development Bank (IDB).

“I knew I wanted to get into finance in some way, but actually, I came in with the intention of doing physics. But somehow a registration error happened and I had to register for a programme in [the Faculty of] Social Sciences. I decided to do management and finance and I didn’t really like it; so I decided to try economics and math ... During my second year, I realised how much I liked economics and finance and recognised that there was a course that allowed me to do both. I love [these areas] so much now that it’s what I want to study for my master’s.”

The study of economics and finance will also offer Zubin, now 20, an opportunity to pursue his dream of contributing meaningfully to the development of Caribbean societies.

“One of my goals is to try to help people ... as much as I can, and I feel like I can do a lot more with an economics degree, because the quality of life that a person has is directly related to the economy of a country. I want to impact our own policies and improve our own quality of life,” he added.

“So even though the registration error happened, I think it was more a sign ... that [physics] is not what [I] should have been doing ...”

His eloquence and academic qualifications portray a diligent commitment to excellence. He credited his parents, journalist Indranie Deolall, who is from Guyana, and newspaper columnist Trinidadian Anthony ‘Tony’ Deyal, for emphasising the importance of education.

“From the time I was small, my mom would sit me down and go over the times tables, spelling and grammar. Even after my homework was done, we did a little bit extra, and thankfully, that was something I continued in secondary and tertiary education. Education to me is the great equaliser ..., and because my parents have been committed to [education], I have been studious my whole life,” Zubin confirmed.

He also recalled the “supportive and loving” environment his parents created wherever they lived, as the family relocated often during his childhood. Born in Barbados, Zubin has lived on several islands including Antigua and Barbuda, Guyana, and Trinidad and Tobago.

While Indranie’s and Anthony’s gifts may lie with the written word, their son’s strength is with numbers.

So failing math twice may have been the wake-up call Zubin needed in his second year, when his commitment to his academic pursuits was floundering.

Recalling the year as “a difficult” one, he stated frankly, *“I was 17, and it was the first time that I was living by myself ... and my priorities became skewed ... I was trying to be something I was not. I tried a bunch of things [like] partying, and I was down the wrong path ...”*

This time, however, Zubin had the power and will to correct the error.

“There was a period when I went home [for the summer break] after my second year, and I really sat down and reflected on [that year] ... I said to myself, ‘this is not me; I don’t fail courses or subjects’– well, up until that point; I said I had to change. I went back to university and adjusted ... Thankfully, I was able to learn from [that time] and was able to refocus on my education in my third and fourth years.”

He would eventually earn a First Class Honours degree in economics and finance, as well as land a coveted internship position in the IDB’s Barbados offices. It was the top prize in an internship competition hosted by the IDB and the Department of Economics, Cave Hill.

Zubin also participated in student leadership, serving as Keith Hunte Hall Chairperson and Guild Councillor in his final year. The scholar is grateful for his Cave Hill experiences, good or otherwise, and believes that all of them, both inside and outside of the classroom, were instrumental in shaping who he is today.

“The UWI helped me to find myself, my voice, the person I am and the person I want to be. And knowing the person I want to be ... helps me to find direction in my life and to understand what path

I want to take.”

Zubin is also highly appreciative of the intellectual guidance and support he received from lecturers in the Department of Economics.

“You don’t always see the connections in the classroom, but as you are working [in the field] you remember what your lecturers said and it comes in handy.”

Zubin found out about the **Commonwealth Caribbean Rhodes Scholarship** in July 2018, three months prior to the deadline for application. He learned about being shortlisted a week after submitting his application.

He, along with eight other shortlisted applicants, attended a dinner meet and greet with former Rhodes Scholarship winners and were interviewed at Government House in Barbados. The interview, which would pave the way for the next steps of his academic journey, was chaired by Governor General Dame Sandra Mason.

“Just getting to know the other candidates was amazing. They were all capable in their own sense, [and were] all extremely smart. [We had] engaging discussions; they were fun and well-rounded. Even if I didn’t win, I would have been happy just to have met those people and be a part of the process,” he said.

It was ‘surreal’ to hear his name announced as the winner, Zubin recalled: *“It was an amazing feeling and I became overwhelmed with emotions ... I felt incredibly happy. My immediate thought, after the happiness, was to call my parents; but I couldn’t, because I had no WiFi and no money on my phone,”* Zubin remembered with a laugh. *“I had to wait two hours until I got back from the hotel to talk to them ... It is a great honour, and I think it is something that I would cherish for the rest of my life.”*

Zubin is one of 101 bright, innovative and change-making scholars to receive the **2019 Rhodes Scholarship**, the largest cohort to date. This cohort is also the most geographically diverse in the scholarship’s 116-year history.

The **Commonwealth Caribbean Rhodes Scholarship** will afford Zubin the chance to extend his knowledge in economics and finance from scholars such as Sir Paul Collier and Stefan Dercon, both of whom he had been reading since his second year at Cave Hill.

Zubin intends to apply his intellect to developing the capital markets of the Caribbean. He is also nurturing a budding interest in artificial intelligence. ♦

The Movie Black Panther: a Game Changer?

HOLLYWOOD'S PORTRAYAL of African characters in the blockbuster movie Black Panther drew sharp, critical assessment when African and Caribbean scholars debated the film during a panel discussion last November.

The UWI, Professor Sir Hilary Beckles; University of Johannesburg (UJ) Vice-Chancellor, Professor Tshilidzi Marwala; Pro Vice-Chancellor and Principal of The UWI, Cave Hill Campus, Professor Eudine Barriteau; and Director of the Institute for Pan-African Thought and Conversation at UJ, Professor Adekeye Adebajo.

Held at the Errol Barrow Centre for



Black Panther under the lens: (l-r) Professor Adekeye Adebajo, Professor Tshilidzi Marwala, Professor V. Eudine Barriteau and Professor Sir Hilary Beckles engaged in rapt discussion.

Among the views presented was that the near all-Black cast film failed to project authentic traditions of Africa, unlike the manner in which Japan and China adapted western-derived technology to depict their own cultural beliefs and values.

The discussion was held on the evening of 26 November to commemorate the launch of **The University of the West Indies** and the **University of Johannesburg Institute for Global African Affairs**, that occurred earlier that day.

Black Panther & Global African Identities in the 21st Century brought together panellists Vice-Chancellor of

Creative Imagination, the discussion came nine months after the release of the Marvel Studios, Disney film which raked in more than US\$1.34 billion internationally. Its visually stunning effects in a reimagined world of Blackness aroused pride and passion among Africans and their descendants.

Tickets were sold out as patrons flocked to theatres, many dressed in Afrocentric garb, a scene that was mirrored across the region. Public sentiment reached consensus that the use of an almost all-Black cast by Hollywood in the mythical, technologically-advanced and picturesque African country of Wakanda and its showcasing of black actors in a positive light was long overdue. The movie, written



by two African Americans, one of whom also directed, went on to break numerous records.

Black Panther tells the story of T'Challa who, after the death of his father, the King of Wakanda, returns home to succeed to the throne but is challenged by his cousin Erik Killmonger who grew up poor in Oakland, California in the United States, and also goes home to take his place.

While Black Panther makes a good effort to represent an authentic Africa, there were shortcomings.

Sought, prior to the film's release, for his expertise as a historian on whether Killmonger, on script, captured the spirit of the resistance of the African Diaspora and the demand for legitimacy and place in the African kingdom, Sir Hilary told the audience that the character was both historically rounded and legitimate.

He placed this within the context of the fallout at the United Nations conference of 2001 in Durban, South Africa, when African

leaders refused to sign up to the cause of reparations for slavery that he and other Caribbean delegates pursued.

The UWI Vice-Chancellor compared Killmonger to the "abandoned *Diaspora* child who comes to maturity and says *I have a right to return home, a right to be in Africa, a right to my heritage*". The movie script, he said, intersected with the call for a full confrontation of what had occurred in South Africa.

"If you strip away the technology, strip away the imagery and secondary stories, what is the core story? The core story is two cousins with different views about their African rights, a conflict involving Africans in the Diaspora demanding their rights and justice and being denied that right."

Also significant, Sir Hilary said, was the decision to begin and end the movie in Oakland, California, the birthplace of the revolutionary Black Panther political movement.

But was the movie escapism?

The UJ Vice-Chancellor not only believes it was, but he insisted that the harsh realities, such as betrayal among brothers, much like

what occurred during the Transatlantic Slave Trade where Africans were both victims and perpetrators, ought to be confronted.

"Why were we both victims and perpetrators? It happened because we were divided along ethnic lines, [and] we were divided along narrow nationalism. And, of course, if we had the technology, were we not divided but united, it probably would not have happened and most definitely not on the scale of which it did. What we have to do as Africans and Africans in the Diaspora is to make

sure that the disunity that caused our brothers and sisters to cross the ocean is eliminated. We have to have much more dialogue between Africa and its Diaspora," Professor Marwala added.

More unfettered, Director of the Institute for Pan-African Thought and Conversation, Professor Adebajo stated that the movie was a form of Black therapy for a people that have suffered more humiliation through four centuries of slavery and colonialism than any other race in history, in an era in which American President Donald Trump has allegedly made disparaging comments about the continent as well as Haiti.

While **Black Panther** makes a good effort to represent an authentic Africa, there were shortcomings, Professor Adebajo posited.

"Black Panther's first problem is that a successful industrialised African country that does not accept aid or trade with the outside has to be hidden from the world. So even in this fantasy movie, a future industrialised African country must be mythical while everything outside of it, in the rest of the continent, is chaos and anarchy from which Wakanda must be protected."

The visiting academic said the film could have built more on the authentic traditions of Africa, much like Japan and China have done by borrowing technology from the west and adapting it to their own cultural beliefs and values.

"Wakanda, in stark contrast, is a product of a fertile western imagination replicating the way Hollywood is constantly flaunting the superiority of American technology to the rest of the world. The constant references to African tribes in the movie falls into the very stereotypes that it claims to be wanting to escape."

Further perpetuating stereotypes of African barbarism, he suggested, were the gorilla sounds made by rebels. While

there was impressive portrayal of strong black women and progressive masculinity, he believes those ought to be placed within the context of shocking levels of sexual violence that still occur in large parts of the continent.

"It [Black Panther] entertains but it is unclear how much it educates as it reproduces some of the very stereotypes about Africa that it seeks to destroy. If Hollywood could just figure out how to make movies about real African characters as Nollywood has learned to do, this would go a long way to change the negative perceptions about Africa in the west. Black Panther is not a game changer. It is racial therapy and a soothing balm of escapism in the xenophobic era of Donald Trump."



Feminist scholar Professor Barriteau agreed that the movie was escapism, but was quick to commend the decision to cast Black men as heroes rather than drug dealers, bandits and thugs as Hollywood has traditionally been perceived to do.

At the same time, she said the movie disappointingly reinforces traditional gender

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roles for women despite the existence of a tribe of female warriors and the young king's sister being a genius scientist. Professor Barriteau considered it most disturbing that this existed in a reimagined future.

"This was very much a story about a power struggle between men in which women were cast in highly visible but very supportive roles. The women are strong and beautiful, but the men are the centre of the universe of that movie. What happened is that you have a replacement of a wounded Black masculinity with a benevolent Black masculinity, so the struggle for power that is playing out does not, in any way, involve a transcending of the traditional gender roles that have been assigned to women.

"I think that in a future fantastic world, especially an African world that is being portrayed, it would have been very interesting to have a woman make her bid to be a queen and have the men of *Wakanda* support her. Why couldn't it be that the sister, who is the scientist, was going to be the queen and the brother was going to support her?"

Ultimately, the consensus among the academics was that the positive narrative in the movie surpassed the negatives. ♦

Building Resistance to Biosecurity Threats

The recent establishment of the Centre for Biosecurity Studies at The UWI Cave Hill has attracted widespread interest and significant offers of international collaboration. In this regard, plans are progressing to fast track the centre's operationalisation that will enhance regional capacity to curtail threats to the Caribbean's biodiversity and ecosystem.



(l-r) Dr. Ciro Ugarte, Director of the Health Emergencies Department, PAHO; Dr. Leslie Rollock, Senior Medical Officer, Ministry of Health & Wellness, Barbados; Professor Akin Abayomi, Professor of Medicine, Nigerian Institute of Medical Research; Professor Eudine Barriteau, Principal, The UWI, Cave Hill; Professor Rebecca Katz, Associate Professor and Director, Center for Global Health Science and Security, Georgetown University; Mr. Ronald Jackson, Executive Director of the Caribbean Disaster Emergency Management Agency; (in back, l-r) Professor Marvin Reid, Director, Tropical Metabolism Research Unit, CAIHR, The UWI, Mona Campus; Mr. O'Neil Hamilton, Caribbean Focal Point for the United Nations Counter-terrorism Executive Directorate (CTED); and Japanese Ambassador His Excellency Teruhiko Shinada

Pro Vice-Chancellor and Principal Professor Eudine Barriteau said the Centre for Biosecurity Studies will be headquartered in Barbados, and will coordinate initiatives aimed at reducing or eliminating biological threats that could adversely affect the Caribbean's way of life and destabilise regional economies.

She announced its creation on 2 August 2018 at the inaugural **Biosecurity Symposium** held under the theme: "Building Resilience to Biosecurity Threats in the Caribbean".

Barriteau said the centre, an interdisciplinary initiative, will receive expertise from a range of fields including law, medical research, public health, climate change, disaster management and international relations, among others.

"At The University of the West Indies, we often find ourselves in the vanguard of regional efforts to address challenges that

impact our socio-economic development. And as the leading tertiary education institution in this region, it is quite appropriate that we take on these challenges," she said.

Professor Barriteau told the gathering of regional and international experts that Cave Hill Campus was ideally suited to integrate the region's disjointed biosecurity efforts, training and other measures towards implementing an effective biosecurity programme.

Director of Global Health Science and Security at Georgetown University, Professor Rebecca Katz informed conference participants that the Caribbean was a priority region for the United States to build capacity and awareness of the grave dangers posed by emerging infectious diseases and biological threats. She also encouraged regional countries to lend their voices to discussion on these issues through international engagement. ♦

INNOVATION FOR REGIONAL GROWTH

The University of the West Indies, Cave Hill Campus has provided Caribbean entrepreneurs with another avenue to improve their skills.



(l-r) Professor Eudine Barriteau, Principal, The UWI, Cave Hill; Hon Dwight Sutherland, Minister of Small Business, Entrepreneurship and Commerce; Dr. Dion Greenidge, Coordinator of CPDLL; and Benoit-Pierre Laramée, Minister Counsellor (Development)/Senior Director, Caribbean Regional Programme/Canadian Director to the Caribbean Development Bank

On Monday, 4 February 2019, the **Centre for Professional Development and Lifelong Learning (CPDLL)** and **Lumin Consulting Inc.** (formerly UWI Consulting Inc.) signed a Memorandum of Understanding to govern the delivery of short courses and certificate programmes over the next five years. Three courses have been identified for immediate roll-out. These are:

- **The Lean Start-Up for the Caribbean Entrepreneur** that provides training on the fundamentals of business development skills through the world-renowned **Lean Start-Up** methodology;
- **Investor Readiness for Caribbean Entrepreneurs** that offers valuable insights into the processes involved in fundraising for their business, as well as assists entrepreneurs in developing the relevant knowledge, skills and documents needed to successfully engage investors; and
- **Entrepreneurial Finance** that simplifies accounting, and is

designed to strengthen the start-up ecosystem in the Caribbean by providing business development support for early stage entrepreneurs.

Upon completion, entrepreneurs should be able to understand finance fundamentals, as well as read, interpret and develop financial statements for business diagnostics and decision making.

The project is supported by a US\$1.5 million grant from the **Government of Canada** and falls under execution by **infoDev** — a World Bank Group programme that promotes entrepreneurship and innovation. It targets the 14 English-speaking CARICOM countries.

Under the agreement, the CPDLL will house, administer and market online, face-to-face and blended short courses and certificate programmes in entrepreneurship and innovation developed by the Lumin Consulting Inc. coordinated **PitchIT Caribbean** programme.

PitchIT Caribbean is an initiative of the **Caribbean Mobile Innovation Project (CMIP)**. It is a two-tiered partnership approach to support

growth-oriented, tech-enabled businesses in the Caribbean.

Since 2016, the project has provided training, incubation and mentorship support to almost 600 entrepreneurs through online courses, virtual and face-to-face activities, as well as the flagship **PitchIT Challenge** event. **CMIP's** Lean Start-Up and Investor Readiness courses have also helped entrepreneurs to refine their concepts and organise their start-ups to attract and secure funding.

Pro Vice-Chancellor and Principal of The University of the West Indies, Cave Hill Professor Eudine Barriteau said the partnership complements the campus's continued push towards innovation in the region and beyond.

"From blockchain to other cutting-edge developments, The UWI, Cave Hill remains at the vanguard of technological, legal, medical, and social policy innovation in the Caribbean. We are therefore pleased to partner with Lumin Consulting to provide the intellectual, analytical and practical tools required to re-engineer growth and sustainability in the region." ♦

Management Deficiencies

Research into how state-owned enterprises (SOEs) in Barbados are governed has found significant concerns with political interference, independence of boards, accountability and transparency.

Additionally, the 2017 study by PhD candidate **Renée Thompson** concluded that:

- inadequate disclosure exists
- there are unclear accounting and auditing guidelines
- lengthy board meetings were resulting in excessive delays in decision making
- directors lacked training in financial and corporate governance matters
- there was an absence of orientation programmes for directors after appointments and
- there were major concerns regarding the composition of the board and the way in which directors were appointed.

However, directors have proffered a contrasting view. They said they performed their roles and responsibilities in an effective and efficient manner, conducted well-organised meetings and perceived that they influence decision making and exercise control in SOEs.

Thompson's research is titled **"Exploring governance issues among boards of directors within state-owned enterprises in Barbados"**.

She collected data through questionnaires (16 respondents), feedback from focus groups, interviews with directors serving more than ten years on boards of different political administrations; and responses from seminars attended by

economists, political scientists and social scientists.

Under supervision from Head of the Department of Management Studies Dr. Philmore Alleyne and Senior Lecturer in Public Sector Management Dr. Wayne Charles-Soverall, her research paper was published in the *International Journal of Public Sector Management* last November.

The findings, like those of several of her colleagues, were also presented during the **Student Research Symposium** hosted by Cave Hill Campus last November.

Another PhD candidate **Tracey Broome** probed **"Financing constraints and the R&D Decisions in the Caribbean"**, concluding, in part, that R&D [research and development] favour diminishes once firms have female representation in management.

"Access to financing for female management (especially owner-manager operations) may be a limitation for R & D investment. Firms should also have a more diverse management structure to alleviate any risk of bias for R&D investment," Broome said, adding that the matter required further study.

"There is a need to explore other



Renee Thompson explains her findings on the governance of state-owned enterprises during the Student Research Symposium, held during Open Week 2018.

sustainable channels that would improve our productive capabilities and curb the exit of skilled labour. The Caribbean has one of the lowest rates of R&D investment by firms. There is sparse research in the region, and when you think about developing economies, they do not necessarily have the requisite environment to stimulate innovation-driven entrepreneurship, as firms tend more so to imitate and purchase technology."

Funding restrictions hampered firms' decisions regarding R&D, according to her research that comprised three studies that examined financing constraints on R&D decisions in the Caribbean; the effect of past R&D participation and innovation output on productivity; and an investigation of Barbadian innovative firms, both manufacturing and services.

Broome also found that technology imports by way of licensing agreements and foreign-owned technology complement R&D. In addition, firm skill set and past R&D experience contribute significantly to increased productivity for Caribbean manufacturing firms; and human skills, relevant to the creation of products/processes or to the delivery of a service, are important non-R&D elements for innovation.

Among the recommendations put forward by the doctoral candidate were policies aimed at providing duty-free concessions and incentives for technology purchases to promote innovative firm behaviour, and tailored policies to incentivise sectors that encourage innovative-driven entrepreneurship. She explained that since financing constraints impede R&D investment, government support in the form of public subsidies may act as a means of risk-sharing, reducing the essential risks surrounding R&D projects. Broome also suggested policymakers could encourage an enabling environment for private sector investment in R&D, further facilitating collaboration from sources external to the firm such as angel investors, suppliers and universities, thereby encouraging risk sharing of R&D investment.

Initial results from her third study, which is ongoing, indicate that financial institutions, particularly banks, generally lean towards providing funds to firms that have reached a certain stage of maturity.

PhD candidate **Clint Hurley** is attempting to understand how the institutional environment affects the relationship between innovation and the competitiveness of firms.

His research topic, **"Innovation and competitiveness in Caribbean Micro, Small and Medium Enterprises (MSMEs)"**, is investigating how these firms adjust their innovation strategy based on the nuances of the institutional environments that exist across the Caribbean.

In his first two studies, Hurley utilised 2014 data from **Compete Caribbean** as well as quantitative surveys. His third is a qualitative study that seeks to understand how innovation strategies of firms adapt to the various differences across the Caribbean.

Based on the preliminary findings presented at the **Student Research Symposium**, there is no strong link between innovation and competitiveness and, notably, collaboration appears to be more important than carrying out the actual innovation.

In fact, just about a quarter of the firms innovate, nearly half employ 20 or less people, while the majority employ less

than 100. Though there are twice as many service firms than manufacturing firms, a larger number of firms innovating are from the manufacturing sector.

Some firms indicated that while the institutional processes are similar, business incentives vary among Caribbean states.

Hurley is hopeful a strategy can be developed to leverage the best of each island. He has suggested the development of information-sharing networks, the creation of a policy that offers incentives for collaboration; and the development of policies to assist MSMEs in managing collaboration risks, including issues of protection of intellectual property.

PhD candidate **Daren Greaves** is in the preliminary stage of her research into **Leadership and Workplace Bullying**.

The temporary lecturer in the Department of Management Studies provided a general outline of how she intends to approach her research and identified harassment, victimisation, social exclusion, social isolation, ridicule and humiliation, teasing, excessive supervision and persistent criticism as examples of workplace bullying.

She said this could result in isolation, distrust of authorities and disillusionment and frustration that could lead to absenteeism and possible resignation, mental illness and depression that could lead to suicide.

The doctoral candidate said in an organisation, it could lead to low levels of productivity, decreased employee performance, sickness and burnout.

Greaves explained that she intends to conduct data collection from public and private sector organisations this year and plans to interview employees, supervisors and managers where possible. ♦



PhD candidate Clint Hurley

A Caribbean company has burst into the personal accessories market with such acclaim that it has prompted widespread predictions of capturing a rewarding niche in the global industry - thanks to its avant-garde designs.

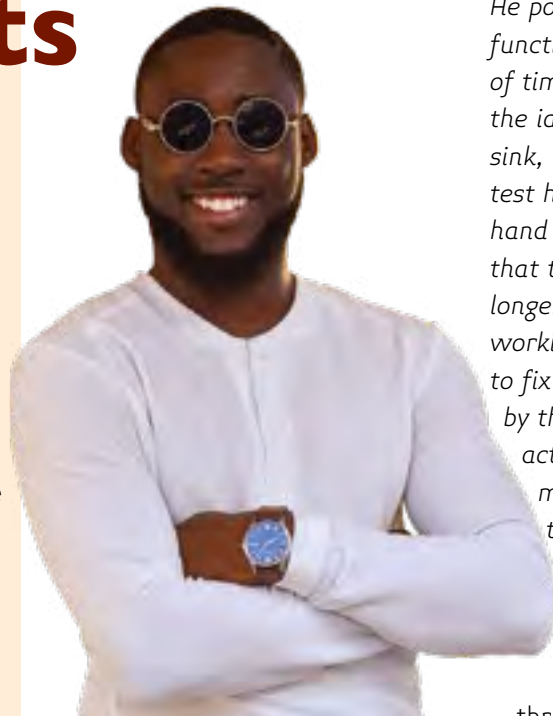
Monumental Moments

by Krystal Penny Bowen

If you thought “it’s about time!” or “what a monumental achievement!”, you would be right.

Monumental Watches, a company specialising in wristwear, is an entrepreneurial initiative led by a recent graduate of The University of the West Indies whose quest for innovation steered him into the watch-making industry. The Barbadian enterprise, driven by a group of talented, innovative young minds, was inaugurated at the beginning of 2018 and launched its first line of watches, **ICON**, in August of that year. Since then, its products have been flying off digital shelves.

Founder of **Monumental Watches**, **Darnel Greenidge**, heads a five-member team that is committed to upholding their national motto, “Pride and Industry”, by ensuring that the design of every watch piece is produced with exquisite craftsmanship. Pleased with the progress of his fledgling firm in an



Entrepreneur Darnel Greenidge.

industry dominated by entrenched global brands, he looks forward to an epic journey in the world of horology, nurturing a passion he has developed since childhood.

“I got my first Nike watch when I was around seven years old. This watch was equipped with a rotating bezel and I thought that this rotating bezel was magic at the time. So I asked my dad to explain

the reason for magic on a watch. He pointed out that divers use this function to help them keep track of time underwater. This gave me the idea to plunge my hand into a sink, [which was] full of water, to test his theory. When I pulled my hand out of the water, I realised that the watch wasn’t working any longer. After I realised it wasn’t working, I [dismantled] the watch to fix it myself and was amazed by the small mechanism that was actually keeping the time, and my interest just developed from there,” he said.

Greenidge’s fascination with the mechanics of telling time and his passion for watches continued throughout his school days and into adulthood. He started his initial forays as a watch dealer while still a student at Harrison College where, at age 16, he sold watches with interchangeable straps and faces he had purchased on a visit to Margarita Island.

As a young adult, the junior accountant and passionate club cricketer found his childhood captivation grew even greater by the time he passed his Certified Professional Accounting exam. Seeking to reward himself with

a timepiece that represented and reminded him of his hard work and triumph, he was unable to obtain one that he found attractive and affordable. It was then he began to wonder whether he could create his own watch to suit his needs. It was this well-timed query that awakened his inventive spirit and launched his journey into watch production.

Today, 24-year-old Greenidge heads a business team comprising childhood friends and secondary schoolmates, **Dilon Denny** (photographer), **Darron Brathwaite** (web designer), **Zoanna Scantlebury** (graphic designer) and **Sara Hunte** (customer service representative). Greenidge also has responsibility for watch design and packaging, and assumes the lead role in sales, marketing, bookkeeping and inventory management.

The ambitious, soft spoken entrepreneur explained that he chose his colleagues because of his love and trust for them and his belief that their personalities and skills would fit his vision to create the most influential watch brand in the Caribbean. This small, technology-based operation is close-knit with each member given the opportunity to contribute in a meaningful way.

Greenidge’s proudest moment to date is the initial public response to his company’s launch of its first collection. The team received many compliments about their designs which have significant potential to make the region internationally competitive in the watch-making world.

Monumental Watches’ website details the many challenges and triumphs from pitching their business idea and conducting

research, to building a team and launching their first watch line. Greenidge noted that team members currently have their own careers and personal interests and, as a result, most communication among them takes place online. It’s a practice they have adopted for business transactions as their products are sold solely via their website and social media platforms in keeping with modern commerce.

The company continues to expand and, on 18 December, it launched a ladies’ collection, **Bella**, which sold out the same day. Greenidge indicated that the line continues to do well and **Monumental Watches** has started to sell men and women’s watch sets.

The young entrepreneur wants others who are pursuing their dreams to believe in themselves and their idea, do the necessary market research and read books about entrepreneurship. He noted that his motivation sprang from a desire to fulfill his potential, to live a life of financial independence, and from a desire to help others and take care of his family and loved ones. His personal goals include becoming an influential national figure, helping his parents retire and coaching persons to become successful entrepreneurs.

“In the next few years, I see myself [fully engaged] in the company, providing the best value for our customers and keeping my colleagues happy,” said Greenidge.

With his innate perseverance and continuous quest for excellence, enormous success lies ahead. How much does? Only time will tell. ♦

“I try to be flexible to assist anyone whenever they need assistance and I constantly try to share vision with my colleagues of what I would like for the company,” he said.



Beauty in Sargassum

by Carol Williams



Sargassum seaweed, viewed primarily as an environmental and ecological threat when it began piling onto Caribbean shores, was deemed yet another climate change consequence that could cause widespread economic disaster in the region. Tourism and fisheries were among the major sectors believed to be at risk.

Today, with the help of scientific research, perceptions and attitudes towards the mass influxes of seaweed are changing. The once regarded marine menace is earning praise for its revenue-earning potential, as entrepreneurs look to cash in on its bountiful arrival. Among them are young university graduates seeking to create an industrial niche.

Driven by its mission to re-energise Caribbean development, and the success of its inaugural **Sargassum Symposium** in August 2015, The University of the West Indies at Cave Hill convened a second regional conference of academia, industry, government and other key stakeholders late last year. On this occasion, the 21-22 November symposium was held in collaboration with the Food and Agricultural

Organisation (FAO) to further examine and assess the threats and opportunities offered by the floating phenomenon.

Among the success stories emerging from the two-day discussions was that of two Cave Hill graduates whose creation of beauty and personal care products from sargassum seaweed showed the versatility of its usage beyond fertilisers and other low-tech applications.

Kemar Codrington and **Mikhail Eversley** had earlier risen to prominence

for their scientific collaboration with fellow student, Tiffany Husbands. The trio produced an innovative cosmetic product from the algae that won them widespread praise. Under the guidance of award-winning researcher and analytical chemist Dr. Srinivasa Popuri, their 2015 breakthrough in extracting alginate, a viscous substance used in food, textile printing and pharmaceutical, led to the innovators' inaugural product line.

The properties found in the alginate are used to thicken, emulsify and stabilise,



(l-r) Mikhail Eversley and Kemar Codrington

hence its widespread use in canned foods, ice cream, medicine and cosmetics and a variety of products that require a thickening agent.

Codrington, 27, and Eversley, 25, since graduating in 2015 and 2017 respectively with BSc degrees in Chemistry, have combined innovation and entrepreneurship by incorporating breadfruit, tamarind, lemongrass and other regionally-based plants in their research, to create and market new product lines.

"Since 2011, the seaweed has been coming in ever-increasing quantities and people have just been throwing their hands in the air and saying 'Gosh, what should we do with this brown thing?' We also recognise that our management system and our science are lagging. I didn't like the sargassum seaweed but when Dr. Popuri showed us the potential, we recognised that it has many uses in many industries," Eversley said.



Minister of Maritime Affairs and Blue Economy, Kirk Humphrey (second from left) and others being shown, by Kemar Codrington of Oasis Laboratories, products made from sargassum seaweed.

He admitted being hesitant initially about getting into business. In contrast, Codrington wanted to take the plunge the same year they made the breakthrough.

Eversley eventually acceded, and in March 2018, he partnered with Codrington to form **Oasis Laboratories**, manufacturers

of biodegradable products utilising locally grown organic and indigenous plants and other local resources.

Though the line currently boasts a variety of bath and body soaps and body butters, they plan to expand fully into lotions, balms, scrubs, shower gels, toothpaste, masks, shampoos and conditioners, massage oils and moisturisers.

"We created two brands, one called **Ocean** with the objective of sensitising people about the issues facing our oceans and how they can reduce their impact on it and the environment as a whole. The second brand is called **Nature's Melanin**. As the name suggests, we're using nature to embrace our melanin. We're using authentic Bajan plants like breadfruit and tamarind, and coupling that with the sargassum to enhance the properties of the products. We wanted to be different, so we've used chemistry, and then we're authentic Bajans. We're trying to be as natural as possible, not importing anything," Codrington said.

The chemists are not only raising awareness of the oceans, through their **OCEAN** by **OASIS** brand, but are also using their products to promote Barbados's beaches. For example, there is the **Carlisle Bay Bath and Body Soap with Sargassum**, **Drill Hall Beach Bath & Body Soap with Sargassum**, **Breadfruit Milk and Aloe Vera Extract** and **River Bay Bath and Body Soap Bar with Lemongrass Sargassum**.

Bathsheba Minty Fresh Toothpaste and **Silver Sands Mint Charcoal Detox** mask, among other products, are being developed.

The other brand, **Nature's Melanin**, promotes and embraces Barbadian and Caribbean culture and heritage and self-love through education and awareness. Products within this line include **Tamarind**

Ball Soap Bar, **Roast Breadfruit Soap Bar** and **Cinnamon (Christmas) Fruit Cake Soap Bar**.

"We've been researching and developing soaps, toothpastes, deodorants, detoxifying masks and scrubs. Soon to come will be shampoos and conditioners and other hair products. I wasn't expecting folks to be so intrigued by the products. They were begging to buy the products when we weren't yet selling so that suggests a lot," Codrington added.

The duo showcased their products during Cave Hill Campus's **Research and Open Week** last November, and later that same month during the hosting of the second **Sargassum Symposium**.

Speaking of **Oasis Laboratories'** inherent foundation, Eversley said, "We have four pillars in our company. One is to inspire innovation in young people in general; to preserve our heritage, which is why we're using natural local products; [and] to promote sustainability. If you look at the packaging of our products, you won't see plastics, and they contain no harmful ingredients like phthalates (a substance mainly used to increase the flexibility, transparency, durability, and longevity of plastics), or parabens (a class of preservatives used in cosmetic and pharmaceutical products) though that does present a challenge."

"Because of those pillars - preserving Barbadian and Caribbean heritage, sustainability, innovation, and education - we want to form a hub where people like us can come together and come up with real solutions. We see ourselves as having a lab for research and analytics, so we can do a lot more but the limitation right now is finance," he added.

The entrepreneurs have bypassed the challenge of a limited budget by utilising the social media platforms, Instagram, Facebook and Whatsapp, to promote their business and products. ♦



Dr. Shima Holder was part of a team that conceptualised SaniHive, a self-sustaining toilet hub.

by converting urine and faeces into fertiliser and compost, respectively. The uniqueness in our solution is that the toilet hub is not connected to a conventional sewage network, needs no electricity, and can be scaled up or customised according to the community's needs and natural design," Shima explained.

"Furthermore, profits can be made from waste recycling, as this system separates the urine and faeces within the toilet while using no water. We also hope that this innovation would empower the communities by creating employment, as local people can transport the waste to mini treatment plants where high-end products could be created. Phosphorous recovery from urine for fertiliser is one example of this."

SaniHive was conceptualised, honed and critiqued in just four days at **UNLEASH**, an annual global innovation lab held in Singapore from 30 May to 6 June 2018. The event convened 1,000 bright young talents, aged 20 to 35 from over 100 countries, to create practical, scalable solutions in alignment with the **Sustainable Development Goals (SDGs)**.

The team copped the Gold award for solutions related to SDG 6, which focuses on clean water and sanitation. It also earned the Global Scalability Potential award, besting 169 other solutions.

SaniHive has also attracted

corporate funding in order to bring it from concept to reality.

Shima described **UNLEASH** as both grueling and rewarding. After finding out about the initiative from a friend just before its deadline, the chemical engineer did not think she would be among the final 1,000 participants.

Not only did she make the cut, she was the only Barbadian to be chosen.

Once in Singapore, participants were grouped initially based on interest, and further divided based on personality type and areas of expertise. Shima was the only female on her team, dubbed **Savvy Sanitation Solutions**.

"It was a real adrenaline rush to be around such smart, talented people," she said of her time at

UNLEASH.

The process of creating and finalising **SaniHive** was done through a four-step innovation process, under the guidance of global mentors.

The first step was problem framing.

"A lot of the times as engineers, we feel like we know what the problem is and we create a technology to solve the problem," the 27-year-old remarked candidly. "But we don't really know unless we go into the community and understand what the community needs ... We took at least two days to write the problem statement because every time we thought we had a good [one], the experts were drilling us, asking us if we were sure that was what the user

needs."

They also spoke with people who lived in informal townships in order to adequately identify what they would want the solution to look like.

Ideation was the next step.

"Since we were all engineers ... we wanted to invent something. The experts gave us notes on what to do, so for instance when we chose our top three solutions ... we had to identify if the solution is going to be feasible, sustainable and acceptable [by the community]," she said.

"Although the solution was for a slum-type area, they are humans too, and ... they don't want a container or a box. Another thing in that slum was that there was no running water. So based on [those factors], we came up with the **SaniHive** as the top solution."

Step three? Prototyping.

"Not every team had to prototype, but because ours was a technology, we had to. One of our teammates is a designer and is really good at drawing, so he drew the prototype. That was done in one day," Shima remarked.

The final phase of the innovation process was testing and implementation.

"We have a mentor that **UNLEASH** provided us with, and we are at the stage where we have to decide on what kind of business it is going to be. The five of us are all living in five different countries, so we also have to figure out who does what as well."

Although the former Lodge School student always had a love for science and "the way things worked", she never would have thought it would lead her

Cave Hill Scientist Creates Cutting-edge Sanitation Solution

In the slums of Khayelitsha in Cape Town, South Africa, it is estimated that one toilet is shared by an average of five families.

Many of these toilets are makeshift, temporary solutions, such as portable toilets (porta potties) and chemical toilets. Child sexual abuse and water-borne diseases are but two of the terrifying realities for the poorest of Khayelitsha's 400,000 residents.

Inspired by this development challenge, Dr. Shima Holder, chemical engineer and graduate of The UWI Cave Hill's Faculty of Science and Technology's Chemistry undergraduate programme, together with a team comprising four other engineers, created



SaniHive, a self-sustaining toilet hub.

SaniHive is an integrated modular design, inspired by the structure of the honeycomb, that maximises space in large urban communities with limited land availability.

"It also combines the collection and treatment of wastes onsite



At left: the SaniHive team worked around the clock to develop their concept. Below: the team with their awards. Dr. Holder (second right) was the only female on the team.



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to **UNLEASH** in Singapore, or even to be working in Sweden as a postdoctoral researcher at the **KTH Royal Institute of Technology**. Little did she know that the learning, mentorship and encouragement received from Dr. Emma Smith and Dr. Srinivasa Popuri would see her pursuing a master's in Civil and Environmental Engineering (specialisation in Water and Environmental Engineering) in England, and later, a PhD in Water and Environmental Engineering at Da-Yeh University in Taiwan. In fact, it was with their supervision that Shima realised her passion for environmental chemistry — a field, she said, allowed her to innovate for good.

"I was lucky to have had really good lecturers at The UWI ... They always pushed me to do more. I never thought of doing a master's, but Dr. Smith told me she did her master's in England and encouraged me to do so as well. After that was done, Dr. Popuri reached out to me about doing a PhD in Taiwan," Shima stated.

"The connections I made with lecturers at The UWI [led me to this point] because I never imagined myself doing a master's or PhD, and definitely those things led me to where I am today [and to my] working in Sweden. My only plan was to go to UWI and try my best ..."

Shima hopes for more to be done to encourage young people in science in her island, Barbados, and stands ready to assist the island with its own challenges with water, sanitation and treatment. ♦

New Belle Anchor



Law student and innovator,
Haldane Belle

A revolutionary design for roofing systems could result in the construction of buildings that stand a greater chance against hurricane-force winds.

Haldane Belle, a law student at The University of the West Indies, Cave Hill, has developed **The New Belle Anchor**, that he says can securely anchor the roof to a building without tampering with its structural integrity.

He presented on the prototype during the **70th Anniversary Student Research Symposium**, held 16 November in Lecture Theatre 2 of the Roy Marshall Teaching Centre at the campus. The all-day event convened student researchers across various fields to share about their insightful and engaging projects.

"My research is primarily concerned with the bending

moments within the building's ring beam. This is because the ring beam is critical to the building's function. Not only does it lock or tie the walls and masonry into a unified whole, but more importantly, it is the foundation upon which the roofing system sits," Belle said.

Although a law student, he has previously studied Architectural Drafting, with special attention in architecture and disaster mitigation.

Belle also noted that the region is vulnerable to storms and hurricanes that can cause severe economic impact – a fact he drilled home while recounting the high costs of **Hurricane Maria** to Dominica.

"The loss of your roof can represent up to 15 percent of replacement cost. When we consider water damage to walls, paint work and the building's contents, this can represent another 15 percent," the student added.

His proposed solution would be a fraction of overall building cost. As it stands, however, the anchor can only be incorporated into a building during the construction phase.

Belle did not share a photo of the prototype but said that several businesses, ministries and investment agencies were interested in partnering with him to ensure the anchor hits the market. ♦



The indigenous monkey population is often viewed as a nuisance by farmers in Barbados who are constantly seeking deterrents in order to safeguard their crops. Unfortunately, some of these protective methods are reliant on killing or harming the primate.



Professor Julia Horrocks believes that monkeys and humans can co-exist without causing harm to the primates.

"With the help of her undergraduate students during their annual primatology field course in Barbados, [Burns-Cusato] has been presenting life-sized leopard faces to see how monkeys react. She has shown that monkeys retain an instinctive fear of leopards' spots, especially when presented on a face with large, forward facing eyes. Some of these images have [also] been field-tested by UWI students," Horrocks added.

She noted, "preliminary field tests have shown that although the effect works initially, monkeys quickly learn that there is not a real animal behind the image."

Green monkeys were introduced to the island from West Africa through colonisation. Over the years, much of the space they inhabited has been cleared to make way for crop cultivation. A bounty still exists on monkeys, with the Ministry of Agriculture paying \$15 per tail. ♦

Preserving Primates

by Leigh-Ann Worrell

However, a team of researchers, which includes a professor and recent graduate of The UWI, has begun exploring ways to preserve farmers' livelihoods while leaving the green monkeys unscathed.

Professor Julia Horrocks of the Department of Biological and Chemical Sciences, Cave Hill Campus, said the **Monkey Deterrent Project** was testing effective non-lethal, acoustic, olfactory and taste-aversion deterrents that would allow *"a more peaceful coexistence between humans and monkeys in Barbados and the wider Caribbean."*

The project, still in its nascent stage, is a collaboration between The UWI, Cave Hill and Centre College in Kentucky, USA. Dr. Kerry Dore, a biological anthropologist who completed research on human-monkey interaction in St.

Kitts, is also part of the team.

Horrocks explained that with the assistance of ecologist Justin Springer, a recent UWI graduate, solar-powered ultrasonic deterrents are to be tested at a site in St. Thomas.

"These devices emit a range of sounds that exceed the average human hearing limit but which may be disturbing to monkeys. Whether monkeys are repelled for short periods only or whether they habituate to the sound, which frequencies are most effective and least disturbing to other wildlife, and whether the deterrents are effective to deter crop raiding will all be put to the test."

Additionally, Dr. Melissa Burns-Cusato from Centre College has been testing the effects of visual images of African predators on Barbados green monkeys, since they still use three alarm vocalisations peculiar to their African ancestors.

Mental Health and Illness in Barbadian Workplaces:

Removing Stigma & Discrimination

by Dwayne Devonish, PhD



Dr. Dwayne Devonish

Mental health has been defined as "a state of well-being in which the individual realises his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community" (WHO 2004, p.12), whereas **mental illness** is defined as "a recognised, medically diagnosable illness that results in the significant impairment of an individual's cognitive, affective or relational abilities" (Pape & Galipeault, 2002, p.6).

Hence, mental health and mental illness can be said to exist on two separate continua (Payton, 2009; Westerhof & Keyes, 2010). On the **mental illness continuum**, one side depicts the presence of a diagnosable mental disorder with associated symptoms, and the opposite side depicts the complete absence of the same. **The defining features of mental illness conditions (for example, anxiety disorders, mood disorders, psychotic disorders, concurrent disorders and personality disorders) include the following: (1) recognised, medically diagnosable conditions; (2) the manifestation of cognitive, affective and relational impairments; (3) conditions**

that are driven by biological, developmental and psychosocial factors; and (4) conditions that can be managed by physical disease approaches (for example, prevention, diagnosis, treatment and rehabilitation).

Global Evidence

A large body of contemporary research evidence suggests that societal perceptions of mental health and illness in both developing and developed countries are pervasively negative, biased (that is, prejudiced and stereotypical) and reflect a lack of sound education and understanding of these concepts among the general population. Studies in various territories revealed that stigma and discrimination have created significant challenges and barriers to persons with mental health problems or illnesses seeking opportunities and assistance in various segments of society including education, health care, and employment (Corrigan & Watson, 2002; Paracesepe & Cabassa, 2013; Pescosolido et al., 2013).

In their study, Lai et al (2000) found that a large proportion of sampled outpatients and day patients (who suffered from either schizophrenia or depression)

experienced a variety of forms of stigma and discrimination by others, including withholding of help, social avoidance and segregation. Moreover, these patients reported negative experiences of 'labelling' associated with their conditions, including terms such as 'bizarre', 'unpredictable' and 'dangerous'. Many of the patients in the same study noted that the experiences of stigma and negative labelling were largely a product of negative media portrayals of mental illness and persons with mental illness as well as biased media coverage of crimes committed by persons with mental illness. Overall, these reported experiences adversely affected their self-esteem, personal and social relationships, and access to job opportunities.

Current Study and Findings

To date, there has been no scientific monitoring and evaluation or published evidence on the state of mental health in Barbados (or on residents' attitudes towards mental health or illness), and there is an absence of formal coordinating bodies and entities overseeing the promotion of mental health awareness and public education in the country.

Against this background, an empirical study by Dr. Dwayne Devonish, Senior Lecturer in the Department of Management Studies at The University of the West Indies, Cave Hill Campus examined the perceptions of private and public sector managers in several qualitative focus groups in Barbados regarding the concepts of mental health and illness at work. It also explored their interactions and experiences with persons with mental illness at work and various forms of support and resources needed to improve the overall management of these persons within the organisational setting.



Several key findings were revealed:

- Both private and public sector managers' responses generally converged and pointed to the view that a person can have good mental health but possess a mental illness, and a person with poor mental health does not necessarily mean that he or she has a mental disorder, suggesting they have generally accurate representation of the two concepts in practice.

- In particular, public sector managers expressed the view that persons with mental illness can be very difficult to manage within the work environment. It was generally believed that giving complex and creative work assignments to persons with mental illness was risky and not desirable by public sector managers, and that such decisions were contingent on the nature and severity of the mental condition.

Managers felt more comfortable giving simple and repetitive tasks to persons who had moderate mental health issues, especially to help them cope with the high work demands.

- These same managers claimed that there was a relatively high degree of fear and ignorance of mental illness in public sector workplaces and a resulting desire for social distance from persons with mental illness at work. Many examples of these situations included the following scenarios: (1) other workers trying to avoid these persons or choosing not to work with them on group assignments; (2) workers and other supervisors laugh and make jokes at them; and (3) given that job candidates are not normally screened for mental illness when they enter the public sector (because selection criteria are restricted to job-based competencies and qualifications), many managers are unaware and

ill-equipped to deal with these persons and their conditions.

- Perceptions of dangerousness and unpredictability in persons with mental illness were consistent and pervasive among these managers. Male private sector managers interviewed were more inclined than female managers to exhibit feelings, thoughts and behaviours related to the perceived dangerousness and unpredictable nature of persons with such conditions, including (1) apprehension and mistrust, (2) heightened vigilance, (3) social avoidance behaviours, and (4) hostility.

- All managers, private and public, believed that the workplace environment was a reflection of wider evidence of societal stigma and discrimination. They pointed to a number of ways in which acts of stigma and discrimination were a function of lack of understanding of persons with mental illness, socialisation in the Barbadian culture, and associated negative stereotypes. These included: (1) the tendency of people to group (and label) all persons with mental conditions and disorders into one category (that is, mad or crazy people); (2) the stereotypical view that persons with mental illness or poor mental health at work are normally lazy, unproductive and delinquent (and sometimes 'malingering'); (3) the belief that persons with severe mental illness should be locked away in a psychiatric hospital or mental asylum; and (4) the belief that persons with mental illness or poor mental health are portrayed as dangerous and violent.

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Key Recommendations

Clearly, both groups of managers believed that stigma and discrimination against employees with mental illness in the workplace continue to be a serious problem facing these individuals. As a result, a number of recommendations were offered:

- Providing education on mental illness — This is key to curbing negative attitudes and stigma against mental illness and persons with mental illness in the

workplace. Training all employees and managers about the ‘truths’ of mental illness, how it can be managed, and ways in which employees themselves can improve their own mental well-being must be a serious human resources priority.

- Development and implementation of workplace mental health policies — These are important for encouraging and reinforcing mental health awareness and positive attitudes, protecting persons with mental illness from stigma and discrimination, and providing

avenues of support for such persons and managers.

- Instituting employee assistance programmes (EAPs) aimed at providing support and assistance to persons with mental illness are typical in many public sector agencies and departments in Barbados but they are not as popular in the private sector. Hence, EAPs are a necessity in all sectors. These EAPs need to be strengthened to better support managers and persons with mental illness and implemented across all sectors and industries. ♦

No Gendered Dreams

Research on early childhood development indicates that by five years old, young children begin to internalise and exhibit normative perceptions of behaviour, roles and expectations associated with masculinity and femininity. These are taught and reinforced in learning environments, such as the home and schools, by parents, caregivers and teachers.

An early childhood education project in Barbados sought to alter the manner in which people may be setting personal goals in life based on their upbringing or socialisation.

The **Early Childhood Gender Sensitization for Early Childhood Practitioners in the Caribbean Project** was coordinated by The



born male or female. So one of the things we are trying to do is to not limit anybody's dreams,” explained Project Coordinator and Lecturer in Early Childhood Education, Dr. Sheron Burns.

These gendered beliefs may lead to a limited view of ‘acceptable’ occupations, actions and behaviour, Burns contended. She noted that from her research and experience, this most often manifests in the toys that boys and girls

are encouraged or allowed to play with, the ways jobs are represented to them by teachers and through visual aids, such as posters and dress-up costumes.

In order to address this, the School of Education and CDB partnered to develop the curriculum for a module entitled **Introduction to Gender Socialization in Early**

University of the West Indies, Cave Hill Campus, School of Education, and funded by **Caribbean Development Bank (CDB)** through the **Basic Needs Trust Fund** and **UNICEF**.

“Traditionally, what we see in our communities is people stereotyping the jobs and activities that we can do because we are



(l-r) Daniel Best, CDB's Director of Projects; and Professor Joel Warrican, Director of the School of Education at the official curriculum handover ceremony.

Childhood Education.

The project comprised research on early childhood settings across the Caribbean, the preparation of a module and accompanying training guides, workshops for trainers and practitioners and other stakeholders in early childhood education, and the piloting of the module before its finalisation.

Throughout the life of this project, which began in December 2015, over 50 trainers attended the workshops. This, in turn, led to over 200 early childhood practitioners, parents, teacher educators and concerned citizens in several Caribbean countries being exposed to gender-responsive early childhood socialisation practices. Lecturers in the School of Education were also trained, as the module forms part of the new Early Childhood Care and Education Bachelor of Education degree programme.

Additionally, the curriculum was piloted in a number of public and private day-care centres, preschools and primary grades across the Caribbean. The final document was officially handed over to the School of Education's Director, Professor

Joel Warrican, by CDB on 25 September 2018.

Burns revealed that throughout the process, entrenched normative views of gender, held by educational practitioners in particular, came to the fore as did the wider implications of these beliefs on children's occupational choices and options for learning life skills.

Noting that the interventions caused teachers to “stop and think” about their own traditional views of gender, she stated: “We were able to have ... teachers be aware of the little things we do, [or] even how the books we give children to read [reinforce gender stereotypes]. We give the girls the princess books and the boys the books on tractors and trailers. Why can't the girls read about tractors and trailers? Why can't the boys read about princesses? Why can't girls be strong?”

The early childhood specialist added that participants often conflated the relationship between gender identity and sexuality.

“That was one of the things that people were getting mixed up: a boy loving to cook doesn't

necessarily mean that he's gay, and a girl wanting to be a mechanic doesn't mean that she can't be a good mother or good wife. These are some of the myths that we are trying to dispel too; that gender is socially governed, sex is how you were born, and who you love is something completely different. We cannot teach children [who to love]. What we can teach them is what contribution they can make to their families, societies and the world in general.”

Burns admitted there was pushback by some, but noted that participants were generally receptive of the need to allow children's dreams not to be limited by societal perceptions of gender.

She added that the creation of 'genderless dreams' also has greater implications for accepting the diversity in others — regardless of the reason for difference.

Burns explained, “... if we can accept that people can be what they want, we wouldn't have to be bullying people or making them feel ‘less than’ because of what they like and what they want to do. A lot of what we do in early childhood is helping to socialise them to help them be themselves.”

The School of Education intends to donate costumes, cooking stations and other toys to early childhood centres across the region. ♦

Grass clippings from around campus are generating biofuel to power a number of buildings – thanks to the innovation and ingenuity of doctoral candidate, Nikolai Holder.



From grass to gas: PhD candidate Nikolai Holder is using grass to power Cave Hill into the future.

Grad Students Share Energy Research

His discovery is a direct result of his research interest in anaerobic digestion technology, which uses micro-organisms to biochemically convert organic matter into biofuel or methane, popularly known as natural gas.

Grass, ten types of which were analysed, proved to have the most potential of all the bio-organic substrates, including sargassum seaweed, fish offal, coconut husks, river tamarind and sugarcane bagasse.

To conduct his analysis of the biomethane potential of the substrates, Holder constructed a semi-industrialised anaerobic digester system in February 2018.

“I expanded on the system that I had initially, and I started feeding it some of the grass clippings from around campus. I used it to produce biogas. I compressed it [into] biomethane and I’m using it to power six research labs, the biology prep room and a teaching lab. In October, we ran the lab off the compressed biomethane then, in November, we switched over almost completely, though there’s a propane canister there as [a] backup. So far, it’s working perfectly,” he said.

*“This ties in with the **Smart Campus** initiative. A lot of it has to do with reducing our carbon footprint, the use of green technology, clean power generation and reduction in the waste output. This does exactly that. What we’re looking to do is [create] a methane-*

potential map of the island. So, this study is looking at testing the yield of methane gas per unit acre. Once we can do that, we can then apply that to the island and determine that if different types of grass grow in a certain spot, they would yield [a certain amount]. This has nothing to do with harvest time or how long it takes to grow. That would be for future research.”

Holder, who presented his findings at last November’s **Student Research Symposium** during a session centred on Innovation & Ingenuity: Implications for Industry - Biofuels & Climate, is considering expanding this energy supply to other laboratories, canteens and kiosks.

Three other Cave Hill students have investigated renewable energy solutions as alternatives, bearing in mind the heavy reliance on fossil fuel by Barbados and other regional states.

The effects of weather and dust on photovoltaic (PV) performance in Barbados is being researched by **Darlene Field**, a doctoral student who has conducted similar weather-based PV performance studies in Jamaica.

In her Barbados research, she set up four modules (PV panels) and compiled data from 2015-2016 on matters such as planar radiance, ambient temperature and the concentration of dust in the atmosphere.

The three polycrystalline silicon modules and one monocrystalline silicon module were cleaned after a month of exposure to determine how cleaning affects them in terms of dust build up.

In an hourly comparison of data, the researcher noted an

increase in power and irradiance between 10am to 12noon daily, much as she had anticipated. However, while the power for each module varied, the monocrystalline module showed a decrease in power leading her to conclude that this module is more temperature sensitive than the other.

Field also did a comparison of the average power output for all the modules and matched that to the dust concentration that they obtained.

In examining the power output the day before and after cleaning the module, she said there was no significant change in the power output for the monocrystalline module, which was attributed to its temperature sensitive nature. However, the remaining modules had an average of two percent increase in the power output after cleaning following a month of exposure.

“We realise that if you increase irradiance you increase power, which we knew. If you increase the temperature, however, you decrease the power output which is the performance. We also noticed that monocrystalline is more temperature sensitive than polycrystalline. We also realised that the maximum power output that we get is 50 percent. We realise that the power output is best between the springtime months of March and June, and at that particular point, the temperature is not the highest and the irradiance, especially, is not the highest. There is a point of 40 degrees Celsius where the temperature becomes more dominant. The power output relates linearly with the dust concentration, and the power actually increases by about two percent after cleaning after one month of exposure,” she concluded.

Research conducted by recent graduate **Dr. Jamila Jones** focused primarily on the production of biofuels and biochemicals from sugarcane bagasse.

Utilising bagasse samples from Portvale Sugar Factory, she isolated 26 bacterial strains, four of which yielded positive results, or were positive in glucose and xylose sugars and produced

aromatic compounds.

“We were also able to demonstrate how the bagasse could be used as a substrate, which we can convert to sugars that we can use for biofuel production as well as converting the lignin component to give us different types of platform compounds. These are typically compounds that you can use to make other high-value materials. We were also able to demonstrate how this work could perform in a low-energy and environmentally-friendly manner,” explained Dr. Jones, who graduated with a Doctor of Philosophy in Chemistry.

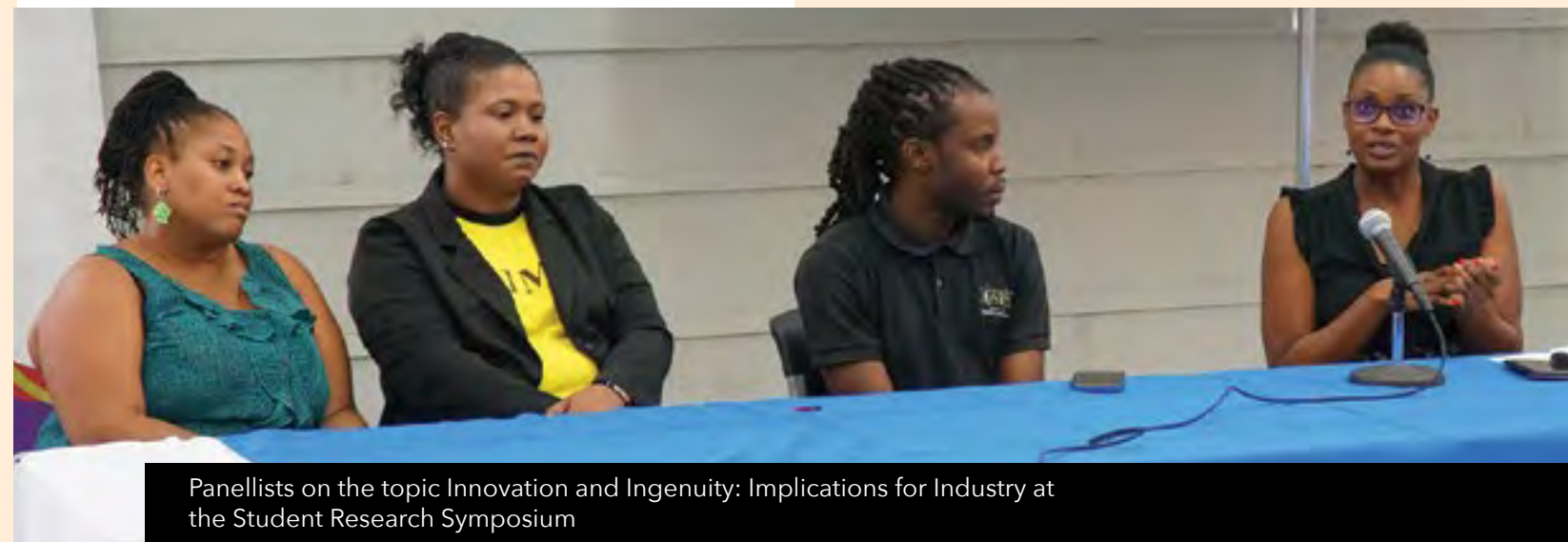
Meteorology postgraduate student at the Caribbean Institute for Meteorology and Hydrology and the University of the West Indies **Adanna Robertson-Quimby** is seeking to provide a better understanding of the effects of climate variables on the electric load in Barbados.

Bearing in mind the climate-sensitive nature of Caribbean economies, her study aims to develop a modelling framework for the region to compensate for climate change and variability impacts on the electric load in tropical climates like ours.

Robertson-Quimby accessed data from the Barbados Light & Power (BL&P) Company Ltd., spanning 1981-2010, to produce her statistical model and found that between May and October, there was greater demand for energy from BL&P. She cautioned that this may become a challenge if the climate continues its current trajectory.

Overall, she said the warmer climate is affecting electricity consumption, with increases in energy loads based on the temperature, and indicated she would conduct further examination of the data to include weekday, weekend and holiday effects, among other matters.

Though Robertson-Quimby used Barbados as a case study, she hopes to have her investigation replicated across the Caribbean. ♦



Panellists on the topic Innovation and Ingenuity: Implications for Industry at the Student Research Symposium

Public Transport Charged for Change

Barbados is primed to run its entire public transportation fleet on electricity.

This is the view of renewable energy researchers Dr. Thomas Rogers, Senior Lecturer in Renewable Energy and Energy Management at Coventry University, United Kingdom and former lecturer in Renewable Energy at The UWI, Cave Hill; Destine Gay, an MPhil/PhD candidate at Cave Hill Campus; and Dr. Rebekah Shirley, Postdoctoral Researcher at the Renewable and Appropriate Energy Laboratory (RAEL), University of California at Berkeley.

The finding is one of several key points highlighted in their paper titled **“Small island developing states and their suitability for electric vehicles and vehicle-to-grid services”** that was published in the *Utilities Policy* journal last September. This research, which began in 2013, is part of a wider study that investigates the potential for electrification of the public transportation fleet and how it can be applied to other Caribbean islands over the long term.

“At present, many buses on Barbados’s roads have come to the end of their useful life and are in dire need of repair or replacement. A strong case for investment can therefore be made to purchase electric buses,” Gay noted in a recent interview with **CHILL News**.

Data from the Government of Barbados indicates that Barbados spent \$300 million in 2018 on fuel imports. The transportation



sector alone accounts for 30 percent of the island’s import bill.

“At the moment, bus fares in Barbados are subsidised by government. Conversion of the public transport fleet to electric would assist in reducing this cost to government by reducing its expenditure on fuel along with maintenance costs ... [Since] the running costs are significantly lower

for electric vehicles, it makes sense to use them in situations where vehicles have high annual mileage. This would [also] allow the government to maintain the social benefit of affordable transportation,” Gay continued.

She noted that a *“phased conversion”* targeting specific routes would be the best place to start for the island. By so doing, she added, *“lessons learned can be implemented and the process improved at each phase of implementation. This will also allow the concurrent development of technical capacity in the operation and maintenance of these buses.”*

Island states like Barbados already have characteristics that lend to an early adoption of electric vehicles in general, such as short journey lengths between charging opportunities; high vehicle pollution levels that urgently need addressing; and plentiful, year-round sources of clean energy.

Barbados is already at the vanguard of the transformation in transportation, as it is the Caribbean island with the highest electric vehicle penetration. Last October, Minister of Energy and Water Resources Wilfred Abrahams reported that Barbados is the third-highest user of electric vehicles in the world, calculated as number of electric

vehicles per 1,000 people.

Abrahams also stated that the current administration was working towards reducing the island’s fuel costs and carbon footprint through the development of a hybrid electric bus programme among other initiatives. The move is part of government’s vision of 100 percent renewable energy by 2030.

Even though Barbados is charged for change, the researchers contend that major policy and legislative reform is still needed to create an enabling environment for the sector to thrive.

“Existing policies and legislation all speak to traditional fossil fuel vehicles. For example, duties and taxes are calculated based on engine size, but electric vehicles do not have engines; they have electric motors,” Gay explains.

“[Additionally], the government also benefits from fuel sales. Elimination of the sale of fuel at the pump would offset the government’s balance of payments. The economic assessment of the elimination of traditional refuelling [gas] stations and the displacement of persons directly and indirectly employed by this industry will all have to be carefully considered, and policies and legislation put in place to address the knock-on effects of this transformation.”

The UWI, Cave Hill is propelling the efforts towards renewable energy by collaborating with key stakeholders including statutory boards and other state entities; industry partners; and through its degree programmes, both taught and research.

“Research in the Faculty of Science & Technology focuses on bioenergy, wind energy, solar PV [photovoltaic] technology and storage, as well as working with other faculties and campuses on the economic and social implications of transitioning our energy systems away from fossil fuels,” Gay stated. ♦



Student Evaluation Overhaul

The testing and measurement of Caribbean students, especially at the end of primary and secondary school, need to be reconsidered if the region’s citizens are to live up to their full potential.

This assertion came from Director of the School of Education at Cave Hill, Professor Joel Warrican, as he addressed the annual meeting for the Joint Board of Teacher Education (JBTE) for the Eastern Caribbean, held at Cave Hill Campus.



Professor Joel Warrican

“We have a Common Entrance examination where a large number of our students do not meet the expected targets. And I am giving these as facts, not opinions,” he said. *“We also have a stratified secondary school system, created by the manner in which the results of the Common Entrance exam . . . are used to allocate students to schools. [This] leads to the marginalisation of students who are allocated to so-called ‘bad’ schools and to labelling accordingly; a beating to their self-esteem from a very early age.”*

Warrican also critiqued the findings that “more than half” of students sitting the Caribbean Secondary Education Certificate (CSEC) examinations were unable to obtain passing grades in five subjects, including English and Mathematics.



“[L]arge proportions of students do not even qualify to write secondary education exit examinations and merely mark time in classrooms until they are shepherded onto the streets,” the education scholar stated.

Warrican, who is also the Chair of the JBTE, stated that there is still a large number of untrained teachers in classrooms around the region, or they are teaching out-of-field. He further stated that teachers are also not encouraged to pursue further professional development after the mandated certification.

“For example, we don’t have a licensing system, where after you have qualified, you have to constantly upgrade yourself,” Warrican explained.

He challenged those in attendance to seek sustainable solutions to ensure that Caribbean youth are equipped with the tools needed to create a thriving, resilient region.

“We have in this room the leading technocrats in education in the subregion. We must confront these issues, acknowledge them without blaming and finger pointing, and then systematically seek solutions; sustainable solutions that can help students, who pass through our classrooms, to develop the resilience to not only survive the challenges that they will face as a result of what our and past generations have done, but also work together to themselves seek viable, sustainable solutions.” ♦



Sandra L. Thomas

by Sandra L. Thomas

The more than decade-long relationship between Emerald Group Publishing Limited and The University of the West Indies (The UWI) was recognised with **Emerald Day** last November, featuring a celebration of two outstanding Cave Hill researchers.

Cave Hill is an enduring contributor to Emerald journals to which it has subscribed since 2007. Between 2005 and 2018, there were three book contributors and 91 journal articles from 38 authors from the campus. Notably, there were over 120,600 downloads and citations for these works.

Additionally, Cave Hill affiliates have held positions on three editorial boards: Accounting, Finance and Economics; Education; and Tourism and Hospitality. As a sign of the good mutual relationship, an Emerald representative visits Cave Hill to liaise with the Electronic Resources Librarian. On these occasions, a training session for staff and students is coordinated. Last year, a more comprehensive programme, an inaugural **Emerald Day**, was arranged.

The Sidney Martin Library hosted the 21 November 2018 occasion as a joint university-publisher initiative to celebrate and encourage Caribbean research. It featured three sessions: “**Guide to Getting Published**”; “**Discovering Emerald Insight**”; and sharing information on the **Emerald/UWI Student Ambassador Award**.

Guide to Getting Published (GGP)

In an effort to help full-time staff meet their strategic goal of



achieving two research publications annually, the session “**Guide to Getting Published**” was promoted to academic and professional staff. Emerald Specialist and Business Manager for the Caribbean Ms. Cristina Irving Turner and Dr. Philmore Alleyne, Senior Lecturer in Accounting at Cave Hill, provided an insider’s guide to academic publishing. They gave some practical tips, highlighted best practices for submission and addressed issues such as: how to select the right journal; factors that will guarantee success; publication ethics; and how to promote one’s published work.

Dr. Alleyne, a prolific contributor to Emerald’s publications, gave insightful details and advice based on his experiences not only as an author, but also as a reviewer on the **Emerald Editorial Board**.



Dr. Philmore Alleyne (right) receiving his Outstanding Paper Award from Emerald Specialist and Business Manager for the Caribbean Ms. Cristina Irving Turner.

A major highlight of the GGP session was the **Emerald Literati Awards for Excellence** that includes the **Outstanding Paper** awards. The winners are chosen by a journal editorial team for papers that are deemed to be among the most impressive from the previous year. In 2018, Cave Hill academics, **Dr. Philmore Alleyne** and **Dr. Dwayne Devonish**, were

recognised for their work. Dr. Alleyne received the **Outstanding Paper Award** for his submission “**Antecedents of taxpayers’ intentions to engage in tax evasion: evidence from Barbados**” published, in 2017, in *Journal of Financial Reporting and Accounting*, Volume 15, Issue 1. The paper was deemed to exemplify the high academic quality and originality that characterise the journal.

Dr. Devonish received high commendation for his award-winning paper “**Dangers of workplace bullying: evidence from the Caribbean**”, also published, in 2017, in *Journal of Aggression, Conflict and Peace Research*, Volume 9, Issue 1. **The paper was chosen due to its high immediacy rating**, which means that it demonstrated impact within its first year of publication. Impact at Emerald is measured

based on usage and citations, that is, how many times a work is referenced by other published scholarly works. **Dr. Devonish’s paper was in the top three for 2017 papers downloaded from the journal.** By last November, the paper had received an exceptional 435 downloads.

In her remarks, **Ms. Turner stated that this was evidence of the high quality of work that UWI, Cave Hill is producing and that “these two awards embody a tenet for UWI - that of bringing Caribbean-focused research to an international stage”.**

Both lecturers received an award certificate from Emerald Publishing.

Database Training

The second **Emerald Day** session, “**Discovering Emerald Insight**”, provided training on the effective and efficient use of the Emerald platform and was framed around information literacy. Areas demonstrated included how to find relevant publications; useful tools to optimise time when researching; and finding support materials for authors, professors and researchers. The search techniques were useful in searching not only the Emerald database, but all the other databases provided by Sidney Martin Library to support teaching and learning at Cave Hill.

Emerald/UWI Student Ambassador Award

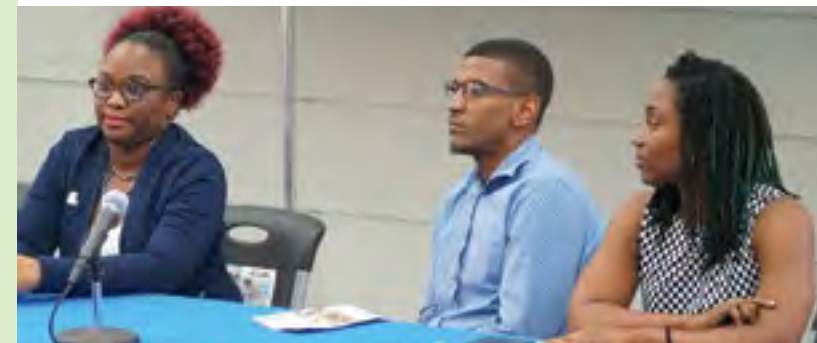
In the third session, Ms. Turner gave details of the **2018/2019 – Emerald/The University of the West Indies Student Ambassador Award**. This award, launched across The UWI campus network in September 2018, aims to encourage students to develop their information literacy skills by developing a creative project using **Emerald Insight** publications and resources.

The project, which can be presented in any format (for example, video, animation, poster, essay, rap, dance, song, cartoon, poem), should reflect one of the following themes: importance of modern, technological tools in research, teaching and learning; issues of academic integrity; how social media can be used to enhance library services to the academic community; and the role of libraries in research, teaching and learning in the academic community.

Ms. Turner suggested that the benefits of such an initiative include increased employability, engaged creativity, improved research skills, and the opportunity to participate in a Caribbean-wide project with a global business. ♦

Sandra L. Thomas is Librarian, Electronic Resources & User Services, Sidney Martin Library Cave Hill Campus.

Revolution in Education



Sanielle Hinds, Voghn-Everett Tatem and Zhané Bridgeman-Maxwell

An initiative with the potential to revolutionise the teaching and learning of English by primary school students is being piloted by a Cave Hill researcher.

Voghn-Everett Tatem is tapping into students' gravitation to technology and entertainment by employing web comics and comic strip generators to enhance their written proficiency in Standard English.

CALL (Computer-assisted language learning) has traditionally been used for second language acquisition, while traditional print comics have been primarily used in the teaching of science, health and social studies and, to a lesser extent, language arts.

As a primary school language arts teacher and information technology coordinator, Tatem is using his passion for both areas to bridge the disconnect between what is taught in the classroom and speech used by students outside that structured environment.

He was scheduled to pilot the initiative to eight and nine-year-old students in a co-ed primary school during the Hilary (January to March) term of the school year.

“I’m going to be focusing on verbs because this is a problematic area. I’ll be focusing on simple tenses. These tenses don’t really manifest in the creole varieties in the way that they manifest in Standard English. The timeframe for the project is six weeks, and I’m going to be doing four 40-minute sessions per week.

“Before I start, I’m going to have a pretest to see the level that the students are at, and I’ll have a post-test at the end to see the difference. At the end of each session, I’m going to have an

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assessment to see if they learned anything during that particular class.”

Tatem, the author of a children’s book, said web comics are easily accessible and have wide appeal, while comic strip generators, a programme that people use to author their own comics, provides students with the opportunity to put what they learn into practice in a way that is more interesting to them.

He has selected comics, to include Garfield and JL8, based on their appropriateness, ease of accessibility, instructional value and their non-violent and non-abusive language content.

The educator said this also presents an opportunity for teacherpreneurs to create comics for the entertainment and educational value, much like he intends to do.

Tatem presented his project during the Student Research Symposium last November during the session Innovation in Education.

During the event, the polarising issue of financing tertiary education for Barbadians was dealt with by **Sanielle Terri-Anne Hinds** who evaluated the impact of students paying a portion of their tuition fees at The UWI, Cave Hill Campus from 2014.

She gathered data via email and personal interviews from 296 students from The UWI, Barbados Community College, the Samuel Jackman Prescod Institute of Technology, and sixth-form students from the Christ Church Foundation School, Queen’s College, The Lodge School and The St. Michael School.

She found that while nearly one third (31.2 percent) of Barbadian respondents believed government was obligated to pay their tuition fees at The UWI, a majority of them (60.5 percent) felt the government had no such obligation to provide free tertiary education for its citizens.



Hinds said while some students agreed with the implementation of the tuition fee policy in 2014, they were not happy with the way it went into effect. They also had mixed feelings about the fairness of asking students already enrolled at the campus to pay tuition fees, with some saying it shouldn’t matter while others thought it was unreasonable.

The research found that only 43 percent of the students were aware that prior to the reintroduction of full state-sponsored education, government had continued to contribute 80 percent of the cost of students’ degree programmes. At the same time, just over half (51.7 percent) were able to correctly identify the tuition fee component of a degree in the Faculties of Humanities and Education, Science and Technology, and Social Sciences.

Eighty-eight percent of prospective UWI students and 95.3 percent of enrollees who took part in the survey felt obtaining a UWI degree would be beneficial by adding to their personal value and aiding in their employment search.

“Even though many students agree with the implementation of the tuition fee policy, they believe that this was done in a haphazard fashion and could have been implemented in an efficient manner. Interestingly, some students felt that even though the government is not obligated to fund tertiary education, the policy should not have been instituted. Nonetheless, students would feel a sense of ownership and responsibility when they make some form of contribution towards the cost of their education,” Hinds summarised.

Zhané Bridgeman-Maxwell is probing whether the abstract nature of thermodynamics (the branch of physical science that deals with the relations between heat and other forms of energy) is responsible for the conceptual difficulties facing students.

The Lecturer in Chemistry and Tutor/Demonstrator in the Faculty of Science and Technology at the Cave Hill Campus, who is pursuing a PhD in Chemistry at the campus, is aiming to create a tool to assist students visualise concepts.

Noting the lack of research in this area, Bridgeman-Maxwell said she is examining the general perception of students, the factors responsible for the conceptual difficulties, the instructional strategies associated with teaching and the classroom environment.

Having conducted some interviews and class observations, she has expanded her research to all UWI campuses and has broadened the scope of her project.

“There is absolutely no national context, there is no regional context. I’m looking to have intervention at the instructional level, and it will be very useful in the teaching of thermodynamics because if I can synthesise a model, that would be a way for not just chemistry but science on a whole, because thermodynamics is very important to even computer science and engineering,” she said. ♦



Xaria Prempeh was a computer whiz probably before she knew how to spell the word.

“I just spent most of my life on a computer. From the time I was two ... I would be playing around with computers. My mom said I would show her stuff that she never even saw before on the computer,” the 17-year-old recounted with a shy smile.

Computers and their inner workings have remained a constant interest in her life. She has not only excelled academically in the area, but also wishes to pursue a career in this field.

Last September, intrigued by an opportunity to learn more about the discipline, Xaria decided to enroll in the Fall **Coding Workshop** organised by **Caribbean Science Foundation (CSF)** that is headquartered at The UWI, Cave Hill Campus.

The **CSF Computer Coding Workshops** were designed with the training and retraining of the Caribbean workforce of the future in mind. Funding was provided by **Scotiabank**, and the **United States Embassy in Barbados**, the **Eastern Caribbean**, and the **OECS**. The UWI and the Caribbean Examinations Council were the key operating partners.

The overarching goals of the workshops are to increase interest in science and engineering careers and to prepare students for university study in the STEM (Science, Technology, Engineering, and Mathematics) disciplines. The workshops began on 29 September 2018 and culminated on 15 December 2018.

Xaria encouraged her friend and Queen’s College colleague, **Richellia Stuart**, to participate. Richellia also had a long-standing passion for computers and programming, fuelled by a friend of the family.

“When he would come over to fix stuff, I would watch him. It seemed interesting and that’s when I got into it,” she said.

At the **CSF Computer Coding Workshop**, they teamed up with **Sharelle Jones**, who formed a love for technology a little later.

“Tech was not my first choice, but I wanted to try something new,” she told **CHILL News**. *“Tech is what everyone is interested in these days, so [I figured] why not get to know the ins and outs about what everyone is constantly using?”*

The 18-year-old is currently pursuing Computer Science at the Barbados Community College.

Together, the three formed **Sistech**, the only all-female group in the workshop. They also represented three of the four girls in the 18-member cohort.

The syllabus focused on website development using tools such as HTML, CSS, and JavaScript, and on the creation of mobile apps. The students were guided by instructors **Leo-Neil Perry** and **Sanjay Mahabir**.

For their final project, **Sistech** created the **School Assist App**, designed to help students organise their academic lives and extra-curricular activities.

“I wanted [to create] something that I would still want to use after the camp was over,” Xaria explained. *“We also wanted it to be compact and easy to understand.”*

Xaria was the lead coder and debugger, while Sharelle served as the tester and assistant coder. Richellia handled the illustration.

Key features include a customisable personal profile, an assignment tracker and timetable. The app also sends notifications on the user’s birthday, as well as on Christmas Day and New Year’s Day. Additionally, users can collect points for completing assignments on time.

“Even up until the last minute I was making tweaks,” Xaria admitted. *“Debugging was one of the hardest parts because you don’t know where the error is; you have to go and search for it ... It gets frustrating sometimes, but after solving it, you feel accomplished.”*

“The more complicated it is, the prouder you will be,” 17-year-old Richellia added.

School Assist outperformed all the other teams on both the technical work and the oral presentation. The app is currently in Android Package (APK) format, and there are plans to make it available for download in the future.

The **CSF Coding Workshops** continue this year in Barbados and St. Lucia. ♦

(l-r) Sisters in Tech: Sharelle Jones, Xaria Prempeh and Richellia Stuart



Two years after laying out the blueprint for its Smart Campus initiative, Cave Hill is making significant progress in its quest to become fit for purpose as a cutting-edge, 21st century learning institution.

Smart Strides

by Leigh-Ann Worrell

Technological applications have enabled the campus to become more relevant and responsive to tech-savvy, screen-focused millennials, while positioning it as the university of choice among Generation Z (born from mid-1990s onward) and Generation Alpha (born at the start of this decade). Increased online and digital strategies are also being employed to convince mature students, including retirees, to embrace lifelong higher learning.

With an aim to maintain a student-centred focus, an upgrade of the student administration system, Banner, is one of several plans in the pipeline to streamline campus operations.

"The Banner 9 Student System will provide a very modern user interface for students and staff, as well as enhanced functionality for academic advising," Smart Campus Coordinator David Marshall said.

"During the course of Semester II, 2018-2019, the technical upgrade will be completed with training and sensitisation sessions for students, with staff following immediately after. If all goes as planned, students registering for Summer School this year should be the first to enjoy the enhancements of the upgraded system," he added.



David Marshall
Smart Campus Coordinator

The upgrade to **Banner 9** is expected to be completed by the start of the 2019-2020 academic year.

In addition, work has been continuing to provide full electronic processing through **Microsoft Office 365**. The cloud-based solution offers a larger email inbox size, one terabyte of **OneDrive** storage space and unlimited

archival storage. It also has a number of online collaboration tools such as **Microsoft Teams, Planner, Skype for Business**, and the online editions of the **Microsoft Office Suite** such as Word, Excel, PowerPoint, OneNote and Outlook.

"As one would expect, several processes on the campus are intricately linked, so progress will be incremental but steady nevertheless," Marshall continued.

The Smart Campus Coordinator also noted that efforts are on the way to greater sensitise the campus community on energy conservation through awareness and training sessions.

"It is hoped that not only will the campus community adopt [the identifiable] practices to help reinforce the effectiveness of the energy-saving technology being deployed on campus, but also in some small but tangible way, the positive impact of more energy-conscious citizens will be felt in the wider society."

The **Smart Campus** project focuses on improving educational delivery and pedagogy, revolutionising campus operations through energy efficiency and use of technology, and upgrading science and technology infrastructure to help drive the process. ♦

New Campus Approach to Communications

Need to know what's going on around campus? Well, there's an app for that.

Rolled out at the start of the 2018-2019 Academic Year, The UWI, Cave Hill **Campus app** has received positive reviews from both staff and students.

Smart Campus Coordinator David Marshall reported that almost half of Cave Hill's approximately 5,500 student enrolment use the app.

"An adoption rate of 25 percent of enrolled students by the student registration for Semester I, 2018-2019 was initially targeted. The adoption rate turned out to be much higher with approximately 40 percent of enrolled students using the app," he said.

Marshall stated that the app, developed under the **Smart Campus** initiative, addresses student concerns outside of the classroom.

"With the envisioning of the Smart Campus initiative, the Principal expressed the need for the campus to have a campus app. The Office of Student Services had also previously identified a need for the campus to improve its level of student engagement. While the campus was actively seeking to provide administrative mechanisms for monitoring and support of academic performance, there was a perceived lack of similar mechanisms that would allow administrative support for non-academic matters, as well as peer

support among students. In a modern university setting, the use of mobile technology to serve as a platform to foster student interaction and engagement was unquestionably the best way forward," he added.

A **Campus App Committee** was convened to conceptualise the basic functionality of the product and explore related costs. The committee was chaired by Dr. Colin Depradine, Dean of the Faculty of Science and Technology, and comprised representatives from the Office of Student Services, Student Affairs (Admissions), Campus IT Services, Office of Recruitment & Marketing, the Student Enrolment and Retention Unit and the Smart Campus Task Force.

of Student Services coordinated meetings with key administrative departments and student groups to ensure awareness of the capability of the app was shared ...," Marshall continued.

The main features of The UWI, Cave Hill Campus app include the student feed, a campus map, the Buy and Sell and Lost and Found sections, and class scheduling. There is also information on events, campus services, and clubs and societies on campus. Marshall noted that the Buy and Sell and Lost and Found sections of the app are among the more popular features.

"The app also serves as an important communication tool that, should the need arise, allows campus administration to provide emergency alerts and issue important notices

immediately to app users," the Smart Campus Coordinator stated.

Marshall added that plans were also in the works to enhance the functionality of the app, specifically geared towards improving administrative processes for students.

"... A key goal is to provide enhancements that would enable students

to conduct various transactions via the app that they would normally have to go to an office to complete, [along] with the capability to perform any necessary follow-up to determine the status [of the transaction]. These are reasonable expectations that students should have, and the Smart Campus intends to meet them." ♦



The team eventually chose to work with **OOHLALA Mobile**, an education technology company founded in Canada. Over 175 higher education institutions have partnered with this company to create student-centred mobile solutions.

The app took about eight weeks to develop.

"Once the development of the app reached a point where its functionality could be demonstrated to stakeholders, the Office

Cities are a key part of economic activity in the Caribbean. Besides acting as a hub for retail trade, many Caribbean cities also play a key role in relation to tourism, finance and small businesses. The streets of most Caribbean cities are normally lined with hucksters selling fruits, vegetables and other knick-knacks for locals and tourists. In relation to finance, almost all major commercial banks and credit unions try to locate at least one branch in the city, while tourist normally wander through our cities either to shop or take pictures of our historic buildings and monuments.

Benefits of Smart Cities & the Key Success Factors

by Professor Winston Moore



Winston Moore, PhD
Professor of Economics

The literature on the subject has identified potentially three main factors that drive the success of smart cities: (1) technology; (2) governance, and (3) policy. As one would expect, a key element of any smart city is the utilisation of smart computing – these systems rely on data gathering in real time as well as advanced analytics to help manage various aspects of the city. In addition to using technology to solve problems, several cities have utilised stakeholder groupings to identify problems, give voice to its citizens and help to develop innovative solutions. These stakeholder groups also help to develop buy-in to the smart city initiative and could lead to its success over time. Such stakeholder initiatives ensure that the decision-making process in the city is accountable, responsive, and transparent.

To transform Caribbean cities, as they are now, to smart cities will require policy support. Policymakers will need to provide the regulatory framework to support the development of the city, invest in ICTs and engage in planning. The private sector is a key aspect of the city; therefore, public sector initiatives are unlikely to be successful by themselves. These initiatives will have to be integrated at all levels to ensure the success of the smart city.

In addition to the above success factors, at the heart of the smart city is a smart educational system – a Smart Campus. Pro Vice-

Chancellor and Principal Professor V. Eudine Barriteau has set the bold vision for The University of the West Indies, Cave Hill Campus to be a Smart Campus by 2038. Such a campus attempts to utilise Information and Communications Technologies (ICTs) to revolutionise the approach to providing education services, improve internal operating processes and promote innovation and entrepreneurial enterprise across all operations. When the smart campus is fully integrated into a smart city, it facilitates the growth and development of

the city by providing innovative solutions to the problems faced by the city, by being a source for start-up businesses as well as a means for supporting the cultural aspects of the city. For example, a close relationship between a smart city and smart university can incorporate the students from the Bachelor of Fine Arts degree programme to display their short videos, documentaries and dance at pop-up theatres in the city to enhance the cultural elements of the city and bring potential customers.

While a smart city is not something that can be achieved overnight, through effective planning and management, it is a destination that can be worked towards. The benefits of such initiatives can also be quite significant, including faster rates of economic growth, increased job opportunities, reduced inefficiencies and a better standard of living for residents of the city. ♦

Winston Moore, PhD is Professor of Economics in the Department of Economics, The UWI, Cave Hill Campus.



Internship Pays Off for Cameron



There is perhaps no better example of how Cave Hill Campus prepares its graduates for global citizenship than in Cameron Cobham.

The 22-year-old's diligence in the classroom paid off handsomely over the summer, helping him secure a position as an intern analyst with **priMED Medical Products Inc.**, an international company headquartered in Edmonton, Canada, with subsidiary operations in Barbados.

Interestingly enough, Cameron was uncertain about applying for the internship when he first heard about it from a friend. However, he paid closer attention when it was circulated by the Office of Student Services, and was shortlisted for an interview.

"[Around the time of the] interview, I was revising for a test [for] Microcomputer Applications for Business where I had to do [Microsoft] Excel. When I [found out] what the job was about, it was basically the same thing in the course so [during the interview] I pulled out my tutorials and showed them [what we had been working on] and they were impressed," the Computer Science with Accounting major said. "I also had a test for the job, and when I started to do the

work it was basically the same thing as the tutorial, so I was able to ace it."

The internship ran from June to August 2018. A key part of Cameron's responsibilities as an intern analyst included working alongside the chief financial officer and systems manager, based in Barbados, in order to improve efficiency with accounting processes. Cameron went to Edmonton on three occasions for training and would return to Barbados each time for on-the-job experience.

"When I went over [to Canada], I got more training in Excel and I was able to automate some of the processes the [chief financial officer] was doing because they were a bit tedious ... The systems manager talked me through their [IT] system ... and showed me around the database."

Cameron's internship also led to a one-week trip to Shanghai and Lyuliang in China for a team-building activity which he attended with his boss.

"I never imagined myself even going to China to be honest," he said with a laugh. "I was not expecting it. I knew that I would be going to Canada, but I didn't know about [going to] China until I actually got the job."

The third-year student said he enjoyed the journey to the east: "It was nothing compared to what I saw on videos. It was really advanced, with huge buildings, and Shanghai is very westernised, but in Lyuliang, it was more about traditional Chinese culture."

In 2017, Cameron travelled to Jamaica as part of the university's First Year Experience (FYE) programme in which he served as a mentor. A previous beneficiary of the FYE, Cameron was able to help guide younger students through this programme designed to help them acquire the skills, knowledge and resources needed to successfully navigate university life.

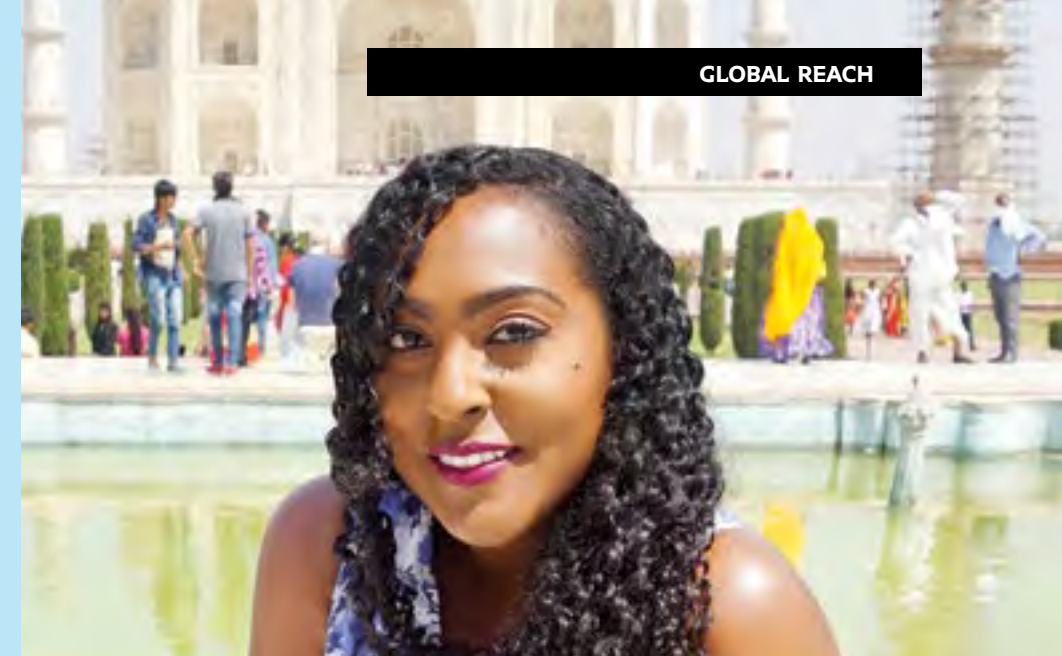
Acknowledging the chance to meet various people as the best part of his summer experience, he said: "They were always welcoming and nice to me. Another thing I liked is that the company was interested in the wellbeing of the employees, and I had the opportunity to participate in a Fitbit challenge."

Opportunities like Cameron's have been integral to The UWI's internationalisation efforts. Recently, the **Times Higher Education World University Rankings** rated The UWI **fourth out of 129 tertiary institutions for its international agenda**. International impact is rated by the ability of a university to attract undergraduates, postgraduates and faculty from across the world as well as scholarly collaborations with international academics. **Opportunities like Cameron's ensure that the work of the university is known the world over.**

Additionally, The UWI is working assiduously to have a physical and virtual presence across the globe. This includes the establishment of centres in China, United States and Africa, with discussions in train for additional ones in Canada, the European Union, Latin America and the United Kingdom.

Cameron admits that even though initially he wanted to prepare for his intended career in data administration by attending university overseas, he is pleased to have attended The UWI, Cave Hill where he made major efforts to immerse himself fully in campus life.

"It's all a part of the experience. I [didn't] just want to come here and [leave without] fun memories. Participation helps you to feel involved and helps with my university experience," he said. ♦



Q & A Creative Cristal Excels in the Digital World

Christal Charlery is making moves in Silicon Valley. The 2007 graduate of the Computer Science programme has had her career take her into animation, motion graphics and more recently, interface design. She also worked as a graduate assistant for Computer Science and taught undergraduate labs and tutorials on campus before moving to the United States for further study.

Christal believes her time at Cave Hill was instrumental in inculcating valuable skills such as time management, team collaboration and good old-fashioned hard work. She chats with **CHILL News** about her love

for chat bots and the creative, and about her fondest memories of Cave Hill.

What sparked your interest in information technology, and animation in particular?

I enjoyed information technology from secondary school and decided to pursue it at university because I had somewhat of a natural affinity for it, but mostly because it seemed to be a viable career option. My undergraduate degree at The UWI was in Computer Science (which, at the time, had no computer graphics classes), and while I did enjoy that, I also wanted to utilise my creative talents and pursue a more visual aspect of the field. That is how I decided to study animation for my master's degree.

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"My career so far has been interesting and diverse [spanning from] animation, motion graphics and interface design".

Are there any memories that stand out from your time at Cave Hill?

Many. Of course, my classes and interacting with my lecturers and fellow classmates, but I also really enjoyed the downtime hanging out with friends in the cafeteria or the seating area near the bookstore.

Did you pursue other studies after graduating from Cave Hill?

Yes. I completed a Master's Degree in Animation at DePaul University [in Chicago, Illinois]. The programme was MSc Digital Cinema: Animation Concentration. It was for three years, and in a nutshell, [it] focused on the background and creating different types of animation, [and included subjects such as] User Experience and Human Computer Interaction. It was largely project-based, so it was very hands-on.

How did your time at Cave Hill prepare you for your current career pursuits?

My programme at Cave Hill was pretty intensive ... [as it] involved lots of challenging

classes and [was] heavily graded through exams. It helped to instill crucial skills such as time management, team collaboration and plain hard work. In my graduate degree and subsequent career pursuits, these skills have proven to be essential and a distinguishing advantage in the real world where time, money and quality deliverables are of utmost importance.

What would you say are some of the highlights of your career thus far?

My career so far has been interesting and diverse [spanning from] animation, motion graphics and interface design. I have worked for companies in industries such as marketing, entertainment, the military and AI [Artificial Intelligence]. But I'd say what I'm currently working on in UI/UX [User Interface/ User Experience] is one of my highlights. In a nutshell, it is basically designing products and interfaces that provide the best experience for the user. I got into UI/UX because I was genuinely curious about the way things work behind the scenes and it is a very in-demand field now. My background in computer science

and graphics/animation also lends well.

What are you up to now?

Currently, I am working at an artificial intelligence company where I am an interaction designer for a major US banking institution, working on chat and voice bots. Day to day, I design user conversation and logic flows from the time a user calls and guide them through different options using natural language processing. This is done both visually, using maps similar to flow charts, and via some coding in proprietary software. I also work on the prompts that are recoded by voice actors to provide responses to the user, as well as [on] their accepted grammars.

What's next?

The future is unknown but I am looking forward to learning and creating more in the UI/UX field. ♦



Management Student Awarded Scholarship from Diaspora

Residents in the diaspora continue to pay keen interest in the education of Caribbean citizens, making timely and valuable contributions. Sherry-Ann Virginie is among recent beneficiaries, the latest scholarship recipient from the Barbados Association of Washington DC Area Inc.

Virginie, who is pursuing a Bachelor of Science in Management Studies (Special) at Cave Hill Campus, was presented with the cheque for US\$1,000 on 10 August last year. The 37-year-old student heard about the scholarship from a friend living in the United States, but was unsure whether she should apply.

"Initially, when I learnt of the scholarship, I was a bit skeptical because I always felt that receiving a scholarship was like a needle in a haystack; the pot is just way too big, so I did have some reservations," she recalled at the cheque handover ceremony at Cave Hill.

"Secondly, I knew nothing about the Barbados Association of Washington DC. However, after doing a little research I decided, why not? Nothing beats a try but a failure, and what do I have to lose? So I made the decision, I applied and I am here today," added Virginie who is currently in the third year of her degree programme.

The **Barbados Association of Washington DC Area Inc.** is a non-profit organisation which focuses on cultural and human development. **Vice President of the organisation Lynette Siewe said the scholarship was created to ease the financial burden associated with tertiary education for Barbadians and persons of Barbadian descent.**

"We vividly remember the financial hardships we faced putting ourselves through school. It is with that financial hardship in mind that this scholarship programme came about; we just knew that we had to ease that burden for others coming along the way. Through the programme, Barbadians and

those of Barbadian heritage who are currently enrolled in a degree programme at an accredited college and/or university in the US or Barbados were encouraged to apply."

Two awardees were selected based on their educational goals, educational achievement and their aim at creating a significant impact on the community. Virginie is instrumental in organising community outreach initiatives at her workplace, KM2 Solutions, that includes fun walks and fundraising drives.

Head of Department of Government, Sociology, Social Work & Psychology, Dr. Wendy Grenade noted that the scholarship represents a larger process of engagement with members of the diaspora to "advance Caribbean development." She added, "So as much as this cheque is going to an individual, it is representative of something larger that we welcome as a university, because we know we can't do it alone." ♦

(l-r) Scholarship winner Sherry-Ann Virginie receives scholarship cheque from Derrice Deane, Fundraising Co-chair of the Barbados Association of Washington DC Area Inc. (BAWDC Inc.); and Lynette Siewe, Vice-President of BAWDC Inc. Representing The UWI are Dr. Wendy Grenade (second right), Head of the Department of Government, Sociology, Social Work and Psychology; and Mrs. Patricia Atherley, Senior Assistant Registrar, Student Enrolment and Retention Unit (right).

Young Doctor Praises his World-class Medical Training at Cave Hill

by Leigh-Ann Worrell

To say that medicine courses through John-Ross Clarke's veins might be a cliché, but it doesn't make it any less true.

His father Dr. John A. Clarke is a physician and mother Roseanne Clarke is a nurse. John-Ross's older brother Dr. John E. Clarke, younger sister Dr. Kimberlee Clarke and two of his cousins are physicians too. John-Ross is also married to medicine, in Dr. Ayesha Gittens.

What seems to be a genetic understanding of the basic sciences and a desire to have a positive impact on people's lives led to following the family path to medicine, with a focus on internal medicine. He describes internal medicine as a field that focuses on the care of the adult human body. This involves the diagnosis, treatment and care of a range of illnesses.

John-Ross explained his choice of field: "I have always been fascinated with human physiology and how the human body works and, particularly, bringing patients from a diseased state and nursing them back to health. I've always found that internal medicine was always intellectually challenging and rewarding and I get to follow patients lifelong, and ... help them deal with their conditions."

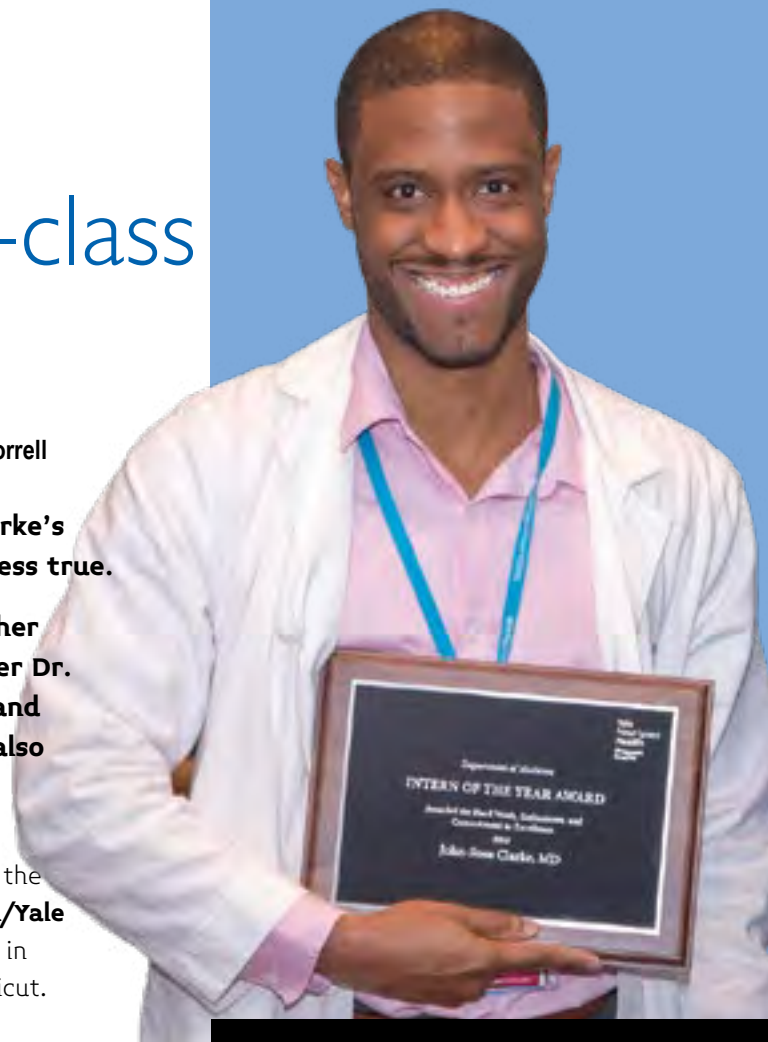
Certainly, he must be making the Clarke clan proud with his accomplishments as a student, intern and now as a resident in the

Internal Medicine in the **Bridgeport Hospital/Yale University Program** in Bridgeport, Connecticut. After a three-year residency there, he will be American Board certified in Internal Medicine.

In June, John-Ross received **Intern of the Year** in the **Department of Medicine** at the **Yale New Haven Health Bridgeport Hospital**.

"I come from a very competitive class of interns ... from all over the world," John-Ross says of the accolade. "I work with a fantastic group of individuals, but I think they honoured me because I have great patient care, great ability to work with difficult situations, [and I] work well with my colleagues and other members of the healthcare group."

He also won first place award for his case vignettes in the **Connecticut Chapter of the American College of Cardiology** scientific session and



Dr. John-Ross Clarke

first place for the case reports poster presentations at the 2018 **Bridgeport Hospital Science and Education Day**.

Success might be in the blood too, although the doctor credits his achievements to a good foundation, great support from his family and wife, a strong relationship with God and his time at The UWI, Cave Hill Campus.

The 28-year-old asserted, "From an academic standpoint, I think my training was very comprehensive. I feel very well prepared and it felt very comparable to my peers that I am now working with from all over the world, so I think my education is world-class."

Three years ago, John-Ross

earned **Intern of the Year** at the **Queen Elizabeth Hospital**. At that time, he had just completed the Bachelor of Medicine, Bachelor of Surgery (MBBS) degree programme. He also earned the **Arnott Cato Prize** for the best overall student in the graduating class and the **Merck Sharp & Dohme Prize** for the highest aggregate mark in Medicine that year.

As one of ten Barbados Scholarship winners from Harrison College in 2009, John-Ross said he chose Cave Hill because he was sure it would provide him with the sound, rigorous intellectual foundation he needed. He was in the second cohort of medical students on the campus.

"I think UWI, Cave Hill has always been a fantastic educational institution, and I had no doubts that when the medicine programme started, that [Cave Hill] would live up to those standards that were set. So I didn't have any apprehension about doing my medicine training at Cave Hill ... and I think it was a fantastic choice," he continued.

The UWI Faculty of Medical Sciences is widely perceived as the premiere institution for medical education in the Commonwealth Caribbean. It was established in 1948 as an overseas college of the University of London. In 1967, under the Eastern Caribbean Medical Scheme, the faculty expanded to incorporate clinical training at the Queen Elizabeth Hospital in Barbados and the Port-of-Spain General Hospital in Trinidad and Tobago.

The UWI, St. Augustine Campus began its full medical

programme in 1989 with the opening of the Eric Williams Medical Sciences Complex at Mount Hope, Trinidad and Tobago.

In 2008, Cave Hill Campus expanded its clinical programme in the School of Clinical Medicine and Research to full faculty status. The MBBS programme is accredited by **The Caribbean Accreditation Authority for Education in Medicine and other Health Professions (CAAM-HP)**, and in 2016, was approved by the United States Department of Education's **National Committee on Foreign Medical Education Accreditation**. Ten years after it was established, the Faculty of Medical Sciences placed the Master of Science in Nursing on offer, with specialisations in Education and Administration.

John-Ross "enjoyed every step of the way" of his studies at Cave Hill, where he was mentored by astute professionals and also was able to relax when necessary.

"There are a lot of extracurricular activities that were available; I was able to take in some of the sporting events while I was at Cave Hill and one or two of the social events...", he said.

He also benefitted from the global outlook of the

campus. This was a great advantage to him while living overseas.

"Cave Hill has a wide range of cultural backgrounds and persons who come from all over the world to study there, so I was exposed to a wide variety of cultural backgrounds and religious beliefs [and] different ideologies. Now that I am in an international setting ... and I am being exposed to people of different beliefs as well, I am pretty much accustomed to being aware and tolerant of the different views that persons have and being respectful of those views."

Once his residency is completed, John-Ross intends to pursue a sub-specialty in cardiology. He is open to the possibility of returning to the region and to teaching to give back to his community.

"I do want to give back from an educational standpoint and it is definitely something I have thought about and definitely see myself doing." ♦

The Medical ICU Team at the Yale New Haven Health Bridgeport Hospital air-transporting a patient.



Navigating the International Arena

by Carol Williams



Joshua Hinds and Malikah Pino, along with four other Cave Hill students, had high hopes going into the 2018 edition of the Harvard National Model United Nations (HNMUN) competition in Boston, USA, but had no concept of how transformative their journey would be.

They emerged far more knowledgeable about the workings of this international agency, the dynamics involved in negotiations at that level, more informed about countries and regions they previously knew little about and, after much networking, developed potentially lasting friendships.

Hinds, a Barbadian, said it was intimidating, intense and inspiring.

He, along with Pino, was part of the combined University of the West Indies (UWI) team taking part in the student-organised model UN event staged from 15–18 February.

It was the first time Cave Hill students were part of an overall UWI delegation, though some participated individually in the past. Delegates from Mona and St. Augustine Campuses completed the 20-member team. They joined an estimated 2,700 participants from

(l-r) Tequain Vieira, Joshua Hinds, Rhyesa Joseph, Justin Mayers-Tull, Sonju Patterson and Malikah Pino

69 different countries.

"It was extremely beautiful to witness persons from all walks of life come together to flesh out well-thought and researched solutions to diverse issues," said Hinds, who is pursuing a BSc International Relations with Management degree.

The local team was well prepared. Over a four-month period, the six members from Cave Hill, rounded off by **Sonju Patterson, Justin Mayers-Tull, Rhyesa Joseph** and **Tequain Vieira**, underwent intensive preparation, inclusive of information sessions with officials in the Ministry of

Foreign Affairs and a past attendee of the HNMUN.

Under this UN system, students are assigned to countries and committees within the fictional United Nations. They are also given topics for discussion.

Hinds was assigned to Team Moldova.

"This most definitely was inspiring. As a CARICOM citizen, it showed that diplomacy is not dead. Even though HNMUN is a simulation, it mirrors real world activity where countries that are small like us are given a platform to be part of something big, something influential and something important. We are given a voice amidst the crowd," he said.

Pino, a Trinidadian, was part of the duo representing the Republic of Korea. She, like her other UWI colleagues, quickly learned she needed to adapt or risk being left on the sidelines.

"The experience not only enlightened me on the actuality of how the United Nations functions and gave a sneak peek of what my dream job would be like, but it provided an avenue in which I could have allowed my voice to echo in the minds of others to look beyond the militarisation of global conflicts and see it in its entirety," said the BSc International Relations with Economics student.

"It also gave me an opportunity to expand my public speaking as

well as communication skills by interactions with different students with varying cultural backgrounds."

Completing the Cave Hill delegation were faculty advisors Dr. Kai-Ann Skeete, Trade Research Fellow in the Shridath Ramphal Centre and Dr. Kristina Hinds, Lecturer in Political Science and International Relations in the Department of Government, Sociology, Social Work & Psychology. Dr. Hinds spoke highly of the admirable and worthy performance of the students.

"The amount of growth that I saw among the students in that week was tremendous. Before they got there, they had to learn about the country, the committees and what the country's approach to specific topics in that committee would be if they were actually a representative of that country. These were countries that were not familiar to them. So they had to learn a lot about the countries and the region to understand how the country would propose certain things or take certain positions, not just as an individual state."

For example, the lecturer explained: *"The students who did Moldova had to have a very strong understanding of the Caucasus region and its dynamic with Russia."*

"It was very student-driven. The responsibility was on them to collect their information, to make sure they knew about the committees, the UN system and the country. Dr. Skeete was a lot more hands-on with them in terms of coaching them during their training sessions. My role was making sure that all the logistical arrangements were in place."

At the end, the students had to condense the information gathered into one-minute speeches. They were also required to submit their position paper (a written document) beforehand. They were evaluated based on those position papers and how they presented and functioned during the bloc negotiations.

"It was a little difficult to replicate the setting; so when they got there, they found that even though they prepared beforehand they had to be able to respond to the speeches that other people were making, trying to make a difference inside of the actual room so that they were actually called on to speak on issues, because everyone did not speak each time there was an open session. They also had side meetings where they had to negotiate with other countries. They learned a lot about teamwork, operating in a professional setting, how to conduct themselves, and about international sensitivity because there were people from the many different cultures," Dr. Hinds said.

"The Harvard National Model UN is one of the larger, more prestigious models. It's good for the students to have that exposure, for the university's name to be out there and for the university to perform well in this type of setting. I thought that our students were very competitive."

A new cohort of students was selected and trained to form the Cave Hill contingent to participate in HNMUN February 2019. ♦

YOUNG MEDICS START THEIR ROUNDS



Angelique Smith, a second-year student in the MBBS programme, was awarded as the Most Outstanding Student on the Dean's List.

Eighty-five students enrolled in the Bachelor of Medicine, Bachelor of Surgery (MBBS) Class of 2021 took a significant step in their medical career when they received their name tags in a pinning ceremony (better known as the white coat ceremony), last November.

With over 300 friends and family members looking on with pride, the students signalled the end of their preclinical sciences training and the start of their clerkship, or clinical training, at the **Queen Elizabeth Hospital (QEH)** which is the teaching hospital of The UWI, Cave Hill. There are three areas of specialisation for the clerkship, namely, junior medicine, surgery and paediatrics. The students will spend years four and five of their programme in clinical training before graduating.

Lecturer in Clinical Pharmacology Dr. Kenneth Connell explained that while most medical schools had their white coat ceremonies at the beginning of the students' academic career, The UWI's ceremony occurred at the transition from preclinical to clinical training.

At the event, students also displayed their creative and artistic skills through spoken word, dance and musical renditions.

Student excellence was also recognised with Angelique Smith, a second-year student in the MBBS programme, being awarded as the Most Outstanding Student on the Dean's List. ♦

STUDENTS in the Faculty of Law gained an insight into the diplomatic fight against human trafficking.

Over a period of four weeks during February and March last year, a group of them chaired committees and acted as drafters and rapporteurs for various negotiating sessions. The sessions were theoretical, forming the basis of preparations for last year's Rotary in Barbados Model United Nations.



Learning the Language of Diplomacy

Ahead of the 10 March culmination of the programme, about 15 Cave Hill law students participated in the weekly preparatory sessions held each Saturday from 3 February to 3 March 2018.

It was their inaugural outing in the educational simulation and academic activity that is geared towards teaching students about diplomacy, international relations and the United Nations (UN).

Second-year student **Amanda Choo** not only found the experience enlightening but she said it also broadened her understanding of how countries interact with each other at that level. It showed her how detailed and integral were the many aspects of running a country.

Further, Ms. Choo said it allowed her to gain a better understanding of the formalities involved in UN sessions.

"Understanding how each nation would have to view themselves in that global context was quite interesting. Additionally, I saw most countries in a quasi one-dimensional sphere of being a socialist country, capitalist democracy etc. It was quite interesting to think about how each country has to balance the import and export of goods, people and services

as well as maintain the essence of their country's ideals and social structure, while bearing the global perspective in mind," she said.

"Additionally, I was better able to understand one of the UN projects and the actual process they try to implement. This experience furthered my interest into humanitarian and diplomatic areas and was able to give me a small insight into what it might actually be like."

The second-year Public International Law and third-year International Human Rights students were able to attend the preparatory sessions through the initiative of Faculty of Law lecturer Nicole Foster and Lisa Cummins, the coordinator of **Rotary in Barbados Model United Nations** who is also Executive Director, LUMIN Consulting Inc. of The UWI.

Foster explained that this activity complemented the Public International Law and International Human Rights courses that she teaches.

"It wasn't a required part of my courses, but it was something to add flavour to them and for the students to see the practical application of the knowledge that they were acquiring ... At the weekly training sessions, guest lecturers, including experts

from the United Nations system, discussed different aspects of the problem of human trafficking."

In addition, the participants did research on their respective countries to better understand what would inform their negotiating positions and practised their speeches. They also learned some of the intricacies of diplomacy, including how to say things that are not nice using polite words.

*"These types of experiential learning activities are in sync with The UWI's current **Triple A Strategic Plan** and also help to develop the attributes of the ideal UWI graduate within our students. I've challenged the students to share the knowledge they've gained from the exercise on campus and beyond, as they didn't just talk about human trafficking in global terms; they also located it within the Caribbean where we tend to not appreciate that human trafficking also takes place."*

"I wanted them to appreciate that everything isn't about the exam or getting an 'A'; that their tertiary-level education and the types of experiences they are exposed to at the university mean that they are privileged individuals within Caribbean society. From that point of view, they have a responsibility to give back to society, to share that knowledge, their skills and to do things that would better the society. In this instance, we're talking about human trafficking, but there are many other areas where they can give back as well." ♦

Law Students

Excel in Mooting Competitions

UWI, Cave Hill Campus's law students bounced back from their loss at the inaugural Caribbean-China International Law Moot Court Competition on home territory in 2017, to turn the tables on their Chinese counterparts when the second edition of the competition was held in China last year.



Winning ways: (l-r) K-wani Roberts, Jeriah Rock, Tassah O'kiefte and Andiesa Weste scored big in Beijing.

The outstanding achievement added to the Faculty of Law's burnished record in mooting in recent years. **It has racked up a string of successes in global competitions as law students continue to impress with their oratory, analytical and writing skills.**

The victory in China came last June when the duo of **Jeriah Rock** and **Tassah O'kiefte** emerged triumphant at the competition that was held at the China University of Political Science and Law in Beijing. The topic centred on a current international law topic of land rights and sovereignty. The two also copped **Best Memorial for the Applicant**, while O'kiefte earned **Best Advocate for the Applicant**. **Andiesa Weste** and **K-wani Roberts** placed third, with Roberts also taking **Best Advocate for the Respondent**.

In May 2017, students from the faculty participated in the **Washington College of Law Inter-American Human Rights**

Moot Court Competition, in Washington, DC. The team of **Kai Bridgewater** and **Rebecca Rafeek** was the lone English-speaking team to make the semifinals. They placed sixth out of more than 100 teams from the Americas that competed. The topic of the moot focused on the rights of women in international law in the Inter-American system, particularly around rape, indigenous women, women living in poverty and children and their rights. **Law students from Cave Hill won this competition twice, in 2004 and 2014, and to date, is the only English team and campus to do so.**

Deputy Dean (Academic and Student Affairs), Course Director for International Mooting and competition coach Westmin James said over the years The UWI, Cave Hill has developed a reputation for doing well at international mooting competitions.

"Many of the schools in the Americas ... that participate in the Inter-American Human Rights Moot knows of The UWI.

They may not know where we are, but they know us because we have a history of always doing well ... to the point where we are feared, and they express that to us," he said. "[We are known to be a] school that produces excellent teams, is very prepared, very articulate and known for excellence."

The students representing The UWI, Cave Hill at the law competitions are enrolled in the International Mooting course, coordinated by James. Second and third-year law students show their interest by responding to a call for participants. They try out by submitting a written argument and delivering an oral presentation based on a fact pattern. The lecturer chooses who makes the cut, based on spaces available for the competitions being entered, and pairs them based on the areas best suited to their skills.

James admits the experience was a rigorous but rewarding one for the students who participate.

"It's a very intense experience which requires ingenuity, quick thinking and an appreciation of the theoretical components of law and a mastery of its practical application. It's also more than just a legal test; it helps with commitment, teamwork and their ability to think on their feet."

He adds that experience at international-level competitions also sets students apart on the job market.

"With the number of students who are being called to the bar in various territories, a distinctive feature ... would be participation in an international moot court competition and their success there, because it shows to the employer that they already have the skills that they wish to hire: research skills, oral advocacy skills as well as writing skills. So our students who participate in international mooting tend to be the first to receive job opportunities from law firms." ♦

Value of a University Degree

by Alicia Medica



Alicia Medica

As many of us are about to graduate and prepare to navigate particularly unfavorable job markets, it seems an appropriate time to assess the value of a university degree. It makes even more sense to do so in light of the harsh and uncertain economic climate.

Thus, the most straightforward approach is to value a university degree in dollar amounts, and to somehow calculate or speculate what the returns on such an investment might be. I suspect such calculations will include some sort of equation that factors in primarily the money and time spent acquiring the

An abridged version of this article appeared in the Barbados Today column **Millennial Voices** that provides a platform for young people (current and past students of the Cave Hill Campus) to express their views on issues related to national and regional developments. Effective citizenship requires that all members of society are able to contribute to constructive dialogue on areas that impact political life and social well-being. Democracy requires that liberty be actualised in various ways, inclusive of freedom of speech.



degree and future employability. My calculations may be crude, but I think they are fair taking into consideration the anxieties of many of my former classmates and friends. We are very preoccupied with finding a job and making money after graduation. This makes perfect sense bearing in mind how much we spend actually getting our degrees. So what exactly is the value of the degree to us as graduates or current or future students?

I am afraid that I have no clear cut answer for you. Much of it is very subjective and personal. For me, what I pride myself on most is not the degree itself but the three years' worth of experience that came with it and the many friends I have made along the way. Being painfully introverted, having to interact and communicate

forced me out of my comfort zone. However, change and response to change stimulates growth. In short, I most value my increased capacity in that particular context.

Generally speaking, the most obvious value has to do with the skills acquired as a result of a university education. These skills set us apart from the average person and include the ability to solve problems, to be analytical and considerably better at time management. We also have much more in-depth knowledge about our chosen areas of study and some understanding of complex, abstract ideas and how our world works.

However, expanding your competences, in my opinion, has to do with a lot more than the obvious benefits. I strongly believe that

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our education transcends lectures, examinations and papers. It is the sum of all experiences (good and bad) that should help us develop more than just our intellect. In fact, at the end, we should not only have attained higher qualifications but become better people in the process.

Grade point averages (GPAs) say very little about us as individuals; they say very little about who we really are. Intelligence or knowledge without humility and integrity, in my estimation, is very dangerous. GPAs cannot measure the qualities that really matter. How do you treat others? Are you honest and kind?

I am unapologetically saying that it is dangerous to overvalue certain metrics. We should be proud of what we have accomplished, but do not cling to it. Never let it determine how you value yourself, and certainly, never let it determine how you value other things and people. Simply put, a university degree does not automatically make you better than anyone. A first class honours degree, by itself, does not make you more principled than someone with a lower second class degree. Calm down!

Sometimes, being educated or intelligent, we wrongly award ourselves varying degrees of moral authority. Consequently, we often treat contemptuously anything that falls outside our intellectual cabals (so to speak). We then develop negative attitudes towards certain types of labour and, eventually, for the working class. We think ourselves better than and above

certain things and refuse to concern ourselves or apply our skills to what we perceive to be trivial. This creates societies with very acute social hierarchies that are inherently unjust and inequitable.

Rather than working towards bridging class divides, we tend to focus on attaining very visible symbols of status; we have to make sure they are seen, or what else was it for, right? Many of us do not yet realise our role in building social capital. We do not understand the concepts of volunteerism and altruism. Our lecturers know how much trouble we have with the various 'isms', except maybe for capitalism. But unfortunately, we are concerned with acquisition without being burdened by responsibility. Thus the true value of our degrees is then greatly diminished by our selfishness and inability to think beyond ourselves and beyond our own egos.

I also urge you to take special care not to lose your idealism. If you wanted to save the world before you began your studies, let that always be the case at the end. A degree should afford you tools to better understand the tasks at hand and accomplish them. It is an absolute vulgarity to somehow develop the attitude that things and people are no longer worthy of your

attention and time.

Additionally, take special care not to become cynical, as knowledge can sometimes weigh heavy on the mind and heart of an individual. Do not buy into the gloom and doom. Rather, let your awareness of this kind of thinking motivate you to serve. Never let it isolate you from your community.

Ultimately, the value of a university degree goes far beyond personal monetary and social gains. It is greatly enhanced by those qualities that you cannot learn in a classroom. It should be seen as a means to catalyse positive change and uplift entire communities. When someone says to you "you have changed", let it be said upon recognition that you have matured into a better human being. In closing, all of this can be easily summarised in four words; just don't be stush. ♦

Alicia Medica is a 2018 Cave Hill graduate with First Class Honours in Political Science with International Relations. She wrote the above as a final-year student.

EDUCATION REFORM

UWI pedagogical scholars are spearheading research aimed at driving educational reform in the region.



Professor Joel Warrican
Director of the School of Education
The UWI, Cave Hill Campus

This is being done through the School of Education at Cave Hill that is creating several initiatives aimed at changing the face of teacher education in the Caribbean. **Among these are the implementation of new degree programmes and other courses for continuing education, the franchising of existing ones to national colleges in the Organisation of Eastern Caribbean States (OECS), and partnering with funding institutions, educational bodies and international and regional non-governmental organisations to conduct research on student learning and achievement.**

On the opening day of the Annual Meeting for the Joint Board of

Teacher Education (JBTE) for the Eastern Caribbean held on 8 January, Professor Joel Warrican, Director of the School of Education, outlined the projects being undertaken by the school.

As it relates to improving access to quality tertiary-level degrees in education, Professor Warrican said the school is working on short courses to encourage continuous professional development.

"There are many teachers after they have been trained [who do not pursue] sufficient professional development. We have to ensure that our teachers are upgraded to meet the times. It is a changing world, so we have to make sure we have short courses for [educational practitioners] to access."



Dr. Babalola Ogunkola, Senior Lecturer in Science Education and Evaluation; Dr. Kay Thompson, Senior Programme Officer, Quality Assurance Unit; and Dr. Ian Marshall, Lecturer in Educational Leadership

Plans are also in the works for a Doctorate in Education (EdD), which would be of shorter duration than a PhD in Education, as well as a degree in Special Education that was specifically requested by ministries and chief education officers in the region.

Help is also coming for those who deliver early childhood education, the director said: *"Many of the practitioners in early childhood don't have the necessary qualifications to apply for university. So what we are doing is designing a matriculation pathway ... for them to gain the Certificate in Early Childhood Education, the Associate Degree and then the Bachelor's."*

Access to the university and to a sound tertiary-level instruction in education are also being created through partnerships with national colleges to offer the Master's Degree in Education in the region and through the franchising of the Bachelor of Education and the Diploma of Education.

Acknowledging the travel challenges that could be faced by people with family, job and other commitments, Professor Warrican assured that the School of Education would guarantee the quality of the programme offered at off-campus sites matched that offered at Cave Hill. He therefore encouraged colleges across the region to take up the franchise opportunity.

Warrican stressed that it is important to be mindful of emerging issues, such as sustainability, resilience, diversity and varying levels of student abilities, while developing degree programmes and other courses. ♦



At the annual Retirees and Long Service Awards (l-r): Mrs. Teresacita Cox, Mr. Wayne Dawe, Dr. Alana Griffith, Pro Vice-Chancellor and Principal Professor V. Eudine Barribeau, Dr. Damian Cohall, Dr. Ian Craig and Ms. Dale Lynch

In Recognition of Excellence

The annual marquee awards ceremony at Cave Hill saw six outstanding employees being celebrated for receiving the coveted Principal's Award for Excellence.

The **2018 Staff Awards and Retirees Ceremony** gave top honours recognition to Dr. Damian Cohall, Deputy Dean Preclinical, Faculty of Medical Sciences; Dr. Ian Craig, Head, Department of Language, Linguistics and Literature & Senior Lecturer in Spanish; Dr. Alana Griffith, Lecturer, Faculty of Social Sciences; Ms. Dale Lynch, Director, Office of Student Services; Mr. Wayne Dawe, Office Assistant and Ms. Teresacita Cox, Stenographer/Clerk, both in the Faculty of Social

Sciences.

Since joining the Faculty of Medical Sciences (FMS) in 2008 when it was inaugurated, **Dr. Cohall** has built an impressive record in teaching and research, and undertaken a remarkable level of administrative responsibilities. His research interests include cardiovascular risk profiling and ethnopharmacology, and he is highly regarded for his contribution to marijuana studies.

Dr. Cohall is the author of 19 papers, published in peer-reviewed journals, and one book titled ***Medicinal Plants of Barbados for the Treatment of Communicable & Non-communicable Diseases***. He is credited with developing the Bachelor of Health Sciences degree programme and the MPhil/PhD in Pharmacology, the first

doctoral programme offered by the FMS Basic Medical Science Faculty (Phase 1) discipline. He sits on a number of faculty and campus committees and earned recognition for his stellar contribution in the area of teaching, and dedication to the university and public service.

Dr. Ian Craig was commended for his extraordinary leadership capabilities and creativity. He has developed administrative systems that facilitate the dissemination of information, communication and access to resources.

He also created the income-generating **Translation Bureau** and completed frequent translations for embassies and several regional institutions. Dr. Craig's international research is grounded in the Caribbean Hispanic world, Latin American and Caribbean film studies, and Cuban-Barbadian

cultural connections. He was also celebrated for working tirelessly to provide immersion opportunities in Spain and Columbia for UWI students studying foreign languages.

In the last five years, **Dr. Alana Griffith** has played a key role in teaching Sociology. To enhance her students' performance, she experiments with several pedagogies and engages in classroom action research. As a result, her teaching scores are consistently among the highest in her department and the Faculty of Social Sciences. Dr. Griffith has

Director of Student Services **Dale Lynch** was praised for her commitment to student centredness. Under her leadership over the past decade, the Office of Student Services (OSS) has evolved into a caring and effective interface with the student body and adapted a holistic approach to student well-being.

This effective manager introduced the popular **First Year Experience** programme, the **Cave Hill Disability Policy** in 2013, and the **Cave Hill Campus app** in 2018 that was a resounding success

Service Staff Category.

Mr. Dawe dedicated an impressive 40 years of service to the university and built a solid reputation as a disciplined, meticulous team player who is always willing to go the extra mile.

Mrs. Cox is widely regarded as "the unofficial event planner" in the Department of Government, Sociology, Social Work & Psychology. One of the highlights of her contribution is her leadership and management of the department's **African Awareness Month** of celebrations. This activity was the brainchild of Mrs. Cox who assumed

lead responsibility for its execution, enabling it to attract keen participation from many nearby primary and secondary schools.

In addition to the six awards for excellence presented this year, **Special Recognition Awards** went to the **UWI Seniors** and **Dr. Henderson Carter**.

Since 2001, the group of UWI retirees gave unyielding service to the campus and contributed in excess of \$60,000 to the UWI Hardship Fund. Dr. Henderson Carter was deservedly

recognised for his excellent stewardship of **The UWI's 70th Anniversary** year of celebrations.

Altogether the campus bade farewell to 17 colleagues who retired in 2018, while 54 staff members received awards for long service ranging from 15 to 40 years. ♦



Principal Professor V. Eudine Barribeau presents a Special Recognition Award to Dr. Henderson Carter.

been able to deliver innovative and high-quality teaching while still publishing within her discipline.

Her efforts were rewarded in June 2018 when she received a UWI Guild/CETL award for outstanding contribution to student learning and more recently, along with Dr. Damian Cohall, the **2018-2019 Campus Award for Best Applied Research**.



Principal Professor V. Eudine Barribeau presents a Special Recognition Award to The UWI Seniors, accepted by Yvette Harding.

with over 3,000 downloads. She received the **Award in the Senior Administrative/Professional Staff Category for Outstanding Service to the Campus and University community**.

Both valued as pivotal forces in the Faculty of Social Sciences, Mr. Dawe and Mrs. Cox received awards for excellence in the **Administrative, Technical and**

Staff Celebrated for Outstanding Research

Research collaboration between a medical scientist and a social scientist on the hot-button marijuana issue enabled them to share the spotlight and helped their respective faculties capture majority honours, when Cave Hill Campus celebrated its top investigative scholars during Research Week 2018.

Staff were invited to submit peer nominations for six of the seven prizes that were divided into two categories, namely, **Faculty/Institute Awards** and **Campus Awards**.

"Towards Conceptualising a Policy Framework for the Implementation of Medical Marijuana in a Small Island State in the Caribbean", a joint

publication by Senior Lecturer in Pharmacology **Dr. Damian Cohall** and Lecturer in Sociology **Dr. Alana Griffith**, helped them capture a prestigious campus award for **Best Applied Research**. The paper was published in *Drug Science, Policy and Law* last September.

The **Faculty of Medical Sciences** also copped a campus award for **researchers/**



Ralph 'Bizzy' Williams addressing the audience at the 2018 Research Awards ceremony at Cave Hill

research teams that have received significant funding. They were granted CAD\$4 million (US\$3,048,000) over four years from Canada's **International Development Research Centre** to undertake a study titled **Improving Household Nutrition Security and Public Health in the CARICOM (FaN).**

A campus award also went to Head of the Department of Management Studies **Dr. Philmore Alleyne** who was celebrated for the **Most Internationally Successful Research**. He gained recognition for his article entitled **"Antecedents of taxpayers' intentions to engage in tax evasion: evidence from Barbados"** that was published in 2017. Dr. Alleyne's paper was acknowledged as the **Most Outstanding** by the *Journal of Financial Reporting and Accounting* and he also received a **2018 Emerald Literati Award** granted by the publisher.

Dr. Nkemcho Ojeh, Senior Lecturer in Biochemistry, Molecular Biology and Genetics in the Faculty of Medical Sciences and Phase

Mia Jules, Lecturer in Experimental and Physiological Psychology in the Faculty of Humanities and Education. Both were awarded for **outstanding research** in their respective faculties.

Dr. Vallès, is currently pursuing research on reef fish communities that are subject to fisheries exploitation in the Caribbean, as well as other aspects relevant to the ecology of coral reefs, while Dr. Jules is exploring the development and validation of psychoeducational assessment instruments for Caribbean populations and the wider diaspora, in addition to researching psychoeducational factors that contribute to or hinder the successful transition of child, adolescent and adult learners through Caribbean educational systems. ♦



Senator Rommel Springer, Parliamentary Secretary in the Ministry of Education; Ralph 'Bizzy' Williams; Principal Eudine Barriteau; and Professor Winston Moore chat with Dr. Tonya Haynes, Lecturer at the Institute for Gender and Development Studies; Nita Barrow Unit (IGDS: NBU).

(l-r) Dr. Henri Vallès (Faculty of Science and Technology), Cynthia Barrow-Giles (Faculty of Social Sciences), Dr. Philmore Alleyne (Faculty of Social Sciences), Professor Alafia Samuels and Dr. Madhuvanti Murphy (George Alleyne Chronic Disease Research Centre and Faculty of Medical Sciences, respectively), Dr. Nkemcho Ojeh (Faculty of Medical Sciences), and Dr. Alana Griffith and Dr. Damian Cohall (Faculties of Social Sciences and Medical Sciences) with their awards that were presented to them by Pro Vice-Chancellor Principal Professor Eudine Barriteau (centre).

Graduation 2018

The Faculty of Social Sciences (FSS), which accounts for roughly half the student population, produced the majority of last year's top graduates. All told, more than 1,400 graduated at the annual graduation ceremonies last October, with about 175 receiving First Class Honours, Master's degrees with Distinction, and High Commendation at the PhD level.

Degrees in Management Studies, Economics, Sports Sciences, and Banking and Finance were popular among the top FSS students. The Faculty of Law also captured some of the highest undergraduate honours, along with the Faculty of Science and Technology whose leading graduates were in fields such as Computer Science, Biochemistry, Information Technology and Mathematics.



Valedictorian Kai Bridgewater gave an impassioned speech about the value of Caribbean integration.



Valedictorian Trey Cumberbatch from the Faculty of Social Sciences.

Two outstanding global citizens were also conferred with honorary degrees. They were the Honourable Justice Adrian Dudley Saunders from St. Vincent and the Grenadines for his contribution to the field of law, and Ghanaian scholar Professor Ebenezer Oduro Owusu for his work as an agricultural scientist.

Professor Owusu, the Vice-Chancellor of the University of Ghana, is an agricultural scholar with an array of career accomplishments, including the development of a system for the management of the millet head miner (an insect pest of pearl millet). He has also been instrumental in the development of proposals and implementation of projects related to Japanese grants in aid of the Government of Ghana. Within the last 14 years,

Chancellor Robert Bermudez presents Professor Ebenezer Oduro Owusu with his Honorary Doctorate. Professor Owusu is the Vice-Chancellor of the University of Ghana.

Chancellor Robert Bermudez conferring Honourable Justice Adrian Dudley Saunders with an Honorary Doctor of Laws (LLD). Justice Saunders is the President of the Caribbean Court of Justice.

Professor Owusu has attracted about US\$30 million for various projects in the health, education, agriculture and sports sectors of Ghana. He is also the educational consultant to the Japanese Embassy in Accra and sits on committees of the Embassy, including scholarship and culture. In November 2017, he was awarded The Order of the Rising Sun with Gold by the Japanese Government.

His fellow honoree, **Mr. Justice Saunders**, was conferred with an Honorary Doctor of Laws (LLD). An alumnus of Cave Hill's law programme, he graduated with a Bachelor of Laws (Honours) in 1975, completed his Legal Education Certificate in 1977 at the Hugh Wooding Law School in Trinidad and Tobago, and was called to the Bar of St. Vincent that year.

Justice Saunders remained in private practice as a barrister and solicitor from 1977 until 1996.

From 1985 to 1994, he served as a member of the Bar Council of the Eastern Caribbean Bar Association, while also serving as the Secretary of the St. Vincent Bar Association. He was appointed as a judge of the Eastern Caribbean Supreme Court (ECSC) in 1996. The following January, Justice Saunders was confirmed as a High Court judge, being first assigned to the dependent territories of Montserrat and Anguilla and later to St. Lucia. This appointment also allowed him to advance judicial integrity reforms in the region.

On 4 July 2018, Justice Saunders became President of the Caribbean Court of Justice (CCJ), where he had served as a Judge since its inauguration in 2005. He has taken an active role in the CCJ's public education and other strategic projects such as the development of the Court's first Strategic Plan. ♦



Miranda Blackman receiving her scroll from Campus Registrar, Kenneth Walters.



Dr. Natasha Sobers-Grannum receives her PhD scroll from Professor Sir Hilary Beckles, Vice-Chancellor of The UWI.

Cultural Artist Celebrated

Well known among the literati and cultural aficionados, Barbadian Cynthia Wilson was awarded an honorary doctorate by The University of the West Indies at Cave Hill in 2003 for her achievements as a writer and stage contributions as an actress and dancer.



The truest record of any country is told by its artists, says Esther Phillips.

The UWI Mona graduate received further recognition as one of this region's cultural icons when the Arts Lecture Theatre in the Faculty of Humanities and Education at Cave Hill was renamed in her honour. Wilson was present at the naming ceremony, held 17 August 2018 at the titled venue, attended by the Governor General of Barbados, Dame Sandra Mason; Minister of Creative Economy, Culture and Sports, John King; and Deputy Principal of Cave Hill, Professor Clive Landis, among other specially invited guests.

Professor Landis lauded Wilson's five-decade long contribution to the arts, namely theatre, dance and literature, and expressed The UWI's pleasure to honour her legacy.

"It is entirely appropriate that future students in the Faculty of Humanities and Education should be able to draw inspiration, every time they take lessons

in this room, from such a legendary figure in the creative arts who helped shape the cultural landscape of Barbados and the Caribbean."

Featured speaker and poet laureate of Barbados Esther Phillips heralded the significance of arts to telling the story of any country.

"I believe there is validity in the idea that the truest reflection of the people is not necessarily found in the writings of historians, economists and sociologists - all due respect to them - but [in] what the artists record out of their own instinct; their sensitivity to the vibrations of the daily life experiences around us of which they are a

part," she said during her remarks.

Jacqui Wiltshire-Gay, who replied on behalf of Wilson, expressed gratitude to The UWI for the recognition.

"I thank you for even thinking of me worthy of such a tremendous honour," she said. *"Please be assured that I tried with all I had and with every effort to use my work for the unification and integration of the Caribbean."*

She remembered the Arts Lecture Theatre as a space which was once the "epicentre of the campus", often used as the stage for artistic productions. Wilson hoped that the space now bearing her name could be used to develop and nurture emerging talents.

"I can see this space being repurposed as an incubator for those now becoming writers, for those now exploring the vast world of literature and drama and those whose names will be numbered among the known names of writers, directors and producers of the future." ♦

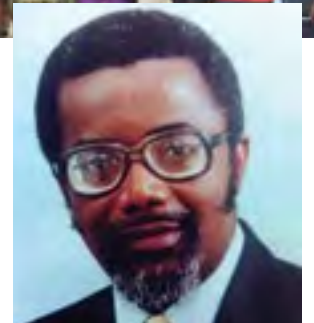
Friends, family and other well-wishers celebrate with Cynthia Wilson as the Arts Lecture Theatre is renamed in her honour.



REVERED for his unstinting social activism, remembered for an unwavering dedication to his discipline, and reminisced about for his daring acts in acquiring a home for his faculty, one of the pioneering economists at Cave Hill has been memorialised by having the faculty building, which he appropriated more than 40 years ago, named in his honour.



Wendell McClean HONOUR



The late Wendell McClean

The Wendell McClean Building, which houses the Faculty of Social Sciences, took its name last November in a dedication ceremony at which relatives, close friends and members of the university community were regaled with anecdotes about the storied life of the late academic, including his many university exploits, social and political engagement and undertakings as a friend and devoted family man.

McClean joined Cave Hill Campus in 1970 as an assistant lecturer in economics. He went on to serve as a lecturer, senior lecturer, head of the Department of Economics and vice-dean (precursor to dean). He was responsible for introducing the MSc in Economics at the campus.

Outside of academia, he is best remembered for strong advocacy on public utilities regulation in defence of the interest of Barbadian consumers, something that was evident up to a week before he lost his battle with cancer on 12 February 2000.

A graduate of The UWI, Mona Campus, McClean was seen as a maverick of his time. Dissatisfied with the institutional arrangement that existed for teaching

and research in economics, where social sciences rested within the Faculty of Arts and General Studies, he, along with fellow economics lecturer, now Professor Emeritus Sir Frank Alleyne, and a handful of social scientists decided to act.

"The core group of freedom fighters (Wendell McClean, Frank Alleyne, Neville Duncan, Christine Barrow and others) met and developed a programme strategy for the development of the social sciences. Wendell was the obvious choice for the position of leader as Head of the Department of Economics," Sir Frank recalled.

However, their proposal for social sciences to have its own faculty was met with strong opposition. In 1975, they took drastic measures by staging 'effective occupation' of a new building intended for the Faculty of Arts and General Studies. In due course, their action helped to give rise to institution recognition of the new faculty.

Sir Frank credited Cynthia Fields-Layne, a now retired administrative officer and member of their implementation team, with keeping the group intact.

The two economists, whose closeness evolved from their days of studying at Mona, remained a formidable team throughout their academic careers. Any differences that arose were fully reconciled before McClean's passing. McClean's tenacity in defending his academic causes was matched by the fervour with which he undertook pro bono engagements against public utility companies.

"A week before his passing, he was intent on going to St. Lucia to give free advice on how to negotiate [with] the electricity service. I told him 'you can hardly walk, what are you going there for?' He said, 'the people need me'. Fortunately, his doctors [advice] prevailed," Sir Frank said.

Professor Emeritus Andrew Downes was one of the students persuaded by McClean to occupy the seized building and, subsequently, became one of the first cohort of students in the new faculty. He said McClean was a critical part of his

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life between 1974, when he joined the university as a student, until his mentor passed away 26 years later. Like many others, he had been persuaded by the late academic to stay on at Cave Hill to pursue a BSc in Economics, though he was set on becoming an accountant.

McClean also offered him his first post in the department as a temporary assistant lecturer in 1979 and encouraged him on his journey to become a professor in 1998.

Professor Downes, one of the few people to co-author a published paper with McClean, said his "heretic" economic views have affected his publications record, as he praised his administrative skills and work as an advocate, humanist and public intellectual.

"The naming of this cornerstone building of the Faculty of Social Sciences is the crown jewel, in my view..." Downes said, adding that recognition of McClean should go further to include establishing a Wendell McClean collection in the Sidney Martin Library; organising a conference to discuss his work and publishing the proceedings in a faculty journal; and re-establishing the teaching of macroeconomic modelling of state-owned enterprises within the Department of Economics.

"He was passionate, supportive and very humble in all his interactions ... humble because in many respects, he never asked for anything. He was an excellent mentor to several persons - he was largely responsible for my own success as an economist, and he was always supportive of my work and progress within the university."

Campus Principal Professor Eudine Barribeau, another beneficiary of McClean's academic advice, said he gave exceptional service not just to The UWI, Cave Hill Campus in particular, but Barbados as well.

"Students who pursued accounting, economics, management, sociology, public administration, social work,

marketing, political science and many other disciplines currently taught in this faculty, and who are socially and economically better off today as a result, undoubtedly owe a debt of gratitude to Wendell McClean for his foresight in insisting that a physical space and resources be provided for the then new faculty," she said.

"If the Faculty of Social Sciences may be perceived as the birthplace of the managerial, professional workforce, then it is entirely appropriate that not only do we designate to Wendell McClean the title of godfather of that development, but that, accordingly, we do the right thing, as we are here doing today, by placing his name in the heartland of the faculty so that his legacy will be perpetuated and known for generations to come."



Professor Emeritus Sir Frank Alleyne recounted his fondest memories of Wendell McClean.

Dr. Justin Robinson, current Dean of the Faculty of Social Sciences, which accounts for approximately half of Cave Hill's enrolment, remembered McClean as a rigorous, quantitative economist who was committed to producing graduates with the highest level of competence.

"The Faculty of Social Sciences has provided much of the human capital that services large parts of the public and private sector in Barbados and the Eastern Caribbean," he said, noting that this region and the wider world have benefitted from McClean's singular act of securing a home for social scientists.

"The bar was set equally as high in McClean's public advocacy," Dr. Robinson said, pointing out that many academics who have tried to follow his path always seem to fall short.

McClean's strength of character and belief in fairness and justice first emerged at Combermere School, when he stood his ground after being blamed for something he had not done, revealed his sister, Maxine McClean, a former government minister, senator and UWI lecturer.

She, too, was convinced by her brother to transfer to the new Faculty of Social Sciences, though she attended Cave Hill to pursue studies in Management. He also influenced her to return to Barbados, from studying abroad, to lecture at Cave Hill.

"I regret that this new generation of economists missed out on the intellectual and academic rigour demanded of his students, especially those majoring in economics," she said.

"He occupied a single office in all the time that he worked in the faculty, [and] it was from there that he made his contribution to the people of Barbados in a way that, to my mind, no single citizen during his years did as people's advocate," the former government minister said.

She recalled that in the lead up to his final days, McClean defied his illness to drive his vehicle to a meeting at the ministry responsible for the setting up of the Fair Trading Commission.

"When I saw him, he was bathed in sweat; but he was determined to make his contribution," she said. "For us in the McClean family, the Maxwell and Leacock families, we were all very proud of Wendell. We also understood the principled man that he was."

The late academic worked with the Barbados Economic Society, the trade union movement, statutory bodies and in politics, where he played a major role in the now defunct National Democratic Party, formed in the late 1980s. ♦



Seventy of its most illustrious alumni, dating back to foundation graduates of the 1960s, were recognised last October by the Cave Hill Campus as part of the 70th anniversary celebrations of The University of the West Indies.

Ten current and former prime ministers, a governor general and an ex-president were among the honourees selected for having significantly influenced all facets of the social order including politics, the judiciary, clergy, labour movement, education system and civil society.

Noting the intense nostalgia evoked during the ceremony held at the campus's historic Quadrangle, former Prime Minister of St. Lucia Dr. Kenny Anthony said it was difficult not to be overwhelmed.

A 1970's graduate, Dr. Anthony delivered remarks on behalf of the alumni on the very location that had accommodated the campus's earliest annual graduation ceremonies.

The clarion call of the Caribbean statesman was for far more of the region's youth to have access to university education.

"Our Vice-Chancellor (Sir Hilary Beckles) has reminded us constantly that we still have a huge job on our hands.

UWI Salutes 70

Not many of our young graduates from our tertiary institutions are getting access to The University of the West Indies or university education. In fact, when we do look around, less than ten percent of those eligible do get to university, and so the problem remains.

time, the university has a job to identify brilliance, to nurse it and always, at all times, to ensure that excellence is recognised, maintained and guaranteed."

Herself an honouree, Principal and Pro Vice-Chancellor Professor Eudine Barribeau pointed out that Cave Hill graduates have

positively impacted the social fabric of Barbados and the wider region, and have left lasting legacies.

She referenced a wide cross section of professions where UWI-educated citizens could be found and said the final list of 70 awardees was by no means an indication that the UWI believed that those individuals were its only outstanding graduates.

"We are proud of and value all of our graduates. We know that they are located in spaces where they have made, and continue to make, impactful contributions to

their households, their neighbourhoods and communities, their countries and, indeed, to this region and the world.

We are extremely pleased to have many of our graduates making positive interventions in the international arena. They are standing on platforms where they are not only ambassadors of their respective home countries, but poised as ambassadors of The UWI and the Caribbean," Professor Barribeau said. ♦



Governor General of Barbados, Dame Sandra Mason, receiving her award from Chair of The UWI, Cave Hill Campus Council, Sir Paul Altman

"All of us laud the efforts to expand access to The University of the West Indies, but I hope that in expanding that access we never forget that a major responsibility of any university is to identify its brilliant people and its brilliant citizens. This means that as much as we have a job to ensure that access is made readily available throughout our region, at the same



(l-r) Sir Paul Altman, Chair of The UWI, Cave Hill Campus Council; Hon. Sandra Husbands, Minister in the Ministry of Foreign Trade; Hon. Indar Weir, Minister of Agriculture and Food Security; Professor Eudine Barriteau, Principal, The UWI, Cave Hill Campus; Hon. Lt Col Jeffrey Bostic, Minister of Health and Wellness; Hon. Santia Bradshaw, Minister of Education, Technological and Vocational Training; Ms. Lisa Alleyne, Campus Bursar, Cave Hill; Mr. Rommel Carter, Campus Registrar (ag), Cave Hill; and Professor Clive Landis, Deputy Principal, Cave Hill Campus at the inter-ministerial breakfast meeting.

Caucus on Education

Several first time ministers in the new Barbados Government got acquainted with The UWI's operations and some of its top officials when Cave Hill hosted an inter-ministerial breakfast meeting last July.

Less than two months after the Barbados Labour Party was swept to office with an unprecedented 30-0 victory at the polls, Pro Vice-Chancellor and Principal of Cave Hill Campus Professor Eudine Barriteau hosted the event that enabled the ministers and accompanying leading government officials to obtain deeper insight into the university's strategic operations, as key stakeholders of the institution.

Professor Barriteau outlined several planned initiatives for transforming Barbados into

a Caribbean hub for higher education. She spoke of the campus's determined policy of internationalisation towards becoming a globally-preferred institution of higher learning, and revealed plans to integrate information technology into every facet of the university's operations with the aim of transforming Cave Hill into a Smart Campus.

Minister of Education, Technological and Vocational Training, Hon. Santia Bradshaw along with Minister of Health and Wellness, Lt. Col. the Hon. Jeffrey Bostic; Minister of Youth and Community Empowerment, Hon. Adrian Forde; Minister of Agriculture and Food Security, Hon. Indar Weir; and Minister in the Ministry of Foreign Trade, Hon. Sandra Husbands as well as several permanent secretaries and other senior government representatives heard of the university's plans to

leverage technology to enhance the student experience, improve the campus's internal operating processes and transform the tertiary-level teaching and learning environment.

The principal also disclosed a campus long-term goal of using information and communications technologies to create a seamless connection between itself and the nearby city of Bridgetown as well as the rapidly emerging Warrens metropolis. This would involve Cave Hill generating IT-based solutions to address socio-economic and other challenges in these urban, commercial districts.

Cave Hill's aim at global engagement, which has gained significant traction through the activities of its two-year-old Confucius Institute, is set to be further achieved via the campus's

internationally-acclaimed medical programme. **Through aggressive marketing, the campus has set its sights on admitting students from the United States and other international countries for medical training and is looking forward to receive the first cohort of Ghanaian enrollees from the 2019-2020 academic year.**

Acknowledging that initially, medical training would be limited to preclinical teaching owing to limited hospital facilities for clinical training, Professor Barriteau recommended the establishment of an additional hospital in Barbados to offer expanded health care, serve as a teaching hospital for Cave Hill and earn revenue for the campus and country.



Representatives from various departments of the campus at the inter-ministerial breakfast meeting.

The ministers warmly praised the principal's information-sharing initiative and offered suggestions on areas they deemed critical for government and academic collaboration to support national and regional development.

Minister Husbands, a graduate of Cave Hill's Master in International Trade Policy (MITP) programme, saw opportunities for the campus to work with

government in addressing the skills gap that currently hinders a more successful implementation of the country's trade deals. She urged setting up an apprenticeship system that would see UWI students attached to trade missions abroad. She also proposed deeper tourism linkages for the campus that entailed greater involvement by local communities.

Minister Forde commended The UWI's sports programme and urged that it be married with a fitness and wellness programme to sensitise young people of the benefits of physical activity, with an aim to reduce the incidence of non-communicable diseases. He also spoke of the tremendous potential for young people finding employment in the nascent green and blue economies that Principal Barriteau had indicated in her presentation are ripe for accommodating several current areas of academic pursuit at the campus.

Minister Bradshaw lauded the campus's initiatives in medical training and its rapidly expanding English as a Second Language (ESL) programme while noting the potential for improving language training at primary and secondary school levels abroad. She welcomed the advent of **The UWI Agri-business Development Park** at Dukes, St. Thomas and the likely synergies between agriculture and education. She also highlighted the potential for government and academic collaboration to boost

the creative sector, including the performing arts, and the campus's demonstrable capacity to strengthen human resources for regional and global development through an export of human capital.



Hon. Indar Weir and Professor Clive Landis in conversation

Minister Weir suggested that The UWI has a role to play in removing the stigma attached to agriculture and he looked forward to working collaboratively with The UWI in the further roll-out of the **Dukes Project**. He also referenced a **Zero Hunger Initiative** that came out of a recently attended meeting in Guatemala and said he envisaged his ministry and The UWI developing the framework for the introduction of a Barbados chapter of this global project.

In her presentation, Professor Barriteau also gave an update on plans to revamp the Faculty of Science and Technology; advance the campus's renewable energy programme to make Barbados a model in sustainable and renewable energy; create curriculum renewal to support relevance, innovation and entrepreneurship; and launch a Faculty of Caribbean Creative Arts and Culture and establish a Centre for Biosecurity Studies. ♦



Dining with the Stars

The inaugural Luminaries Gala lived up to its billing as a glittering affair that attracted an array of patrons from across the region.

Under the theme **Dining with the Stars**, the black-tie, red-carpet dinner event drew scores seeking to contribute to the funding of tertiary education for needy students. The dinner hosted by The University of the West Indies, Cave Hill Campus, in association with the **Elliot and Loretta Belgrave Scholarship Trust**, was held on Saturday, 28 April (National Heroes' Day) under the patronage of Her Excellency Dame Sandra Mason, Governor General of Barbados.

Several members of the entertainment industry, including Alison Hinds, Dr. Anthony "Gabby" Carter, Stedson "Red Plastic Bag" Wiltshire, Rosemary Phillips, Anderson "Mr. Blood" Armstrong, Edwin Yearwood and Nicholas Brancker, joined stalwarts from the business and academic communities and wider regional community.

The occasion also featured musical treats from pannist Terry "Mexican" Arthur, the Wesley Morris Trio and the versatile 2 Mile Hill band.

Proceeds from **Dining with the Stars** went towards providing financial support for students in need. ♦



Conversation with the Prime Minister

NEARLY five months to the date of capturing the government in a landslide victory, Prime Minister Mia Amor Mottley scored what historians and political scientists deemed a likely first for a sitting Prime Minister when she treated staff and students at Cave Hill to an open forum last October.

Dubbed “**A Conversation with the Prime Minister**”, the 23 October event, held in Lecture Theatre 1 of the Roy Marshall Teaching Complex, attracted a standing-room only audience with staff and students engaging in the wide-ranging discussion.

The first female Prime Minister of Barbados held court for nearly two hours, speaking to the gathering about the recent restoration of state-sponsored tertiary education, the importance of students giving back to the community and country, and placing people at the centre of economic development. She also touched on the challenges of climate change in the Caribbean, the difficult but deemed necessary task of job cuts as well as debt restructuring measures to restore the Barbados economy.

During the livestreamed event, the Prime Minister fielded questions on topics ranging from the real impacts of retrenchment and the use of technology in governance to regional integration, the movement of Caribbean people and the future of the cultural industries. ♦

It was standing room only as Prime Minister the Hon. Mia Amor Mottley addressed staff and students of The UWI, Cave Hill. She addressed a wide array of current issues, and took questions from many in attendance.

“Every STEM has roots”

The Arbor Day Tree Planting at the Artbeat of Campus Life

by Tara Inniss, PhD and Lisa Yarde

Our resident philosopher and Deputy Dean with responsibility for planning, Professor Frederick Ochieng’ Odhiambo has often been heard to say “Every STEM has roots”. Of course, he is referring to what may be seen by some to be a botanical certainty especially for tree species as they take root; but like many arts thinkers and practitioners, he is also concerned about where the arts and humanities are ranked within a renewed global emphasis placed on Science, Technology, Engineering and Mathematics (STEM). It is a concern that is shared with many of our students and faculty in the Faculty of Humanities and Education (FHE), as we have seen academic institutions worldwide turn to a focus on science-based disciplines with little or no space for important interdisciplinary perspectives on how human societies and cultures interact with STEM, and vice versa. It is a perspective that many of us in FHE would like to see changed as we consider ourselves the **Artbeat of Campus Life** and academic inquiry.

On Friday, 21 September 2018 the FHE welcomed the donation of three (3) flowering Seaside Mahoe (*Thespesia populnea*) trees that were planted in the Humanities Quadrangle to replace the tree cover that was lost when some almond trees were removed earlier in the year. Professor Sean Carrington, botanist in Biological



and Chemical Sciences, suggested the species as an alternative to the popular shade trees such as neem and mahogany.

The trees were planted in recognition of **National Arbor Day** on 22 September 2018. The plantings were facilitated by the **Future Centre Trust’s (FCT) Future Trees Programme** that has planted thousands of shade and fruit trees in public spaces across Barbados, most notably, along the ABC Highway.

Project Coordinator, Barney Gibbs notes, “Planting trees is not only

about beautification. It is about providing shade and lowering energy costs associated with cooling. It is about providing habitats and food for animals, including humans. Tree planting remains an important legacy project for the FCT, and we are happy to facilitate plantings especially during the rainy season.”

Professor Evelyn O’Callaghan, Dean of the FHE, welcomed the new addition to the **Artbeat of Campus Life**.

She said, “In the 70th year of the university, the Humanities Quadrangle is considered hallowed ground as the site of so many of Cave Hill’s past graduations held here in the early days of the campus. It is a place where ceremonies continue to be staged as well as performances and fairs. Students engage in conversation and congregate. They also seek spaces of quiet reflection. These trees will become fixtures in this space and will witness the academic development of generations of new students at the campus. We are proud to let them take root as a central feature of the faculty, and the campus. As they grow, their roots will spread just as our students will spread their knowledge, their love and appreciation of the STEM that has grown into a proud tree – the Faculty of Humanities and Education.” ♦

The Grenada REVELATION

Rare, historic find donated to Cave Hill

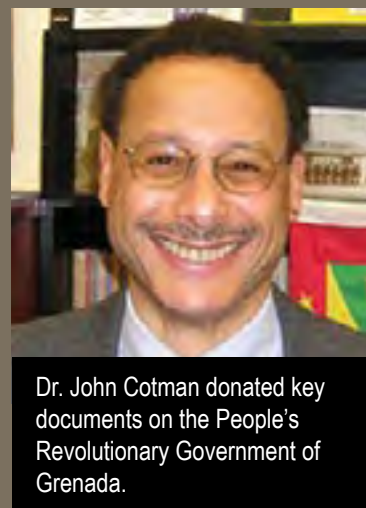
by Leigh-Ann Worrell

Housed in two containers, no bigger than shoeboxes, is a trove of Caribbean history that has found a new home at Cave Hill Campus.

In March 2018, hundreds of government documents, compiled by American political scientist Dr. John Cotman during a post-Bishop Grenada, were gifted to The Sidney Martin Library at Cave Hill. The collections are titled, **Selected Documents of the People's Revolutionary Government of Grenada**, and the **Republic of Cuba Personnel on Grenada**. They consist of documents on microfiche, notes on the usage of the documents, a guide to abbreviations and a chronology of events file on the **Maurice Bishop Biography Project**. The documents also detail Cuba's relations with the People's Revolutionary Government (PRG) of Grenada led by Maurice Bishop from 1979 to 1983, as well as background information and the indices providing access points to the microfiche collection. The original documents are held in Washington, DC at the National Archives and Records

Administration (NARA).

Librarian Carlyle Best explained that the donation of the documents was made possible through Principal and Pro Vice-Chancellor of Cave Hill Campus, Professor V. Eudine Barriteau.



Dr. John Cotman donated key documents on the People's Revolutionary Government of Grenada.

"When they met, [Cotman] introduced himself to her and spoke to her about this research he had done on Grenada ... Professor Barriteau is a Grenadian, so she immediately jumped at



the idea when he suggested that he make this available to the university," he said.

Dr. Cotman visited Grenada in the aftermath of the revolution and used the documents he gained access to in order to write a book about Bishop, the late Grenadian leader, as well as author other papers.

Best said, *"It would not have been easy to get access to that kind of information but he was able to do so because (of his status as) an American.*

"He set about firstly to look at the involvement of Cuba in the regime of the People's Revolutionary Government. It is out of that that he was able to secure this information and to compile it [on the microfiche]."

Best said the information will be catalogued as a block to be made accessible to students and other researchers by using the microform machine. The librarian emphasised the importance of the collection to the university and the Caribbean, as the documents are a rare find for Caribbean researchers interested in political science, Caribbean history and social policy.

"[These] government documents are primary source material, and this is the kind of information you would need to write a credible report on anything pertaining to the PRG ... As far as I know, we are the only people in the Caribbean that have access to this."

Best also lauded Dr. Cotman for acknowledging the need to return the materials to the region.

"The good thing about it is that he recognised that truly this was not American property. These are Caribbean people and this is Caribbean information, and in that sense, he must be commended," he said.

He also believed that The UWI at Cave Hill was the ideal campus to host the repository, as it was a popular choice of students from the Eastern Caribbean, including Grenada. ♦



Deputy Dean (Planning) in the Faculty of Humanities and Education, Professor Frederick Ochieng'-Odhiambo with time capsule.

Future Artefacts

Over the next quarter of a century, technological advances undoubtedly will have a profound impact on the manner in which societies, past and present, are remembered.

For this reason, the Faculty of Humanities and Education (FHE) at Cave Hill used objects of contemporary or historic significance to portray symbolic relevance to the current times, as they project a message thirty years into the future.

This effort to communicate meaning to future generations emerged when that faculty placed a number of these kind of objects in a time capsule intended to be unearthed during The UWI's centenary celebrations in 2048. The **Time Capsule Placement Ceremony** took place on 5 December, as one of the campus's final events marking year-long activities to commemorate The UWI's 70th anniversary.

The capsule, placed in the Quadrangle regarded as the faculty's heartland, was filled with relics from each of its four departments and single centre, as well as from its students. The marker was created from broken pottery and was designed by **Earthworks Pottery**, while the monolith

was conceptualised and designed by an artist who asked that their name be withheld on the occasion and revealed at the centenary.

Coordinator of the initiative, **Dr. Mia Jules** said the burying of the capsule was *"symbolic of our ability in the humanities to shape our environment.*

"We critique our languages, psychologies, histories and embody our culture through written word, song and dance. These are some of the elements of our collective self that we etch into the larger identity of The UWI. The Faculty of Humanities and Education, therefore, is invaluable to the life and success of The University of the West Indies," she said during the ceremony.

"It is our hope that those on the other side of 30 years will open the time capsule and experience a personal connection with past colleagues who were once in their shoes, [and] that they would have as much

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joy opening the contents as we had in preserving them for future generations.”

The **Department of History and Philosophy** buried a ceramic seahorse that its Head of Department, Dr. Henderson Carter, explained had been used as its symbol.

“In ancient cultures, it is a symbol of energy, power, good luck and positivity. The seahorse also represented kindness, tenacity, fatherhood and perception,” he said.

The **School of Education** decided on a bell, an object that has been inextricably linked to schooling for many years.

The **Department of Language, Linguistics and Literature** chose a small candle in a glass case to represent the enduring significance of *“humanistic enquiry in what some would say are dark times for the humanities.”*

Both **FHE students** and the **Department of Cultural Studies** decided to capture time for their relics. The students buried an analog clock, in case they are no longer in production in 30 years, while the Department of Cultural Studies contributed an hourglass.

“The hourglass signifies that culture evolves over time. While moving in a seemingly linear motion, the hourglass reminds of the interconnectedness of the past, present and future ...,” Lecturer in Cultural Studies Dr. Yanique Hume said.

The **Errol Barrow Centre for Creative Imagination (EBCCI)** buried a small replica of a Barbadian monkey pot, fashioned with local terracotta clay. EBCCI's Harclyde Walcott noted that the monkey pot had been adopted by that centre as a symbol of the creativity that is incubated there.

The meaning of each relic has been recorded to be housed in a book of commemorative writings in the Campus Archives. ♦



The Association of Commonwealth Historians held its 50th Annual Conference last year. Just over 110 delegates, including historians and students, attended the event at the Cave Hill campus of The University of the West Indies (UWI) in Barbados from 10-15 June 2018.

Historic Milestone

by Tara Inniss, PhD

The conference, held under the theme **“ACH @ 50: Continuity, Change and Challenge”**, was organised by the Department of History and Philosophy at Cave Hill as part of The UWI's 70th Anniversary celebrations.

In recognising the contributions of the ACH, Vice-Chancellor of The UWI and renowned historian, Professor Sir Hilary Beckles noted: *“The ACH has come of age as a premier academic body that spans the region and beyond. In five decades, its members have defined and redefined the historical narrative around identity, culture and the shaping of a distinct Caribbean civilisation. It continues to help shape national and regional policies, and has indigenised curriculum content at multiple levels. Few academic institutions have contributed so much to nation building and liberation in the region.”*

The President of ACH and Professor of History at Royal Netherlands Institute of Southeast Asian and Caribbean Studies (KITLV) and University of Amsterdam, Rosemarijn Hoeffte, said, *“In these 50 years, the ACH conference has become the important annual conference for historians doing research in and on the Caribbean.”*

The conference included a **Special Past Presidents' Roundtable** during the official opening on 10 June to reflect on the past and future development of the region's premiere professional historical organisation. The ACH held its first conference as colloquium, organised by Jacques Adélaïde-Merlande, in 1969 in Guadeloupe. Fifty years later, the ACH has grown to almost 1,000 members globally, and meets in a Caribbean destination annually, conducting sessions in French, Spanish and English.

The conference had a forward-looking programme with panels, exploring **“The Future of Caribbean History”** and **“Digital Archives in**



ACH Presidents (l-r): Emeritus Prof. Sir Woodville Marshall (The UWI, Cave Hill Campus); Prof. Rita Pemberton (The UWI, St. Augustine Campus); Emerita Prof. Bridget Brereton (The UWI, St. Augustine Campus); Prof. Rosemarijn Hoeffte (Current ACH President, Royal Institute of Southeast Asian and Caribbean Studies, KITLV); Prof. Richard Blackett (Vanderbilt University); Emeritus Prof. Sir Roy Augier (The UWI, Mona Campus); Prof. Bernard Moitt (Virginia Commonwealth University); and (sitting) Founder and President Prof Jacques Adélaïde-Merlande (Université des Antilles et de la Guyane)

the Caribbean”. Delegates also discussed reparations, public health, decolonisation, gender, migration and identity in the Caribbean.

A **Special Roundtable on Hurricane Impacts on Cultural and Educational Institutions in the Region: Urgent Needs, Long-term Challenges**, sponsored by Peter Moores Barbados Trust, was organised for 11 June and brought together perspectives of historians from Puerto Rico, the Virgin Islands and Antigua and Barbuda to reflect on the impacts of the devastating 2017 hurricane season. The President of **Caribbean Regional Branch of the International Council on Archives (CARBICA)** and Director of **Suriname National Archives**, Rita Tjien Foooh, was also on hand to discuss the efforts being made among the region's archives association to address the protection and preservation of historical records in the wake of the 2017 hurricane season's impacts on the Caribbean.

Other Highlights from the ACH@50 Conference

On 7 June 2018, the ACH and the West Indies Federal Archives Centre (WIFAC) at The UWI Cave Hill Campus signed an agreement to preserve the historical data and research of ACH members compiled over the past 50 years.

The signing ceremony formalised the establishment of an archival repository at WIFAC to document and preserve all ACH's historical materials, including memorabilia, minutes, images, video and audio recordings, and press clippings. WIFAC has had a mandate to collect and preserve records of regional organisations since 2004, and this ACH collection is expected to be of great value to researchers who now have a single point of access to historical records collated by some of the region's most respected historians.

Present at the signing were Deputy Principal of Cave Hill Campus, Professor Clive Landis; Acting Campus Registrar of

Cave Hill, Rommel Carter; ACH President, Professor Rosemarijn Hoeffte from the Royal Netherlands Institute of Southeast Asian and Caribbean Studies; UWI Emeritus Professor, Woodville Marshall; ACH Secretary Treasurer, Dr. Tara Inniss; and archivists Dr. Cherri-Ann Beckles



ACH President Professor Rosemarijn Hoeffte signing an MOU with UWI Archivist, Sharon Alexander-Gooding.

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of WIFAC and Mrs. Sharon Alexander-Gooding, UWI Archivist.

Hoefte remarked, "In 1969, a small group of Caribbean historians held a meeting in Guadeloupe that eventually evolved into an annual meeting. Some 50 years later, we now have almost 1,000 members drawn from academic institutions all over the world. It is timely to put our own affairs in order as an organisation to preserve our institutional memory and to work with international best practice in the preservation of our own records."

The move has already proven useful

as the ACH launched a museum exhibit entitled, "ACH@50: Continuity, Change and Challenge" at the Barbados Museum and Historical Society, documenting its development which relied heavily on the ACH archive. In partnership with Brill Academic Publishers, the exhibit was launched on Thursday, 14 June 2018 and ran until 13 July 2018. There are plans underway to make it part of a travelling exhibition that will eventually be translated into the working languages of the organisation, including French, Spanish and Dutch. There is also potential to place the exhibit online. ♦

(l-r) Dr. Lissa Paul, Brock University; Amalia Levi, HeritEdge Connection; Ingrid Thompson, Department of Archives, Barbados; Dr. Cherri-Ann Beckles, West Indies Federal Archives, The UWI. They were members of an ACH panel discussion titled "Caribbean Archives: The Interplay between History and Digital Archives".

Students and ACH members viewing the ACH@50: Continuity, Challenge and Change Exhibit at the Barbados Museum and Historical Society.

Tree Planting at the Museum

On Friday, 8 June 2018, the ACH donated a Ma'afala breadfruit tree to the Barbados Museum and Historical Society (BMHS) on the occasion of the museum's 85th anniversary and the 50th Annual Conference of the ACH. A local representative of the regional non-profit organisation, **Trees That Feed Foundation (TTFF)** and the **Future Trees** project of the **Future Centre Trust (FCT)** brought in this new variety of breadfruit, developed in Samoa of the South Pacific, that is slightly smaller than the conventional breadfruit grown in Barbados.

The planting of a Ma'afala at the BMHS is an apt symbol of ACH's ongoing commitment to outreach and engagement with public history institutions, especially archives and museums in the Caribbean.

The ACH 51st conference will be held in Curaçao on 26-31 May 2019 this year. ♦

Dr. Tara Inniss is a lecturer in the Department of History and Philosophy, Faculty of Humanities and Education, The UWI, Cave Hill Campus.

The University of the West Indies, Cave Hill Campus and the Caribbean Centre for Development Administration (CARICAD) have formalised their long-standing collaboration with the signing of a Memorandum of Understanding (MOU).

UWI-CARICAD MOU



Deputy Dean, Faculty of Social Sciences Sonia Mahon (third left) and Executive Director of CARICAD Devin Rowe (fourth left) holding the MOU and conversing, as Head of the Department of Government, Sociology, Social Work and Psychology Dr. Wendy Grenade (second left), Lecturer in Political Science Dr. Pearson Broome (left) and other high-level officials look on.

Launched last October, the MOU clears the way for joint strategies to enhance public sector governance and political leadership, the application of home-grown strategies to tackle regional issues and enhance the capacity of private sector leaders as well as those in non-governmental organisations. It is anticipated that the strengthened collaboration would result in reduced spending.

Another pillar of the MOU is the staging of joint teaching, workshops, seminars and summer institutes to facilitate human resource development, combined public outreach and collaborative initiatives for student development, explained Dr. Wendy Grenade, Head of the Department of Government,



Dr. Wendy Grenade

Sociology, Social Work and Psychology.

"For years CARICAD has been doing change and strategic management with public sectors throughout the Caribbean, and we want our university students, when they leave here, to have a global outlook but rooted in the

Caribbean. Part of that foundation means they must understand what happens in a Caribbean environment and the challenges."

CARICAD, an institution of the Caribbean Community (CARICOM), is largely responsible for transforming and modernising the public sectors of member states. The UWI's relationship with the institution dates back to its establishment, with the tertiary institution being a non-voting member.

Deputy Dean in the Faculty of Social Sciences Sonia Mahon said the signing of the MOU falls within the vision, mission, goals and objectives of **The UWI Triple A Strategic Plan 2017-2022**.

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Executive Director of CARICAD,
Devon Rowe

"It is important for us as an institution to affirm and reaffirm relationships that will allow us, as we have in the past, to be instrumental in forging realities of the future that we, as peoples of the post-colonial, post-independent Caribbean, desire."

Executive Director of CARICAD Devon Rowe was confident that the collaboration will result in more efficient use of resources, sustained efforts in key human development areas and more impactful service delivery. He said the aim is to reduce duplication and maximise use of limited resources, while rethinking the role of the public sector in national development, given major gaps in organisational competencies.

"CARICAD and The UWI have now re-established a synergistic relationship based on a firm commitment to collaboration on this MOU. The collaboration will result in more efficient use of resources, sustained effort in key human development areas and more impactful service delivery," Rowe said. ♦

Collaborative NCD Research

A UNIQUE OPPORTUNITY for collaboration between Caribbean and African medical researchers could open the door for new discoveries about non-communicable diseases (NCDs) in Afro-Caribbean populations.

Professor Ebenezer Owusu, Vice-Chancellor of the University of Ghana; The UWI Cave Hill's Principal and Pro Vice-Chancellor Prof. Eudine Barriteau; and Vice-Chancellor of The UWI Professor Sir Hilary Beckles with the new MOU.



Through a recently signed **Memorandum of Understanding** between **The University of the West Indies (The UWI)** and the **University of Ghana (UG)**, scholars are looking forward to exploring the link between diabetes and hypertension in the region and the people of Africa, focusing on those from Ghana where many Barbadians share ancestral heritage.

Researchers in the region are already excited about the prospects of better tracing the genetics and main drivers of NCDs, particularly hypertension and diabetes, that have been ravaging the health of people in the Caribbean. Chair of the **Principal's Task Force, Faculty of Medical Sciences on International Outreach** at Cave Hill and Lecturer in Clinical Pharmacology, Dr. Kenneth Connell, who is conducting comparative research between West Africans

and Barbadians, said this could potentially change the way NCDs are managed.

Aside from medical research, the renewed MOU, signed 18 October 2018, clears the way for educational collaboration between The UWI and UG.

Teams from both universities are in the advanced stages of working out an articulation agreement that, when completed, will clear the way for the arrival of the first enrollees from Ghana for the 2019-2020 academic year to pursue preclinical studies in Cave Hill's internationally-acclaimed medical programme. The articulation agreement would specify the transfer policies for the medical programme.

"The proposal means that when the articulation agreement is signed, Ghanaian students will come [to Barbados] for three years and complete the preclinical programme in medicine and return to the University of Ghana and complete the clinical years," Pro Vice-Chancellor and Principal of Cave Hill Campus Professor Eudine Barriteau said at the signing.

The MOU was initialised by UWI Vice-Chancellor

Professor Sir Hilary Beckles and UG Vice-Chancellor Professor Ebenezer Owusu at Cave Hill, where it was witnessed by Cave Hill representatives.

Crediting Dr. Connell for his groundwork, Sir Hilary said this sets the stage for the next phase of medical research.

"The twinning of these medical faculties to continue the medical research is fascinating because the people here have similar DNA to the people in Ghana. What accounts for the differences? We need to find out what it is. It may very well be the key to deal with the issue of hypertension and type 2 diabetes," Sir Hilary said.

Vice-Chancellor Owusu said the partnership was a win-win for both institutions that would complement any area of weakness. ♦



(l-r) Mr. C. William Iton, University Registrar, The UWI; Dr. Kenneth Connell, Chair of Cave Hill's Faculty of Medical Sciences Task Force for International Outreach, Deputy Dean & Lecturer in Clinical Pharmacology, Faculty of Medical Sciences, Cave Hill; Professor Eudine Barriteau, Pro Vice-Chancellor and Principal, The UWI, Cave Hill; Professor Ebenezer Owusu, Vice-Chancellor, University of Ghana; Professor Sir Hilary Beckles, Vice-Chancellor of The UWI; Dr. Peter Adams, Dean of the Faculty of Medical Sciences, The UWI, Cave Hill; and Professor Clive Landis, Deputy Principal of The UWI, Cave Hill.

LAMMING

Radical Intellectual Thinker

Literary icon George Lamming has been described as a radical intellectual thinker who used his pen to unmask issues of race and class.

And he did so at a time when radical intellectual thinkers did not extend much beyond Wynter A. Crawford, Charles Duncan O'Neal, Richard B. Moore and A. E. S. T.T. Lewis, even though Barbados had produced an impressive list of academics and intellectuals.

Those were among the reflections of internationally respected Professor Linden Lewis, Professor of Sociology at Bucknell University in Pennsylvania, US, as he delivered a lecture titled, "**George Lamming: The Vocation of Writing and His Critical Social Engagement**", last 8 November in the prestigious **Annual George Lamming Distinguished Lecture Series**.

Born in Guyana, Lewis was raised in Barbados and went on to serve as Bucknell University's Associate Dean of Social Sciences from 2015-2018. Aside from editing and co-editing several editions, he has lectured extensively in the Caribbean, Europe, the United States and Africa.

Professor Lewis, who has had one-on-one conversations with Lamming and reviewed his novels, public lectures and other work, said this absence of robust, radical intellectual tradition, therefore, made the critically acclaimed writer a bit of an anomaly. The political authorities and middle-class intelligentsia were often troubled by his politics and, at times, biting critical reflections of the Barbadian society.

"Unlike many members of his class, Lamming is much more outspoken about his reflections on the place of his birth. He does



Prof. Linden Lewis hailed Prof. George Lamming as a writer who assisted with the "emergence of a Caribbean identity".

not shy away from the controversial issues that face Barbados, but more important, as an intellectual and genuine democrat, he views critique as the lifeblood or, as he might say, the oxygen of participatory democracy.

"Lamming wielded his pen to unmask the pretentiousness of the middle class, to reveal the unequal distribution of power in Barbados, to unsettle white privilege and to contest the hierarchical arrangement of the island both in his novels and in his public lectures and pronouncements."

It is that attitude that has left Barbadian society undecided on whether to embrace "*this fierce critic or to maintain the distance from this guardian of the word*", the professor said, noting: "**there is still a deeply held view that to be critical of one's society, however constructive, is to betray national loyalty and sentiment and, therefore, to court rebuke, marginalisation and, worse of all,**

indifference. It is ultimately to inhabit a space outside of the nation or, as George once described it, 'to be a native foreigner'.

Lamming dedicated more than 50 years of his life to writing that focused primarily on history and identity. He has worked in universities and institutions in the Caribbean, Africa, North America, and Australia. In 1980, he was bestowed with an Honorary Doctor of Letters Degree from The University of the West Indies, and in 2009, the Pedagogical Centre of the Errol Barrow Centre for Creative Imagination at the Cave Hill Campus was named in his honour.

Along with several other regional figures, he has been credited with making the emergence of a Caribbean identity possible.

Professor Lewis said Barbadian intellectuals are proud and comforted by claims that Lamming can hold his own among Caribbean literary giants like V. S. Naipaul of Trinidad and Tobago, Andrew Salkey of Jamaica, Wilson Harris of Guyana and Guadeloupe's Maryse Condé, among other award-winning notables.

"The issue of disclosing or laying bare the social forces at work is at the heart at what Lamming does as a writer whether it is *In the Castle of My Skin*; *Season of Adventure*; *Of Age and Innocence*; or *Natives of My Person*. Indeed, this act of revealing is consistent with what Jean-Paul Sartre says is a function of the writer."

Professor Lewis contextualised Lamming's contributions by recalling some of the highlights of his life, among them his visit in 1980 to Guyana to deliver a pointed eulogy at the funeral of assassinated historian, political activist and academic, Walter Rodney amid heightened tension in that country.

He went on to state that many lessons can be learned from examining Lamming's work.

"We learned that to understand the society, or any other Caribbean society, we have to go beyond the surface appearance to arrive at a deeper understanding of how things work and why they work the way they do. We learned that there is much to be gained from critical reflection and critical analysis of society. **Critique, when done properly, is not about tearing down but about building better and addressing the contradictions. Lamming teaches us that we need to be fierce defenders of democracy, not merely through voting every five years, but by holding our politicians accountable, by defending the right to dissent, by guarding the right to free speech and by supporting journalistic integrity.**

"Lamming's work admonishes us not to be blindly partisan. His work teaches us that we should not be hoodwinked by promises of the political party, and we should be aware of its dysfunction. Moreover, our reading of Lamming's work provides us with the appropriate caution about so-called strong leaders, fierce nationalists who conflate support for themselves with support for the

nation. Lastly, reading Lamming's novels and viewing his public lectures and pronouncements should always bring us back to that notion of power from below, the power of the people not the elite. Studying his work should lead us back to an understanding of ourselves as the site of power, as the source of all culture and the repository of change and transformation. A failure to understand the contribution of George Lamming is to miss that which is at the heart of the collective consciousness of the Caribbean."

The UWI was commended for continuing to hold the annual lecture series in honour of the literary icon, with the professor saying this is testimony to the fact that "we have not and will not forget George Lamming".

Previous lectures in the series were delivered by Professor Anthony Bogues, Manthia Diawara, Dr. Lennox Honychurch, Professor Verene Shepherd, Dr. Michael Gilkes, Professor Charles Mills and Sir Hilary Beckles. ♦

Prof. Linden Lewis (second right) poses with (from left) Prof. Clive Landis, Deputy Principal, The UWI, Cave Hill; Poet Laureate Esther Phillips; and Mr. Harclyde Walcott, Director (ag), Errol Barrow Centre for Creative Imagination.



CSME FREE MOVEMENT OF LABOUR

TRAFFIC SIGNAL ANALYSIS

by Kai-Ann D. Skeete, PhD



Free Movement of Labour Green Light

On the morning of 5 December 2018, citizens of the CARICOM (Caribbean Community) Single Market and Economy (CSME) participating member states woke up to a new, impending reality. Just hours earlier, several of their respective leaders signed the St. Ann's Declaration on the CSME.

This declaration heralds three positive realities: firstly, it declares that willing Member States would move towards full free movement by 2021; secondly, it allows for the expansion of CARICOM Skilled National categories; and thirdly, it declared that CARICOM Skills Certificates would be recognised by all member states.

Full free movement of labour (FML) may be interpreted as the ability to move, work and reside in any of the CSME participating member states without the need for a work permit. It also implies that there will be no discrimination

on the basis of nationality when applying for a job in another member state. This FML regime is a critical economic tool to increase regional efficiency and truly benefit from economic integration.

This is a positive step for the region. Previously, regional leaders might have been influenced by the works of Thomas and Brewster who have argued that, due to the small and vulnerable state of our economies, FML "on a mass scale was neither politically feasible nor desirable". Thus, the gradualist approach to implementing FML, as reflected in the **1996 Conference of Heads of Government** (Conference) decision was maintained. Consequently, the region was saddled with a FML regime that was characterised by caution. This caution was thrown to the wind, in 2007, when regional leaders agreed to an ambitious **Implementation Schedule** that called for holders of associate degrees or equivalent qualifications to move by 2007, holders of Caribbean Examination

Council (CXC) O' Levels or equivalent qualifications to move by 2008; and finally, all CARICOM nationals to move freely by 2009.

Regional optimism was quickly thwarted in 2008 following the Conference decision to halt the implementation of additional categories of Skilled Nationals stated in the **Implementation Schedule**. In a session at the University of the West Indies, the CARICOM Secretary General stated that "CARICOM Heads advised the Secretariat to focus on consolidating what has been done rather than pushing forward..." (2011).



Free Movement of Labour Amber Light

The **St. Ann's Declaration** resets FML on an ambitious path towards full integration by 2021. The reader must carefully note that although FML may be a reality by 2021, this time, it will only be for those willing CSME participating member states. Thus, by January 2022, the region may see a handful of citizens from five, seven, ten or all CSME participating states. **The time is now for our citizenry to ensure that our voices are heard and demand that our national**

leadership places the region at the centre of national development. We must stand up and be counted as ready for the full FML by 2021.

Teenage readers, your adulthood looks more promising as you would be able to move, seek employment, work and reside anywhere within the willing CSME participating member states. As a young university undergraduate, I was once told that I would only be eligible for FML upon graduation and after applying for the very stringent CARICOM Skills Certificate. I took one look at the application process and, instantaneously, I felt dejected. The application called for multiple police certificates of character, originals of my degree certificates and a processing fee. My despondence increased when I learned that not all member states automatically accept the Skills Certificate. I would be required to submit myself and my qualifications to security-level scrutiny before being allowed to work in another CARICOM member state. Several of my regional friends were simply told their skills certificate would not be accepted and they must apply for a new one. The region failed

Free Movement of Labour Red Light

us.

The freedom to be able to travel uninhibited throughout the Caribbean region has long been seen as a benchmark to the region's integration movement from the days of the British West Indies Federation to the current CSME. Although **Article 46** of the **Revised Treaty of Chaguaramas (RTC)** allows for hassle-free travel for the bearers of CARICOM passports, CARICOM nationals continue to experience restricted movement within the region. Persons have had difficulties receiving indefinite stays, the six-month stay as a CARICOM national, or had their skills certificate refused by border security officials. The regional leadership must seek to solve these seemingly insurmountable, bureaucratic challenges.

After the **St. Ann's Declaration**, the categories of eligible CARICOM Skilled Nationals (CSNs) now include security personnel, beauticians, barbers and agricultural workers. But with unemployment fuelling economic and societal turbulence across our region, regional leaders should seek to first ascertain the occupational categories of the



large groups of unemployed and underemployed. Then, they should expand the categories of CSNs to include at least the majority of the unemployed and underemployed. For example, Barbados has a large number of retrenched clerical civil servants who are holders of CXC O' Level certificates. Therefore, hopefully in the near future regional leadership would include secretaries, stenographer clerks, administrative assistants and other key clerical occupations in the CSN category. This would provide these persons the opportunity to seek employment within the region.

Free Movement of Labour MODIFICATIONS

Several Caribbean islands, with limited land space, job opportunities and markets, require not only market access but accompanying administrative policies and legislative provisions to overcome these challenges, bearing in mind the country's national capacity. Hopefully in three years, the entire Conference would be willing and capable of implementing the full free movement of CARICOM nationals with the requisite security infrastructure to ensure the CSME is completed. This infrastructure must include a single domestic transport space with fully trained Caribbean-oriented border security officials. ♦

Dr. Kai-Ann D. Skeete, Trade Research Fellow, Shridath Ramphal Centre for International Trade Law, Policy & Services



The time is now for Caribbean citizens to ensure that its leaders place the region at the centre of national development.

King Sugar has been the legacy of the Caribbean since its introduction to the region over 300 years ago. In particular, the rich brown crystals, extracted from stalks of luscious cane fields, have served to shape our economies and impact the cultural and social landscapes of most islands across the region. From being a major foreign exchange earner for several territories to becoming the inspiration for major Caribbean festivals – like Barbados's Crop Over and Sugar and Rum Festivals - cane sugar carries huge cultural and economic significance for Caribbean economies.

Two Sugars, Please!

by Camille Russell

The Caribbean's sugar legacy stems from its extended history as a primary producer of raw sugar that was traditionally shipped to the European Union (EU) for refinement from sugar colonies in the Caribbean. In fact, in its heyday, sugar exports from the Caribbean accounted for almost 80 percent of colonial economic profits. Unfortunately, today, the English-speaking Caribbean is a mere shadow of its former economic prowess, producing less than 0.3 percent of the world's sugar. With just four remaining sugar-producing countries left in the region, namely, Belize, Guyana, Jamaica and Barbados, only an estimated 418,000 tonnes of sugar were produced during 2016-2017. This is compared to Brazil's 28.15 million metric tons of sugar for the same period, ranking it as the leading sugar exporter in the world.

In addition to its dwindling share of the world sugar market, the sugar legacy of the region has essentially left it as a primary



Camille Russell

producer of raw sugar for export, leaving much of the area's demand for refined sugar to be met by extraregional imported sugar. Fortunately, in more recent times, the region's sugar manufacturers have begun producing quality, higher value-added, food-grade brown sugars for both regional consumption or exportation. In Guyana, the largest of the remaining sugar producing territories in CARICOM, the **Sugar Corporation** has branded its sugar with the trademark **Demerara Gold, Demerara Brown, Enmore Crystals** and **Blairmont Crystals**. Barbados also offers value-added sugar with its **Plantation Reserve** brand. However, the region's sugar manufacturers aim to go a step further with the production of quality plantation-white sugar within the region, thereby providing two offerings of sugar, that is,

both brown and white sugars to the regional market.

In a position paper recently submitted to CARICOM's **Council of Trade and Economic Development (COTED)**, the **Sugar Association of the Caribbean (SAC)** gives assurance that its members are prepared to produce value-added plantation-white sugar for sale to the region. The paper entitled "**Reforming the CET for a Sustainable Future for the Caribbean Sugar Industry**" outlines the proposed strategy to reform the sugar industry in an effort to ensure its viability in the future. The paper also highlights the producers' capacity to meet the annual regional demand of 270,000-290,000 metric tons of food-grade sugar, as its manufacturers already produce an average of 450,000-500,000 metric tons annually.

As he addressed the media in September last year, SAC Chairman Karl James said, "*We are confident that we can meet the demand for refined sugar in the Caribbean, but we want governments to restrict the white sugar imports. We spend \$300 million to import white sugar. This is a lot of foreign exchange leaving the region.*"

● Protection though the CET

The SAC is appealing to the region's governments to provide white sugar with the same protection as brown sugar, that is, with a 40 percent Common External Tariff (CET) imposed on all white sugar imported into the region. The CET refers to the duties imposed on all goods that originate from outside the region and that do not qualify for Community treatment in accordance with

plans and schedules set out in relevant determinations of COTED.

However, this is not without its implications. The increased duties could force the price of white sugar to increase which will impact both end-user consumers and manufacturers who use these sugars as inputs; an event which is expected to be countered by the increased supply from the region's producers.

If supported by the region's governments, an imposition of a 40 percent CET on white sugar is projected to reduce imports into the region by between US\$132.5 million and US\$271.7 million.

Even so, the imposition of the CET on white sugar could potentially trigger objection by extraregional exporters of the product and locally placed franchises who argue they have no flexibility to vary the ingredients used. According to a report for the Inter-American Development Bank in 2017 entitled **Implementing a Regional Sugar Market in CARICOM – An Economic Assessment**, these companies justify the use of imported sugar by contending that they operate within an international supply chain that extends beyond the region of CARICOM, and in an effort to maximise volume purchasing capacity, "*they source one type of sugar for the whole of their operating region*". However, the report points out that as is the case of larger countries such as Mexico, Brazil and India, the multinational companies operating in these countries have generally accepted that they will incur a 35 percent to 40 percent tariff for importing such sugars and, in many instances, have opted to substitute this input with a local source of plantation-white sugar. This can be the case for CARICOM as well. In order to achieve this, CARICOM governments must "*assert their rights to set tariffs and duty rates*" both to "*raise fiscal*

revenues and to guide policy outcomes which are beneficial to its member states".

Belize is one CARICOM member state that has already seen its producers of soft drinks using local, quality sugar as a substitute in their products.

● Protection through Classification

Another area for consideration is the classification of white sugar. In the position paper, the SAC cites the classification of raw sugar under the harmonised **Commodity Description and Coding System (HS) of Tariff Nomenclature**, as having less than 99.5 degrees polarity, and the definition of refined sugar as where the "*sugar content of sucrose by weight, in the dry state, must correspond to a polarimeter reading of 99.5 degrees or more*". This therefore confirms that 'plantation-white' sugar "*should continue to be classified as 'refined sugar' in the CET under tariff heading 1701.99.90*". Under this heading, all imported white sugar would attract the imposition of the CET, that would serve as protection for regionally produced white sugar against the influx of imported refined sugars.

This classification also impacts sugar-sweetened products. According to the 2017 Report, approximately "*80,000-100,000 tonnes of sugar enter the region in the form of sugar-containing products. The application of the CET would need to take this into account to avoid creating an uneven playing field between sugar-containing products produced in the Region and those imported from outside.*"

The report also highlights that whilst "*locally-produced plantation white sugar can be used to substitute imported refined sugar, in many cases there are some instances when this is not possible*" namely, with specialty sugars such as "*icing sugar and refined sugar used by the pharmaceutical industry*". Estimates of the

Report show such sugars account for 2,000 tonnes annually.

It is critical that the stakeholders and the region's governments decide on the way forward for the sugar industry. In September 2017, the historical arrangement which allowed the region to export raw sugar to the EU market for a guaranteed high price ended with the conclusion of the **Sugar Protocol** between the EU and African Caribbean and Pacific (ACP) states. This loss of trade preferences to the EU market is further compounded with the implications of **Brexit** as both the United Kingdom and the EU have to redefine their relationships with their respective trade partners. In addition, it is unlikely the region's sugar will be able to compete on the world market given the volatility of the commodity price and the large "*volumes of sugar being dumped onto the market below even the production cost [by] major low-cost producers like Brazil*".

However, if the industry is allowed to expand its capacity, then it can satisfy the demands of the regional market with locally produced alternatives at "*long-term consistent pricing beneficial to both the buyer and seller*", thereby reducing the region's imports and its food import bill. This has already been achieved with one type of sugar, why not two? ♦

Camille Russell is a contributing writer to The UWI, Cave Hill Campus, Shridath Ramphal Centre's news commentary series entitled Trading Thoughts.

Gender-based VIOLENCE Examined

Ending violence against women and girls is one of Caribbean's most pressing human rights concerns.

The Department of Government, Sociology, Social Work & Psychology played its part to address this issue through a series of interventions targeted at Caribbean youth. The activities were held as part of **16 Days of Activism Against Gender-based Violence**, an international campaign aimed at bringing awareness to issues related to gender-based violence (GBV), domestic violence, intimate partner violence and sexual assault. It has been commemorated annually since 1991 from 25 November to 10 December.

Some members of the department, along with the **Social Work Student Association**, organised and executed school discussions on gender-based violence at The Ellerslie School on 26 November 2018 and the St. Leonard's Boys' Secondary School on 7 December, 2018.

Coordinator of the initiative and Political Science & International Relations Lecturer, Dr. Kristina Hinds said it was an enlightening experience where students discussed their understandings of violence in relationships.

The intervention started with viewing a short film, **LoveStruck**. Students were then placed in smaller groups, led by facilitators, and were given a discussion guide to tease out some the major themes in the video. Facilitators

included Dr. Hinds; Lecturer in Psychology, Ayodele Harper; Lecturer in Social Work, Dr. Debra Joseph; representatives of the High Commission of Canada, Agnes Pust and Christal Austin; and Programme Officer at the Bureau of Gender Affairs, Nalita Gajadhar. They were also joined by the **Gender Champions of the High Commission of Canada in Barbados**, who are young women and men leading the cause of a gender-just Caribbean and world.

"It was a very eye-opening experience; the cellphone issue especially was one of the more difficult ones to address. The issues of hitting, and so on, were a lot more obvious for the children to say, 'well this is not right'. But when it came to [addressing] the cellphone there was a lot of ambivalence about what was wrong," Hinds said.



Dr. Kristina Hinds (standing) addressing an audience of secondary school students

She further explained that sharing GPS location with partners at their request, sharing passwords and allowing partners to read messages or view photos and videos were some of the hot-button areas highlighted.

Students also candidly discussed their responses to gender-based violence and the extent to which violence was deemed as an appropriate response.

"A lot came out that made me realise you can't just deal with gender-based violence in a box; you have to deal with a whole culture of violence in Barbados and the region as well," Hinds added.

Along with the student-centred interventions, the department also hosted a session with some of the teachers from The Ellerslie School, to share resources aimed at providing meaningful avenues for children to speak about domestic violence they may be experiencing. Dr. Hinds said the teachers found this activity useful, as it provided an opportunity to consider the root of

some of the students' problematic behaviours.

"... I guess it occurred to some of them that some of the students who they may think are not paying attention may actually be thinking about what is going on at home ... so I think that was a really useful intervention."

Dr. Hinds added that, due to the success of the initiatives, the Department of Government, Sociology, Social Work & Psychology was working towards formalising its relationship with The Ellerslie School and the St Leonard's Boys' Secondary School.

"I hope that we can continue to do some of this work beyond 16 days," she added.

Dr. Hinds also made a call for more men to join the discussion.

"I would love to see more men on campus getting involved in these kinds of things. We had some male students who were involved and I think they were able to say things that we were not able to, like 'you are wrong, you should not do this' and the [other male] students were receptive ..."

Additionally, the department partnered with the Institute for Gender and Development Studies: Nita Barrow Unit, and the Women and Development Unit (WAND) of The UWI Open Campus, to host a screening of **Domestic Violence: A Survivor's Story** and roundtable discussion.

"Again, I would have liked to see more men, but I thought the discussion went really well and people were willing and open to discuss things they would have encountered," Hinds stated. ♦



Advancing Social Justice

Groups which are often marginalised in decision making at the state level received an opportunity to interface with those at the forefront of those processes, when the LIVITY Project mounted its first Annual Policy Forum from 11-12 December 2018. It was held at the Bay Gardens Resorts, Gros Islet, St. Lucia.

The **LIVITY Project**, launched last May, is a four-year programme that seeks to strengthen capacity in civil society organisations (CSOs) within seven regional nations. It is being implemented by the **Institute for Gender and Development Studies: Nita Barrow Unit (IGDS:NBU)** at Cave Hill Campus, in collaboration with the **Barbados Council for the Disabled (BCD)** and the **Eastern Caribbean Alliance for Diversity and Equality (ECADE)** that is

headquartered in St Lucia. The project is funded by the **European Union**. Its main initiatives include a CSO incubator, Groundings (peer-to-peer workshop) sessions, a leadership academy and an annual policy forum.

Under the banner, **Progressive Policy Making for Economic Inclusion**, the two-day forum sought to provide an analysis and

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overview of Caribbean economies and present cutting-edge research on economic exclusion.

Project Coordinator Kelly-Ann Yarde-Knight told **CHILL News** that the policy dialogue also aimed to increase economic literacy among civil society organisations; enhance government-civil society partnerships in order to support the effective implementation of inclusive social and economic policies that centre the experiences of the most marginalised Caribbean people; and encourage social and economic policy dialogue among ministries of planning, finance, state gender machineries, academia and diverse civil society organisations.

Over 30 persons were in attendance on each day of the policy forum, representing Caribbean governments;

developmental agencies; and civil society organisations working in behalf of persons with disabilities, lesbian, gay, bisexual and transgender persons, women and girls, youth and the elderly. They hailed from seven Caribbean countries, namely, Barbados, Dominica, Grenada, Antigua and Barbuda, St. Kitts and Nevis, St. Vincent and the Grenadines, and St. Lucia.

At the end of the two-day session, participants expressed gratitude at the unique learning and sharing opportunity they were afforded.

"There was a further eagerness by attendees to participate in upcoming LIVITY Project events and initiatives to take the Caribbean region forward in making it more inclusive," Yarde-Knight said.

The policy forum was the third major event hosted by this project since its inception in 2018.

Last September, the project launched its **Teach-In on Gender and Disability in the Caribbean**, in the form of a filmed conversation, featuring **Rose-Ann Foster-Vaughan** of the Barbados Council for the Disabled, **Fernander Augustin** of the Eastern Caribbean Alliance for Diversity and Equality and **Jamal Phillip** of the Grenada National Council for the Disabled, that focused on disability, gender and accessing public spaces. The post-video discussion was led by Foster-Vaughan, and veteran Caribbean feminist activist and author Peggy Antrobus.

In 2019, the **LIVITY Project** will launch its Leadership Academy, host a Grounding (peer to peer workshop) session in Grenada, as well as another policy forum in October, to be held in Barbados. ♦



Delegates of the first LIVITY Project forum in St. Lucia



Connecting with the Community

by Dr. Henderson Carter

A series of panel discussions dubbed Community Talks, held in communities across Barbados last year, anchored the year-long UWI 70th Anniversary celebrations. From March to October, discussion panels criss-crossed the island as Cave Hill Campus moved away from 'the Hill' to link with specialists, youth groups and churches in the communities and to have organised discussions on topical issues.

Nine Community Talks, which achieved their objectives, reached deep into districts such as Glebe, St. George; Weston, St. James; Parris Hill, St. Joseph; Six Roads, St. Philip; Church Hill, Christ Church; Belleplaine, St. Andrew; Connell Town, St. Lucy; Husbands, St. James and Paynes Bay, St. James. Panel discussions were held on topics such as **disaster preparedness, alternative medicine vs traditional medicine, the decriminalisation of marijuana** and the **Blue Economy**. The discussions drew

(l-r) Barry Luke, Claims Manager at Massy Insurance, makes his presentation as Dr. Janice Cumberbatch, Lecturer in Social and Environmental Management at The UWI, Cave Hill; Captain Robert Harewood, Deputy Director of the Department of Emergency Management; and Mr. Neil Hutchinson, Chartered Architect and Managing Director of Studio Blue Architects, listen on.

on the expertise of insurance executives, disaster mitigation experts, architects and engineers, economists, bankers, journalists, UWI lecturers, medical practitioners, herbalists, sociologists, civil servants and marine biologists. Panels comprised four or five persons who each gave 10-minute presentations, then fielded questions from audiences that ranged from about 25 to 100 persons.

The panellists, all experienced in their field, gave valuable, practical advice on **how to be better prepared for disasters**. Architects (Neil Hutchinson, Gordon Ashby, Colonel Trevor Browne and Robert O'Neale) underscored the need for the implementation of a modern building code and suggested techniques for retrofitting to make houses more resilient. One such technique is the construction of a safe room that could withstand hurricane-force winds.

Disaster management specialists (Kerry Hinds, Captain Robert Harewood and Clive Lorde) spoke about the need for

homeowners to take preparation seriously, as the home is the first line of shelter. Insurance executives (Barry Luke, Kirk Hinds, Mark Blakeley and Tilia Wilkinson) emphasised the need for homeowners to have adequate insurance coverage, as many homes are either uninsured or underinsured. Dr. Yvonne Weekes and Jeremy Stephen, both UWI lecturers, spoke of their harrowing experiences with hurricanes Hugo in Montserrat and Maria in Dominica, stressing the importance of preparation and heeding the advice of the authorities. At Weston, St James, in particular - a coastal area prone to flooding - Dr. Joan Latchman of the UWI Seismic Research Centre at St. Augustine gave an informative presentation on the possibility of earthquakes and the safety measures to be taken in such an event.

These sessions on disaster preparedness benefitted from very

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competent chairs, namely, Dr. Adrian Cashman, Dr. Janice Cumberbatch, Alvin Carter and Dr. Nicola Hunte. Overall, the presentations elicited several questions on the state of the hurricane shelters and the effectiveness of the District Emergency Organisations (DEOs).

Key 'take home' points

Communities benefitted from numerous practical 'take home points' offered. Among them:

- a building code was necessary to improve the standards of construction;
- insurance documents should be kept in a safe place to speed up claims settlement in case of loss;
- District Emergency Offices ought to function at full capacity in every parish, in light of the increased hurricane activity; and
- Barbadians should seriously consider retrofitting their homes, instead of reliance on the government shelters.

A well-attended, robust discussion on **traditional and alternative medicine** yielded lively exchanges on a polarising issue. UWI Public Health Lecturer Dr. Natalie Greaves informed the gathering that she embraced natural medicine and favoured a holistic approach to medicine, while UWI Lecturer in Pharmacology Dr Ambadasu Bharatha underscored the efficacy of modern medicine especially in emergency situations. Pharmacist Paul Gibson cautioned about the effectiveness of some formulas on the market, and popular herbalist Ras IIs told the gathering that there were several medicinal plants found in their backyards that could be used for health problems.

Amidst the vigorous discussion and informed responses from the panel, questions were posed by medical students, pharmacists and laypersons on various issues including race and medicine and the



The Community Talks attracted eager participation.

continued consumption of unhealthy snacks by primary school students. Attendees urged The UWI to host a community discussion on local foods.

The discussion on cannabis drew a sizeable crowd at the Queen's College school hall, where UWI lecturers Dr. Damian Cohall and Dr. Alana Griffith spoke of the large body of research done on **decriminalisation of cannabis**. Dr. Cohall noted that medical cannabis is being used in certain jurisdictions to treat epilepsy. Peter "Adonijah" Alleyne underscored the need for cannabis farmers to play a leading role in any future cannabis-based industry. However, banker David Small noted that even if cannabis is decriminalised in Barbados, the US Federal ban on the substance could be a major obstacle to farmers and exporters.

The final Community Talk was held on the **Blue Economy** under the theme **Fitting Fisheries into the Blue Economy**. Chaired by UWI lecturer, Dr. Patrick McConney, the panellists included Dr. Leo Brewster, Director of the Coastal Zone Management Unit; Joyce Leslie, Deputy Chief Fisheries Officer; Vernel Nicholls, President of the Barbados National Union of Fisherfolk Organisations (BARNUFO); and André Miller, a UWI-trained marine biologist. The event attracted fishermen from the Paynes Bay area who heard of the exciting opportunities offered in the Blue Economy in navigation, engineering, fish processing, and oil and gas engineering. One challenge identified was that overfishing and some agricultural activities had seriously affected the health of the coral reefs.

Conclusion

The five Community Talks on disaster preparedness went a long way in strengthening community resilience, as some DEOs were invigorated and people were motivated to take hurricane preparedness seriously. Perhaps one omission from the programme was that there were no Community Talks in the densely populated areas of St. Michael and Christ Church. The Community Talk on the Blue Economy provided a good introduction of a relatively new concept and how the country can benefit from such an undertaking. Apart from the technical themes discussed, the Community Talks placed The UWI deeper in the consciousness of the communities. They created linkages with churches, youth groups and schools, and served as another platform for the university's recruitment drive. With the growing 'detachment' of some of our communities from mainstream national organisations, The UWI can play a role in community reprogramming. The injection of such positive developments may well be the key in addressing lawlessness and violence in some of our communities. ♦

Dr. Henderson Carter is Senior Lecturer in History at The UWI, Cave Hill Campus, and served as Cave Hill's Chair of The UWI 70th Anniversary Committee.

Integrity System & Governance

by Tennyson Joseph, PhD

The book *The National Integrity System and Governance in the Commonwealth*

Caribbean, by Cynthia Barrow-Giles, Senior Lecturer in Political Science at The UWI, Cave Hill Campus, makes an important contribution to political science, public policy, governance and constitutional development research in the Caribbean. The author comes to her subject with the perfect combination of professional experience and academic research. Having served as elections observer for the Caribbean Community (CARICOM), the Organization of American States (OAS) and The Commonwealth in several parliamentary and presidential elections in the Caribbean, Africa, and Asia over the past ten years, and being a current member of **Integrity Group Barbados (IGB)** (a civil society grouping) and also, having sat on at least one constitution review commission in the Caribbean (St. Lucia) in addition to having undertaken several research projects on corruption, election campaign financing, governance and gender equity, Barrow-Giles hones in on a number of institutional and political-cultural features and systems which need to be addressed in resolving the



Cynthia Barrow-Giles
Senior Lecturer in Political Science,
The UWI, Cave Hill Campus

persistent and endemic features of corruption in Caribbean public life.

One of the strengths of the book is its mastery of the Caribbean institutional environment necessary for studying and resolving issues of corruption. The author, for example, provides useful empirical data on campaign financing, institutional checks and balances and existing legislative framework that complements any theoretical or speculative commentary on governance in the Caribbean. The more than 20 tables and illustrations that pepper the pages of the book attest to its grounding in empiricism and concrete data. Similarly, in

the introduction she provides, in a clear and easy-to-understand manner, the institutional variables which must be taken into account in understanding the **National Integrity System**. In this regard, the book is a useful study on the Caribbean institutional environment, and as such, it provides a useful balance to Caribbean political science research in a context where many of the existing UWI

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studies, with the exception of the work of the late Patrick Emmanuel, have had a historical, theoretical, philosophical and speculative bias.

Finally, another main contribution of the book is its utility to practitioners. Barrow-Giles not only highlights the existing challenges of corruption, but in doing so, provides useful alternatives for strengthening existing systems. This makes the book more than an academic study; it equally qualifies as a guidebook for practitioners. The book will be of great value to constitutional and legal reformers, civil society agencies interested in governance issues, development agencies, students of Caribbean politics, public officials and citizens as a whole. Congratulations to the author on a valuable contribution to Caribbean political development. ♦

Tennyson Joseph, PhD is Senior Lecturer in Political Science at The UWI, Cave Hill Campus, Barbados.



Barrow-Giles signs a copy of her new book.



UWI Commission on Governance

Accountability and transparency of processes and management practices within The University of the West Indies are among key areas to be examined by a recently constituted Commission on Governance appointed by Chancellor Robert Bemudez to review the performance of The UWI.

Former President of the Caribbean Court of Justice (CCJ) Sir Charles Michael Dennis Byron heads a nine-member group of experts in law, human resources, finance and corporate governance who comprise **The UWI Chancellor's Commission on Governance.**

Other members include:

- Attorney-at-law, Ms. Judith Bowen
- Chairman, Sagicor Group Jamaica, Mr. Richard Byles
- Human Resources Practitioner, Ms. Angela Hamel-Smith
- Former Vice-Chancellor of The UWI, Professor Emeritus E. Nigel Harris
- Director General, Organisation of Eastern Caribbean States, His Excellency Dr. Didacus Jules
- Attorney-at-law, Sir Elliott Mottley
- Representative of The UWI Intercampus Guild Council and President, Guild of Students, The UWI, St. Augustine, Mr. Darrion Narine
- Director, Coffee Traders Ltd. and President of The UWI Alumni Association, Jamaica Chapter, Mrs. Jacqueline Sharp

The Commission will engage internal and external stakeholders through face-to-

face interviews, town hall meetings, surveys and focus group sessions across The UWI. It held its first meeting on 11 January 2019 at St. Augustine Campus and will make recommendations to the Chancellor, delivering its final report by the end of September 2019.

Acknowledging that the move was in fulfilment of a decision taken at last year's Annual Business Meeting of University Council, Chancellor Bermudez said: **"[O]ur University has had an illustrious past and ... this Commission's work is to ensure that its success and relevance continues into the future."**

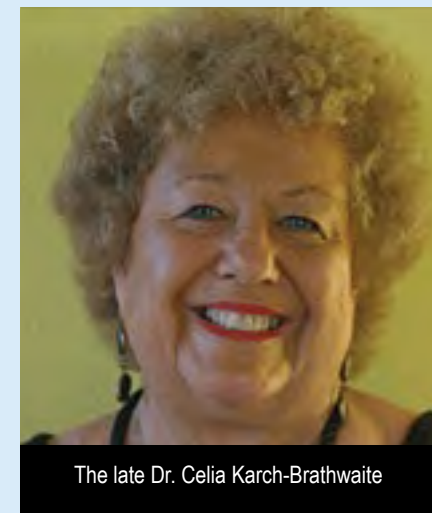
Sir Dennis noted, *"Since the last review of governance (2004), almost 15 years ago, so much has changed in all aspects of Caribbean life and in our political economy and educational landscape. The vision driving The UWI must be supported by governance structures and processes that enable and empower its academic, administrative and student communities. There is no better time than now to undertake a comprehensive review of all aspects of governance to ensure that The University of the West Indies overcomes its current challenges and is well prepared for a future that is even more challenging and unpredictable."* ♦

PUBLIC PERCEPTIONS OF CORRUPTION IN BARBADOS

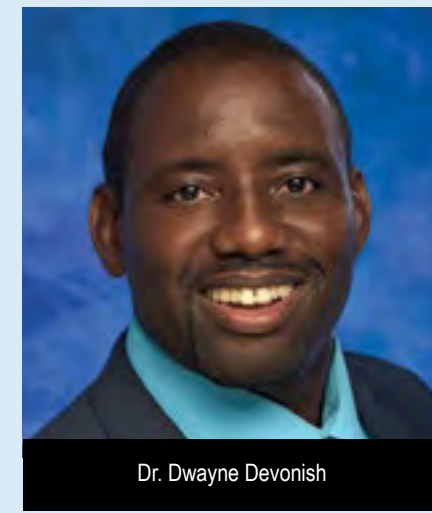
A study examining public perceptions of corruption in Barbados found that nearly three quarters of its citizens believe there is a link between illegal drugs, armed violence and corruption in the country.

The 2015 study was conceptualised and conducted by two Cave Hill researchers, the late Senior Lecturer in Sociology Dr. Cecilia Karch-Brathwaite and Senior Lecturer in Management Studies Dr. Dwayne Devonish. It was based on a household survey of 1,500 members of the electorate across the island's 30 constituencies.

The face-to-face survey captured public perceptions of corruption in various segments of society including the political directorate or administration (members of Government), the police force, ministries/agencies in the public sector, lawyers and the court system (the judiciary).



The late Dr. Celia Karch-Brathwaite



Dr. Dwayne Devonish

Key findings included:

- Highest levels of corruption were perceived among the police force (51%), members of the legal community (lawyers) (50%), and the political directorate (48%) in Barbados. These were the top three (3) segments in which the highest corruption was perceived.
- Forty-two percent (42%) of respondents perceived a high level of corruption in ministries/

agencies in the public sector, whereas a slightly lower percentage of respondents (36%) perceived the same within the court system.

- When Barbadian respondents were asked about the connection between illegal drugs, armed violence and corruption, a significant majority (74%) believed that such a connection exists.

PUBLIC PERCEPTION OF CORRUPTION BY DEMOGRAPHICS

In order to delve further into perceived corruption, respondents' demographics, such as age, gender, ethnicity and educational level, were examined in relation to

these perceptions. The following significant findings emerged:

- Younger people (18 to 34) perceived higher levels of corruption in all mentioned areas (with the exception of corruption among members of the legal community) compared with much older persons (over 50 years). Both younger and older persons equally perceived generally high levels of corruption among members of the legal community (lawyers).
- Those with only primary and secondary education perceived higher levels of corruption in the court system compared with

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those with tertiary-level education.

- No other demographics (for example, ethnicity and gender) made a difference to one’s perception of corruption in various segments of Barbados, suggesting a societal consensus on the state of corruption within the country across certain demographics. ♦

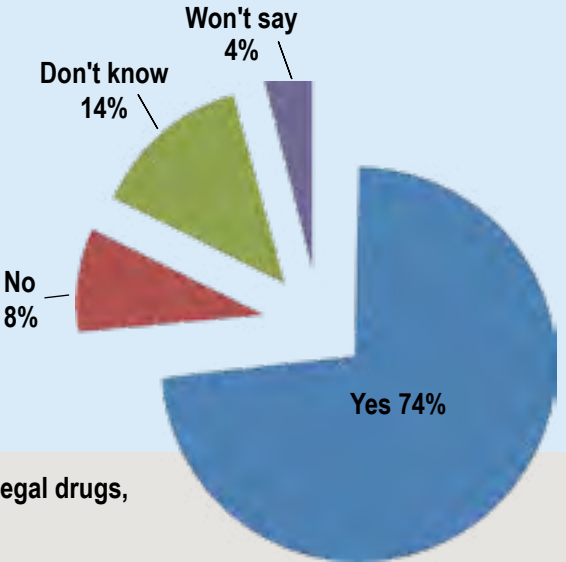


Figure 1: Do you think there is a connection between illegal drugs, armed violence and corruption in Barbados?

Table 1: Survey Questions on Public Perceptions of Corruption	Total (1,500 respondents)
PERCEIVED CORRUPTION IN BARBADOS	(% who stated much/very much corruption)
Level of Corruption within Senior Members of Government (i.e. the Political Directorate)	48%
Level of Corruption in Ministries/Agencies in the Public Sector	42%
Level of Corruption in the Court System	36%
Level of Corruption within the Police Force	51%
Level of Corruption within Members of the Legal Community (Lawyers)	50%

Table 2: Survey Questions on Public Perceptions of Corruption by Demographics	Total (1,500 respondents)
PERCEIVED CORRUPTION IN BARBADOS	Key Demographics and Perceived Corruption (% who stated much/very much corruption)
Level of Corruption within Senior Members of Government (i.e. the Political Directorate)	Age: 18-34 years (33%) 50 years and over (21%)
Level of Corruption in Ministries/Agencies in the Public Sector	Age: 18-34 years (25%) 50 years and over (17%)
Level of Corruption in the Court System	Age and Educational Background: 18-34 years (25%) 50 years and over (15%) Primary/Secondary Education only (20%) Up to Tertiary-level Education (11%)
Level of Corruption within the Police Force	Age: 18-34 years (40%) 50 years and over (22%)
Level of Corruption within Members of the Legal Community (Lawyers)	Age: 18-34 years (38%) 50 years and over (40%)

Publish & Flourish!

Publish or perish is an academic mantra that drives many scholars on their relentless mission of discovery, all in an effort to remain or advance in their profession — and Dr. Philmore Alleyne used to be one of them. Nowadays, he is driven by his yearning for learning.



Dr. Philmore Alleyne is not "playing the numbers game". For him, research is about quality.

"I did my first two papers to keep my job," the scholar and Cave Hill's Head of the Department of Management Studies said candidly. "Both Professors Michael Howard and Andrew Downes held my hand, then I forgot about publishing for promotion. I published just for the love of it. I got turned down for a promotion, but that hasn't stopped me. I will always tell people that to be into research, you've got to really like it. You can't be holding grudges; you can't be saying I'm doing all of this in vain or [because] somebody has a whip behind you. You do it because of curiosity, wanting to help impart knowledge, and at the same time, you have a passion to see your name in print. That, to me, is gratifying."

Since 2002, Dr. Alleyne has amassed an impressive 45 publications. His areas of focus include auditing, corporate governance, whistle-blowing, taxation and ethics, particularly

within three months, as well as two book chapters and a book to be released.

"I'm not playing the numbers game; it's about quality," said the researcher, while disclosing that he is driven by a passion for research.

The history surrounding the publication of his much-cited paper in the *British Accounting Review*, which reportedly has a 97 percent rejection rate, involved much heartache for him but is a lesson in perseverance.

The paper came out of his doctoral degree and was sent to the journal for review, but was rejected outright. Changes were made, but it was again sent back to him. After numerous changes over four and a half years, it was eventually accepted for publication.

The feedback from reviewers during the anonymous reviewing process was so harsh, at times the Cave Hill academic was forced to take a break to regroup.

"It could be quite depressing," Dr. Alleyne said of the overall review process, but explained that he has no regrets about his decision to become an international researcher.

"I try extremely hard to do a lot of my work in international journals, and I try to encourage my PhD students to try to publish in more international journals

in Barbados and the wider Caribbean. Several of his papers are collaborative efforts with various colleagues whom he mentored and attempted to induct into the rigours and joys of academic scholarship, and most of his work can be found on leading international databases.

His 2013 paper "**Towards a conceptual model of whistle-blowing intentions among external auditors**" is his most recognised work to date. Published in the respected *British Accounting Review*, the work earned him a certificate for having one of the most highly cited papers in 2014, 2015 and up until June 2016.

The decorated researcher told **CHILL News** he has no intention of slowing down, with another four articles expected to be published

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... When I was doing my PhD in England, my supervisors asked me what I wanted to do: 'Do you want to be a local, regional or international scholar?' Some of my earlier work is in local journals, but the world is a global space. You have to put your work out there. I've since gone to a lot of reputable international journals. It gives me a validation, a sense that I can compete on the world stage, and nobody can look back and tell me that my research has been compromised."

Dr. Alleyne joined Cave Hill Campus in 1999 as a lecturer, after leaving a managerial position in an accounting firm.

Since then, he has won several Cave Hill Campus awards including: the **Principal's Award for Excellence in Research**, in 2012; and the **Faculty of Social Sciences Research Day Award** in 2014 and 2018, for the **Most Internationally Successful Research** for his article **"Antecedents of taxpayers' intentions to engage in tax evasion: evidence from barbados"** that was published in **Journal of Financial Reporting and Accounting**.

It earned the title of **Outstanding Paper** in the **2018 Emerald Literati Awards**. Business Manager of Emerald Publishing Limited for the Caribbean Cristina Irving Turner stated, "This represents the high quality of work that UWI, Cave Hill is producing and this award embodies a tenet for UWI – that of bringing Caribbean-focused research to an international stage."

Co-Editor-in-Chief Dr. Khaled Hussainey from University of



Dr. Alleyne has copped several awards for his work. Here, he receives the award for Most Internationally Successful Research from Professor Eudine Barribeau.

Portsmouth, United Kingdom added: "Dr. Alleyne's paper ... offers a novel contribution to knowledge by being the first to examine this research issue in emerging economies. The theoretical framework is very clear and relevant. Literature is critically reviewed and covers up-to-date literature. Research hypotheses are very well developed. The use of different research methods adds a unique contribution to this paper. The findings offer interesting practical implications; all in all, making this a stand-out paper."

The work was also praised by Cave Hill's Deputy Principal Professor Clive Landis as "an absolute masterpiece".

In August 2018, Dr. Alleyne's cutting-edge research led to him being chosen by a joint select committee of the **Senate of Barbados** to share his views about a newly drafted **Integrity in Public Life Bill**.

Reflecting on the changing research culture on campus, he

said, "There has been a noticeable shift over the past five or so years, especially given the weight that the publication record of academic staff carries in aiding their job security and promotion."

"It's part of the university's response to be more relevant to society. Too often, people would say that we do this research, but it's just placed in a room. This is because it's not necessarily applicable to what's happening in society. So, we're trying to understand issues and provide some solutions. I think that's where the research culture within the university, certainly in the Department of Management Studies, is focusing – on matters of a more practical nature."

Dr. Alleyne said the focus also needs to be on making stakeholders and the public aware of the work being done by Cave Hill researchers. He credited a **Student Research Symposium**, held last November, as an initiative geared towards doing just that. ♦

Green Scientist

Dr. Srinivasa Popuri is an eco-friendly scientist in search of practical solutions to real problems.



Dr. Srinivasa Popuri is committed to green science at The UWI, Cave Hill.

From opportunities in renewable energy and recycling wastewater, to the explorations of technology for removing pollutants and the potential uses of sargassum, his research is as applicable as it is groundbreaking.

"Most of the research I am doing right now has fallen under environmentally-sustainable technologies; for example, the treatment of wastewater using low-cost biosorbents, the separation of organic water mixers using biopolymer membranes and the production of bioelectricity from waste streams. These biopolymer materials [are] sustainable, environmentally-friendly and non-hazardous. We are mostly using extracts of natural products and marine waste products. They are cost effective, biodegradable, hydrophilic [can be easily absorbed or dissolved in water], efficient and can be reused," he said.

"My passion in research is to develop eco-friendly materials for various applications. Albeit there are some hurdles for doing quality research, I never use it as a convenient excuse for me not to perform. I believe there is

always a way."

It was the same can-do attitude that propelled this Senior Lecturer in Analytical Chemistry at Cave Hill to apply for the **2017-2018 Vice-Chancellor's Award for Excellence**.

Before his promotion to senior lectureship, Popuri had already distinguished himself as an outstanding researcher. He had published a book, 48 articles in reputable journals, and delivered nearly 50 conference presentations. His work had been cited over 1,500 times by researchers the world over, and one paper was recognised as one of the top ten cited articles from 2008 to 2010.

Additionally, the scholar's findings on sargassum seaweed extracts for the development of cosmetic products garnered regional and international attention. In 2015, he copped **The World Academy of Science - Caribbean Academy of Science (TWAS – CAS) Young Scientist Award** and earned the **Principal's Award for Excellence in Research** in 2014 from The University of the West Indies, Cave Hill Campus.

Much to his delight - and determination - the chemist was able to add to his list of accolades, the **Vice-Chancellor's Individual Award for Excellence** for outstanding research accomplishments. The recognition came a decade after he began teaching at the campus, the exact timeframe he had set for

himself to achieve this pinnacle award.

"When I received the letter notifying me that I was the recipient of a Vice-Chancellor's Award for the year 2017-2018, I was literally shocked because I got this award exactly ten years, 13 days [after joining the campus]. I [also] felt very happy with this achievement because the Vice-Chancellor's Award was celebrating its 25th anniversary."

Despite his many successes, Dr. Popuri has not become complacent.

"The Vice-Chancellor's Award really boosted me to think and work harder than I do. Currently, I am thinking about doing more research on developing new environmentally-friendly materials and extending their applications. **Although I have published in several reputable journals, my emphasis will be taking my research to the commercial level.**

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Basically, if you want your research to become commercialised, what you produce has to take less time, have greater output and be less expensive than what is on the market. For any good quality research, you need funding. Therefore, I am submitting proposals to the international funding agencies for research grants."

Among Dr. Popuri's commercially-viable initiatives is the recovery of valuable materials from electronic waste.

"There has been so much electronic waste produced all over the world, and because of technology development, electronic gadgets are getting cheaper and cheaper," he explained. "Most consumers do not know where the used product is going and how it is impacting the environment. So, with my Taiwan collaborators, I have focused on the recovery of valuable metals from those electronic products, even if it is a small quantity. We are recovering those because they have good value in the market."

For instance, the researcher pointed out that the cost of neodymium (a soft, silvery metal used in magnets) per metric ton jumped from US\$50,000 in 2010 to US\$250,000 in 2011. More than 80 percent of the world's neodymium is produced by China whose dominant control of this rare earth commodity enables them to influence the price.

Dr. Popuri's emergent impact on the world's scientific community is a far cry from his own inconspicuous start in life. Having grown up in a poor, remote village in India, he learned to do without, while being motivated by thoughts of securing a better life for himself and his family.

His hard work eventually paid off. Before completing his PhD in Adsorption



Professor Sir Hilary Beckles, Vice-Chancellor of The University of the West Indies (fourth from the right, front row) with the 2017-2018 recipients of the Vice-Chancellor's Awards for Excellence at The UWI, Mona Campus on 29 October 2018. Dr. Popuri is the second from left (front row).

Science and Membrane Technology at Sri Venkateswara University in 2006, he had already received three job offers from Canada, South Korea and Taiwan. After his doctoral studies, he did a Postdoctoral Fellowship in the Departments of Environmental Engineering and Chemistry at the National Chung Hsing University in Taiwan from 2006 to 2008.

Inspiration also came from his teachers, as well as his cousin Dr. Nagarani Ponakala (who is currently working at The UWI, Mona Campus) at every stage of his academic journey.

Since moving to Cave Hill Campus, he too aspires to inspire.

"I use my study and travel grants effectively and developed connections with some people. My students have graduated with good output. For example, by the time **Elon Cadogan** graduated, he had published nine research articles. He received a scholarship from the Ministry of Education and completed his master's and PhD in five years. Then he was offered a job as a project manager at the Barbados Water Authority. Similarly, **Shima Holder** graduated with her PhD within three years, which is a reasonably minimum time. By the

time she received her PhD degree, she had completed 30 credits of coursework and published three research papers," he said of his mentees.

Dr. Holder, now employed in Sweden, was part of a five-member team that won a global sustainability prize at the innovation lab **UNLEASH 2018** held in Singapore. Their self-sustaining toilet hub recovers value from waste.

"My first advice to them when they were ready to go to Taiwan for their studies was, 'Do not waste your time. Compete with the other students and perform better.' Their skill sets and the curriculum at Cave Hill really helped them to think independently about their research topic."

Dr. Popuri's preference for applied research has captured the attention of industry observers in search of investment opportunities in a way that pure research might not yield - a fitting reward, it is felt, for a green scientist who interrogates nature, not simply to sustain his academic future, but to transform our own habitable future in sustainable ways. ♦

Professor of Practice

Former Prime Minister of Barbados The Right Honourable Owen Seymour Arthur has been appointed Professor of Practice (Economics of Development) at The University of the West Indies, Cave Hill Campus effective 1 November 2018.

The post was confirmed at the University Appointments Committee meeting in October.



In this position, Professor Arthur will deliver guest lectures in economics and related fields as well as present public lectures. He will assist with research projects and interface with international agencies on behalf of the Department of Economics and the campus. Professor Arthur's appointment will also see him providing mentorship to students of economics and to the Young Economists Association.

At its 21 September 2015 meeting, the University Appointments Committee agreed to introduce the category of Professor of Practice, as The UWI seeks to deepen its relevance with public and private sector stakeholders. Appointees in the Professor of Practice series are distinguished professionals, either practising or retired. A few may have traditional academic backgrounds, although most may not.

Professor Arthur is Barbados's fifth and longest-serving Prime Minister, holding the office from September 1994 to January 2008. The noted economist is an alumnus



(l-r) Prof. Winston Moore, Prof. Owen Arthur, Dr. Keith Nurse, Dr. Alana Griffith and Dr. Akhentoolove Corbin at the Sir Arthur Lewis Institute for Social and Economic Studies' policy forum convened to assess the six-month performance of the Barbados Economic and Recovery Transformation (BERT) programme. It was held on Wednesday, 23 January 2019.

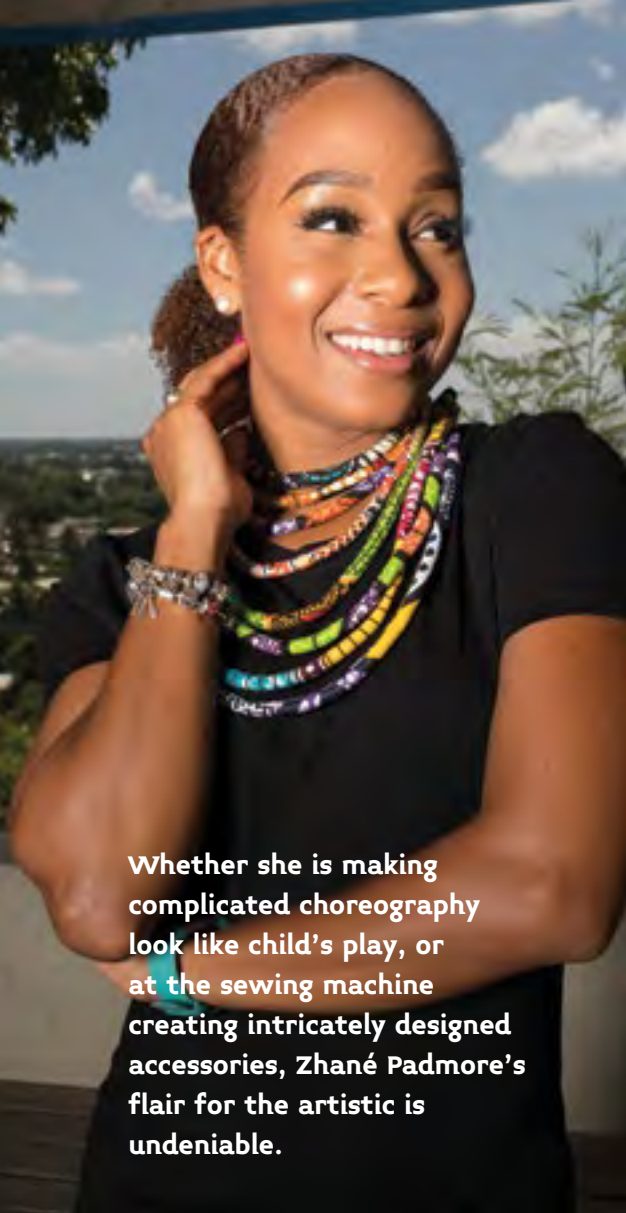
of The UWI Cave Hill and Mona Campuses who, in 1982, also served as a Research Fellow at The UWI's Institute of Social and Economics Research (as it was then known). He is currently a Fellow in Residence at The University of the West Indies.

On 10 September, the former Prime Minister delivered a lecture at Cave Hill, titled "**The IMF and the Caribbean: New Directions for a New Relationship**". He was also among 70 alumni honoured as part of The UWI's 70th anniversary celebrations in October. Professor Arthur sat on a policy forum, convened by the Sir Arthur Lewis Institute for Social and Economic Studies (SALISES) in January this

year, that assessed the impact of the **Barbados Economic Recovery and Transformation (BERT)** programme.

Professor Arthur is the third person to be appointed Professor of Practice at The UWI, Cave Hill, following similar conferrals on Chief Executive Officer of the Queen Elizabeth Hospital Dr. Dexter James and former banking professional Mr. Ian DeSouza, the latter of whom has since relinquished the post.

Professors of Practice are eligible to use the title "Professor" for as long as they remain in active association with The UWI. ♦



Whether she is making complicated choreography look like child's play, or at the sewing machine creating intricately designed accessories, Zhané Padmore's flair for the artistic is undeniable.

Cultured Creatively

of Brooklyn.

"The audition was a really great opportunity," she declared. "There are not a lot of opportunities like these in Barbados. While this was not my first audition, this was the first one with such a thorough process."

Zhané has been dancing for most of her life, and has attained distinctions in the **Royal Academy of Dance** examinations up to Grade 8. The two-day audition, which twirled her on to the latest international stage, comprised learning a routine that the seasoned dancer described as "fast-paced", as well as interview sessions.

However, her pending appearance on stage in the Big Apple is not the only cause for this 24-year-old celebrating at the start of this year. Her business, **Cultured by Zhané**, turned three

years old in January. The brand has been adding the heat to runways, fetes and even the workplace with its vibrant, unique clothing accessories including neckpieces, belts, headbands and earrings. In spite of her success to date, Zhané stated candidly that diving straight into entrepreneurship was not her first option, although it was what her studies concentrated on at Cave Hill.

"I wanted to get some experience in the working world first. However, with the job market being what it was, it was difficult to find a job, so I ended up doing **Cultured** as a way to make additional money, outside of dance," she said.

"The first neckpiece I made, I wore it to [an auto] rally because I figured that no one would be [watching] me," she continued with a laugh. "Before that, I had never sewn. It was definitely a work in progress; but it was passable, so I wore it."

Zhané received several compliments for her creation. From then onwards, she has been outfitting well-known, local personalities and her fellow **Riddim Tribe** dancers, among other loyal customers, with a bit of 'culture'.

"It was a bit scary, and it is definitely a learning curve," the Harrison College alumna admitted while crediting her tertiary-level education at Cave Hill with her acquisition of several key skills, such as time management, building a brand, developing a strategy and understanding the importance of a marketing plan.

"My education definitely helped me to strategise. Without a strong marketing plan and business strategy, you are not able to capture an audience; I wouldn't be able to reach people outside my network," the entrepreneur said.

"UWI taught me time management because while I was at UWI, I was studying, dancing, going to the gym and entering competitions. [However,] I still found time to enjoy my time at Cave Hill. I was still going to the beer limes. I thoroughly enjoyed my campus life," she noted, reflecting on a campus sojourn that reinforced her need to work with the resources at her disposal.

Her dance troupe **Riddim Tribe** has modelled in social media campaigns advertising her accessory collections, including her **Freedom Collection** that was released on 28 April (National Heroes' Day) in 2017.

While continuing to dance to the beat of her own drum, Zhané intends to grow her business, with aims to export her product internationally. ♦



Sir George Alleyne is one of many important Barbadians of the twentieth century who were sons of primary school teachers and rose to eminence, imbued from childhood with a sense of duty, responsibility, ethical and religious principles and ambition. Others include Sir Grantley Adams, founder of the Barbados Labour Party and Prime Minister of the West Indies Federation, and Sir Courtney Blackman, first Governor of the Central Bank of Barbados.

The Grooming of a Chancellor

by Sir Henry Fraser

The events of his early years are recounted with nostalgia and sprinkled with memorable stories.

For example, when granny died at 76, her mother, Grand Nan, who lived to a venerable 106, said: "I knew I would never raise that child. She was always sickly."

At 11, playing at boxing, he was struck in the left eye and went virtually blind. A delayed visit to the ophthalmologist resulted in a diagnosis of haemorrhage for which nothing could be done, resulting in a macular scar and only peripheral vision in that eye. One of his siblings joked years later that he'd done reasonably well in life with good vision in only one eye, and he might have done really well if he'd had good binocular vision ... In fact, he continued to box seriously at school, resulting in the nickname 'Champ' which, unfortunately, he doesn't detail the exact origin of!

Barbadians will enjoy his account of school days at Harrison College and all UWI alumni will revel in his account of the early days of the then University College of the West Indies. His decision, on winning the Barbados Scholarship in Classics, to go to the college caused serious local consternation as he was the first Barbados scholar to make this choice. The reason was his nascent West Indian nationalism. Twelve years later, I faced the same opposition, but I went for the same reason, and I dare say that decision was the key to the rest of both our lives.

Chapter 2 is titled "**Growing up in Jamaica and Becoming West Indian**", and again it's an evocation of a period in our lives, the development of Jamaica and the university that resonates for all who were part of this great institution in the



Professor Emeritus Sir Henry Fraser

first 20 years. It was in that period that he met and married Sylvan, a nurse at the University Hospital. He summarised the secret of his success as three stages in life - needing a lover in the first stage when the hormones are raging, a friend in the second, mature stage of life, and a nurse in the autumn of his days; and his wife of almost 60 years has been all three.

Chapter 3 describes his internship with Professor Sir Harry Annamunthodo and Professor Eric Cruickshank (who described Champ to me as by far the best and brightest medical student he'd ever encountered), dramas of medical care at our old General Hospital, his postgraduate fellowship in London, and return to Jamaica.

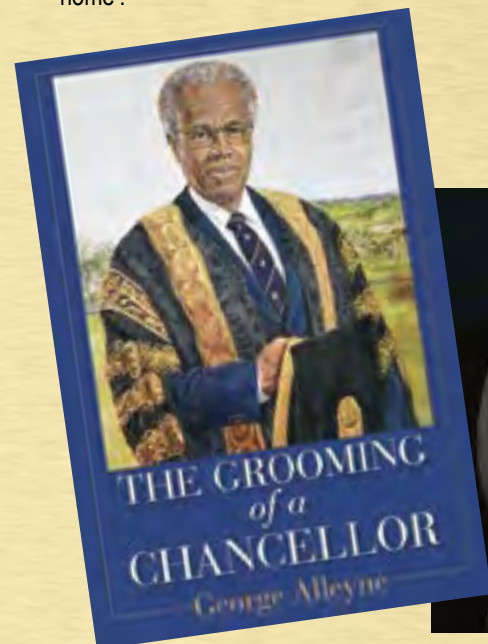
Stage four was again life-changing, when he was invited by the Father of Modern Medical Research in the Caribbean, Professor John Waterlow, to join his team in the Tropical Metabolism Research Unit at Mona, Jamaica - now expanded with three units at Mona and incorporating the George Alleyne Chronic Disease Research Centre in Barbados, and

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the whole institute renamed The Caribbean Institute for Health Research (CAIHR). His research on metabolism in malnutrition was cutting-edge, and in this phase of his research leadership, I was offered a research elective in his lab. He taught me to cannulate the aorta of rats and many other things, and I could write a book about the long days and nights in the lab. That was fifty years ago, almost to the day of writing this column; it was life-changing for me.

Chapter 5 describes stage five – appointment as Professor of Medicine – the first UWI alumnus appointed to the post. Many of us in that turbulent political period in Jamaica would have enjoyed much more on those years. They occupied only a dozen pages packed with stories and achievements, including his model fundraising scheme to build a large modern building, shared between departments of Medicine and Obstetrics. Sir George was awarded the **Sir Arthur Sims Commonwealth Travelling Professorship** in 1977 and was hosted by my boss, Sir Christopher Booth, while I was working at the Royal Postgraduate Medical School in London. I was proud to hear such a magnificent lecture ‘from my boss back home’.



Chapters 6 to 10 give a fascinating account of his ‘International Odyssey’ – leaving Jamaica reluctantly to join Pan American Health Organization (PAHO), being elected/appointed Director in 1995 and reappointed for a second term in 1999. His and PAHO’s many achievements under his tenure, including eradication of polio from the region, are modestly chronicled; and his many brilliant speeches across the region, many in Spanish, are documented in two published volumes. He tells the story of the efforts to have him elected as Director of the World Health Organisation, and the political machinations that altered the course of events, resulting in his surprising defeat in the secret ballot.

Sir George returned to The UWI in many ways, eventually appointed Chancellor in 2003 – a role he took seriously; the title of his autobiography, ***The Grooming of a Chancellor*** indicates the importance he attached to it. The challenges and opportunities in our Caribbean situation meant a balance had to be struck in presiding over what is essentially the largest ‘mega company’ in the Caribbean.

In his two terms, totalling 14 years, Sir George has shaken hands with



Sir George Alleyne showcasing some of the accolades earned throughout the years to Governor General of Barbados, Dame Sandra Mason and Principal of The UWI, Cave Hill Campus, Professor Eudine Barribeau

some 75,000 graduates. His reputation as a brilliant raconteur was enhanced every year. A graduate once said to him, “Chancellor, I shook your hand when I got my first degree. When I receive my master’s degree tomorrow, may I hug you?” He demurred, “I would rather you did not, as I’m concerned about what you will suggest when you receive your PhD.” These gems add spice to the many lessons about medicine and research, higher education, public health, administration, our unique university, our West Indianness and our values in life. What is consistently clear is that the theme of West Indian nationalism has guided his life from student to chancellor.

So who should read this book? UWI alumni, and everyone in the Caribbean and the Americas who is working in a medical field or interested in health and well-being and how to achieve it. ♦

Professor Emeritus Fraser is a former dean of The Faculty of Medical Sciences, The UWI, Cave Hill Campus.

Sir George Alleyne gives a copy of *The Grooming of a Chancellor* to Rommel Carter, Director of Human Resources, The UWI, Cave Hill.



And another one! The Combined Campuses and Colleges (CCC) team emerged as the winners of the first ever UWI World Universities T20 Tournament.

CCC Capture Inaugural UWI World Universities T20 Tourney

Just three months after their regional title, the Combined Campuses and Colleges (CCC) team copped another, carving their name in history as winners of the first ever UWI World Universities T20 Tournament. The student players defeated the Oxford Marylebone Cricket Club (Oxford MCCU) in a rousing final that brought out families and cricket fans to the Sir Frank Worrell Cricket Ground at the UWI Sport and Physical Education Centre in St. Augustine on Sunday, 20 January 2019.



CCC’s innings started strong with a 57-run partnership between openers Kjorn Ottley and Kyle Corbin. Kjorn Ottley departed with a top score of 36, and later, Yannick Ottley scored 31 off 30 balls. **Oxford MCCU’s** top bowler Will Heathfield took three wickets for 17 runs from three overs. In reply, **Oxford MCCU’s** innings got off to a shaky start with Christopher McBride being caught behind by Wicket Keeper

Amir Jangoo for no score. Zaman Akhter was their top scorer, making 27 runs off 29 balls. In the end, **Oxford MCCU’s** chase fell short by 20 runs with Michail Powell’s bowling of three wickets for 17 runs earning him “**Man of the Match**”.

The inaugural tournament, led by The UWI’s Faculty of Sport, ran from 10–20 January and featured top student cricketers from The UWI, a combined colleges team

from the United States, the Tertiary Sport Association of Trinidad and Tobago (TSATT), along with the CCC and Oxford MCCU teams.

Dr. Akshai Mansingh, Dean of The UWI’s Faculty of Sport, said, “*The response to this first tournament has exceeded our expectations. This is just one example of the kind of experience*

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and opportunities the faculty is focused on creating for its student athletes towards building their skills and exposure. We look forward to continuing this programme and exploring how we can use the model across other sports throughout the university."

The top five players of the tournament participated in pre-tournament camps, hosted by the Caribbean Premier League (CPL), gaining exposure and training while creating a direct route for university students to transition into professional cricket.

Speaking on the initiative, Michael Hall, Tournament Operations Director of CPL, who also serves as Chairman of the UWI Tournament's Cricket Committee, said, "We are pleased that this opportunity for outstanding performances in the tournament forms part of our sanctioning agreement with The UWI's Faculty of Sport, and look forward to working out the details of implementing it ahead of the start of the **2019 Hero CPL.**"

In addition to CPL, the tournament was supported by a range of stakeholders including Cricket West Indies; the Office of the Prime Minister, Republic of Trinidad and Tobago; the Sport and Culture Fund, Trinidad and Tobago Cricket Board, Tertiary Sport Association of Trinidad and Tobago (TSATT), Caribbean Lifestyle Communications, Newsday, Flow/Flow Sports, UWItv, the Chalak Mitra Group, Golden Key Real Estate Ltd., Marshall Arts Solutions, Angostura Limited and Superb Caterers Ltd. ♦



Sports Flying High

The concept of Cave Hill Campus as an international space was given true meaning in January, when the 3Ws Oval hosted two warm-up games ahead of the One Day International tournament between England and the West Indies.

Cricket

The Sagikor UWI Blackbirds Cricket Team won the 2018 three-day competition in the Barbados Cricket Association's (BCA) Elite Division and the Elite T20 competition, while the Division Two team placed second in only its first season. The UWI Blackbirds also won the UWI/BCA Inter- Parish Cricket Tournament.

During the year, a number of players and coaches went on to higher levels. Scholarship athlete **Nicholas Kirton** was selected to play for the Canada National Cricket Team in the World Cup Qualifiers, and UWI Blackbirds Elite cricketer **Kavem Hodge** was most valuable player (MVP) in the final of the Regional Super50 competition, representing the Windward Islands. A stellar performance throughout the season warranted his selection to the Windies A One-Day Team against the England Lions.

The Cave Hill Academy also celebrated the fact that seven members of the winning

Barbados women's national cricket team were members of the Cave Hill Blackbirds team. They competed for Barbados in the Regional Super50 female competition, underscoring the invaluable contribution of the UWI Blackbirds Sports Club to national and regional teams.

Football

The UWI Blackbirds Premier League (men's) team placed sixth in the Barbados Football Association's (BFA's) league competition and exited at the quarter-final stage of the knock-out competition.

Volleyball

The UWI Blackbirds female volleyball team won the 2017 knockout title in only their first year since being promoted to the top-tier division. Aply led by outside hitter and captain **Dania Hamilton**, the team performed well to clinch the title from defending champions, Warrens Sports Club.

Netball

Five UWI Blackbirds netballers were selected to represent Barbados in international competition at the Commonwealth Games in Australia last April.

Hockey

Three UWI Blackbirds hockey teams claimed a third title in the mixed category, while the men's team made another appearance in the finals. The women's team qualified for the semifinals, but were unable to reach the finals. ♦



UWI Sportsman & Sportswoman 2018

Ms. Brittany Joseph (Table Tennis) and Mr. Fedrick Dacres (Discus) copped the prestigious Vice-Chancellor's Sportsman and Sportsman awards for 2018.

Representing the St. Augustine and Mona Campuses respectively, they were chosen out of a field of ten finalists. The final decision was announced at a special ceremony at the Usain Bolt Sports Complex, Cave Hill Campus, Barbados on 19 October 2018. Present were representatives from The UWI's four campuses (Mona, Cave Hill, St. Augustine and Open), as well as noted regional academics and athletes, including the legendary cricketer Sir Everton Weekes.

Awardees are selected from a field of UWI student athletes who exemplify not only excellence in their chosen athletic disciplines, but also fulfil stringent academic criteria while personifying the spirit of the university through volunteerism and participation in campus life. They were proposed by their coaches and respective sports directors, then screened by campus and university selection committees. ♦



Ms. Brittany Joseph receives her award from Vice-Chancellor Sir Hilary Beckles.



Mr. Fedrick Dacres receives his award from Vice-Chancellor Sir Hilary Beckles.



UWI Blackbirds were the 2018 winners of the BFA Women's Premier League. The team was crowned champions for a second consecutive year. They amassed 28 points and scored a whopping 53 goals in total. Second place went to Mavericks Women with 21 points, while KickStart Genesis placed third, amassing 19 points.



Maria Dodson



Dr. Cherri-Ann Beckles



Dr. Sarah Sutrina

Farewell to Trio

A sombre atmosphere engulfed the Cave Hill Campus community at the start of this year, as staff mourned the staggering loss of three colleagues who died in January.

Administrative Assistant **Ms. Maria Dodson** and Assistant Archivist **Dr. Cherri-Ann Beckles** both lost their battle with cancer on 11 January 2019, while retired lecturer and PhD student **Dr. Sarah Sutrina** became a homicide victim just over a week later.

Pro Vice-Chancellor and Campus Principal Professor Eudine Barriteau led an outpouring of tributes, as staff expressed fond memories of their colleagues and deep sorrow at their passing.

Dodson served the university for more than two decades, starting as a stenographer/ clerk in July 1998. Remembered as an affable and helpful employee, she worked in various offices across the campus. Following her appointment to staff in October 2000 while in the Faculty of Law, she subsequently transferred to the Department of Economics in November 2006 before taking up the post of Administrative Assistant in Student Affairs (Admissions) in May 2009. She later joined the School for Graduate Studies and Research in October 2015, where she remained until her passing.

While employed on campus, Dodson pursued higher education at The UWI earning a Bachelor of Science (Hons) in Management in 2011 and a Master of Science in Marketing in 2016.

Her last supervisor, Director of Graduate Studies and Research, Professor Winston Moore, expressed fond memories of working with Dodson recalling that she *“had one of the biggest smiles that you would ever come across; when she smiled, you had no choice but to smile back.”*

“Indeed, everything about Maria brought a smile to your face: her passion for her work, the frankness with which spoke her mind, her hand gestures and, of course, her love for bright colours. She was also very kind. Whenever she brought a student’s case to your attention, you could see that she truly empathised with their predicament.”

Well known as ‘Cherri’, **Dr. Beckles** joined West Indies Federal Archives Centre (WIFAC) in 2004. She also served as Sessional Lecturer in The UWI Open Campus Certificate in Records Management Programme and as Guest Lecturer in the Archives and Records Management Module of the Master’s Degree in Heritage Studies Programme

Her experience working with artefacts, records and archival documents spanned 22 years, ranging from The UWI, Cave Hill Campus, the Barbados Museum and Historical

Society, the Barbados National Archives, the University of London Institute of Education Archives, the University College London Records Office and Tate Britain.

University Archivist Sharon Alexander-Gooding said of her passing, *“We have lost an archivist extraordinaire ... [a] purposeful but quiet leader, a friend and colleague. She was such a brave and generous person that she continued to share her ideas and proposals for the archives during her trying time at home. Her strength is an inspiration. She will be forever missed.”*

Dr. Sutrina joined the campus in January 1992 as a biochemistry lecturer, moving up to senior lecturer by the next year. She served as Biochemistry Coordinator from 2003 to 2010. After formal retirement in October 2015, she remained a noticeable member of the campus community, returning to serve a near one-year post retirement contract until July 2016, and later, as a PhD student in microbiology attempting to attain her second degree at that level.

In a tribute, close friend and Microbiology Coordinator Dr. Suzanne Workman said, *“The department has lost a most valuable member. And quite akin to the ‘less overt’ organs of a human body (for example, the pancreas whose important role cannot be disputed but may often be overlooked), her value will likely become much more apparent with her absence. When she retired recently, the department lost a very learned, dedicated and caring teacher, but gained perhaps its most qualified PhD student. With her death, we lose a wealth of knowledge and experience; students have lost a much-appreciated mentor, but most importantly, several have lost a friend.”*

Dr. Sutrina supervised over 45 undergraduate students in eight-credit projects that resulted in nine co-authored publications. Additionally, the avid researcher was a founding member of the Barbadian Society for Microbiology. ♦



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