



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

# ANNUAL REPORT TO COUNCIL

2021/2022



**Cover:** Images from a section of the mural located on the external wall of the Frank Worrell Halls, Cave Hill Campus. The full mural was conceptualised to reflect two major tenets of The UWI – regionality and inclusivity. The images were designed and painted by Barbadian artist, Mr Neville Legall, and depict central characters in Caribbean culture, including a mauby seller, a Mother Sally, select members of a ‘tuk’ band and steelpan players. The backdrop features the iconic Clock Tower, situated on the top of the Leslie Robinson Building at the Cave Hill Campus.





## **Our Vision**

To be an excellent global university  
rooted in the Caribbean

## **Our Mission**

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

## **Our Core Values**

Integrity  
Excellence  
Gender Justice  
Diversity  
Student Centredness





Students on Campus



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# CHAIRMAN'S STATEMENT

It is my pleasure to present to Council, the Annual Report of the Cave Hill Campus for the Academic Year 2021/2022, a comprehensive record of the Campus' activities and accomplishments in the face of continued challenges. The Report is a testament to the Campus' determination to achieve the strategic goals of The UWI, regardless of obstacles faced.

The Council recognises the tireless efforts of the entire Cave Hill team during the COVID-19 pandemic, which persisted in the 2021/2022 academic year. We commend the staff and students for their adaptability and their commitment to not only maintaining, but enhancing the Campus' operations throughout this period.

A warm welcome is extended to Professor R Clive Landis, who assumed the role of Pro Vice-Chancellor and Principal of Cave Hill on August 1, 2022, after having served the University with distinction in various capacities since 2004. The Campus Council looks forward to working with Professor Landis and wishes him a successful tenure, driven by his vision for growth through internationalisation, innovation/industry partnerships, academic publications, and outreach.

The notable achievements of the Campus, as outlined in the Report, reflect its hard work and unwavering spirit. The digitisation of internal operating processes continued to advance, resulting in increased efficiencies which ultimately improved experiences for students and staff. This is evidenced by enhancements to the post-graduate admission process, the successful piloting of the Human Resources Performance Information System, and improvements to the timetabling process.

Appreciation is extended to the Centre for Excellence in Teaching and Learning (CETL) for the excellent technical and pedagogical support provided to faculty throughout this period. This support was pivotal to the successful transition to remote teaching during the pandemic. The Council also acknowledges the exceptional student



**Sir Paul Altman**  
Chairman

support provided by the Student Enrolment and Retention Unit (SERU) and the Office of Student Services and Development (OSSD).

Campus Council commends the Campus on its commitment to curriculum renewal, as it strives to ensure its programme offerings are not only attractive, but pertinent to the developmental needs of the Region. The addition of over 50 degree programmes to its suite of academic offerings in the 2021/2022 academic year is both noteworthy and impressive. The breadth of programmes that have been approved or revised during the period will further add to the Campus' offerings and is indicative of its endeavour to remain relevant and enhance its appeal as the university of choice for Barbados and the Eastern Caribbean. The Campus' focus on harnessing its strengths and uniqueness to boost its global appeal is highly commendable, as it forges ahead with its internationalisation thrust, towards improving its financial health.

After four consecutive years of enrolment growth (2018/2019 - 2021/2022), the Campus experienced a marginal decline in enrolment of 4.6% in 2022/2023, compared to the previous year. The decline could be attributed to the economic downturn, triggered by the COVID-19 pandemic. As Caribbean nations seek to rejuvenate their economies, enrolment trends will be closely monitored, as the Campus intensifies its efforts to attract new students and improve retention rates.

The Report commends the faculties for their efforts to recognise and reward exceptional students who have earned a place on Deans' Lists, received scholarships, or won special prizes across a range of disciplines. On



behalf of the Council, I extend congratulations to the outstanding students for their academic, creative and sporting achievements.

Campus Council also congratulates the graduating class of 2021 on its remarkable performance. Of the 980 students earning undergraduate degrees, 154 students were awarded first class honours, 358 students gained upper second class honours and 277 students, lower second class honours. Performance at the postgraduate level was also outstanding, with 20 students earning doctoral degrees, two with high commendation, and 316 students earning Masters degrees, 133 with distinction.

We note the Campus' effort to showcase its alumni by recognising their outstanding accomplishments, and we fully support the invitation for alumni to play a more active role in the Campus community and utilise their expertise to assist in propelling the Campus forward.

The Council notes with keen interest, the initiative of the Campus to take The UWI to the City of Bridgetown, by establishing a presence in the historic, picturesque Mutual Building. The Council looks forward to the innovative projects to be realised from this initiative, through the forging of strategic partnerships with the Government and the private sector.

The Report highlights the remarkable strides made by academic staff in their research and publishing pursuits, as well as substantial funding attracted by faculties and departments for research projects. To this end, we congratulate the George Alleyne Chronic Disease Research Centre (GACDRC) for its unwavering efforts to secure funding for new projects over the years. Through these efforts, the Centre was able to attract funding in the 2021/2022 academic year to the tune of 588,100 euros for the project *Building Capacity in Stable Isotope Techniques to Address Childhood Obesity in the English-Speaking Caribbean Member States* and GBP 600,000 for its participation in the *NIHR Global Health Research Group on Community Food for Human and Planetary Health in Small Islands*.

Council looks forward with great anticipation to the new and exciting projects that are on the horizon. The Diabetes Reversal Project presents an excellent opportunity for the Campus to improve its financial position, while at the same time, demonstrates the Campus' commitment to its social responsibility, through assisting with the management

of noncommunicable diseases, and thereby promoting health and wellness. The establishment of the Centre for Commercial Analytical Services, a facility that will have the capacity to analyse samples of water, food, drugs, industrial and commercial products, among others, and which promises to service individuals and industry through fast turnaround times at reasonable prices, will also position the campus to realise a new revenue stream that would bolster its efforts towards the infrastructural and programmatic renewal of the Faculty of Science and Technology.

The promotion of four exceptional faculty members to the esteemed rank of professor is duly recognised. The four, Professors David Akombo, Corin Bailey, Cynthia Barrow-Giles and David Berry are fully deserving of this honour. This achievement underscores their impressive accomplishments in teaching, research, and public service. The Council joins in congratulating the new professors and offers its best wishes for their future contributions to the Campus and beyond.

We acknowledge the generous support of the many benefactors, who did not renege on their commitment to the Campus, even in trying times. Their contributions have been invaluable in enabling the Campus to produce well-rounded, highly-qualified graduates. Special thanks are accorded CIBC First Caribbean International Bank, which has contributed over USD 2 million in support of various campus initiatives since signing its first MOU with the Campus in 2003. This partnership has been extended with the signing of a new Agreement in which the bank pledges further support for the period 2021/2022 to 2023/2024, towards student development, research enhancement and mutually-beneficial entrepreneurial and innovative opportunities.

The Campus is also grateful to the governments of Barbados and the region, for their visionary, sustained funding of tertiary education at The UWI, thereby signaling their recognition of the quality of graduates produced by The UWI and the difference its graduates have been making to the development of the region. In the coming academic year, as the Cave Hill Campus embraces Phase 2 of The UWI Triple A Strategic Plan (2022-2027) under the theme: *The Revenue Revolution*, the Council wishes the Principal, staff and students every success in their collective endeavours, and pledges its support for the Campus' ground-breaking initiatives that will ensure its viability in a dynamic, global environment.





Vice-Chancellor, Professor Sir Hilary Beckles caps newly-inducted Pro Vice-Chancellor and Principal of the Cave Hill Campus, Professor R Clive Landis, at his Induction Ceremony on November 13, 2021



# PRINCIPAL'S OVERVIEW

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**T**he University of the West Indies, Cave Hill Campus is pleased to present its Report to Council for the Academic Year 2021/2022. This year's report highlights the Campus' remarkable resilience in the face of continued challenges. Despite these obstacles, the Campus remained resolute not to be defined by its circumstances, but to skillfully navigate a harsh economic climate and an innovative, hybrid model of teaching and learning, necessitated by national protocols relative to the COVID-19 pandemic.



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

This Report chronicles some of the Campus' accomplishments, of which it is justly proud. The Campus gratefully acknowledges and salutes its dedicated, hardworking management team and staff at every level, whose exceptional adaptability in challenging situations allowed the Campus to fulfill its obligations to stakeholders and achieve its goals and objectives, as articulated in The UWI's Triple A Strategic Plan, 2017-2022. Well done Cave Hill!

The Campus' mode of operation was significantly impacted by the COVID-19 pandemic for the third consecutive academic year (2019/2020 – 2021/2022). Due to national protocols, the Campus was largely unable to offer in-person classes. Nevertheless, permission was sought and granted by local authorities to conduct face-to-face classes for courses that had practical components, whenever feasible. Online examinations were administered in semesters I and II, except for disciplines that required in-person assessments.

The Campus adeptly navigated the challenges presented by ensuring that its faculty and staff were well equipped to perform their duties with efficiency and effectiveness, even when working remotely. Faculty and students had access to the eLearning platform, Moodle, while synchronous and asynchronous teaching were delivered through Zoom, Microsoft Teams, and Blackboard Collaborate. These

resources remained available for the entire period, enabling the Campus to effectively provide continuous support to its faculty and students.

Virtual events and meetings were conducted through Zoom and Microsoft Teams, which had previously demonstrated their efficacy in the earlier stages of the pandemic. Administrative offices were open for business, but operated with a skeletal staff in many instances. Virtual activities were commonplace throughout semester I, including signal campus events like the annual Graduation Ceremony. Livestreaming of some events was made possible through UWI tv and YouTube, one such event being the professorial lecture delivered by Professor Dwayne Devonish on February 23, 2022.

The hybrid teaching modality required some faculty and staff to work on campus and others remotely via videoconferencing. To facilitate this modality, the Campus equipped teaching spaces with a variety of audio visual (AV) equipment, including poly video bars, flat screen displays, and multimedia projectors linked to Zoom or Blackboard Collaborate for the delivery of teaching.

The Campus also provided Respondus Monitor and Lockdown Browser tools to allow for the proctoring of online assessments, thereby maintaining the integrity of its examinations processes.



Promotional Flyer for Professor Dwayne Devonish's Professorial Lecture



Professor Dwayne Devonish's Professorial Lecture was streamed by UWItv

Following the ease in national COVID-19 protocols, administrative and other non-teaching staff returned to full face-to-face duties on February 28, 2022, the first time since the Campus transitioned to remote work on March 24, 2020.

## CAVE HILL UNDER NEW LEADERSHIP

Following the retirement of Professor The Most Honourable V Eudine Barrieteau on July 31, 2021, I assumed the leadership of the Campus on August 01, 2021, as its fifth Pro Vice-Chancellor and Principal, having previously served as Pro Vice-Chancellor, Board for Undergraduate Studies, The UWI, and as Deputy Principal, as well as Director, George Alleyne Chronic Disease Research Centre, Cave Hill.

On assumption of duty, I outlined my vision for the Campus, which is rooted in the aspirations of the National Strategic Plan of Barbados 2006 to 2025, with the goal of achieving “a fully developed society that is prosperous, socially just and competitive”, coupled with the theme of the UWI Triple A Strategic Plan, “Revitalising Caribbean Development”.

My vision for Cave Hill is anchored on four broad themes:

1. Internationalisation – to see the Campus leverage its unique advantages to attract international students. The advantages identified include: highly prized tropical destination; the UWI's top tier ranking; and programmatic accreditation.
2. Innovation/Industry Partnerships – to propel the Campus' evolution beyond traditional teaching, learning and research and to enhance its role as a driver of local and regional innovation and entrepreneurship. Innovation structures will be strengthened internally through innovation competitions with mentoring support for staff and students, and externally by fostering a robust tri-partite relationship between university/government/private sector with the goal to help research translation into commercially-viable innovation products.
3. Academic Publications – to see the Campus advance its publications thrust and disseminate its work through avenues such as public lectures/public debates, public communiques for the most topical/relevant outputs, and radio/TV digests of research to reach wider audiences; to see all academic staff populating their UWIScholar profiles, thus making themselves “discoverable” to maximise academic and consulting opportunities.



4. Outreach – to see the Campus communicate its outreach activities more effectively using avenues such as: the creation of a register of service and outreach activities; the appointment of skilled, dedicated website personnel; the sharing of student and alumni testimonies; the demonstration of research in action (impact of research); increased media engagements and media coverage of outreach.

On behalf of the faculty, staff and students of Cave Hill, I wish to express profound gratitude to my predecessor, Professor Emerita The Most Honourable V Eudine Barriteau, for her excellent stewardship as the Campus' fourth Pro Vice-Chancellor and Principal. Professor Barriteau assumed the leadership of the Campus on May 1, 2015, and held that position until her retirement. Under Professor Barriteau's leadership, the Campus navigated one of its most difficult phases, characterised by financial austerity, the COVID-19 pandemic, and other natural occurrences, such as the ashfall (from the La Soufrière Volcano in St Vincent) in April 2021, and the passage of Hurricane Elsa in July of the same year.

Professor Barriteau's commitment to maintaining a high quality of teaching and learning was unwavering, despite the challenges faced. Her determined efforts during her tenure have been invaluable to the Campus and have left an indelible mark on staff and students alike. The Campus is deeply indebted to Professor Barriteau, and wishes her a long, happy and healthy retirement!

## **NEW DEAN OF THE FACULTY OF SCIENCE AND TECHNOLOGY MAKES HISTORY**

August 1, 2021 marked a historic moment for the Cave Hill Campus, and by extension, The UWI, as Dr Jeanese Badenock became the first woman to assume the role of Dean of the Faculty of Science and Technology, leaving a lasting legacy!

Dr Badenock joined the Department of Biological and Chemical Sciences at Cave Hill in 2004 as a Lecturer in Synthetic Organic Chemistry. She holds a BSc (Hons) in Chemistry and Mathematics from The UWI, Cave Hill and a PhD in Synthetic Organic Chemistry from Dartmouth College, where her research focused on the radical chemistry of the heterocyclic compound, indole, and synthetic



Professor Emerita The Most Honourable V Eudine Barriteau



Dr Jeanese Badenock, Dean of the Faculty of Science and Technology

strategies towards the indole alkaloids - echitamine and prenostodione.

Dr Badenock distinguished herself as a Cave Hill graduate when she was named valedictorian of the class of 1996 and the recipient of the R L Seale & Co Ltd Prize in Chemistry, the latter of which is awarded to the best performing student in the advanced level chemistry courses. While at Dartmouth, she was the proud recipient of the John H Wolfenden Teaching Prize and the Karen E Wetterhahn Fellowship in Chemistry.

At Cave Hill, Dr Badenock has supervised three graduate students and has acted as Examiner for no less than eight upgrades and three PhD vivas.

In the Department of Biological and Chemical Sciences, Dr Badenock served as Coordinator of the Chemistry programme and Coordinator of the Quality Review of Chemistry in 2014. At the Faculty level, she has acted as Deputy Dean (Outreach and Research) and Chair of the FST Subcommittee for Graduate Studies and Research. Dr Badenock has ably served the Campus and The UWI by extension, through her duties as Chair of the Academic Quality Assurance Committee (AQAC), the Campus Library Committee, and the Campus Reaccreditation Committee, which saw the Campus receiving reaccreditation for the maximum seven (7) years. She was also the Vice-Chancellor's nominee to the Open Campus Academic Board and a member of the 2012-2017 Cave Hill Strategic Planning Core Team.



Retired Campus Registrar Mrs Jacqueline Wade (second right) with family members at the Renaming Ceremony. From left are: Hon Cynthia Wilson, Mrs Karen Alleyne and Ms Lisa Wade

Having the honour of being the first female Dean of the Faculty of Science and Technology at Cave Hill, Dr Badenock brings a wealth of experience to her new role and envisions a Faculty that celebrates collaborative research, best administrative and pedagogical practices, improved student experiences, external stakeholder engagement and data-driven decision-making. The Cave Hill Campus congratulates Dr Badenock on her appointment.

## FORMER CAMPUS REGISTRAR HONOURED

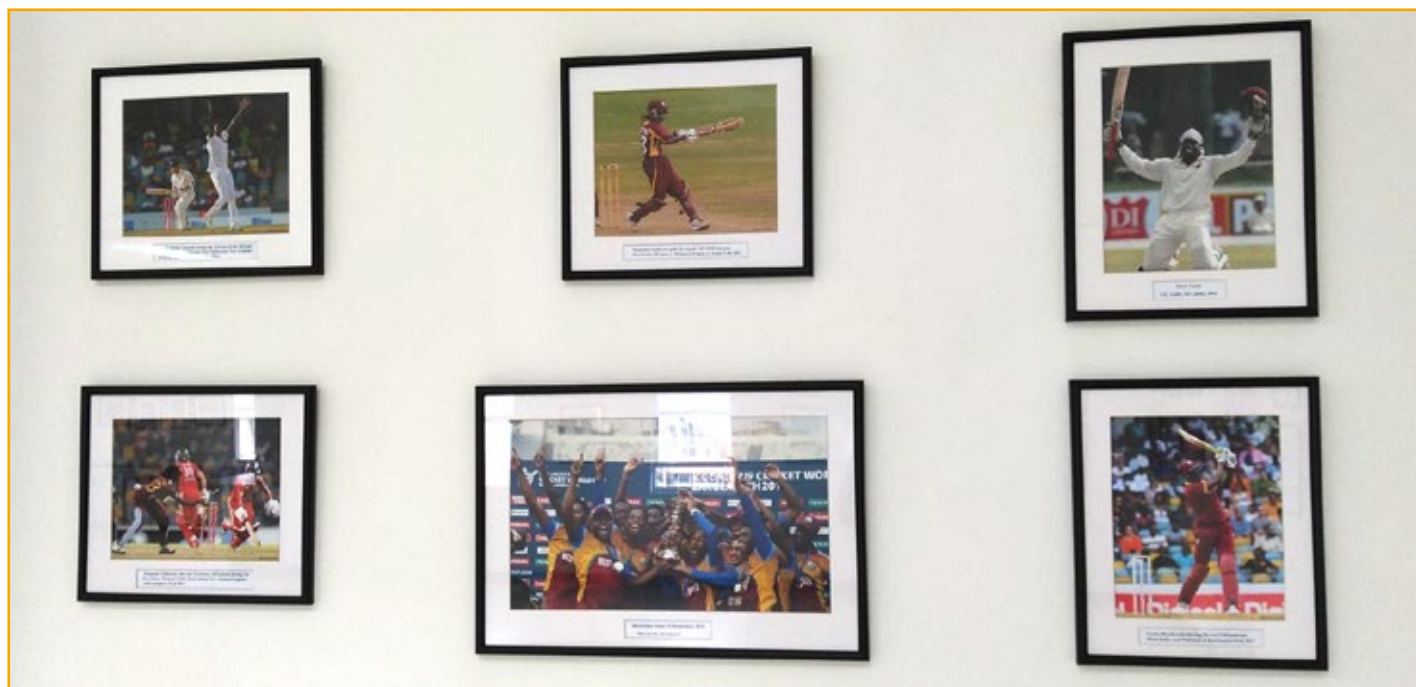
Former Campus Registrar, Mrs Jacqueline Wade, whose outstanding legacy was one of excellence, has been commemorated by the Campus, through the renaming of its main conference room in her honour. The *Jacqueline Wade Conference Room* located in the iconic Hilary McDonald Beckles Administration Complex was unveiled during a ceremony held on February 28, 2022. Mrs Wade served as Campus Registrar from 2004 until her retirement in 2013. The former chief administrator's long list of accolades/achievements included the reorganisation of the student registration system in the early 1990s, notable improvements to the annual graduation ceremony and the automation of critical administrative processes.

To celebrate the occasion of the renaming, posters dedicated to Mrs Wade's tenure were displayed in the foyer, stairways, and hallways of the building that lead to the main conference room. Those who witnessed the ceremony in person or via the social media platforms, heard glowing tributes about the consummate professional who excelled at strategy and execution and was renowned for her grace and poise.

In recognition of the many individuals who had mentored, guided and worked with her throughout her 34 years of service at Cave Hill, Mrs Wade remarked, "...this recognition is for those at all levels of administration whose creativity and dedication made the Cave Hill Campus known across the University for its administrative effectiveness and responsiveness."

Those paying tribute to Mrs Wade at the Ceremony included Vice-Chancellor, Sir Hilary Beckles; Chair of Campus Council, Sir Paul Altman; Pro Vice-Chancellor & Principal, Professor Clive Landis; and former Pro Vice-Chancellor & Principal, Professor The Most Honourable Eudine Barriteau. Throughout the Ceremony, Mrs Wade was lauded for her brilliant, decisive, yet compassionate leadership, her consummate professionalism, and her





The enhanced Photo Gallery at the 3Ws Pavilion

incisive and analytical mind. Family members in attendance (in-person or virtual) included the honouree's sister, Mrs Cynthia Wilson, and daughters, Ms Lisa Wade and Dr Alisha Wade.

## SPORT INITIATIVES TO BOOST INTERNATIONAL APPEAL

As part of its thrust to expand its academic offerings in sport and upgrade its sporting facilities, the Campus reaffirmed its commitment to cricket at a ceremony held on January 25, 2022. The ceremony marked the completion of the refurbished work at the 3Ws Oval and the launch of a certificate course in Sports Marketing, through a partnership between the Faculty of Sport and the Caribbean Premier League (CPL).

Works undertaken included the refurbishment of the Garfield Sobers Indoor School/Cricket High Performance Centre. The photo gallery in the Pavilion had also been enhanced with colour and the addition of new photographs, including those capturing the West Indies Women Cricket team in its historic T20 World Cup win.

During the event, Campus Principal, Professor Clive Landis received the Gunn & Moore cricket bat used by Dr The



Librarian at the CLR James Cricket Research Centre, Dr Margaret Broomes presenting the bat to Principal, Professor Clive Landis on behalf of Dr the Most Honourable Desmond Haynes

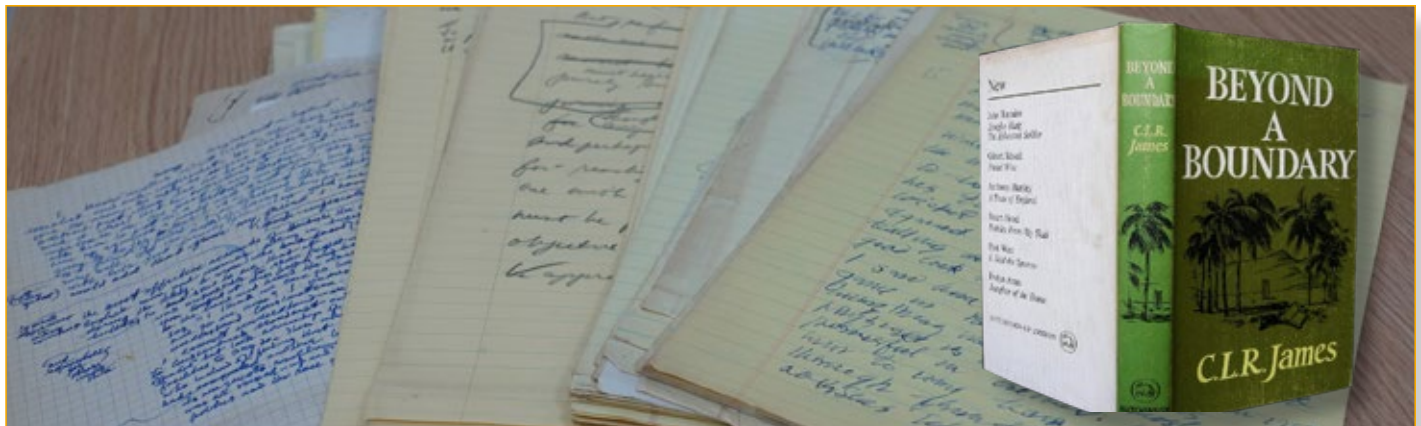


Exhibit of original manuscript of C L R James' book *Beyond a Boundary*

Most Honourable Desmond Haynes at his 100th test match in 1993, and signed by members of the then West Indies cricket team. The bat was presented by Dr Margaret Broomes, Librarian at the C L R James Cricket Research Centre, who described the bat as “priceless” and “an item of personal cricket memorabilia, not only of Dr Haynes’ personal achievement, but essential to the West Indian cricket historical record”. In recognising the donation of the bat to the Campus’ sport gallery, Professor Landis remarked that the “CLR James Cricket Research Centre should be on the bucket list of every cricket aficionado”.

A special exhibit at the ceremony, was the handwritten notes and original manuscript of CLR James’ book *Beyond a Boundary*. Final work had also been undertaken on the 3Ws memorial site with the tomb of Sir Everton Weekes encased in granite and the plaque set in place. The facility would be a significant attraction for not just cricketing fans and sport personnel but also for researchers. These cricketing attractions, The UWI’s international ranking and the Campus’ beautiful environment were important assets in Cave Hill’s internationalisation thrust.

During the ceremony, Mr Pete Russell, Chief Executive Officer of the CPL announced that a fully accredited certificate programme in Sports Marketing will be offered at Cave Hill, coinciding with the observance of the league’s tenth season. He indicated that the programme will be augmented by insight from senior CPL staff who will offer their expertise on the issues of marketing, brand building, public relations, content creation, understanding of the digital landscape and business management. Upon completion, up to 12 students will be given the opportunity to join the league’s internship

programme that is operated in conjunction with The UWI.

In his remarks, Vice-Chancellor Professor Sir Hilary Beckles, a former director of the West Indies Cricket Board, stated that the certificate programme in Sports Marketing will bring tremendous value to West Indies cricket because the graduates will move into professional positions where they, in turn, will empower those who follow. He further stated, “We have a commitment in our university to West Indies cricket and cricket as a culture. It is not a dry weather commitment. We are committed to West Indies and global cricket through thick and thin. We are committed because we have invested the best of ourselves in this culture. But importantly, West Indies cricket, for us, is a trailblazer.” The Vice Chancellor commended Professor Landis on his leadership, vision and being a believer in strategic partnerships.

Campus Principal, Professor Clive Landis, stated that the institution intends to leverage its academic achievements to attract international students to the world-class cricket programme offered at the Academy of Sport, some of which is offered online. In this respect, he said the campus has decided to convert its Master’s in Cricket Studies into an online degree programme for students interested in earning a master’s degree online from an accredited university with a unique cricketing pedigree.

Also in attendance at the ceremony, were Mrs Amanda Reifer, Deputy Dean of the Faculty of Sport, who brought remarks on behalf of the Dean of the Faculty, Dr Akshai Mansingh, and Chief Executive Officer of the Indian Premier League’s *Rajasthan Royals* franchise, Mr Mike Fordham.



# THE UWI TRIPLE A STRATEGY 2017-2022

## REVITALISING CARIBBEAN DEVELOPMENT

### REVIEW OF CAVE HILL'S ACHIEVEMENTS

The 2021/2022 academic year marked the final year of The UWI Triple A Strategy: Revitalising Caribbean Development. Creating value from its ideas was a central component of the Campus' strategic direction in the final year, recognising the importance of value creation as a vehicle for growth and development. The Campus understood that value creation was a critical means of resolving the problems of its communities and diversifying its revenue streams. Supporting staff in converting their creative ideas and visions into commercialisation and investment opportunities, and fostering collaborations between academia, industry, and government to establish a value-creation ecosystem, were two key areas of focus for the Campus.

The Campus' Diabetes Reversal Project exemplifies the significance of research and knowledge production as key components of value creation. Through this project, the Campus will be joining forces with an Industry partner to commercialise low calorie meal replacement liquid products that have been informed by its research. This initiative also demonstrates the Campus' commitment to its social responsibility to promote wellness and to assist with the management of the noncommunicable diseases, which are endemic in the region.

Over the 2017-2022 period, the Campus successfully implemented a number of initiatives which targeted the Strategic Goal of Access, reflecting a continued commitment to providing equitable access for learning and flexible pathways to meet the needs of the evolving, modern-day student. For example, the Campus developed new, diverse undergraduate and postgraduate programmes and diplomas to support the expansion of its student intake. In 2018 the Campus established the Centre for Professional Development and lifelong Learning (CPDLL) to allow prospective students to maximise opportunities for flexible

learning and to promote professional development and lifelong learning. The CPDLL boasts an impressive record of developing over 250 short courses, and its offerings have attracted over 1500 delegates, who have successfully completed its short courses, customised programmes, and postgraduate standalone modules.

Growing and enhancing the digital ecosystem of the Campus has also been a major priority of the Campus, and its Smart Campus Initiative has accelerated its digital transformation. Through investment in state-of-the-art technology, the Campus was able to advance learning, research, and innovation, and empower both students and staff in the physical and virtual space. This initiative has allowed the Campus to enhance the students' Campus experience, drive operational efficiency, and provide education in a manner that is accessible to all. The initiative played a significant role in the enhancement of the Campus' agility and responsiveness through the improvement of its business processes. As the Campus pivots to the Revenue Revolution under The UWI Triple A Strategy 2022-2027, its Smart Campus Initiative will aid in the development and delivery of new revenue streams.

Moving forward, it is important to recognise that Phase I of The UWI Triple A Strategy is a milestone, rather than an end point. As such, the fulfilment of this milestone represents the start of a new process of analysis and recalculation that will continue over the next five years. Specifically, the Campus



CPDLL Short Courses Promotional Flyer

will focus on improving student outcomes such as boosting enrolment, retention and student satisfaction, as well as identifying new ways to diversify and increase revenue. The Campus will do this by investing in initiatives to attract more international students, delivering on the mission of student success, driving excellence in teaching and research, and building a sustainable innovation and entrepreneurial ecosystem. As sustainability underpins all of its strategic priorities, the Campus will implement sustainability initiatives such as renewable energy ventures to diversify its revenue portfolio. Additionally, as the Campus considers its staff to be critical to its long-term success, it will implement measures to enhance employee engagement and to foster a healthy and safe work environment. Moreover, the Campus will renew its relationships with alumni to inspire volunteer and philanthropic engagement and to diversify its revenue sources. The Campus will invite its alumni into greater roles and engage them as partners in key aspects of university life, including mentoring and career services and educational and networking opportunities.

Over the next five years, the Campus will continue with its diverse initiatives to accomplish the strategic goals and objectives within The UWI Triple A Strategic Plan. These initiatives will continue to focus on the development of the Campus' students and employees, its digital capabilities, financial resilience, and the creation of value from its intellectual property. The Campus' dedication to promoting wider access to higher education will guide its efforts, as will its commitment to creating a sustainable institution.



Ms Lyka Dorival - Valedictorian, Class of 2021

## ACCESS

### STUDENT DEMOGRAPHICS

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

At February 13, 2023, total enrolment stood at 6,423, with 5349 students enrolled in undergraduate programmes (83.3%) and 1074 students enrolled in postgraduate programmes (16.7%). As in previous years, the Faculty of Social Sciences dominated undergraduate enrolment with 2794 students registered, followed by 1150 students in the Faculty of Science and Technology. At the postgraduate level, again the Faculty of Social Sciences dominated, with 541 students registered, followed by the Faculty of Humanities and Education with registration of 228 students.

With respect to nationalities, Barbados retained its place as the country with the highest percentage of nationals studying at Cave Hill, represented by 85% of undergraduate registration, followed by Trinidad and Tobago with 5%. At the postgraduate level, 78% of the student population were nationals of Barbados, followed by Trinidad and Tobago with 4%. A total of 22 nationalities were represented at the undergraduate level and 26 at the postgraduate level, thereby underscoring the rich diversity of nationalities of students of the Campus.

The gender imbalance persisted as in previous years, with females representing 67%, and males 33% of the total student population.

#### Graduation Performance

Undergraduate and postgraduate students of the Cave Hill Campus continued to perform commendably. The class of 2021 was recognised at a virtual ceremony, broadcast on UWITV on October 23, 2021. A total of 1405 students were awarded degrees, diplomas and certificates, with 1035 conferred at the undergraduate level and 370 at the postgraduate level. At the undergraduate level, 154 students earned first class honours degrees, 358 students earned upper second class honours, 277, lower second class honours and 167, pass degrees. There were 23 honours and

<sup>1</sup> To gain insight into the impact of the efforts of the 2021/2022 academic year, enrolment data is reported for the 2022/2023 academic year.





Medical science students champion the importance of good nutrition with a showcase of fresh produce

one (I) distinction awarded to graduates of the Faculty of Medical Sciences. The valedictorian was Ms Iyka Dorival, who graduated with an LLB Degree with first class honours.

At the graduate level, there were 370 degrees, diplomas and certificates awarded, including 20 doctoral degrees (10 PhD and 10 DM). Two doctoral students graduated with high commendation, and 133 Masters' students with distinction.

The Campus was pleased to confer honorary degrees on former West Indies Cricket Team opening batsmen, and International Cricket Council Hall of Famers, Sir Cuthbert Gordon Greenidge, KCMG, MBE and Mr Desmond Haynes, as well as internationally-acclaimed musician extraordinaire, Mr Nicholas Brancker. Sir Gordon and Mr Haynes both received Degrees of Doctor of Laws (LLD), and Mr Brancker, the Doctor of Letters (DLitt). Mr Brancker was recognised for his contribution to culture, while Sir Gordon and Mr Haynes were honoured for their contributions to sport.

## ACADEMIC PROGRAMMING

Despite the unprecedented circumstances posed by the COVID-19 pandemic, the Campus remained committed to curriculum renewal. This was evidenced by the number of submissions to the Board for Undergraduate Studies (BUS) and the Board for Graduate Studies and Research (BGSR)

for approval of new programmes or revisions to existing ones, aimed at enhancing the relevance of the programmes to the needs of industry and regional development.

The undergraduate and postgraduate academic offerings for the 2021/2022 academic year included over 50 programmes approved in the previous academic year. These additions were designed to meet global demand and enhance graduates' employability.

Prospective students may now choose from among more than 500 degree programmes offered across the Campus' seven faculties, which are designed to prepare students for active participation in a technology-driven world that demands interdisciplinary knowledge and diverse language skills, in addition to their core competencies.

The development of some programmes was prompted by the COVID-19 pandemic, which generally increased awareness about health issues and served as a stark reminder of the threat posed by non-communicable diseases (NCDs) to public health. The rise in childhood obesity, the call for a strong school nutrition policy and octagonal nutrition warning labels point to some of the health challenges the region faces. New undergraduate programmes in health are intended to address the human resource capacity gaps within regional health systems especially in the Caribbean, where there exists a dearth of trained nutrition professionals. For example, the BSc Human Nutrition and Dietetics aims to



Dance Performance by Brianna Gibbs – Capstone Project in Theatre, 2022

breach that vast gap and supply a cadre of health professionals who could champion the role good nutrition plays in the prevention and management of NCDs.

Similarly, a new Bachelor of Health Sciences (Health Informatics concentration), while facilitating the transition to electronic record-keeping methods, would enhance electronic information storage that enables robust decision making and fosters improved data analytics.

The twinning of existing programmes with a foreign language recognises the importance of multilingualism which provides graduates with a competitive edge in the global economy. The BSc International Business, BSc International Tourism Management and BSc Political Science with foreign languages seek to arm graduates with this advantage.

It has been recognised that although several entertainers of Caribbean heritage have achieved international acclaim, the region's rich creative talent remains relatively untapped. The unique sounds, rhythms, movements and aesthetics of Caribbean music and dance are widely sought. An academic understanding of the region's various unique art forms positions graduates to become experts in the field and allows them to capitalise on the benefits to be derived from a burgeoning orange economy.

The newly introduced suite of interdisciplinary programmes at Cave Hill aims to produce graduates who are not only proficient in their fields of study but also possess transferable skills that can be applied to emerging job opportunities, either within or outside of their areas of expertise.

### **New/Revised Programmes Coming on Stream**

Twenty new/revised programmes were approved in the 2021/2022 academic year. New programmes at the undergraduate level included: BSc Management Major; BSc Management with a Minor; and BFA Music (Special). At the postgraduate level a new Diploma in Substance Abuse Administration received approval. Revised programmes approved at the undergraduate level included: BA Theology; Bachelor of Medicine and Bachelor of Surgery (MBBS); and BSc Science and Psychology. The MSc Renewable Energy Management and the Reparatory Justice double programme with the University of Glasgow, were among the revised postgraduate programmes that received approval. The programme offerings for the academic year 2022/2023 will be expanded to include the newly approved or revised programmes.



## STUDENT ENROLMENT AND RETENTION UNIT CONTINUES TO PLAY VITAL ROLE IN DRIVING ACCESS

The Student Enrolment and Retention Unit (SERU) continued to harness various technologies in the execution of its work in all functional areas as the restrictions of the COVID-19 pandemic persisted.

In the face of the ongoing restrictions posed by the pandemic, the SERU continued to utilise online modalities to ensure continuation of its activities aimed at encouraging and supporting student recruitment and enrolment locally, regionally and internationally.

### Virtual Information Sessions

During Semester I, the SERU organised several virtual information sessions to coincide with the opening of applications for the 2022/23 academic year. These sessions included:

*A Meet Us ONLINE Engagement Series:* Every Friday during the month of November 2021, SERU and Undergraduate Admissions staff were available to meet prospective students online via the Zoom platform between the hours of 10:00 am - 12 noon, and 3:00 – 5:00 pm, to answer questions related to the application and admission process and provide assistance with the completion of application forms. Dozens of applicants took advantage of these opportunities to engage with the recruitment officers.

*Highlighting Student Life, Student Services and Development & Sport:* This interactive webinar featured presentations on student services and opportunities provided by the Campus for holistic student development, the Campus' sports facilities and programmes for student athletes, and was followed by a question and answer session.

*Financing Your UWI Education:* This session featured presentations on financing options and fee payment methods, scholarships and financial aid, and a presentation by representatives of the Barbados Student Revolving Loan Fund (SRLF). Barbadian students, in particular, were informed about opportunities to secure low interest loans from the SRLF to finance the purchase of computers, as well as to finance their participation in the international exchange programme.



Virtual Information Sessions Promotional Flyers



*Classroom Taster in Theatre Promotional Flyer*

### Virtual Open Weeks and Taster Week Series

The SERU coordinated a successful series of Virtual Open Weeks from February to May, 2022. During this period all Faculties were allocated a full week to showcase their programmes and provide prospective students with an insight into life and learning as a student in their respective Faculties. The Faculties took responsibility for planning and organising their own activities, with assistance from SERU and the Office of Marketing and Communications. Among the activities planned were online student-led discussions, student and alumni networking sessions, virtual undergraduate and postgraduate information sessions, promotion of student and faculty research, and admission of prospective students to taster lectures. Over 850 persons participated in the sessions, including a number of international prospects. Recordings of many of the sessions were made available online for on-demand viewing following the live sessions. A highlight of the series was the appearance of students and staff from each Faculty on the local live television programme *Mornin' Barbados*, throughout each week. All Faculties were very satisfied with the series and have agreed that it should be offered again in 2022/23.

### Virtual “Visits” to Schools and Colleges

#### Local School Visits

During the year under review the SERU organised “virtual visits” to several local schools to promote the Campus and its programmes and to advise prospective students regarding study options and admission requirements suited to their career interests. At some schools these visits also included sessions with parents and sessions for third form students to inform their selection of subjects for study at the CXC CSEC level.

#### Local Fairs

The SERU participated in the Virtual Fair held in November 2021 by the Barbados Accreditation Council to showcase accredited institutions, and the two-day National Careers Showcase mounted by the Barbados Association of Guidance Counsellors in March 2022. The SERU also coordinated the Campus’ participation in a series of seminars for young persons aged 16 to 24 years, participating in *Job Start Plus*, the *National First Job Initiative* organised by the Ministry of Labour, Social Security and the Third Sector. This initiative seeks to prepare young persons for the world of work through a comprehensive training programme. The seminars aimed to inform participants regarding opportunities for further study. The series is ongoing.

#### Regional College Fairs

The SERU participated in the Aruba Virtual College Fair for high school students held in November 2021. The Unit also coordinated the Campus’ participation in the Dominica College Fair held virtually on March 2, 2022. The Campus was allocated a two-hour slot to engage with prospective students. Special elements of the Campus’ programme included presentations by two former UWISTAT Ambassadors from Dominica - Lynmarie McCarthy and Tehillah Bannis, entitled *My UWI Cave Hill Experience*; and presentations by two current students who joined the session live from their study abroad locations in Canada and the UK, and shared information on the opportunities and benefits of participation in the international exchange programme. President of the Dominica Students’ Association, Austin Bell, spoke on *Student Life at Cave Hill*.



The SERU also teamed up with the Vincentian Students Association and the St Vincent and the Grenadines Community College to offer a similar webinar for students of the college on March 18, 2022. The two-hour session covered the application and admission process, fees and financing, the student visa process, study abroad opportunities and student life, among other areas.

### **International Recruitment Fairs**

The SERU participated in the *Lekkside International Education Fair* held virtually for prospective students in Nigeria, Ghana and Kenya during the period January 31 – February 4, 2022, and the *Recruit in Canada* virtual fair held February 25 and 26, 2022. Following these engagements, the SERU reached out to participants who visited its virtual booths to provide further information on the Campus and their programmes of interest, and to offer support during the application process to anyone who might wish to apply.

### **First Joint Forum for Local and Regional Guidance Counsellors**

The SERU hosted the first joint Forum for Guidance Counsellors of local and regional secondary schools and colleges on November 23, 2021. The Forum was held virtually and involved almost 100 participants. These included 35 local counsellors, 27 regional counsellors, four representatives for the Barbados Ministry of Education, Technological and Vocational Training and 26 Campus representatives and presenters. This year, Faculty representatives were asked to share information on the ways in which the Campus had been broadening study/career options for students through the introduction of new courses and programmes, and expanding the number of interdisciplinary programmes. The Faculty of Medical Sciences focused on careers across the health system and new programmes that provide students with options for careers beyond medicine. The Faculty of Sport highlighted the potential for careers built around sport, new programmes being offered, and the Faculty as a place for student athletes. The Faculty of Culture, Creative and Performing Arts (FCCPA) focused on careers in the Orange Economy; the FCCPA as a place to pursue studies in Culture and the Arts at a variety of levels – through major, minors, and electives; new programmes coming on stream; and opportunities for partnerships with

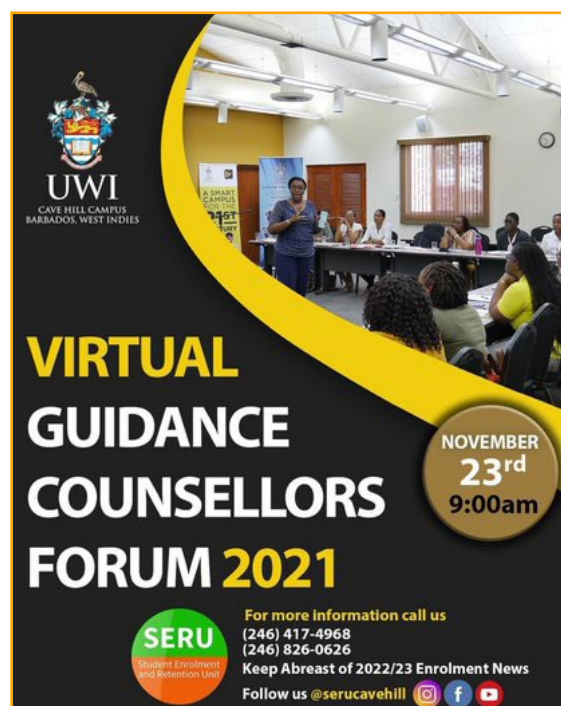
schools and colleges to stimulate greater interest in the Arts and Culture.

The Career Counsellor and Internship Specialist in the Office of Student Services and Development presented a session on *Changing Career Trends and Dynamics – Preparing our Students Holistically for Success*. Professor Donna-Maria Maynard of the School of Education presented a seminar for the counsellors on *Testing as Part of the Assessment Process in School Counselling*. Both sessions were very well received.

The participant survey completed at the end of the Forum indicated that the counsellors thoroughly enjoyed the programme. They also used the survey to share recommendations with the Campus including:

- Creation of a database where students could easily see which professions they could potentially pursue with the subjects chosen, and universities where students could complete a semester/year abroad
- Offering practical courses for guidance counsellors to upgrade their skills

These Forums for guidance counsellors aim to position the counsellors to better support the decisions of their students seeking admission to higher education, and to encourage promotion of The UWI at Cave Hill as a first choice.



*Virtual Guidance Counsellors Forum Promotional Flyer*

## Internationalisation

### Student Exchange – Inbound and Outbound

The Cave Hill Campus welcomed 25 inbound exchange/study abroad students while 10 outbound students participated in the exchange programme. Seven Cave Hill students were awarded scholarships – six by the Canadian Government under the *Emerging Leaders of the Americas Programme (ELAP)*, and one under the Linguistic Exchanges and Innovative Learning through Mobility (ELAN) programme sponsored by the French Government.

The annual pre-arrival and pre-departure information sessions were held virtually and the on-campus orientation sessions for inbound students were held in person for both semesters.

The International Office participated in an information session on short-term mobility and scholarship opportunities in Canada, hosted by The UWI Office of Global Affairs and the Canadian High Commission in Jamaica, as well as the 2nd annual virtual ELAN French Caribbean recruitment fair.

### Interest in Partnership for Faculty-led and Study Abroad Programmes

The SERU International Office has noted an increase in the number of US-based institutions seeking to host



Director of SERU, Mrs Pat Atherley, welcoming international exchange students at the Orientation session

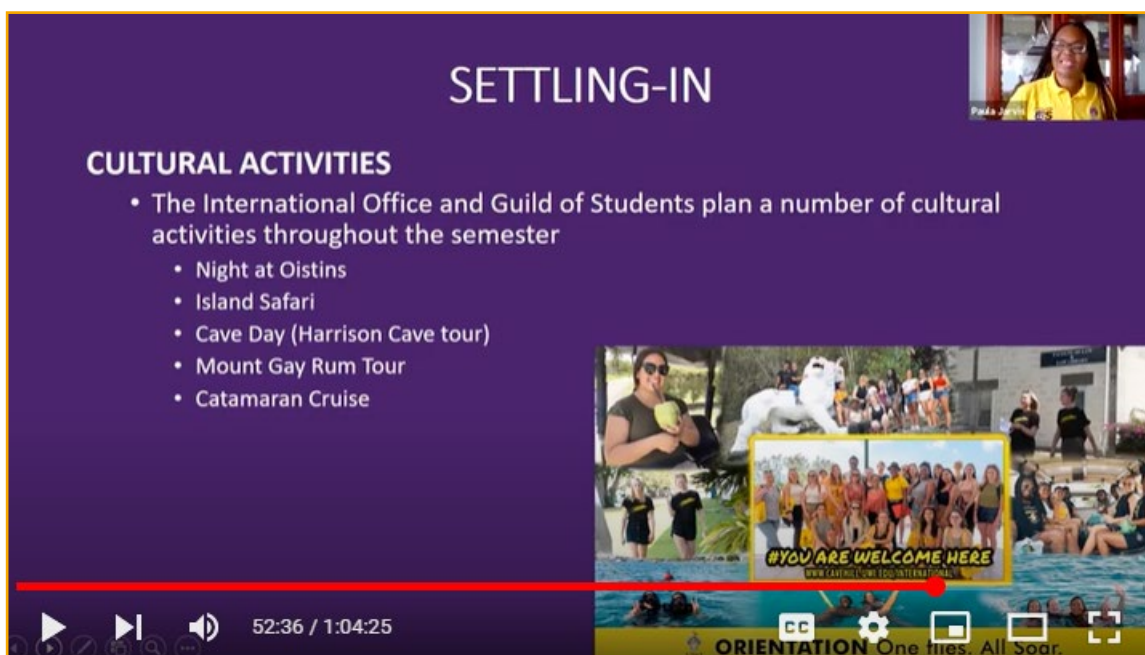
short-term, faculty-led and study abroad programmes in Barbados, in partnership with the Cave Hill Campus. These programmes offer some income-generating potential through the rental of accommodation and facilities and service fees; and in the case of study abroad programmes, through tuition fees.

Institutions initiating partnerships for faculty-led programmes included Washington and Lee University and Alcorn State University, while the University of Vermont expressed an interest in establishing a study abroad partnership.



Despite continued suspension of most education abroad programmes due to the pandemic, the Cave Hill Campus welcomed students from partner universities in the USA and Belgium





Mobility Coordinator in the SERU, Mrs Paula Jarvis, outlining the exciting welcome activities planned for in-coming international Exchange students on arrival

### Preparation for Launch of Joint Medical Programme with University of Ghana

During the year under review the SERU spearheaded the Campus' preparation for the launch of the BSc Pre-clinical Sciences, Phase I of the joint medical degree with the University of Ghana. The Senior Assistant Registrar (SAR), SERU chaired the Campus' Implementation Committee, while the Coordinator of International Mobility and Partnerships served as secretary. The Committee held several planning meetings during the year. It was hoped that the programme would have enrolled its first cohort of students for the 2022/23 academic year, but this did not materialise due to delays in the final approval process by the Ghana Tertiary Education Commission.

## Student Engagement and Retention

During the year under review the SERU continued to work collaboratively with departments charged with supporting student learning and development, in particular the Office of Student Services, and undertook a number of initiatives aimed at improving communication and services for students.

### Supporting Orientation of New Students

Senior Assistant Registrar and Coordinator, Student Engagement and Retention, Mrs Patricia Atherley, served on the New Student Orientation Committee for academic year 2022/23 and coordinated the updating of the module on Academic Success in the online self-study orientation course for new students. Infographics on various services and resources available to students were updated for inclusion in the course.

### New Student Website Revamped

The SERU coordinated the revamping of the New Student Website to make it more user friendly and appealing. With the assistance of the webmaster and the web team the site was refreshed with new videos and images, extraneous content was removed, new information deemed more critical for new students was added, and the content was restructured to improve navigation.

The SERU team and the web team worked assiduously to ensure that the updated website was made accessible to incoming students from the first week of July 2022.

The SERU also coordinated the updating of the Student Handbook and the fees booklets for regional undergraduate students, and for international students.



Pre-Arrival/Pre-Departure Sessions Information Sessions Flyer

### Pre-arrival Guide for Regional and International Students Revised

As the Campus prepared to welcome students back for the 2022/23 academic year, the SERU sought the assistance of the Student Experience team in the office of Institutional Planning and Infrastructural Services (INPLAIS) in obtaining student feedback on the Pre-arrival Guide for Regional and International Students, in preparation for revision of the Guide. The feedback received helped to inform improvements to the structure and content of the Guide during the revision process. This was the fourth publication of the Pre-arrival Guide which the SERU introduced in academic year 2018/19. The Guide was added to the New Student Website and a link sent by email to incoming overseas students.

### Tablet and Laptop Loans

The SERU continued to administer the loan of tablet computers and laptops to students in need of devices for online study as remote teaching and learning continued due to the pandemic. During the year the pool of devices available for loan was increased by 22 through donations from The UWI Alumni Circle, the Alumni Association and individual alumni who are members of staff. The Office of

Student Services and Development also made a few laptops available for loan through the SERU service. Among those requesting the loan of devices were graduate students and international students. The students were issued the devices for the full semester, or a year in some instances.

Efforts were made to improve the service to students including implementation of an online loan request form accessible via a link on the flyer promoting the service; providing the agreement form as a fillable pdf that could be sent to students by email; implementing a booking system for pick up and return of the devices; and creation of a photo library of the devices as a way of better monitoring the physical condition of devices on delivery and return. This latter initiative was necessary as the unit was increasingly concerned about the state in which some devices were being returned after use.

### Student Information Hub

The SERU continued to play a major role in student engagement, as the Campus' hub for student information and guidance, and timely resolutions to challenges encountered. The SERU provided students with a range of channels for communicating with the Unit, including email, telephone, live chat, WhatsApp, and the campus app. During the year the SERU responded to thousands of student queries, including almost 3000 emails. The SERU also maintained its vibrant presence on Instagram and Facebook, which supported its information to and communication with prospective and current students.

The Unit started discussions with the PowerApps team in CITS to work towards implementing a solution to more accurately and efficiently record the level of support provided to students via the various communication and media channels.

The SAR, SERU continued to lead the small group that is working to establish an online portal through which students could request core administrative services and information. During the year, the INPLAIS Student Experience Team carried out a survey to obtain student feedback on what they would wish to have included in this hub and work was advanced on the design of the resource. It is hoped that the hub will be established during the coming academic year.



## CENTRE FOR ENGLISH LANGUAGE LEARNING MAKING A MARK

In the academic year 2021/2022, the Centre for English Language Learning (CELL) strategically focused on building the online Certificate in *Teaching English to Speakers of Other Languages* (TESOL) programme owing to its demand, as well as expanding its cross-curricular offerings and seeking new regional and international clientele. The Centre met these objectives for the most part, as evidenced by the following:

### Certificate in TESOL I & II

The CELL mounted the Certificate in TESOL in October-December 2021 and January-March 2022, with a registration of 40 students. Due to space and staff constraints, some students were placed on a waiting list. Thirteen participants from this cohort completed the course.

### Leadership and Business English Immersion

April 2022: In an attempt to create wider and stronger cross-curricular links, the Centre designed the English as a Second language (ESL) component of the Leadership and Business English Immersion Programme for Latin American Executives in conjunction with the Sagikor Cave Hill School of Business and Management (SCHSBM). This is a two-week business and English language learning retreat targeting business executives in South and Central America in the summer of 2023.

### CELL Webinar

May 11, 2022: CELL, represented by its Head, Dr Stacy Denny, organised and delivered a live webinar in conjunction with colleagues at the Université de Antilles, Martinique, and Clark University in the USA. The webinar was entitled: "Towards a Culturally Appropriate and Meaningful Education for Black Students". It saw engagement from teachers and interested persons from Europe, the French Caribbean, North America, Central and South America and the Anglophone Caribbean.



Certificate in TESOL



CELL Webinar



L-R: CI Co-Directors, Dr LI Renyan and Mr David Bulbulia; Ebony English Marketing Director, Mr Rodrigo Faustino; and Head of the CELL, Dr Stacy Denny



Ms Marie-Claude Valide, Head, FCA Aviation School, Martinique



Mr Derek Gardier, Aviation Instructor, Barbados Light Aeroplane Club

## Mandarin Training for The Caribbean & TESL-China

May 2022: The Centre designed the Mandarin training for the Caribbean and Teaching English as a Second Language (TESL)- China programmes in conjunction with staff at the Confucius Institute at the Cave Hill Campus. The former will be offered to Caribbean teachers who wish to teach Mandarin in the Caribbean context, the latter will target Chinese speaking people who wish to teach English as a foreign language in China. Both programmes will be delivered in a hybrid format with an intensive immersion in the summer.

## Memorandum of Agreement with Ebony English

June 2022: The Campus signed a Memorandum of Agreement between the CELL and Ebony English, a prestigious English language school in Brazil, which boasts clients such as business giants, Google, Netflix and Spotify. Dr Denny led meetings with the Marketing Director, Mr Rodrigo Faustino, who travelled to Barbados to explore the facilities and future opportunities for other ESL programmes. The proposed outcome is a CELL webinar for 14 teachers of Ebony English in October 2022 and immersion training of teachers and students in 2023.

## New Aviation English Course

August 2022: The Centre undertook the task of designing an Aviation English course for the Flow Constrained Area (FCA) Aviation School in Martinique, commissioned by Head of the school, Marie-Claude Valide, in conjunction with aviation instructor, Derek Gardier, at the Barbados Light Aeroplane Club. Sixteen students are expected to arrive at the Cave Hill Campus to start the course in January 2023.





Campus Principal, Professor Clive Landis and CI Co-Directors, following their meeting on August 18, 2021. L-R: Co-Director, Mr David Bulbulia; Campus Principal, Professor Clive Landis; and Co-Director, Dr LI Renyan

## THE CONFUCIUS INSTITUTE BUILDING A MULTICULTURAL LEGACY

The work of the Confucius Institute (CI) during the period under review proceeded within the constraints of local COVID-19 protocols. This resulted in the change in format for many activities from face-to-face to virtual. However, teaching proceeded smoothly in all locations, with only a few minor interruptions.

Along with its current complement of teaching staff, the CI continued to utilise the services of locally-recruited teachers and to pair native with non-native Chinese speakers in teaching, in its effort to broaden the pool of proficient local Chinese language teachers.

The CI was faced with a decline in the number of students enrolled in certain optional courses under its supervision, specifically the evening classes and the Co-Curricular class. However, a few additional students were added in the new National Library Service (NLS) – Learn Chinese Together (LCT) Beginners Chinese course and the elective in Chinese at the Barbados Community College (BCC).

The CI has identified several courses and initiatives in support of the Campus' thrust to increase revenue

generation, including: A Taste of Chinese Culture; Chinese Cuisine; Mandarin Training for the Caribbean; Chinese for Tourism/Business (in cooperation with another department); and a scholarship programme. Preparations are ongoing for these courses and initiatives, some of which are scheduled to commence in the 2022/2023 academic year.

The Co-Directors were afforded the opportunity to meet with new Pro Vice-Chancellor and Principal, Professor Clive Landis during the first month of his tenure. The meeting provided an early opportunity for them to update Principal Landis on the CI's work and discuss future plans, thereby ensuring his full awareness and endorsement of the CI's activities. The CI had benefited over the years from Principal Landis' guidance on several matters and, in general, support for its development during the time he served as Deputy Principal and Member of the CI Board.

With the support of the Principal and Senior Management, the CI remains committed to its mission of teaching Chinese language and culture, and forging collaborations between departments and faculties with willing partners in China.

## CHINESE LANGUAGE PROGRAMMES

### Co-Curricular Course – Introduction to Chinese Culture

The co-curricular course COCR 2045 Introduction to Chinese Culture, was once again offered during the 2021-2022 academic year. Six (6) students enrolled in Semester I and eight (8) students in Semester II. The student feedback indicated that they found the experience enjoyable. The CI is incorporating student feedback into its efforts to meet student expectations for this course.

### Mandarin Training for the Caribbean – Teaching Persons to Teach Chinese

The course outline for the teaching of Mandarin across the Caribbean, which had been in development in conjunction with the Centre for English Language Learning (CELL) for some time, was approved for teaching by the Centre for Professional Development and Lifelong Learning (CPDLL).



Students' lab work - Pottery designs created electronically in the Curricular Course, Introduction to Chinese Culture

It is scheduled to be submitted formally to the Campus Academic Quality Assurance Committee (AQAC) in September 2022. Upon approval by the AQAC, the CI, the CELL and the CPDLL will work together to promote

**Table 1: No. of Persons Registered in Chinese Language Programmes 2021-2022**

	SEMESTER/ TERM 1	SEMESTER/ TERM 2	TERM 3	SUMMER 2022	TOTAL
UWI Cave Hill Evening Classes	15	13	-	-	28
UWI-CIIT (Software Engineering)	4	4	-	-	8
SCHOOLS	-	-	-	-	
St Stephens Primary School	165	165	165	-	495
Ellerslie School	28	28	28	-	84
Charles F Broome Primary School	201	201	201	-	603
Chinese School	13	13	10	-	36
VIP Students	6	6	6	-	18
SUMMER CAMPS	-	-	-	-	
Scholarship Winners	-	-	-	6	6
Open Campus Summer Camp	-	-	-	55	55
Schools Summer Camp (Charles F Broome Primary School)	-	-	-	15	15
Rise and Shine (ages 6 -10 years)	-	-	-	30	30
Signal to Noise Communication Camp (ages 8-18years)	-	-	-	20	20
Learn Chinese Together	90	25	20	-	135
Learn Tai Chi Together	-	20	-	10	30
Local Teacher Training	8	8	-	-	16
<b>TOTAL</b>	<b>530</b>	<b>483</b>	<b>430</b>	<b>136</b>	<b>1579</b>





CI Team working on the CCSLC Mandarin Syllabus

the course through their various networks. It is anticipated that the course could be offered as early as Semester II, 2022-2023.

### **Work on Mandarin Syllabus with the Caribbean Examinations Council (CXC)**

The CI continues to collaborate with the CXC on the introduction of the Caribbean Certificate of Secondary Level Competence (CCSLC) Mandarin syllabus. Following meetings with the CI and CXC teams, a clear path was established to revive and finalise the initial phase of the syllabus' development. The focus was on ensuring the qualification's portability, which entailed aligning the CCSLC Mandarin Certificate with the internationally-recognised standards for Mandarin certification set by the Hanyu Shuiping Kaoshi (HSK). The CI mobilised its teachers to review the draft curriculum (on which work was suspended in late 2019), and the CI team, accompanied by staff of the CXC, completed the work in record time (mid-June). The draft was then submitted to the HSK Test Centre, which provided a positive assessment of the document, affirming that it was closely linked to the primary level of the HSK (HSK I to 2), and that its fit was very good. Upon the completion of the curriculum review process by the CXC, the subsequent phase will involve the continuous assistance of the CI in creating the necessary examination materials, based on the Mandarin Curriculum in the CCSLC.

### **Classes at Primary and Secondary Schools**

Classes were conducted smoothly and in compliance with the national COVID-19 guidelines at the Ellerslie Secondary School, the Charles F Broome Memorial and the St Stephen's Primary Schools, without any significant disruptions. The academic year for the schools began in September 2021, with remote classes being held initially. However, face-to-face instruction resumed in late February 2022.

Much of the work to activate the Sister School/E-Pal initiative between the Changsha Lushan International Experimental Primary School in China, Hunan province and the Charles F Broome Memorial Primary School remains to be done at the Barbados end. During the Easter recess from April 11-22, 2022, and the summer period (July 18 – August 5, 2022), CI teachers conducted preparatory classes for the students at the schools, aimed at addressing this shortfall.

The Embassy of China funded the purchase of equipment and supplies (computers, surge protectors, printers, AC units and a tent) valued at approximately BBD 32,000, which were greatly needed by the St Stephen's Primary School to support teaching. This followed enquiries made by the CI with the Embassy on the prospects of support being given to teaching at the school. The St Stephen's Primary School is one of the first schools at which the CI taught Chinese.

### **Barbados Community College (BCC)**

Teaching of the elective in Chinese at the Barbados Community College (Barbados Language Centre) started on, March 2, 2022, and was successfully completed on June 3, 2022. The classes were held virtually pending clearance by the Ministry of Education of the BCC for face-to-face teaching. Four students were enrolled in the class, and they provided positive feedback and demonstrated significant progress.

At the final class on June 3, the CI presented books to the Barbados Language Centre to assist in the teaching of Chinese language and culture. The evening class for adults and young adults is expected to commence at the start of the 2022-2023 Academic Year.

### **NEW AREAS OF COOPERATION**

Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC): The course, entitled “Introduction to China’s Trade and Investment Law and Policy”, prepared by SRC Director, Dr Jan-Yves Remy, and Dr Ru Ding, Associate Professor, China University of Political Science and Law (CUPL), is scheduled for delivery from October 11-20, 2022.

Faculty of Medical Sciences (FMS): On November 5, 2021, the CI organised a virtual Zoom presentation and demonstration on the subject of Traditional Chinese Medicine (TCM) in collaboration with the Embassy of the People’s Republic of China in Barbados and The Fifth China Medical Team to Barbados. This was in keeping with the MOU between The UWI, Cave Hill Campus and the Chongqing Medical University (CQMU). Under the theme of “Traditional Chinese Medicine Culture”, the event facilitated extensive discussions on acupuncture, TCM’s role in preventing and treating COVID-19, and Traditional Chinese Medicine exercises. The presentations covered both ancient Chinese medicine and the revival of the study of Caribbean herbal medicine. The presentations and demonstrations sparked a vibrant exchange of ideas among the audience, resulting in a lively discussion that lasted for over three hours. The entire event was conducted online and was highly successful in promoting the exchange of medical culture.

Faculty of Law: Dr Ronnie Yearwood of the Faculty of Law and Associate Professor Yu Meng of the CUPL completed preparations for the course “Commonwealth Caribbean

Law and Legal Systems” and it was approved by the CUPL. Presented online from July 4 to July 18, 2022, the two-week intensive course had 29 enrolled students. According to feedback obtained by the CI, the course was well-received by all students, with approximately 70% of them participating in class discussions.

### **Celebration of the 45<sup>th</sup> Anniversary of the Establishment of Diplomatic Relations Between Barbados and the People’s Republic of China**

Following consultations with the Embassy of China, the CI’s contribution to the celebration 45<sup>th</sup> Anniversary of the establishment of diplomatic relations between Barbados and the People’s Republic of China, on April 29, 2022, was a presentation entitled “A Journey of 1000 miles Starts with a Single Step – 千里之行始于足下 – Tales of the Teaching of Chinese Language and Culture in Barbados”. The presentation was facilitated by the CI’s Culture Club, and featured first-hand accounts of persons engaged in teaching or studying Chinese language and culture over the years. The presentation may be viewed here: <https://www.youtube.com/watch?v=eJUrXapoZhw&t=3006s>.

### **Ongoing Activities and Programmes with the Faculty of Law**

Moot Court: The Cave Hill Campus/CUPL Moot Court was held virtually from June 10 to 12, 2022. This was the first time the moot had taken place since 2018 (in 2019, because of logistical issues, the moot was replaced with a debating competition.). The Faculty of Law of the Cave Hill Campus fielded two teams and emerged winners of the competition on the debated topic, “Dispute Between the Republic of Independent Marianne and the Republic of Tranquillita on Maritime Delimitation”. The win enabled Cave Hill to retain the title and assume a 2-1 lead over the CUPL, which had won the inaugural competition in Barbados in 2017, before losing at home in Beijing to their opponents the following year.

LAW 3775 “Introduction to Chinese Law and Institutions”: Dr Yu Meng from the CUPL, has taught this course on two occasions, with the most recent offering during Semester II of the 2021-2022 Academic Year. Once again, the class was fully subscribed, with a total of 26 students in attendance. There is general agreement between the Faculty





Members of the Tai Chi club going through their routines

of Law, Cave Hill and the CUPL, Office of International Cooperation and Exchange, that the course will be taught as a second semester course going forward. It is therefore expected to be timetabled in Semester II of the 2022-2023 Academic Year.

### Chinese Bridge Competition

The 2022 Chinese Bridge competition was presented through a partnership between the CI and the Embassy of China in Barbados. This competition seeks to provide a platform for young students to showcase their Chinese proficiency, exchange knowledge with peers, improve their understanding of Chinese culture as well as increase their interest in learning the language.

The competition for tertiary level contestants was held in-person at the CI, as well as virtually via Zoom, on June 9, 2022. There were four contestants who were required to:

- 1) make a brief “on the spot” speech in Mandarin, encompassing the competition theme “One World, One Family”;
- 2) submit a video with a performance piece capturing aspects of Chinese culture; and
- 3) provide answers to three questions each, posed during the Knowledge Quiz segment.

Scores were based on the students’ deportment, pronunciation, expression, and knowledge of the material. Performances included Chinese paper-cutting, Chinese poem recital and Chinese musical renditions in song.

The 2022 competition for Primary School Level contestants was held online on June 17, 2022, around the theme “Chinese, Joy and Fun” with self-introduction presentations and talent demonstrations. There were 14 students in the competition, all from the St Stephen’s Primary School.

There was no competition for secondary school students this year, as the potential contestants were engaged with final exams and then dispersed for the summer holidays.

### Chinese Culture Club

**General:** The CI has continued to utilise the teaching of Chinese culture as a vehicle for Mandarin teaching. In the 2021-2022 academic year, all the CI Culture Club activities were transitioned to the online format for presentation, including those on cuisine, Tai Chi, the Chinese Corner and Chinese opera.

**Chinese Cuisine:** This course has been identified as one of the new revenue-generating courses to be introduced by the CI by the next academic year. The course will be designed to provide participants with knowledge of the basics in Chinese cuisine, including cooking techniques.

**Tai Chi:** The CI has launched a martial arts team which has been named the “Blue Dragon”. A promotional poster has been prepared and promotion is underway. Training has continued both online and face-to-face outdoors, with a break during the summer holidays.

## THE CENTRE FOR PROFESSIONAL DEVELOPMENT AND LIFELONG LEARNING

### IMPROVING ACCESS TO QUALITY EDUCATION FOR ALL

Throughout the academic year 2021/2022, the Centre for Professional and Development and Lifelong Learning (CPDLL) continued to set the pace in building the skills gap among business leaders, educators, and public and private sector employees. The Centre achieved this through the offer of improved access to high quality and global standard education. The Centre recognised that the offer of professional development courses could help organisations break the monotony of their work and re-energise their employees' creativity. The provision of professional development could also help employees gain new skills and perspectives, which would likely translate into contemporary and efficient approaches to their jobs. Moreover, the Centre offers high-impact education that seeks to develop high-performing individuals for industry, who will lead and drive the innovative and sustainable development of the business environment.



The CPDLL has continued to develop partnerships with a wide range of organisations and Governments to strategically impact the development of an innovative and efficient business environment. By nurturing the professional development of employees through customised short courses, organisations are investing in employee development that will drive businesses forward and guarantee future company success. Investment in employee skill and knowledge development increases employee retention, makes succession planning easier and improves the efficiency of the organisation. Thus, the courses and modules offered by the Centre have continued to provide opportunities for employees and other interested delegates to engage in constant personal learning, with the view of enhancing their knowledge and skills, and improving their personal performance at work while contributing to greater efficiencies for their organisation.

In the Academic Year 2021/2022, the Centre offered various courses for working professionals, executives and regional and international clients. These included short courses offered primarily in an online modality, and customised short courses for governments and organisations. The Centre also offered postgraduate modules in in-demand fields such as data analytics and visualisations, as these had been identified as vital to strategic decision-making and

<b>MISSION</b>	To meet the lifelong learning needs of the Caribbean and the wider world by offering innovative, accessible, flexible and high-quality professional development and lifelong learning products/ services.
<b>VISION</b>	To become the premier global centre for continuing professional development and lifelong learning rooted in the Caribbean.



**Table 2: Courses Offered by CPDLL 2021/2022**

SHORT COURSES ONLINE
Performance Management
Supervisory Management Skills
Financial Management
Taxation
Inventory and Warehouse Management
Introduction to Competition Law and Policy
Caribbean Community Law & the Caribbean Court of Justice
Introduction to Cybersecurity
Brand Management
SHORT COURSES CUSTOMISED
Effective Writing Skills for the Public Service
Practical Research for Policy and Government Professionals
Effective Writing Skills for the Workplace
Beginner's Chinese for Business and Tourism
Beginner's Portuguese for Business and Tourism
Foundations of Data Analysis and Visualisation
Data Analytics for Policymaking
Data Analytics using R
Stress Management Workshop
POSTGRADUATE MODULES
Accounting for Managerial Decision-Making
Strategic Business Reporting
Introduction to Business Analytics
Gender Analysis for Development Policy and Planning
Operations Research I
Information Systems Strategic Management
Information Systems in Organisations
Marketing Management and Strategy
Accounting for Managerial Decision-Making
Performance Management
Risk, Crisis and Disaster Management
Global Logistic and Supply Chain Management
Digital Marketing & Social Media

improving organisational performance through the provision of insights from data. Table 2 provides a snapshot of courses offered.

### Partnerships and Customised Short Courses

Learning is an essential component of any organisation's success in recruiting, growing and maintaining their best talent. High performing organisations focus on digitally transforming their organisations while upskilling an agile workforce in the new world of work. As such, the CPDLL has established partnerships with local and regional organisations to offer high-quality support learning services that will optimise learning for these organisations and engage employees and/or delegates in a robust learning experience.

### The Government of Barbados and the Public Service

Between October 5 and December 8, 2021, the CPDLL offered two short courses in *Effective Writing Skills for the Public Service*, and *Practical Research for Policy and Government Professionals* to employees of the Government of Barbados. Employees from various management levels were offered the two short courses which covered key areas for the development of the Public Service. Employees from the tourism sector also completed two short courses in *Beginner's Chinese for Business and Tourism* and *Beginner's Portuguese for Business and Tourism*.



### Organisation of Eastern Caribbean States (OECS)

The Campus, on behalf of the CPDLL, signed an Agreement with the Organisation of Eastern Caribbean States to facilitate the delivery of a customised short course in *Foundations of Data Analysis and Visualisation*. The aim of the training was to equip employees with the knowledge, skills and tools needed to derive insights from data and communicate data analysis results. Moreover, the short course sought to facilitate employees' exploration of key elements of data

analysis and visualisation with a view to preparing delegates for data-driven transformation. The Centre developed a Short Course customised offering, and this was delivered between March 28 and April 28, 2022.



### Eastern Caribbean Central Bank (ECCB)

An Agreement with the Eastern Caribbean Central Bank was signed to facilitate the delivery of customised short courses in *Data Analytics for Policymaking* and *Data Analytics using R*. The courses demonstrated how data analytics tools could be useful in policy making for processing large amounts of data and identifying and predicting important patterns. Additionally, the courses enhanced delegates' ability to use, understand and interpret data for policy-making purposes. Additionally, delegates learned how to import, wrangle, analyse and visualise data in R. The Centre developed a Short Course customised offering, and this was delivered between May 23 and June 2, 2022, and June 20 and July 7, 2022.

### Other Companies and Governments

For the Academic Year 2021/2022, various organisations and governments continued to invest in their employees' development by sponsoring their enrolment in courses offered by the CPDLL.

Table 3 lists the Companies and Governments that sponsored at least one of their employees through the CPDLL.

### Growth of CPDLL

Although there was a decrease in short course enrolment during the Academic Year of 2021/2022, there were substantial enrolment increases in customised short courses for organisations (89%) and standalone postgraduate courses (93%). It is imperative that Governments and organisations retrain and upskill their employees to drive organisational development and sustainability. As a result, there were 23 new short courses and certificates

**Table 3: Companies and Government Agencies/ Ministries that sponsored staff training through the CPDLL - 2021/2022**

LOCAL ORGANISATIONS
Insurance Corporation of Barbados Limited (Barbados)
Sagicor (Barbados)
Barbados Workers' Union Co-operative Credit Union Ltd (Barbados)
Government of Barbados (Barbados)
Hanschell Inniss (Barbados)
Bryden Stokes Ltd (Barbados)
Barbados Port Inc. (Barbados)
Accra Beach Hotel (Barbados)
University of the West Indies (Barbados)
Barbados Light & Power (Barbados)
Terrific Tiles (Barbados)
Capsule Wholesale (Barbados)
Brookfield Asset Management (Barbados)
REGIONAL ORGANISATIONS
National Insurance Property Development & Management Co Ltd (St. Vincent)
Office of the National Authorising Officer (Dominica)
Organisation of Eastern Caribbean States (St. Lucia)
Government of Belize (Belize)

Note. The country of origin of each organisation is in the parentheses.



developed by the CPDLL, which had been approved during the Academic Year (see Table 4). These included the development of new short courses in *Data Analytics* and *Aviation*, and other key areas to equip workers with the knowledge and skills necessary for driving innovation, sustainability and improving organisational competitiveness with the primary objective of enhancing organisational development and performance. The newly developed data analytics courses are essential to the learning development of employees who are positioned to assist in the optimisation of the performance of businesses. Moreover, data analytics is the foundation of the business decision-making process, and these courses would provide employees with the skills and knowledge to implement business models that could identify efficient ways of doing business and help reduce costs and enhance organisational performance. Additionally, the Aviation courses and certificates have been developed as part of a partnership and joint programme between the

CPDLL, Canadian Aviation Electronics (CAE) and Barbados Aircraft and Aviation Services Company (BAASEC) with a view to offering management and flight training as Airlines have recognised the need for management training for their pilots.

**Table 4: New Approved Short Courses and Certificates**

Advanced Spanish for Diplomacy and Internaitonal Relations
Electoral Policy
Trade and Natural Disasters
Caricom Law and the CCJ
Customs and Customs Administration in CARICOM
Foundations in Data Analytics and Visualisation
Data Analytics and Visualisation
Data Analytics for Policy-making
Data Analytics for Researchers
Data Analysis using R
Advanced Contemporary Project Management
Governance, Risk and Compliance
Trade and the 2030 Sustainable Development Goals
Trade and the Blue Economy
Say YESS to Your Dream - The First Step from Design to Destiny
Executive Trade Course for Business Persons
Digital Transformation
Certificate in Airport Management
Certificate in Aviation Management
Mandarin Training for the Caribbean
Comparative Civil Law I
Comparative Civil Law II
Financial Sustainability and Integrated Reporting

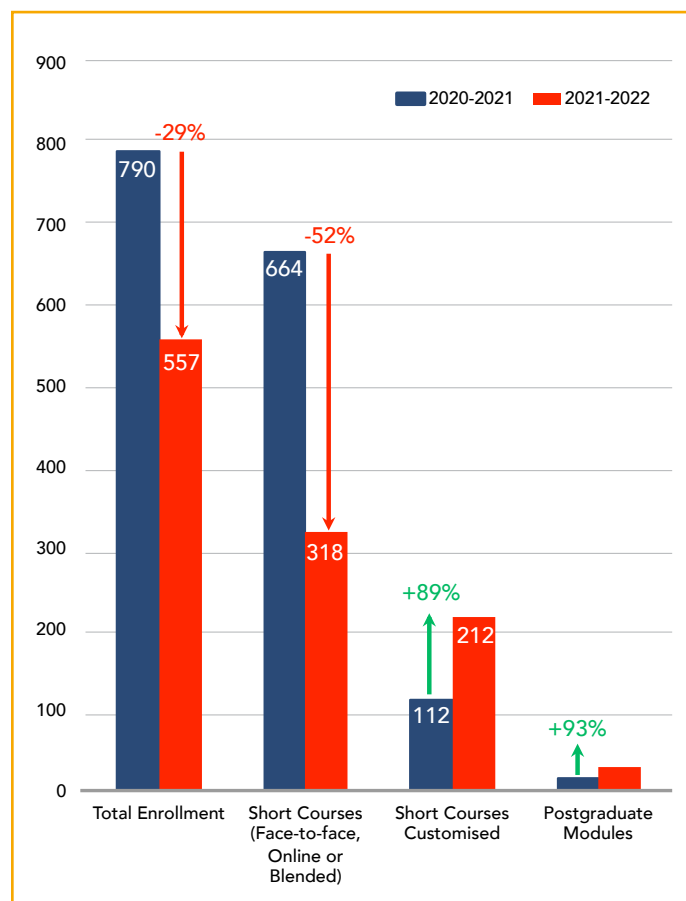


Figure 1: Growth of CPDLL

## IMPROVED ACCESS TO JUSTICE IN THE CARIBBEAN (IMPACT JUSTICE)

The IMPACT Justice Project which is being implemented from within the Caribbean Law Institute Centre, continued to be funded by the Government of Canada under extensions for three years after its original end date of March 2019. The main goals of the Project continued to be the enhancement of access to justice benefitting men, women, youth and businesses in CARICOM. Its main partners continued to be the governments of CARICOM countries, the judiciary, bar associations, faculties of law, civil society groups, especially those focusing on the elderly, persons with disabilities, children, women, Indigenous Peoples and other disadvantaged persons.

During the period under review, the IMPACT Justice Project continued its programme of drafting Model Laws for the CARICOM region, conducting public legal education

sessions, and promoting the use of Alternative Dispute Resolution by training additional mediators.

### Model Legislation and Training of Legislative Drafters

By the end of the period, the IMPACT Justice drafted *Model Business Names Registration Bill* and the *Model Sexual Harassment Bill* which were completed during the first three years of the Project. These have now both been updated. The move to update the first Bill was spearheaded by the Caribbean Single Market and Economy (CSME) Unit of the CARICOM Secretariat and the second, by Ms Roberta Clarke, the Barbados representative on the Inter-American Human Rights Commission. In addition, IMPACT Justice drafted a *Medicinal Marijuana Bill* for the Government of



**Screenshot of Expert Group meeting to review and update the IMPACT Justice Model Sexual Harassment Bill:** Top left-bottom right: Ms Roberta Clarke, Commissioner to the Inter-American Human Rights Commission; Ms Lydia Elliott, Attorney-at-Law and legislative Drafter; Dr Purna Sen, Visiting Professor, London Metropolitan University; and Professor Velma Newton, Regional Project Director, IMPACT Justice Project

Dominica and funded the update of the *Eastern Caribbean Supreme Court Civil Procedure Rules*.

- Between April 2014 and the end of the 2021/2022 academic year, IMPACT Justice had drafted 12 model laws, all of which would have been submitted to Attorneys General in the region for their information. Of these model Bills, the *Arbitration Bill* and the *Community Mediation Bill* had been adopted by the CARICOM Legal Affairs Committee as CARICOM Bills and recommended to Member States for adoption. In addition, Barbados was considering the draft *Insolvency Bill* which had been prepared for its review with the involvement of judges, attorneys-at-law and others who function as trustees in insolvency matters, and the Government of Antigua and Barbuda was preparing to debate the IMPACT Justice *Bill for a Sex Offender Register*.

**Legislation and Policy Reviews:** These reviews are usually undertaken before the Project commences work leading to the drafting of model legislation. During the reporting period, one policy review was undertaken, bringing the total number prepared since 2014 to 30.

**Assistance to Postgraduate Programmes:** From its inception one of the objectives of IMPACT Justice was to increase the pool of legislative drafters in the region to assist governments in implementing their legislative agendas. To that end, IMPACT Justice created a scholarship system whereby it would share the cost of training drafters with governments by paying the tuition fees at UWI and Athabasca University in Canada, while the governments pay economic costs. IMPACT Justice sponsored 74 students (61f/13m) from most countries in CARICOM to pursue postgraduate programmes between 2014 and 2022, and by the end of the academic year, 55 had graduated (74%) 48 of whom had completed the UWI, Cave Hill programme. The Athabasca programme allows students to take courses over a period of time and therefore some of those sponsored for that programme had not graduated by the end of the reporting period. A few had also dropped out, citing domestic and work-related problems.

**Law Revision – Belize and Guyana:** During the reporting period IMPACT Justice also provided partial funding for the revision of selected subsidiary legislation of Belize and of selected Acts of Guyana to consolidate and

update their statute books. The work, which was ongoing at the end of the academic year was being done by the Regional Law Revision Centre in Anguilla.

## **Improved Equitable Access by the Legal Profession and the Public to Legal Information:**

**(A) Digitisation Projects:** Before 2019, IMPACT Justice provided funding for digitising the Caribbean Law Review, the West Indian Law Journal, and indexes to laws produced under the West Indian Legislation Indexing Project (WILIP), two of which are products of the Faculty of Law Library at the Cave Hill Campus. It also funded the revamping of the CariLaw database. CariLaw is being successfully marketed by Vlex, and during the reporting period IMPACT Justice was informed that Vlex is also considering marketing the Caribbean Law Review. The only database which the Faculty of Law Library is yet to test is that of WILIP.

In early 2022, IMPACT Justice commenced the digitisation of Montserrat Land Registry Records. This project was ongoing at the end of the reporting period.

**(B) Provision of Law Library Materials:** The Project also continued the provision of key legal texts to law libraries around the region, which it had started in 2017. Some 215 legal texts were distributed to libraries such as the newly established Tapley Seaton Law Library in St Kitts and Nevis; the Attorney General of Belize for the Magistrates' Courts; the Ministry of Justice, Jamaica; Erdiston Teachers' College, Barbados; and the Teachers' Training College in St Vincent and the Grenadines. By the end of the reporting period, IMPACT Justice had donated 3,793 books to libraries in the 13 countries in which it is being implemented (including Suriname).

**(C) Conferences:** Between April 1 and September 30, 2022, IMPACT Justice hosted 3 public legal education events: a Conference on *Access to Justice for Persons with Disabilities* held in Trinidad and Tobago on June 21-22, 2022; a Symposium on *Prison Reform in the CARICOM Region* held on July 5-6, 2022 in St Kitts and Nevis, and a Workshop on *Magisterial Practices and Procedures* held on July 14-16, 2022 in Barbados. By the end of the reporting period, IMPACT Justice had sponsored 45 public legal education conferences, lectures and workshops since April 2014.





**Delegates of the IMPACT Justice and JURIST Projects' Conference on Access to Justice for Persons with Disabilities:**

L-R His Lordship, the Hon Adrian Saunders, President of the Caribbean Court of Justice; Her Ladyship, The Hon Maureen Rajnauth Lee, Judge of the Caribbean Court of Justice; Senator Dr Floyd Morris, the CARICOM Special Rapporteur on Persons with Disabilities, Hon Edmund Hinkson, Chair, National Disabilities Committee, Barbados; Professor Velma Newton, Regional Project Director, IMPACT Justice; and Mr Marshall Nunez, Disabilities Desk Coordinator, Belize



**IMPACT Justice Symposium on Prison Reform -**

Front row l-r: Ms Paula Llewellyn, DPP of Jamaica; Professor Velma Newton, Regional Project Director, IMPACT Justice; Professor Ivelaw Lloyd Griffith, PhD, Fellow of the Caribbean Policy Consortium and Global Americans; and representatives of Ministries of Legal Affairs and regional Correctional Facilities in St Kitts and Nevis for the IMPACT Justice Symposium on Prison Reform



**Workshop on Magisterial Practices and Procedures held on July 14-16, 2022 in Barbados:** Professor Velma Newton (left) with presenters and magistrates at the IMPACT Justice Magisterial Practices and Procedures Workshop

## Increased Access to Training for Alternative Dispute Resolution

During the reporting period, no new ADR training policies or accreditation systems for ADR were developed by IMPACT Justice.

In relation to service points, none was established for Arbitration or Restorative Practices but one was established for Community Mediation, in Grenada, at the Legal Aid and Counselling Clinic. This brought the number of service points established by IMPACT Justice from 2014 to 5 (two each in Barbados and St Vincent and the Grenadines prior to 2022, and one in Grenada in 2022).

With respect to networks/committees – none was established during 2021/22, but six had been launched prior to that – three for community mediation- one each in Barbados, St Vincent and the Grenadines and Grenada and three for Restorative Practices – in Barbados, Grenada and St Vincent and the Grenadines. Unfortunately, when the Covid -19 pandemic commenced, the networks were fledgling, and with the travel and other restrictions brought on by the pandemic, they did not flourish.

Two arbitration courses were held during the reporting period between April 5 and 7, 2022 on drafting arbitration clauses, hosted by Clarb and supported by IMPACT Justice and the Government of Guyana. The other, held between May and June 2022, sought to discuss general arbitration principles and the IMPACT Justice *Model Arbitration Bill*. It was attended by members of the judiciary of Guyana, academics from the University of Guyana, and members of public and private sector organisations.

**Training Sessions** – two mediation training sessions were held in Barbados during the period under review - one for members of the judiciary and the other for magistrates of Barbados. These brought the number of ADR training courses held by IMPACT Justice between 2014 and the end of the academic year to 90, under which 2210 (1476f/734m) were trained.

IMPACT Justice has conducted a number of surveys to assess the extent to which the training is used. The results have shown that many persons use ADR techniques in their day-to-day lives and in their workplaces but not in formal



**Community Mediation Workshop for Judicial Officers- January 3-7, 2022:** Professor Velma Newton (front row in red) with the Judges of the Barbados Supreme Court and Masters at the IMPACT Justice Community Mediation Workshop. Photo also includes trainer, Urban Dolor (top of stairs in burgundy suit) and Coaches, Miles Weekes (top of stairs to Mr Dolor's left), Anthony Howard (top of stairs to Mr Dolor's right) and Victor Felix (second row from top left)

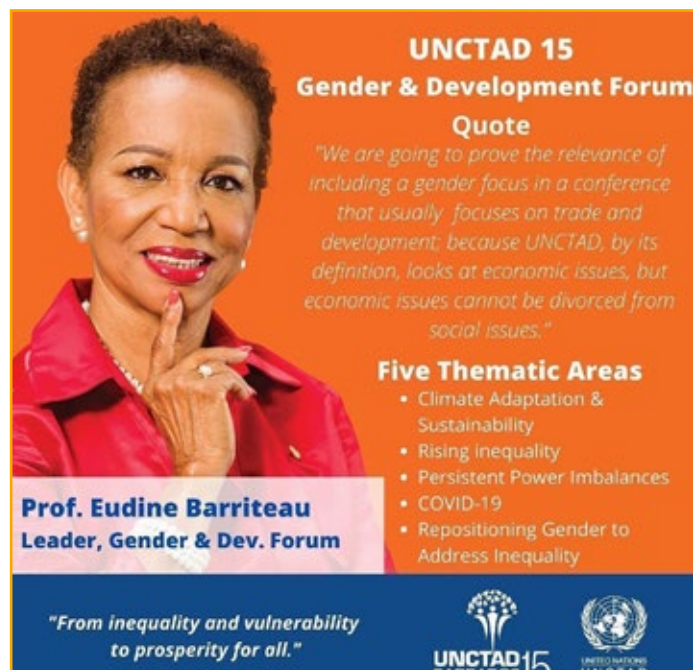
settings in which records are kept. With regard to the persons trained by IMPACT Justice as mediation trainers, those in Jamaica have formed a new association – the Jamaican Association of Mediators Ltd; one of the two from the OECS has been conducting mediation training in St Lucia and has been assisting IMPACT Justice, so that for the past two years, the Project has not had to rely on trainers from outside the region.

Although the rate at which IMPACT Justice proceeded during COVID was somewhat slowed, it continued to try to meet its targets, and was assisted considerably because it embraced Zoom, Microsoft Teams and UWI TV.



## ALIGNMENT

### CAMPUS PERFORMS KEY ROLES AT THE 15TH SESSION OF THE UNITED NATIONS CONFERENCE ON TRADE AND DEVELOPMENT (UNCTAD 15)



Promotional Flyer with Lead Organiser of the GDF, Professor The Most Honourable V Eudine Barriteau

The fifteenth session of the United Nations Conference on Trade and Development (UNCTAD 15) was hosted by the Government of Barbados from October 3-7, 2021, under the theme "From Inequality and Vulnerability to Prosperity for All". The virtual Conference presented an opportunity for the development community to align the United Nations' 2030 Agenda on Sustainable Development with the global "new normal" created by the COVID-19 pandemic. As a major United Nations conference of the "decade for action" for achieving the Sustainable Development Goals, the ministerial conference sought to address the massive unfulfilled trade, finance, investment and technology needs of developing countries grappling with the impact of the COVID-19 pandemic.

Conference pre-events included Inter-Governmental Meetings, Regional Group Meetings and five Forums, two of which were supported by the Cave Hill Campus.

#### Inaugural Gender and Development Forum

Former Campus Principal, Professor the Most Honourable Eudine Barriteau and Dr Tonya Haynes, Lecturer in the Institute for Gender and Development Studies: Nita Barrow Unit (IGDS:NBU), shared the distinction of being appointed Co-Chairs of the Inaugural Gender and Development Forum (GDF) of UNCTAD 15. The Forum was broadcasted virtually from Barbados and Geneva on September 26-28, 2021. A total of 79 representatives of governments, civil society and regional and international organisations, including the members of the National Planning and Global South Consultative Planning Committees worked towards reshaping the discourse on gender, trade, and development. Planning for the GDF began on November 9, 2019, with over 25 planning sessions, and included local and consultative planning committees drawn from gender and trade networks and civil society organisations in Africa, Asia, the Caribbean, and the Pacific.





Dr Mariama Williams (left) and Dr Tonya Haynes (right) engaging in conversation at the GDF Opening Ceremony

The five thematic areas of the GDF were:

1. COVID-19 pandemic: economic and social implications
2. Climate adaptation and sustainability
3. Rising inequality
4. Persistent power imbalances between countries, regions and within institutions
5. Repositioning gender to address structural inequalities

The Forum began with an Opening Ceremony, which included cultural performances as well as greetings from the host of UNCTAD 15, the Prime Minister of Barbados, the Honourable Mia Amor Mottley, QC, MP; Ms Rebeca Grynspan, Secretary General of UNCTAD; and Lead Organiser of the GDF, Professor The Most Honourable V Eudine Barriteau.

In the 22 sessions delivered over the three-day period, participants and presenters offered recommendations toward altering policies and practices that maintain occlusions and silences around issues of gender justice. These areas included: Indigenous Knowledge and Technologies; Gender Dimensions of Economic, Financial and Health Crises; Regional Trade Agreements and their Impact on Unequal Relations of Gender; Migration; Gender and Commodities; the Creative Industries; Investment Policy;

Tax Justice and Trade; Artificial Intelligence and the Future of Work; Forced Labour; Trade and Development; Transnational Domestic Workers; Unpaid Labour, Care Work and Social Reproduction. Most participants centred their analyses on questioning current approaches to development which reinforced gender inequalities and simultaneously pay insufficient attention to the differential experiences of, and policy outcomes for women, children, men, and gender-diverse people.

The highlight of the Opening Ceremony was the keynote address delivered by Dr Mariama Williams on the theme, “Rethinking Gender, Trade and Development in the Post COVID-19 Transformations and Landscapes.” A conversation with Dr Mariama Williams followed the keynote address and was moderated by Dr Tonya Haynes.

The Bridgetown Declaration was presented by the organisers at the Closing Ceremony. It issued a call to action in the ongoing quest for gender justice in trade and across borders. On its subsequent adoption by various Civil Society Organisations, women’s organisations and individuals, the Declaration was tabled at the Closing Plenary of the UNCTAD 15 Ministerial Meeting and recognised as a document of the meeting.

## Global Commodities Forum

The Global Commodities Forum (GCF) of UNCTAD 15 was held from September 13-15, 2021, under the theme “Strengthening Resilience in Commodity Dependent Countries”. The Forum, co-chaired by Campus Principal, Professor Clive Landis and Deputy Principal, Professor Winston Moore offered a unique platform to debate issues at the intersection of commodities and development including food, water, fossil fuels and rare earth elements.

The GCF provided a platform to shape international policy conversations on commodities by connecting policy makers with practitioners to address the challenges and opportunities for developing countries, particularly those dependent on commodities.

The programme comprised an Opening Ceremony; four Expert Panels, moderated by Professor Moore and Ms Margaret Mutesi, Senior Business Journalist from the British Broadcasting Corporation (BBC); and a High-level Round Table, moderated by the Professor Landis and Ms Mutesi.

In her remarks at the Opening Ceremony, Prime Minister Mottley pointed out that commodity dependency had several dimensions, including challenges such as the provision of clean water, affordable and nutritious food, and access to affordable energy for homes and businesses. She also highlighted the vulnerability of small states to the vagaries of international trade, which could impact their continued access to vital imports such as food supplies.

The Expert Panels addressed the four thematic areas of: 1) Food security and smart agriculture: The role of technology and services; 2) Sustainable solutions to address water challenges; 3) The future of oil and gas-dependent countries in an era of energy transition; and 4) Greening mining for a green energy transition.

The High-Level Round Table focused on “Strengthening resilience in commodity-dependent countries”. Participants comprised the following: Prime Minister, Dominica; President, Caribbean Development Bank; Deputy Secretary-General, UNCTAD; Secretary General, Commonwealth; Secretary General, Organisation of African, Caribbean and Pacific States; and Head of Division, Latin America and the Caribbean, European Investment Bank.



Campus Principal, Professor Clive Landis (left), introducing Hon Roosevelt Skerrit, Prime Minister of Dominica, at the High-Level Round Table



Deputy Principal, Professor Winston Moore, moderating one of the Expert Panels

The discussions centered around the complex challenges that commodity-dependent countries face and stressed the need for the global community to work together to address them. International partners were urged to provide meaningful support to help affected countries overcome their multifaceted vulnerabilities.

## UWI IN THE CITY

On March 31, 2022, in what represented a soft launch of Cave Hill's Bridgetown facilities, the Campus hosted *UWI in the City* at the historic Mutual Building. Leased to the Campus in a long-term arrangement with Sagicor Inc., the space has been designated as a multi-purpose teaching, training and technology hub. The event involved a very well supported private sector forum headed by Chair of the Barbados Private Sector Association, Ms Trisha Tannis, as the Campus signaled its intention to innovate based on the well-established Triple Helix model of a tripartite relationship between the higher education sector, Government and the private sector. In welcoming The UWI to the city, Ms Tannis remarked "...how appropriate it would be for The UWI, as it did years ago with making tertiary education more accessible to a nation of people, to lead the education process of wealth creation and generation that is broad-based, and accessible to a wide cross section people from all walks of life".

The Prime Minister of Barbados, the Honourable Mia Amor Mottley, QC, MP and four Ministers of Government including the Minister of Education, Technological and Vocational Training and the Minister of Industry and Innovation attended the event. The Prime Minister in her address embraced the Campus' move to develop relationships in order to drive innovation and commended the Campus for repurposing a building with a "troubled history" into a centre fostering small business development and wealth generation.

Members of the private sector turned out in their numbers, including Sagicor representatives with whom the University had been negotiating concessional leasing arrangements. Funding was received from the Suzhou Global Institute of Software Technology (GIST) for the retrofitting of three of the four floors of the building, in support of the delivery of the BSc Software Engineering, a joint programme between The UWI and GIST. The Chinese Ambassador to Barbados was also in attendance.



Honourable Mia Amor Mottley, QC, MP, Prime Minister of Barbados, addressing the gathering at *UWI in the City*



Chair of the Barbados Private Sector Association, Ms Tricia Tannis, delivering remarks at *UWI in the City*



The Mutual Building, Bridgetown, Barbados



## FACULTY OF SCIENCE AND TECHNOLOGY (FST) RENEWAL PROJECT

Over the review period, the Faculty of Science and Technology (FST), while hampered by the worldwide pandemic, furthered its efforts aimed at renewing its physical plant with a view to transforming it to a 21<sup>st</sup> Century Faculty.

Efforts to revise/renew the curriculum gave way to the need to rapidly transition to online teaching as an emergency measure as a result of the pandemic. The sudden shift in institutional teaching activities and conditions also required significant input from the academic and technical staff delivering practical lab sessions as social distancing requirements often resulted in the design of single-user experiments and extended contact hours for staff.

Positively, the Faculty continued to strategise the financing of the renewal of the physical structure of the Faculty commencing with the establishment of its first commercial laboratory testing centre. The Centre for Commercial Analytical Services (CCAS) in the FST was approved by the Campus' Finance and General Purposes (F&GPC) Committee at its meeting of October 6, 2021 and ratified by Campus Council on March 11, 2022. The CCAS is envisioned as an agile, modern analytical testing facility, related to analyses such as environmental samples, water, food, drugs, industrial and commercial products and volatile organic compounds amongst others, that is able to service the industrial/public sector as well as the individual through fast turnaround times at reasonable prices allowing for quick and effective decision-making. Since its approval, the Faculty, ably supported by the Deputy Principal, the Business Development Office and the Office of Institutional Planning and Infrastructural Services (INPLAIS), has assumed responsibility for the full roll out of the Centre beginning with the renovations of a suitable laboratory space in the Faculty and the recruitment of qualified laboratory personnel. Both endeavours are ongoing.

Acknowledging that the global cost to deliver quality science education, with special emphasis on practical skills training, borne out through exposure to in-laboratory experiments, field trips, contemporary software, and experiential learning, is high and continues to rise, the Faculty sought



Students of the Department of Biological and Chemical Sciences with Lecturer, Dr Jason Jordan (centre)

to address these higher than average operating costs with the introduction of a science fee, approved by the Campus' Finance and General Purposes Committee (F&GPC) at its meeting of October 6, 2021. The need for the introduction of a science fee for the students in the Faculty of Science and Technology is underscored by the deteriorating infrastructure, increasingly non-functional and inadequate quantities of equipment and obsolete software and hardware and will be used to improve the level student experience.

The Faculty also acknowledged the effect of rising inflation rates, exacerbated by the pandemic, and recent global conflicts on its student population and their ability to meet additional tuition and other fees such as the science fee. The Faculty therefore, sought and received approval by the Campus' F&GPC for the establishment of the Faculty of Science and Technology Scholarship Fund at its meeting of December 8, 2021, funded by donations from staff of the Faculty. This fund will be used to award scholarships and bursaries to students based on established criteria.

## CAVE HILL CAMPUS JOINS PRESTIGIOUS UNIVERSITY CONSORTIUM

The Cave Hill Campus broke new ground on March 10, 2022 when it became the first non-US-based university to serve as a consortium member to SlaveVoyages, the preeminent online resource dedicated to the study of the trade of enslaved Africans across the Atlantic.

The Campus is represented on the Consortium by Drs Tara Inniss and Rodney Worrell, lecturers in the Department of History and Philosophy of the Faculty of Humanities and Education. Dr Inniss serves on the Steering Committee, while Dr Worrell serves on the Operational Committee.

The origins of SlaveVoyages trace back to the 1960s as historians began researching data on the numbers of enslaved Africans to have crossed the Atlantic between the 16th and 19th centuries. The data was eventually compiled to a CD-ROM published in 1999 and, in 2008, launched as a website hosted by Emory University. In March 2021, the SlaveVoyages Consortium was formed, dedicated to preserving and developing what has become the most widely used online resource for study of slavery across the Atlantic World. Consortium members include: the Emory Center for Digital Scholarship, the Hutchins Center for African and African American Research at Harvard University, the National Museum of African American History and Culture, the Omohundro Institute of Early American History and Culture at William & Mary, Rice University and three campuses at the University of California that will assume a joint membership: UC Santa Cruz, UC Irvine and UC Berkeley. The website is currently hosted at Rice University, powered by Oracle for Research.

The database, which is managed and operated by the Consortium, has played an integral role in broadening access to archival materials – including ship registers, sales ledgers and recorded names of freed African people, among many other documents – relating to the traffic. The Campus will work with SlaveVoyages to advance research and study of the Barbados Archives, comprising tens of millions of documents tracing the gut-wrenching stories of individuals captured in Africa, brought by ship to Barbados, and sold to colonial enslavers on the island and throughout



A selection of materials from the Barbados Archives, which will become publicly accessible online as part of SlaveVoyages

the Americas. The digitisation of the Barbados Archives is a cornerstone project of the Barbados Heritage District for which the University is serving as a key educational partner. Planning has begun to retrofit an existing facility that will support the massive digitisation process of these archival records, anticipated to take five years to complete, in collaboration with global digitisation technology partners.

The Barbados Heritage District is being developed at the direction of the Honourable Mia Amor Mottley, QC, MP, Prime Minister of Barbados, under the auspices of the ROAD (Reclaiming Our Atlantic Destiny) Project, a multi-faceted initiative designed to transform the identity and economy of Barbados, providing unparalleled access to the history of the island nation, creating job growth and catalyzing research and technological innovation.

Prime Minister Mottley expressed that “the inclusion of the University of the West Indies as the first non-US consortium member of SlaveVoyages marks an important next step in

the advancement of the ROAD Project and of the Barbados Heritage District. The ROAD Project was conceived to deepen awareness and education surrounding the history of Barbados as it advances broader socio-economic goals. The work completed through SlaveVoyages will bring to light new insight into these difficult, yet immeasurably significant histories, as we continue to chart the future for our new republic.”

Vice-Chancellor, Sir Hilary Beckles, in sharing his views on this historical development, remarked “It is entirely fitting that the Cave Hill Campus of The University of the West Indies located in Barbados should be invited as first external member of this significant body of American universities with a dedicated focus on the history and pedagogy of the Transatlantic Slave Trade.” Sir Hilary further stated that “Barbados was among the earliest and largest markets for enslaved African labour in the Americas; the first colony to be home to Africans as the largest social demographic; and the first country to enact a comprehensive Slave Code in which Africans were deemed as non-human and property forever.” With respect to the significance of the inclusion of the Cave Hill Campus in the Consortium, Sir Hilary Beckles proffered that “the Cave Hill Campus was built in the mid-20th century within an environment historically developed as plantations using enslaved African labor, and the Campus today is home to the only building in the Americas inspired by the West African architectural motif of the Ashanti Golden Stool, the resting place of the spirits of departed ancestors. This constitutes an affirmation by the Campus that the roots and legacies of the SlaveVoyages have been taken to the highest level of spiritual reflection and representation.”

Pro Vice-Chancellor and Principal, Professor Clive Landis also shared the Vice-Chancellor’s sentiments, and pledged that the Campus would “work collaboratively in deploying its research expertise to help analyse, publish and disseminate slavery records and artefacts housed in the Barbados Department of Archives and in its own special collections”. He added that the Campus’ research will add value to the digitisation project being undertaken as part of the ROAD Project.

## RENEWABLE ENERGY SOLUTIONS FOR COST-EFFECTIVE OPERATIONS

Barbados is on a trajectory to reduce the country’s dependence on fossil fuels and transition to a 100% renewable energy and energy-efficient economy by 2030. The energy transition is a stakeholder-led strategy that presents The UWI with a unique opportunity to play an integral role as an institution responsible for building capacity by developing new knowledge, understandings, and insights that could offer practical solutions to complex problems. Through the work of its Renewable Energy Committee, chaired by Campus Bursar, Ms Lisa Alleyne, the Cave Hill Campus is actively engaged in implementing multiple renewable energy and energy efficiency measures that will contribute to a reduction in both its carbon emissions and energy costs.

### SOLAR PHOTOVOLTAIC PROJECTS

#### Main Administration Smart Building Project

This 150 kWp solar photovoltaic carport was recently completed with a 230.4kW lithium-ion battery backup system for the Hilary McDonald Beckles Administration Complex. The solar energy carport was accomplished through a partnership with the Government of Barbados, Inter-American Development Bank (IDB), Korea Electric Power Corporation (KEPCO), AnyGate and The UWI, at a cost of approximately BBD 3 million. The project was approved in March 2019, but construction commenced in August 2021. The solar photovoltaic system comprises five carports spanning the Social Sciences carpark. The structure is outfitted with 380 - 390 watts Hanwa Q cell solar panels that provide shade for 68 cars. The projected electricity generation from this carport is 246,375 kWh of renewable electricity annually, with projected savings for the Campus of BBD 102,492.

The photovoltaic system is outfitted with an interactive touch screen unit in the lobby of the Hilary McDonald Beckles Administration Complex, geared towards providing information on real-time electricity usage for promotion, education, and training. Temperature sensors have also been installed to monitor the temperature of outside air and solar panels. The system is temporarily connected to the Barbados Light and Power Company’s (BL&P) grid for testing, while awaiting the formal launch.





Solar Photovoltaic Carport on Campus



Photovoltaic system outfitted with interactive touch screen unit

### Installation of 132kWp Solar Photovoltaic Fixed Roof Mount High-Efficiency System on Sagikor and CLICO Buildings

Approved in 2018, construction on this project was completed in 2019, and a web-based energy management system installed in 2022. It was funded by the IDB under the Government of Barbados Sustainable Energy Investment Programme (Energy Smart Fund II) at a cost of BBD 513,248.

The project involved the retrofitting of the Sagikor and CLICO buildings with a 132 kW roof mount solar photovoltaic system to reduce the buildings' energy consumption. The system has 408 – 325 watts Hanwha Q Cell solar panels, proposed to generate 206,878 kWh of electricity annually, yielding an estimated savings of BBD 86,060 for the Campus. Since the grid connection of the system in March of 2019, the total electricity generated was 488,469 kWh, effecting savings from the BL&P of BBD 203,969. The typical kWh of electricity produced per month from this system is 15,371.92 kWh, as a result, the Campus' monthly savings averages BBD 6,394.72.

### **Light Audits and Retrofitting of Buildings with Energy Efficient Lights**

Approved in 2018, funding sources for this project include the Government of Barbados under the IDB-Government of Barbados Sustainable Energy Investment Programme (Energy Smart Fund II) and the private sector, primarily Caribbean LED Lighting Inc.

This project involves light audits and the retrofitting of buildings with LED lighting to reduce the Campus' energy cost. Buildings completely retrofitted with LED lights include:

- Law Library
- Sidney Martin Library
- University Bookshop,
- Staff Gym
- Sagicor & CLICO Buildings
- The Sagicor Cave Hill School of Business and Management
- School for Graduate Studies and Research Building

The Usain Bolt Sports Complex and the Hilary McDonald Beckles Administration Complex are in the process of being retrofitted.

### **The Solar Window Tint Pilot Project for the Alister McIntyre Building Lunch Room**

This project was sponsored by Smartfilms in 2021, at a cost of BBD 10,133.20. Through the project, the Campus sought to control heat gains within the Alister McIntyre Building, reduce further damage to historical materials at the Centre for Caribbean Lexicography, and lower energy costs. Tinting of the lunch room also addressed the heat discomfort experienced by staff members who occupied that space during the day. The private sponsor derived benefit through the provision of information that that could guide decisions on the technology's performance and feasibility in the Barbados environment.



Dr Janice Cumberbatch, Senior Lecturer, CERMES and Deputy Chair, BESF

## **CERMES' ONGOING COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY**

The Centre for Resource Management and Environmental Studies (CERMES) is committed to promoting and facilitating sustainable development in the Caribbean and beyond. The Centre, headed by Dr David Yawson, has a strong focus on tropical island environmental management. Its mission is to make a significant contribution to sustainable development in the Caribbean region. CERMES continues to be an advocate for environmental sustainability and leads this charge through research.

### **Founder Member of the Barbados Environmental Sustainability Fund**

In April 2022, the Barbados Environmental Sustainability Fund Inc (BESF) was established as a fully incorporated not-for-profit company under the Companies Act of Barbados. The Fund was established by a grant provided by The Nature Conservancy (TNC). In September 2022, the Government of Barbados entered into a debt conversion



transaction with the Inter-American Development Bank (IDB) and the TNC as major partners. This arrangement makes provision for funding to be directed to the BESF.

There are three Founding Members and eight ordinary members. The University of the West Indies, Cave Hill Campus, represented by the Centre for Resource Management and Environmental Studies (CERMES) is honoured to have been invited to be one of the Founding Members of the BESF, and is represented on the Board of Directors by Dr Janice Cumberbatch who was appointed as the Deputy Chair.

The overarching goal of BESF is to promote the maintenance and growth of Barbados' natural capital by making grants to non-profit organisations, community-based organisations, government agencies and the private sector for relevant environmental and sustainable projects. It is governed by a Board of Directors comprising seven non-governmental organisations and four governmental organisations. The structure of the BESF is displayed in Figure 2.

## The Mandate of the Barbados Environmental Sustainability Fund

The BESF will operate as a Conservation Trust Fund that will raise funds from a combination of investors and/or grantors and use them to provide organisations with the resources needed to implement and manage on-the-ground conservation projects such as protection of wildlife, establishment or expansion of protected areas, support for sustainable livelihoods, and climate change adaptation and mitigation actions. One of the first grants that will be reviewed by the BESF will be to support the preparation of a Marine Spatial Plan (MSP) for Barbados. Support for the MSP was a critical condition of the Debt Conversion Transaction.

The Campus, through CERMES, looks forward to advancing national environmental goals in Barbados. The BESF will provide significant support as Barbados seeks to achieve critical environmental milestones, including becoming fully fossil-fuel free, and implementing its first marine spatial plan.

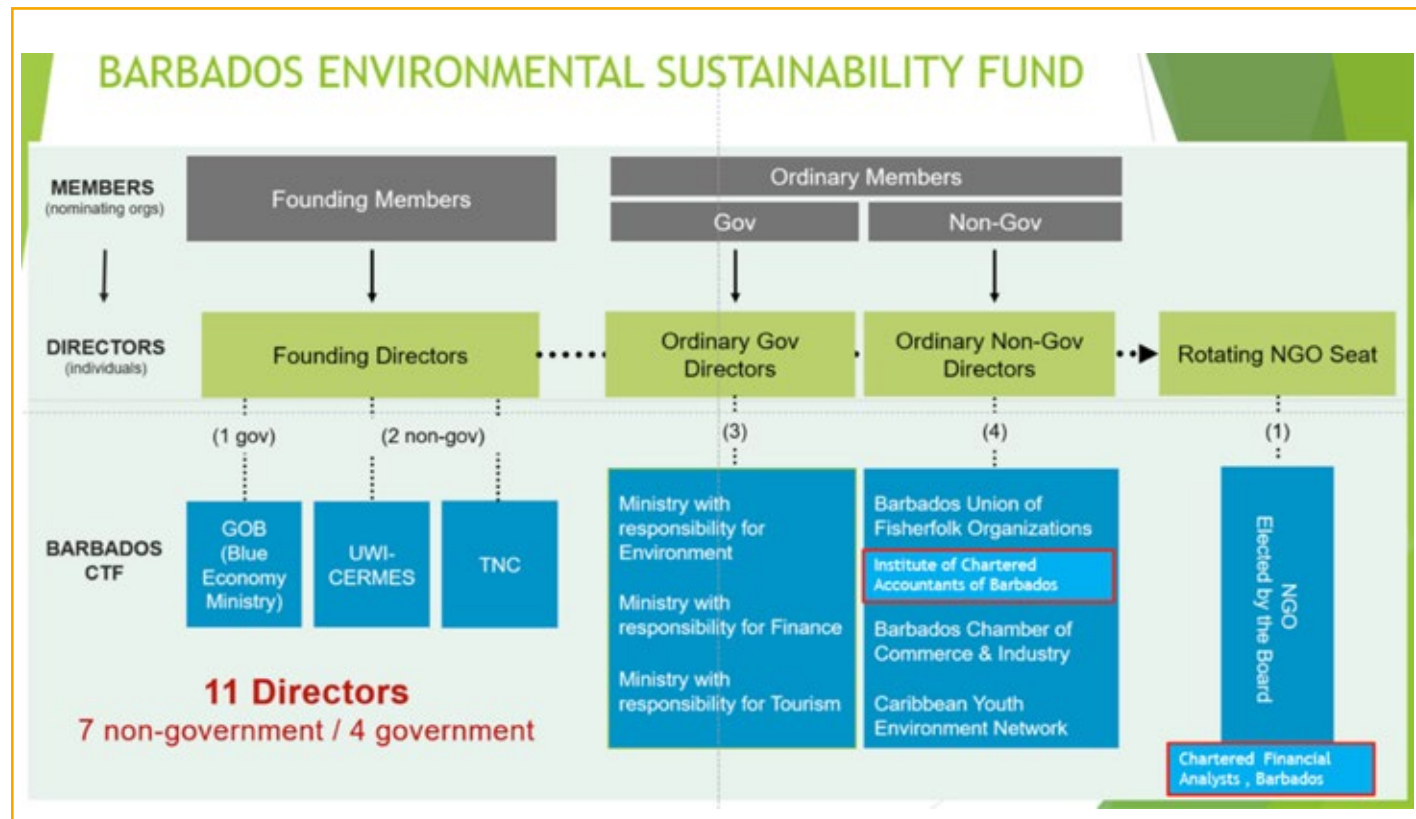


Figure 2: Structure of the BESF



## LAW LIBRARY BLAZES TRAIL THROUGH REVISED LICENSING AGREEMENT

**Background:** In April 2017, the Faculty of Law Library embarked on an ambitious agreement with the then Justis Publishing Ltd (now vLex), to manage the Law Library's CARILAW collection and to "promote, market and sell the product in all regions globally". The CARILAW collection, a searchable database created in 2003, is made up of the judgments of the courts of the English-speaking Caribbean, dating back in some instances to the 1950s, and totals approximately 50,000 records.

The database, while accessible freely to members of the UWI community, was available on a subscription basis to others. This meant that the Law Library was not only responsible for the collection, processing and maintenance of the print collection, but also for producing and maintaining the online resource. As the demand for the database grew, increased pressure was placed on the Library's resources to manage the subscription accounts while keeping pace with technological advances. Eventually, the situation became untenable, as an inordinate amount of time was being spent on database administration alone. Additionally, staff did not have the technological expertise to enable the Library to perform efficiently as a modern database publisher. The time had come for an alternate arrangement to be put in place. During this period, interest was shown by two legal publishing companies based in the United Kingdom to license CARILAW as part of their offerings. The Campus considered the proposals and accepted the proposal from vLex, thereby developing a formal relationship with that entity.

### Renewal of Agreement

The Campus' renewal of the Agreement with vLex on February 18, 2022, saw the two entities sharing a 50% split in net revenues. Some of the benefits of the partnership between the two entities include:

- **Focus on Core Activities**

With vLex handling the technology development, account management, marketing and other administrative arrangements of CARILAW, the Law

Library is better able to focus on its core activities with respect to collection development and the processing of the material which is sent to vLex.

- **Development of Caribbean Jurisprudence**

The reach of CARILAW has expanded since 2017, with almost 500 subscriptions in 28 countries. The Law Library now has more extra regional courts citing Caribbean judgments and more importantly, more Caribbean courts are citing Caribbean judgments!

- **Increased Revenues**

Given the global reach of vLex, the Law Library has seen an increase of 34% in revenues earned from CARILAW over the last 5 years. This has surpassed expectations, with further growth projected, as the potential of some markets has not yet been realised.

The success to date of the UWI/vLex Agreement stems from the relationship that was developed over many years between the two entities, which started informally and later became official through the signing of Agreements. It is expected that over the next academic year, other products will be added to CARILAW, which could lead to further growth and development of the resource.

## NEW MURAL CELEBRATES FOLK CHARACTERS OF THE CARIBBEAN

Travelers along the University Drive section of the Gordon Cummings Highway were been treated to a new piece of scenery in the year under review, in the form of a mural on the external wall of the Frank Worrell Hall.

The first phase of the project was facilitated by a grant from the Arts and Sports Promotion Fund of the Ministry of Finance, Economic Affairs and Investment. Work started in March 2022 and was completed within two weeks, with 150 feet of the wall being painted.

The lead artist, Neville Legall explained that the project was the brainchild of former Campus Principal, Professor the Most Honourable Eudine Barriteau. Mr Legall stated "We were at a fundraising event about three years ago, I think it was called *Fashion, Art and Jazz* ... Professor Barriteau spoke to me and said she had this idea of a mural running down this stretch of the wall. The wall wasn't yet plastered, it was a rough wall, but it was just an idea to see this wall



Lead artist, Neville Legall at work on the mural

transformed with some lovely works of art.”

Legall was assisted by a team of three other artists: Glenroy Jordan, Rasheed Bradshaw and Rena King. He further stated “We’re all artists and we work from home ... so I didn’t want to be on a project for too long so I brought in people to assist and get the job done.” In addition to Legall and his team, two other artists, Don Small and Walter Bailey, worked individually on other sections of the wall.

The mural highlights the theme ‘Folk Characters of the Caribbean’, and features Mother Sally, the steel pan, the Tuk band, among others.

“We wanted whatever we do to reflect the Caribbean reality because the university is not the University of Barbados, it is the University of the West Indies, and you have students... and lecturers that come from the various islands,” Legall noted. He added that the public has welcomed the latest addition to the area and he is hoping that phase two could begin soon. “This has created a lot of excitement. Most persons as they pass they blow their horns and tell us they like what is happening, and so with that kind of momentum it would be good to have it completed,” Legall said.





## INFRASTRUCTURAL DEVELOPMENT

Following the COVID-19 pandemic-related delays in previous years, infrastructural development at Cave Hill made significant headway in the academic year 2021/2022.

### Dukes Development Project

The firm Shanghai Construction Group Co Ltd, design-build consultants, continued their detailed design work during the period. Personnel from the firm, including a project manager and marketing manager arrived in Barbados to begin preparatory and logistical work in November 2021. They were later joined by a full-fledged construction team

who will undertake the construction of the buildings, road network establishment and on-site utility infrastructure.

The Campus completed the provision of utilities to the site through the Barbados Light and Power Company Ltd and the Barbados Water Authority. The project continues to be managed by the Ministry of Education, Technological and Vocational Training, whose project manager is directly responsible for the implementation of the project, including construction management.

The firm Antilles Economics, a local company retained to compile a business model for the project, conducted several



Artist's Impression of Dukes Development Project





Office Building Undergoing Internal Fit Out

consultations with local and regional agricultural sector and related experts to inform their work. A proposed business model was submitted to the Campus for comment.

The Campus entity responsible for the project has been renamed “The Centre for Agricultural Research and Innovation”.

### Office Building Fit Out

Preliminary works have begun on a project to complete the internal fit out of three levels of the most recently constructed office building on the Campus. The building currently houses the Confucius Centre on level three, the only internally completed level. Works include internal architecture, mechanical engineering and plumbing, the installation of an elevator and structural engineering. Through this project, additional office space will be available to the Campus.

In keeping with the Campus' thrust towards environmental sustainability, a photo-voltaic installation is proposed for the roof of the building. Consultants, including architects, Archis Design Group Ltd., quantity surveyors, Amron Consulting MEP engineers Adeb and structural engineer, SCG Designs Ltd were retained and preliminary designs started. The project is being funded through an Agreement with the UWI Cave Hill Cooperative Credit Union, which will occupy a portion of the building when completed.

# AGILITY

## SUPPORT FOR STUDENT DEVELOPMENT

### Innovative Approaches to Student Success

The Cave Hill Campus has made commendable progress over the years in incorporating technology as a teaching and learning tool. The ongoing technical and pedagogical support provided by the Centre for Excellence in Teaching and Learning (CETL) has been integral to this success. In the 2021/2022 academic year, the CETL continued to make direct and indirect contributions to the network community that supports student development on Campus, with the belief that fostering a supportive network for students could provide the sense of community and confidence that would impact student success.

### The Registration Buddy System

The Registration Buddy system, designed and implemented through a collaboration with Campus IT Services (CITS) and the Office of Student Services and Development (OSSD) links new students with existing students (registration buddies) for the purpose of ensuring that new students are sufficiently competent in the use of the campus technologies required for registration at the start the semester.

The programme was launched in August 2021, and during its three-week duration, attracted 723 interactions. The highest number of interactions in a single day, 83, was recorded on August 19th (See Figure 3).

Going forward, the Buddy Programme will become a standard fixture of the registration of new students in both Semesters I and II. Technological training for more than 200 students was completed in support of the 2022 registration period.

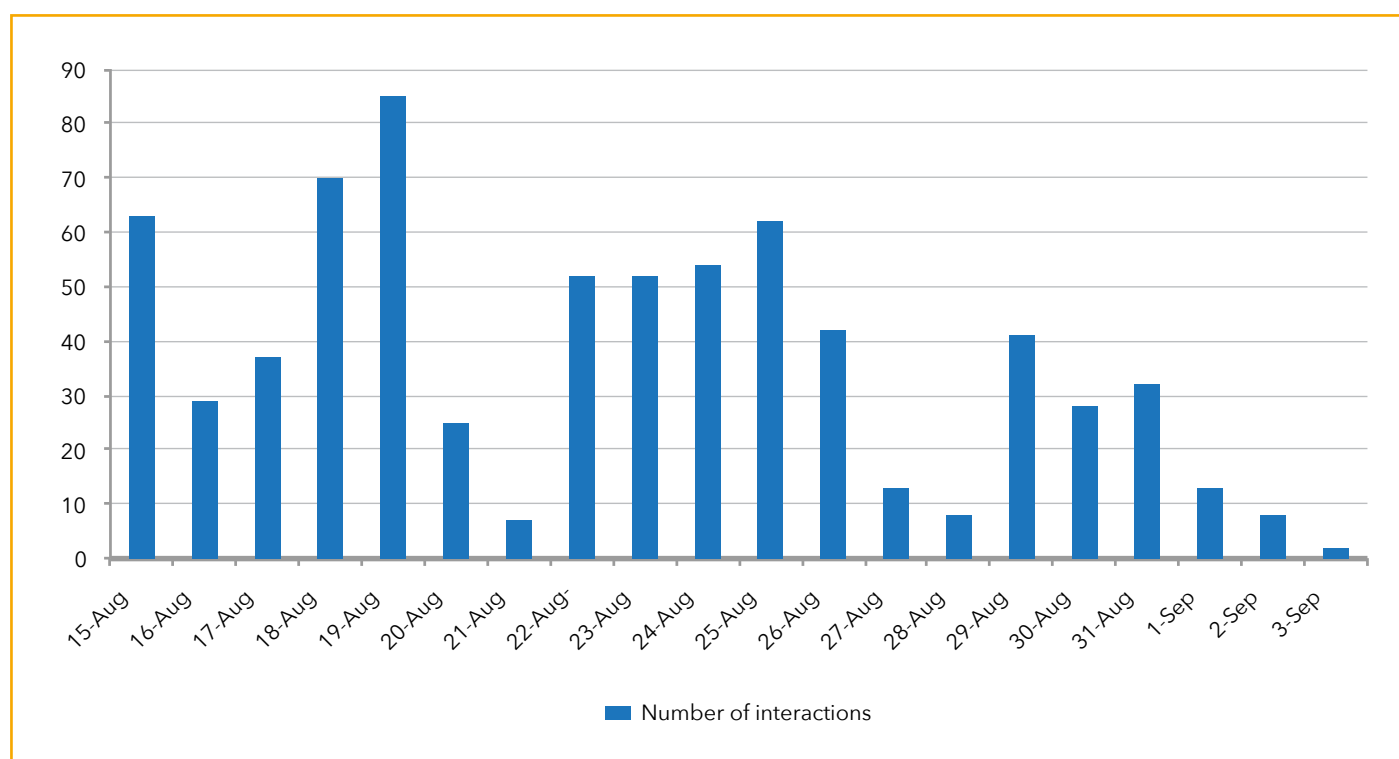


Figure 3: Registration Buddy interactions, August 2021



Mr Keith Inniss, Campus Chief Information Officer

### Improvements to the Timetable Process

Scheduling during the pandemic presented a challenge, as varying social distancing protocols impacted classroom capacities. A reliable timetable is essential for the Campus to operate efficiently, and CITS which has responsibility for timetabling, has been making continuous efforts to improve the timetabling process. To ensure an early and accurate timetable, CITS has been concentrating its efforts on every element of the process, striving to make it more efficient.

The process of reporting has been revised to deliver prompt information to faculty for review, enabling the Campus to take a more proactive approach in resolving issues as they arise. CITS was able to diagnose and solve the problem of duplicate records and eliminate course repetition.

Faculty was given the ability to interact and manipulate the scheduling through software, rather than manually as was done in the past, thereby reducing the turnaround time and transcription errors

CITS has also streamlined the way that timetabling requests are routed by instituting a ticket system through the IT Service Desk.

## SMART CAMPUS INITIATIVE

In the 2021/2022 academic year, efforts of the Smart Campus Initiative focused on continued work on systems designed to enhance critical campus processes.

The Human Resources Performance Information System was successfully piloted by the Faculty of Social Sciences as they used the system to manage the assessment and promotion process for academic, senior administrative and professional staff. Based on feedback coming out of that exercise, refinements have been made to the system, which now stands ready for general use by faculties. As a parallel effort, a module of the system has been developed for the management of the corresponding process for administrative, technical and service staff. Plans are in place to fully test and pilot this module in the months ahead.

After two full years of use by the School for Graduate Studies and Research, the enhanced postgraduate admission process has benefited from refinements based on user feedback, coming from both administrative staff within the School and faculty involved in the process. The two-year period also allowed for analysis of the impact the system has made on the admission process. The results have shown a 37% reduction in the time taken to process application documents and a 30% reduction in the time taken for faculty to review applications and make the required decisions. The enhanced system has therefore started to yield the expected process improvements.

The Office of Institutional Planning and Infrastructural Services (INPLAIS) Management Information System continues to be a work in progress. The vendor assessment module has been successfully piloted over the past year and will be used as the standard means by which the performance of vendors with whom INPLAIS conducts business are assessed. An absence management module has also been developed and deployed for the system, greatly improving the ways in which absences are reported to the Human Resources Section. Finally, work has begun on developing a procurement management module for the system, designed to streamline the procurement process used by INPLAIS. The module is expected to be piloted and implemented in the months ahead.





Winners of the inaugural Campus Health and Safety Scavenger Hunt  
with members of the Campus Health, Safety and Environment team  
and representatives of the Campus Health and Safety Committee, June 2022

## ADMINISTRATION

**D**uring the 2021/2022 academic year, Campus Administration sought to ensure that even as processes and procedures were adjusted to support the realities of the COVID-19 environment, that the overall UWI strategic goals were advanced.

The Human Resources Section continued to manage challenges in the work environment implementing relevant programmes and initiatives to support members of staff; the Archives and Records Management Programme (ARMP) advanced the digitisation agenda indexing several thousand records; while Health and Safety measures ensured that relevant Campus policies and practices were kept updated and in compliance with ongoing adjustments to national COVID-19 directives.

Efforts to improve the student registration experience continued, and despite the significant challenge to hosting social activities, the campus mounted a calendar of well executed events which served to celebrate and to inspire.

Meetings are at the heart of the Campus' governance and management systems and as social distancing protocols prevented in person deliberations, campus administration assured that statutory requirements in this area were met and that the decision-making process continued to be smooth.

### **Managing Fundamental Shifts in the Work Environment: The Human Resource Section**

The Human Resources Section continued to manage the fundamental shift in the work environment due to the COVID-19 pandemic. Despite the attenuating challenges, services to employees and external customers were at a high level. The section, in order to assist staff in coping with COVID-19 related issues, organised two workshops related to mental health and change in the workplace. Training was also facilitated in the areas of Performance Management;



Staff engaged during a Performance Management Workshop organised by the Human Resources Section

Leadership Coaching to Promote Gender Justice and Microsoft Office 365. The section was pleased with the development of a Register for Awards, Honours and Public Service into which it made significant input.

In terms of onboarding, the staff orientation for Academic, Senior Administrative and Professional Staff was conducted virtually for the first time.

The Human Resources Section continued to review its processes with an aim to increasing efficiency.

### Thirty Thousand (30, 000) Records Digitised by Archives and Records Management

The Archives and Records Management Programme significantly contributed to the Campus' strategic goal of infusing technology into administrative processes. Digitisation of administration records continued and during the year under review, staff indexed over 30,000 records for ease of access on the HP Content Manager System, previously known as TRIM. The programme continued to offer advice on digitisation and disposition of records to various departments and units with a number of projects in progress.

### Exhibitions

The programme conducted a number of campus-led initiatives, including three commissioned exhibitions. A display was created for the induction of Pro Vice-Chancellor and Principal, Professor Clive Landis. Mounted in the foyer of the Errol Barrow Centre for Creative Imagination Walcott and Warner Theatre. The event was held on November 13, 2021.

Displays were also created for the launch of The UWI City Campus and The UWI Private Sector Forum in March 2022. These consisted of panels honouring the "Innovate Cave Hill" winners and finalists and the Student Entrepreneurial Empowerment Development (SEED) winner. A retrospective display, highlighting private sector partnerships with the Campus throughout the years and The UWI's return to the city was also featured.

The department was instrumental in the creation of a display mounted in February 2022 paying tribute to former Registrar, Mrs Jacqueline Wade as the Campus' Main Conference Room was named in her honour. The display spanned five floors and included several physical pieces as well as a virtual presentation depicting the honoree's contributions to the Cave Hill Campus.

The archives continued to be a source of interest to researchers in the region and internationally, attracting a number of local and US visitors.

## Teamwork: The Health, Safety and Environmental (HSE) Management

During the review period, the World Day for Safety and Health 2022 theme, *Act Together to Build a Strong Safety and Health Culture*, was adopted to guide campus activities and initiatives undertaken by the Health, Safety and Environment team.

### Compliance Assistant

As part of the effort to offer optimal work conditions and strive for the highest health and safety standards, the campus brought on board a HSE Compliance Assistant (temporary) who joined the Health, Safety and Environment (HSE) team in the Office of the Campus Registrar. This initiative sought to assist in ensuring that health, safety and environmental policies, procedures, rules and regulations were communicated and adhered to by all users of campus facilities.

Duties of the Compliance Assistant included conducting regular visits to campus spaces to inspect facilities, monitoring operations, highlighting any breaches and ensuring that the various stakeholders complied with the Ministry of Health and Wellness' requirements, inclusive of COVID-19 directives and protocols, the Barbados Safety and Health at Work Act and campus policies and protocols.

### Investigations and Routine Inspections

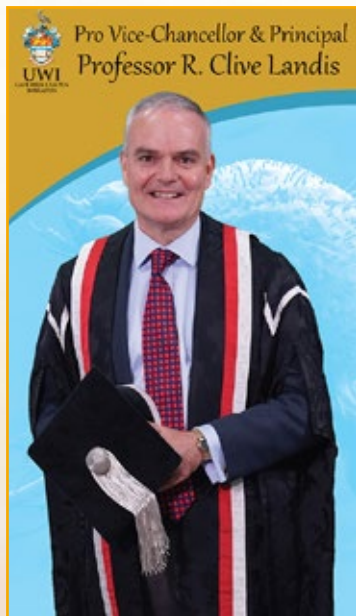
The team continued to respond to reported concerns. With the addition of the Compliance Assistant, improvements were made to the inspection schedules for campus facilities and equipment. This complemented the routine equipment inspections conducted by service providers and the team from the Office of Institutional Planning and Infrastructural Services (INPLAIS).

The team also continued its work in areas such as:

1. Vector control management
2. Biohazard waste collection and disposal
3. Providing advice on issues related to COVID-19
4. The establishment of a cannabis research lab and research annex in the Faculty of Medical Sciences
5. Advising on the acquisition of specialised office furniture and equipment such as air purifiers
6. Advising on temporary relocation of offices impacted by environmental issues
7. Reviewing proposals submitted by mobile food vendors seeking to operate on the campus



## COMMISSIONED EXHIBITIONS



Induction of Pro Vice-Chancellor and Principal, Professor R Clive Landis



Display at the City Campus Bridgetown Mutual Building, March 2022



Display in honour of Mrs Jacqueline Wade, February 2022

## Management of COVID-19

The campus continued to cope with the impact of the COVID-19 pandemic, while being mindful of other health concerns which emerged during this time.

The team ensured that the Campus was kept updated and in compliance with rapidly changing national directives, while safeguarding the health of members of the campus community. This included updating Campus policies, providing support to staff and departments on COVID-19 related issues and conducting inspections to monitor COVID-19 compliance. During this period, inspections were also conducted of the student and staff gyms. Discussions were held with management of these facilities to facilitate their safe reopening and operation after these spaces were closed for an extended period due to COVID-19 restrictions.



Promotional Flyer for the Health and Safety Scavenger Hunt, June 2022

## World Day for Safety and Health at Work

To commemorate World Day for Safety and Health at Work, 2022, the team developed and circulated a poster to bring awareness to the theme and various initiatives for the year.

The first health and safety scavenger hunt was held on June 17, 2022. This event was a collaborative effort between the HSE team and members of the Campus Health and Safety Committee. The aim of the scavenger hunt was to raise awareness of health and safety amongst employees while engaging in a fun activity. Participants were required to answer questions related to general health and safety, and also submit photos of signs and equipment found on the Campus. The Faculty of Science and Technology Office Team, which consisted of Ms Shana Odle and Ms Lisa-Ann Rollins, were declared the winners. The activity, which was a resounding success, received the kind support of a number of sponsors who donated attractive prizes.

## Student Admissions

Academic Year 2021/2022 saw less applicants than for the previous year but there was an increase in the registration of new and re-entry students. The management of application supporting documents continued to be handled electronically; and local and regional recruitment and information sessions hosted in conjunction with the Student Enrolment and Retention Unit (SERU), remained online.

For a second consecutive year, faculty orientations and academic advising sessions for new students, organised by Student Affairs, Admissions were held virtually via Zoom. Students met with their Deans, Department Heads and Advisors in various breakout sessions, whilst Admissions staff remained available to provide support during advising sessions. With the use of MS Teams, documents related to students that would aid in advising were housed and the faculties were given access to aid in the process.

Staff continued to work with the CITS team in testing the Active Directory Account Provisioning (ADAP) process to ensure that students were able to access various platforms.

The implementation of the Banner 9 Student Self Service, with its new feel and look, allowed the student to create timetables and use a single click to register. Training was



extended to staff members in use of the override system, which continued to be enhanced towards more efficient processing of the applications for overrides and the timely registering of students.

As projected the Student Affairs, Admissions administrative support (namely the processing of applications and student registration) to the Five Islands Campus ended in September 2021 as that Campus introduced its new system. Cave Hill's Admissions staff remained available to lend support.

## Events Management: Celebrating Achievement and Building Community

Pomp and ceremony are an integral part of university life, celebrating achievement and building community. Through a creative approach and much commitment, Events Management hosted a calendar of activities buoying the spirits of both students and staff. The Matriculation Ceremony was again hosted virtually but as national COVID-19 protocols were relaxed, events were primarily of a blended in format.

A special Convocation Ceremony for the conferment of the Honorary Degree of Doctor of Laws on Her Excellency The Most Honourable Dame Sandra Mason, *FB, GCMG, DA, QC, LLD*, was held on October 02, 2021, at State House. It was a major highpoint as the University had the distinct privilege of bestowing this honour upon the first President of Barbados, a UWI Alumnus and the former Governor General of Barbados. This was followed by the ceremony for the Induction of the Campus' Sixth Pro Vice-Chancellor and Principal, Professor R Clive Landis, on November 13, 2021.

The Cave Hill Campus Graduation Ceremony hosted on October 23, 2021, and the Student Awards Ceremony, April 05, 2022, both received extensive viewership and the full participation of the students and the Campus' stakeholders. Unable to laud its staff in its usual style at the Annual Retirees and Staff Awards Ceremony, the Campus Administration creatively honoured its retired and long serving staff members, and the awardees of the Principal's Award for Excellence through the publication of a virtual booklet and the presentation of gifts/awards and photo



opportunities with the Campus Principal in the Jacqueline Wade Conference Room, on December 14, 2021.

The Festival of Nine Lessons and Carols, hosted on December 19, 2021, featured the Cavite Chorale performing in its inimitable style, with the programme including sterling renditions by staff, students and alumni. On February 28, 2022, the Campus had the distinct pleasure of naming its main conference room in honour of former Campus Registrar, Mrs Jacqueline E Wade, at a Ceremony in celebration of her outstanding contribution to The University of the West Indies and to the Cave Hill Campus in particular.

The success of ceremonies hosted during the period could be attributed in great measure to the united front and collaborative efforts of the Offices of the Campus Registrar and the Principal, the Office of Marketing and Communications, Campus IT Services, UWI tv, Office of Institutional Planning



and Infrastructural Services, the Health, Safety and Environmental Officer and the Smart Campus Coordinator, which ensured the safe, compliant and effective delivery of each virtual/blended event.

## Meeting Virtually: The Secretariat Function

The Registrar's Office continued to provide secretariat services to the Campus' main governance bodies, including Campus Council, Academic Board, Campus Finance and General Purposes Committee, the Steering Committee and sub-committees of these bodies. For the most part, all of the deliberations for these decision-making entities were undertaken online with this activity well supported by Campus IT Services.

The effort to infuse technology into campus systems continued with tools made available through Office 365 fully integrated into the meeting process. The archiving of Academic Board and Finance and General Purposes Committee's Minutes and Papers in a searchable repository continued to provide critical support to the decision-making process. Records from academic years 2004/2005 to present are currently available. During the review period, searches of these resources increased.

The Secretariat also contributed significantly to the development of a Register for Awards, Honours and Public Service.

Work continued on developing templates and resources to support best practice in such areas as the preparation of papers and proposals for submission to campus/university committees; guidelines for the execution of effective and productive meetings; and procedural guides for the servicing of campus committees.

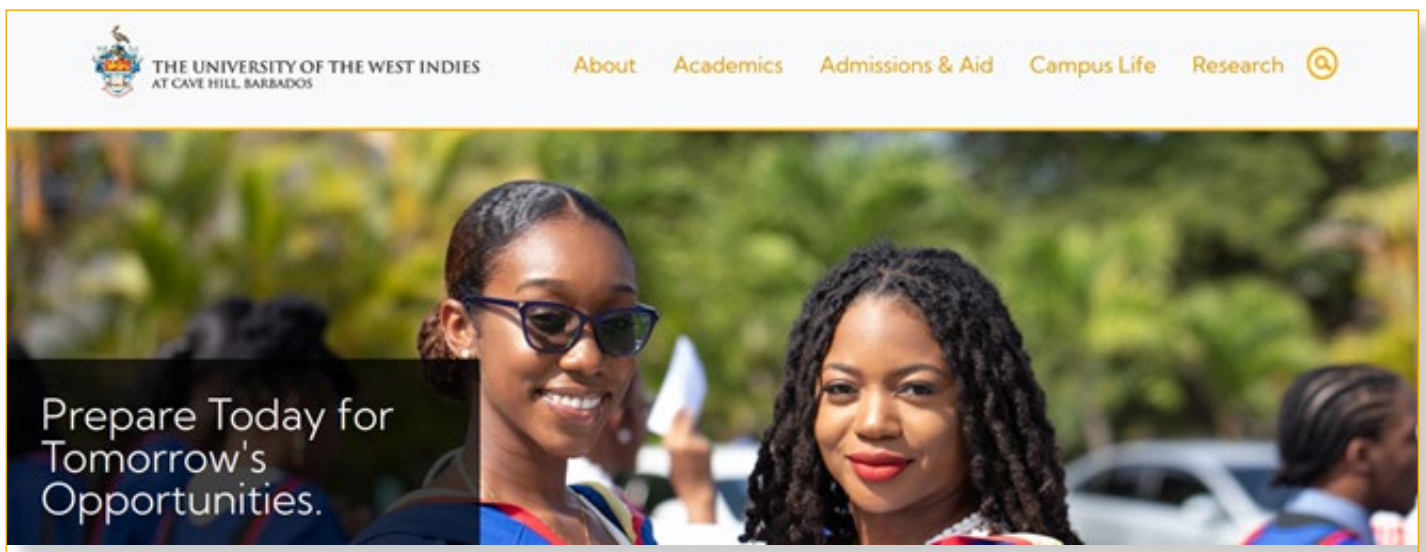
## Smart Campus Initiative

Generally, all initiatives related to the creation of a Smart Campus continued with pilots of the HR Performance Management System (Faculty of Social Sciences), the enhanced postgraduate admissions process (School for Graduate Studies and Research) and a Management Information System for the Office of Institutional Planning and Infrastructural Services (INPLAIS).

## NEW AND IMPROVED WEBSITE TOP PAGES

The redesign is a university-wide phased transition process, which will gradually continue to evolve as a key component of our ongoing digital transformation strategy. The new design was achieved based on feedback from all stakeholder groups. The primary focus for these priority pages has been to:

- I. Design and maintain a more modern, inclusive, user-centred web presence that better supports the campus' strategic goals.



The University of the West Indies, Cave Hill Campus, new and improved website top pages



Jayson Maynard, Service Desk Agent assisting a student

2. Enhance the overall website user experience and ensure that the University's diverse audiences are able to access the information they seek.
3. Improve existing natural search traffic and ranking performance.
4. Ensure optimal website accessibility on all major browsers and device types.
5. Effectively leverage this key web asset as a recruitment tool and amplify critical elements of our unique value propositions and development priorities.

## CAMPUS IT SERVICES (CITS) – ENABLING ONLINE OPERATIONS

The year under review saw the world continue to be disrupted by the COVID-19 pandemic. This required continued reliance on technology to enable the campus to continue to deliver its services to students, faculty, and staff.

Upon entering the second online academic year in online pandemic conditions, CITS sought to address our most critical areas including identifying the online support for students on our eLearning platform which was critical. The response was to restructure our organisation with the purpose to support students and faculty in various technical issues related to accessing services that enabled teaching and learning.

The focus of the team was to provide fast responses to student queries especially those that appeared via our online chat channel, with issues related to connecting to eLearning, accessing content, and reaching services as students engaged in online learning and assessments.

The department continues to work on refining these services and the intention is to staff this team with trained Learning Support Specialists working closely with our partner unit, the Centre for Excellence in Teaching and Learning (CETL).

### Responding to Supply Chain Issues

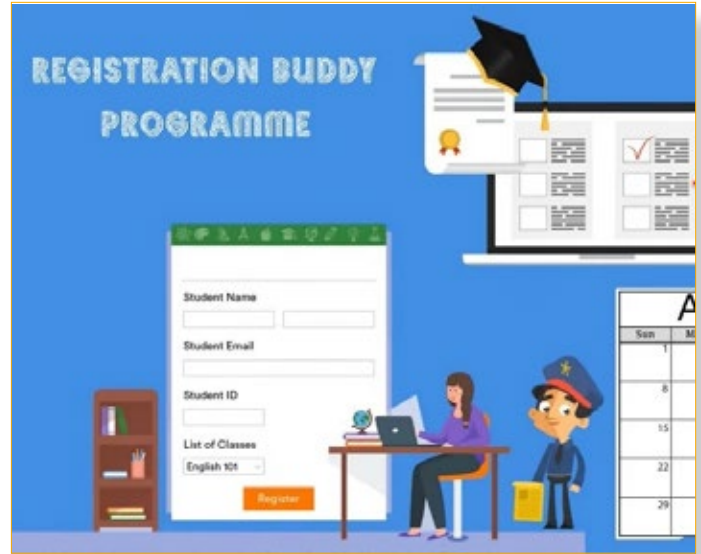
#### Timely Acquisitions

The COVID-19 pandemic caused a disruption of supply chains and manufacturing the world over. Manufacturers of computer chips in Asia were especially hard hit. This resulted in the scarcity of computers and accessories from our direct supply channels through Dell Latin America. This created a very uncomfortable situation where the department could not replace the ageing desktop stock promptly. The local vendor environment was scanned, after which meetings were had with several vendors to determine what stock they had to accommodate the Campus. While making these negotiations, it was realised that there was value in getting the desktops from a local vendor with preferential reseller status with Dell, based on their high volumes.

This was perused with vigor by our User Services Manager and a relationship was established with a certified Dell Gold Partner. This improved our delivery times to the user. During the year, 30 desktops and 32 laptops were received between August 2021 and July 2022.

### Environmentally Responsible Disposals

This process requires much attention to maintain its smooth running. It must be noted that when new systems are added and an old system is replaced, a stock of excess or decommissioned assets will be created. These assets in some cases can be re-purposed or used for spares before being disposed of. In this environment where the computer lifespan was pushed past the expected life and the depreciation period to as much as 10 to 15 years, reuse was often impossible. Consequently, there were many devices that had to be disposed of because of age and obsolescence. There is an established practice of collecting the assets to be disposed of, recording the serial numbers and asset tags with the assistance of the Bursary team so that they could be properly taken off the asset register. Once all of the paper-work is done the equipment is disposed of using a provider that responsibly manages the disposition of eWaste.



Promotional Flyer – The Registration Buddy Programme

### Other Initiatives:

#### Supporting New Students and Streamlining Timetabling

During the year, CITS also undertook initiatives to support new students, with the creation of the Registration Buddy Program which will become a standard fixture of



Ryan Weekes, IT Technician preparing systems for deployment





Career Fair Panel Discussion Hosted by four CITS team members: Adrian Sobers, Michele Reid, Kevin McCollin and Sherry Maynard

registration and will be extended to cover new students in both semesters I and II. This peer supported system connects each new student to a Registration Buddy (a continuing student) who will introduce them to the new technology.

Improvements to the process of timetable scheduling were also initiated and have made substantial progress.

### Supporting Student Development

CITS participated in the Student Career Fair as is customary. The department participated in a Conversation Session with students entitled *Starting a Successful Career in IT*. This was facilitated by Sherry Maynard, Manager of the Enterprise Systems and Solutions Unit (ESSU), Michele Reid, Systems Analyst in the ESSU, Adrian Sobers Systems and Database Administrator (ESSU) and Kevin McCollin, Network Engineer in the Networking in Infrastructure team.

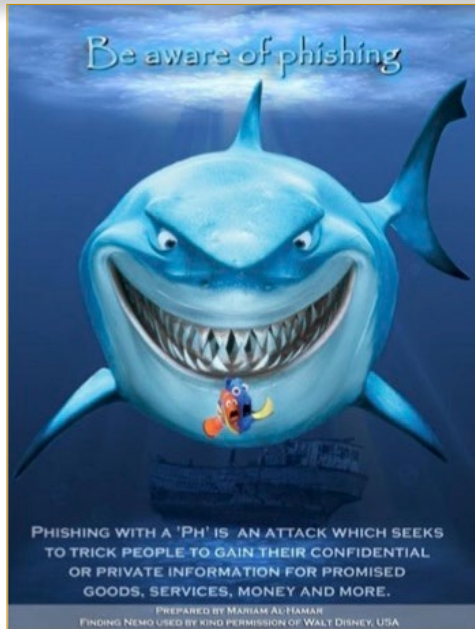
The panel discussion was part of the Campus 2022 Student Career Fair. It was an opportunity to share with students the diversity of the field of information technology and the

several career paths available. During the session, guidance was provided to students and their questions were taken on how to be a successful IT professional. The panelist highlighted the following areas:

- Identifying areas of specialisation, noting that the career path may not a straight line
- Building the right attitude to handle the dynamic IT work environment
- The rapid changes within the IT field and the importance of continuous learning
- Emphasising that IT is equally about people as it is about technology

### Raising Awareness About Cyber Security

Cyber Security Awareness month is celebrated in October and in support of this, a Cyber Security Careers Panel Discussion was hosted by Carla Holder (CITS). The focus was on increasing personal vigilance as the attacks were now directed more than ever to individual online workers. The increase in remote work necessitated a greater focus on



Beware of phishing

individual cybersecurity, because of the greater exposure to cyber risk and the recognition that the organisation is only as strong as its weakest link. Panelists included IT professionals from CITS, IT Audit, the Faculty of Science and Technology, IT security providers, and the banking industry.

### Reflections of CITS

The year under review was one in full pandemic mode. CITS had to confront the digital divide and the challenges faced by our constituents. The department assisted by working with funding agencies to provide over 40 laptops for use by students. Our zero rating of access to the campus' educational online resources was also maintained so that students would have free access if using their DIGICEL and FLOW mobile devices.

### *Creativity and Innovation Amidst Challenges Create Opportunities*

The challenges made us creative and innovative to maintain our support for our users. The process modifications brought efficiencies and better utilisation of our resources. Things that appeared to be impossible and were prohibited before COVID-19, were accomplished by challenging the status quo and removing the barriers. Better alignment of human capital and use of physical resources were achieved thus resulting in higher productivity from the department.

The pandemic created several opportunities as well as challenges for the department and by extension, the Campus. To put this into perspective, the responses to the challenges resulted in improvements to our processes, growth and development for our people and deeper embrace of technology. The Campus community learnt how to do what was necessary and critical in an online mode and to do so efficiently. The pandemic forced a digital transformation and proved that our operations could still be undertaken successfully. This must not be lost as business returns to "normal". Some of the things that should continue to be embraced include remote work, online payments, digital documents and signatures.

It is our hope that the lessons learnt from our response to COVID could be used to catapult us to more mature and efficient operating model. This model will address pre-COVID issues of work-life balance, the viability of remote work, investment in technology and training for staff. These areas when combined, will undoubtedly energise the digital transformation process.

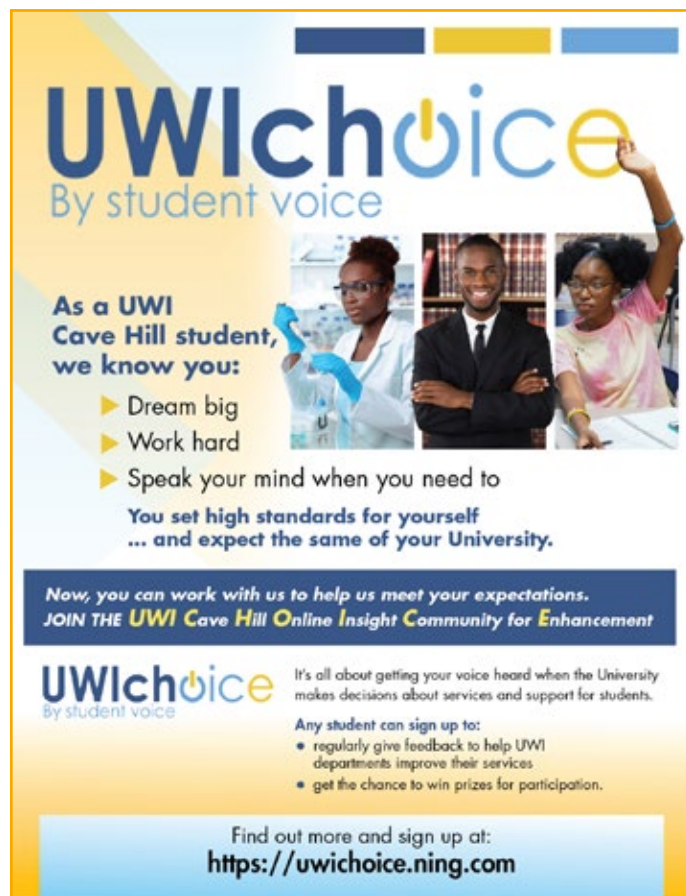
## OFFICE OF INSTITUTIONAL PLANNING AND INFRASTRUCTURAL SERVICES (INPLAIS) LAUNCHES UWlchoice

The Campus is genuinely committed to improvement. Many units have been making little, and sometimes quite significant changes to their programmes, services and processes in response to students' evolving needs and students' requests or feedback. Sometimes these changes go unnoticed. However, students may underestimate the impact of their input on our activities.

**UWlchoice** is the **UWI Cave Hill Online Insight Community for Enhancement** launched by the Student Experience Team (INPLAIS). It is a research tool that allows our Campus to easily gather the opinions of students and take these into account when making decisions to improve the services and support provided for students. In short, it helps the Campus to ensure that our choices are informed by student voice. All students are invited to participate in online research activities to help the Campus improve its programmes and services, they are eligible to win prizes for their participation and earn volunteer credit hours for the Give Back Programme.

For example, during the period, January 27 – February 07, 2022, a UWlchoice research event was held for designing online information and services for students. In this activity, UWlchoice members were invited to join an online research event to help The UWI Cave Hill Campus to improve delivery of online information and support for students. Members completed an online questionnaire to help the campus understand how they find, use and prefer to have access to online resources and support.

As part of the launch of UWlchoice, the **By student voice blog** was created. This blog offers one platform for closing the loop with students. It features short updates on improvement initiatives that departments and units have undertaken in response to student feedback. This may include changes to communications, resources, support services, processes or procedures.



Promotional Flyer - UWlchoice By student voice

Members of staff in all faculties, departments and units are invited to highlight recent student-centered improvements by submitting a brief summary of the initiative and emailing it to the Student Experience Team for posting to the blog. In order to be included in the blog, improvement initiatives must be based on student insights including informal and verbal feedback, as well as responses to surveys or other institutional research.

Overall, these joint initiatives are expected to result in better and improved services to students, in all areas, and are expected to have a significantly positive impact on improving the Campus' internal operating processes amongst other operations.





Masters in International Trade Policy (MITP) students from the Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC), The UWI, Cave Hill Campus, engaging the World Trade Organization's (WTO) Director General, Dr Ngozi Okonjo-Iweala (seated at table centre left) and staff during their Annual Study Tour in Geneva, June - July 2022.

Teaching, learning and student development activities are core to the Cave Hill Campus' delivery of education. During the year under review, the Campus continued to take a holistic approach to educating its students, considering the numerous benefits to this approach. As the traditional teaching and learning activities in the classroom setting (both virtual and face to face) continued to receive full attention, so did other support activities geared towards comprehensive student development. These included several forms of experiential learning such as internships, mentorship and other engagements. Students also continued to receive support beyond the classroom and apart from their academic pursuits. As an inclusive Campus, students with disabilities were facilitated in every way to ensure their equal access to teaching and learning activities, as well as their overall development. The Centre for Excellence in Teaching and Learning (CETL) continued to play a pivotal role, remaining a key pillar, and supporting all aspects of teaching and learning. In totality, all initiatives undertaken continued to be aligned with The UWI's Triple A Strategic Plan (2017-2022), specifically, The UWI's strategic goal of Access which prioritises teaching and learning along with its associated objective of improving the quality of teaching, learning and student development (AC3).

## Curriculum Renewal

As a university with a stellar international reputation, The UWI, Cave Hill Campus engages in a continuous curriculum renewal process in order that its programmes remain attractive and relevant in the face of a dynamic and ever-changing global, competitive environment. It is undoubtedly the only way that the Campus could honour its commitment to its students, by providing them with the best possible education that will define and shape their knowledge, skills and character in sync with the desired attributes of a UWI graduate and a global citizen. Furthermore, it is the foremost way in which the institution can continue to make an immense contribution on national, regional and international levels.

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

In academic year 2021/2022, there were several submissions to BUS and BGSR from the Cave Hill Campus for new or revised undergraduate and postgraduate programmes which received approval.

The programmes that were approved by BUS for delivery during the year were in an effort to harmonise degree programmes across the University. Programmes that received approval from both Boards are presented in Tables 5 and 6.

**Table 5: New/Revised Undergraduate Programmes Approved by BUS – Academic Year 2021/2022**

FACULTY	APPROVED/REVISED PROGRAMME	COMMENTS
CULTURE, CREATIVE AND PERFORMING ARTS	BFA Special in Music	To begin effective academic year, 2022/2023
HUMANITIES AND EDUCATION	Revised BA Theology <sup>1</sup>	See note <sup>1</sup>
MEDICAL SCIENCES	Revised MBBS	With effect from 2022
SCIENCE AND TECHNOLOGY	Revised BSc Science and Psychology Revised BSc Science with Psychology BSc with Minor in Environmental Science	
SOCIAL SCIENCES	BSc Accounting Special BSc Double Major in Management BSc Management and another Discipline BSc Management Major BSc Management with Business Analytics BSc Management with a minor Revised BSc Psychology with Management Revised BSc Psychology with Sociology Revised BSc Psychology with Political Science Revised Diploma in Taxation and Management	The BSc Accounting Special was revised in alignment with The Association of Chartered Certified Accountants (ACCA) guidelines and stipulations. Accounting programmes will hold ACCA accreditation for a period of 5 years from January 1, 2022, until December 31, 2026. Graduates of the BSc Accounting and Finance programme will receive all ACCA foundation exemptions.



**Table 6: New/Revised Postgraduate Programmes Approved by BGSR – Academic Year 2021/2022**

FACULTY	APPROVED/REVISED PROGRAMME	COMMENTS
CULTURE, CREATIVE AND PERFORMING ARTS	Practice Based Assessment in the MA/MPhil/PhD degrees in Cultural Studies <sup>2</sup>	See 'New/Revised Programmes Launched/Delivered'
HUMANITIES AND EDUCATION	MA Reparatory Justice double programme with University of Glasgow <sup>3</sup> (Revision)	
MEDICAL SCIENCES	UWI/PAHO Post Graduate Certificate in Health Policy and Health Systems <sup>4</sup>	
SCIENCE AND TECHNOLOGY	MSc Renewable Energy Management (Revision)	<p>The mixed specialisation allows students greater flexibility in choosing courses across the existing four specialisation tracks:</p> <ol style="list-style-type: none"> <li>1. Tropical Coastal and Marine Resource Management</li> <li>2. Climate Change</li> <li>3. Water Resources Management and</li> <li>4. Land Management and Environmental Resilience.</li> </ol> <p>It was developed to allow students to combine their interests in different fields and to expand opportunities for employment and further studies. It provides students with broader knowledge and skills requisite for the complex demands of natural resource and environmental management.</p>
	MSc Natural Resource and Environmental Management	
SOCIAL SCIENCES	Postgraduate Diploma in Substance Abuse Administration (New)	
SPORT	MPhil/PhD Sport <sup>5</sup>	See 'New/Revised Programmes Launched/Delivered'

1. The Bachelor of Arts in Theology is designed to introduce students to the study of Theology, with specific attention to the historical, geo-political, socio-economic, cultural, and religious features of the life and experiences of Caribbean people. It offers students the opportunity to examine the sacred texts, beliefs, and practices of faith-based communities in the Caribbean, with a particular emphasis on the Abrahamic Faiths and Afro-Caribbean religions. It also serves as the undergraduate programme offering of the Department of Theology. This programme is structured so that, during the first year, students are exposed to introductory core courses, and fulfil their Foundation course requirements, including Biblical Hebrew and Greek. In the second and third year, in addition to core courses taught in the Department of Theology, a range of carefully chosen course options are presented to students.'

## Synopsis of New/Revised Programmes

### *FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS*

#### **Practice-Based Degree Option in Cultural Studies<sup>2</sup>**

The much-anticipated practice-based degree option in cultural studies was created and approved. In practice-based research in cultural studies, questions relevant to theoretical discussions and models in the field of cultural studies are investigated partly by means of a creative or arts-based practice. Practice is seen as being an integral part of the research process and a supplemental means through which knowledge is created and disseminated.

The creative outcomes of the research, such as a play, a film, a concert, recital, body of works or an exhibition, are assessed as part of the student's MA, MPhil, or PhD degree along with a written component. The practical and written components of practice-based degrees form a coherent whole. Both components must address the research question(s) and especially at the PhD level, communicate advances in knowledge. The written component provides the theoretical and conceptual framework for critical assessment and review; the practical component allows for an exploration of the identified issues in a tangible form, for example, a work of art.

#### **The Bachelor of Arts (BA) Caribbean Studies with major/minor combinations**

- BA Caribbean Studies with Gender & Development Studies
- BA Caribbean Studies with International Relations
- BA Caribbean Studies with Political Science
- BA Caribbean Studies with Psychology
- BA Caribbean Studies with Sociology

The Bachelor of Arts Caribbean Studies is a multidisciplinary degree spearheaded by the Department of Cultural Studies in the Faculty of Culture, Creative and Performing Arts, with the intention of attracting students whose interests align with several disciplines or do not neatly align within any one discipline. With the on-going global crisis of declining humanities programmes, institutions of higher

learning such as The University of the West Indies have been compelled to consider new synergies of teaching and learning, and more innovative programmes that have at their core interdisciplinary/trans-disciplinary or multidisciplinary scholarship. This programme is based in the Department of Cultural Studies, but encompasses other courses drawn mainly from the faculties of Culture, Creative and Performing Arts, Humanities and Education and the Faculty of Social Sciences.

#### **Bachelor of Fine Arts, Music with Education**

The Bachelor of Fine Arts in Music with Education programme is designed to prepare students to achieve success in the world of musicianship while being introduced to core concepts of teaching and learning within the discipline of education. The goal of the program is to enable competent music educators to develop the appropriate knowledge and necessary skills of instruction to deliver a quality education in music to primary and secondary school students. The programme will inspire and motivate students to cultivate a habit of discipline and creative practice to positively impact their communities.

#### **Bachelor of Fine Arts Dance programmes**

The Bachelor of Fine Arts in Dance is designed to foster creativity, critical thinking and artistic production in dance. It offers practical and theory courses to develop wise practitioners that are both talented artists and community-engaged innovators. Graduates of the program will be prepared to pursue careers as performers, choreographers, artistic directors, teachers, and scholars of dance.

### *FACULTY OF HUMANITIES AND EDUCATION*

#### **Master of Arts (MA) Reparatory Justice double programme with University of Glasgow<sup>3</sup>**

The purpose of the MA Reparatory Justice programme is to deliver both formal and advanced training for individuals in the field of reparatory justice, and to provide a comprehensive foundation/framework for scholars and activists to build upon and advance the field of reparation.

## FACULTY OF MEDICAL SCIENCES

### Launch of the Bachelor of Science (BSc) Human Nutrition and Dietetics

The BSc Human Nutrition and Dietetics was launched at the start of the year under review.

The vision of the programme is for it to be at the forefront of best in class of nutrition and dietetics training by educating the next generation of dynamic, forward-thinking leaders who embrace cutting edge research and collaborative practices to inform decision making, paving the way for a healthier Caribbean. The mission is to train the cadre of nutrition and dietetic professionals who provide safe and ethical care to improve health and wellbeing among the Caribbean region and beyond.

The programme has didactic and practical components and runs over three and a half years for full time students and six years for part time students. It aims to produce graduates who can work as dietitians in diverse settings. Seven students completed the first academic year of the programme. Application for CAAM-HP accreditation is in progress.

### Launch of the postgraduate Diploma in Paediatric Nursing

The Diploma was launched in September 2021 in collaboration with the SickKids Centre of Global Child Health and is an initiative of the Shaw Centre of Paediatric Excellence (SCPE). It includes sponsorship to train 40 nurses over five years. The SickKids Centre for Global Child Health, Faculty of Medical Sciences, the George Alleyne Chronic Disease Research Centre (GA-CDRC), Queen Elizabeth Hospital and the Ministry of Health and Wellness are collaborating to develop the SCPE. One of the goals which is to train 40 paediatric nurses, will be achieved through this Postgraduate Diploma. The first cohort consisted of 14 nurses and all of them successfully completed the programme and were awarded their Diplomas with Distinction.

### New Certificate/Diploma Programme Developed with the Pan American Health Organization (PAHO)<sup>4</sup>

The UWI/PAHO Certificate and Diploma in Health Policy and Health Systems was launched at a ceremony/press



Promotional Flyer - The UWI/PAHO Postgraduate Certificate and Diploma in Health Policy and Health Systems

conference on April 19, 2022 in the Jacqueline Wade Conference Room, The UWI, Cave Hill Campus. Officials from the Pan American Health Organization (PAHO) and senior administrators from The UWI, Cave Hill Campus attended. This programme is unique in that it was developed with funding from PAHO and includes existing public health and PAHO courses which have been revised. It will commence in the academic year 2022/2023.

### Expansion of the Master of Science (MSc) Nursing Administration and Education Programme to St Vincent

In January 2022, The MSc Nursing Administration and MSc Nursing Education were expanded to St Vincent in collaboration with the St Vincent Community College. Nine students were enrolled in the first cohort and they have received their classes online, with practicums supervised in collaboration with the Community College.



### **Proposal for Unified Final Exit Bachelor of Medicine, Bachelor of Surgery (MBBS) Examination**

Another significant change that was approved during the year is the unified final MBBS exam. Currently, separate examinations are held for Medicine and Therapeutics, Surgery, and Obstetrics and Gynaecology. The clinical part of these examinations requires extensive and expensive regional examiner travel.

The MBBS programme is not producing a specialist doctor, but a doctor who should be able to approach the clinical cases that may present to him/her in general practice in a holistic manner, integrating knowledge and competencies gained across disciplines. A combined examination will promote an integrated approach to patient care and at the same time will result in significant cost savings with respect to running the exams. Students entering the clinical years in the 2022/2023 academic year will sit the unified final exam two years later.

### **FACULTY OF SOCIAL SCIENCES**

#### ***Government Sociology and Social Work***

#### **BSc Public Policy and Management offered for the first time**

This programme replaced the BSc Public Sector Management programme which is being phased out.

### **FACULTY OF SPORT**

The BSc Sport Coaching programme was launched and received its first students in academic year 2021/2022.

An MPhil/PhD Sport<sup>5</sup> programme was approved. It will allow students to do in-depth research into any aspect of Sport that has a bearing on the West Indian Society. Sport touches society in every way. Participation leads to team spirit and fair play. Communities and countries in the Caribbean are identified by sport and most people identify with sport. Study in Sport can involve sociological aspects, economic impact, scientific interventions and psychological effects on groups of people, countries or the region as a whole.



Promotional Flyer for Short Course – Living a Wild Life Part 1: Illicit Wildlife Trade, Money Laundering and Border Security

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

#### ***Increased Demand for Short Courses***

The CPDLL developed 23 new short courses and certificates which were approved in the academic year 2021/2022. This was in response to governments and organisations wanting to retrain and upskill their employees to drive organisational development and sustainability.

#### ***The Centre for Biosecurity Studies (CBS) collaborates with CPDLL for new course***

The Centre for Biosecurity Studies, Faculty of Social Sciences, staged the first ever course in the Caribbean addressing illegal wildlife trade and money laundering risks to the financial and banking sectors. This professional short course has been facilitated by United Nations Office of Drugs and Crime (UNODC), Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and two regional anti-money laundering specialists Mr Andrew Dalip Jr. (Environmental attorney and AML specialist) and Mr Mitch Rollins (former law enforcement and banking AML specialist). It was delivered through the Centre for Professional Development and Lifelong Learning (CPDLL).

## ENGAGING STUDENTS THROUGH EXPERIENTIAL LEARNING

Experiential learning continues to be a vital and active part of the Campus' teaching and learning system with a commitment to provide internships, mentorship and other forms of active training and engagement for students across various sectors – nationally, regionally and internationally. As this form of learning supplements the traditional teaching and learning in the classroom setting, it has created opportunities for students to broaden their horizons, develop and

harness skills not otherwise gained in the traditional setting and most importantly, those required for them to function efficiently in the practical setting of an organisation.

Despite a negative impact on internships due to the COVID-19 pandemic, the Campus, through its various units, secured several internships for students. Table 7 presents the internships secured for students.

**Table 7: INTERNSHIPS\***

OFFICE OF STUDENT SERVICES AND DEVELOPMENT	
ORGANISATION	NUMBER OF INTERNS
Brookfield International Holding	2
Gildan	16
Purity Bakeries	1
US Embassy	6
Williams Industries	2
RBCI Chartered Accountants	2
Cidel	4
FLOW	5
FUJITSU	1
Small Business Association	3
CIBC FirstCaribbean International Bank Ltd	25
<b>TOTAL</b>	<b>67</b>

FACULTY OF HUMANITIES AND EDUCATION DEPARTMENT OF LANGUAGE, LINGUISTICS AND LITERATURE	
ORGANISATION	NUMBER OF INTERNS
Barbados Tourism Marketing Inc./ UWI National Tourism (Host Programme)	15
<b>TOTAL</b>	<b>15</b>

FACULTY OF SCIENCE AND TECHNOLOGY DEPARTMENT OF BIOLOGICAL AND CHEMICAL SCIENCES	
ORGANISATION	NUMBER OF INTERNS
Lenstec Inc.	2
Mt Gay Distilleries Ltd	1
Roberts Manufacturing Ltd	1
Sundale Foods Inc	1
Tissue Culture Laboratory Ministry of Agriculture & Food Security	1
Walkers, St Andrew	1
<b>TOTAL</b>	<b>7</b>

FACULTY OF SCIENCE AND TECHNOLOGY DEPARTMENT OF COMPUTER SCIENCE, MATHEMATICS AND PHYSICS	
ORGANISATION	NUMBER OF INTERNS
LENSTEC INC	2
PBS	2
Ministry of Innovation, Science and Technology	2
Goddard Enterprises	2
<b>TOTAL</b>	<b>8</b>

\* Students in the Faculty of Science and Technology also received informal internships at Berger Paints Barbados Ltd. and the National Petroleum Corporation (NPC).

**Table 7: INTERNSHIPS\* continued**

FACULTY OF SOCIAL SCIENCES DEPARTMENT OF MANAGEMENT STUDIES	
ORGANISATION	NUMBER OF INTERNS
Belize Credit Union	1
Republic Bank	2
National Insurance Scheme	3
Caribbean Development Bank	1
CIBC First Caribbean	2
West Indies Rum Distillery	3
Ministry of Labour, Social Security and Third Sector	1
<b>TOTAL</b>	<b>13</b>

INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES - NITA BARROW UNIT	
ORGANISATION	NUMBER OF INTERNS
Caribbean Development Bank	2
<b>TOTAL</b>	<b>2</b>

FACULTY OF SPORT	
ORGANISATION	NUMBER OF INTERNS
Barbados Cricket Association	1
<b>TOTAL</b>	<b>1</b>

SHRIDATH RAMPHAL CENTRE FOR INTERNATIONAL TRADE LAW, POLICY AND SERVICES (SRC)	
ORGANISATION	NUMBER OF INTERNS
Export Barbados	2
Afreximbank6	2
Office of Trade Negotiations (OTN)	2
Export Saint Lucia	1
Trade Policy Unit, Organisation of Eastern Caribbean States (OECS) Headquarters, Saint Lucia	2
Climate Resilience Execution Agency (CREAD)	1
Caribbean Policy Development Centre (CPDC)	1
Blue Shell Production	1
Caribbean Export Development Agency	2
Ministry of Foreign Affairs and Foreign Trade	1
Permanent Mission of Trinidad and Tobago to the United Nations Geneva	1
Ministry of International Trade St Kitts/Nevis	1
Ministry of Public Service, Consumer Affairs and Sports	1
Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC)	2
<b>TOTAL</b>	<b>20</b>

*There were also 14 internships provided for students in the Department of Economics, Faculty of Social Sciences.*



## Cave Hill Campus Students Secure Coveted Internships with Afreximbank

Two University of The West Indies, Cave Hill Campus students were awarded internships with the African Export-Import Bank (Afreximbank).

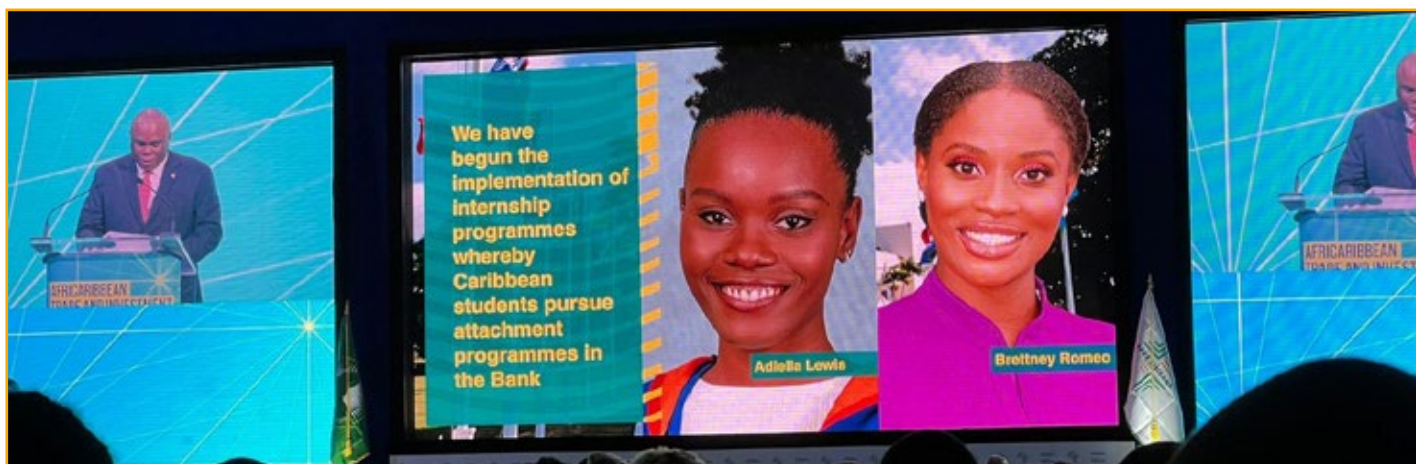
Ms Adiella Lewis and Ms Brettney Romeo were the first awardees since President of Afreximbank, Professor Benedict Oramah, announced the initiative following a meeting with

Pro Vice-Chancellor and Principal of The University of the West Indies, Cave Hill Campus, Professor R Clive Landis, in September 2021.

Both students were enrolled in the Masters in International Trade Policy (MITP) programme delivered through the Shridath Ramphal Centre for International Trade, Law, Policy & Services. The internships were for five months and were based in Cairo, Egypt. The students were extremely happy to receive the opportunity.



Professor R Clive Landis, Pro Vice-Chancellor and Principal of The University of the West Indies, Cave Hill Campus with Professor Benedict Oramah, President of Afreximbank during his visit to the Cave Hill Campus on September 28, 2021



President of Afreximbank, Professor Benedict Oramah (far left on screen), addresses an audience as he mentions the Bank's internship programmes during the 2022 AfriCaribbean Trade and Investment Forum. Photos of UWI, Cave Hill students, Adiella Lewis (left) and Brittney Romeo (right) are on the screen.



Dr Jan Yves Remy, Director, Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC), The University of the West Indies, Cave Hill Campus (far left) with students of the Masters in International Trade Policy (MITP) Programme and the World Trade Organization's Director General, Dr Ngozi Okonjo-Iweala (center, 5th from right) and staff in June 2022

### Other Notable Pursuits to Secure Internships

A small delegation from the United Nations Office for the Coordination of Humanitarian Affairs for Latin America and the Caribbean visited the Faculty of Science and Technology on May 12, 2022, to discuss synergies and potential opportunities for student engagement. The delegation included Ms Shelley Cheatham, Head of Office, Mr Dario Alvarez, Regional Disaster Advisor, and Mr Randy Warner, Information Management Assistant, United Nations Resident Coordinator's Office, Barbados and the Eastern Caribbean.

### SRC Resumes Annual Study Tour

In the year under review, due to the lifting of the COVID-19 protocols across the world, the SRC decided to resume travel to Geneva for the annual Study Tour. The tour took place during the period, June 27-July 12, 2022.

### UWI Cave Hill Students Engage International Monetary Fund (IMF) Leader

The UWI Cave Hill Campus' students were presented with a rare opportunity on June 16, 2022, to directly engage the leadership of the IMF, following an expression of interest from the IMF's Managing Director, Dr Kristalina Georgieva, to discuss the IMF's evolving partnership in the Caribbean region. She was visiting the Caribbean during the period of June 15-18, 2022.

Titled "The Future of the Caribbean", the event was moderated by Dr Simon Naitram, Lecturer in the Department of Economics, Cave Hill Campus. The session was embraced by the Campus and was seen as one that could inspire the students to think about how they could become genuine world-changers. It was also seen as an opportunity that would allow them to be exposed to the international financial institution beyond what they may have read or seen in the media.



**IMF**  **THE UNIVERSITY OF THE WEST INDIES**

**THE FUTURE OF THE CARIBBEAN**

A Conversation with IMF Managing Director and University of the West Indies Students

WATCH ON **IMF LIVE** | THURSDAY **June 16** 11:00 AM AST

**SIMON NAITRAM** Moderator  
**KRISTALINA GEORGIEVA** Managing Director, International Monetary Fund

LIVE ON  [www.uwitv.org](http://www.uwitv.org)  [www.facebook.com/uwitv](https://www.facebook.com/uwitv)

**FLOW EVO** 15 Grenada | 102 Curacao, Dominica, Trinidad & Tobago | 105 Anguilla, Antigua and Barbuda, Bahamas, BVI, St. Lucia, St. Kitts and Nevis, St. Vincent, Turks and Caicos | 106 Cayman Islands | 112 Barbados | 130 Jamaica

**LIVE BROADCAST UWITV GLOBAL**

Promotional Flyer – A Conversation with IMF Managing Director, Dr Kristalina Georgieva and The University of the West Indies students

The conversation with Dr Georgieva was aired via UWITV to facilitate viewing by wider audiences.

## MENTORSHIP ESSENTIAL TO STUDENT DEVELOPMENT

### Campus-Wide Mentorship Programme – Mentorship on the HILL

This academic year, with the support of mentors, Mentorship on THE HILL was introduced. This webinar style event, opened to potential mentors and mentees, was designed to increase awareness of The UWI Cave Hill Mentorship Programme and showcase some of the programme's benefits. Eighty participants attended the event held October 6, 2021. Professor Winston Moore offered welcome remarks, followed by a live address from alumni, Dr Jerelle Joseph and Mr Akeem Bourne, as well as Ms Kesha Harewood, a former mentee. Participants then joined discipline specific mentorship corners for question and answer and networking segments.

### Faculty-Based Mentorship Programmes

#### FACULTY OF SOCIAL SCIENCES

##### Department of Economics

##### *Student-Led Mentorship Programme*

The department continued to facilitate the student-led mentorship programme. The mentorship programme is a volunteer programme in which senior students provide academic support to junior students. The primary objective is to enable constructive and positive interaction and provide further opportunity for the development of student intellectual competencies.

#### FACULTY OF SCIENCE AND TECHNOLOGY

##### Department of Computer Science, Mathematics and Physics

##### *Mentorship Ring*

Students engaged in a year-long Mentorship Ring with Microsoft Engineer, Mr David Fowler. Two (2) students were successfully engaged by Microsoft US after their participation in the Ring.



## OTHER INITIATIVES TO SUPPORT EXPERIENTIAL LEARNING

### CAMPUS-WIDE

#### Classroom to Boardroom Challenge

A total of 25 undergraduate and graduate students were invited to apply for the Classroom to Boardroom Challenge which was hosted by the Cave Hill Campus in partnership with a number of other organisations.

Twenty-one undergraduate and postgraduate students from several faculties participated in the Challenge from May 23-27, 2022. The event, coordinated by the OBD with assistance from the Office of Student Services and Development, was an experiential personal development exercise for students, who researched and brainstormed the question “How Can Barbados Become the FinTech Hub of the Caribbean and Latin America by 2032?”. The students presented their comprehensive recommendations to an

international panel of distinguished business persons. The event was led by the UK-based company, Entrepreneurs in Action (EiA), and sponsored by Massy, the Barbados Entrepreneurship Foundation and the Rotary Club of Barbados South.

#### CIBC FirstCaribbean Career Expo

On October 19 & 20 2021, CIBC FirstCaribbean International Bank hosted a 2-Day Expo to students of The UWI Cave Hill Campus. This virtual event offered insights into the services of the Bank and provided key skills and knowledge critical to help students successfully navigate their various recruitment processes. Several topics were covered.

**The Classroom to Boardroom Challenge**

**< 25 STUDENTS WANTED >**

**The Challenge**

- Apply skills you have acquired in the classroom to a real life business challenge
- Represent the Campus and improve your skills in interdisciplinary teamwork, problem solving, decision-making, presenting to others, working under pressure and project management
- Work on the first ever, overall country business impact challenge
- Participate in a five-day session in which you work with a team during the week of May 23 - 27, 2022 to come up with viable solutions to the problem
- Present solutions in the boardroom to senior executives

**Benefits to You**

- Spend a week in an internationally renowned student development activity led by coach/mentor, Mr. Derek Bromine, CEO of Entrepreneurs in Action, winner of the Queen's Enterprise Award (<https://theeia.com/>)
- Gain invaluable skills and experience that will help you to be a standout student when applying for jobs
- Receive a certificate of participation
- Network with professionals in solving a real life corporate challenge

**Who is Eligible**

Any student enrolled in an undergraduate or postgraduate degree programme in any discipline

**How to Apply**

Click the link in the email to access the application form, answer all questions, and return the form by 15th April 2022.

**For more information contact:**  
 Ms Don-Marino Holder, Office of Student Services at  
 E: [osscareers@cavehill.uwi.edu](mailto:osscareers@cavehill.uwi.edu)  
 T: 417-4165  
 Ms Rosita Spooner, Office of Business Development at  
 E: [rosita.spooner@cavehill.uwi.edu](mailto:rosita.spooner@cavehill.uwi.edu) or  
 WhatsApp: 823-0954

Promotional Flyer – The Classroom to Boardroom Challenge

**Day 1 - October 19th**

**Morning Plenary Session - 10:00am - 10:55am (AST)**  
**CIBC FirstCaribbean - Banking, Careers, Development. It's all about you!**

This session will consist of an overview of the organisation and development advice to aid you in charting your career path.

Who should attend this session?  
 All persons who will attend the Expo.

**Format: Live Sessions - 20-35 minute presentation; 10 minute Q&A.**

Persons interested in any of the following segments should click the relevant link to register.

Corporate & Investment Banking	11:00am-11:45am
Technology	11:50am-12:35pm
Masterclass - Donna Wellington	12:35pm-1:05pm
Finance	1:10pm-1:40pm

**Donna Wellington**  
 Managing Director,  
 Barbados Operating Company

**"I am Donna Wellington, and this is my Masterclass"**

Our Masterclasses are designed for you to listen and gather career insight from our very best!

**Day 1 - October 19th**  
**(Second Half)**

Retail & Business Banking	2:00pm-2:30pm
Human Resources	2:35pm-3:05pm
Enterprise Security & Fraud Management	3:05pm-3:50pm
Marketing, Communication & Employee Engagement	3:55pm-4:25pm
Internal Audit	4:30pm-5:00pm

Promotional Flyer – CIBC FirstCaribbean Career Expo

**UWI**  
CAVE HILL CAMPUS  
BARBADOS, WEST INDIES

**The Office of Student Services**

# VIRTUAL JOB FAIR 2022

*Future Proof Your Career*

**SAVE THE DATES**

WEBINARS	
COMMUNICATION SKILLS FOR CAREER SUCCESS (UNDERGRADUATES)	MAR 2 & 5
COMMUNICATION SKILLS FOR CAREER SUCCESS (POST GRADUATES)	FEB 5
PREPARING FOR THE WORLD OF WORK AND ENTREPRENEURSHIP IN A DIGITAL WORLD	FEB 18 - 20

EVENTS	
MINI INTERVIEWS	MAR 14 - 15
JOB FAIR	MAR 16

Promotional Flyer – Job Fair 2022

## WORLD OF WORK ACTIVITIES

World of Work 2022 formed a significant component of the Semester II portfolio. This included developmental workshops, mini-interviews and the Job Fair. A weekly Resume Clinic was introduced on Tuesdays leading up to the week of the Job Fair with the aim of supporting students' job search preparation. Given the response to the clinic, some students also had to be scheduled for resume review after the Fair.

## Job Fair 2022

### Mini Interview/ Career Coaching Conversations

On March 14 and 15, 2022 virtual mini-interviews were held, giving students an opportunity to practice interview skills, engage in career conversations with alumni and to gain feedback from seasoned recruiters. Twenty-six

alumni/professionals and recruiters volunteered. Sixty-four students registered for the mini-interviews and career conversations.

## FACULTY OF SCIENCE AND TECHNOLOGY

### Department of Computer Science, Physics and Mathematics

#### University of Waterloo - FLIGHT

UWI student volunteers engaged as coaches in the University of Waterloo (Canada) FLIGHT (Future Leaders Innovating to Go Higher in Technology) programme in 2021, as outreach for under-represented minorities in information and communication technologies (ICT) to gain international experience in Technology Entrepreneurship (2022). The programme involved the students being prepared for entrepreneurship.





Pro Vice-Chancellor and Principal of the Cave Hill Campus, Professor R Clive Landis, and Professor Sir Errol Walrond cut the ribbon at the opening of the Cato Burton Simulation Suite on May 6, 2022



Medical students participating in a simulation with the Resusci Anne high-fidelity simulator in the Cato Burton Simulation Suite

## FACULTY OF MEDICAL SCIENCES

### The Cato Burton Simulation Suite

The Arnott Cato Foundation and the Peter Moores Trust donated **BBD 120,000** for the development of a simulation suite, including the purchase of a Simulation Mannequin, to be used in the training of clinical students. The Cato Burton Simulation Suite, reflecting the new name of the Foundation, was officially opened on May 6, 2022 in the Errol Waldron Clinical Skills Building. A Resusci Anne mannequin has been added to the already existing Sim Junior and Sim Baby simulation mannequins at the teaching complex. Dr Keisha Thomas-Gibson and the team of students who conducted a live simulation exercise during the ceremony were congratulated for an excellent presentation. Both Drs Thomas-Gibson and Lashley were congratulated for the work leading up to the Simulation Suite opening. Simulation facilitates the development of skills related to physical examinations, procedures, diagnostics, therapeutics, resuscitation, critical thinking, clinical reasoning, problem-solving and teamwork.

## FACULTY OF SOCIAL SCIENCES

### Department of Economics

#### Chartered Financial Analyst (Cfa) Atlantic Islands Research Challenge Competition

This annual intercollegiate competition offers students the unique opportunity to apply their classroom knowledge to real-world practice in equity research. Each participant is evaluated based on their analytical abilities, valuation, report writing and presentation skills. The 2021/2022 team consisted of students from the Department of Economics and the Sagikor Cave Hill School of Business and Management. The team easily advanced to the sub-regional competition held virtually, and performed creditably even though they did not advance to the next round of competition.



## Beyond the Classroom: Other Forms of Support for Students

There is an awareness that teaching and learning can be adversely impacted by other factors beyond the classroom, some of which may include financial hardship, psychological, emotional and social issues. During the year under review, the Cave Hill Campus continued to provide our students with support in these critical areas, and much of this support, through various initiatives, was spearheaded by and delivered through the Office of Student Services and Development.

### FINANCIAL SUPPORT

#### Student Funds

The financial wellbeing of students continued to be prioritised. Many of the financial challenges of students related to housing security and an inability to pay tuition and university fees. The level of assistance extended to students through the Student Hardship and Adopt-A-Student Funds continued to increase and was of significance. Assistance continued to be funded through multiple forms of support which included but were not limited to the Adopt-a-Student fund, Student Hardship funds, the UWI Toronto Gala Scotiabank Scholarship, the fund to assist Barbadian students, and philanthropic support from the Living Water community which donated care packages monthly. Student development funding was undertaken by the Office of Business Development with relative success. In Semester II, a new donor, the Peter and Jan Boos Foundation awarded multiple students with funding.

For the academic year, 67 students received financial assistance in various forms. Just over 65% of those recipients were Barbadian with the remaining students from the region. The records show that students were affected at varying levels of their study programmes due to hardships related to the economic climate.

The amount of monetary assistance extended to students during this period was a total of **BBD 116,077.18**, in addition to other forms of tangible support detailed in Table 8.

**Table 8: Financial Assistance Provided to Students  
in Academic Year 2021/2022**

NUMBER OF STUDENTS	RESOURCES/SAFETY NET	AMOUNT BBD
31	Amenity fees - Barbadian Fund	20,600.00
3	Regional Endowment Fund (UWIREF)	20,894.27
8	Adopt-A-Student	6,500.00
9	Student Hardship	8,872.25
2	Donation	5,100.00
3	UWI Toronto Gala Scotiabank Scholarship	14,450.49
2	AFUWI	12,171.42
1	Special Waiver	2,250.00
5	CCRIF COVID Relief Fund	25,238.75
25	Grocery Packages - Living Water Community	-
3	Technological Aid - (Loaners)	-
<b>TOTAL</b>		<b>116,077.18</b>

#### Improvements in Financial Aid Application Process

An initiative was undertaken to improve internal processes to enhance the Financial Aid application process. Members of the Financial Aid Committee worked with the Enterprise System Support Unit (ESSU) to develop a client management system to support the application process for Financial Aid. This is a student success tool that served the purpose of centralising and managing student information for decision making to address student financial wellbeing.

#### FACULTY OF SCIENCE AND TECHNOLOGY (FST)

##### Staff Supported Fund and Scholarships

During the period, faculty led initiatives were developed to provide financial support to students. The Faculty of Science and Technology created a Scholarship Fund, supported solely by contributions from the academic and Administrative, Technical and Service (ATS) staff of the Faculty. It was implemented to provide an annual full scholarship and bursaries for students experiencing economic hardship while pursuing studies in the Faculty.



Promotional Flyers - MIND Series of Wellness  
Psychoeducational Workshop

In response to the implementation of a science fee payable by all FST undergraduate students from the 2022-23 academic year and intended to assist with the expenses associated with procurement and maintenance of scientific assets, the Faculty secured and received approval for two (2) scholarship grants – the *Christopher Lambert Science Fee Grant* and the *David Lewis Science Fee Grant* – valued at **BBD 1,500.00** each, to cover the cost of the science fees for 20 continuing students who demonstrate financial hardship.

## PSYCHOLOGICAL SUPPORT

The Office of Student Services and Development (OSSD) recorded a total of 768 appointments during this reporting period. Of this number, 552 were scheduled appointments with the full-time Psychological Counsellor.

### Online Booking System

The online booking system, which allows students greater freedom and choice over scheduling their counselling appointments continued to be fully utilised by students. This system also promoted greater ease of access and follow-up adherence.

### Let's Chat 'Walk In' Consultation

The *Let's Chat* Virtual Walk In continued to be offered and was utilised by 40 students, which reflected an increase over the last academic year. This 'Walk In' consultation session allowed students to gain clarification surrounding their need for mental health intervention.

### The MIND Series of Wellness Psychoeducational workshops

These workshops resumed and were conducted during the month of March. They were premised on the articulated needs of students following a UWIchoice Survey conducted through collaboration between the Quality Assurance – Student Experience Team, the Director (OSSD) and the Psychological Counsellor.

## SUPPORT FOR FACULTIES/ DEPARTMENTS

The OSSD, through its Psychological Counsellor, continued to engage in outreach and support to various faculties and departments. The objective was to facilitate student success while ensuring that students' needs were met, and that faculty and staff received the necessary support and guidance when interfacing with students who presented with psychosocial difficulties. In this regard, presentations were delivered to the Faculty of Science and Technology, Faculty of Humanities and Education, Faculty of Medical Sciences and School for Graduate Studies and Research. Presentations were also delivered to associations such as the Medical Students' Association and the Cave Hill Association of Postgraduate Students (CHAPS).

## PROGRAMMING SUPPORT

The Psychological Counsellor continued to provide programming support for the various programmes provided for students as a means of facilitating their personal and academic success.

## An Inclusive Campus

Providing support for students with disabilities continued to be prioritised. The OSSD, in collaboration with several other Campus Units, continued to play a very pivotal role in developing, coordinating and implementing initiatives that allowed students with disabilities to have equal access to all teaching and learning opportunities. The Campus celebrated Global Accessibility Awareness Day (GAAD) on May 19, 2022.



From left to right: Ms Dale Lynch, Director of Student Services and Mr Khaleid Holder, Student Services Manager, both of The UWI, Cave Hill Campus (during a visit to Cleveland State University to benchmark disability services) with Cleveland State University Staff - Care Manager, Director of Campus Engagement and Director of TRIO/ Student Support Services Program



Promotion Flyer for Disability Simulation Workshop



Promotional Flyer to raise awareness about Global Accessibility Awareness Day (GAAD)



**Table 9: At a Glance – Activities Undertaken to Support Students with Disabilities During Academic Year, 2021/2022**

SERVICE TYPE	CAMPUS UNITS	ACTIVITIES UNDERTAKEN TO SUPPORT STUDENTS WITH DISABILITIES
Access to Electronic Materials	Elizabeth Watson Audio Visual Unit, OSSD, CETL, SML, Course Instructors	Accessible resources were identified for students with blindness.
		The Peer to Peer Support System for students with blindness was expanded.
Disability Service Volunteers	OSSD	In support of the Peer to Peer Support System, Peer tutors were recruited and prepared for their roles through a series of training sessions facilitated by the Disability Services Coordinator (DSC) and the Programme Assistant (Ag) of the OSSD.
Requests for various types of accommodation and coaching for students with disabilities	OSSD, SHC, Examinations, Faculties	Collaborations occurred amongst various Units to facilitate students' accommodation requests:
		On behalf of students, OSSD circulated accommodation plans to Deans and copied them to the Student Health Clinic (SHC).
		On behalf of students, OSSD routed examination accommodation requests through the Student Health Clinic for forwarding to Examinations.
		A SharePoint database of all students requiring accommodations was retained by OSSD.
Outreach and Coordination	OSSD, CETL, Faculty	Faculty specific lists of persons and their learning accommodations were retained by OSSD.
		Students' learning accommodation needs were identified.
		Ways to enhance teaching and learning for students with disabilities were identified.
		OSSD/CETL/Instructors aided with students' mid-term assessment preparations and administration as required.
		The DSC coordinated academic advisement sessions and course registrations for students with blindness.
		The DSC conducted meetings with Instructors of students with learning impairments to map out student success plans.
Contribution to Drafting of One UWI Disability Policy	OSSD (in collaboration with UWI Centre and other Campuses)	The DSC coordinated visits and walk throughs at the Faculty of Medical Sciences Building in preparation for face to face teaching to ensure access for a student with a disability.
		The DSC represented the Cave Hill Campus on the One UWI Cross Campus Disability Policy Committee commissioned by the University Registrar.
		The DSC chaired a meeting with internal stakeholders to garner feedback on the draft policy and used the feedback to enhance the draft policy.
Benchmarking Disability Services	OSSD	The DSC attended the UWI Mona Consultation and consultations with the President/representatives of the West Indies Group of University Teachers (WIGUT).
		OSSD representatives visited the Cleveland State University and Case Western Reserve University for the purpose of learning of best practices that could be used for students with disabilities at Cave Hill. This was part of an effort to enhance the services offered to students with disabilities.
Disability Simulation Workshop	OSSD, UWCAPD (UWI Cave Hill Association for Persons with Disabilities)	A Disability Simulation Workshop was organised.

## CENTRE FOR EXCELLENCE IN TEACHING AND LEARNING (CETL)

### Strong Support from CETL for Teaching and Learning

*The Postgraduate Certificate in University Teaching and Learning (CUTL)*

The CETL continued to deliver the Postgraduate Certificate in University Teaching and Learning (CUTL) programme through the following four courses:

#### CUTL Courses

- **Course 1 - CUTL 5001:**  
*Teaching and Learning – Theory to Practice 2021/2022 (Cohort 14)* concluded the week of December 06, 2021 with eighteen (18) participants.
- **Course 2 - CUTL 5104:**  
*Assessment in Higher Education 2021/2022 (Cohort 14)* concluded the week of July 04, 2022 with seventeen (17) participants.
- **Course 3 - CUTL 5106:**  
*Advancing Teaching and Learning with Technology 2021/2022 (Cohort 13)* concluded the week of November 15, 2021 with seventeen (17) participants
- **Course 4 - CUTL 5207:**  
*Reflective Teaching for Learning 2021/2022 (Cohort 13)* concluded the week of July 04, 2022 with seventeen (17) persons.

These seventeen lecturers of Course 4 met the requirements and graduated in October 2022.

The CETL Director, Educational Technologist and CETL Faculty Associates conducted a variety of seminars and teaching sessions for the Postgraduate Certificate in University Teaching and Learning participants in collaboration with other campus stakeholders. These included:

- Assessment Alignment, Designing the Table of Specifications, Rubrics and Examination Paper Construction (Dr Donley Carrington, Deputy Dean and Lecturer in Accounting)
- Ethical Issues and Assessment (Mrs Judith Toppin, Librarian and Officer-in-Charge)



- *Assessment Policies and Practices at Cave Hill Campus* (Ms Orwyn Herbert, Assistant Registrar, Examinations)
- *Lecturer's Role in Academic Advising* (Mrs Sonia Mahon, Lecturer in Management Studies and Deputy Dean, Faculty of Social Sciences)
- *Quality Assurance in Higher Education* (Mrs Koelle Boyce, Campus Quality Assurance Coordinator)
- *Creating a Conducive Learning Environment/Student Forum* (Mr Khaleid Holder, Student Services Manager)
- *Library Resources for Research and Teaching @ UWIllnC* (Ms Valerie Hinds, Librarian)

#### Revision of the CUTL Programme

A proposal was approved for the revision of the CUTL programme to be offered, officially, as a blended programme with the flexibility for virtual/online delivery. Subsequently, the four courses which comprise the programme are being reviewed by the three CETLs at Cave Hill, St Augustine and Mona Campuses.

#### Teaching and Learning Week 2022

The Centre for Excellence in Teaching and Learning (CETL) Virtual Teaching and Learning Week 2022 was conducted during the period of June 07 – 10, 2022 under the theme: *Teaching and Learning in a Post-Pandemic Environment*.

The purpose of the week was to provide opportunities to highlight and commend best practices in teaching, learning and assessment. Throughout the week, presenters shared experiences and posited ideas to support the continuity of teaching, learning and assessment in a post-pandemic environment



Presentation delivered by Dr Leah Garner-O'Neale during Teaching and Learning Week, 2022

Presentation delivered by Mrs Sonia Mahon during Teaching and Learning Week, 2022



## TEACHING AND LEARNING SHOWCASE

Some presentations were as follows:

**Dr Leah Garner-O'Neale**, Lecturer in the Faculty of Science & Technology, Cave Hill Campus presented on the topic: *The Proof of the Pudding is in the Eating*

**Dr Glenda Gay**, Lecturer in the Faculty of Social Sciences, Cave Hill Campus presented on the topic: *Smile, You're on Candid Camera*

**Mrs Sonia Mahon**, Lecturer, Faculty of Social Sciences, Cave Hill Campus presented on the topic: *Of Life and Lungs*

**Dr Eddia Solas**, Faculty of Education, Mount Saint Vincent University, presented on the topic: *Virtual Teaching in Higher Education: Critical Reflections from a Student's Perspective*

## CETL Partner Award, 2022

To mark the start of the week, two outstanding faculty members were awarded the CETL Partner Award 2022. The CETL Partner Award recognises outstanding and sustained contribution by academic or non-academic staff, to the work of the CETL, Cave Hill. The recipient, over a period of time, demonstrates a high level of commitment to the Mission and Vision of CETL and encourages others to become involved in CETL and campus initiatives that foster excellence in teaching and learning. Two recipients were awarded the CETL Partner Award.



Dr Leah Garner-O'Neale



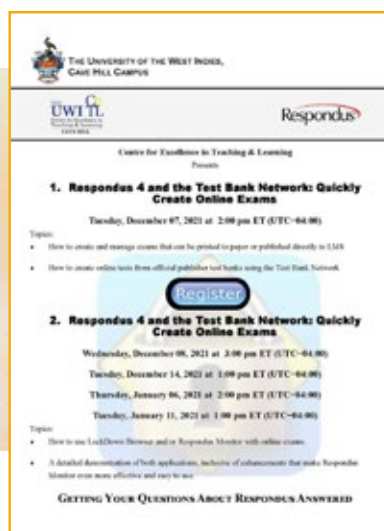
Mrs Sonia Mahon

CETL Partner Awardees:  
Mrs Sonia Mahon and Dr Leah Garner-O'Neale





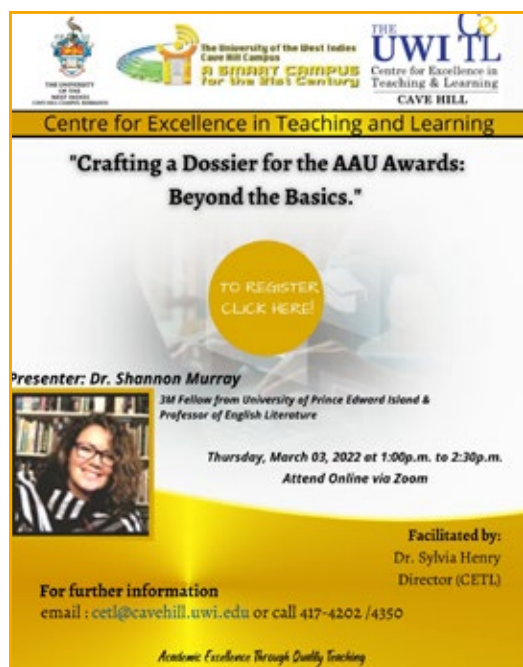
Charette on the Graduate GPA System



Respondus 4 and the Test Bank Network Training



Respondus and Exam Integrity Training



Crafting a Dossier Webinar- Part 2

## Preparing Faculty for the Graduate GPA System

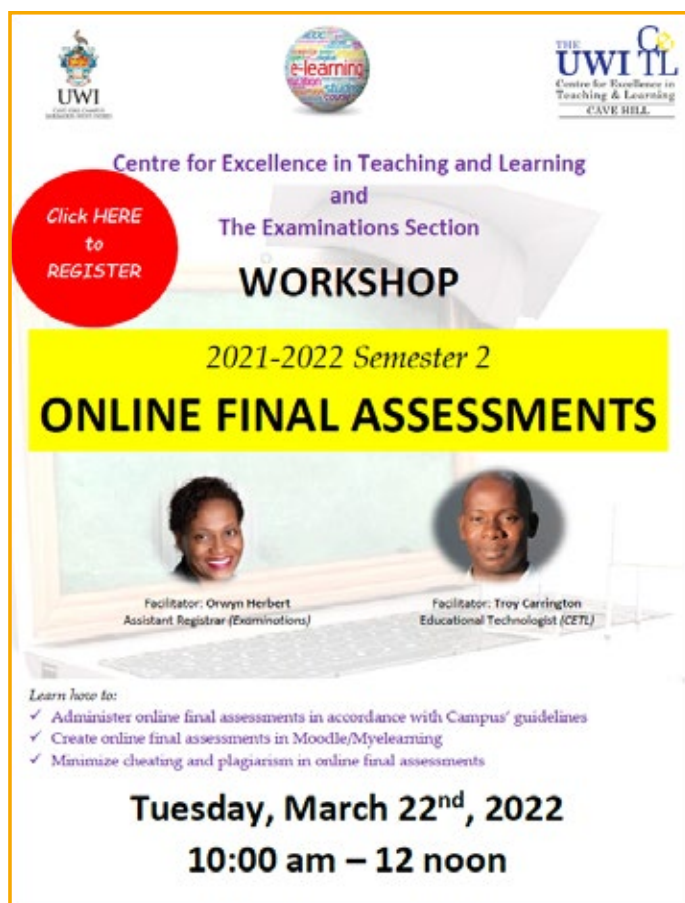
CETL in association with the School for Graduate Studies and Research facilitated a Charette entitled: *Thinking it Through Together - The Graduate GPA System Implications for Teaching and Assessing*. This provided an opportunity for the campus to brainstorm the implications of the new GPA system for teaching and learning and to make mutually agreed decisions for its implementation on campus.

## Preparing Faculty for use of Respondus Proctoring - Examination Integrity

CETL and Campus IT Services (CITS) in conjunction with Respondus Customer Success and Training Manager, Erin Thornbury, conducted a series of customized sessions for the comprehensive discussion on how the LockDown Browser and Respondus Monitor protect the integrity of online tests in both proctored and non-proctored environments. Several pertinent topics were covered.

## Crafting a Dossier Webinar - Part 2

The UWI (including CETL) recognises the significance of developing portfolios/dossiers for reflecting on professional accomplishments, skills, philosophies and experiences in teaching and learning. Inviting Professor Shannon Murray, Prince Edward Island University, to deliver on the topic: *Crafting a Dossier – Beyond the Basics*, attracted participants from the Cave Hill, Mona and St Augustine campuses.



Promotional Flyer - Online Final Assessments Workshop

### Preparing Faculty for Quality Online Instruction and Assessment

The Educational Technologist partnered with the Examinations Section to conduct a workshop entitled: *Online Final Assessments*. The goal of this workshop was to assist faculty with the administering of online final assessments in accordance with the Campus' guidelines, creating online final assessments in Moodle/Myelearning and minimising cheating and plagiarism in online final assessments.

### Support for Academic Advising

CETL continued its collaborations with Campus IT Services to continue the use of Microsoft Teams for various activities to support academic advising. The

department also continued to revise the Academic Advising Handbook to ensure that the current policies for each Faculty are reflected. This handbook proposes the use of the Appreciative Advising model as the framework which undergirds advising at Cave Hill.

### Academic Quality Curriculum Renewal, Quality Assurance, Course and Programme Design

Curriculum renewal working sessions were offered as various entities sought to renew their course offerings. Advising continued in relation to blended and online courses and the determination of the fitness of courses for this mode of delivery.

The demand for short certificate and professional courses increased, so the Director (CETL) worked with the Centre for Professional Development and Lifelong Learning (CPDLL), to design short courses based on public demand.

The number of courses and programmes completed by the CETL in Academic Year 2021/2022 are as follows:

- Fourteen (14) undergraduate programmes and ten (10) postgraduate
- Fifty-eight (58) undergraduate courses and fifty-two (52) postgraduate courses have been completed
- Three (3) CPDLL Programmes have been completed with sixteen (16) CPDLL courses
- Eleven (11) CPDLL short courses have been completed



CETL Website

## Resources to Support Higher Education

### **Training Space/Repository: Intranet Space Exclusive to Training at Cave Hill – FlexNet – Home-grown Innovation**

The Focused Learning and Educational Experiences Network (FLEXNET) is an intranet created by CETL/CITS to facilitate central access to training and development opportunities for all staff. It serves as a repository for a plethora of resources and hosts a facility for networking and discussing topics related to teaching and learning. To gain access to FLEXNET, staff require UWI Cave Hill staff account credentials similar to the MyCaveHill eLearning access.

### **CETL Website and Dissemination of Material Relevant to Teaching and Learning with Technology**

CETL continued to curate a variety of faculty development resources to keep lecturers aware of best practices, new theories and strategies in teaching. These weekly resources were provided in the form of videos, research papers, eBooks, webinars and articles.

### **Support for Student Development**

CETL continued to make direct and indirect contributions to the network community that supports student development on campus. Some of these areas included offering technology support to the student registration experience (as requested) and this included the Registration Buddy System. Additionally, the Educational Technologist worked with several departments to provide support for online learning.







# CELEBRATING STUDENT ACHIEVEMENTS

As a university core value, student-centeredness is a major focus of the Cave Hill Campus and students continue to be one of our most valued group of stakeholders. The Campus therefore continued its tradition of acknowledging the achievements of our students through the award of various scholarships and awards, several of which were in partnership with our valued, generous and committed benefactors. Students showcased their diverse skills and talents in academia and beyond, and their accomplishments throughout the academic year under review, have made the Campus community truly proud. They were celebrated in various ways with several ceremonies held in their honour as forms of recognition for their efforts. The competencies and achievements of Cave Hill students were recognised even beyond the Campus, as some students were awarded various external awards and were provided with opportunities to showcase their talents to wider audiences.

## Graduation

One thousand three hundred and fifty (1350) students graduated from the Cave Hill Campus in 2021. Nine hundred and eighty (980) were undergraduate students and 370 were postgraduate students.

Of the total number of undergraduate students, 813 (83%) graduated with honours, of which 19% were first class honours; 44% were upper second class honours and 34% lower second class honours. The remaining 3% received distinction and honours, specifically those from the Faculty of Medical Sciences. Of the 370 postgraduate students who graduated, 135 received high commendation/distinction. Tables 10 and 11 present further information on graduation results.

The Valedictorian was Ms Iyka Dorival who graduated with a Bachelor of Law degree with First Class Honours.



Ms Iyka Dorival, Valedictorian 2021

**Table 10: Undergraduate Examination Results For 2021**

FACULTY/INSTITUTE	DISTINCTION & HONOURS	FIRST CLASS	UPPER 2ND CLASS	LOWER 2ND CLASS	PASS <sup>1</sup>	TOTALS
CULTURE, CREATIVE & PERFORMING ARTS	0	0	4	1	0	5
HUMANITIES & EDUCATION	0	30	23	23	4	80
LAW	0	16	57	31	7	111
MEDICAL SCIENCES	24	6	2	1	87	120
SCIENCE & TECHNOLOGY	0	31	80	52	10	173
SOCIAL SCIENCES	0	67	178	161	59	465
SPORT	0	4	14	8	0	26
<b>TOTALS</b>	<b>24</b>	<b>154</b>	<b>358</b>	<b>277</b>	<b>167</b>	<b>980</b>

<sup>1</sup> Excludes 55 Undergraduate Diplomas

**Table 11: Postgraduate Examination Results For 2021**

FACULTY/INSTITUTE	HIGH COMMENDATION	DISTINCTION	PASS	TOTAL
CULTURE, CREATIVE & PERFORMING ARTS	-	2	1	3
GENDER AND DEVELOPMENT STUDIES	-	-	2	2
HUMANITIES & EDUCATION	-	29	47	76
LAW	-	8	24	32
MEDICAL SCIENCES	-	3	36	39
SCIENCE & TECHNOLOGY	1	10	16	27
SOCIAL SCIENCES	1	77	107	185
SPORT	-	4	2	6
<b>TOTALS</b>	<b>2</b>	<b>133</b>	<b>235</b>	<b>370</b>



## 2022 Virtual Appreciation Awards Ceremony

The 2022 Virtual Appreciation Awards Ceremony was held virtually on April 05, 2022 (and streamed via UWItv) under the theme, *Partnership and Diligence - Pathways to Success*. Mr Java Sealy, a recent graduate of Cave Hill, was selected to deliver the feature address on this theme. Mr Sealy was the CARICOM Youth Ambassador, 2021/2022.

He urged students to take responsibility for their success. In his words, “Navigating your unique path to success means that you have to take responsibility for it. Ultimately you are responsible for your own success, so own it. You have to decide that is where you are going and while there may be external factors and inhibitors, as Caribbean people we know how to push and get through,” Sealy shared

He also advised the students to conceptualise and implement their unique strategies to pursue their own version of success.

“Ask yourself which goals, stops, landmarks and events will constitute your vision for your success and then make a strategy for it,” Sealy advised the students.

### Prioritise partnership

Speaking under the theme *Partnership and Diligence: Pathways to Success*, Sealy gave a roadmap to success as he made his address to the students, urging them to prioritise partnership on their path to success.



Promotional Flyer - 2022 Virtual Appreciation Awards Ceremony

“Volunteerism and mentorship are two of the most powerful and invaluable tools to help us go further together. In fact, one of the best ways to navigate any path or any journey is to connect with someone who has gone that road before. With a mentor you are able to leverage their experiences, successes and failures to travel your path not only at twice the speed but with the same care and same lessons learnt,” Sealy counselled.

He also directed the students to leverage the internet and its resources to connect with persons outside their geographical location and who may

have even passed on.

“While I recommend a living mentor, this time period and the advancement of the internet allows you to be influenced by any mentor you like. Thanks to billions of hours of content in the largest video library on earth which we know as YouTube and unlimited databanks on those who are known as ‘legends’, you have the chance to consume as much content on those who inspire you, and those whose journeys you want to learn from,” Sealy shared.

He also encouraged the students to take advantage of the opportunities

and resources available to them at The UWI.

“The UWI is a breeding ground for excellent partnerships. The institution and the regional integration project was, and still is geared towards creating a path towards success and prosperity powered by partnership and diligence,” Sealy reflected.

Similar sentiments were shared by Campus Principal, Professor R Clive Landis, during the ceremony as he encouraged the students to strive towards their goals in spite of inevitable challenges.

“Students, you have proven time and again that you have the capacity to survive and thrive in the face of any challenges you may encounter. In the coming months and years, you will need to draw on that same strength and determination that you have shown over the past two years, as you play your part to contribute to the social and economic restoration of your respective countries and by extension, the Caribbean,” Landis said.

The Principal also reiterated his support to the students, congratulating them on their success.

“We at The UWI, Cave Hill remain committed to supporting you on your journey. Once again, congratulations on your achievements, and I wish you every success in your future



Mr Java Sealy, Cave Hill graduate, delivering the feature address at the 2022 Virtual Appreciation Awards Ceremony

endeavours.”

The Virtual Appreciation Awards Ceremony, formerly the Student Awards Ceremony, was established in 2004 to honour our outstanding students who qualify for scholarships, awards, or grants based on academic

performance, financial need, reading of a particular degree or some specific criteria. Scholarship endowments range from \$2,000 up to \$10,000 per year and may be used to fund various aspects of students’ educational costs.

“Students, you have proven time and again that you have the capacity to survive and thrive in the face of any challenges you may encounter.”

**Campus Principal, Professor R Clive Landis**

**Table 12: Scholarships Awarded for Academic Year 2021/2022**

NAME OF DONOR/SCHOLARSHIP	VALUE OF INDIVIDUAL SCHOLARSHIP/ AWARD BBD	TOTAL NUMBER OF STUDENTS AWARDED	TOTAL SCHOLARSHIP VALUE BBD
ANTHONY & JOY BLAND (SCHOLARSHIP)	5,000	4	20,000
BARBADOS EMPLOYERS CONFEDERATION	2,500	1	2,500
BARBADOS EMPLOYERS CONFEDERATION	1,000	1	1,000
BARBADOS WORKERS' UNION CO-OPERATIVE CREDIT UNION LTD - WINFIELD BELLE MEMORIAL SCHOLARSHIP	2,500	2	5,000
CARLOS HOLDER MEMORIAL	2,000	1	2,000
CENTRAL BANK OF BARBADOS (1 )	12,000	1	12,000
CIBC FIRST CARIBBEAN INTERNATIONAL BANK	5,000	9	45,000
CIDEL BANK & TRUST INC.	5,000	1	5,000
CO-OPERATORS GENERAL INSURANCE CO LTD	5,000	1	5,000
DAPHNE THOMPSON MEMORIAL	3,000	1	3,000
DISTRICT GRAND LODGE OF BARBADOS AWARD	3,000	1	3,000
ECGC FOUNDATION AWARD	2,000	1	2,000
ERMINE HOLMES MEMORIAL AWARD	1,500	1	1,500
ENTERPRISE GROWTH FUND LIMITED	3,000	2	6,000
ERNST & YOUNG	6,000	1	6,000
GEORGE AND MARIANNA CAROO MEMORIAL AWARD	1,000	1	1,000
GILDAN ACTIVEWEAR SRL	7,000	2	14,000
GODDARD ENTERPRISES LIMITED	6,000	1	6,000
INSURANCE CORPORATION OF BARBADOS	2,500	1	2,500
JANELLE BROME MEMORIAL SCHOLARSHIP	5,000	1	5,000
KREGG NURSE AWARD FOR VISION & FORTITUDE	3,000	2	6,000
PETER JONES MEMORIAL GRANT OF THE KIWANIS CLUB BARBADOS SOUTH	1,500	1	1,500
RALPH BOYCE SCHOLARSHIP (SPONSORED BY THE BPWCCUL)	2,500	1	2,500
RBC ROYAL BANK SCHOLARSHIP	4,000	6	24,000
RICHARD CHELTENHAM QC SCHOLARSHIP	4,000	3	12,000
ROLLINS FAMILY CHARITABLE TRUST SCHOLARSHIP	3,000	8	24,000
SAGICOR LIFE INC (1) & (2)	5,000	2	10,000
SOROPTIMIST INTERNATIONAL OF BARBADOS	2,500	1	2,500
TELFORD GEORGES MEMORIAL SCHOLARSHIP	2,500	1	2,500
UWI ALUMNI CIRCLE SCHOLARSHIP	3,000	2	6,000
<b>TOTAL</b>			<b>238,500</b>

The Campus gratefully acknowledges the 30 benefactors who together donated BBD 238,500 in scholarship funds at a time when economies are financially challenged, and whose investments in its students enables the ongoing creation of social capital in the Caribbean region and beyond.



## THE CAMPUS SALUTES YOU!



**Mckaeda Augustine:** Anthony and Joy Bland Scholarship



**Darrien Taylor-Payne:** CIBC FirstCaribbean International Bank Scholarship



**Akeem Greaves:** Barbados Workers Union Co-operative Credit Union Ltd – Winfield Belle Memorial Scholarship



**Aaliyah Yearwood:** Enterprise Growth Fund Limited Scholarship



**Mawali Knight:** Ernst & Young Scholarship



**Ajani Searles:** Gildan Activewear SRL Scholarship



**Nicholas Yarde:** Gregg Nurse Award for Vision and Fortitude



**Dominique Derrick:** RBC Royal Bank Scholarship



**Rishona Graham:** Rollins Family Charitable Trust Scholarship

## FACULTIES AND DEPARTMENTS CELEBRATE STUDENT ACHIEVEMENTS

### OUTSTANDING STUDENTS AWARDED

#### Several Students Make Dean's List for Exceptional Academic Performance

Having performed exceptionally well in their academic studies, several students made the Dean's lists across the faculties.

#### FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS

In efforts to recognise and reward excellence among the student body, the Faculty of Culture, Creative and Performing Arts established the Dean's List and Faculty Prizes. The first awardees were named in 2021/2022 with 21 students making the Dean's List.

#### FACULTY OF LAW

A total of 63 students were recognised on the Dean's List for Semester I and a total of 65 students were recognised on the Dean's List for Semester II, having achieved a semester GPA of 3.60 or above based upon a minimum of five courses (full time students) or three courses (part time

students). The Dean wrote to each student informing them that they made it on the Dean's List, a customary tradition at most North American universities.

#### FACULTY OF MEDICAL SCIENCES

##### Pinning and Awards Ceremony

The Faculty's Pinning and Awards ceremony took place on November 6, 2021 under the theme 'Perseverance, Determination, Success'. The programme was held virtually and is available on YouTube.

The most outstanding students during the 2021/2022 Academic Year on the Dean's list were:

- **MBBS**  
Zalika Knight Year-I  
Raymond Farnum Year-2, and  
Asha Johnson Year-3
- **Bachelor of Health Sciences**  
Antonia Wood Year-I
- **BSc Human Nutrition and Dietetics**  
Daniel Griffith



Dr Peter Adams, Dean, Faculty of Medical Sciences, delivering the address at the Faculty's 2021 Pinning and Awards Ceremony on November 6, 2021

### FACULTY OF SCIENCE AND TECHNOLOGY (FST)

On October 29, 2021, the Faculty held the inaugural FST Student Awards Ceremony virtually, owing to the pandemic. Several discipline and year level prizes were awarded by the Departments of Biological and Chemical Sciences (BCS) and Computer Science, Mathematics and Physics (CMP) while students who satisfied the requirement for the Dean's List for the 2020-21 academic year were also honoured. Mr Mark Hill from Export Barbados – Barbados Investment and Development Corporation (BIDC) delivered a presentation on entrepreneurship and "*The Business of Science*" to an audience of over 100 online guests.

A total of 82 students were recognised on the Dean's List, having obtained a Semester GPA of 3.60 and above in Semesters I and II of 2021-2022 based on a minimum of 12 Faculty credits (full time) or six (6) Faculty credits (part time). This list included 25 students in Preliminary and Level I, 13 students in Level II and 44 students in Level III.



Promotional Flyer – The Inaugural FST Student Awards Ceremony 2021

### FACULTY OF SPORT

The Dean's List and Dean's Student - Athlete Awards for the Faculty of Sport are academic awards assigned to the top students earning a (degree/cumulative) GPA of 3.6 or above on the 4.3 scale. The Dean's List awardees for Semester I and II of the academic year 2021/2022 are presented in Table 13.

**Table 13: Dean's List Awardees 2021/2022**

YEAR	NAME OF STUDENT
<b>Semester 1</b>	
<b>1</b>	Dacia Patrina Clarke
	Allison Alexia, Gordon
	Paul Jacob Miller
	Haquiem Paul Noel
<b>2</b>	Shanéa Chanika Allamby
	Dominic Linus Auguste
	Tamia Tiara Davis
	Chelsea Chantal Dey
	Simeon Prince Gerson
	Llori Sharpe
<b>3</b>	Te-Shawn Zyan Alleyne
	Shanece Sachel Butcher
	Christopher Anderson Cadogan
	Ida Antonette Elms-Edghill
	Tremayne Tyríke Griffith
	Nakayla Delisa Headley
	Odain Orlando Mccatty
	Michail Akeem Powell
	Jada Aaliyah Prescod
<b>Semester 2</b>	
<b>2</b>	Dominic Linus Auguste
	Tamia Tiara Davis
<b>3</b>	Ida Antonette Elms-Edghill
	Simeon Prince Gerson
	Kevin Steffan Gittens
	Tremayne Tyríke Griffith
	Racquelle Amber Kind





Faculty of Humanities and Education - 2021 Prize winners pose with members of faculty

## Other Awards

**Apart from the Dean's Lists, students were also awarded other faculty/departmental prizes and awards for their outstanding academic performance.**

### *FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS*

The Faculty Prizes at levels I, II and III, were awarded to Ms Jahzara Wilson, Ms Makalah Harrison and Ms Chloe O'Neal, respectively. Mr Kristian Best was awarded the already established Helen Carnegie Prize for the Creative Arts.

### *FACULTY OF HUMANITIES AND EDUCATION*

The following students were recognised for outstanding academic achievements:

- Ms Vellie Nicholas-Benta received the Gabrielle Gay Awards for Excellence in English Literature, the Level III Literatures in English Prize and the Level III Faculty Prize
- Ms Stacia Martindale was the Level III prize winner in History and French
- Other Level III prize winners were:
  1. Maria Cothran (Psychology)
  2. Brigitte Blackman (Education)
  3. Rebecca Toy (Spanish) and
  4. Shanaé Griffith (Linguistics)
- Mr Nicholas Small-Warner was awarded The Colin and Pearl Kirton Prize for Doctrine

## OUTSTANDING ACHIEVEMENT



Mr Chavez Harding, recipient of the inaugural Pfizer Limited Prize in Biochemistry

### The Department of Biological and Chemical Sciences

Mr Chavez Harding graduated with a First Class Honours degree in Biochemistry with a Chemistry minor and an overall GPA of 3.94.

## FACULTY OF SCIENCE AND TECHNOLOGY

### Department of Biological and Chemical Sciences

The Department of Biological and Chemical Sciences, in its continued quest to award excellence in each discipline in the department, sought approval for a new prize in Biochemistry – The Pfizer Ltd (PFL) Prize in Biochemistry. The winner of this prize and the other Faculty Awards are shown in Table 14.

### Department of Computer Science, Mathematics and Physics

As part of the Annual Faculty of Science and Technology 2021 Anniversary Celebrations, the Department of Computer Science, Mathematics and Physics, awarded several prizes which were sponsored by Netsweeper Inc. Barbados, Caribbean Aerial Photography, Barbados Smoke House, Little Starr's Ltd and Dr Mechelle Gittens. See Table 15.

## FACULTY OF SPORT

Tables 16 and 17 present the students who received sport scholarship/grants during the academic year 2021 - 2022.

## FACULTY OF SOCIAL SCIENCES

### Department of Economics

The Department of Economics awarded its students in order to recognise, acknowledge, and celebrate those who demonstrated excellence in their coursework. The recipients for the academic year, 2021/2022 are presented in Table 18.

**Table 14: Faculty of Science and Technology Prize Winners for the 2020-2021 Academic Year**

PRIZE	NAME OF STUDENT
DEAN'S PRIZE	Clem Francis
PROXIMÉ ACCESSIT TO DEAN'S PRIZE	Damani Mc Caskie
FACULTY PRIZE	Mikkel Boxill
PFIZER LTD (PFL) PRIZE IN BIOCHEMISTRY	Chavez Harding
THE GRAHAM GOODING BIOLOGY PRIZE	Caela Mason
MT GAY DISTILLERIES LTD. PRIZE IN MICROBIOLOGY	Teile Holder
THE LOUIS CHINNERY ECOLOGY PRIZE	Sherrel Charles
R L SEALE & CO LTD. PRIZE IN CHEMISTRY	Aaliyah Gooding

**Table 15: Faculty of Science and Technology, Department of Computer Science, Mathematics And Physics  
Top Students for the 2020-2021 Academic Year**

DISCIPLINE	YEAR	NAME OF STUDENT
ELECTRONICS	1	Anderson Mayers
	2	Ricjuan Blackman-Jessamy
	3	Chevron Martindale
MATHEMATICS	1	Chavez Pope
	2	Akeel Alexander
	3	Kyro Gibling
COMPUTER SCIENCE/INFORMATION TECHNOLOGY	1	Mateo Sam
	2	Dwayne Anthony Baker
	3	Damani Patrick McCaskie
SOFTWARE ENGINEERING (SWEN)	Overall	Clem Francis
PHYSICS	1	Chalese Clarke
	2	Nathan Mason
	3	Taton David
OVERALL	Preliminary Year	Kristen Jones

**Table 16: Faculty of Sport Scholarship Awardees**

STUDENT NAME	SPORT SCHOLARSHIP
Ryan Arnold	Volleyball
Mickel Besson	Volleyball
Vidal Crandon	Cricket
Allison Gordon	Cricket
Shenan Nicholas	Football

**Table 17: Faculty of Sport Grant Awardees**

STUDENT NAME	SPORT GRANT
James Gooding	Hockey
Kimar Hinds	Volleyball

**Table 18: Faculty of Social Sciences, Department of Economics Prize Winners for 2021**

NAME OF STUDENT	AWARD	PERFORMANCE
Naresa McRwray-Williams	Sir Author Memorial Lewis Prize	Most outstanding student graduating with a major in Economics
	Charles M. Kennedy Prize (Cave Hill Nominee)	Most outstanding student obtaining the highest aggregate in the Final Year examinations of the BSc Economics degree
Darien Lalgee	Wendell McClean Memorial Prize in Economic Theory	Achieved the highest aggregate in Economic Theory in Level II examinations
Rochean Seaton	Roland Craigwell Finance Prize	Obtained the highest aggregate marks in Level II of the BSc. Banking and Finance programme
Nicholas Landis	Llewyn Rock Memorial Prize	Obtained the highest GPA in Level II of the BSc Economics (Special), BSc Economics with Specialisations, and BSc Economics (Major) programmes
Lisa Brathwaite	Graduate Award in Economics	Obtained the highest average grade in coursework (at least a B+ average) and a minimum of a B+ in their final research paper

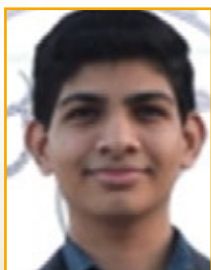


## FACULTY OF SOCIAL SCIENCES: PRIZE WINNERS FOR 2021

### Department of Economics



**Naresa McRwray-Williams**



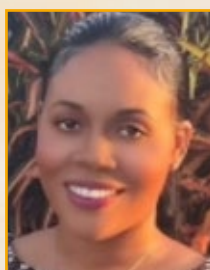
**Darien Lalgee**



**Rochean Seaton**



**Nicholas Landis**



**Lisa Brathwaite**

### Department of Government, Sociology, Social Work and Psychology (GSSWP)

The Department of GSSWP recognised final year students for outstanding performance in their chosen disciplines.



**Krystal Rollins:**  
Christine Barrow Award



**Tammy Linton:**  
Elsa Leo-Rhynie Award



**Caron David:**  
Neville Duncan Award



**Shirlene Humphrey:**  
Funmilayo Jones Award



**Kaniesha Hope:** *Special Award*  
Elsworth Young Award

## Cave Hill Students Showcase Their Talents

### FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS

#### Department of Creative and Performing Arts

##### *Dance Ensemble Performs by Special Invitation*

The students of the Dance Ensemble were specially invited by Vice-Chancellor, Professor Sir Hilary Beckles, to perform during “Caribbean Africa Dialogues: Shaping the Present for the Future We Want” organised by The UWI in collaboration with the Government of Barbados and the United Nations Population Fund, in May 2022.

##### *Films of Final Year Students Selected for Screening at Heritage Month “Movie Night in the City” event held in Golden Square, Bridgetown*

The films of two final year students, Josiah Haynes and Gabrielle Gittens, were selected by the Division of Culture in the Prime Minister’s Office for screening at the Heritage Month, *Movie Night in the City*, held in Golden Square, Bridgetown, in June 2022. The films selected were “*Undressed Daydreams*” by Josiah Haynes and “*Creative Influencers: The Ugly Truth*” by Gabrielle Gittens, produced for their Capstone Project, 2021/2022.

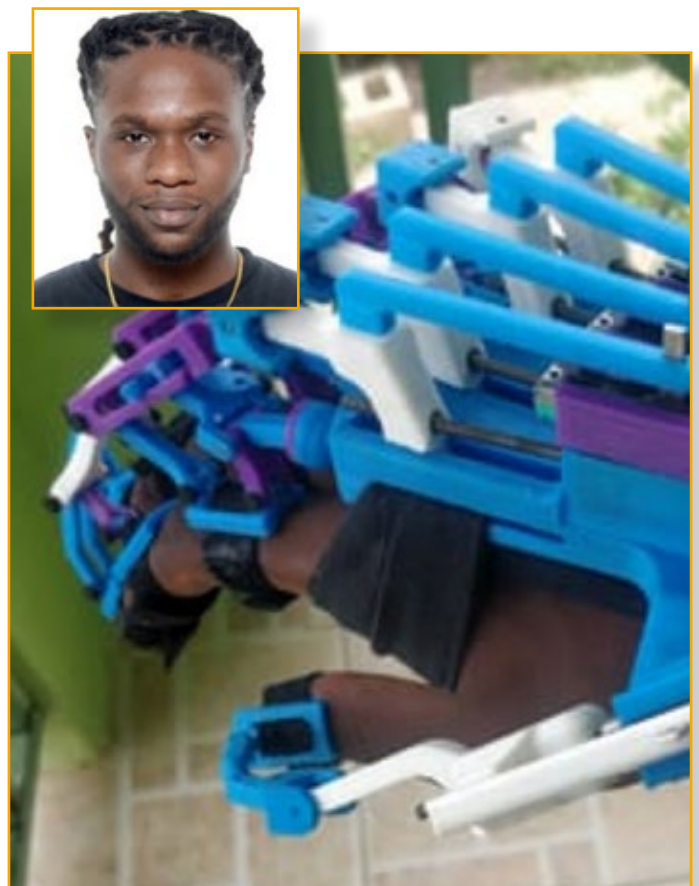
### FACULTY OF SCIENCE AND TECHNOLOGY

#### **CMP MPhil Student Creates Solution to Real Life Problem**

A student’s 3D invention is a solution to a real-life problem. Mr Evrico Inniss, an MPhil student in Electronics (Computer Science, Mathematics and Physics Department - FST) showcased his innovativeness with the creation of an exoskeleton arm using 3-D printing to assist individuals who have difficulties using their arms. The invention, which was done under the guidance of Dr Ramon Sargeant, Lecturer in Electronics in the Department, is a first for the Cave Hill Campus. The arm took eight months to design and Mr Inniss presented his accomplishment during the Centre for Excellence in Teaching and Learning’s *Teaching and Learning Week*.



Filmmakers Gabrielle Gittens and Josiah Haynes at *Movie Night in the City* where they introduced their respective films. Source: The Division of Culture, Prime Minister’s Office



Mr Evrico Inniss (inset) and the exoskeleton arm he created

## OUTSTANDING ACHIEVEMENT



Ms Ireka Jelani was the recipient of the 2021 Botanical Treasure Award from the Biocultural Education and Research Programme.



Ms Reyda Gay, recipient of the Fellow for Other Universals Mellon Scholarship, 2021-2022



Mrs Pamela Edwards: Kregg Nurse Scholarship Award Winner 2022

## External Awards Won by Students

### **PhD Cultural Studies Candidate Receives the 2021 Botanical Treasure Award**

Ms Ireka Jelani was the recipient of the 2021 Botanical Treasure Award from the Biocultural Education and Research Programme. This organisation is headed by Dr Sonia Peter and the award was given to Ms Jelani for her work and contributions to natural living and Barbadian biocultural traditions.

### **PhD Cultural Studies Candidate Wins Scholarship**

Ms Reyda Gay, PhD candidate in the Department of Cultural Studies, was the recipient of the Fellow for Other Universals Mellon Scholarship, 2021-2022.

### **Cave Hill Student Wins Caribbean Catalyst Kregg Nurse Scholarship Award**

Mrs Pamela Edwards, a final year Accounting student at the Cave Hill Campus, won the 2022 Caribbean Catalyst Kregg Nurse Scholarship Award. She was diagnosed with Multiple Sclerosis which affects her mobility but she has persevered in the pursuit of her studies.

### **CERMES Student is one of the first National Oceanic and Atmospheric Administration (NOAA)-CERMES Climate Resilience Enhancement Programme (NCCREP) MSc Research Fellows**

Ms Annabel Cox is one of the first National Oceanic and Atmospheric Administration (NOAA)-CERMES Climate Resilience Enhancement Programme (NCCREP) MSc Research Fellows. She reached the halfway point in her research programme with Discovery Bay Marine Laboratory, Jamaica. She successfully completed six rounds of monthly water quality sampling and training at eight marine fish sanctuaries from March to September, and coral reefs surveys at all eight sites through July and August.



## Other Outstanding Achievements

### 2022 Caribbean-China International Law Moot Court Competition Won by UWI Team

The University of the West Indies, Cave Hill Campus, Faculty of Law and the China University of Political Science and Law (CUPL), Beijing announced the 2022 Caribbean-China International Law Moot Competition. The competition was jointly founded by The UWI Cave Hill & CUPL in 2017. The competition returned after a two year break due to COVID-19 and was held online via Zoom.

The Opening Ceremony was held on June 9, 2022 while the competition ran from June 10-12 and Team Cave Hill emerged as winners. It was on the topic, *Dispute Between the Republic of Independent Marianne and the Republic of Tranquillita on Maritime Delimitation*. The team was coached by acting Justice and former Law Lecturer, Mr Westmin James, and former Dean in the Faculty of Law, Professor David Berry.

The following awards were won by The UWI, Cave Hill Campus Team (1 & 2):

1. The Winner Trophy went to Rawletta Barrow and Mckaeda Augustine of the Cave Hill Team.
2. The Spirit Award was won by UWI's Team 2 comprising Michael Patrick and K-Jel Smithen.
3. The Best Oralist Award of the Final Round went to Rawletta Barrow from UWI Team 1.

Ahead of the competition, Principal of The UWI Cave Hill Campus, Professor R Clive Landis said he anticipated it would be intense.

He lauded the CUPL on the achievement of its 70th anniversary and said the close relationship between the two learning institutions has resulted in significant partnerships, including through the Confucius Institute at Cave Hill, the teaching of a law course by a lecturer from the CUPL and other collaborative initiatives with the Shridath Ramphal Centre for International Trade Law, Policy and Services.

President of the CUPL, MA Huaide, also spoke of the expanding cooperation and deepening friendship between

## OUTSTANDING ACHIEVEMENT



Mckaeda Augustine



Rawletta Barrow

### Winning Team

UWI Cave Hill Team of Mckaeda Augustine and Rawletta Barrow captured the Winner Trophy at the 2022 Caribbean-China International Law Moot Court Competition



Promotional Flyer – 2022 Caribbean-China International Law Moot Court Competition Opening Ceremony and Competition

the universities, and said the teams overcame many challenges to hold the moot court online for the first time.

He said the competition has attracted many legal talents and outstanding students, and promoted the internationalisation of the two universities and the cultivation of legal professionals.

“Thanks to the moot court, the teachers and students of our two universities have improved mutual understanding, broadened their international vision, developed their practical ability, and forged a deep friendship.”

### **CMP Students Secure Jobs with Microsoft after Successful Participation in Mentorship Ring**

Mr Christopher King, recent BSc graduate in Computer Science (Double), was selected to participate in the 2021/22 “Mentorship Ring” programme with Microsoft and after completion of his studies was hired to work for Microsoft in the United States.

Ms Mellissa Marie, BSc graduate in Computer Science and Electronics and recent MSc graduate in IT was selected to participate in the 2021/22 “Mentorship Ring” programme with Microsoft and after completion of her studies was hired to work for Microsoft in Trinidad. Ms Mellissa Marie participated in the Microsoft Mentorship Ring and is now hired by Microsoft (Trinidad).



Ms Mellissa Marie

## OUTSTANDING ACHIEVEMENT



Student-cricketer Jediah Blades, seen here during a match, was crowned Man of the Match in the T-20 Title

## Excellence in Sport

The UWI A Team won matches against Spartan Club and Carlton Club during the period. The following Cave Hill students were members of this team:

- Odain Mccatty
- Jediah Blades
- Michail Powell
- Demario Richards
- Dominic Auguste

The UWI ‘A’ team easily disposed of Spartan Club in their Quarter-Final held at the 3Ws Oval, on the back of strong performances from Captain, Kyle Corbin, and former West Indies Under-19 World Cup representative, Shaqkere Parris.





Mr Jediah Blades collecting his winners' medal from a Barbados Cricket Association representative after the UWI A team captured the 2022 BCA T20 Cup title

Furthermore, The UWI 'A' Team made light work of the 145-run target with 11 balls to spare and set up a mouth-watering clash with Carlton Club in the final.

Set at the picturesque North Stars Cricket Club located at Crab Hill, St Lucy, the Sagcor UWI 'A' team romped to victory in grand style on June 11 by defeating Carlton Club by 58 runs. The T20 title, a record 6th at this level, was made possible by solid contributions from Corbin (69 runs from 30 balls in a total of 195-9 from 20 overs) and 20-year-old student-cricketer Jediah Blades who captured 5 wickets for 25 runs from his 4-over allotment. There was no surprise to all in attendance when after a short deliberation, Blades was crowned the Man-of-the-Match for his impressive bowling performance.





Ms Keisha Mascoll (Lecturer in General Chemistry for Nutrition)  
demonstrating how to prepare samples for analysis in the lab

Research continues to be a critical part of The UWI Cave Hill Campus' strategic agenda and in the year under review, the institution continued to demonstrate excellence beyond teaching and learning through our capacity to produce impactful and quality research. This was supported by our ability, through our researchers, to attract much-needed funding from various funding agencies worldwide. The Campus is therefore positioned as one that is responsive to producing research that satisfies the needs of local, regional and international communities and this complements The UWI's Triple A Strategy (2017-2022).



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Aspects of the access and alignment goals speak to increasing the quality and quantity of high impact research (AC4) and increasing grants for academic and applied research to contribute to the bottom-line of the university (ALI). This is a critical part of strengthening the institution's research reputation, especially as part of a wider UWI institution that has succeeded in sustaining a leading position among the region's best. Furthermore, in recent times, The UWI has significantly scored 100% in the citations (research influence) performance indicator used by the prestigious Times Higher Education (THE) ranking agency. Research will also be vital to innovation as the Campus is set to become an innovation hub in Barbados and the wider Caribbean while generating new revenue streams.



Laboratory analysis being conducted

In the Academic year 2021/2022, the Cave Hill Campus remained committed to funding the research of its staff and students, including their attendance at conferences. This was evidenced by the total award of **BBD 374,544.89** to staff and students across faculties. The greatest percentage of these awards (98%) was captured by students, with the Faculty of Medical Sciences having received 55%, followed by the Faculty of Science and Technology with 29%. The Faculty of Social Sciences and the Faculty of Humanities and Education were also successful as their students captured smaller shares. In the staff category, the lone award, valued **BBD 8,300.00** went to the Faculty of Culture, Creative and Performing Arts. The details are reflected in Table 19.

**Table 19: Campus Research Awards 2021/2022 – Postgraduate Students and Staff**

FACULTY/INSTITUTE	NO OF AWARDS	CONFERENCE BBD	RESEARCH BBD	TOTAL BBD
<b>POSTGRADUATE RESEARCH AWARDS (STUDENTS)</b>				
Culture, Creative and Performing Arts				
Institute for Gender and Development Studies: Nita Barrow Unit				
Medical Sciences	11	2,086.33	200,508.04	202,594.37
Science and Technology	10	765.12	105,698.98	106,464.10
Social Sciences	1	-	37,760.40	37,760.40
Humanities and Education	4	19,426.02	-	19,426.02
<b>TOTAL</b>	<b>26</b>	<b>22,277.47</b>	<b>343,967.42</b>	<b>366,244.89</b>
<b>CAMPUS RESEARCH AWARDS STAFF</b>				
Culture, Creative and Performing Arts	1		8,300.00	8,300.00



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

**The Office of Research, Innovation and Community at Cave Hill continued to support both academics and researchers to meet their goals in relation to research and support the Campus' objectives in relation to income generation.**

### Business Development Process Map

The Cave Hill Campus is home to a myriad of entrepreneurial ideas, only a few of which reach income generation status. RICCH conceptualised a Business Development Process Map that presents an overview of the key steps necessary for the development of entrepreneurial concepts at the Campus. This process can be viewed in Figure 4.

### Grant Opportunities Booklet

In March 2022, RICCH produced its first Grant Opportunities Booklet. This booklet provides a list of grant opportunities which are separated by Faculty for ease of use, thus making it easy for academics in the various faculties to pursue various grant opportunities.

### RICCH Template Documents

It was recognised that whereas a process for the presentation and review of entrepreneurial ideas was established, there was still a need to introduce additional mechanisms to ensure greater uniformity with the presentation of information. Consequently, a RICCH concept proposal document, in addition to a RICCH business template was developed. A report template was also developed for use by each Faculty Representative.

### Market Research

RICCH continued its partnership with Dr Joseanne Knight, Lecturer in Management Studies, to utilise our student-based resources to assist with conducting market research for proposed income generation projects.

The income generating concepts presented by the members of our Campus community are typically designed to address a perceived need or aligned with a perceived socio-economic trend. It is imperative, however, to exercise our capacity as a Higher Education Institution and ensure that the potential success of these proposed projects is supported by empirical data. Consequently, it was determined that market research should be undertaken for many of the proposed projects. This would systematically gather well informed data from the intended target groups to determine the potential success of the proposed project. The information



Figure 4: Business Development Process Map



Figure 5: Structure of the Campus Entrepreneurship Committee

obtained can also identify areas of the proposed framework that need to be adjusted to increase the possibility of the project's success.

Two initiatives that were assessed during this period were:

1. A line of UWI OTC Medicinals being developed and tested by the Faculty of Science and Technology. This included 'BayRub' for joint and muscle inflammation, hand sanitizer in response to increased pandemic-related demand and a natural antifungal cream.
2. UWI Heritage Tours conceptualised and undertaken by the Department of History and Philosophy, Faculty of Humanities and Education.

The reports presented much needed guidance as it pertains to the market feasibility of the above-mentioned projects.

### Income Generation Projects

An important part of the work of RICCH is to support students and faculty in the area of income generation. During the period under review, the Office has been supporting the development of several projects. Of particular note

are the Low-Calorie Meals project, the Medicinal Marijuana Lab and the Biogas Transportation Project. These projects would have already undertaken the necessary market research, business plans and negotiations with potential partners. It is anticipated that these projects will generate revenue for the Campus in the future.

### Modification of the Entrepreneurship Committee

The Campus Entrepreneurship Committee which serves as an administrative arm of RICCH was originally created to include entrepreneurial representation from each of the faculties within the Cave Hill Campus. The Office of Business Development and the School for Graduate Studies were also established as part of the membership. During the reporting period, however, a decision was made to formally include the Office of Marketing and Communication. This ensures that the Department is kept abreast of any significant entrepreneurial developments on the Campus. The current structure of the Campus Entrepreneurship Committee is presented in Figure 5.

## NEW GRANTS

During the year 2021/2022, the Campus' research thrust was strengthened by the introduction of several new grants to the research portfolio.

### INTERNATIONAL FUNDING

#### GEORGE ALLEYNE CHRONIC DISEASE RESEARCH CENTRE – GA-CDRC



IRONMAN

#### **NIHR Global Health Research Group on Community Food for Human and Planetary Health in Small Islands (Global CFaH)**

*GA-CDRC Investigators:* Madhuvanti Murphy (Site PI), Simon Anderson, Natasha Sobers

*Other UWI Investigators:* Arlette Saint Ville, UWI

*External Investigators:* Nigel Unwin (co-PI), Cornelia Guell, Exeter; Gordon Hickey, McGill University; Karyn Morrissey, Technical University of Denmark; Viliamu Lese, The University of the South Pacific; Sashi Kiran, FRIEND; Lota Creencia, Lita Sopsop, Allaine Baaco, Western Philippines University; Graham Begg, Alison Karley, Pietro Iannetta, The James Hutton Institute; Nita Forouhi, MRC Epidemiology Unit

*Funding Obtained:* **GBP 2,988,203** with **GBP 600,000** coming to The UWI from the National Institutes for Health Research

*Dates:* August 2022 to July 2026 (awarded in April 2022)

#### **Use of stable isotopes for outcome assessment in a behavioural intervention study for childhood obesity.**

*GA-CDRC Collaborators:* Natasha Sobers (Site PI)

*External Collaborators:* Barbados Ministry of Health & Wellness

*Funding Obtained:* **157,480 Euros** from the International Atomic Energy Agency (IAEA)

*Dates:* January 2022 to December 2024

#### **AC3-IRONMAN: African Caribbean Cancer Consortium International Registry for Black Men with Advanced Prostate Cancer**

*GA-CDRC Collaborators:* Simon Anderson (Barbados Lead), André Greenidge

*Other UWI Collaborators:* Natalie Greaves, FMS, Cave Hill Campus

*External Collaborators:* Camille Ragin (Overall PI), Shannon Lynch, Daniel Geynisman, FCCC; Lorelei Mucci, ScD /Harvard T. H. Chan School of Public Health; Dr JoAnn Oliver /University of Alabama at Tuscaloosa, AL; Dr Janaki Sharma/ University of Miami; Dr Robin Roberts/ University of the West Indies, Bahamas; Dr Simone Badal /University of the West Indies, Jamaica; Dr Charles Waihenya Githiaka/ MP Shah Hospital Cancer Care Centre; Dr Andrew Gachii/Kenya Medical Research Institute, Nairobi Kenya; Dr Samuel Gathere/ Kenyatta National Hospital, Department of Laboratory Medicine

*Funding Obtained:* **USD 43,881** as start-up costs from The Institute for Cancer Research d/b/a Th Research Institute of Fox Chase Cancer Center (FCCC). USD 2,100 per participant enrolled for years 1 to 3, and an additional USD 1,000 per participant enrolled for years 4 & 5.

*Dates:* April 2022 to April 2027



### **Building capacity in stable isotope techniques to address childhood obesity in the English-speaking Caribbean Member States.**

*GA-CDRC Collaborator:* Simon Anderson (Regional Designated Team Member (DTM) / PI)

*Participating Member States:* Antigua and Barbuda, Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Haiti, Jamaica, Saint Lucia, Saint Vincent & the Grenadines, Trinidad and Tobago

*Funding Obtained:* **588,110 Euros** from the International Atomic Energy Agency (IAEA)

*Dates:* January 2022 to December 2025

### **COVID-19 Impacts on Breast Cancer Screening and Care in the Caribbean and marginalized communities in Ontario**

*GA-CDRC Investigators:* Simon Anderson

*Other UWI Investigators:* Stephanie Date, FMS, Cave Hill Campus; Sheray Chin, FMS, Mona Campus

*External Investigators:* Juliet Daniel (McMaster), Arash Azin, Andrea Covelli, Aisha Lofters (U of Toronto)

*Funding Obtained:* **CAD 498,238** from the Canadian Institutes of Health Research, approximately **CAD 51,480** to the GA-CDRC

*Dates:* 2022 to 2024

### **CARICOM Small Arms Survey project on the costs of gun violence in the Caribbean**

*GA-CDRC Investigators:* Simon Anderson, Natasha Sobers

*External Investigators:* Nicola Florquin, Anne-Severine Fabre, Small Arms Survey

*Funding Obtained:* **59,603.53 Euros** from Small Arms Survey/ Graduate Institute of International and Developmental Studies

*Dates:* November 2021 to September 2022

## **LOCAL & REGIONAL FUNDING**

### **Development of Hypertension Registry in St Lucia**

*GA-CDRC Investigators:* Natasha Sobers (PI)

*External Investigators:* Ministry of Health and Wellness, St Lucia

*Funding Obtained:* **BBD 31,951.26** from Pan American Health Organization

*Dates:* April 21 to September 30, 2022

### **Jamaica Salt Consumption, Knowledge, Attitudes and Practice (Salt-KAP) Study**

*GA-CDRC Investigator:* Simon Anderson

*Other UWI Investigators:* Trevor Ferguson, Marshall Tulloch-Reid, Nadia Bennett, Ishtar Govia, Suzanne Soares-Wynter, Novie Younger-Coleman, Joette McKenzie, Evelyn Walker, CAIHR

*External Investigators:* Tamu Davidson, CARPHA; Karen Webster-Kerr, Andriene Grant, Kelly-Ann Gordon-Johnson, Sharmaine Edwards, Simone Spence, MoHW Jamaica

*Funding Obtained:* **JAD 13,491,225** from the National Health Fund (via MoHW Jamaica)

*Dates:* August 2021 to February 2023

### **Psychological responses to the climate and COVID-19 crises in young people in four Caribbean Countries, and their agency to build the world they hope to see**

*GA-CDRC Investigator:* Simon Anderson

*Other UWI Investigators:* Natalie Greaves, Mike Campbell, FMS, Cave Hill; Sandeep Maharaj (PI), Aldyth Buckland, Paula Henry, Emanuel Cummings, FMS, St Augustine

*Funding Obtained:* **USD 11,024.74** from St Augustine Research and Publication Fund Grants

*Dates:* August to December 2021

## FACULTY OF MEDICAL SCIENCES

**“Psychological First Aid in Disasters:  
An Adaptation for First Responders and  
Community Leaders in Barbados”**

*Co-Principal Investigators:* Dr Michael Campbell,  
Dr Kadisha Douglin, Dr Maisha Emmanuel,  
Dr Keo Forde-St Hill, Dr Heather Harewood and  
Dr Kim Quimby

*Funding:* **BBD 15,813** from Pan American Health  
Organization (PAHO)

*Dates:* November 2021-2022.

**Understanding the value of alleviating serious  
health-related suffering associated with  
chronic illness in Barbados: Qualitative Pilot**

*Principal investigator:* Dr Natalie Greaves PI-Barbados,  
*Co-Investigator:* Dr Heather Harewood

*Funding:* **USD 6,925** – University of Miami

*Dates:* December 2021-present

INSTITUTE FOR GENDER AND DEVELOPMENT  
STUDIES: NITA BARROW UNIT**The Bloom Project (Building Climate-Smart  
Livelihoods Through Opportunity, Outreach  
and Membership)**

*Funding Awarded:* **BBD 59,849.00**

*Partners:* British High Commission Bridgetown

*Dates:* March 01, 2022 to March 31, 2023

**Digital Enquirer Kit**

*Funding Awarded:* **BBD 65,593.63**

*Donor:* Deutsche Gesellschaft Fur Internationale  
Zusammenarbeit (GIZ) GmbH

*Dates:* January 4, 2022 – October 31, 2022

## FACULTY OF SCIENCE AND TECHNOLOGY

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

**Hydrogeologic Mapping for Scientifically Sound  
Decision-Making for Groundwater Resources  
Management**

*Principal Investigator:* Dr Karl Payne

*Funding:* (Global Water Partnership-Caribbean  
(GWP-C) funded - **EU 5000**

*Dates:* August 01, 2021 – December 31, 2021

**University of Southampton - Natural  
Environment Research Funding (NERC) -  
Monitoring a Large Sargassum Bloom subject  
to a Major Volcanic Eruption (Monisarg)**

*Investigator:* Professor Hazel Oxenford

*Funding:* **USD 4,717** from (NERC) Urgency Grant to  
Southampton

*Dates:* June 2021 to December 2021

**Microsoft AI-Earth Grant**

*Investigator:* Dr Karl Payne

*Funding:* **USD 10,000**

*Microsoft funded:* Artificial Intelligence for Earth  
software Grant

*Dates:* October 13, 2021 to October 25, 2022

**Co-development and delivery of a capacity-  
building Food and Agriculture Organization  
(FAO) online course on “Addressing the  
Climate-change and Poverty Nexus” in the  
Caribbean**

*Investigators:* Dr Hugh Sealy and Dr Patrick McConney

*Funding:* **BBD 110,000;** Food and Agriculture  
Organization of the United Nations (FAO)

*Dates:* December 2021 – November 2022.



Diver collecting data for CERMES Coral Reef Monitoring Programme

### **Deep Neural Networks for Hedging against Climate Risks: A Case Study using Water Futures**

*Investigator:* Dr Karl Payne

*Funding:* Canadian Imperial Bank of Commerce (CIBC) – First Caribbean International Bank Research Award. **BBD 35,000.**

*Dates:* December 01, 2021 – December 01, 2022

### **Caribbean Natural Resources Institute (CANARI) – Sustainable Sargassum Management in Anguilla, British Virgin Islands and Montserrat**

*Investigator:* Dr Patrick McConney

*Funding:* **USD 44,000**

*Dates:* February 24 2022 to March 31, 2023

FAO – Services Contributing to the Implementation of the International Year of Artisanal Fisheries and Aquaculture (IYAFA) 2022 in the WECAFC Region

*Investigators:* Ms Maria Pena and Dr Patrick McConney

*Funding:* **BBD 40,000**

*Dates:* February 07, 2022 to December 31 2022

### **Government of Barbados – Ministry of the Environment and National Beautification, (CZMU) – Survey of Reef Sites along the West and South-West Coasts of Barbados as part of the Barbados Coral Reef Monitoring Programme 2022**

*Principal Investigator:* Professor Hazel Oxenford

*Funding:* **USD 69,705** from the Coastal Zone Management Unit (CZMU), Government of Barbados

*Dates:* July 15, 2022 – June 15, 2023

A team of 6 divers from CERMES and the Department of Biological and Chemical Sciences have been engaged in this project since mid-July. Field data collection is due to finish at the end of September.



**FACULTY OF CULTURE, CREATIVE AND  
PERFORMING ARTS**

*Department of Creative and Performing Arts*

**Development of a Documentary on gender-based violence. When “Love” Goes Wrong**

*Writer/Director:* Dr Yvonne Weekes

*Funding of BBD 10,000* received from Western Hemisphere Affairs of the United States

*Dates:* September 2021 to March 2022 (released on March 24, 2022)

**Coordination of a Disaster Preparedness project for primary school children**

*Funding of BBD 2,300* received from the National Cultural Foundation.

*Dates:* Project started on June 1, 2022, Hurricane Preparedness Day

**FACULTY OF SCIENCE AND TECHNOLOGY**

*Department of Computer Science, Mathematics and Physics*

**Evaluating the Effect of Social Robots on Client Perception, Experience and Reduction of In-Person Retail Banking Services in the Caribbean**

*Investigator:* Dr Curtis Gittens

*Funding: BBD 30,000* from the CIBC First Caribbean International Bank (CIBC FCIB) – UWI Research Grant through the Office of Business Development

*Dates:* January 2022 - Present

**SHRIDATH RAMPHAL CENTRE FOR INTERNATIONAL  
TRADE LAW, POLICY AND SERVICES**

**Development of Short Courses on Trade with the OECS Commission in areas such as competition law, CARICOM law, blue economy, Trade and the SDGs, Trade for the private sector; customs administration**

*Funding* valued **BBD 450,000** from the Organisation of Eastern Caribbean States.

*Date:* October 2021

**A series of projects relating to the US-CARICOM Trade and Investment Relations**

*Funding: BBD 100,000* from the US Embassy

*Date:* September 2021

**An Institutional Capacity Building and Research Initiative**

*Funding: BBD 30,000* from the Inter-American Development Bank (IDB)

*Date:* November 2021

**The provision of specialty education services for Caribbean Export Development Agency**

*Funding: BBD 75,000* from the Caribbean Export Development Agency/CIDA

*Date:* May 2022

## BUILDING AND STRENGTHENING RESEARCH NETWORKS

### Partnership Fostered to Address Climate Action: McGill-UWI Climate Resilience Project

In 2018, The UWI was selected by the International Association of Universities (IAU) to lead the Global University Cluster on Sustainable Development Goal 13 – Climate Action.

The Cave Hill Campus, as part of the wider UWI, is therefore steadfast in its contribution to the achievement of this United Nations (UN) Sustainable Development goal.

The Cave Hill Campus and its sister Campus, St. Augustine Campus in Trinidad, collaborated with the McGill School of Population and Global Health to form the McGill-UWI Climate Resilience Project. This is a three-year (2022-2024) Queen Elizabeth Scholars climate resilience research and student-training initiative. This training and research exchange program will provide numerous benefits for The UWI's faculty and students. The research initiative will also be impactful nationally, regionally and internationally. It will:

1. Link cross-disciplinary research with practice between Canada and the Caribbean region
2. Offer UWI graduate-level students a paid opportunity to travel to McGill each year to work on research projects as graduate research trainees supervised by McGill faculty members. McGill students will also undertake practice-based internships with partners in Barbados and Trinidad.
3. Provide the opportunity for faculty members, through submitted proposals, to supervise graduate interns from McGill University on new or ongoing research initiatives in the area of climate change adaptation and resilient communities.



Promotional Flyer – Launch of The Research Initiative for Supporting Education (RISE)

### Launch of The Research Initiative for Supporting Education (RISE) and Establishment of the Regional Research Advisory Committee

In March 2021, The United States Agency for International Development (USAID) awarded USD 3.7 million for the Research Initiative for Supporting Education in the Caribbean (RISE Caribbean Project) to set up the Caribbean Educational Research Centre (CERC) in the Faculty of Humanities and Education. CERC will have an interdisciplinary research focus where research will support decision making and policy development for educational innovation and development in the Eastern Caribbean and Barbados.

The official launch of RISE was held on September 15, 2021 in the presence of several distinguished persons. Prominent speakers included The Honourable *Santia Bradshaw*, MP Minister of Education in Barbados, His Excellency *Dr Didacus Jules*, Director General of the Organization of Eastern Caribbean States, Pro Vice-Chancellor and Principal of the Cave Hill Campus, *Professor R Clive Landis* and Her Excellency, *Ms Linda Taglialatela*, Ambassador of the United

States Embassy, Barbados.

The launch of RISE was aired via UWItv ([www.uwivt.org](http://www.uwivt.org)) and Facebook ([www.facebook.com/uwivt/](http://www.facebook.com/uwivt/)).

Through the Caribbean Educational Research Centre (CERC), The **Regional Research Advisory Committee** (RRAC) that oversees the research agenda for the Centre was established. The RRAC is made up of representatives from education stakeholder groups in the region (e.g., Ministries of Education, national colleges, the OECS Commission, Teachers' Organisations, Caribbean Examinations Council (CXC), Caribbean Community (CARICOM) Secretariat. The first meeting of the RRAC was held on November 10, 2021.

### Symposium on Plant Biodiversity & Traditional Medicine

"The Plant Biodiversity & Traditional Medicine: Then, Now and the Future" Symposium was hosted by GEF SGP Barbados in

partnership with The University of the West Indies, Cave Hill Campus, and grantee partners, Biocultural Education and Research Programme (BERP), Youth Equipped to Achieve (YEA), and Codrington College.

The Symposium sought to:

- Highlight the work being done in plant biodiversity to provide health, environmental, social, and economic benefits
- Build public awareness of the benefits of plant biodiversity and traditional medicine from a social, environmental, and economic perspective as a sustainable solution to the problems faced in the 21st century
- Engage the youth while providing a platform to share their experiences and voice their concerns
- Showcase the work of SGP grantee partners in the areas of plant biodiversity and traditional medicine.

**SGP** The GEF Small Grants Programme

**Plant Biodiversity & Traditional Medicine**  
Then, Now and the Future  
6-7 April 2022 - 9:00 AM (AST)

**DR DAVID BYNOE**  
National Coordinator  
Global Environment  
Facility Small Grants  
Programme  
UNDP

**PROFESSOR WINSTON MOORE**  
Professor of  
Economics & Deputy  
Principal  
UWI Cave Hill Campus

**DR DAMIAN COHALL**  
Deputy Dean Pre-  
Clinical Sciences &  
Snr. Lecturer in  
Pharmacology  
UWI Cave Hill  
Campus

**DR SONIA PETER**  
Executive Director  
Biocultural Education  
& Research  
Programme

**JOHN HUNTE**  
Secretary  
Organic Growers  
Cooperative Society

**PROFESSOR C. M. SEAN CARRINGTON**  
Professor Emeritus  
Plant Biology  
UWI Cave Hill  
Campus

**REVEREND DR MICHAEL CLARKE**  
Principal  
Codrington College

**MARSHA-ANN CLARKE**  
Founder/CEO  
Youth Equipped to Achieve!

**SEANEÉ DORANT**  
Youth Equipped to  
Achieve!

**ROBALI SEWITT**  
Youth Equipped to  
Achieve!

**JADE HUNTE**  
Youth Equipped to  
Achieve!

**zoom** Register via  
Webinar ID: 861 3856 5057  
Link: [bit.ly/33Z4ceg](https://bit.ly/33Z4ceg)

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

**BIOCULTURAL**

**EA!**  
"Eat Green, Value"

**Codrington College**

Promotional Flyer - Plant Biodiversity & Traditional Medicine Symposium



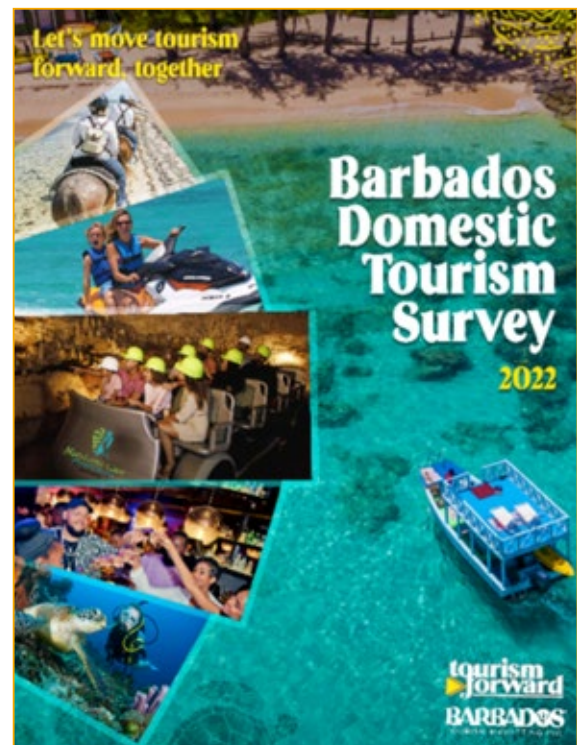
## ALIGNING RESEARCH WITH SOCIETAL NEEDS

### Impactful Tourism Research of National Significance

During the period, the Department of Management Studies, Faculty of Social Sciences engaged key local tourism stakeholders to conduct impactful tourism related research on their behalf. The research produced is detailed below.

- Research was produced on tourism carrying capacity and sustainability. It was conducted on behalf of the Ministry of Tourism and International Transport, and sought to assess the carrying capacity of the Barbados tourism industry with a view of driving sustainability and tourism best practice.
- Survey research was conducted for the Barbados Tourism Marketing Inc (BTMI) to examine the motivational factors and attitudes of Barbadians toward the domestic tourism market. The data collected from the survey was used to product customer segments to guide recommendations regarding changes and opportunities for improvements in the Barbados domestic tourism market.
- Students of the Tourism and Hospitality Management graduate programme engaged the Barbados Tourism Marketing Inc (BTMI) in a Niche Assessment to identify and develop new product niches or expand the existing ones in Barbados to strengthen the competitiveness of the Barbados tourism product offerings.

Undergraduate tourism students also guided a debate on “Should Vaccination be Mandatory for Hotel Workers?”. This was in response to businesses in the tourism and hospitality industry encouraging employees to take the COVID-19 vaccine through incentives or if they wished to retain their jobs and return to work. This debate stimulated discussion around a current and controversial topic.



Tourism related research produced by the Department of Management Studies, Faculty of Social Sciences on behalf of the BTMI and the Ministry of Tourism and International Transport

## Development of a Geospatial System to Identify Vulnerable Communities in Barbados

The Department of Management Studies engaged the Ministry of People Empowerment & Elder Affairs for the Inter-American Development Bank (IDB) in the design and implementation of a geospatial system to identify vulnerable persons in communities in Barbados. The system also provided analyses related to the relative location of social care amenities and facilities in relation to vulnerable and at-risk families.

## Unprecedented Research on Climate and Wildfires in Barbados

The Centre for Biosecurity Studies (CBS), Faculty of Social Sciences, commenced an initiative to develop a system to predict wildfires (fires that burn biomass or vegetation including sugar cane, trees, grass, and rubbish fires) in Barbados. The resultant will be significantly reduced costs associated with this occurrence and its adverse impact on health. It will also provide an opportunity to estimate the costs (dollar value) of these wildfires. The proposed initiative, which is a key component in a research grant proposal to the Caribbean Catastrophe Risk Insurance Facility (CCRIF), will include a Wildfire Warning Index to forecast the number of wildfires and their location based on the climate forecast. The index will account for only the influence of climate variables on wildfires. It has the support of the Department of Emergency Management of Barbados and the Barbados Fire Service. Support will also be sought from the Barbados Water Authority.

This research is strengthened by the work of H3E Caribbean Initiative (Human Heredity, Environment and Health in the Caribbean), a partnership comprising The UWI faculties of Medical Sciences, the Jamaica Cancer Care & Research Institute (JACCRI) and Harvard/MGH Center on Genomics, Vulnerable Populations, and Health Disparities, and in which the CBS is involved as Co-Chair of the Environment Working Group. Furthermore, it is part of a wider Caribbean Initiative, *I Can't Breathe: Caribbean Air Pollution Initiative*. The initiative was launched virtually on April 29, 2021 to support Caribbean governments in fighting

Needs better quality



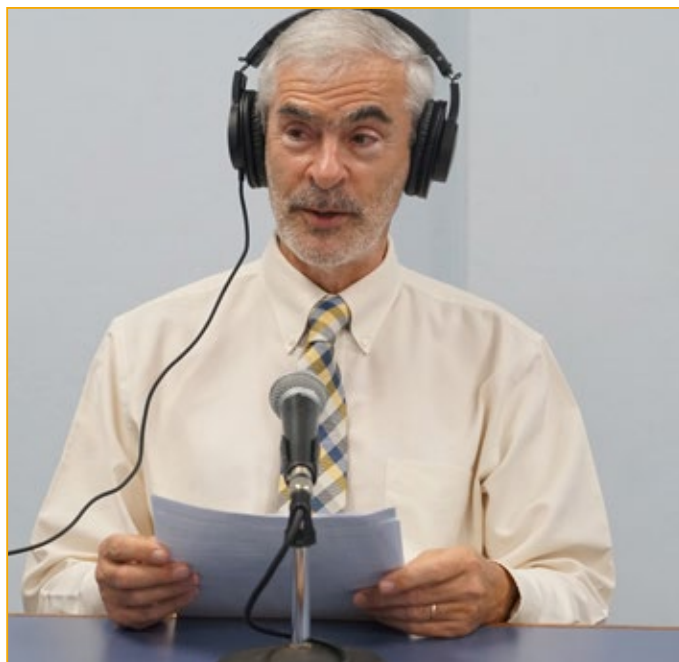
Promotional Flyer – CBS Big Ocean States Initiative Part 1

global warming caused by greenhouse gas emissions and a range of air pollution threats to human, environmental and ecosystem health.

## An Initiative Underpinning the Importance of the Blue Economy

The Big Ocean States (BOSS) Initiative is an initiative by CBS which seeks to combine the rich Caribbean biodiversity, strong intellectual prowess led by The UWI, social communities and existing infrastructures to chart a path of sustainable economic development using the Blue Ocean Economy against biosecurity threats in the Caribbean.

The CBS launched its Big Ocean States (BOSS) Initiative on November 25, 2021, on the theme *Unlocking the Potential of the Blue Ocean Economy*. It featured several exciting presenters including Dr Dayne Buddo, Ms Sanya Compton, Mr Antonio Hollingsworth and Dr Reia Guppy.



Professor Alan Cobley of the Faculty of Humanities and Education, The UWI Cave Hill Campus, reading a script from the Today in Bajan History Programme



Mr Randy Batson, one of the researchers for the programme, Today in Bajan History

## Widespread Appreciation for Cave Hill's Programme on Bajan History

### *Radio Programme – Today in Bajan History*

Today in Bajan History is a daily three minute radio programme in association with Starcom network, featuring short audio clips on aspects of Barbadian history. Students and lecturers are involved in researching and writing programmes that are produced by the technical team at Cave Hill and sent to Starcom to be aired three times daily on their four stations. The radio programme has entered its second year, having started on November 1, 2020. It continues to educate Barbadians and is a very popular programme which has succeeded in popularising the discipline of history. US radio stations have called to ask permission to air a few segments of the programme. Indeed, one Brass Tacks moderator, Mr Barry Wilkinson, recently described it as the 'best programme on radio'. The 822 podcasts generated to date now form a massive repository for students, staff and the general public. (PHOTOS)

There is a plan by the Sidney Martin Library to curate the audio tapes, but there is a lack of storage at the Campus. A coffee table book will be produced in 2023 on the best 365 stories from the series. It will be edited by Dr Henderson Carter and Professor Alan Cobley and published by Miller Publishing.

### **Needs assessment for infiltration wells rehabilitation in the water-stressed areas of Barbados**

Dr Karl Payne (CERMES), Dr Avril Williams (Biological and Chemical Sciences), Dr David Yawson (CERMES) and Dr Peter Chami (Computer Science, Mathematics and Physics) were awarded a consultancy by the Green Climate Fund, which is administered by the Caribbean Community Climate Change Centre. The researchers will perform a needs assessment for infiltration wells rehabilitation in the water-stressed areas of Barbados' ground and surface water hydrochemistry. This consultancy, which showcases the diversity of researchers across the Faculty of Science and Technology, is valued at **BBD 60,000.00**.





Winners, participants, sponsors and Campus Administration at the Innovate! Cave Hill Campus New Venture Challenge awards ceremony, March 23, 2022

## Nurturing Innovation: Cave Hill Staff Innovate!

**The Cave Hill Campus Innovate! Challenge**, sponsored by CIBC FirstCaribbean International Bank and organised and executed by the Office of Business Development (OBD), was officially launched by Campus Principal, Professor R Clive Landis on August 17, 2021 on the occasion of the signing of the 2021-23 Memorandum of Understanding with the CIBC FirstCaribbean International Bank (CIBC FCIB).

The aim of the Challenge was to inspire the entrepreneurial spirit of the Campus and provide a unique opportunity for staff at all levels and in all categories to become intentional about revenue generation in the context of a high prioritisation of financial self-sustainability and independence by the Campus. Eleven teams comprising 23 staff members participated in the competition. Business ideas spanned several sectors and industries including agribusiness, health and wellness, renewable energy, education, services development and software development. The Virtual Language Bureau team from the Department of Language, Linguistics and Literature and the Pomegranate Organic Farm team from the Faculty of Social Sciences were also in the finals of the competition.



First Prize Winners of the Innovate! Challenge, Mr Clint Hurley (left) and Mr David Smith (right) of Campus IT Services pose with Professor R Clive Landis, Pro Vice-Chancellor and Principal (center) of The UWI, Cave Hill Campus

The Cave Hill Campus *Innovate! Challenge* culminated on March 23, 2022 with an Awards Ceremony at the 3Ws Pavilion, attended by Campus executives, the sponsor, competitors, mentors, judges and other Cave Hill staff. Table 20 highlights the prizes, winners and their business ideas.

**Table 20: The Cave Hill Campus Innovate! Challenge: Prize Winners**

AWARDS	AWARDEES	DEPARTMENTS/FACULTIES	BUSINESS PLAN IDEAS
1 <sup>st</sup> Prize: BBD 30,000 & Innovate! Challenge Plaque	Mr David Smith Mr Clint Hurley	Campus IT Services	Virtual Online Innovation Sandbox (VOIS)
2 <sup>nd</sup> Prize: BBD 20,000	Dr Wendy Sealy	Faculty of Medical Sciences	Virtual Nursing Education and Research Academy
3 <sup>rd</sup> Prize: BBD 10,000	Dr Chloe Walker Dr Jason Haynes Ms Andrea Walker	Inter-departmental (School of Education; Faculty of Law; Student Enrolment and Retention Unit - SERU)	International Foundation English Language Programme (IFEL)
Innovation Award: BBD 8,000	Biosecure Team: Dr Kirk Douglas Ms Ayanna Young- Marshall Dr Troy Lorde	Faculty of Social Sciences	REST
Distinctiveness Prize (Special Award)	Dr Nikolai Holder	Faculty of Science and Technology	Holder's Distillery
Market Opportunity (Special Award)	Mr Brian Haynes	Faculty of Science and Technology	Brisco Agri Vitamins App
Viability (Special Award)	Ms Rosalind Lashley	Examinations	Middle School
	Law Library team: Ms Sheldine Greene Mr Henderson Waithe Mr Larry Craig Ms Phonsea Millington Ms Stephanie Clarke	Faculty of Law	Business Law Information Services
Operational Requirements (Special Award)	Mr Christian Renwick	Faculty of Sport	Safe Football
Presentation (Special Award)	Mr Christian Renwick	Faculty of Sport	Safe Football

## The Research Ethics Committee

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

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

The REC reviewed 151 research protocols from August 1, 2021 to July 31, 2022. It continued to provide rapid review for time-sensitive projects related to the COVID-19 pandemic and associated response efforts, following procedures implemented in March 2020.

The Committee offers a wide range of education and outreach activities, as well as individual ethics consultations, for students and members of staff. These include presentations to faculties and individual classes across campus, as well as regularly scheduled teaching in the undergraduate and postgraduate medical curriculum, including the postgraduate programmes in public health and nursing. The REC provides teaching support for

the Research Supervisor Development Course and the Postgraduate Students' Workshop Series. It contributes to continuing medical education (CME) programmes on a regular basis.

The Cave Hill Campus supports the development of research ethics in the region through publications, conference presentations, and service on research ethics bodies, including The UWI Cross-Campus Research Ethics Committee, the Caribbean Public Health Agency Research Ethics Committee, and the Executive of the Caribbean Network of Research Ethics Committees. The REC chair serves as editor of Bulletin of the Caribbean Network of Research Ethics Committees (<https://carpha.org/What-We-Do/Networks/CANREC/CANREC-Bulletins>).

Prospective researchers should be aware that the Committee provides free online training in ethics for all research team members through a partnership with the Collaborative Institutional Training Initiative ([www.citiprogram.org](http://www.citiprogram.org)). Either the Basic Biomedical or Social-Behavioural-Educational Course meets the Committee's requirements, and researchers may choose the appropriate track for their discipline(s). CITI offerings now include optional courses on Good Clinical Practice (GCP), Animal Care and Use (ACU), Conflict of Interest (COI), and Information Privacy and Security (IPS).

The Cave Hill REC transitioned to an online research ethics proposal management system in November 2021 and has continued to make improvements in response to user feedback.

The new system has a number of benefits, including:

- A Centralised and streamlined review process from submission through approval
- Coordinated review of cross-campus research proposals
- Automated reminders for researchers
- Dedicated forms for both human and animal research

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



## Projects Reviewed: August 1, 2021-July 31, 2022

1. A comparative study for the screening of colon cancer using FIT, ColoGuard, and ColoTest.
2. Comparison of Guyana and Barbados with respect to colonial legacies, transnational processes and decolonial activities involved in queer activism.
3. A cross sectional survey of mentors and mentees of the Faculty of Medical Science, UWI
4. A longitudinal examination of leader-member exchange, organizational culture, and workplace bullying: The moderating role of psychological capital and forgiveness on well-being, organizational citizenship behaviour and turn over intention
5. A multifaceted investigation of issues in education in the Eastern Caribbean
6. A pilot utilizing machine learning to predict blood glucose levels and foster positive behavioural change in type 2 diabetes
7. A qualitative examination of household food production post-disaster in St. Vincent & the Grenadines
8. A qualitative exploration of the experiences and perceptions of male doctors/medics aged 35-65 years regarding digital rectal examinations (DRE) in Region 5 of Guyana.
9. A qualitative exploration of the factors influencing childhood overweight and obesity: Perspectives of parents and primary care-takers – Drivers of Childhood Obesity DDhOP (Parents).
10. A qualitative exploration of the lived health experiences of persons living with colo-rectal cancer in St. Vincent and the Grenadines
11. A qualitative exploration of the perspectives of pharmacists on the importance of pharmacovigilance in Barbados.
12. A quantitative retrospective analysis to identify the most common causative pathogens associated with Urinary Tract Infections (UTI) amongst pregnant women in Barbados between January and December 2021
13. A retrospective chart review of renal transplants in the Queen Elizabeth Hospital
14. A retrospective cross-sectional study of the independent predictors of mortality in patients with spontaneous intracerebral hemorrhage
15. A study of pandemic-based changes in Trinidad therapists' mental health care delivery
16. A ten-year postoperative outcome analysis for Blount's disease
17. Addressing the challenge of managing non-communicable diseases after a natural disaster in the Caribbean
18. Adolescent pregnancy in Barbados – How many young mothers are left behind?
19. Adult Eastern Caribbean Health Outcomes Research Network (ECHORN).
20. An assessment of the nutrition environment and its relationship to dietary diversity and fruit and vegetable consumption among adults in Barbados
21. An exploration of adolescents' experiences during the COVID-19 pandemic
22. An exploratory qualitative semi- structured interview study exploring perceptions, knowledge and attitudes of patients receiving dialysis who are eligible for renal transplant and their family members, in Barbados

23. An indoor human comfort index based on the changes in window tinting applications
24. An integrated behavioral change approach to explaining online behavior and cybercrime victimization
25. An investigation of the impact of student satisfaction on student outcomes among undergraduate students in a blended learning environment in university
26. Applications of primary skin cells for development of artificial intelligence-guided anti-ageing and personalised skincare cosmetic products unique to African and Afro-Caribbean skin
27. Assessing and amplifying parent support for locally sourced produce in Barbados
28. Assessing the context and needs for preceptorship training in FMS medical education– Quality mechanisms in clinical education and training
29. Assessing the effectiveness of a gym-based childhood obesity management program
30. Assessing the needs and readiness of select first responders and community groups for training in psychological first aid in Barbados
31. Assessing the prevalence of polycystic ovary syndrome (PCOS) in Barbados (APP-BIM)
32. Attitudes and knowledge of general nursing students to the use of technology in clinical nursing education in Barbados
33. Average wait times for computed tomography coronary angiogram in the Queen Elizabeth Hospital over the period 2017 - 2019
34. Awareness, attitudes and knowledge of oral health amongst Barbadian health care practitioners
35. Bacterial keratitis profiles at the Queen Elizabeth Hospital
36. Barbados asthma genetics study
37. Barbados diabetes remission study 2 (BDRS2) - follow-up
38. Barbados National Registry for Chronic Non-Communicable Disease (BNR)
39. Barriers to medication adherence amongst patients with glaucoma in the public healthcare System of Barbados
40. Cardiac surgery in Barbados - A twenty-five year review
41. Cave Hill Sherlock Lung Study: Tracing lung cancer mutational processes in never smokers
42. Climate change, wildfires, and health impacts in Barbados: A knowledge, attitude, and practice survey
43. Climate change, wildfires, and health impacts: Knowledge, attitude, and practice surveys Trinidad & Tobago, Jamaica, Dominica and Guyana
44. Clinicopathologic features of colorectal polyps in Barbados
45. Consultancy to assess violence in and around schools, day care centres and after-school programmes in Sint Maarten, and to design a contextualised violence prevention programme
46. Contemporary masculinities' representations and performance of masculinity in Barbados
47. Continuous glucose monitoring use- Physician perception and barriers in primary care
48. Countries, and their agency to build the world they hope to see.
49. COVID-19 epidemiology in Barbados 2019-2021
50. Crowding in the solitary public ED in Barbados
51. Culture and social/cognitive style



52. Depression, stress, wellbeing, and discrimination experienced the LGBTQ+ population in Barbados since the start of the COVID-19 pandemic
53. Determinants of pro-environmental Behavior: Intrinsic motivation and social norms
54. Development of a questionnaire to assess quality of life and working conditions of caregivers of older adults
55. Diabetes prevention with lifestyle intervention and metformin escalation (LIME)
56. Documentation and analysis of implementation of the CARICOM Health And Family Life Education (HFLE) revised curriculum in CARICOM member states
57. Eastern Caribbean Health Outcomes Research Network Cohort Study (ECHORN)
58. Effect of protective gear on the repeated shuttle sprint ability, reaction time, and visual field of cricket players
59. Elder resilience against flood events in Belleplaine, St. Andrew and Holetown, St. James in Barbados: Local definitions and recommendations for improved life experiences by utilising geographic information systems
60. Elucidating the neural mechanisms of cognitive reserve in healthy younger and older adults using functional and structural MRI
61. Enhancing the implementation of disaster risk reduction strategies through the development of an integrative framework and assessment tool
62. Estimating the cost of violence in the Caribbean: A three-country case study
63. Evaluating higher education performance in the Caribbean: The case of the Cave Hill Campus
64. Evaluating the effectiveness of online therapy with clients from a therapist's viewpoint
65. Evaluating the impact of local community food production on health and diet
66. Evaluation of a tourism internship programme at a tertiary level institution in Barbados: A mixed methods study
67. Evaluation of knowledge, perception, and risk awareness about breast cancer and its screening among Barbadian public
68. Examining the relationship between perceived stress and subjective well-being in adult Trinidadians living in the Tunapuna/Piarco region: Investigating the moderating effect of perceived social support
69. Examining users' attitudes towards social robots
70. Exploring COVID-19 vaccine hesitancy in Barbadian population - 2022
71. Exploring food sharing practices in Caribbean small island states
72. Exploring healthcare providers and stakeholders' experiences in establishing a kidney transplantation programme in Barbados, and their views on the factors influencing its sustainable development
73. Exploring respiratory outcomes in survivors of severe COVID-19 pneumonia at 6-months post ICU discharge in a Black adult Caribbean population
74. Exploring the influence of outpatient clinic on type I diabetes management amongst adolescents in Barbados: A qualitative study
75. Exploring the key factors responsible for virtual and regular (in-person) sickness presenteeism, and absenteeism among teaching staff in secondary and tertiary level educational institutions



76. Exploring the microbiome in diabetic foot ulcers in the Barbadian population using next generation sequencing
77. Exploring the moderating effect of psychological capital on the relationship between psychological safety and performance
78. Facilitators and barriers to providing a healthy food environment in stores Across Barbados: A qualitative study
79. Factors influencing adherence to pharmacologic treatment of type 2 diabetes mellitus in public primary healthcare clinics in Barbados: The role of social inequalities in an advancing technological age
80. Food insecurity and hypertension in the Eastern Caribbean
81. Frequent flyers in the Emergency Department: An analysis of frequent visitors to the Queen Elizabeth Hospital
82. Gene profiling of Barbadian breast tumors
83. Glucose profile in persons with T2DM following SHIFT vs Glucerna intake
84. Good NEWS: assessing the performance of the National Early Warning Score (NEWS 2) to predict adverse outcomes in the Emergency Department of Queen Elizabeth Hospital
85. Haemophilia project in Barbados
86. How did they make it? The psychosocial preparation of care leavers and their transition to independent living in Barbados
87. I don't know how to connect with these students online: Exploration of social and psychological impact of teaching language arts in the virtual classroom
88. Identification of microbiological pathogens and inflammatory markers associated with periodontitis in diabetes and with the development of cardiovascular disease
89. Identify the training gaps of junior clerkship rotations during the COVID-19 pandemic as reported by UWI FMS medical students
90. Improving chronic pain and palliative care management in Barbados during COVID-19
91. Improving Transgender Health: Transforming Clinical Practice Through Medical Education
92. Inbreeding levels in the Barbados Blackbelly Sheep (BBS)
93. Incidence and evolution of long COVID features and vaccine breakthrough rates in the Barbadian population: A prospective cohort study
94. Independent living in Barbados
95. Interpersonal communication among Caribbean adolescent athletes on performance enhancement: Implications for social norm formation and anti-doping program intervention design
96. Is hypertension in African descent populations accounted for by an imbalance in the ability of the ACE2/Ang-(1-7)/mas axis to counteract the activity of the ACE/Ang II/ATI axis?
97. Knowledge and attitudes of health care professionals towards factors influencing patient safety in the operating theatre at the Queen Elizabeth Hospital, Barbados
98. Knowledge and perspectives of low-income middle-aged Barbadian males on physical activity and exercise
99. Knowledge, attitudes and perceptions of Caribbean medical students to pathology
100. Let's talk: Reducing the risk of COVID-19 in Barbados: Observation of a community engagement series
101. Making social knowledge in a post-colonial world order: research and career practices of social

- I02.** Mental health among young people in Barbados: Stigma and help-seeking
- I03.** Mercury and diet in the Eastern Caribbean
- I04.** Modelling the effectiveness of public policies in influencing consumer behaviour to transition to a zero-carbon transport sector in Barbados
- I05.** Monitoring and evaluation of the postgraduate diploma in paediatric nursing
- I06.** Moving toward trauma-informed addiction treatment in Barbados: An exploratory study of trauma experiences in Caribbean men who abuse substances
- I07.** Observational cohort study of patient outcomes following surgery in Latin American countries and Caribbean
- I08.** Parents' perceptions and attitudes of students transitioning to online instruction: A grounded theory approach
- I09.** Patients diagnosed with severe acute Respiratory syndrome coronavirus 2 (SARS-CoV-2) (COVID-19)
- I10.** Pediatric Eastern Caribbean Health Outcomes Research Network cohort study.
- I11.** *Phyllanthus niruri*, *Catharanthus roseus* found in Barbados and the isolation of potential drug leads for the management of type 2 diabetes
- I12.** Policy framework on offshore investments in the Caribbean
- I13.** Prevalence of respiratory tract infections in light of COVID-19 infections in Barbados
- I14.** Procurement of biospecimens in underserved populations in the Eastern and Western Caribbean
- I15.** Psychological responses to the climate and COVID-19 crises in young people in four Caribbean
- I16.** Psychosocial variables as indicators of performance behaviours among some secondary school students in Barbados
- I17.** Race/ethnicity and the question of postcolonial citizenship: A comparative study of East Africa and the anglophone Caribbean
- I18.** Secondary teachers' beliefs, knowledge and practice of disciplinary literacy pedagogy
- I19.** Sugar made us free? Diabetes and the afterlife of slavery in Barbados: Art, archive & the gendered dimensions of risk
- I20.** The attitudes, beliefs and sexual practices that help determine the risk levels of persons 50 Years and older for HIV/AIDS
- I21.** The case of CSEC history instruction in Barbados
- I22.** The cost of corruption in Belize: Scandals, public perception of corruption and citizens confidence in Government
- I23.** The effects of listening to music on anxiety and depression during treatment and recovery in patients diagnosed with COVID-19
- I24.** The epidemiology of MRSA in the elderly in long-term healthcare and acute care institutions in Barbados
- I25.** The evaluation of the use of rapid antigen tests in Barbados in the detection of COVID-19
- I26.** The impact of COVID -19 control measures on NCD risk factors and metabolic health: A comparison of 3 Caribbean countries
- I27.** The impact of demographic characteristics on the adoption of digital currency: Evidence from Barbados
- I28.** The influence of laboratory experiences on the teaching and Learning of chemistry within Tertiary institutions in Barbados (Phase 2)



- I29.** The International Registry in Men with Advanced Prostate Cancer (IRONMAN)
- I30.** The lived experiences and perceptions of middle-aged adults in Dominica who have survived severe storms – A qualitative exploration
- I31.** The patterns of paediatric visual impairment and ocular diagnoses in the public sector of Barbados
- I32.** The perceived role of social support in self-management of Type 2 diabetes among Barbadians sixty-five years and older before and during the COVID-19 pandemic
- I33.** The power of discuses for coastal adaptation governance: A case from Barbados
- I34.** The prevalence and susceptibility patterns of bacteria isolated from chronic wounds in adult patients attending the Eunice Gibson Polyclinic
- I35.** The prevalence of late antenatal booking among pregnant women in polyclinics in Barbados and maternal factors influencing late booking
- I36.** The relationship between COVID-19 vaccine hesitancy and hesitancy towards routine childhood immunization among parents in Barbados
- I37.** The role of Vitamin D in uterine leiomyoma
- I38.** The transition of the UWI Cave Hill Campus from a traditional campus to a smart campus
- I39.** The use of social media as an effective tool for communication throughout the COVID-19 pandemic across the Caribbean by various public health entities
- I40.** The use of the Montreal Cognitive Assessment (MoCA) as a screening tool for cognitive impairment in adults being treated for substance use disorders in Barbados
- I41.** To compare the learning styles of first and fifth-year medical students of the Faculty of Medical Sciences, UWI, Cave Hill Campus and its relationship with educational achievement
- I42.** Towards an understanding of national protests in post-independence Barbados
- I43.** Transitioning from face-to-face learning to emergency remote teaching during the COVID-19 pandemics: Perspective of nursing students at Barbados Community College
- I44.** Understanding the value of alleviating serious health-related suffering associated with chronic illness in Barbados
- I45.** Use of plants and herbs in Afro Caribbean spiritual traditions: The curative powers of bush baths, bush tea and sacred herbal remedies
- I46.** Using emotional intelligence training to enhance teachers' self-efficacy: A mixed methods approach
- I47.** UWI - Cave Hill Student Health Survey
- I48.** Validating the folklore anti-diabetic uses of three tropical plants (*Mormordica charantia*)
- I49.** Voter abstention in Barbados
- I50.** Water scarcity and resilience in Barbados' hotel industry
- I51.** What are the knowledge, attitudes, perception, and beliefs of Barbadian patients with hypertension as it relates to adherence to anti-hypertensive medication?

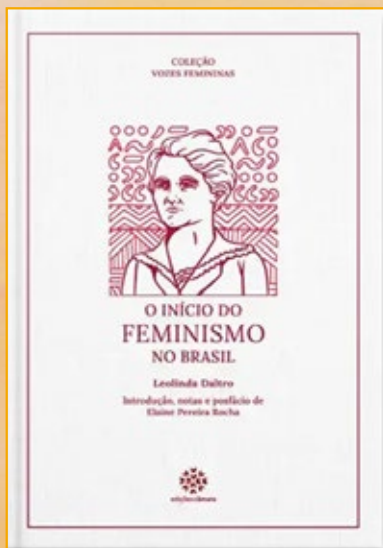


## PUBLICATIONS

During the year under review, faculty of the Cave Hill Campus published 13 books, 42 book chapters, 169 scholarly-reviewed journal articles, two (2) edited journals and 26 technical reports.



Dr Elaine Rocha



**O Início do Feminism no Brasil (The Beginnings of Feminism in Brazil)** by Dr Elaine Rocha, Senior Lecturer in the Department of Language, Linguistics and Literature, Faculty of Humanities and Education, is a publication of the founding minutes of the *Junta Feminil Pró-Hermes-Wenceslau*, a collective created in 1909 in Rio de Janeiro to support the candidacy of Marechal Hermes da Fonseca, for the Presidency of Brazil. The group, led by the teacher and politician Leolinda de Figueiredo Daltro, a pioneer in political activism for women's rights, gave rise the following year to the Female Republican Party, with political actions aimed at claiming women's right to vote and for greater female participation in the public sphere. The book is an annotated edition of the original document, that sheds light on the personality of Leolinda Daltro, who was in the spotlight in Rio de Janeiro and Sao Paulo between the 1890s and 1934. The teacher was an activist for indigenous rights, while she worked in public education for children and young adults. She founded schools, newspapers, a political party and even the first national entity dedicated to the protection of indigenous peoples in Brazil. The book *O Início do Feminism no Brasil* was published by Daltro during a campaign for women's voting rights in Brazil, in 1918.

This annotated edition is published by the Biblioteca da Câmara, the Brazilian National Library of Congress, as part of the series *Feminine Voices*, whose intention is to highlight the leadership of women in Brazilian historiography.

**Tourism and Foreign Direct Investment: Issues, Challenges and Prospects** by Dr Cristina Jönsson, Lecturer

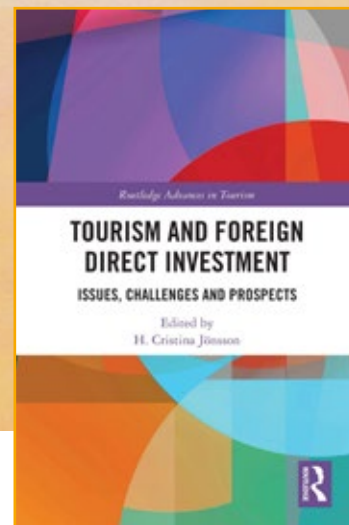
in the Department of Management Studies, Faculty of Social Sciences, is the first volume to examine and shed significant light on the issues, challenges and prospects presented by foreign direct investment (FDI) in tourism – a topic of increasing relevance in light of the COVID-19 pandemic and economic consequences.

This book addresses the need to examine the TFDI phenomenon considering resilient tourism development approaches and includes discussion on impacts of a rapidly evolving global pandemic on tourism. Recognising that its impact on tourism has only just begun, the book includes early estimates of the damage to the tourism economy and TFDI over 2020 and beyond. It considers how the COVID-19 pandemic may change society, the economy, and tourism, and how some of the key research needs to understand these changes and contribute to a more sustainable post-pandemic tourism sector. Through a collection of chapters focusing on principles, practices and a diverse range of destination case studies, the book considers TFDI from the economic, social & environmental and regulatory perspectives. Thus, the book will advance understanding of the positive and negative impacts of TFDI as well as how emerging problems and wider implications for local economies and communities can be managed more sustainably, while also discussing the transformative opportunities offered by TFDI regarding key economic, social and environmental issues.

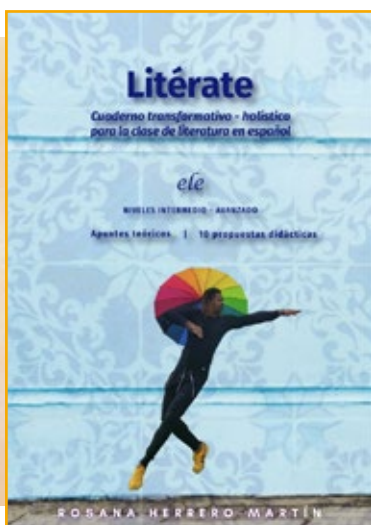
**Litérate** by Dr Rosana Herrero-Martin, a Lecturer in Hispanic Studies in the Department of Language, Linguistics and Literature, Faculty of Humanities and Education, is an OER (Open Educational Resource) theoretical and practical handbook on the Transformative-Holistic Pedagogical Paradigm Applied to the Spanish as a FL/L2 Literature Class. It is a Spanish coinage in the imperative mood inviting the learner to thrive through her/his unique and non-transferable reading of literature. Together with a theoretical introduction to the transformative-holistic pedagogical approach, the handbook also includes 10 didactic journeys, each focusing on a particular Hispanic literary text, including guidelines for (inter)personal development, literary and sociocultural analysis, second-language practice, as well



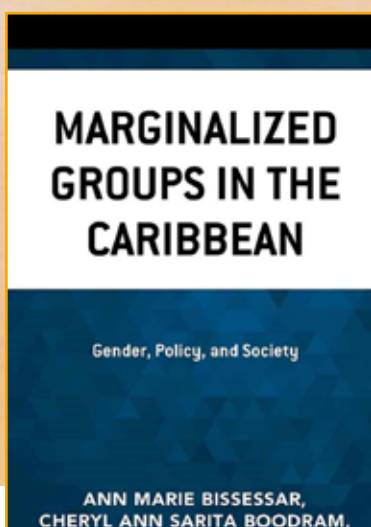
Dr Cristina Jönsson



Dr Rosana Herrero-Martin



Dr Daniele Bobb



as collaborative research and creation/performance. In terms of its methodological approach, *Litérate* integrates a constellation of tools of awareness, inquiry, and expression from interdisciplinary generative epistemological fields, such as neurolinguistic programming (NLP), generative coaching, analytical and transpersonal psychology, among others. All activities proposed can be adapted to any class format or size, as well as to any kind of participation or evaluation tasks (online forums, essays, guided reading discussions, class debates, WebQuest, reading journals, pair interaction, quiz/test, teamwork, staging, creative writing, etc.)

**Marginalized Groups in the Caribbean** is authored by Dr Daniele Bobb, Lecturer in the Institute for Gender and Development Studies: Nita Barrow Unit, and Drs Anne Marie Bissessar and Cheryl Ann Sarita Boodram. It argues that the policies introduced by several governments in the Caribbean lead to the exclusion of groups within these societies. Using both research and interviews, the authors explore how certain groups are excluded from the policy-making process and do not have a voice. The groups highlighted in this book include criminal deportees, women, children, first peoples, refugees, and victims of floods. The three authors in this book are experts in separate disciplines: policy making, social work, as well as gender and development. They bring their respective experiences to bear in their arguments, showing many sides to the exclusionary effects of laws and promoting strategies for change. The review of Professor Joyce Liddle, Northumbria University, indicates that this “timely manuscript, focused on vulnerable populations in the CARICOM region, has much broader, international appeal. Multi-disciplinary in nature, the issue of marginalization is moving up political agendas across the globe and is now a topic worthy of both scholarly investigation and of greater relevance to policy makers and practitioners.” Additionally, Dr Stephen D. Glazier, Yale University, notes that this book is “highly recommended for graduate students, faculty, and professionals.”

**Disaster Matters: Disasters Matter** edited by Dr Yvonne Weekes, Lecturer in Theatre Arts and Education, Faculty of Culture, Creative and Performing Arts, and Dr Wendy McMahon (University of East Anglia), was published in March 2022 by the House of Nehesi Publishers. It is a



bold, refreshing and welcomed contribution to the research, thinking and teaching on a major challenge to Caribbean development, hazard impacts. It brings a cultural lens to the discourse and lays a platform for bridging the discipline divide in the understanding and shaping of policy and action. The 312-page inter-disciplinary anthology of literary writings and science articles for Caribbean secondary schools is divided into seven thematic chapters. Weekes whose own writing is included, was herself responsible for writing questions, notes and activities for students and teachers to use in the classroom. Over 1600 books have already been freely distributed to schools in Antigua and Barbuda, the British Virgin Islands, Barbados, Dominica, Montserrat and St. Vincent and the Grenadines. Weekes has already conducted readings with a few of the 51 writers who came from 19 territories, in St. Maarten, Barbados, Montserrat, Grenada, and Antigua.

**Disaster Matters: Disasters Matter** is seen as responding to Lewis's call by taking the opportunity to change the narrative about the stories of hazard impacts, consequences and the ingredients of resilience, examination the thinking and action that is helping to shape Caribbean resilience lens. Much of the academic research on the hazard experiences in the Caribbean has been driven by a desire to understand and model the phenomena. Until recently the footprint of the sociology in the research of hazards and development has been barely visible.

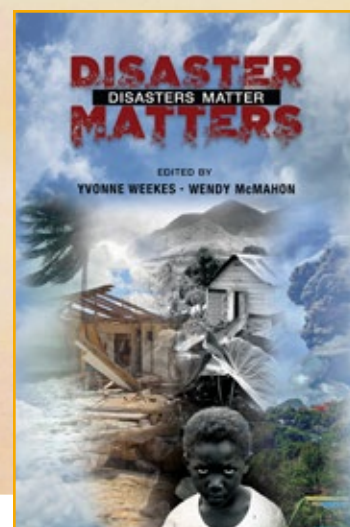
**Disaster Matters: Disasters Matter** is a significant contribution to the emerging body of work which is seeking to unearth the society hazard interface, socio-cultural dimensions and experiences of people and their thoughts and actions that are framing the platform for societal resilience. In the Caribbean where the repeated impact of hazards, and the challenge of climate change, are seen to pose an existential threat to states and territories, understanding how individuals and communities seek to maintain or renew themselves in the presence of these stressors is critical to disaster risk management and resilience policy formulation. This collection provides a window for such understanding by exploring issues about capacity to maintain and develop cultural identity and critical cultural knowledge and practices.

Yvonne Weekes and Wendy McMahon have pulled together a spatially, demographic and hazard diverse opening of the



Dr Yvonne Weekes

window on the potential contribution of cultural knowledge and practices to the Caribbean Pathway to Resilient Development. Their goal to dismantle the science and humanity divide which constrains our understanding of individual and collective efforts that frame national resilience is bold, strategic, and much welcomed. The fully illustrated book uses poetry, drama, prose, and science articles to tell the stories of hurricanes, earthquakes and volcanoes while providing students with the range or career opportunities in Earth Sciences.



**Disaster Matters: Disasters Matter** recognises the pragmatics of the efforts to influence (possibly change) thought and action on disaster risk management and resilience. It is structured to engage all levels of the education value chain. The consultations with the Ministries of Education in the region attest to the authors recognition for urgency in addressing the existential threat to our societies and communities. The content recognises the stakeholder diversity to be engaged in this transformation of risks. It should be a required reading and a key resource in all levels of the education system and within higher education institutions. In that regard, a series of workshops with schools across the region have been planned by the editors for 2023.



**A Peace Pole is an internationally  
recognized symbol of Peace on Earth  
This Peace Pole is an initiative of  
The Interact Club of Queen's College  
sponsored by  
The Rotary Club of Barbados South  
Dedicated on January 04, 2022**





(l-r) Chair of The UWI Alumni Circle, Saskey Forde; Pro Vice-Chancellor and Principal, Professor R Clive Landis; Senior Assistant Registrar, Jennifer Hinkson; Alumni and Student Relations Coordinator, Roseanne Maxwell; Director of the Office of Student Services and Development, Dale Lynch; and Campus Bursar, Lisa Alleyne

## Cave Hill Students Gifted New Outdoor Space

**Additional outdoor seating for study and reflection is now available to students at The University of the West Indies Cave Hill Campus following the handing over of The Pondside Students' Recreational Space on Monday (Sept 20).**

This was made possible by The UWI Alumni Circle, in collaboration with The UWI Office of Business Development and the Office of Alumni Relations/Student Enrolment and Retention Unit.

Principal, Professor R Clive Landis, welcomed the new facilities and dedication of the area adjacent to the Roy Marshall teaching Complex, noting the recommendation by health officials that spending more time outdoors at this time was healthier and safer, given the easier transmissibility of the coronavirus in enclosed spaces.

"The need for such [open] spaces has been underscored by the challenges associated with living through the ongoing COVID-19 pandemic. We are aware of the mental toll that persons in our campus community have experienced over the last 18 months from the national lockdowns, curfews, isolation requirements, and the one that is particularly distressing to our students, physical distancing," Landis said.

He noted that these circumstances have been mentally taxing, particularly on young people who are currently longing for the resumption of the traditional university experience.

"Amidst all this readjustment, finding spaces to study or simply relax and take a break can prove challenging. And so, this latest Student Recreational Space, better known as The Pondside, is a timely feature of the campus," Landis added.

Chair of The UWI Alumni Circle, Saskey Forde, said The Pondside was the first project to be sponsored under the campus' beautification component of the Giving Partners Circle.



She also highlighted the timeliness of the amenities donation, considering the challenges posed by the COVID-19 pandemic which she noted has brought the world to its knees, altered how we go about our daily lives and changed how many of us view life.

“More focus is being placed on mental health, which includes our emotional and social wellbeing; how we think, feel and act can be impacted. Our mental health can determine how we deal with stressful situations, relate to others and make choices,” Forde said.

She also urged students to treat the area with respect and leave it free of litter so that others can also enjoy it.

The Pondside Students’ Recreational Space consists of five tables and benches with paving stones located in an area with Wi-Fi access. They were built by SBT Building & Construction Inc which also donated one of the seating spaces while the campus’ Office of Institutional Planning and Infrastructural Services (INPLAIS) installed the electrical works and carried out the landscaping.

## Town Hall Meeting: Dispelling Myths & Misinformation about the COVID-19 vaccine



Discussants included (l-r): Dr Jacqueline Benn, Psychological Counsellor, Office of Student Services & Development; Dr Tania Whitby-Best, Resident Medical Officer and Head of the Student Health Clinic; Pro Vice-Chancellor and Principal, Professor R Clive Landis; Dr Heather Harewood, Lecturer in Public Health and Epidemiology; Dr Kim Quimby, Senior Lecturer in Immunology; and Deputy Dean of Recruitment & Outreach and Lecturer in Clinical Pharmacology, Dr Kenneth L. Connell

### **The Cave Hill Campus joined the national discourse on vaccine use by hosting a town hall meeting on August 26, 2021.**

The event, which was held under the theme ‘COVID-19: From the Virus, to Vaccines’, addressed concerns, fears and expectations from members of the Campus community and highlighted the conditions for a safe return to campus.

Pro Vice-Chancellor & Principal Professor R Clive Landis, who holds a PhD in Immunology and is an experienced researcher in the fields of the immune system and viruses, spoke on the topic **Vaccines – Smallpox to Spike Proteins**. Presentations were also made by other faculty

members including Senior Lecturer in Immunology, Dr Kim Quimby, who addressed the **Myths about Immunity**, while Lecturer in Public Health, Dr Heather Harewood, spoke on **Public Health Measures to Reduce the Spread**.

Medical Officer of Student Health Services, Dr Tania Whitby-Best, addressed the topic **Preparing the Campus for safe return of students**, and Psychological Counsellor at the Office of Student Services, Dr Jacqueline Benn, offered advice on **Coping with the stressors of a pandemic**.

The town hall meeting was held at the Roy Marshall Teaching Complex.



(Standing, from left) Deputy Principal of The UWI, Cave Hill Campus, Professor Winston Moore and CEO of CIBC FirstCaribbean International Bank, Colette Delaney chat with previous SEED winners, (sitting, from left) Marissa Chandler and Malissa Cornwell

## The UWI, Cave Hill Campus & CIBC FCIB renew partnership

The UWI Cave Hill Campus has officially extended its partnership with CIBC FirstCaribbean with the signing of a memorandum of understanding for three years.

The agreement was signed for the period 2021/22 to 2023/24, and will cover four areas: support and development of UWI programmes and students around the region; enhancement of research in Banking and Finance at The UWI; the joint pursuit of mutually beneficial business opportunities, and entrepreneurship and innovation.

The Bank has contributed over USD 2 million to The UWI to support various initiatives since the first MOU was signed between the two institutions in 2003.

Principal of the Cave Hill Campus, Professor R Clive Landis, lauded the Bank's support for the University over the past 18 years, and said he is looking forward to the two institutions forging even closer ties.

He also noted that The UWI will need to innovate and seek new business perspectives if the institution is to survive.

In that regard, he announced the launch of the Campus' latest entrepreneurial initiative, the Innovate! Challenge, which is a competition organised by the Office of Business Development that rewards staff for impactful and innovative ideas that lead to income generation for their unit or department, as well as the campus.

CEO of CIBC FirstCaribbean, Colette Delaney commented that CIBC FirstCaribbean cherishes its longstanding relationship with The UWI, and was pleased to formally extend it for another three years.

She added that entrepreneurship and innovation will be the key drivers of the post-COVID economy, and The UWI is headed in the right direction.

One of the major beneficiaries of the MOU is the Student Entrepreneurial Empowerment Development (SEED) project, which is designed to encourage and develop self-reliance.

To date, BBD 240,000 has been disbursed among 40 start-ups since the inception of the programme.



## SRC and CDB co-host Inaugural Distinguished Owen Seymour Arthur Memorial Lecture

**Caribbean countries must adopt a resilience model of development if the region is to achieve the Right Honourable Professor Owen Seymour Arthur’s vision of sustained development and escape the chasm of cyclical underdevelopment.**

This was one of several important policy prescriptions offered by President of the Caribbean Development Bank (CDB), Dr H Gene Leon, while delivering the inaugural Distinguished Owen Seymour Arthur Memorial Lecture on September 8, 2021. The lecture, co-hosted by the Shridath Ramphal Centre for International Trade Law, Policy and Services (The SRC) and the CDB, was broadcast live on UWITV. Slated to be an annual event, the lecture series honours the legacy of the late economist and statesman, Professor Arthur, who passed away on July 27, 2020 at the age of 70.

In the forty-minute lecture entitled “Re-designing Economic Growth Strategies”, Dr Leon paid tribute to Professor Arthur’s sterling legacy as an economic visionary, and

proffered strategies for economic growth and development. Calling on CARICOM governments to accelerate the completion of the CARICOM Single Market and Economy (CSME) agenda, the CDB President identified trade facilitation and knowledge governance as pivotal for crafting a “new paradigm for our Region”.

Under knowledge governance and innovation, Dr Leon proposed augmenting the region’s support institutions and readiness programmes to capitalise on “framework-conditions” on intellectual property rights, including reforming the existing IP legislative frameworks, streamlining the facilitation arrangements between copyright collecting societies, pursuing communal trademarks, and adapting competition policy to play a “complementary role to the IP and trade rule provisions in the region’s knowledge governance framework”.

In her welcome remarks, SRC Director, Dr Jan Yves Remy, reflected fondly on the sterling contribution of the late trade economist who she described as a “frequent visitor, devoted mentor, exacting taskmaster, unrelenting debater, and dear friend to the SRC”. She noted that “Owen Arthur’s embrace of trade liberalisation and the CARICOM Single Market and Economy as pathways for Caribbean development, would always distinguish him for singular focus at the SRC”, an institution devoted to international trade training, research and outreach.

Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, Professor R Clive Landis, lauded Professor Arthur’s dedication to the Cave Hill Campus, noting it was here that the late economist had received his undergraduate training in economics, before proceeding to The UWI’s Mona Campus to pursue advanced studies in the subject. Professor Landis noted that as Prime Minister, he gifted The UWI land at the Lazaretto and that even after his retirement, the former Prime Minister was always willing to share his vast knowledge with UWI students and faculty alike.

Delivering remarks at the evening’s event were also Minister in the Ministry of Foreign Affairs and Foreign Trade, Senator Dr the Honourable Jerome Walcott, Vice-Chancellor of The UWI, Professor Sir Hilary Beckles, and Mrs Julie Arthur, widow of the late Professor Arthur. The Master of Ceremonies for the evening was Professor Winston Moore, Deputy Principal of The UWI Cave Hill.



The event was part of a series of initiatives hosted by The UWI to honour the late Professor, who was Barbados' longest serving Prime Minister, holding that office from 1994 to 2008. Upon his retirement from political life, The UWI appointed the former economist by training, a Professor of Practice: Economics of Development in 2018. In July 2021, the building formerly known as the CARICOM Research Building was renamed in his honour.

A book entitled "The Essential Owen: Speeches & Statements of Prof. The Rt. Hon Owen S. Arthur" was recently published with funding from the Inter-American Development Bank (IDB) and also features economic and political commentaries by Sir Trevor Carmichael, QC. and Professor C Justin Robinson.

## The UWI Cave Hill and Caribbean Export Development Agency Partner to Expand Region's Trade Capacity

Trade and investment in the Caribbean are set for a major boost through a new partnership between the Caribbean Export Development Agency and the Shridath Ramphal Centre for International Trade Law (SRC) at The University of the West Indies, Cave Hill campus.

The two entities came together in a hybrid ceremony on October 01, 2021 to sign a Memorandum of Understanding which outlines areas of collaboration to enhance competitiveness and sustainable development of the Caribbean region including research, joint programmes and internship placements.

Principal of the Cave Hill Campus Professor R Clive Landis welcomed the agreement, recognising its importance to the university and the Caribbean at this time.

Executive Director of Caribbean Export, Mr Deodat Maharaj, shared similar sentiments stating that the collaboration will serve to support the agency's mandate as a regional trade and investment promotion agency focused on building a resilient Caribbean by providing cutting-edge and high-impact support to the private sector.

Both The UWI and Caribbean Export also acknowledged the potential of the export of education services to support



Professor R Clive Landis at the hybrid ceremony to sign the Memorandum of Understanding between The UWI and the Caribbean Export Development Agency

the region's economic transformation. According to Professor Landis, the university will draw on its reputation "as a top tier university to export its educational services globally". He also shared that at the Cave Hill Campus there is special emphasis on exporting face-to-face educational services to Africa.

As the two entities continue to build on their ten plus years' relationship, it is anticipated that developmental-academic partnership will drive the expansion of The UWI's educational products into to new markets.



Newly inducted Pro Vice-Chancellor and Principal, Professor R Clive Landis addresses the ceremony while Vice-Chancellor Professor Sir Hilary Beckles and Campus Registrar Mr Rommel Carter look on

## Induction of new Campus Principal, Professor R Clive Landis

**Pro Vice-Chancellor and Principal of The University of the West Indies at Cave Hill, Professor R Clive Landis, was formally welcomed into his current role at an induction ceremony on November 13, 2021.**

Professor Landis was joined by relatives, top UWI officials and other members of the university community, regional public and private sector representatives among others for his formal installation as the campus' seventh principal.

The event was a historic first for Cave Hill with the majority of attendees constrained to join the event virtually to witness the ceremonial donning of the gown and mortar board on the scientist, in adherence to public health protocols to combat the coronavirus pandemic.

Professor Landis joined The UWI, Cave Hill in 2004 and has previously served as Deputy Principal and Pro Vice-Chancellor, Board for Undergraduate Studies.

A Professor of Cardiovascular Research, he holds a PhD in immunology, and has published over 100 peer-reviewed

publications. Among his areas of research are the immune system and viruses, including established viruses like HIV and emerging viruses like Zika and COVID-19.

He is a former Director of the George Alleyne Chronic Disease Research Centre. Additionally, he has chaired The UWI Zika Task Force and is the current Chair of The UWI COVID-19 Task Force. Professor Landis is also Chair of the Caribbean Cytometry and Analytical Society, which promotes the development of diagnostic laboratory capacity in the Caribbean.

The ceremony was held under the theme: 'Journey to Economic Health through Innovation and Community Engagement' and livestreamed on UWI TV platforms.

Professor Landis succeeds Professor the Most Honourable V Eudine Barriteau.



(l-r): Senator Dr John Rogers; Minister of Home Affairs, the Honourable Wilfred Abrahams; Rotary International District 7030 Governor, Sonya Alleyne; Chief Justice, Sir Patterson Cheltenham; President of Rotary Club of Barbados South, George Connolly; Interact President at Queen's College, Kenya Franklin; Principal of The UWI Cave Hill Campus, Professor R Clive Landis, and Vice President of Rotary Club of Barbados South, Stephen Broome at the unveiling of the Peace Pole

## Peace Pole Unveiled

### **The UWI Cave Hill Campus is now home to the first Peace Pole to be erected in Barbados.**

A Peace Pole is an internationally recognised symbol of the hopes and dreams of humankind, and stands vigil in silent prayer for peace on earth. Each Peace Pole bears the words 'May Peace Prevail on Earth' in different languages on each of its four or six sides.

The Peace Pole project was launched in 1955 and today there are approximately 250 000 such poles around the world.

The pole at Cave Hill was the initiative of the Rotary Club of Barbados South, which is seeking to erect them at 60 schools across the island.

A ceremonial unveiling of the pole took place on campus on January 4, attended by various officials including Chief Justice and Patron of the Rotary Club of Barbados South, Sir Patterson Cheltenham; Minister of Home Affairs, the Honourable Wilfred Abrahams; Senator Dr John Rogers; Principal of Cave Hill, Professor R Clive Landis; Chief Education Officer, Dr Ramona Archer-Bradshaw; Rotary International District 7030 Governor, Sonya Alleyne, and President of the Rotary Club of Barbados South, George Connolly.

Professor Landis said the University was honoured to be chosen as the site of the island's inaugural Peace Pole, adding: "The inscription on the pole is deceptively simple: may peace prevail on earth. As we reflect on that invocation, we recognise that peace can only prevail when conditions for peace exist.

"As an example, a precondition for peace is that there is freedom. Freedom from bondage of any kind, (and) also freedom to express yourself, and the freedom to disagree with someone in a peaceful manner. There can be no peace without these three freedoms," Professor Landis stated.

Alleyne told the ceremony that this project was in keeping with Rotary's vision for a world where people unite and take action to create lasting change across the globe.

"It's represented here as we, through the Queen's College Interact Club, dedicate this peace pole, the first in Barbados. Our youth are at a crossroads; indeed, our society is. Let us use these symbols to step back and recognise that for peace to reign it must begin with each and every one of us," she said.

It is hoped that this Peace Pole will also help to strengthen the bonds between Cave Hill and the Rotary Club of Barbados South.





Software Engineering student Andrew Lewis (left) in conversation with Head of the Department of Computer Science, Mathematics and Physics at Cave Hill, Dr Mechelle Gittens during the UWI Cave Hill-Private Sector Forum held at the historic Mutual Building in Bridgetown in March, 2022

## Students Praise their Hi-Tech Experience in China

**Stories of triumph and self-fulfilment have been shared by current and former students in the BSc Software Engineering programme offered by The University of the West Indies (The UWI) and the Global Institute of Software Technology (GIST) in Suzhou, China.**

The programme requires students to complete their first two years at Cave Hill or other UWI participating campus and the remaining two at GIST in China. In their final year, students are afforded the opportunity to intern at businesses in that country.

Barbadian Andrew Lewis, Vincentians Shanice Cato and Tessa John, and Dominican Clem Francis who all completed their initial two years at Cave Hill, recounted their experience during a UWI Cave Hill-Private Sector Forum held at the historic Mutual Building in Bridgetown on March 31, 2022.

They spoke of overcoming challenges to enjoy the benefits of immersing themselves in the Chinese culture, including learning the language and keeping abreast of the fast-paced living environment in China.

“We realised...what we could achieve in the programme by developing similar applications and similar technologies [that are] available in China. Even the language barrier seemed to fade away as we learnt a bit more Chinese and we used the main app, WeChat to translate,” Lewis said during a conversation with the Head of the Department of Computer Science, Mathematics and Physics at Cave Hill, Dr Mechelle Gittens.

### **New career opportunities**

“When I came back home I realised that everything seemed to open up, the opportunities and the careers, based on what we learnt...A lot of companies are grasping for new employees with that knowledge.”

Despite the disruption and fear of the initial outbreak of COVID-19, Lewis and John graduated in 2020 and were able

to put their knowledge to use on their return to Barbados when they worked at The Crane Resorts to revamp that company's mobile application.

Lewis is still with the company while John works as a quality assurance specialist in Jamaica.

Gerry De Caires of The Crane Resort spoke glowingly about the work ethics of the duo.

"They were a pleasure to work with and really energetic... There was nothing that we asked them to do that they didn't say 'okay' and they went away and came back with it done. Anyone who has done any sort of coding knows there are a thousand ways to do things and when you're trying to find the right one it can often be challenging but they pushed themselves hard and came up with some really amazing solutions for our problems."

The other two students – Cato and Francis – are due to graduate from the BSc programme this year.

Cato said she has learnt to work with people of different personalities to come up with great solutions.

"Now I can't wait to use my knowledge in programming languages and frameworks...as well as other skills such as software modelling and project management and bringing them into my new but promising career as a software engineer."

Francis said the programme has challenged him to push himself and the rewards are showing in his grades.

The three-hour forum also included an interview with Chinese businessman, John Yick of Yick Solutions, and was conducted by UWI Assistant Registrar, Justin Seale, who is based in China. Yick was educated in the UK and began his own start-up in Suzhou and is an internship partner of the UWI-CIIT. He had high praise for the contribution of the UWI interns who are attached to his enterprise, including Joshua Johnson, Zachary Aird, Xavier Dash, Khareen Francis, Dwight Muschette, and Samuel Lowe.



UWI students at the Global institute of Software Technology (GIST) in Suzhou, China



## School of Education hosts Biennial Online Conference

**Chief Education Officer, Dr Ramona Archer-Bradshaw, has called for a review of the education system to ensure that students receive instruction that is relevant to their current and future needs.**

She was addressing the Schools of Education Biennial Online Conference which was held from June 15-16 under the theme 'Reimagining Education for Global Sustainability'.

"When we think ahead we have to ask ourselves, what do we want our future to look like? What are the competitive advantages do we want our students to have as they go out into the real world? What are the distinctive competencies that we want them to have and how should we teach them?" she told the virtual audience.

Dr Archer-Bradshaw announced that as part of steps to reimagine Barbados' education system, the Ministry of Education recently completed a strategic plan which focuses on imagination, transformation and the leading of education for a future Barbados.

She outlined five specific goals set under this plan: "These five goals include the learning outcomes of our students, improving teachers' quality of instructional leadership, enhancing the physical infrastructure, strengthening the operational functioning of this ministry, and enhancing our regulatory framework."

The education administrator noted that any reimagination of the education system must be systematic, based on research, and must also be sustainable.

"I know when we speak of education there's a tendency to focus on the Sustainable (Development) Goal Four that speaks to the inclusive and equitable quality education and promoting lifelong opportunities for all. However, we must recognise that Sustainable Goal Eight is extremely important. (It) deals with the promotion of sustained inclusive, and sustainable equitable economic growth, full and productive employment, and decent work for all.

"The two sustainable development goals are inextricably linked. It means that we have to find a way for our education system to prepare our students that they're able to function

**SCHOOLS OF EDUCATION BIENNIAL ONLINE CONFERENCE**  
15th - 16th June 2022

**Reimagining Education for Global Sustainability**

**Panel Discussion**  
**Reimagining Education for Global Sustainability: A Call to Action!**  
Thursday, June 16, 2022 at 4:30 p.m. (AST)  
**FREE Public Event** (requires registration) Visit the conference website to register

**Panelists**

 <b>Dr. Ramona Archer-Bradshaw</b> Chief Education Officer Ministry of Education, Technological, Vocational Training, Barbados	 <b>Mr. Germain Anthony</b> Technical Specialist, Organization of Eastern Caribbean States (OECS/EDMU)
 <b>Dr. Martin Baptiste</b> Senior Education Specialist, Caribbean Development Bank (CDB)	 <b>Ms. Finaana Bulbulia</b> Community and Education Activist for Muslim Women
 <b>Mrs. Shelly-Ann Harper</b> Early Childhood Development Specialist, UNICEF	 <b>Moderator:</b> <b>Dr. Jason Marshall</b> Lecturer in Educational Psychology The UWI, Cave Hill Campus

For more information contact The School of Education at The UWI Cave Hill Campus  
Tel: (246) 417- 4426 or Email: [soebiennialconference@cavehill.uwi.edu](mailto:soebiennialconference@cavehill.uwi.edu)  
Website: <https://www.cavehill.uwi.edu/the/education/soeconference>

as contributing citizens in the future," Archer-Bradshaw said.

Technical Specialist in Education Management at the St Lucia-based OECS Commission, Germain Anthony, highlighted the need to go beyond reimagining the education system, saying there is a need to focus on technological development.

"We (are) really focused on trying to develop a digital learning ecosystem that would support lifelong learning, and the idea is that this would be a type of platform ... or environment that promotes learning at all levels, at all stages. And so be it the K to 12, higher education, professional development, there's a lot that we're in the process of doing.

"But more important than that is the philosophy that learning is continuous. And I think that is something we need to embed in the minds of all of our children in school, that you never stop learning, and in the minds of our educators, that you never stop learning," Anthony said.



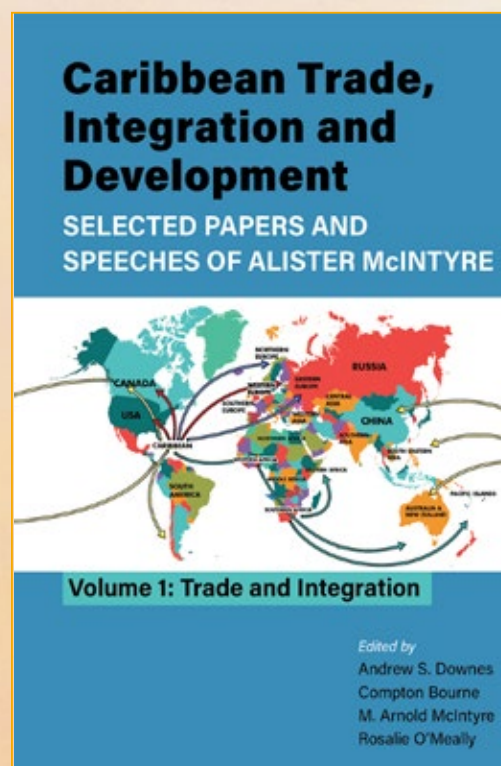
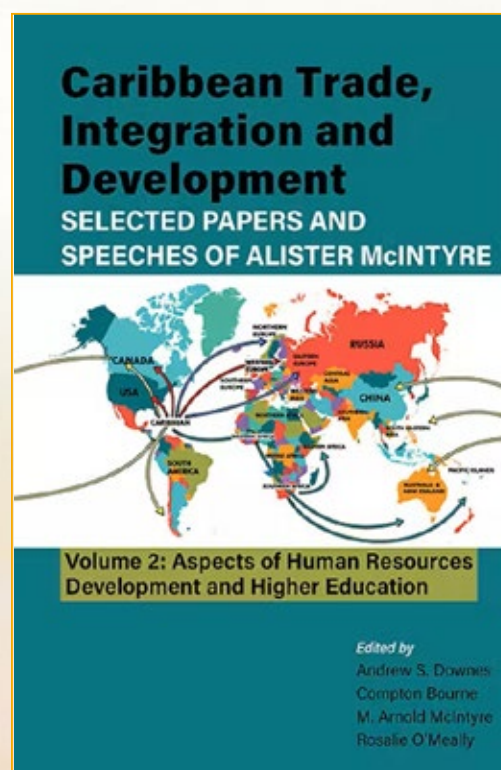
## UWI Press launches double volume publication on Sir Alister McIntyre's Papers and Speeches

The work of Sir Alister McIntyre was featured at the launch of the publication titled, **Caribbean Trade, Integration and Development - Selected Papers and Speeches of Alister McIntyre (Vols. 1 & 2)** publication held June 30, 2021. The works were edited by **Andrew S Downes, Compton Bourne, M Arnold McIntyre, and Rosalie O'Meally.**

The publication launch, which was chaired by Professor Emerita The Most Honourable V Eudine Barriteau, former Pro Vice-Chancellor, and Principal, was hosted in a hybrid event held both physically at The UWI Cave Hill Campus Walcott Warner Theatre and live streamed via UWItv. The Honourable Mia Amor Mottley, QC, MP, Prime Minister of Barbados, featured speaker at the launch, highlighted the current relevance of Sir Alister's intellect.

Remarks were also made by Vice-Chancellor of The UWI, Professor Sir Hilary Beckles, who recognised Sir Alister as "the quintessential university man" and Professor Densil A Williams, Chair of the UWI Press Board of Directors and Pro Vice-Chancellor and Principal of The UWI Five Islands Campus, also delivered remarks, stating, "these volumes should be required reading for all those who are interested in Caribbean development that is anchored on context specificity, intellectual rigour, and clarity of thought."

Other contributions during the launch came from Sir Alister's family, Lady Majorie McIntyre and Dr M Arnold McIntyre; Professor R Clive Landis, Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus; Dr Hyginus 'Gene' Leon, President, Caribbean Development Bank; Dr Shelton Nicholls, Senior Advisor to the President, Caribbean Development Bank.



## Health Policy Development in the Caribbean: Trends, Challenges and Opportunities

**As the Caribbean grapples with the rising rates of non-communicable diseases (NCDs), The UWI Cave Hill campus has reaffirmed its commitment to contributing to shaping health policy in the region.**

Deputy Dean in the Faculty of Law, Nicole Foster, gave that commitment at a virtual panel discussion jointly hosted by The UWI and the Pan American Health Organization (PAHO) on the topic 'Health Policy Development in the Caribbean: Trends, Challenges and Opportunities'.

She said the Law and Health Research Unit, which was launched in July 2021, will play a critical role in efforts to regulate and establish public health policies. However, she noted that policymakers need to be conscious of the parameters within which they operate.

"Protections on freedom of expression may run afoul of efforts by public health persons to regulate marketing, for example, within our societies. And certainly, many of us recall the ferocious debates that took place in the context of COVID, in terms of restrictions on freedom of movement and how you strike those balances, and law is critical to those discussions," Foster told the online audience.

The attorney-at-law added that a lack of understanding of the role of the laws is one of the main challenges that policymakers face.

"It is not an area that traditionally people have understood there's a connection. However, if you think about the best buys for example, for NCDs you would realise that practically all of them rely on law for implementation. And that alone speaks to the power of law in this space."

Executive Director of Healthy Caribbean Coalition, Maisha Hutton, shared similar concerns: "Conflict of interest and industry interference especially in the NCD policymaking space, we're dealing with commercial determinants of health and healthy commodities, this is one of the single



greatest barriers to policy implementation," she stated.

However, she acknowledged some policy wins, due in part to civil society advocacy, including the decision by the Barbados government to double the tax on sugar sweetened beverages.

Advisor in Human Resources at the Pan American Health Organization (PAHO), Dr Benjamin Puertas, highlighted the importance of health policy in light of the recent international health challenges.

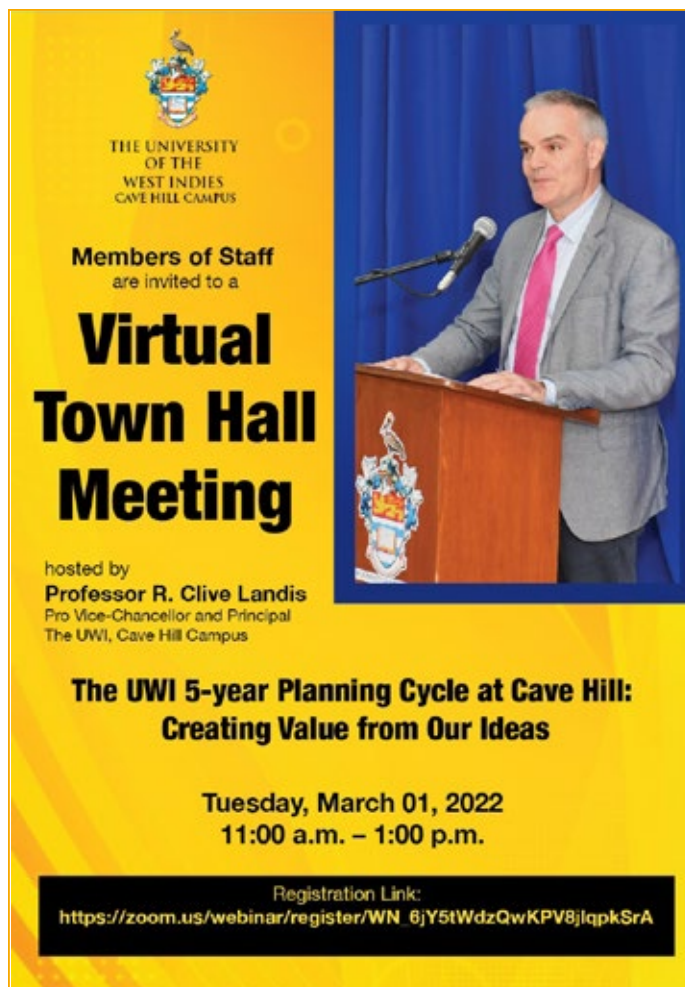
"Health policy is even more important now after the pandemic because it helps establish guidelines that benefit healthcare organisations, healthcare systems and the population's health, which is the most important component," he said.

Executive Director of the Caribbean Public Health Agency (CARPHA), Dr Joy St John, pointed to the need for continued regional collaboration in public health.

"Caribbean cooperation in health is (necessary) for regional health development which goes along with national improvements. And this Caribbean cooperation in health is a great foundation for regional action," she said.

The panel discussion followed the launch of The UWI/PAHO joint postgraduate programmes in Health Policy and Health Systems in April.

The programmes are designed to build human resource capacity within the public health sector in the Caribbean.



THE UNIVERSITY OF THE WEST INDIES CAVE HILL CAMPUS

Members of Staff  
are invited to a

# Virtual Town Hall Meeting

hosted by  
**Professor R. Clive Landis**  
Pro Vice-Chancellor and Principal  
The UWI, Cave Hill Campus

**The UWI 5-year Planning Cycle at Cave Hill:  
Creating Value from Our Ideas**

**Tuesday, March 01, 2022  
11:00 a.m. – 1:00 p.m.**

Registration Link:  
[https://zoom.us/webinar/register/WN\\_6jY5tWdzQwKPV8jlqpkSrA](https://zoom.us/webinar/register/WN_6jY5tWdzQwKPV8jlqpkSrA)

## Principal Landis Hosts Cave Hill Town Hall “Creating Value From Our Ideas”

**The UWI Cave Hill Campus stands ready to continue adding value to the society.**

This was one of the many points made by Professor R Clive Landis, Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, as he shared his vision for the campus during a townhall meeting titled, “Creating Value from our Ideas”. The event was held March 1, 2022. Under Principal Landis’ plan, the campus is set to become an innovation hub in Barbados and the wider Caribbean while generating new revenue streams. The Principal also shared that this vision entails leveraging the unique advantages of the university and the local campus, a stronger focus on outreach efforts, and Innovation.

With a strong focus on the export of educational services and innovation drives, the expected outcomes are:

- Diversified income streams
- More knowledge created within the university’s walls is harnessed for the immediate use and measurable benefit of the country and region and
- The institution’s research agenda and research activity become more responsive and relevant to the problem-solving needs of industry, society, and decision makers.

According to Principal Landis, these plans to drive innovation capable of export are not only aligned with the National Plan of Barbados and the University’s Strategic Plan, they are also imperative for advancement.



# ADMINISTRATORS OF THE CAMPUS, 2021/2022



**Pro Vice-Chancellor  
and Principal**

**Professor R Clive Landis**  
*BSc (Birm), MSc, PhD (Loyola)*



**Deputy Principal**

**Professor  
Winston Moore**  
*BSc (UWI), MSc (Warwick),  
PhD (Surrey)*



**Campus Registrar**

**Mr Rommel Carter**  
*BA (UWI), MBA (Hull)*



**Campus Bursar**

**Ms Lisa A C Alleyne**  
*BSc (UWI), FCCA, FCA,  
MBA (Oxford Brooks), MCM*



**DEAN**

**Faculty of Culture, Creative  
and Performing Arts**

**Professor David  
O Akombo**  
*BEd (Hons) Kenyatta, MMus (BGSU),  
MA (PLNU), PhD (Florida)*



**DEAN**

**Faculty of Humanities  
and Education**

**Professor Frederick  
Ochieng'-Odhiambo**  
*BA (UCC), MLitt (Oxford), PhD (UWI)*



**DEAN**

**Faculty of Law**

**Professor Eddy Ventose**  
*LLB (UWI), LLM (Cantab), DPhil  
(Oxon), Attorney-at-Law and Solicitor  
(England and Wales)*



**DEAN**

**Faculty of Medical Sciences**

**Dr O Peter Adams**  
*BSc (Lond), MBBS, MSc,  
DM (Fam Med) (UWI)*



**DEAN**

**Faculty of Science  
and Technology**

**Dr Jeanese Badenock**  
*BSc (UWI), PhD (Dartmouth College)*



**DEAN**

**Faculty of Social Sciences**

**Professor Troy Lorde**  
*BSc (UWI), MA (York), PhD (Surrey)*



**DIRECTOR**

**Graduate Studies and  
Research**

**Professor  
Kahiudi C Mabana**  
*BA (Mayidi, DR Congo), BA (Rome),  
MA, PhD (Fribourg)*



**OFFICER-IN-CHARGE  
Libraries**

**Mrs Judith Toppin**  
*BA (British Columbia),  
MLIS (Western Ontario)*

# MEMBERSHIP OF THE CAMPUS COUNCIL CAVE HILL, 2021/2022



**Chairman**  
**Sir Paul Altman**



**Vice-Chancellor**  
**Professor**  
**Sir Hilary Beckles**

**Professor Clive Landis**  
*Pro Vice-Chancellor  
and Principal*

**Professor Winston  
Moore**  
*Deputy Principal*

**Mr Rommel Carter**  
*Campus Registrar*

**Ms Lisa Alleyne**  
*Campus Bursar*

**Mr Keith Inniss**  
*Campus Information Officer*

## Appointed by the Government of Barbados

**The Hon Kay McConney**  
*Minister of Education,  
Technological & Vocational  
Training*

**Ms Betty Alleyne-Headley**  
*Permanent Secretary,  
Ministry of Education,  
Technological & Vocational  
Training*

## Appointed by the Chancellor

**Dr Julian Ferdinand**

**Ms Toni N S Moore, MP**

**Dr Kerry Hall**

**Mr Brian Samuel**

**Mrs Brenda Pope**



MEMBERSHIP OF THE CAMPUS COUNCIL 2021/2022 cont'd

## Deans

**Professor David Akombo** *Faculty of Culture, Creative & Performing Arts*

**Professor Frederick O'Chieng'-Odhiambo** *Faculty of Humanities & Education*

**Professor Eddy Ventose** *Faculty of Law*

**Dr O Peter Adams** *Faculty of Medical Sciences*

**Dr Jeanese Badenock** *Faculty of Science and Technology*

**Professor Troy Lorde** *Faculty of Social Sciences*

**Dr Akshai Mansingh** *Faculty of Sport*

## Academic Board Representatives

*A non-professorial member of  
staff elected by the Academic  
Board of the Campus*

*Cave Hill Campus*

**Dr Tara Inniss**

*Mona Campus*

**Professor Roger Gibson**

*St Augustine Campus*

**Professor Brian Copeland**

*Open Campus*

**Dr Glenford Howe**

*Five Islands Campus*

**Dr Karen Murdock**

*Association of Caribbean  
Tertiary Institutions (ACTI)*

**Dr Cheryl Weekes**

**Dr Philmore McCarthy**

*UWI Alumni Association*

**Mr Dario Welch**

*President, Guild of Students*

**Mr Kyle Holder-Leach**

*Postgraduate Representative*

**Ms Renetta Haynes-Layne**

*Academic, Senior Admin/  
Professional Staff*

**Mrs Sandra Thomas**

*Administrative, Technical  
& Service Staff*

**Ms Trisha Strickland**



# FINANCIAL REPORT ON CAMPUS ACTIVITIES

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**FOR THE YEAR ENDED JULY 31, 2022**

## INCOME

### Government Contributions

During the year under review, the campus recorded BBD 92.1 million in government contributions (before adjustments) revenue compared with BBD 94.7 million for the previous year. This reflects a decrease of BBD 2.5 million, as some governments have reduced their contributions to the University and thus the Campus.

The Campus is grateful to the Ministries of Education, Technological and Vocational Training and Finance and Economic Planning for continuing to honour the monthly contributions which are relied on greatly to assist in its monthly payroll.

The University Office of Finance continued to follow up the outstanding arrears with the respective Governments. The balance due from the governments of the region at July 31, 2022 was approximately BBD 31.3 million (before adjustments) compared with BBD 29.3 million at the end of July 31, 2021. See Table 21.

**Table 21**

GOVERNMENT RECEIVABLES	JULY 31, 2022	JULY 31, 2021
LONG TERM RECEIVABLES (GROSS)	10,041,370	11,340,180
ECL	(2,612,231)	(2,690,910)
Government balances	23,953,027	20,579,704
	31,382,166	29,228,974

### Tuition Fees and Other Student Fees

The Campus reflected a decline of BBD 2 million in tuition fees as it continued in its efforts to provide partial scholarships to assist students in their journey at the Cave Hill Campus.

Some governments asked the Campus to bill them for their students. It is important to note that students are not penalised for the non-payment of balances from their respective governments. The balances at July 31, 2022 and July 31, 2021 are reflected in Table 22.

**Table 22**

THIRD PARTY RECEIVABLES	JULY 31, 2022	JULY 31, 2021
GOB	50,243,013	33,990,778
GATE	294,101	5,303,567
T&T Scholars	1,582,875	1,176,447
Other governments	4,904,937	4,927,085
	57,024,926	45,397,877

## Special and Other Project Income

Income from special projects consisted of funds received from external donors and self-financing activities, including the taught masters programmes and the Bachelor of Medicine, Bachelor of Surgery (MBBS) Programme. A list of new externally funded projects is provided later in this report. There was an increase in special projects income, while other project income remained at a similar level to the previous year.

## Student Amenities Fees

Funding from the amenities fee continued to be used to enhance and enrich the out-of-classroom experience for students. Among the services provided were the Student Health Scheme covering all registered students, free student bus shuttle and various activities relating to sports, counseling and student professional development. The Table 23 shows the revenue collected and allocated to the various functions which the amenities fees covered.

**Table 23**

AMENITIES FEES	JULY 31, 2022	JULY 31, 2021
Sports Development	3,070,218	3,090,218
Professional Development	245,869	245,869
Health Services	379,522	379,522
Other services (bus)	1,872,391	1,872,391
UWIharp	232,000	232,000
	5,800,000	5,820,000
Shuttle upgrade fees	126,435	69,366

## Other Income

The Campus continued its efforts to generate additional income through the investment of its cash reserves. Efforts continued to generate income from other income generating activities such as self-financing masters programmes mentioned above.

## Commercial Activities

Both the Halls of Residence (BBD 0.644 million) and the Bookshop (BBD 0.835 million) reflected relatively large deficits. With physical distancing, the campus had to reduce the number of students staying on halls and there was not as much activity in the Bookshop during the year. The campus also experienced a decline in the number of overseas students coming on campus, as many students, due to limited air lift, could not return or come to campus.



## EXPENDITURE

The Campus continued to restrain its expenditure in accordance with the budget, in line with the prior year and available cash resources, and it also continued to address some critical repairs to the plant.

## ASSETS AND LIABILITIES

### Cash

During the year, the Campus' cash balances further decreased by BBD 4.5 million as receivables rose. The majority of cash was restricted as the vast majority of the money received was reserved for payroll related payables.

The Campus is now only one month behind in the settlement of non-payroll suppliers. Payments during the year were funded by receipts from contributing governments, tuition fees and other income.

The cash balance stood at BBD 33 million (July 31, 2021 – BBD 37.5 million), of which BBD 32 million related to restricted funds for pensions, grant funds, etc. Some of the unrestricted funds will be used to ameliorate some of the critical capital repairs on campus in support of the physical return to plant.

All of the Campus' statutory obligations continued to be settled on time.

### Accounts Receivable

Included in this figure are tuition fees due from third parties, BBD 57 million (July 31, 2021 – BBD 45.4 million), as well as amounts due from students and staff members. The majority of this balance relates to amounts owing from some governments that are billed for their nationals. See Table 24.

**Table 24**

ACCOUNTS RECEIVABLES	JULY 31, 2022	JULY 31, 2021
Other receivables	3,037,741	2,706,157
Staff Receivables	1,376,908	413,148
Student receivables (gross)	11,297,155	10,391,576
Third Party Receivables (gross)	57,024,926	45,397,877
VAT Receivables	9,967,354	9,839,708
	<b>82,704,084</b>	<b>68,748,466</b>

### Property, Plant and Equipment

There was little activity on capital projects during the period, with only continuing critical maintenance work. Depreciation charged for the period amounted to BBD 5.8 million (July 31, 2021 – BBD 5.9 million).



## Current Liabilities

This balance includes the accrual for payments to creditors, the current portion of long-term debt and amounts due to staff who have either resigned or retired and have not indicated where they require the funds to be forwarded. These obligations are within the next financial period and will be settled as resources become available. See Table 25.

**Table 25**

ACCOUNTS PAYABLE	JULY 31, 2022	JULY 31, 2021
Sundry Creditors	5,092,825	2,320,460
Students	5,607,841	5,158,690
FSSU and Superannuation	6,129,997	5,257,024
Other	16,002,416	16,250,225
	<b>32,833,079</b>	<b>28,986,399</b>

## Long Term Loans

All loan payments were made in accordance with the signed agreements. A new loan for BBD 513,000 was taken out to fund the operations of the Commercial Analytical Lab (CAL). All the remaining outstanding loans at July 31, 2022 are listed in Table 26.

**Table 26**

LONG-TERM LOANS	EDF LOAN FUNDS	CLICO LOAN	CARIBBEAN DEVELOPMENT BANK	UWI CH CLARENDON BBD 13 M BOND	REPUBLIC LOAN CAL	TOTAL
Loan	1,123,810	2,977,899	1,154,196	8,382,853	513,000	14,151,758
Current portion	(98,000)	(2,977,899)	(513,000)	(332,000)	(103,000)	(4,023,899)
Net loan balance at July 30, 2022	1,025,810	-	641,196	8,050,853	410,000	10,127,859

## Projects

Total expected revenue for the period of the grants is BBD 5.244 million. Please see Table 27.

## Commitments and Contingent Liabilities

Outstanding purchase orders at July 31, 2022 were approximately BBD 4.9 million.

## SOFTWARE APPLICATIONS

Banner Finance, Banner Students, PeopleSoft and Touchnet Online Payment Plan applications all worked satisfactorily during the year under review.

**Table 27: Report on New Special Projects - August 01, 2021 - July 31, 2022**

NAME OF SPONSOR	NAME OF PROJECT	VALUE	FACULTY/UNIT
Caribbean Development Bank (CDB)	Support for 14th Caribbean Institute in Gender & Development Online Training & Seed Grants Programme	USD 127,125.00	Institute for Gender and Development Studies: Nita Barrow Unit
Organisation of American States (OAS)	ITEN Seed Grant - Before the Curtain Rises: Preparing for Student-Centred STEM Lessons	USD 9,974.00	School of Education
Institute for Cancer Research d/b/a The Research Institute of Fox Chase Cancer Center	NCI Sherlock Lung project - contribution of de-identified Biospecimens and de-identified data from Caribbean Research involved in the African Caribbean Cancer Consortium (AC3)	USD 24,900.00	GA-CDRC
Caribbean Development Bank (CDB)	Supporting Assessment and Intervention Programmes for Special Education Needs Learners in Barbados and the Eastern Caribbean States - (Sch. Education - EPAU)	USD 200,000.00	School of Education
World Trade Organisation (WTO)	Gender and Trade in the Americas	CHF 5,733.33	Shridath Ramphal Centre
Foundation for Graduate Institute of International Studies acting through - Small Army Survey	Research on the direct medical costs and productivity losses due to interpersonal violence in the Caribbean	EUR 57,000.00	GA-CDRC
National Oceanic and Atmospheric Administration (NOAA)	NOAA-CERMES Climate Resilience Enhancement Program (NCCREP)	USD 291,000.00	CERMES
Michigan State University	Race/Ethnicity and the Question of Postcolonial Citizenship: A Comparative Study of East Africa and the Anglophone Caribbean	USD 23,599.00	Department of Government, Sociology, Social Work and Psychology
U.S. Department of State	Revitalizing the U.S. Caribbean Trade and Investment Agenda	USD 50,000.00	Shridath Ramphal Centre
The Organisation of Eastern Caribbean States (OECS)	Consultancy to Design and Implement a Certification Course in Effective Pedagogy for Distributed Teaching and Learning	USD 310,420.00	School of Education
The Organisation of Eastern Caribbean States (OECS)	Provide Training for a Short Course in Trade Related Areas	EUR 195,000.00	Shridath Ramphal Centre
The Organisation of Eastern Caribbean States (OECS)	Consultancy Services for a Certificate Course in Curriculum and Assessment for OECS PEARL (Programme for Educational Advancement and Relevant Learning)	USD 135,100.00	School of Education
Food & Agriculture Organisation of the United Nations (FAO)	Co-development and delivery of a capacity building FAO online course on Addressing the climate change and poverty nexus in the Caribbean	BBD 110,000.00	CERMES
Food & Agriculture Organisation of the United Nations (FAO)	Technical Services for the Development of Practical Technical Guidelines on the Use of Satellite/Remote Sensing Data to Support At-scale Agriculture Disaster Risk Forecasting, Modelling, and Monitoring in the Caribbean	BBD 12,000	CERMES



*Recipients of the  
Principal's Award for Excellence 2021*





## HONORARY DEGREES

The Cave Hill Campus conferred honorary degrees on the following luminaries during its annual graduation ceremony held virtually on October 23, 2021: **Mr Nicholas Brancker** (Doctor of Letters); **Sir Cuthbert Gordon Greenidge**, KCMG, MBE (Doctor of Laws); and **Mr Desmond Leo Haynes** (Doctor of Laws).

### MR DESMOND LEO HAYNES

Mr Desmond Haynes was born on February 15, 1956, in Holders Hill, St James, Barbados. He spent his formative years training in the Holders Hill village cricket academy which played a major role in helping him to hone his crick-eting skills. He represented the West Indies Cricket Team from 1978-1994 with distinction, establishing a formidable opening partnership with Gordon Greenidge. He formed part of the all-conquering West Indies teams of the late 70's and 80's, scoring 7,487 test runs, including 18 centuries and 39 fifties, and 8,648 runs in One Day Internationals with 17 centuries and 57 fifties. He held the record for the most runs in this form of the game. Desmond also had the distinction of captaining the West Indies team to a tour to Pakistan and served as vice-captain for seven years. He represented Barbados from 1978 and had the honour of captaining the team to championships in 1991. He also represented Middlesex County Club in the English County Championships from 1989-1994 and Western Province Club in South Africa from 1995-1997.

Upon his retirement from playing professionally, Haynes settled back home to participate and share his knowledge in many sporting disciplines on the island, including as Chairman of Selectors of the Barbados Cricket Association from 2000-2001. He also served in the Barbados Senate from 2001-2003. Between 2000-2005, Desmond was a Sports Consultant with the Ministry of Education and Sports. From 2004-2006, he served as Chairman of the National Sports Council Commonwealth Advisory Body on Sports. He also served as First Vice-President of the Barbados Cricket Association from 2006-2007 and from



Mr Desmond Leo Haynes

2008-2009, he was Manager of the Barbados Cricket Team. Desmond has also coached many professionals, as recently as the Caribbean Premier League (CPL) Barbados Tridents Team in 2016.

Desmond Haynes has dedicated his time and energy throughout the years in mentoring a number of local crick-eters who have gone on to represent Barbados and play for the West Indies. He, with the support and assistance of his wife Elen, run The Desmond Haynes Foundation. The Foundation focuses on the development of young Barbadians both in sports and academics. The Foundation's main priority is to assist young, Barbadian boys and girls in furthering their athletic/academic education with scholar-ships to schools and colleges. Desmond is affiliated with the following NGOs/ Charities/ Associations:

- National Sports Council, Barbados
- Life member, Carlton Club, Barbados
- Life member, Barbados Cricket Association
- Member of the Hope Foundation (Lupus)
- Member of the Barbados Cancer Society
- Member of the Variety Club of Barbados
- Member of the John Lodge Foundation
- Patron of the Holders Hill Sports & Cultural Club
- Patron of the World Blind Cricket Association
- Member of the PCA (Professional Cricketers Association) UK
- Member of the MCC (Marylebone Cricket Club) UK

For his selfless life mission to advance the health and wellness of people, through his beloved cricket, and all in complete service to country and humanity, the degree of Doctor of Laws, honoris causa was conferred on Mr Desmond Haynes.

### **SIR CUTHBERT GORDON GREENIDGE, KCMG, MBE**

Sir Cuthbert Gordon Greenidge is a citizen, a cricket genius, a sportsman whose performance on the regional and global stage has set him apart as the best, the very best of his generation. He hails from the village of Black Bess that sits on the border of the St Andrew and St Peter parishes, and like our Vice-Chancellor, Sir Hilary, he attended the primary school

that carried the same name. That school, Black Bess, has been gloriously renamed the Gordon Greenidge Primary School. The VC's CV now shows that Sir Hilary attended the Gordon Greenidge Primary School.

From Black Bess, Sir Cuthbert rose to become the best Opening Batsman in the world. His regional and global peers easily recognised and assessed him as the best of the rest, and between the mid-1970s until the late-1980's he was so embraced as the classiest, new ball player in the wide, wide world. The best from Black Bess became the best number one batsman in the West and everywhere cricket was played.

The genius of Sir Cuthbert was rooted in his academic and technical approach. His mastery of the approved methods and perfectly tailored technique assured his productivity under pressure. Never at the crease at the top did he play an illegal, unapproved, unorthodox stroke. His style was the manifestation of purity in the praxis. He was clean and serene, and as the Barbadian fans would say, he was a 'proper' player.

His magnificence at the top of the innings for the glorious West Indies team is now globally inscribed in narratives and cricket halls of fame. With Desmond Haynes as his opening partner he enabled the West Indies to give the world a new, higher standard of performance that redefined the game and provided the next generation of cricketers with a model and method to aspire.

Sir Cuthbert Gordon Greenidge, KCMG, MBE, migrated from Barbados to England in his formative years, where he completed his education and launched his cricket career.

He began his test cricket career in 1974, West Indies versus India at Bangalore, where he scored a century. In addition to representing Barbados and the West Indies, he has also played for teams in Australia, England and Scotland.

Sir Cuthbert's performances with his opening partner Desmond Haynes are legendary – even together as honorary graduands of a world class university.

Sir Cuthbert became the first player in One Day International history to score a century in his 100th ODI, when he scored 102 Not Out against Pakistan in 1988. He scored 100 in his first match against India in India, scoring 107 and 93 respectively. In total, Sir Cuthbert played in 108 test matches, scoring 7,558 runs with 19 centuries.



Sir Cuthbert Gordon Greenidge, KCMG, MBE

He has diverse sporting interests and this is reflected in a litany of accolades, including:

- 2020 Knight Commander of the Most Distinguished Order of St. Michael and St. George KCMG for his outstanding contribution to sport
- 2016 Barbados Golden Jubilee Award
- 2009 Inducted into the ICC Cricket Hall of Fame
- 1998 The Government of Barbados named a Primary School in his honour
- 1980 Published his book 'Man in the Middle'
- The United Kingdom bestowed on him the insignia of MBE in recognition of his contribution to Cricket
- A stand at the Kensington Oval bears his name along with that of his honorary graduand batting partner, Desmond Haynes.

For his tenacity to weaponise the bat, and use of the pitch to catapult a people on a global stage of excellence, the degree of Doctor of Laws, honoris causa was conferred on Sir Cuthbert Gordon Greenidge.

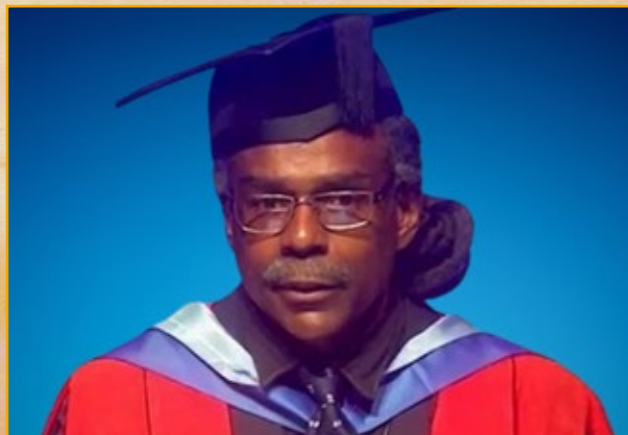
## MR NICHOLAS BRANCKER

Nicholas Brancker has used the disruptive power of music to create a cataclysmic shift in our culture, creativity, and of course, performing arts.

He began his musical career at the age of three playing on the toy piano given to him by his parents and imitating the music he heard coming from the radio. Years later, under the deft guidance of Barbados' most recognised music teacher, Janice Millington, while a teenager at Harrison College, he began his classical music training.

His musical travels led him to the Middle East and Europe enabling the young artiste/musician to return to Barbados with a more versatile and diverse interpretation of music. This was the beginning of his musical journey. He would soon set-up a simple recording studio in his bedroom, Chambers Studio.

As an accomplished piano, bass and keyboard player, Brancker has graced the stage of Jazz festivals regionally and internationally, East, Far East and West, played for royalty, including a Queen, a King, a couple of Princes and Princesses.



Mr Nicholas Brancker

Brancker's magic earned him the respect of music enthusiasts regionally and internationally receiving numerous prestigious music awards including a 1992 Grammy Award nomination for "Love is" by Sherri Winston. He has more than 3000 recordings to his name and is considered one of the driving forces behind the evolution of ragga soca music in the region.

He has painted from a musical palate of expression, with stars like Edwin Yearwood, Alison Hinds, Red Plastic Bag, TC, Rupee from Barbados; David Rudder, Altantik, Surface, Machel Montano from Trinidad and Tobago; Dread & The Bald Head from Antigua; Nu Direct from St Vincent; DN5 from St Lucia; and the now deceased Arrow from Montserrat; to name a few.

In the late nineties he recorded his very own album, *In Contempt*, where he pushed back against being categorised in any single box. He explained, "*The name of the album 'In Contempt' should be seen as me being in contempt of being labelled as a Jazz, R&B or Classical artiste, I am just an artist.*"

In 1995 he was awarded the "Barbados Service Star" from the Government of Barbados.

His electric thought and influence, through music, is summarised in this quote "Right now I'm inspired by the sounds of ordinary people's every-day experiences and the music they create in going about their business."

In recognition of his unapologetically creative account of our Caribbean region, our peoples, of past, present and future, the degree of Doctor of Letters, honoris causa was conferred on Mr Nicolas Brancker.



## PRINCIPAL'S AWARD FOR EXCELLENCE

Six outstanding staff members of the Cave Hill Campus were recognised and duly awarded the Principal's Award for Excellence. In the Academic Staff category, **Dr Kim Quimby** of the George Alleyne Chronic Disease Research Centre (GA-CDRC) was awarded for Outstanding Contribution in a combination of two or more academic categories, while **Dr Madhuvanti Murphy** also of the George Alleyne Chronic Disease Research Centre (GA-CDRC) and **Dr Nkemcho Ojeh** of the Faculty of Medical Sciences were awarded for Excellence in Research. **Dr Michael Campbell** of the Faculty of Medical Sciences was awarded for University Service and Public Service. In the Administrative, Technical and Service (ATS) Staff Category, **Mrs Kay Davis** of the Office of the Deputy Principal and **Mr Jevon Seale** of Campus IT Services were awarded for Outstanding Service to the Campus Community.



Dr Kim Quimby

### Dr Kim Quimby

#### In recognition of Outstanding Contribution in a combination of two or more academic categories

Dr Kim Quimby (*Bachelor of Medicine, Bachelor of Surgery (UWI), Master of Science Immunology (KCL) and Doctor of Philosophy Immunology (UWI) and currently a postgraduate in Medical Leadership at Birkbeck, University of London*) is a Senior Lecturer in Immunology at the George Alleyne Chronic Disease Research Centre, a unit of the Caribbean Institute for Health Research, The University of the West Indies.

The talented Dr Quimby has successfully transitioned from laboratory-based research to applied translational research. Her work now centres on fostering social partnerships to reduce risk factors associated with cardiovascular disease. She coordinates the implementation of a community-based low-calorie dietary intervention for the induction of type-2 diabetes and pre-diabetes remission. She has shown the protocol to be both feasible and clinically effective. Importantly, the impact is obvious in both the local and global settings. The local impact is that her team has now trained 27 community members from three faith-based organisations to perform blood pressure, glucose, and weight measurements. These community members are now able to support the activities in a diabetes remission

protocol based on a low-calorie diet. Crucially, for the participants involved, definite weight loss can be achieved, and diabetes remission induced under these conditions. These are now well-resourced personnel who can continue to serve the needs of their community, utilising the equipment that was donated to them.

If one considers the global impact of her work, Dr Quimby contributed the first report in the literature of a community-based diabetes remission implementation study. The successful study has been presented at the 64th Annual CARPHA Health Research Conference in 2018. Secondly, the feasibility of training community health advocates to support this intervention was presented at the Translational Science 2019 in Washington, DC. Dr Quimby also presented findings of the initiative at the “Sustaining Global Capacity for Implementation Research for Health in Low and Middle-Income Countries” National Institute of Health workshop, 2020 and the 66th Annual CARPHA Health Research Conference 2021.

As an Immunologist, Dr Quimby has responded on behalf of The UWI, to calls from varying sectors of society regarding the immune response to the coronavirus and the vaccines available. Her integral role regionally involves working with government agencies through bi-weekly meetings with the core Coordination group comprising CDEMA, CARPHA, Ministries of Health and Chief Medical Officers.

Dr Quimby serves as Chair of the joint - The University of the West Indies / Barbados Association of Medical Practitioners Continuing Medical Education Committee and has done so for the past seven years. During national lockdown in 2020, she spearheaded the effort that successfully implemented an online CME in a format that was both acceptable to clients and suitable to the current circumstances. By forging collaborations with Campus IT Services and the Bursary, she leveraged the infrastructure that was already available on the Cave Hill Campus – i.e., Zoom webinar and TouchNet – to create a system that seamlessly integrated payment, registration, and conference attendance for clients.

For the Principal’s Award for Excellence in the following category: Outstanding contribution in a combination of two or more academic categories, Dr Kim Quimby is an excellent and deserving recipient.



Dr Michael H Campbell

## Dr Michael H Campbell

### In recognition of his University Service and Public Service

Dr Michael H Campbell (BA Psychology and Latin American Studies, MS Geography, PhD Counselling Psychology, Barbados-Registered Psychologist, Fellow of the American Psychological Association, and Chartered Associate Fellow of the British Psychological Society) is a Senior Lecturer in Behavioural Science and Clinical Psychology in the Faculty of Medical Sciences.

Dr Campbell joined the FMS as a Lecturer in 2005. In 2006, he became Chair of the Institutional Review Board of The UWI (IRB) and the Ministry of Health. Since that time, he has worked to develop a comprehensive research ethics review framework to safeguard research participants, facilitate international research collaboration and funding, and greatly expand research ethics education for both colleagues and student researchers.

Dr Campbell not only set up the current Board structure but arguably runs the best functioning Board in the English-Speaking Caribbean. The IRB meets monthly and currently considers about 100 projects annually. This is no easy task. It is not a rubber stamp. The IRB must ensure that projects adhere to ethical principles including respect for persons, doing good while minimising harm, and justice, which addresses equitable distribution of research burdens and benefits.

Three important innovations by Dr Campbell included:

- The application process. Dr Campbell introduced the current application which he has refined over the years. It is clear and user-friendly and now completely online.
- The mandatory research ethics course for researchers applying for IRB approval. To facilitate this, Dr Campbell arranged access to the CITI ethics programme for all UWI Campuses.
- Dr Campbell conducts frequent research ethics training for several Cave Hill programmes, including the Postgraduate Research Supervisors' Course, the FMS Postgraduate Research Course, and several faculties. He has presented at many continuing medical education activities in Barbados and regionally.

The IRB has facilitated the prompt start of research projects, several of which are complex internationally funded projects extending over prolonged periods of time. The efficiency and reliability of the local IRB compares favourably with those of other countries. This is evident when Cave Hill researchers participate in multi-country projects.

Dr Campbell's service has not been restricted to the IRB. It has included chairing the UWI HIV and AIDS Response Programme (UWIHARP) since 2010; editing the CANREC Bulletin, a CAPRHA research ethics publication; serving as vice-chair of the CAPRHA Research Ethics Committee; serving on the CAPRHA COVID-19 Expert Advisory Group; serving as president of the Barbados Society of Psychology; serving on the Executive of the Caribbean Network of Research Ethics Committees; serving on the Disaster Mental Health Standing Committee of the Caribbean Alliance of National Psychology Associations; working to address the impact of stigma on medical education and healthcare systems through service, teaching, and empirical research; serving on the Psychosocial Support Team of the Caribbean Disaster Emergency Management Agency (CDEMA) where he provides education and direct mental health support to persons affected by disaster, especially military, healthcare personnel, and emergency responders. Dr Campbell has somehow found the time to teach students, supervise or co-supervise over 20 postgraduate students, and publish 18 peer-reviewed journal articles and five refereed book chapters.



Mrs Kay Davis

## Mrs Kay Davis

### In recognition of Outstanding Service to the Campus Community

Mrs Kay Davis, Administrative Assistant in the Office of the Deputy Principal, is an innovative administrative professional with over 16 years' experience at the Cave Hill Campus. Mrs Davis continuously seeks excellence in every task assigned to her and is often acknowledged for going beyond her duties to make students and staff happy.

She started her career as a Stenographer/clerk in the Student Affairs, Admissions Department where she was part of a team trained in the use of the novel Banner System. Being a good listener, she quickly grasped every detail with passion and was soon entering student applications and assisting with the timetabling process each semester.

Her admirable and serious work ethics resulted in her being requested and eventually being transferred to the School for Graduate Studies and Research where she was sought after to assist that department with their Banner queries and data entry. Mrs Davis did not waste time impacting on the Department.

She automated all appointments for the Campus Co-ordinator/Director. She was the lead administrator on the planning of all events such as: New Student Orientation, Supervisor Development Workshop, Research Week, Student Seminars/Workshops, Graduate Scholarship



Breakfast, etc. She also worked alongside Campus IT Services (CITS) to automate the application process for the Campus Research Awards and Scholarships which up to that time had to be manually keyed into the system. Following this, a process was then created in the Argos system to automate award letters.

Mrs Davis managed the staff and student accounts of Campus Research Awards flawlessly while also serving as Secretary to each Committee. To add, she oversaw the design and installation of a mailbox that was placed outside the Office's main entrance to facilitate the reception of documents from applicants and students after hours, especially during the application and registration period.

Mrs Davis was eventually upgraded from Stenographer/clerk to Administrative Assistant in 2019; a natural development resulting from her consistent demonstration of supervisory, administrative, and even training skills during her time at the School for Graduate Studies and Research.

It was not long afterwards that Mrs Davis was transferred to the Office of the Deputy Principal to serve as the Administrative Assistant for that Office where, in addition to her expected administrative duties, she also serves on several key committees overseen by the Office of the Deputy Principal, such as the Academic Advisement Committee, the Campus Health and Wellness Committee, Student Awards Committee, Student Hardship Committee, Guild Administration Committee, and the Campus Quality Assurance Committee.

In response to the impact of COVID-19 and the Campus' operations, she worked with the other members of staff to establish a rotation schedule to ensure minimum physical exposure while ensuring that there was a constant physical presence there to deal with any on the ground challenges. Additionally, to facilitate the semi-remote nature of the current work environment, she conceptualised the automation of all incoming mail to the Office via Microsoft Teams. The log could be viewed from anywhere once there was internet connectivity.

It is indeed fitting for Mrs Kay Davis be a recipient of the Principal's Award for Excellence.



Dr Madhuvanti Murphy

## Dr Madhuvanti Murphy

### Recognition in the Research category

Dr Madhuvanti M Murphy (BSc Biology (Miami), MPH (Miami), DrPH (Columbia), Senior Lecturer in Qualitative Research Methods at the Caribbean Institute of Health Research (CAIHR) since 2019) leads on qualitative research at the George Alleyne Chronic Disease Research Centre, a unit of CAIHR. She remains the Deputy Dean, Research and Graduate Studies at the FMS where prior to joining CAIHR, she was a lecturer in Public Health between 2011 and 2019.

Dr Murphy's research focuses on the social and behavioural determinants of health; public health policy development, implementation, and evaluation in Small Island Developing States; and on food and nutrition security interventions throughout the CARICOM.

Over the last five years, she has been a co-investigator and qualitative research lead on seven funded research projects. These notably include:

- Two Canadian Government International Development Research Centre (IDRC) grants
- One National Institutes of Health grant
- One UK Research and Innovation grant

Dr Murphy was involved in the landmark Barbados Diabetes Reversal Study, which demonstrated that in people with recently diagnosed type 2 diabetes, a low-calorie diet

producing rapid weight-loss can reverse diabetes, allowing those people to come off medication. This is a most important demonstration project for Barbados with its high obesity, diabetes and hypertension prevalence.

In July 2020, in collaboration with the University of Exeter, Dr Murphy organised a roundtable of Caribbean and international researchers and led the subsequent discussions on food and nutrition security in the CARICOM.

Dr Murphy received international recognition for her work in 2018 with the award for the 'Best Rapid Fire Presentation in Global Health' at the Society of Social Medicine and Population Health Annual Meeting in Glasgow. She presented her qualitative research findings on the burden of care experienced and perceived by persons living with the comorbidities, particularly HIV and diabetes in Trinidad and Barbados.

She has also received recognition for her work during her time as a lecturer in Public Health in the FMS. She was a member of the FMS Public Health team led by Professor Alafia Samuels, which won The University of the West Indies, Cave Hill, Campus Award for "Most Internationally Successful Research" in 2014 and The UWI, Cave Hill, Campus Award for "Recognition of Researchers/Research Teams Who Have Won Significant Funding" in 2018.

Dr Murphy has 31 publications of which 26 have been published since joining the UWI in 2011. She has 18 publications since 2016 including 15 peer-reviewed journal articles, two commentaries and one book chapter. Her most recent publications on COVID-19 are some of the very first academic publications on COVID-19 produced by Caribbean researchers. Along with a team from the GA-CDRC and the FMS, four reports have been prepared for the Government of Barbados providing evidence and recommendations to guide decision making around COVID-19 regulations, particularly related to lockdown and reopening, and entry protocols for travellers based on COVID surveillance and modelling data.

She has supervised research projects for MPH, PhD and DrPH students. As Deputy Dean Research and Graduate Studies with the FMS, she has increased student-faculty meetings and successfully lobbied for Campus Research Award funding for students in all postgraduate taught programmes which include the DM and MPH programmes.



Dr Nkemcho Ojeh

## Dr Nkemcho Ojeh

### Recognition in the Research category

Dr Nkemcho Ojeh [BSc Genetics (Wales), Masters Research in Biological Sciences (Manchester), PhD Cell, Molecular Biology and Tissue Engineering (London)] is a Senior Lecturer in Biochemistry, Molecular Biology and Genetics with the Faculty of Medical Sciences, Voluntary Assistant Professor, Department of Dermatology, University of Miami Miller School of Medicine and Honorary Lecturer with the Centre for Cell Biology and Cutaneous Research of the Blizard Institute of Queen Mary University, London.

Dr Ojeh moved to Barbados in 2008 to take up a post with the then brand new Faculty of Medical Sciences. Her current affiliations alone confirm that she has forged prestigious international collaborations and that her research has international recognition.

Dr Ojeh has 32 papers published in refereed journals. Thirteen of these papers, along with two book chapters have been published from 2017 onwards. Her research focuses on wound healing and stem cells in relation to skin and skin disorders, and explores potential therapies for these disorders. She investigates the molecular pathogenesis of chronic wounds and the role of novel prognostic and diagnostic biomarkers in diabetic wound healing and possible therapies for diabetic foot ulcers. She explores the role of stem cells, hair follicles and dermal substrates in

wound healing. She uses a wide range of specialised techniques in her research. These include in vitro and ex vivo skin models, cell culture, tissue engineering, a variety of assays, microarrays, cryosectioning, histology, immunohistochemistry, various molecular biology, biochemistry and omic techniques, and specialised computer software for analysis. Her laboratory privileges at the Miller School of Medicine, Miami and Queen Mary University, London allow access to these techniques.

She currently has 1624 Google Scholar citations (1087 of these since 2016) with an h-Index of 16. Six of her papers have over 100 citations with one cited over 300 times and two, over 200 times. Several of her papers published over the last five years have been in journals with impact factors of over three (3), with one having an impact factor of 7.2. Findings from her studies have been significant and relevant to human health. For example, her work on the development of a novel method of hair follicle micrografting is now widely used by dermatologists and plastic and reconstructive surgeons in clinical practice. She identified biomarkers and genes that contribute to the non-healing of chronic wounds and biomarkers that may be useful for prognosis and diagnosis. Her work has also identified novel methods in the treatment of diabetic foot ulcers. Her stem cell work has identified these cells as potential candidates for cell-based therapy and has contributed to the fields of tissue engineering, wound healing and the clinical disciplines of dermatology, plastic and reconstructive surgery.

Despite this focus on research, Dr Ojeh finds time for University service. Remarkably, she serves on 17 different committees. She always gives detailed reports to Faculty Board for the Curriculum and Staff Student Liaison Committees that she chairs and is quick to address issues raised at these meetings.



Mr Jevon Seale

## Mr Jevon Seale

### In recognition of Outstanding Service to the Campus Community

Mr Jevon Seale has shown unwavering dedication, team spirit, and commitment to serving the Campus Community. This is exemplified in outstanding service delivery to staff and students as well as invaluable contributions to meaningful projects in Campus IT Services (CITS) and active involvement in Campus life. He has a great work ethic combined with a pleasant personality. His competency, friendliness and calm temperament assure users that their problems will be addressed. He goes the extra mile to relieve the stresses and difficulties of users and follows through until their problems are fully resolved. Jevon skillfully manages the stresses and challenges inherent in working on the front line of the IT Service Desk. He is dependable and works not by the clock but until the job is done.

Jevon is also a good teacher and has the patience to walk users through a wide variety of processes at a pace that is appropriate for everyone. He gives thought to how he can empower users and eagerly seizes the opportunities to share his knowledge. The net result of this is that users are comfortable engaging him and often seek him out for assistance. The feedback of his work is commendable and has been shared by users via emails, phone calls and five Pulse Points Awards covering all of the three categories of attentiveness, efficiency and courtesy.





Mr Jevon Seale (2nd right) with student assistants

The Student Assistants who work in the IT Service Desk, deeply admire Jevon as he supervises their daily work activities. They recognise his genuine care for the well-being of students and describe him as kind, patient, understanding and reliable. They appreciate his professionalism, his willingness to share his knowledge and the respectful way in which he engages them. One student stated that “every department should have a Jevon because he is invaluable.”

The Campus IT Services team is blessed to have Jevon on its team. He shows initiative, works hard, is fun to be around and is a coveted team member on projects. He has made tangible contributions to projects such as the launch of Office365 for students and staff; the rollout of digital signatures on Campus and the use of multifactor authentication in CITS. At the start of the COVID-19 lock down, Jevon was the go-to person for the CITS team as all services transitioned to the virtual space.

The reason for this was because he had mastered the tools, techniques and had the supportive attitude for providing remote support. He willingly shared his knowledge and helped the wider CITS team to quickly adapt. During this

period, he was the face of the IT Service Desk and was available online routinely at least 12 hours a day, seven days a week.

Jevon is versatile, widely skilled, meticulous and demonstrates a high-degree of dedication to his job and commitment to the Campus. His dependability is an outstanding part of his personality which has made him a great employee and a valuable team player. We are therefore delighted to recognise this contribution by the Principal’s Award for Excellence 2021/2022.

## PROMOTION TO THE RANK OF PROFESSOR

**D**uring the 2021/2022 academic year, four of the Campus' academics rose to the prestigious rank of Professor. The four new Professors are from the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES), the Faculty of Social Sciences, the Faculty of Law and the Faculty of Culture, Creative and Performing Arts.

### Professor Corin Bailey

#### Professor of Sociology, Crime & Social Inequality

Professor Corin Bailey is a Senior Research Fellow at the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) at The UWI Cave Hill Campus, and has been with the Institute for almost fifteen years. He holds a BA in Geography from The UWI as well as a PhD in Social Geography, the latter through the Mona Campus in conjunction with the Queen Mary College, University of London.

Professor Bailey began his career with The UWI in 2005, as a Project Coordinator for the South-South Initiative. The programme was a joint effort between The UWI and the University of Cape Town, South Africa, designed to map lessons learned from crime prevention initiatives in these two active spaces.

Professor Bailey is a Sociologist, who has produced multi-disciplinary cutting-edge work on crime and violence. His body of scholarship includes one authored book, two co-authored, and one co-edited book. In addition, he has written three book chapters, 17 refereed journal articles, one monograph, 13 technical reports, 29 papers presented at academic conferences and nine in response to invitations to present at distinguished academic meetings.

His research work targets transformation through technical assistance and policy advice, and his scholarship has received regional and international attention. Professor Bailey has been interviewed by the BBC World Service as well as regional media such as the Barbados Nation newspaper and the Jamaica Gleaner. He won the UNICEF Award for Best UNICEF Project in 2010, he was a member of the 2016 research team which won the Cave Hill Campus' School for Graduate Studies and Research Award for Best Applied Research, he won the Principal's 2020 Award for



Professor Corin Bailey

Excellence in Academic Research and he has earned several research grants.

Professor Bailey has supervised the theses of three students for the completion of their PhDs and one MPhil student and has examined three theses for PhD students as external examiner.

He is the current Editor of Caribbean Journal of Criminology, and has completed peer reviews for several professional journals. He currently chairs the SALISES Seminar Series and Policy Forum—one of the many public fora, seminars, conferences, symposia and other on crime and violence that he has organised.

Professor Bailey was also a member of the Cave Hill Campus committee for Institutional Accreditation and the reaccreditation steering committee. He is the current Officer in Charge of the University's Institute of Criminal Justice and

Security and a former member of the Cave Hill Board of Gender Studies.

The external assessors who reviewed Professor Bailey's scholarship described him as impressive. The assessor added, "Dr Bailey's research has won him accolades in the form of a 2016 Research Team Award for Best Applied Research and a 2010 UNICEF Award for Best UNICEF Project. These awards recognise the weight, value, and quality of his work... What is especially remarkable is his use of his research skills and knowledge for public service. This is manifested in his 13 technical reports written for national and international organisations and audiences, to help influence policy and for the greater public good."

## Professor Cynthia Barrow-Giles

### Professor of Constitutional Governance and Politics

Professor Cynthia Barrow-Giles lectures in the Faculty of Social Sciences at The UWI Cave Hill Campus. Throughout her career at The UWI, she has served as Deputy Dean of the Faculty twice, and Head of the Department of Government, Sociology and Social Work.

She holds a Bachelor of Arts in History and Political Science, a Master of Science (General), and a Master of Philosophy from the Consortium Graduate School at The UWI.

The proud alumna and academic has published widely on political parties, election campaigns, political party financing, and women's political participation. Her publications include nine peer-reviewed journal articles; two authored books; one co-authored book; three co-edited books and 15 book chapters. She has also written over seventy other academic publications.

In addition to her lecturing over the years, Professor Barrow-Giles developed four new undergraduate degree programmes in 2002 and four Master's degree programmes between 2004 and 2005. She has also supervised 12 MSc theses and four MPhil theses.

For decades, Professor Barrow-Giles has advocated for civic education among Caribbean people, particularly concerning the electoral machinery and political participation. She has served in several Caribbean countries with the OAS Electoral



Professor Cynthia Barrow-Giles

Observer Missions, on Commonwealth Electoral Observer Missions to Ghana, Sri Lanka, and The Gambia from 2005 to 2011 and was a member of the CARICOM High-Level Team for the recount of the Guyana vote in March 2020, and served as the CARICOM Team leader for the recount of the Guyana 2020 elections from May-June 2020. She also served on the Saint Lucia Constitution Reform Commission from 2006-2011, as Advisor to the RSTAC, Barbados, and is a founding member and Director of Transparency Institute of Barbados and Integrity Group Barbados.

Professor Barrow-Giles has received numerous awards for her dynamic work. These include a Vice-Chancellor's Award for Excellence in Contribution to Public Service in 2021; the Cave Hill Campus Principal's Award for Excellence (for Outstanding Contribution to Public Service in 2020); the UWI CETL/Guild Recognition Award for Outstanding Contribution to Student Learning in 2019; the 2017/2018 Faculty Award for Most Outstanding Researcher and the Barbados Community College Political Science Society's Service Award for Contribution to Political Science Education in 1998.

While reviewing her body of work, one external assessor observed, "The Candidate is a recognised leader in her field of research, a voice for the values of constitutional democracy, a respected and trusted advisor to international organisations, and a prominent ambassador for the University. The University is fortunate to have the Candidate in its ranks."





Professor David Berry

## Professor David Berry

### Professor of International Law and Regional Integration Law

Professor David Berry's service to The UWI spans 25 years. Before his professorial appointment, he was a Senior Lecturer in the Faculty of Law at the Cave Hill Campus. In 2012, he became the first University Dean of Law, a position created after the formation of full faculties of Law at the St Augustine and Mona Campuses, and served for two years. He also completed two consecutive terms as Dean of the Faculty at Cave Hill from 2012-2016 and 2016-2020. In 2018, he was reappointed as University Dean until 2020.

Professor Berry holds a PhD in Law from the University of Edinburgh, Scotland; a Legal Education Certificate from the Council of Legal Education, Hugh Wooding Law School, Trinidad and Tobago; an LLM from Queen's University, Kingston, Canada; an LLB from the University of British Columbia and a BA degree from the University of Toronto, Canada.

He was called to the Bar in British Columbia, Canada, in 1992 as a Barrister, Solicitor, and Notary Public and in 2011 to the Barbados Bar. In 2019 he qualified as a Fellow of the Chartered Institute of Arbitrators (CI Arb) and in 2021 he made the Institute's approved faculty list.

Professor Berry practices in various areas of international law. He is currently serving as a Key Legal Expert with CARICOM's Consultancy for the Review of Caribbean Community Institutions, as an Expert and member of the CARICOM Regional Advisory Group on Biodiversity Beyond National Jurisdiction, and as an arbitrator in an International Centre for the Settlement of Investment Disputes arbitration.

His peer-reviewed publications include eight journal articles, one independently authored monograph, one co-edited book, nine book chapters, and three technical papers. He has also published four non-refereed journal articles and three book chapters and has been invited to make over 80 academic presentations. His book, *Caribbean Integration Law* (OUP 2014) was widely cited in academic circles and before the Caribbean Court of Justice.

Among Professor Berry's accolades include receiving a Cave Hill Campus Positioning the University to Lead through Service Points Award in 2021, and the Cave Hill Campus Principal's Award for Excellence (Academic Category) in 2014. He was featured in The UWI's 60th Anniversary publication, "60 Under 60" in 2008, and between 2001 and 2006 he received the Faculty's Best Lecturer of the Year Award (Level II).

For his service outside the University, Professor Berry was inducted into the Hall of Eminent Caribbean International Law Jurists in 2019. He is the founder and a member of the Caribbean Branch of the International Law Association, serves on its Committee on International Commercial Arbitration, and is a member of both the Caribbean Branch and Barbados Chapter of CI Arb. He is also a former member of the Council of Legal Education.

In reviewing his work, one external assessor commented, "Dr Berry's contributions are important both because he puts the focus of his research on the Caribbean, an area understudied in the general context of international law and constitutional law, and also has more wide-ranging research contributions that have contributed to the advancement of the discipline as a whole".



Professor David Akombo

## Professor David Akombo

### Professor of Music Education and Interdisciplinary Musicology

Professor David Akombo is an internationally recognised educator, researcher, and scholar in the fields of music education and interdisciplinary research in the arts and health. An Ethnomusicologist by profession, Professor Akombo was the founding Dean of the Faculty of Culture, Creative and Performing Arts at the Cave Hill Campus. He joined The UWI in 2020 with a wealth of experience from his multidisciplinary and cross-cultural groundings.

He holds a PhD from the University of Florida, an MMus from Bowling Green State University, Ohio; an MA from Point Loma Nazarene University, San Diego, and a BEd from Kenyatta University, Nairobi, Kenya. Before joining The UWI, Professor Akombo held positions in research, teaching, and administration at various prestigious institutions of higher learning in the United States, ranging from University Distinguished Diversity Fellow to Department Chair, to Associate Dean.

Professor Akombo's eclectic research interests include Music Education, Ethnomusicology, Community Music, Comprehensive Musicianship, Music and Cognition, Music Technology, Psychology of Music, and interdisciplinary of Music and Biomedical Sciences. He is the author of 14 books and book chapters, over 30 articles in peer-reviewed journals, and encyclopaedic entries published in The SAGE International Encyclopaedia of Music and Culture and The Encyclopaedia of Society and Culture in the Ancient World. He has also produced several non-refereed publications. These include three co-edited and two single-editor books, six Musical Performances/Compositions, and two internet publications. He is also an Editor/Reviewer for many professional journals. His research and experience have made him a highly-sought speaker who has been invited to give lectures at Brigham Young University, Boston University, and a UNICEF-funded project in Jamaica amongst others.

Professor Akombo teaches Music Education, General Musicianship, and Research Methods in Music, Interdisciplinary Studies in Music and Health. He has co-supervised five PhD dissertations, three Master's theses and he has also developed new courses for the Faculty. He has been the recipient of many research grants since 2011. In addition, he is a volunteer consultant in the Music and Health Research Project in Kenya, and a member of the Scientific Committee, Interdisciplinary, and Virtual Conference of Arts in Education.

One assessor expressed his support for Professor Akombo, stating, "... it is without any hesitation that I recommend Dr Akombo for promotion to the rank of Full Professor. The significant professional growth he has demonstrated over the last two decades is evidenced by the continued expansion of his international reputation as a published researcher and scholar of the highest calibre, editor of professional journals and books, and frequent conference speaker. During this time, he has made a strong contribution to the music education profession beyond what many professionals would match in their professional lifetime. He brings a high level of authority, respect, and expertise to the international profession of music education."



# HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES



Professor R Clive Landis

## **Professor R Clive Landis**

Pro Vice-Chancellor and Principal

- Appointed Visiting Professor, College of Medical, Veterinary and Life Sciences. University of Glasgow effective September 1, 2021 for a period of five years
- Appointed as a member of the CARICOM-PAHO Human Resource for Health Action Task Force (HRH – ATF)



Dr Peter Adams

## **Dr Peter Adams**

Dean, Faculty of Medical Sciences

- Invited to sit on Board of Directors of Heritage Life Sciences (Barbados) Ltd and Heritage R&D (Barbados) Ltd



Ms Lisa A C Alleyne

## **Ms Lisa Alleyne**

Campus Bursar

- Appointed as a member of the Continuing Professional Development Committee, Institute of Chartered Accountants of Barbados for a period of two years commencing January 1, 2022



Professor Cynthia Barrow-Giles

## **Professor Cynthia Barrow-Giles**

Senior Lecturer, Department of Government, Sociology, Social Work and Psychology

- Recipient of the Vice-Chancellor's Award for Excellence for Outstanding Contribution to Public Service
- Invited to join the 2022 Class of Distinguished Senior Fellows at the University of Texas Constitutional Studies Program



HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES cont'd



Dr Korah Belgrave



Professor David Berry

**Dr Korah Belgrave**

Head, Department, Language, Linguistics and Literature

- Appointed as a member of the Appeals Committee, The Council of the Institute of Chartered Accountants of Barbados (ICAB)

**Professor David Berry**

Senior Lecturer, Faculty of Law

- Invited to be part of a Consultancy for the Review of Caribbean Community Institutions



Dr Henderson Carter



Mr Rommel Carter

**Dr Henderson Carter**

Head, Department of History and Philosophy

- Appointed as the Convenor to the Special Caribbean Examinations Council Subject Panel

**Mr Rommel Carter**

Campus Registrar

- Appointed as member of the Student Revolving Loan Fund Management Committee



Dr Natalie Greaves



Dr Jason Haynes

**Dr Natalie Greaves**

Lecturer, Faculty of Medical Sciences

- Elected to serve on the Board of Management of the Bridgetown Seventh day Adventist Primary School

**Dr Jason Haynes**

Deputy Dean, Faculty of Law

- Awarded the UNESCO/Juan Bosch Prize for the Promotion of Social Science Research in Latin America and the Caribbean

## HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES cont'd



Dr Sylvia Henry



Dr Kristina Hinds

### **Dr Sylvia Henry**

Director, Centre for Excellence in Teaching and Learning

- Re-appointed as Chair of the Board of Management of the Erdiston Teachers' Training College

### **Dr Kristina Hinds**

Head, Department of Government, Sociology, Social Work and Psychology

- Elected to serve as one of the three Vice Presidents of the International Studies Association for the period 2023-2024
- Appointed to the International Studies Association's Long Range Planning Committee for the period 2022-2024



Professor Troy Lorde



Mr David Marshall

### **Professor Troy Lorde**

Dean, Faculty of Social Sciences

- Appointed as Deputy Chairman of the Board of Directors of the Barbados Agricultural Development and Marketing Corporation (BADMIC)
- Appointed to serve as a member of the Minimum Wage Board, which operates under the Ministry of Labour and Social Partnership Relations - effective September 15, 2021 for a period of three years

### **Mr David Marshall**

Coordinator, SMART Campus Initiative

- Appointed to serve on the International Astronomy Union as the National Outreach Coordinator for Barbados for a duration of three years



Professor Winston Moore

### **Professor Winston Moore**

Deputy Principal

- Invited to serve on the Barbados Chamber of Commerce and Industry's Economic Advisory Committee



## HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES cont'd



Dr Simon Naitram



Dr Jan Yves Remy

### Dr Simon Naitram

Lecturer, Faculty of Social Sciences

- Appointed Commissioner of the Fair Trading Commission for three years effective June 11, 2021 by the Minister of Energy, Small Business and Entrepreneurship

### Dr Jan Yves Remy

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

- Appointed by the European Commission as Chairperson for Arbitrations and Trade and Sustainable Development Expert Panel Proceedings under EU free trade agreements
- Appointed as WTO Panelist in WTO dispute between China and Canada
- Appointed by the UK as Arbitrator under UK – Singapore Free Trade Agreement
- Appointed by the UK as Arbitrator under UK – South Korea Free Trade Agreement
- Appointed to International Advisory Network of the Forum on Trade, Environment and the Sustainable Development Goals at the WTO (TESS)



Dr Hugh Sealy



Dr Wendy Sealy

### Dr Hugh Sealy

Lecturer, Centre for Resource Management and Environmental Studies

- Appointed as independent member of the Board of Directors of the Global Governance Body for Voluntary Carbon Markets

### Dr Wendy Sealy

Temporary Lecturer, Faculty of Medical Sciences

- Nominated by the Barbados Nurses Association to sit on the Nursing Council of Barbados



## HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES cont'd



Dr Janak Sodha



Professor Eddy Ventose

### **Dr Janak Sodha**

Senior Lecturer, Department of Computer Science, Mathematics and Physics

- Elevated to Senior Member of the Institute of Electrical and Electronics Engineers (IEEE) Advancing Technology; Only 10% of the more than 400,000 members reach this level

### **Professor Eddy Ventose**

Dean, Faculty of Law

- Appointed by the Minister of Education, Technological and Vocational Training to serve as a member of the Board of Management of Barbados Vocational Training Board for three years, effective August, 2021



Professor Joel Warrican



Mrs Halcyon  
Wiltshire-Busby

### **Professor Joel Warrican**

Director, School of Education

- Appointed as member of the Board of Management of the Erdiston Teachers' Training College

### **Mrs Halcyon Wiltshire-Busby**

Campus Record Manager (Ag),  
Registry – Records Services

- Appointed as a member of the Government of Barbados' Reclaiming Our Atlantic Destiny (ROAD) Committee

To gain insight into the impact of the efforts of the 2021/2022 academic year, enrolment data is reported for the 2022/2023 academic year.

**On-Campus Student Registration by Faculty 2013/2014 - 2022/2023**  
**Undergraduates *plus* Postgraduates <sup>1/2</sup>**

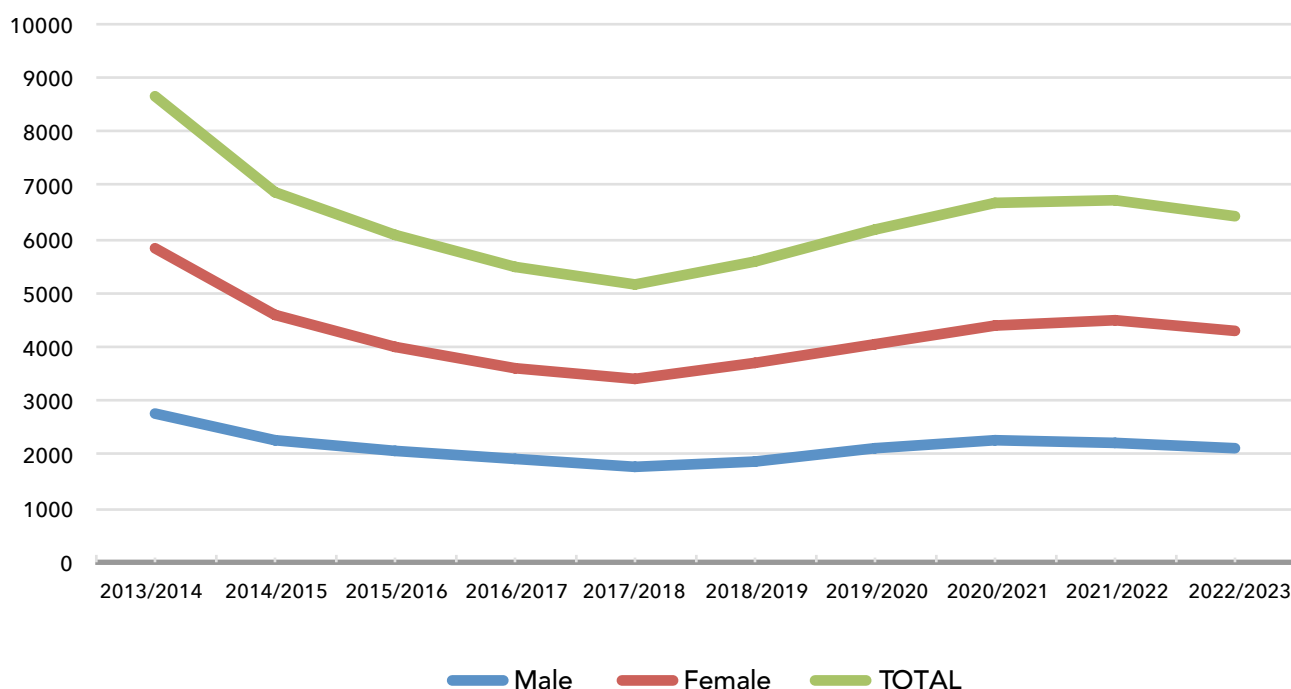
YEAR	Culture, Creative & Performing Arts <sup>3</sup>	Gender & Development Studies	Humanities & Education	Law	Medical Sciences	Science & Technology	Social Sciences	Sport	TOTALS
<b>2013/2014</b>	-	12	1193	751	421	1218	5039	-	<b>8634</b>
<b>2014/2015</b>	-	12	831	701	412	1056	3851	-	<b>6863</b>
<b>2015/2016</b>	-	10	678	577	446	985	3369	-	<b>6065</b>
<b>2016/2017</b>	-	16	533	506	482	957	3013	-	<b>5507</b>
<b>2017/2018</b>	-	15	535	430	491	921	2769	-	<b>5161</b>
<b>2018/2019</b>	-	11	576	433	508	1043	2873	119	<b>5563</b>
<b>2019/2020</b>	-	9	667	481	509	1132	3215	151	<b>6164</b>
<b>2020/2021</b>	53	5	659	468	500	1274	3533	176	<b>6668</b>
<b>2021/2022</b>	104	13	697	489	503	1296	3462	171	<b>6735</b>
<b>2022/2023</b>	92	12	679	457	475	1229	3335	144	<b>6423</b>

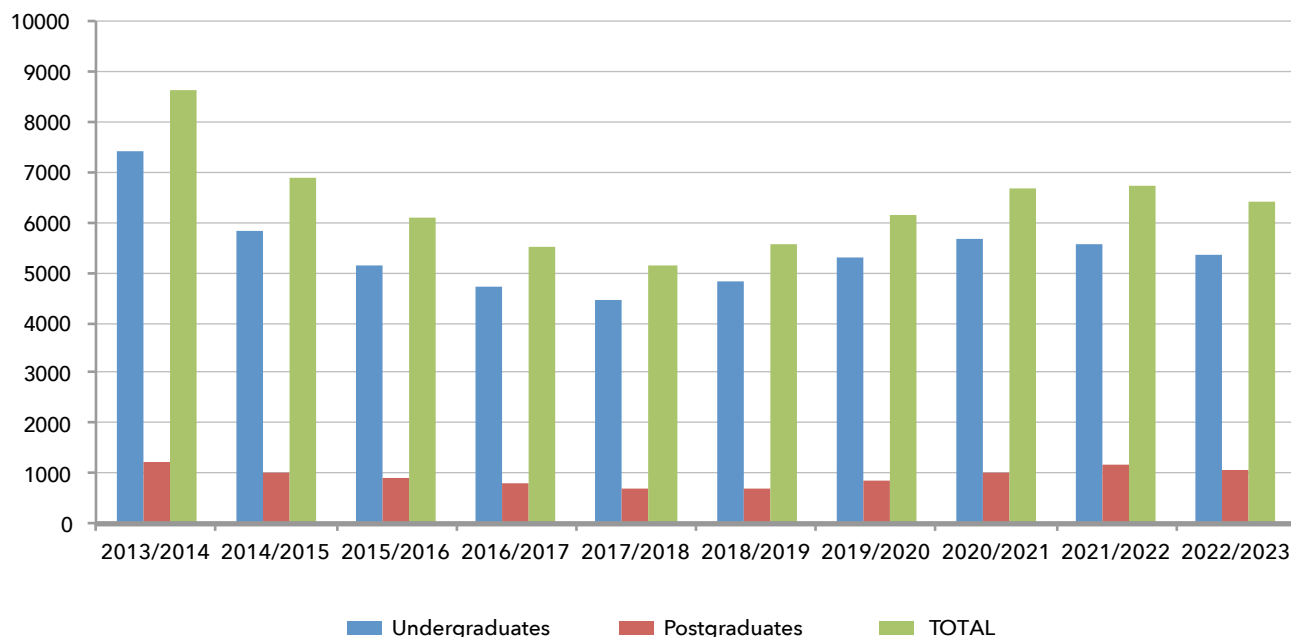
1 Data excludes students enrolled in Tertiary Level Institutions

2 Data excludes 624 participants in the Centre for Professional Development and Lifelong Learning and Sagicor Cave Hill School of Business and Management Non Degree Programmes and Courses

3 The Faculty of Culture, Creative and Performing Arts was established in 2020

**Total On-Campus Student Registration by Gender 2013/2014 - 2022/2023**



**Total On-Campus Student Registration by Level 2013/2014 - 2022/2023****Distribution of Total On-Campus Student Registration 2022/2023 by Nationality and Faculty/Institute**

FACULTY/ INSTITUTE	UNDERGRADUATE						POSTGRADUATE						GRAND TOTALS
	B'dos <sup>1</sup>	UWI- 17 <sup>2</sup>	T&T <sup>3</sup>	J'ca <sup>4</sup>	Others <sup>5</sup>	TOTALS	B'dos	UWI- 17*	T&T	J'ca	Others	TOTALS	
Culture, Creative & Performing Arts	60	3	1	0	0	64	22	3	0	0	3	28	92
Gender & Development Studies	0	0	0	0	0	0	7	3	1	0	1	12	12
Humanities & Education	402	33	9	3	4	451	200	17	2	1	8	228	679
Law	202	104	48	30	4	388	43	16	5	1	4	69	457
Medical Sciences	199	35	124	2	2	362	95	8	5	2	3	113	475
Science & Technology	1009	99	23	10	9	1150	51	20	4	0	4	79	1229
Social Sciences	2587	147	34	13	13	2794	413	78	24	7	19	541	3335
Sport	116	14	6	3	1	140	3	1	0	0	0	4	144
<b>TOTALS</b>	<b>4575</b>	<b>435</b>	<b>245</b>	<b>61</b>	<b>33</b>	<b>5349</b>	<b>834</b>	<b>146</b>	<b>41</b>	<b>11</b>	<b>42</b>	<b>1074</b>	<b>6423</b>

1 B'dos - abbreviation for Barbados

2 UWI17 countries include: Anguilla, Antigua and Barbuda, Belize, Bermuda, British Virgin Islands, Cayman Islands, Commonwealth of Dominica, Grenada, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and The Grenadines, The Bahamas and Turks & Caicos Islands

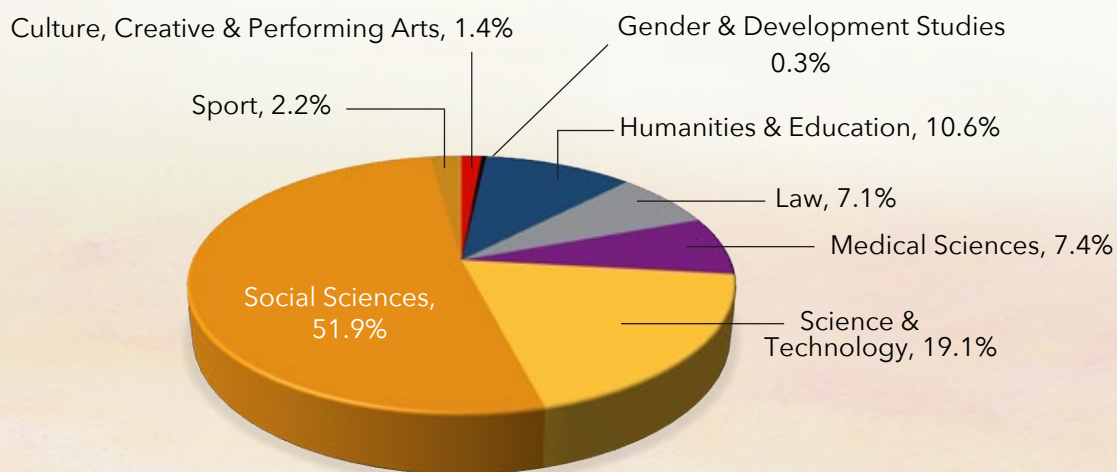
3 T&T - abbreviation for Trinidad and Tobago

4 J'ca - abbreviation for Jamaica

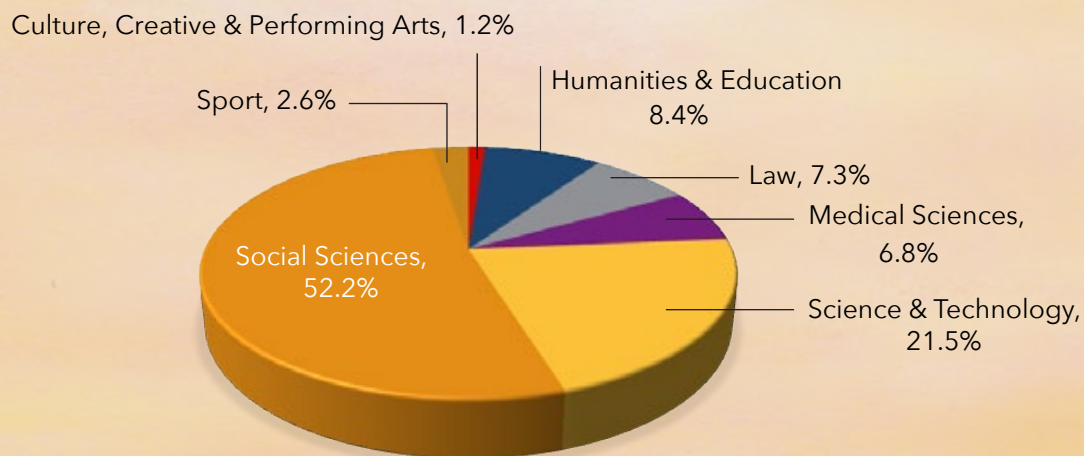
5 Other countries include: Bangladesh, Belgium, Brazil, Canada, Ghana, Guyana, Italy, Kenya, Liberia, Nigeria, Senegal, Spain, Suriname, UK, USA and Vanuatu



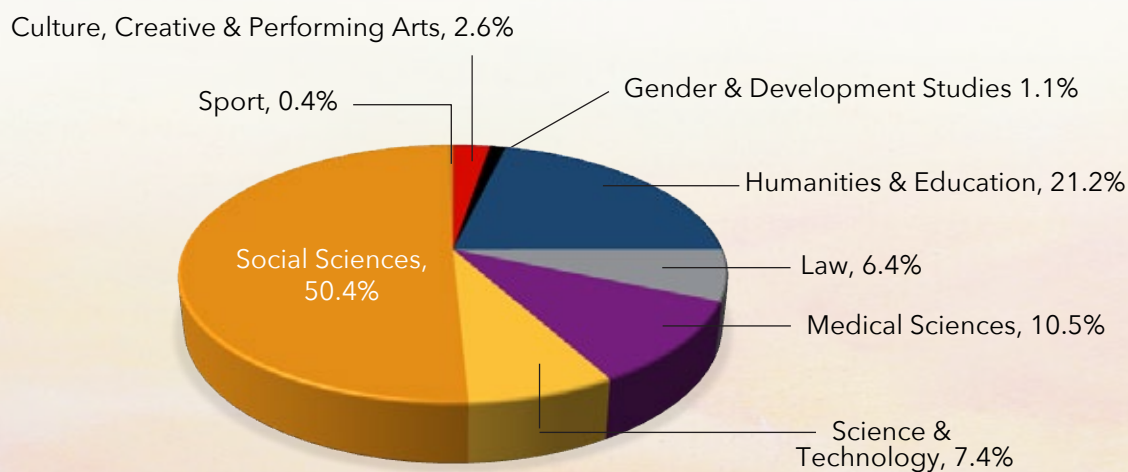
**Distribution of Total On-Campus Student Registration 2022/2023 by Faculty/Institute**



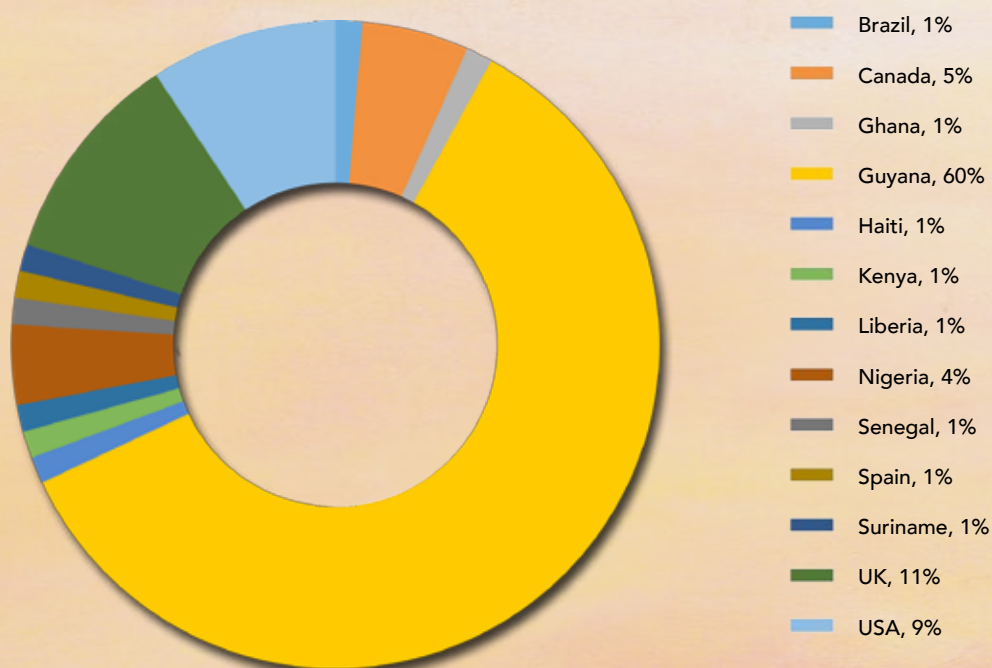
**Distribution of Undergraduate Students 2022/2023 by Faculty**

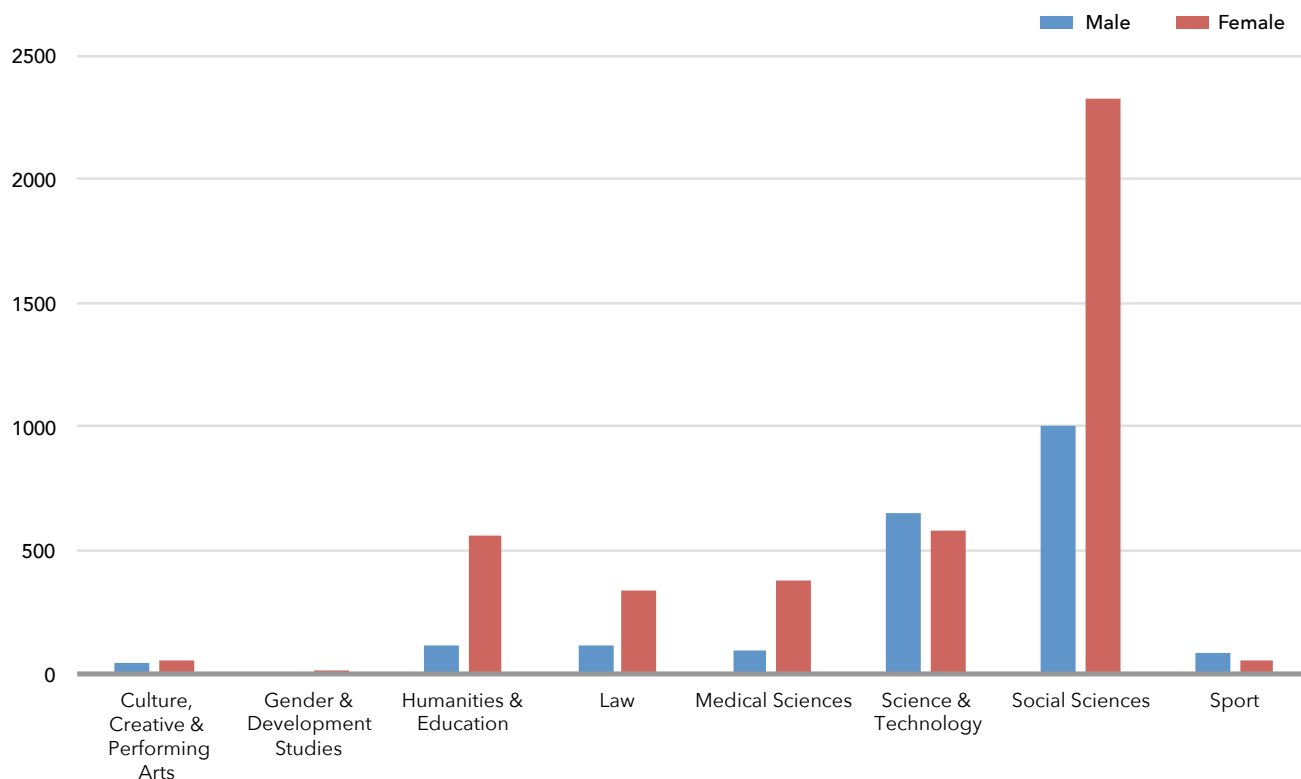
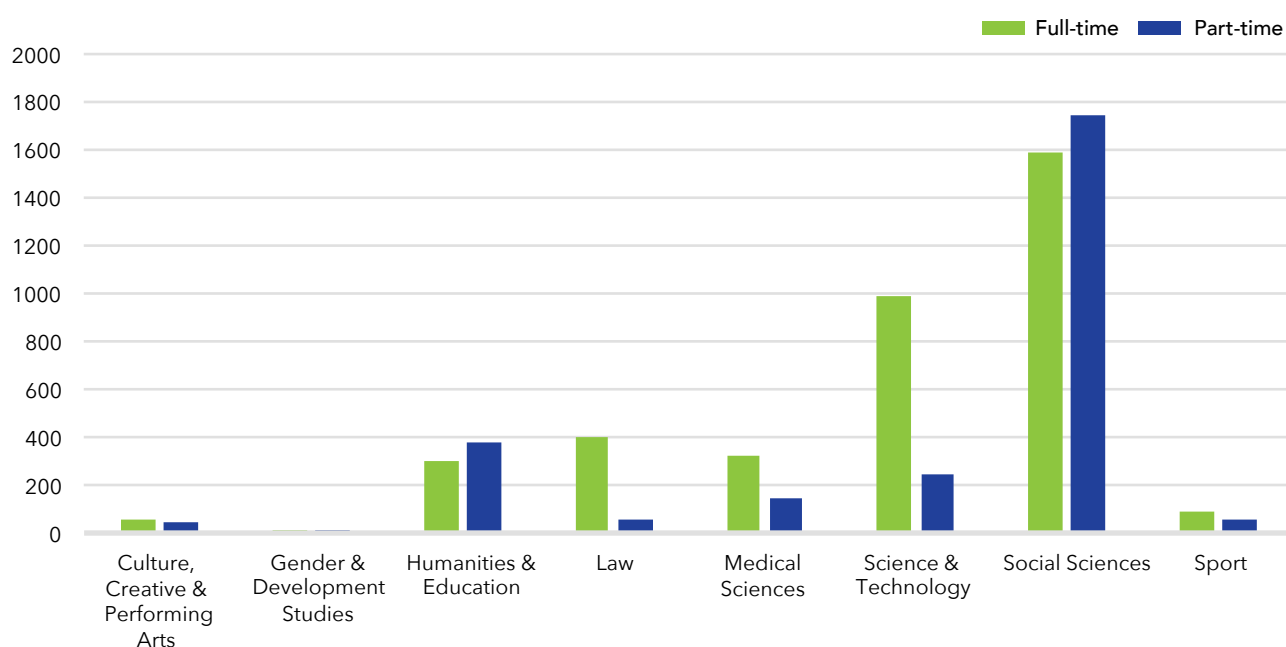


**Distribution of Postgraduate Student 2022/2023 by Faculty/Institute**



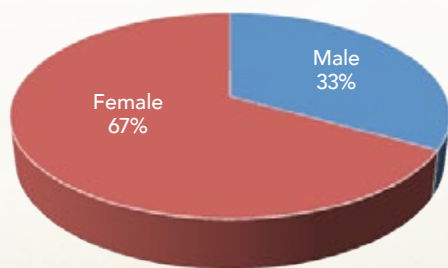
**All Students from Non-UWI Countries Registered in 2022/2023**



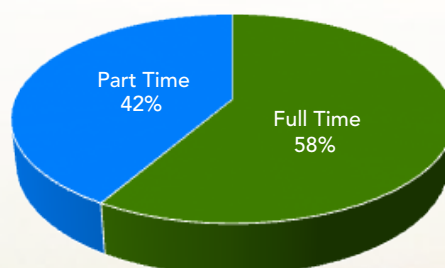
**Distribution of Total On-Campus Student Registration 2022/2023 by Faculty/Institute and Gender****Distribution of Total On-Campus Student Registration 2022/2023 by Faculty/Institute and Status**



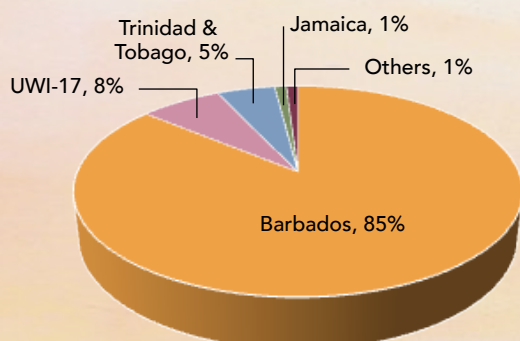
**Distribution of Total On-Campus Student Registration 2022/2023 by Gender**



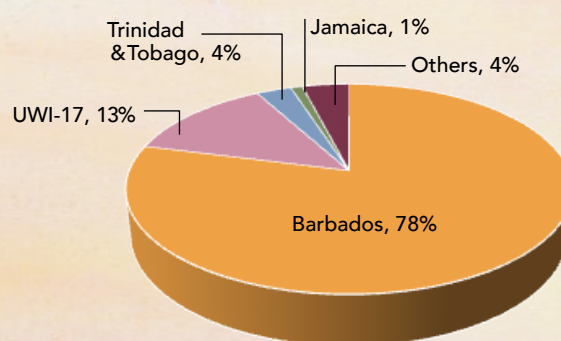
**Distribution of Total On-Campus Student Registration 2022/2023 by Status**



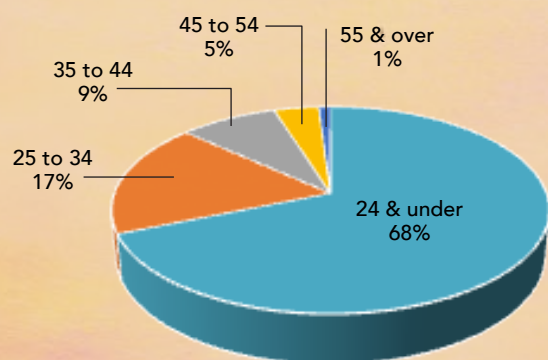
**Distribution of Undergraduate Students 2022/2023 by Nationality**



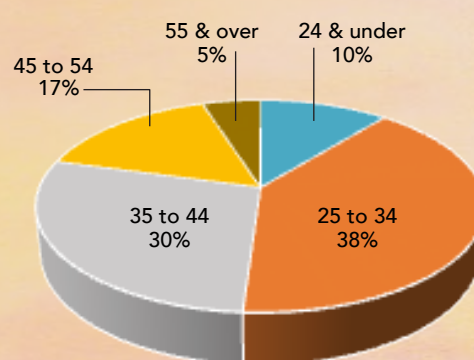
**Distribution of Postgraduate Students 2022/2023 by Nationality**



**Distribution of Undergraduate Students 2022/2023 by Age Range**



**Distribution of Postgraduate Students 2022/2023 by Age Ranges**



### Distribution of Undergraduate Students 2022/2023 by Faculty/Institute and Nationality

COUNTRY	Culture, Creative & Performing Arts			Humanities & Education			Law			Medical Sciences			Science & Technology			Social Sciences			Sport			TOTALS		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Anguilla	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Antigua & Barbuda	0	1	1	4	3	7	7	11	18	0	1	1	3	14	17	2	16	18	2	1	3	18	47	65
Barbados	32	28	60	60	342	402	54	148	202	41	158	199	560	449	1009	781	1806	2587	72	44	116	1600	2975	4575
Belize	0	0	0	0	1	1	13	18	31	0	0	0	2	2	4	6	4	10	0	0	0	21	25	46
Brazil	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1
British Virgin Islands	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	2	2
Canada	0	0	0	0	0	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	1	1	2
Cayman Islands	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
Commonwealth of Dominica	0	0	0	0	1	1	0	8	8	0	1	1	5	6	11	6	6	12	0	0	0	11	22	33
Grenada	0	0	0	0	5	5	1	9	10	0	0	0	2	5	7	5	13	18	2	0	2	10	32	42
Guyana	0	0	0	1	3	4	1	1	2	0	0	0	1	3	4	6	5	11	0	0	0	9	12	21
Haiti	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
Jamaica	0	0	0	1	2	3	7	23	30	1	1	2	4	6	10	6	7	13	2	1	3	21	40	61
Nigeria	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	2	0	2
St. Kitts & Nevis	0	0	0	0	3	3	4	6	10	0	1	1	0	2	2	3	2	5	0	0	0	7	14	21
St. Lucia	0	0	0	0	1	1	0	6	6	0	3	3	6	14	20	8	26	34	3	2	5	17	52	69
St. Vincent & the Grenadines	0	2	2	1	6	7	3	13	16	1	11	12	14	15	29	15	34	49	4	0	4	38	81	119
The Bahamas	0	0	0	7	0	7	0	4	4	3	12	15	2	6	8	0	0	0	0	0	0	12	22	34
Trinidad & Tobago	0	1	1	0	9	9	7	41	48	30	94	124	10	13	23	7	27	34	2	4	6	56	189	245
Turks & Caicos Islands	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0	0	0	0	2	2
U.K	0	0	0	0	0	0	0	0	0	1	0	1	2	0	2	1	0	1	0	1	1	4	1	5
U.S.A	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
TOTALS	32	32	64	74	377	451	97	291	388	78	284	362	613	537	1150	846	1948	2794	87	53	140	1827	3522	5349

## Distribution of Postgraduate Students 2022/2023 by Faculty/Institute and Nationality

COUNTRY	Culture, Creative & Performing Arts			Institute for Gender & Development Studies			Humanities & Education			Law			Medical Sciences			Science & Technology			Social Sciences			Sport			TOTALS		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Anguilla	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	
Antigua & Barbuda	0	0	0	0	1	1	0	2	2	0	0	0	0	0	0	1	1	2	5	5	10	0	0	0	6	9	15
Barbados	6	16	22	0	7	7	43	157	200	17	26	43	11	84	95	24	27	51	118	295	413	1	2	3	220	614	834
Belize	0	0	0	0	0	0	0	0	0	1	2	3	0	0	0	1	2	3	4	7	11	0	0	0	6	11	17
Bermuda	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1
Canada	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2	2
Commonwealth of Dominica	0	0	0	0	1	1	0	1	1	1	0	1	1	0	1	3	2	5	1	2	3	0	0	0	6	6	12
Ghana	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Grenada	0	0	0	0	1	1	0	3	3	0	1	1	0	1	1	0	1	1	1	8	9	0	0	0	1	15	16
Guyana	0	0	0	0	0	0	0	1	1	0	3	3	1	2	3	2	1	3	5	9	14	0	0	0	8	16	24
Jamaica	0	0	0	0	0	0	0	1	1	0	1	1	0	2	2	0	0	0	4	3	7	0	0	0	4	7	11
Kenya	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1
Liberia	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Montserrat	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1
Nigeria	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Senegal	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Spain	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
St. Kitts & Nevis	0	0	0	0	0	0	0	0	0	0	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0	3	3
St. Lucia	0	0	0	0	0	0	1	4	5	2	0	2	0	1	1	1	2	3	2	11	13	0	0	0	6	18	24
St. Vincent & the Grenadines	1	0	1	0	0	0	0	4	4	1	0	1	0	3	3	0	4	4	8	12	20	0	1	1	10	24	34
Suriname	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1
The Bahamas	0	2	2	0	0	0	1	0	1	0	6	6	0	1	1	0	2	2	1	7	8	0	0	0	2	18	20
Trinidad & Tobago	0	0	0	0	1	1	0	2	2	1	4	5	2	3	5	0	4	4	6	18	24	0	0	0	9	32	41
Turks & Caicos Islands	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	1	2
U.K	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	1	2	3
U.S.A	0	2	2	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	5	6
TOTALS	8	20	28	0	12	12	46	182	228	23	46	69	15	98	113	32	47	79	159	382	541	1	3	4	284	790	1074



**Examination Results for 2021/2022 with Comparative Totals  
For 2020/2021 for Undergraduate Degrees**

FACULTY/ INSTITUTE	UNDERGRADUATE DEGREES							
	DISTINCTION	HONOURS	FIRST CLASS	UPPER 2ND CLASS	LOWER 2ND CLASS	PASS <sup>1/2</sup>	TOTALS	COMPARATIVE TOTALS 2020/2021
Culture, Creative & Performing Arts	0	0	9	5	1	0	15	5
Humanities & Education	0	0	38	62	15	3	118	80
Law	0	0	22	59	24	8	113	111
Medical Sciences	0	8	0	6	0	41	55	120
Science & Technology	0	0	29	108	53	7	197	173
Social Sciences	0	0	85	234	115	40	474	465
Sport	0	0	4	22	6	0	32	26
<b>TOTALS</b>	<b>0</b>	<b>8</b>	<b>187</b>	<b>496</b>	<b>214</b>	<b>99</b>	<b>1004</b>	<b>980</b>

1 Excludes 60 Undergraduate Diplomas

2 Excludes 1 Licentiate

**Examination Results For 2021/2022 With Comparative Totals  
For 2020/2021 For Postgraduate Degrees**

FACULTY/ INSTITUTE	POSTGRADUATE DEGREES, DIPLOMAS AND CERTIFICATES							COMPARATIVE TOTALS FOR 2020/2021
	PHD/DBA	DM	MPHIL	TAUGHT MASTERS/ MBA	DIPLOMAS	CERTIFICATES	TOTALS	
Culture, Creative & Performing Arts	1	0	0	9	0	0	10	3
Gender & Development Studies	0	0	0	2	0	0	2	2
Humanities & Education	3	0	0	63	0	17	83	76
Law	0	0	0	50	0	0	50	32
Medical Sciences	1	20	0	9	22	0	52	39
Science & Technology	7	0	1	10	0	0	18	27
Social Sciences	1	0	0	201	0	0	202	185
Sport	0	0	0	4	0	0	4	6
<b>TOTALS</b>	<b>13</b>	<b>20</b>	<b>1</b>	<b>348</b>	<b>22</b>	<b>17</b>	<b>421</b>	<b>370</b>

## PROMOTIONS

### SALISES

**Dr Corin Bailey**

*Promoted to Professor*

### FACULTY OF CULTURE, CREATIVE & PERFORMING ARTS

**Dr David Akombo**

*Promoted to Professor*

### FACULTY OF LAW

**Dr David Berry**

*Promoted to Professor*

**Dr Jason Haynes**

*Promoted to Senior Lecturer*

### INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES: NITA BARROW UNIT

**Dr Halimah DeShong**

*Promoted to Senior Lecturer*

### FACULTY OF SCIENCE AND TECHNOLOGY

Department of Computer  
Science, Mathematics and  
Physics

**Dr Bernd Sing**

*Promoted to Senior Lecturer*

### CAMPUS IT SERVICES

**Mr Tito Hinds**

*Promoted to Level II*

### OFFICE OF STUDENT SERVICES

**Ms Dale Lynch**

*Promoted to Senior Level I*

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## NEW APPOINTMENTS

### FACULTY OF MEDICAL SCIENCES

**Dr Ibrahim Sulaiman**

*Lecturer in Physiology*

### FACULTY OF SOCIAL SCIENCES

Department of Economics

**Dr Simon Naitram**

*Lecturer*

### FACULTY OF SCIENCE AND TECHNOLOGY

Centre For Resource  
Management  
& Environmental Studies

**Dr Karl Payne**

*Lecturer in Water Resource  
Management*

### INSTITUTE OF GENDER AND DEVELOPMENT STUDIES: NITA BARROW UNIT

**Ms Leigh-Ann Worrell**

*Project Coordinator*



## TEMPORARY APPOINTMENTS

### FACULTY OF CULTURE, CREATIVE & PERFORMING ARTS

#### Department of Creative Arts

**Ms Nicole Pinder**

*Temporary Manager*

### FACULTY OF HUMANITIES AND EDUCATION

#### Department of History & Philosophy

**Ms Felicia Dujon**

*Temporary Lecturer*

**Dr Rodney Worrell**

*Temporary Lecturer*

#### Department of Language, Linguistics & Literature

**Dr Debra Providence**

*Temporary Lecturer*

**Ms Dawn Farrell-Boyce**

*Temporary Teaching Assistant*

**Ms Paula González Garcia**

*Temporary Foreign Language Assistant*

#### Academic Literacies Programme

**Dr Agnel Barron**

*Temporary Instructor*

**Mrs Suzanne Durant-Eugene**

*Temporary Tutor*

**Ms Katrina Welch**

*Temporary Instructor*

**Mrs Sophia Edwards**

*Temporary Instructor*

**Ms Zoanne Evans**

*Temporary Instructor*

**Ms Carolyn Walkes**

*Temporary Instructor*

**Mr Samuel Soyer**

*Temporary Instructor*

**Ms Sherry Asgill**

*Temporary Instructor*

#### School of Education

**Dr Angela Smith**

*Temporary Lecturer*

**Dr Suriya Daya**

*Temporary Lecturer*

### FACULTY OF MEDICAL SCIENCES

**Dr Meshell Carrington**

*Temporary Lecturer*

**Dr Waneisha Jones**

*Temporary Lecturer*

**Dr Alain Reid**

*Temporary Lecturer*

**Dr Roger Sealy**

*Temporary Lecturer*

**Dr Dale Springer**

*Temporary Lecturer*

### FACULTY OF SCIENCE AND TECHNOLOGY

#### Department of Computer Science, Mathematics & Physics

**Mrs Tessa King-Inniss**

*Temporary Lecturer*

#### Centre for Resource Management and Environmental Studies

**Ms Catrina Hinds**

*Temporary Project Coordinator*

#### Department of Biological and Chemical Sciences

**Dr Nikolai Holder**

*Temporary Research Assistant*

**Dr Jason Jordan**

*Temporary Assistant Lecturer*



## TEMPORARY APPOINTMENTS cont'd

**FACULTY OF SOCIAL SCIENCES****Department of Management Studies****Mr John R Burnett***Temporary Lecturer***Ms Alaija Evelyn***Temporary Research Assistant***Mr Brian Chandler***Temporary Research Assistant***Mr Corey Mitchell***Temporary Teaching Assistant***Department of Economics****Miss Tracey Broome***Temporary Lecturer***Ms Asha Forde***Temporary Research Assistant***Mr Anderson Elcock***Temporary Lecturer***Miss Ariel McCaskie***Temporary Assistant Lecturer***Department of Government, Sociology, Social Work and Psychology****Ms Joan Cuffie***Temporary Lecturer***Mr Wasim Worrell***Temporary Research Assistant***FACULTY OF SPORT****Academy Of Sport****Ms Neela Cezair***Temporary Research Assistant***INSTITUTE FOR GENDER & DEVELOPMENT STUDIES: NITA BARROW UNIT****Ms Destinee Eastmond***Temporary Research Assistant***UWIHARP****Ms Monique Springer***Temporary Project Officer***OFFICE OF INSTITUTIONAL PLANNING & INFRASTRUCTURAL SERVICES****Ms Charleen Holder***Temporary Project Officer***Ms Natasha Seaforth***Temporary Research Associate***CENTRE FOR EXCELLENCE IN TEACHING AND LEARNING****Ms Andrea Marshall***Temporary Faculty Development Facilitator***CONFUCIUS INSTITUTE****Mr David Bulbulia***Co-Director***STUDENT AFFAIRS – ADMISSIONS****Mrs Carol Jordan***Temporary Assistant Registrar***SIR ARTHUR LEWIS INSTITUTE OF SOCIAL AND ECONOMIC STUDIES****Ms Kenisha Chase***Temporary Research Assistant***SHRIDATH RAMPHAL CENTRE FOR INTERNATIONAL TRADE LAW, POLICY & SERVICES****Ms Chelcee Brathwaite***Temporary Research Assistant***Ms Alicia Nicholls***Temporary Junior Research Fellow*

## RETIREMENTS

**Ms Sonia Bowen**

*Librarian*

Sidney Martin Library

**Dr Wayne Charles-Soverall**

*Senior Lecturer*

Department of Management  
Studies

**Dr Francis Lopez**

*Senior Research Fellow*

Department of Biological and  
Chemical Sciences

**Professor Kahuidi Mabana**

*Director*

School for Graduates Studies  
and Research

**Dr Harold Watson**

*Senior Lecturer*

Faculty of Medical Sciences

## RESIGNATIONS

### FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS

**Mr David McGinnis**

*Lecturer*

### FACULTY OF HUMANITIES & EDUCATION

#### School of Education

**Dr Suriya Daya**

*Lecturer*

#### Department of Language, Linguistics & Literature

**Dr Suzanne Durant**

*Tutor*

### FACULTY OF SOCIAL SCIENCES

#### Department of Management Studies

**Dr Simon Naitram**

*Lecturer*

#### Department of Government, Sociology, Social Work and Psychology

**Dr Wendy Grenade**

*Senior Lecturer*

### FACULTY OF LAW

**Dr Jason Haynes**

*Senior Lecturer*

**Dr Beatrice Hamilton**

*Lecturer*

### OFFICE OF INSTITUTIONAL PLANNING & INFRASTRUCTURAL SERVICES

**Mrs Koelle Boyce**

*Quality Assurance Officer*

### SIDNEY MARTIN LIBRARY

**Mr Richard Temple**

*Senior Librarian*

### STUDENT AFFAIRS - ADMISSIONS

**Mr Timothy Arthur**

*Assistant Registrar*



# BENEFACTORS

## LIST 2021/2022

189

### Private Individuals

Dr Karl Payne  
Dr David Yawson  
Dr Antonius Hippolyte  
Dr Cleve Scott  
Dr Hugh Sealy  
Dr Imani Tafari-Ama.  
Dr Jan Yves Remy  
Dr Jason Haynes  
Drs Don & Cynthia Degazon  
Mr Charles Edwin Edghill  
& Mrs Vanessa Ann Edghill  
Mr Carlon Mendoza, Attorney-at-Law  
Mr Edmund Cohen Esq.  
Mr Peter Cohen  
Mr Rashad Brathwaite  
Mrs Nicole Foster  
Ms Alicia Nicholls  
Ms Dawn Harris (New)  
Prof Emeritus Pedro Welch  
Senator John King  
Sir Paul Bernard Altman,  
KA, GCM, BCH, JP, BBA Mia,  
Honourable LLD UWI  
The family of the late  
Charles C Leacock QC

### Local & Regional Donors

1948 Society  
Ansa Merchant Bank  
Arnott Cato Foundation  
Arts and Sport Promotion Fund, Ministry of Finance (New)  
Barbados Investment and Development Corporation  
Barbados Port Inc.  
Barbados Tourism Marketing Inc.  
Barbados Water Authority (New)  
Berger Paints Barbados Limited (New)  
Caribbean Community Climate Change Centre (New)  
Caribbean Development Bank  
Caribbean LED Lighting  
CaribbeanJobs.com (New)  
Centre for Biosecurity Studies  
Centre for Professional Development and Lifelong Learning  
CIBC FirstCaribbean International Bank  
Creps Antilles-Guyana, Les Abymes-Guadeloupe (New)  
Crumbz Bakery (New)  
Department of History and Philosophy  
Embassy of Venezuela in Barbados  
Ernst and Young  
Gildan Activewear SRL  
Government of Barbados  
HIV AIDS Commission (New)  
Inter-American Development Bank  
Island Heritage Insurance (New)  
Limegrove Lifestyle Centre  
Nation Publishing Company (New)



National Experimental University of the Arts,  
Venezuela (New)

Oran Family Trust

Organisation of Eastern Caribbean Studies

Organisation of Eastern Caribbean Studies Commission

Organisation of Eastern Caribbean Studies Trade Project

Pan American Health Organization

Panamanian Ambassador to Trinidad Her Excellency  
Selvia Edith Miller Palmer – Ambassador Extraordinary  
and Plenipotentiary (New)

Payce Digital

Pricewaterhouse Coopers

R.L. Seale and Co Ltd

Regional Security System (New)

Royal Fidelity

Secretariat of the Eastern Caribbean Joint Board of  
Teacher Education (New)

The Sport Company of Trinidad & Tobago Limited (New)

The UWI Alumni Circle

The UWI Translation Bureau (New)

Unicomer (Barbados) Limited

University of Panama (New)

## International Donors

Asset Recovery Unit (New)

Association of Commonwealth Universities (New)

Boston Medical Centre

British High Commission (New)

Canadian Institutes of Health Research (New)

Cardozo Law School (New)

Chongqing Medical University (New)

Department of History, Royal Holloway,  
University of London (New)

Earth Medic (New)

Education Endowment Fund, England (New)

Embassy of the United States of America

Emory University (New)

Green Climate Fund

Health and Medical Humanities Hub,  
University of Essex (New)

Indus Life Science Ltd (New)

International Development Research Centre (New)

Microsoft Artificial Intelligence (New)

NCDs Unit, University of Liverpool (New)

New Frontiers in Research (New)

O'Neill Institute for National and Global Health Law,  
Georgetown University (New)

Regupol (New)

Small Arms Survey/Graduate Institute of International and  
Development Studies, Switzerland (New)

Templeton World Charity Foundation (New)

United Nations Development Programme

United Nations Office for Drugs and Crime

United States Agency for International Development

United States of America Department of State

United States of America Public Diplomacy  
Small Grants Project

University of Gdansk, Poland (New)

University of South Florida (New)

University of the French West Indies (New)

Washburn University (New)

Work Consultancy Inc

Yale School of Public Health (New)

Yeshiva University (New)

## Scholarships, Awards & Prizes

1948 Medical Society	Graham Gooding Trust Fund
American Foundation for The UWI	Institute of Chartered Accountants of Barbados
Anthony & Joy Bland Charitable Trust	Insurance Corporation of Barbados Ltd
Barbados Association of Bermuda	Inter-American Development Bank (New)
Barbados Association of Medical Practitioners	Mr Jeremy M Nurse (New)
Barbados Association of Psychiatrists	Organization of American States (OAS)
Barbados Bar Association	Professor Ann Denis
Barbados Economic Society	RBC Royal Bank Barbados Ltd
Barbados Employers' Confederation	Sagicor Life Inc
Barbados International Business Association	Sir Trevor Carmichael QC
Barbados Investment & Development Corporation	Soroptimist International of Barbados
Barbados Workers' Union Co-operative Credit Union Ltd	Telford Georges Memorial Trust – Mrs Joyce Cole-George
CIBC FirstCaribbean International Bank	The Honourable Edmund Hinkson QC
Cidel Bank & Trust Inc	UWI Alumni Circle (Cave Hill)
Continuing Medical Education Committee	UWI Toronto Gala Scotiabank
Deloitte Excellence Award:	
The Toppin Walker Scholarship (New)	
District Grand Lodge of Barbados	
Dr The Honourable Sir Richard Cheltenham, KA, QC, PhD, JP	
Eastern Caribbean Group of Companies	
Enterprise Growth Fund Limited	
Ermine Holmes Memorial Trust	
Ernst and Young	
Fair Trading Commission	
GILDAN Activewear SRL	
Government of Barbados	









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

# ANNUAL REPORT TO COUNCIL 2021/2022

## Spotlight on Alumni

Making a Lasting Contribution







*Cave Hill Campus Alum, Her Excellency The Most Honourable  
Dame Sandra Prunella Mason, FB, GCMG, D.A., Q.C., LLD  
was installed as first President of Barbados on the night of November 29, 2021*

# SPOTLIGHT ON ALUMNI

Alumni of The UWI, Cave Hill Campus continue to do justice in their commitment to serve their wider communities through their sterling and selfless contributions at all levels. The Campus is proud that our light continues to shine through these exceptional individuals who are highly accomplished within the region and beyond. Alumni continue to maintain strong relationships with their alma mater (the Cave Hill Campus) of which they are extremely proud, and in many ways give credit for their solid foundation. Despite the challenges presented by COVID-19, during the year under review, the Alumni Relations, Student Recruitment and Retention Unit pursued several initiatives to support students and facilitate various alumni engagement and philanthropic activities. Many of these initiatives were successfully undertaken in collaboration with several alumni groups/clubs and associations including: **The UWI Alumni Association** (Barbados Chapter), **The UWI Alumni Circle**, **The UWI Students Today Alumni Tomorrow** (UWISTAT) and UWI-wide alumni relations teams, amongst others.

For the academic year 2021/2022 which is covered in this report, the university continued to operate in a largely online mode due to the COVID-19 pandemic. As with other areas of operation, alumni relations

activities both responded to and were impacted by the challenges posed by the pandemic.

Alumni relations activities in the Student Enrolment and Retention Unit (SERU) are coordinated by the Administrative Assistant/Alumni and Student Relations Coordinator, with assistance from the wider SERU team, as necessary. A major focus of the Alumni and Student Relations function is to encourage and support alumni engagement with the university, including their contribution to current student development and enhancement of the student experience.

Following are the major activities and achievements in this regard, for the year under review.





## Welcome Packages for New Students

The annual *Airport Meet and Greet* programme for new students hosted by the SERU was again cancelled due to COVID-19 protocols. However, with the knowledge that several students would still be residing on the Halls of Residence during the year, the Alumni and Student Relations Coordinator spearheaded the distribution of welcome packages to new students on the Halls. Items for the packages were donated by the local corporate community.

## The UWI Alumni Circle

The Alumni and Student Relations Coordinator and the Senior Assistant Registrar (SERU) attended several planning meetings of the Alumni Circle Committee during the year. The Alumni Circle is a Giving Club whose main aim is to provide funds for the execution of projects to enhance the facilities and resources at the Campus. During the period under review, the Committee responded to the request to pay particular attention to the financial needs of students, exacerbated by the pandemic. The Committee approved the grant of BBD 10,000 towards the Student Hardship Fund and funded the purchase of ten tablet computers, at a cost of BBD 3000.00, to increase the pool of devices available for SERU's loan scheme for students in need.



Students on Sherlock Hall with their welcome packages



Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, Professor R Clive Landis and Mrs Saskey Forde, President of the UWI Alumni Circle Committee, officially open Pondsides

The Alumni Circle also awarded three scholarships to undergraduate students in the sum of BBD 9,000.00.

The year under review also saw the completion of one of the Alumni Circle's major initiatives, contributing to the Campus Beautification Project and the enhancement of the student experience. This was the Pondsides Students' Recreational Space, which was officially handed over to the Principal, Professor R Clive Landis, on September 20, 2021. This tree-covered area located adjacent to the Roy Marshall Teaching Complex has been paved and outfitted with benches and tables, electrical outlets, lighting, and WiFi connectivity. It is now a popular social and lunch spot for students.

Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, Professor R Clive Landis and other UWI officials try out the new students' recreation area now known as Pondsides





## Career Development Workshop

The annual Career Development Workshop for final-year students organised by the Alumni and Student Relations Officer, was held virtually over two days, April 16 and 23, 2022. Twenty-seven students participated. The workshop was conducted by an alumnus, Ms Alicia Simmons, Learning and Development Specialist with *PriceWaterhouseCoopers* and Treasurer of the Human Resources Association of Barbados. For the first time, the topic of *Remote Work* was included in the workshop.

### The primary aims of the Career Development Workshop are:

- To assist in effectively preparing students to enter or transition to the job market
- To provide practical approaches to job search and recruitment processes
- To assist students in assessing their career development options

### Topics Covered included:

- Job Search Strategies
- The Job Application Process
- The Letter of Inquiry
- Resume or CV What is the Difference?
- The Objective Statement Resume/CV
- Preparing for the Interview
- Dynamics of the Interview
- Interview Dress & Etiquette
- Personal Marketing
- The Thank You Letter
- Building Effective Relationships in the Workplace
- Career Planning & Development
- Remote work



Facilitator, Ms Alicia Simmons leads the virtual career development workshop



### Interview Sessions

Following the Career Development Workshop, each participant was interviewed and given feedback to enhance performance in future interviews. The interviews were conducted by Ms Simmons and other members of the Human Resources Association of Barbados, all alumni of The UWI:

- Ms Atoya Hinds, Administrator, Barbados Bottling Co. Ltd, and HR Consultant
- Mrs Pamela Small-Cave, Human Resources Manager, Lifetime Credit Union
- Mrs Debra Wilkinson, Programme Administrator, Regional Security System

The top male performer in the interviews was Kristian Patrick and the top female was Tsian Wiggins.



Ms Simmons interviews Bobby Smith

## Alumni Engagement Discussions

The Alumni and Student Relations Coordinator partnered with the alumni offices under the umbrella of the University Office of Institutional Advancement, in hosting a number of personal and professional development webinars for alumni and the *Soft and Life Skills Conference 2021* which was held under the theme *Navigating Life's Journeys: Leaders' Life's Lessons on their Path to Present Day*.

Topics presented during the conference included:

- The Journey often unfinished: Managing Anxiety to Success
- A Morning that sets the Stage for Success
- From Brazil to the World: One Woman's Journey crossing borders, breaking norms and climbing to the top
- Using Identity, Interpretation and Relationships on your Journey to Success
- From Jamaica to the World: One Man's Journey out of the past into the Future
- Your Pen, Your Purpose! How to write your own story and create your own purpose regardless of what has been perceived about you.

## Graduate Placement/Internships

Internships are an important extension of the Career Development Workshop. During the year under review, these were significantly curtailed as many companies were still operating remotely or in a hybrid capacity. *CIBC FirstCaribbean International Bank*, the primary sponsor of this important developmental programme, and normally a major provider of internship opportunities, was only in a position to accommodate a small number of interns, all in the area of Computer Science/IT. The top male in the interview component was offered an internship at Cidel Bank and Trust which came on board for the first time. A representative of this bank has indicated the organisation's willingness to be part of the programme going forward and has suggested that the topic of *personal financing* be added to the workshop.

## Enhancing Dining Etiquette for the World of Work

For the second consecutive year, participants in the Career Development Workshop were treated to a dining experience, designed to enhance their level of comfort and skill in workplace dining situations. This element was added in response to feedback from employers which indicated that many young employees experience difficulty or lack of confidence participating in lunch or dinner meetings.

All participants were invited to dinner at the Island Inn Hotel on May 28, 2022, where they were taught the fundamentals of dining by the Campus' Protocol Officer, Mrs Jennifer Hinkson. Twenty-two participants attended since a few persons had already returned to their home countries, or had participated in the workshop remotely from overseas.

The Dining Etiquette experience covered the following:

- Knowing what not to do at the dining table
- Eating utensils and their proper function and placement
- The differences between American and Continental (European) dining styles
- Reading the place setting to determine what comes next and what to expect
- How to do a Toast

Mrs Hinkson spent time at each table interacting with the students. She noted that the participants were very receptive and eager to learn, though initially some were timid and unsure. The most outstanding male for the session was Zyte Bodley and the most outstanding female was Amber Hoyte.



Students participating in a dining etiquette session



## Enabling the Development of UWISTAT Ambassadors

The Alumni and Student Relations Officer continued to support the programmes and activities of the *UWI Students Today Alumni Tomorrow* (UWISTAT) ambassador corps. A new executive team was inducted virtually by the Vice-Chancellor on February 18, 2022. The Cave Hill Corps was able to accomplish all their planned activities. UWISTAT Cave Hill was named Outreach Club of the Year, and the UWISTAT President was named President of the Year, by the Guild of Students!

The Corps' activities included:

- I. A Distinguished Lecture by Dr Colin Depradine, former Dean of the Faculty of Science and Technology, entitled "*The Politicization and Colonization of Science: A Caribbean Perspective*".
- The inaugural Frank Worrell Hall Public Speaking Competition.
- The *Footprints Initiative*, the corps' annual give back activity which was once again very successful. This initiative is undertaken by the Corps across all Campuses. It is designed to encourage student participation in the "act of giving back", with the hope that it engenders the "act of giving back to Alma Mater". It also seeks to foster "Pelican Pride" and encourage allegiance to the UWI generally.

With the support of Massy Ltd Barbados, hampers were included in the initiative in 2021. Two scholarships worth BBD 500.00 each were awarded to students, along with three grocery hampers.

**Volunteerism and Community Programming:** Despite the restrictions posed by the COVID-19 pandemic during the year, the UWISTAT Executive was able to carry out a number of community give back initiatives. Among these were:

- Contributions to the *I am a Girl Barbados* charity initiative, including hampers of feminine hygiene products
- Presentation of food and other items to students on the Campus and presentation of toiletries and food items to a family in need



Vice President of Membership Britney Scott and President Justin John present a hamper to Mashere Jackson



VP Florentville presents a scholarship to recipient Jayde Sokaloo



Presentation of food and other items to students on the Campus





The new library at Good Shepherd Primary School



Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, Professor R Clive Landis cuts the ribbon to officially open the new library at Good Shepherd Primary School

## Support to the UWI Alumni Association

The Alumni and Student Relations Coordinator assisted the Alumni Association (Barbados Chapter) with the execution of a project to establish a library at the Good Shepherd Primary School. The library was officially opened by the Principal of The UWI Cave Hill Campus, Professor R Clive Landis on June 20, 2022. The Association also donated five tablet computers to the Deputy Principal of the school towards the loan programme for students.

The Alumni and Student Relations Officer is to be commended for her diligent work as part of the UWI-wide alumni relations team under the UWI Institutional Advancement Division (IAD). This includes her support to the Alumni Association (Barbados Chapter), the UWISTAT Ambassadors and the Alumni Circle, as well as contribution to the SERU's activities to enhance the student experience. It is noted that the nature of these tasks often requires the officer to work in the evenings and on weekend which can at times be challenging if it is not possible to start the work day later or finish early to compensate.

The officer is commended for the enthusiasm and passion she brings to her tasks and for what was achieved over the past year in continued challenging circumstances.

# ALUMNI MAKING A MARK

## Her Excellency the Most Honourable Dame Sandra Mason, FB GCMG DA QC LLD

Ever since enrolling among the first student cohort to pursue an indigenous law degree at The University of the West Indies more than 50 years ago, Barbados inaugural President, Her Excellency the Most Honourable Dame Sandra Mason continues to chalk up a number of firsts in an impressive legal and public service career.

Dame Sandra made history once again on November 30, 2021 when she became Barbados first indigenous Head of State upon the island's transition to a republic, adding to a remarkable list of achievements. It was the latest accomplishment in what has been a stellar career

of a distinguished UWI pelican. The previous month, Dame Sandra was conferred an honorary Doctor of Laws (LLD) degree by The UWI, Cave Hill Campus in recognition of her outstanding contribution to public service.

Born on January 17, 1949 in East Point, St Philip, the former jurist attended the St Catherine's Primary School and Queen's College.

She went on to serve as a teacher at the Princess Margaret Secondary School and later worked at Barclays Bank in Barbados and Jamaica.



Her Excellency the Most Honourable Dame Sandra Mason, FB GCMG DA QC LLD during the Special Convocation Ceremony



## Dame Sandra Mason

Dame Sandra obtained a Bachelor of Laws (LLB) degree from the Cave Hill Campus in 1973, and a Certificate of Legal Education from the Hugh Wooding Law School in Trinidad in 1975. The newly minted attorney then went on to blaze a trail in the legal field, achieving several firsts throughout her career. She is the first Barbadian female attorney-at-law to graduate from the Hugh Wooding Law School, the first Barbadian to be appointed as a member of the London-based Commonwealth Secretariat Arbitral Tribunal, the first female president of that tribunal, and the first female Court of Appeal Judge of the Supreme Court of Barbados.

Dame Sandra has held several roles in the administration of justice. She was Magistrate of the Juvenile and Family Court in Barbados and a High Court Judge of the Eastern Caribbean Supreme Court. She is also a former Chief Magistrate and Registrar of the Supreme Court of Barbados.

Additionally, she has been a member of several organisations including the UN Committee on the Rights of the Child, Chair of the Community Legal Services Commission, and a member of the Judicial and Legal Services Commission. She is also a former diplomat who served as Ambassador to Venezuela, Chile, Colombia and Brazil.

On January 8, 2018, Her Excellency officially took up her appointment as the eighth Governor General of Barbados and was conferred with Dame Grand Cross of the Most Distinguished Order of Saint Michael and Saint George (GCMG). Upon assuming office, Dame Sandra became the Chancellor and Principal Dame of St Andrew (DA), under the Order of Barbados.

The conferral of the honorary doctorate on October 2 brought her relationship with Cave Hill full circle, having been among the Faculty of Law's first cohort in 1970. During the special convocation ceremony, she reflected on the early days of the pioneering class of the institution's first faculty.

As Dame Sandra accepted the award, she told her family, friends and campus officials present at

the ceremony that her graduating class owed an immeasurable debt of gratitude to the university.

*"Our gratitude is more because attendance at The University of the West Indies results in a complete education underpinned by the listed core values which guide the university's mandate. The values of integrity, intellectual freedom, excellence, civic responsibility, accessibility, diversity, and equity," she stated.*

Her Excellency also lauded the Faculty of Law's "monumental achievement" of reaching its 50<sup>th</sup> anniversary.

*"Since 1948, when it was established as the University College of the West Indies to bring light, liberty and learning to the region, this university has always remained cognizant that it had to justify the dreams of our forefathers that we, sons and daughters of our cruel history, take a bold step into the world of academia. With fervent endeavour, we have reached the stage where we now boast of being a world-class institute of learning.*

*"Some 20 or so years after its inception, The University of the West Indies, in deciding to establish the Faculty of Law, proved yet again that it understood that the formula to success for this region was to unleash the potential of its people. It understood that to continue to fulfil the potential of bringing light, liberty and learning to its people, it needed to definitively proclaim our Caribbeanness," she said.*

It was no doubt in the same spirit of liberty and Caribbeanness that when Dame Sandra addressed Barbadians shortly after being sworn in as the island's first President, she declared:

*"Today, we set our compass to a new direction, girded by the successes of the last 55 years, buoyed by the confidence garnered from our triumphs and accomplishments, committed to country and to each other, and motivated to press confidently and boldly forward for the sake of our nation and for present and future generations."*



## Ms Ileathea Cabral

Ms Ileathea Cabral is the Project Development and Research Officer in the Office of the National Authorising Officer for the European Development Fund, within the Ministry of Foreign Affairs, Immigration and Trade, in Antigua and Barbuda. She is also twice a graduate of the Cave Hill Campus, having completed the Bachelor of Arts in Spanish with Management in 2011 and the Master's in International Trade Policy in 2018 at the Campus.

A true life-long learner, this up-and-coming young professional has also completed a Certificate in Project Management with The UWI Open Campus (Antigua) and recently completed the Online Executive Training Programme in European and International Affairs for Public Officials and Junior Diplomats from the Caribbean, hosted by the Vienna School of International Studies.

As Project Development and Research Officer, Ms Cabral holds a diverse portfolio, providing technical support for matters relating to the implementation of the CARICOM Single Market and Economy (CSME), the CARIFORUM-European Union Economic Partnership Agreement (EPA), the CARIFORUM-United Kingdom Economic Partnership Agreement, and the Post Cotonou Agreement. She also provides critical support and advice to various ministries and departments of government, and to the private sector on trade-related matters.

Ms Cabral also coordinates two projects financed by the 11<sup>th</sup> European Development Fund, aimed at strengthening Antigua and Barbuda's trade in goods and services capacity, and to increasing its competitive advantage in the global market.



Ms Ileathea Cabral

"I am grateful to The University of the West Indies for providing me - not only a world-class education but also the opportunity to build life-long relationships and network with some of the most amazing people around the world," she said.

## Lieutenant Commander Carl Farley

Lieutenant Commander Carl Farley is the ninth of ten (10) children and the first of his generation to earn a university degree. He attended the St Lucy Secondary School, now Daryl Jordan Secondary, The Barbados Community College and The UWI Cave Hill Campus.

His initial interest was the sciences and he earned 'A' Levels in Physics, Mathematics and Chemistry. A trained Petroleum Chemist, Carl Farley has spent more than thirty-six (36) years in various capacities in the petroleum industry.

Carl holds a BSc (Hons) in Business Management and an MSc in Project Management & Evaluation from The UWI at Cave Hill. He also holds an International Certificate in Oil and Gas Operational Safety from the National Examination Board in Occupational Safety and Health (NEBOSH), UK.



Lieutenant Commander Carl Farley delivering an address at The UWI Cave Hill Campus Matriculation Ceremony, 2013

A former science teacher (Chemistry, Mathematics and Physics), Carl joined the staff of the Mobil Oil Barbados Refinery as Laboratory Supervisor in July 1986. He has progressed through various positions in four (4) major petroleum organisations, namely the former Mobil Oil Corporation now ExxonMobil, Royal Dutch Shell, Sol Caribbean Ltd. and presently the West Indies Oil Company (WIOC). Major positions held included Planning and Production Manager (Mobil Oil); Health, Safety & Environment Advisor (Shell Central America & the Caribbean); Operations Manager Southern Caribbean (Shell Oil Products Latin America); Group Operations Manager (Sol Caribbean Limited) and presently Chief Operations Officer with the West Indies Oil Company where he is responsible for Terminal, Marine, Engineering, Maintenance, Health & Safety, Agency and Supply in Antigua & Barbuda and Dominica.

Lieutenant Commander Carl Farley joined the Barbados Regiment in April 1984 and being a schoolteacher at the time, also joined the Barbados Cadet Corps as a Potential Cadet Officer (PCO). This commenced a long and dedicated career in the Barbados Defence Force, serving as Second in Command (2IC) the No.9 Company, Parkinson Memorial Secondary School; Officer Commanding (OC), the No.7 Company (Frederick Smith Secondary School); and OC the Barbados Sea Cadet Programme (Sept 1993).

He attained the military rank of Lieutenant Commander and was later assigned as Battalion Commander in the newly formed Special Units Battalion, comprised of the Barbados Cadet Corps' Band, the Sea Cadet Unit, the Shooting Unit and the Medical Unit. He was promoted to Deputy Commandant of the Barbados Cadet Corps in April 2014 and served in that capacity until he resigned in August 2020 to take up his present post in Antigua.

Carl is a past President of the St Lucy Secondary School Alumni and The UWI Alumni Association (Barbados Chapter) in which he served for the period 2013 – 2015 and later as a floor member. He oversaw the Alumni chapter at a difficult period when funding for Barbadian students was discontinued by government, placing the education of several students and potential

## Lieutenant Commander Carl Farley



Lieutenant Commander Carl Farley commissioning the Sea Cadet Vessel "The Endeavour"

students in peril. He also contributed to the UWI Audit Committee (Cave Hill Campus and the Open Campus), on occasion acting as Chairman.

Carl is a music lover and occasionally gets to play the keyboard and "very rarely these days" his clarinet. He is an enthusiastic 10k and half marathon runner who regularly turns out with the UFUKUZO Road Racing Club in Barbados and with T-5 in Antigua.

Carl remains committed to philanthropy and is always willing to give back to those institutions which have helped to shape and mold his character, namely the Daryl Jordan Secondary, the Barbados Community College and The UWI Cave Hill Campus.

## Dr Nadine Rogers

Cave Hill alumna, Dr Nadine Rogers, was named the 2022 recipient of the **Global Achievement Award** from The John Hopkins University Alumni Association in honour of her excellent work in the international arena. Dr Rogers received a Doctor of Philosophy in Health Policy & Management from The Johns Hopkins Bloomberg School of Public Health in 2002. However, her journey began at Cave Hill in the Faculty of Arts & General Studies, where she earned a Bachelor of Arts in English Literature (Upper Second Class Honours) in 1988.

The US national has deep Caribbean roots that span Trinidad & Tobago, Barbados, and even Anguilla, where her family gathered during the August school breaks. She currently serves as the Country Director for the US Peace Corps in the Cooperative Republic of Guyana. Dr Rogers has almost 30 years of experience in management, health policy implementation, science administration, and education and communications across the private, public, and non-profit sectors. She has previously served as a Foreign Service Officer at



Dr Nadine Rogers, Country Director, Peace Corps Guyana



Dr Nadine Rogers

the Office of the Global AIDS Coordinator under the US State Department, and for 10 years she worked at the US National Institutes of Health, handling scientific review of multi-million dollar research grant applications focused on HIV/AIDS prevention and services in populations at risk-for or addicted to drugs, both domestically and internationally.

She has served the US government across the globe, including Vietnam, Cambodia, Uganda, Ethiopia, South Africa, Zambia, and the Caribbean.

Dr Rogers shares credit for pioneering distance learning at the American Red Cross—an expertise that she recently tapped while working with school teachers in Guyana. In 2018, she received a Franklin Award from the US Embassy in Hanoi, Vietnam for her efforts on behalf of drug abusing populations in Vietnam.

The certified Project Management Professional views her accomplishments as the result of her willingness to grasp opportunities and to try new things. She acknowledges that her experiences as an immigrant American taught her to be resilient and challenged her to remain authentic. Her Caribbean upbringing prepared her to be adaptable and to be sensitive to

the needs and challenges of those working on issues of development in under resourced settings.

“Every day, I endeavour to be a good steward of the opportunities that come my way and the efforts for which I am responsible,” Dr Rogers said. She is also very thankful to her leadership at the US Peace Corps—an agency dedicated to world peace and friendship—and to the amazing team of Guyanese locals and U.S. staff at Peace Corps Guyana, who she commended for their willingness to be led by her over these last two difficult years.

Chief Executive Officer of the US Peace Corps, Carol Spahn, offered congratulations by letter to Dr Rogers, stating, “This award is a testament to your many years of tireless and successful work in the fields of global health and education, and the meaningful impact you have been able to make on the world. I am so pleased Johns Hopkins is recognising you with this award, and I am grateful for your leadership of the Peace Corps/ Guyana team.”

The Global Achievement award is one of six categories of awards to honour outstanding alumni, faculty, and friends of Johns Hopkins. Presented every year, the award honours alumni who exemplify the Johns Hopkins tradition of excellence and have brought credit to the university and their profession in the international arena through their professional achievements or humanitarian service. Dr Rogers will travel to the Johns Hopkins Bloomberg School of Public Health to receive the award in an upcoming ceremony.

The Cave Hill graduate is also known to the institution’s community by her Calypso sobriquet, ‘Spitfire.’ A published poet, who served as the President of the Creative Writer’s Association while at Cave Hill, Dr Rogers credits the institution with giving her a solid start, a thirst for knowledge, a place to be creative, and the chance to develop lifelong friendships.



Vice President of Guyana, Honourable Bharrat Jagdeo, engaging Dr Nadine Rogers, Country Director for the Peace Corps in Guyana (right)

## Mrs Judy Layne-Banks

When Judy Layne graduated from the Cave Hill Campus in 1984 with a Bachelor of Arts degree in Literature, Linguistics and Education, she could never have imagined that she would one day stand among 22 other public-school teachers and principals in the Jefferson County Public School District of the US state of Kentucky, being honoured for “outstanding teaching”. But that is exactly what happened on September 26, 2022.

Now Judy Layne-Banks, having married her husband, American John Banks in 1999, she has been teaching in Kentucky for the past seventeen years. Her recognition as “an exceptional teacher”, and presentation of the *Barbara Sexton Smith Award*, sponsored by *The Fund for The Arts* was based on the ways in which she uses ‘The Arts’ in teaching.



Mrs Judy Layne-Banks with a mini display in Louisville to celebrate Juneteenth Day



Mrs Judy Layne-Banks (second from left) receiving the Barbara Sexton Teacher's Award of Excellence with the Mayor of Louisville and Barbara Sexton

Mrs Judy Layne-Banks

In Kentucky, Judy first taught art at the High School level, then at Middle School, before switching to the Elementary level in 2007. She has been teaching art, music, dance, and drama at that level for eleven years and currently teaches art, dance and drama to over 500 students at Wilkerson Elementary.

Prior to emigrating to the USA, Mrs Banks taught for over 30 years at the former Erdiston Primary in Barbados (now The George Lamming Primary School). Her desire to learn more about how she could use art as a tool for instruction, especially as a tool for teaching students with learning challenges, led her to the Massachusetts College of Art and Design in 1992 on a National Development Scholarship from The Barbados Government. There she pursued a Fine Arts Degree, majoring in Fibers with a minor in Art Education.

On her return to Barbados in 1996, besides returning to Elementary teaching, she also taught the Art Education Program at the Erdiston Teacher's College for six years as a part time Tutor. As a thank you to the college, she donated her batik piece: 'Child at Play' to their library. She says she hopes to pass on the knowledge of art that she has gained in the USA to future art teachers in Barbados.

Judy is an accomplished and award-winning Batik Artist who has held many exhibitions at home and abroad. She says her talent as an artist really blossomed during her final year as a student at The Cave Hill Campus. After leaving the institution, she donated a very special design entitled "Images of Africa" to the Campus in appreciation of the great contribution of the university to her personal and professional development. The piece currently hangs in the Sidney Martin Library.

Mrs Layne-Banks credits all her personal and professional achievements to the education she received in Barbados and especially her years at The UWI Cave Hill. "Barbados is a small island," she said, "but what is achieved in education, is tremendous.

If you are educated in Barbados, the education is so thorough that you can fit in anywhere in the world and be successful. A lot of what I am doing here such as ... the educational methods I use, that would lead me to receive awards, that persistent goal to enhance my training, as well as the ability to do this through scholarships, all started ... in Barbados," she noted.

Reflecting on the opportunity to pursue a university education and her experience at The UWI Cave Hill she said, "My university education opened my eyes to what higher level thinking really is and it linked the arts in my psyche. The exposure to jazz music, poetry, Caribbean culture, research and history through the study of literature, revealed to me the connection between all the art forms. Then, in my spare time, I started researching aspects of old Barbadian culture because, I was then fully understanding my roots. This research culminated in my first solo exhibition. Following that exhibition, I dived further into more research and drawing images of our Barbadian history from its beginnings in Africa to the 21<sup>st</sup> century in Barbados.

That solo exhibition was entitled "From Then 'til Now", and the piece donated to the Cave Hill Campus was from that exhibition. It shows some of the remnants of African culture such as the tie-dye, wooden jewelry, mask-making, the Warri board, and pottery which still remain in present day Barbados. It is very dear to my heart, and so is The UWI Cave Hill Campus! To God Be the Glory," she concluded.





Ms Patricia Brathwaite-Marshall

## Ms Patricia Brathwaite-Marshall

Over the course of four decades, Patricia Brathwaite-Marshall developed a reputable career in the field of accounting.

She was in the first cohort of students to graduate from the Bachelor of Science in Accounting programme at the Cave Hill Campus of The University of the West Indies (UWI) in 1980, and the first in her immediate family to attend university.

She went on to become a Fellow of the Association of Chartered Certified Accountants, earned a Masters in Business Administration (MBA) in Finance from Heriot-Watt University and the designations of Certified Insurance Professional, Associate in Reinsurance, and Associate in Risk Management. However, her career path was not always in accounting as Ms Brathwaite-Marshall first worked as a librarian with the Ministry of Education before she transitioned to teaching and obtained her certification at the Erdiston Teachers' Training College.



Ms Patricia Brathwaite-Marshall graduated from The UWI Cave Hill Campus in 1980

Patricia Brathwaite-Marshall

She firmly believes in giving back. She has served as Treasurer of the Executive Committee of The University of The West Indies Alumni Association (Barbados) Chapter and the Health and Wellness Committee since 2018.

Having recently retired from her professional career, she volunteers as Treasurer of the Barbados Golf Association and the Sharon Moravian Church. Additionally, she spends time introducing golf to juniors and assisting the Special Olympics golf students.

As she reflected on her career, the Barbadian said that the UWI has played a pivotal role in her achievements.

“It is through attending the institution that I have achieved so much. Cave Hill has been a great experience for me, and I still have a lot of good memories and friends that I met during my time there. I still remember some lecturers who greatly impacted my journey like Wendel McClean, Neville Duncan, Dr Ralph Gonsalves, Dr Armond Layne, Dr Bradley Niles and Dr Sakie.

She had some words of advice to current students and those who have graduated from the institution.

*“I will recommend to all students past and present, to continue studying, don’t stop at your first degree, learn as much as you can, read a lot, have a thirst for knowledge and give back to your alma mater after you become an alumnus. It is through my engagement with Cave Hill that I can say that I have had a very successful career.”*



Ms Patricia Brathwaite-Marshall enjoying a game of golf.







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