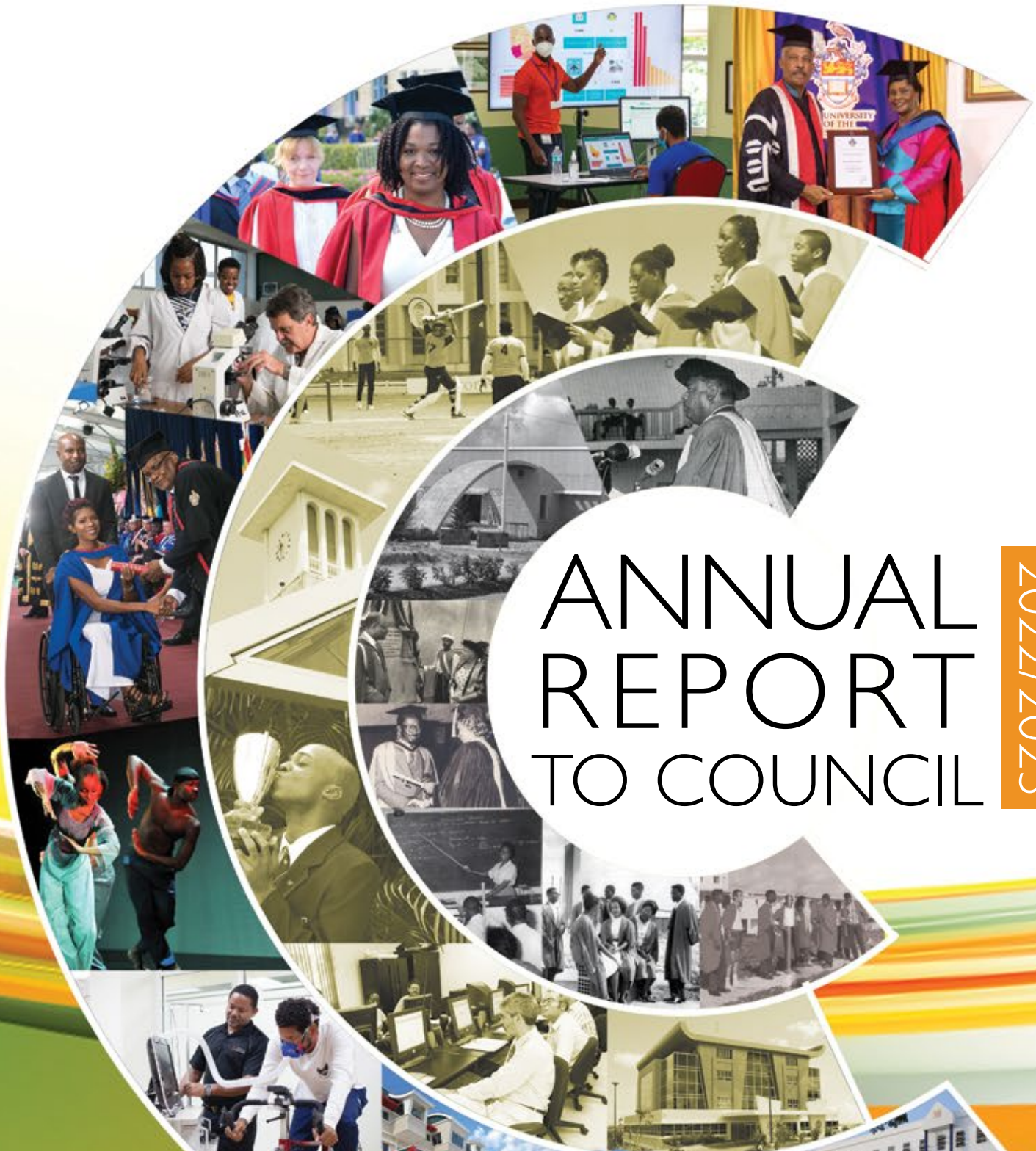




THE UNIVERSITY
OF THE
WEST INDIES
CAVE HILL CAMPUS,
BARBADOS, WEST INDIES



ANNUAL REPORT TO COUNCIL

2022/2023



UWI

CAVE HILL CAMPUS
BARBADOS, WEST INDIES

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

Financial Sustainability



Students elated to return to in-person learning following a two-year hiatus triggered by the COVID-19 pandemic.

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CHAIRMAN'S STATEMENT

I am delighted to share with the Council, the Annual Report of the Cave Hill Campus for the Academic Year 2022/2023. It is my honour to extend warmest congratulations to the Principal, faculty, staff, students and alumni of this esteemed institution on the occasion of its 60th Anniversary. The chosen theme for the Anniversary celebrations, 'Resolute and Resilient', perfectly encapsulates the ethos of the Campus, reflecting its unwavering resolve to persevere and adapt in the face of numerous challenges over the years.

The commendable accomplishments of the Campus, as detailed in the Report, underscore its tireless commitment and tenacity. As the Campus continues to excel and solidify its legacy, the Council looks forward to the realisation of even greater successes in the future. The Campus' record of producing visionary leaders and citizens who propel the region forward is truly inspiring. The Council affirms its ongoing support of the Campus, as it continues to innovate and lead the way towards a brighter future for the Caribbean region and beyond.

This Report highlights the Campus' initiatives in alignment with The UWI Triple A Strategic Plan 2022-2027, Phase II: The Revenue Revolution. The Council applauds the Campus for its proactive approach in exploring various avenues to generate revenue, while remaining firmly committed to the advancement of education and research.

Over the course of the academic year, the Campus made considerable strides in its efforts to advance its global outreach. Worthy of note is the resolution of outstanding issues impacting the implementation of the Bachelor of Science in Preclinical Sciences programme (a joint programme with the University of Ghana), including the revision of the Articulation Agreement and its final approval by the Ghana Tertiary Education



Sir Paul Altman
Chairman

Commission (GTEC) in May 2023. This milestone achievement paves the way for the introduction of the new programme. The Council eagerly looks forward to its launch and expects it to play a pivotal role in advancing the internationalisation agenda of the Campus.

The Council lauds the advancement of the Duke's Agri-Industrial Park, and the Centre for Agricultural Research and Innovation (formerly the Centre for Food Security and Entrepreneurship), under which the management of the Duke's Agri-Industrial Park falls. This Park was instituted to facilitate the translation of research into revenue generation. We await further updates on the Centre's innovative initiatives, confident that they will significantly contribute to the promotion of food security in Barbados and the broader Caribbean region.

The launch of the Centre for Commercial Analytical Services represents a defining moment, marking the fulfillment of a key aspiration of the Campus, as its first for-profit entity. Additionally, it underscores the continuous progress of the Faculty of Science and Technology Renewal Project and highlights ongoing initiatives to secure funding for its advancement.

The restructuring of the Student Affairs unit to enhance the quality of services offered to students, warrants commendation. The adoption of Campus-wide service standards is also noteworthy. These initiatives are indicative of the Campus's commitment to prioritising student-centeredness, a core value of the University's Strategic Plan, and to enhancing service delivery to all of its stakeholders.

The Council extends gratitude to the Centre for Excellence in Teaching and Learning (CETL) for its ongoing, exemplary technical and pedagogical support provided to faculty members. The Council also acknowledges the exceptional student support provided by the Student Enrolment and Retention Unit (SERU) and the Office of Student Services and Development (OSSD), including the Student Health Clinic.

While the Council took note of the marginal decline in student enrolment by 3.2%, it remains optimistic about an improvement in enrolment figures, as the local and regional economies gradually recover from the pandemic, and as the Campus ramps up its recruitment efforts.

The Council congratulates the graduating class of 2022 on its remarkable performance. Of the 1,004 students earning undergraduate degrees, 187 students were awarded First Class honours, 496 students gained Upper Second-Class honours and 214 students, Lower Second-Class honours. Performance at the postgraduate level was also outstanding, with 33 students earning doctoral degrees, one with High Commendation, and 349 students earning Masters degrees, 130 with Distinction.

The faculties must be commended for their efforts in acknowledging and rewarding those students who earned places on Deans' Lists, received scholarships, or won special prizes across various disciplines. On behalf of the Council, I extend congratulations to these outstanding students for their scholastic, creative, and athletic successes.

Another notable accomplishment of the Campus in 2022/2023 was the elevation of two faculty members to the esteemed rank of Professor. Dr Peter Adams, Professor of Family Medicine; and Dr Avril Williams, Professor of Supramolecular Chemistry and Nanotechnology, have rightfully earned this distinction for their exceptional teaching, published scholarly work, and dedication to public service. Heartfelt congratulations are extended to the two new professors.

Council takes great pride in the achievements of the alumni highlighted in the Report, underscoring the

excellent quality of graduates of the Campus and their significant contributions across diverse sectors. The initiatives of the Alumni Office and the Alumni Association, as well as their ongoing fundraising efforts to support student development, merit recognition. The Council urges alumni to give back to the institution, whether through financial contributions or other means, to ensure the continued development and progress of the Campus.

The appointment of staff to national, regional, and international committees is duly acknowledged. The Council commends the Campus on the development of the Register of Honours, Awards, and Public Service, as a means of documenting and quantifying the significant impact of the Campus on the community it serves. Furthermore, the Council appreciates the efforts that are underway to enhance this system by introducing a publicly searchable web interface and associated website which will incorporate the public service and research undertaken by staff.

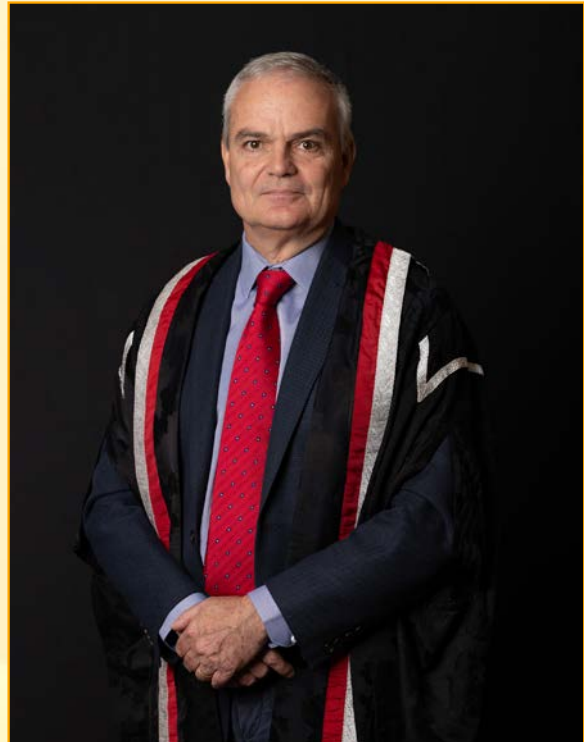
The Report draws attention to the impressive research output and publications of academic staff, along with their achievements in attracting significant funding for research projects. To this end the Council congratulates the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) for its *Youth Resilience to Violence in the Caribbean* project, which was awarded USD 655,441.36 by the United States Agency for International Development (USAID), and the George Alleyne Chronic Disease Research Centre (GACDRC) for its *NIHR Global Health Research Group on Community Food for Human and Planetary Health in Small Islands* project, which was awarded GBP 600,000 by the National Institute for Health Care and Research.

Finally, the Council joins with the Principal, staff and students in expressing profound gratitude for the unwavering support extended by the Government of Barbados and other regional governments, as well as local, regional, and international donors, and alumni. Their invaluable contributions have driven the Campus forward over the last 60 years and we eagerly anticipate another six decades and beyond of their generosity.

PRINCIPAL'S OVERVIEW

The University of the West Indies, Cave Hill Campus is pleased to present its Report to Council for the Academic Year 2022/2023. **Resolute and Resilient!** This 60th Anniversary theme epitomises the indomitable spirit of our dedicated and hardworking management team, staff at every level, and our student body, whose exceptional, combined efforts enabled the Campus to consistently overcome the challenges posed by the ongoing difficult economic environment and other circumstances. Consequently, the Campus recorded noteworthy successes during the academic year under review.

This collaborative approach also allowed the Campus to fulfil its obligations to students and other stakeholders, while making progress in its pursuit of goals articulated in *The UWI Triple A Strategic Plan 2022-2027, Phase II: The Revenue Revolution*.



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

The 2022/2023 academic year marked a notable return to face-to-face instructional methods, signaling a shift from predominantly virtual teaching and learning, necessitated by the COVID-19 pandemic. This was supplemented by synchronous and asynchronous online delivery, utilising the Zoom, Microsoft Teams and Blackboard Collaborate platforms. Examinations were also held in-person for the first time since December 2019. While the transition to in-person teaching and assessment was largely seamless and welcomed by students and faculty, certain remote practices had been retained to improve operations coming out of the pandemic.

CAMPUS REUNION: Students Excited to Return!

The mood at the Orientation Fair and Inter-Clubs Committee (ICC) Expo held on September 8, 2022 said it all. Students were excited to be back on Campus! Feedback from students attending the event included:

"It's a very nice vibe. It just feels like UWI is back to being UWI in the way it was before, and it's great!"

(Shanice Forde of the Barbados Students' Association);



Students Excited to Return!

"My first year was the first year of virtual school, so I was actually worried that I wouldn't have gotten an in-person experience because the way coronavirus was going. It was looking a bit dismal for a while, but this is refreshing."

(Daniella Williams, President of the Trinidad and Tobago Student Association);

"I think going back face-to-face has really revived campus life, having been online for two years. I think a lot of students are happy to now be back to face-to-face, not only for the academic aspect, but especially because of the social aspect. Events like these enable a lot of the students to go around and engage each other. I'm meeting a lot of people I didn't even know before from all over the Caribbean."

(Kezron Jackson – student from Antigua and Barbuda).

The Expo, which is an annual tradition during Freshers' Week, is designed to help new students settle in and introduce them to various clubs and associations. It faced suspension in 2020 due to the COVID-19 pandemic, and was adapted to a virtual format in 2021. As it returned to an in-person setting, the Expo revived a vibrant carnival-like atmosphere on the Campus, allowing students to revel in the joy of being (re) united.

CAVE HILL: Resolute and Resilient At 60!

The year 2023 marked a significant milestone in Cave Hill's history, as it commemorated its 60th year of existence with pride and excitement which permeated all segments of the Campus.

Rooted in humble beginnings, the Campus was first established in 1963 at the site of an old Trade Fair on the shores of the Deep Water Harbour in Bridgetown. Emerging as a College of Arts and Sciences with an inaugural enrolment of 118 students, the institution embarked on a transformative trajectory. It was granted full campus status following the establishment of the Faculty of Law in 1970.

Over the span of six decades, the Campus has undergone a remarkable journey, evolving into a robust institution featuring seven faculties. With a proud legacy of excellence in teaching, research, and community engagement, it continues to leave an indelible mark on the communities it serves – locally, regionally and internationally. In 2023 the Cave Hill Campus celebrated its exceptional achievements over the years in tandem with its diverse community of students, faculty, alumni, and retirees, who all played vital roles in its growth and success.

The coordination of the 60th Anniversary celebrations was placed in the capable hands of a dedicated committee, with Dr Henderson Carter, Head of the Department of History and Philosophy, at its helm. The Campus extends its deepest appreciation to Dr Carter for his exemplary guidance and selfless dedication in leading the charge. Furthermore, heartfelt gratitude is extended to the tireless efforts of the staff and students whose unwavering support contributed significantly to the success of the celebrations.



Dr Henderson Carter, Chair, 60th Anniversary Coordinating Committee



L-R: Pro Vice-Chancellor and Principal, Professor Clive Landis; Vice-Chancellor, Professor Sir Hilary Beckles; and Chair of the 60th Anniversary Coordinating Committee, Dr Henderson Carter

Media Launch of the Cave Hill Campus 60th Anniversary Celebrations

The year-long calendar of diverse and vibrant celebratory activities to mark Cave Hill's Diamond Jubilee Year under the theme "Resolute and Resilient", was outlined at a Media Launch held on January 19, 2023 in the Jacqueline Wade Conference Room, Hilary McDonald Beckles Administration Complex. Speakers included The Honourable Mia Amor Mottley, Prime Minister of Barbados; The Honourable Kay McConney, Minister of Education, Technological and Vocational Training; Sir Paul Altman, Chairman of Campus Council; and Professor Sir Hilary Beckles, Vice-Chancellor of The University of the West Indies (UWI).

Professor Sir Hilary Beckles, who served as Principal of the Campus for 13 years declared that "Cave Hill stepped up to the plate and has been a magnificent success. It prospered!" Sir Hilary also highlighted the fact that not only did Cave Hill prosper in its alignment with the economic development model and give Barbados the competitive edge it needed in so many areas, but that being the youngest landed campus at the time, it had become the leading campus in the publication of

quality research, University Press publications, and international peer-reviewed journals.

Addressing the launch via a recorded message, Prime Minister Mia Amor Mottley said that "The UWI Cave Hill Campus has made a defining difference in the quality of life of the people of Barbados and the wider region, and has a critical role in their future development." She urged the administration of the Campus to ensure the institution remained fit for purpose, bearing in mind that countries globally were becoming increasingly insular.

Chair of the Cave Hill 60th Anniversary Planning Committee, Dr Henderson Carter, said the celebrations sought to achieve several objectives: provide opportunities for the Campus to reflect with pride on past achievements and struggles; project a path for the future; build cohesion, collegiality and comradery within the academy; develop strategic partnerships with external stakeholders; and give back to the community that the Campus serves.

Parade Launch of 60th Anniversary Celebrations

A festive parade around Cave Hill Campus on January 20, 2023 officially kicked off a year of celebrations for the institution's 60th Anniversary. Students, including members of their various clubs and associations, accompanied by faculty and staff, retirees and alumni, were joined by a marching band, Tuk Band, Mother Sally, and campus mascot *Chilli* in an exhibition of exuberance.

The first stop during the mid-afternoon procession was at the Leslie Robinson Building where Principal, Professor R Clive Landis and his predecessor, Professor the Most Honourable Eudine Barriteau, unveiled a portrait of the late Professor Leslie Robinson, the first principal of The UWI, Cave Hill Campus at the entrance of the building that bears his name.

Along the route, students of the Faculty of Culture, Creative and Performance Arts staged a theatrical

performance at Quaw's Quest, the monument erected in honour of William Quaw, one of the 295 enslaved persons who, at Emancipation, were freed from lands currently occupied by the Cave Hill Campus.

Professor Landis officially declared the anniversary celebrations open at the end of the parade, reminding the gathering that: "The Cave Hill Campus is a community; a community of students, of scholars, support staff - and when they get older, they become alumni and retirees - but we are a community, and it is as a community that we got to where we are." He further added, "For the next 60 years, we will take our inspiration from Leslie Robinson who took that first step with 118 students, and look at where we are now."

The parade activities culminated with performances by musical artistes including the Cavite Chorale, Red Plastic Bag, Mikey, Mr Blood, and Chrystal Cummins-Beckles-Holder, and spoken word artist, Adrian Green.



Members of the campus community participating in the Launch of the 60th Anniversary Celebrations Parade

Economic Impact of The UWI Cave Hill Campus

A highlight of the 60th Anniversary celebrations was the commemorative Legacy Lecture Series, themed, *Building Resilience, Building Nations*, which was held in association with The Nation Publishing Company Limited to mark its 50th Anniversary. The series featured a line-up of preeminent scholars and thought leaders from across various disciplines of the Campus.

Professor of Economics, and Deputy Principal, Winston Moore presented the findings from his economic impact study during the lecture entitled “Valuing the Impact of The UWI Cave Hill Campus” which was held on April 18, 2023. This lecture was the second installation of a series of eight. Findings projected that The UWI, Cave Hill Campus generates 3.42 dollars for every dollar invested by regional governments.

Moore outlined that the purpose of the study was to evaluate the financial and economic returns that the government and people of the Caribbean have gained from investing in The UWI.

Three measures were adopted to assess the campus' contribution to the economy: the economic base, which assessed the extent to which the university's expenditure led to the creation of jobs and the generation of income and tax revenue; the skills-based approach, which accounts for the value of the additional skills generated by the university and the impact on students' incomes; and the existence value, which is the value the institution provides to its community through supporting cultural and sporting events and other community-based activities.

An examination of the economic base revealed that the total contribution of students was BBD 268 million for the 2022/2023 academic year. Professor Moore's estimate of the contribution of The UWI to the skills base, meanwhile, revealed that for the 2022/23 cohort of graduates, the Campus generated BBD 707 million in additional lifetime income, with BBD 572 million accruing to



Professor Winston Moore at the lectern delivering lecture on “Valuing the Impact of The UWI Cave Hill Campus”

Barbados. The existence value of The UWI Cave Hill Campus was estimated at BBD 37 million. Given the contributions of The UWI to medicine, culture, law, to name a few disciplines, it is very likely that the estimate provided underestimates the existence value of the Campus.

Combining the annualised skill base, economic base and existence value provides an estimate of the total economic contribution of The UWI of BBD 325 million. When compared to the contributions used to finance the Campus of BBD 95 million, this suggests that Barbados and other regional governments obtain BBD 3.42 for every dollar invested in the Campus. While these estimates suggest that The UWI is making an important contribution to Barbados and indeed the region, Professor Moore argued that the impact could be even greater. He made the case for embedding the Campus in a national system of innovation, developing businesses around the research and ideas of its staff and the launch of a national internship programme.

CAAM-HP REACCREDITS THE UWI MBBS PROGRAMME

Representatives of the Caribbean Accreditation Authority for Education in Medicine and other Health Professions (CAAM-HP) visited the Cave Hill Campus, November 29 – December 1, 2022, as part of the reaccreditation process of The UWI Medical Sciences Bachelor of Medicine, Bachelor of Surgery (MBBS) programme.

Following site visits to the three UWI teaching sites at Mona, St Augustine and Cave Hill, and the clinical site in The Bahamas, the determination was reached at the CAAM-HP's meeting held on July 19 and 20, 2023 to reaccredit the MBBS programme for the maximum period of five years. The Campus acknowledges and highly commends Professor Peter Adams, Dean of the Faculty of Medical Sciences for successfully leading the charge on behalf of Cave Hill, and applauds the yeoman efforts of his team who participated in the Institutional Self Study and the accreditation site visit meetings, especially the Chairs and members of the Sub-committees for the five (5) sections of the Medical Education Database. The Campus also appreciates the engagement of medical students in the accreditation process, as well as their dedication to documenting their independent student survey.

Salute to Professor Adams

As Professor Adams' Deanship concludes at the end of this academic year, the Campus recognises his outstanding contribution to the Faculty of Medical Sciences, and by extension, The UWI. A retrospective look at Professor Adams' tenure reveals that with the establishment of the Faculty of Medical Sciences in 2008, he was appointed Deputy Dean Preclinical, thus becoming the first person to hold this post. In 2015 he was appointed Dean of the Faculty of Medical Sciences, and in 2019, University Medical Dean. During his



Professor Peter Adams, Dean of the Faculty of Medical Sciences

8-year tenure as Dean of the Faculty, the MBBS accreditation at Cave Hill received National Committee on Foreign Medical Education and Accreditation (NCFMEA) recognition, the GPA system for the clinical portion of the MBBS was introduced, new programmes were established, for example: Nursing; Nutrition; and the BSc Preclinical Sciences, articulated with the MBChB of the University of Ghana. Professor Adams also spearheaded the establishment of a departmental framework within the Faculty.

As a testament to his exceptional leadership, the usual 2-year appointment as University Dean was extended for a further 2 years, so that Professor Adams could lead the campuses through the CAAM-HP accreditation process. In his role as University Dean, Professor Adams guided the medical faculties through the COVID-19 pandemic; developed a standardised template to facilitate the promotion of academic staff, which was ratified by the University Appointments Committee for adoption across all campuses; and instituted an integrated final MBBS examination, perhaps the most significant change to final examinations, approved by the Board for Undergraduate Studies. He also led the process for the revival of the *West Indian Medical Journal* as Chair of the Editorial Board. The Cave Hill Campus salutes the tenure of Professor Adams and extends best wishes for success in his future pursuits.



L-R: Mr John Randall (Evaluation Team Lead); Professor David Berry (Chair, Campus Institutional Reaccreditation Committee); Dr Dennis Mock (Evaluation Team Member); and Professor R Clive Landis (Principal), engaging in discussions during the Mid-Cycle Inspection exercise.

CAMPUS' MID-TERM ACCREDITATION INSPECTION

The Campus' mid-term accreditation inspection by the Barbados Accreditation Council (BAC) took place on November 14-15, 2022. The inspection was conducted by the BAC review team, comprising Mr John Randall and Dr Dennis Mock, highly respected external accreditors from the UK and Canada. The team's exit report had, amongst other things, noted the following:

- The positive culture at the Cave Hill Campus and its importance in effectively addressing challenges related to the COVID-19 pandemic and the impact of the natural disasters which had affected the institution during the review period, namely Hurricane Elsa and the La Soufriere ash fall;
- The positive approach towards renewal of the Faculty of Science and Technology;
- The strong leadership at every level of the Campus, inclusive of the student body; and

- A strong record of core academic quality assurance processes involving the Centre for Excellence in Teaching and Learning, the Academic Quality Assurance Committee and the Board for Undergraduate Studies.

It had been noted that many universities during the height of the pandemic had foregone curriculum development and quality assurance reviews, but that these processes had remained vibrant at Cave Hill. Clause 141 of the document stated: "Overall the maintenance of quality assurance and curriculum renewal during the pandemic has been exemplary. Many higher education institutions simply put these processes on hold. The Campus has ensured that, through these processes, the quality and relevance of programmes have been maintained with no backlog of reviews or curricular revisions".

The assessment had been overwhelmingly positive, noting the supportive culture at the institution underpinned by a sense of purpose and unity, which had helped to address challenges, including that of finance.

THE UWI TRIPLE A STRATEGY PHASE II: The Revenue Revolution

The academic year 2022/2023 ushered in Phase II of The UWI Triple A Strategy, aptly coined 'The Revenue Revolution'. This phase is geared towards harnessing The UWI's resources and capabilities to raise a net sum of USD 250 million over the period spanning 2022 to 2027. Leveraging its remarkable performance on the Times Higher Education (THE) ranking scale and its burgeoning prestigious reputation, The UWI aims to drive profitable revenue growth throughout this five-year period. Given the renewed focus on revenue generation, a new core value has been incorporated alongside Integrity, Excellence, Diversity, Gender Justice, and Student-Centredness. The inclusion of Financial Sustainability underscores The UWI's commitment to long-term viability.

Review of Academic Year 2022/2023

In accordance with *The UWI Triple A Strategic Plan 2022-2027, Phase II: The Revenue Revolution*, the Campus prioritised the identification and implementation of innovative strategies to augment its income-generating streams. A key focus during this period was responding to heightened competition in the tertiary education sector by making adjustments to various aspects of the student lifecycle, in alignment with evolving student needs and emerging markets. The Campus, in considering the evolving landscape of higher education delivery and operational models, recognised a need for heightened institutional efficiency and effectiveness. Throughout the academic year, the Campus actively explored diverse avenues to strengthen its financial sustainability and resilience, while remaining firmly committed to education and research.

By addressing the barriers to financial sustainability and implementing strategic solutions, the Campus could enhance its operational excellence and adapt to the changing economic landscape. One of the ways in which the Campus has sought to ensure financial sustainability is through the establishment of a value creative environment. This will allow the Campus to become an innovation incubator that will contribute to the development of products and services that have a strong research and design base, which ensures that products are unique, competitive and commercially viable in the ever-changing business environment. Furthermore, the Campus continued to develop corporate partnerships with a view to collaborating with businesses and organisations to diversify revenue streams through opportunities for training and learning programmes, research projects and initiatives, and the offering of consulting services. Also, there has been a strategic focus on enhancing the student experience through the creation of smart classrooms that are up to date with current technology. These initiatives bolster the Campus' vision of a sustainable future, where the University's impact remains significant across local and regional communities, sectors and industries.

The Campus has made efforts towards the creation of an entrepreneurial mindset and culture, spurred on by various entrepreneurial activities and initiatives. Each Faculty has its own entrepreneurship committee, and the Chairs of these committees play a pivotal role in overseeing the entrepreneurship process within their respective Faculties. Subsequently, the Faculty Chairs are responsible for reporting the progress and developments within their Faculties to the Campus Entrepreneurship Committee, chaired by the Deputy Principal, Professor Winston Moore.

Over the next Academic Year, 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 an entrepreneurial environment and the creation of value from its intellectual property, enhancing its digital capabilities and efficiency through the use of renewable energy, increasing access for regional and international students and guaranteeing the Campus' financial sustainability. More specifically, the Campus will continue to invest 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. Sustainability is at the foundation of the Campus' strategic priorities and the Campus will continue to implement initiatives that not only focus on its operational efficiency but on the effectiveness of its employees in executing its operations. This will be accomplished through the fostering of a healthy and safe work environment. Furthermore, the Campus will seek to renew its relationships with alumni to inspire volunteer and philanthropic engagement and to diversify its revenue sources.

Knowledge is like a garden. If it is not cultivated, it cannot be harvested.

An African proverb

ACCESS

STUDENT DEMOGRAPHICS

Enrolment¹

At January 5, 2024, total enrolment stood at 6,218, with 5,227 students enrolled in undergraduate programmes (84.1%) and 991 students enrolled in postgraduate programmes (15.9%). As in previous years, the Faculty of Social Sciences led undergraduate enrolment with 2,658 students registered, followed by the Faculty of Science and Technology with 1,177 students. This trend continued at the postgraduate level, where the Faculty of Social Sciences maintained its dominance with 481 registered students. The Faculty of Humanities and Education followed with 214 students.

With respect to nationalities, Barbados retained its place as the country with the highest percentage of nationals studying at Cave Hill, represented by 84.1% of undergraduate registration, followed by Trinidad and Tobago with 5.2%. At the postgraduate level, 77.5% of the student population were nationals of Barbados, followed by Trinidad and Tobago with 4.6%. A total of 23 nationalities were represented at the undergraduate level and 20 at the postgraduate level, thereby underscoring the rich diversity of nationalities of students of the Campus.

The gender disproportion remained consistent with prior years, as 66.5% of the total student population comprised females, while males constituted 33.5%.

Graduation Performance

Undergraduate and postgraduate students of the Cave Hill Campus continued to perform

¹ To gain insight into the impact of the efforts of the 2022/2023 academic year, enrolment data is reported for the 2023/2024 academic year.



Valedictorians Ms Stephanie Brianna Pascal (left) and Ms Martina Therese Magalhaes (right)

commendably. The class of 2022 was recognised at the first face-to-face ceremony since 2019, held on October 22, 2022. A total of 1,486 students were awarded degrees, diplomas and certificates, with 1,065 conferred at the undergraduate level and 421 at the postgraduate level. Of the 1,004 students graduating with degrees at the undergraduate level, 187 students earned First Class Honours, setting a new record of 18.6% of graduating students, representing an increase of 2.9% over the previous academic year. Four hundred and ninety-six (496) students earned Upper Second-Class Honours (49.4%), 214 earned Lower Second-Class Honours (21.3%) and 99 were awarded Pass degrees (9.9%). There were eight honours degrees awarded to graduates of the Faculty of Medical Sciences. The valedictorians were Ms Martina Therese Magalhaes, who graduated with a Bachelor of Laws with first class honours during the morning ceremony, and Ms Stephanie Brianna Pascal, who graduated with a Bachelor of Science in Economics and Mathematics with first class honours during the evening ceremony.

Of the 421 degrees, diplomas and certificates awarded at the postgraduate level, thirty-three were doctoral degrees (13 PhD and 20 DM),

representing an increase of 65% over the previous year. One doctoral student graduated with high commendation, and 130 Masters' students with distinction.

The Campus was pleased to confer honorary degrees on Dr Joy St John, His Excellency Ambassador Gabriel Abed, and Mr E Neville Isdell. Dr St John was awarded the Degree of Doctor of Science (DSc), His Excellency Ambassador Abed and Mr Isdell were each awarded the Degree of Doctor of Laws (LLD). Dr St John was recognised for her outstanding service to public health in Barbados and the Caribbean region. She was further lauded for leading the regional health response to COVID-19, in her role as Executive Director of the Caribbean Public Health Agency (CARPHA). His Excellency Ambassador Abed was recognised for his acclaimed, pioneering work on digital currencies and blockchain technology on the global stage, whereas Mr Isdell was recognised for his business acumen, demonstrated through the resounding success of the Coca-Cola Company across several continents under his leadership, his phenomenal contribution to civic service, human justice, environmental protection, business development, and his people-centredness.

ACADEMIC PROGRAMMING

New/Revised Programmes Coming on Stream

The Campus remained committed to curriculum renewal to maintain relevance of academic offerings within a changing market. Below is a snapshot of new and revised programmes approved at both undergraduate and postgraduate levels:

New/Revised Undergraduate Programmes

- Faculty of Humanities and Education:
 - BA Spanish (Revised)
- Faculty of Science and Technology:
 - BSc Minor in Sustainability of the Caribbean (New)

New Postgraduate Programmes

- Faculty of Law:
 - Dip/LLM International Dispute Resolution
 - LLM Competition Law and Policy
 - Double Degree: LLM Corporate and Commercial Law with Dayton University, USA
 - Double Degree: LLM Intellectual Property Law with Dayton University, USA

GATEWAY TO SUCCESS: The Essential Role of The Student Enrolment and Retention Unit in Broadening Access

During the year under review the Student Enrolment and Retention Unit (SERU) continued to provide wide-ranging support for the Campus' efforts to recruit new students locally, regionally, and internationally, utilising a mix of in-person and online approaches and activities.

QUICK REFERENCE GUIDES: Collaboration with the Office of Marketing and Communications (MarComms)

To enhance its recruitment efforts, the SERU obtained the support of the Marketing Officer for the production of Quick Reference Guides to undergraduate and postgraduate programmes. This was intended to make it easier for prospective applicants to appreciate the wide range of programme options available across the seven Faculties, by presenting the programmes in comprehensive documents. The guides were disseminated during visits to schools and recruitment fairs and were also shared with visitors to the Campus, including representatives of international institutions. The Marketing Officer made them available for download on the Campus website.

Virtual Assistance Provided for Applicants

Following the opening of applications on November 1, 2022, the SERU organised virtual information sessions to assist persons applying for entry in the 2023/24 academic year. The *Meet Us ONLINE Application Assistance* sessions were held each Friday afternoon during the month of November. Staff from the SERU and the Admissions Office were available to engage with applicants online via the Zoom platform between the hours of 4:00 – 5:00 pm, to answer questions related to the application and admission process.



Members of the Faculty of Humanities and Education engage with the public visiting the Campus' booth at the Caribbean Wellness Fair in September 2022

and provide assistance with the completion of application forms. The sessions were open to applicants from anywhere in the world and dozens of applicants took advantage of these opportunities to engage with the recruitment officers.

Local Outreach

School Visits

During the year under review the SERU led recruitment teams on visits to several local secondary schools to promote the Campus and its programmes and to advise prospective students regarding study options and admission requirements suited to their career interests. Several visits targeted third form students about to undertake selection of subjects for study at the CXC CSEC level.

Promotion at Local Fairs and Community Events

In addition to the school visits, the SERU also led the Campus' participation in several local fairs and other community events. The SERU coordinated

the mounting and manning of information booths to promote the Campus and its programmes at the following events:

- The AfriCaribbean Trade and Investment Fair – September, 2022
- The Ministry of Energy and Business Share Fair - September, 2022
- Caribbean Wellness Fair - September, 2022
- Barbados Accreditation Council Virtual Fair - November, 2022
- Job Start Training expos organised by the Ministry of Labour, Social Security and the Third Sector, under the *National First Job Initiative* – February and June, 2023
- The national Science and Technology Festival, hosted by the Ministry of Industry, Innovation, Science and Technology and The UWI Cave Hill FST – March, 2023
- The Pinelands Creative Workshop Career and Life Management Fair – July, 2023



SAR SERU, Mrs Patricia Atherley making a presentation to students of the newly established Canouan Secondary School on Canouan Island, as part of participation in the St Vincent and the Grenadines Open House

Faculty Open and Taster Week Series

During Semester 2 the Student Enrolment and Retention Unit (SERU) once again coordinated a very successful series of Faculty Open Weeks which ran from February to May 2023. 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 activities for the weeks, with assistance from the SERU and the Office of Marketing and Communications. The core activities of each Week were virtual undergraduate and postgraduate information sessions which provided opportunities for the faculties, as well as administrative offices to engage in Q & A with applicants and prospective applicants. This year, most faculties held in-person, as well as virtual activities. Recordings of virtual information sessions were made available online for on-demand viewing following the live sessions. This year again the SERU arranged for representatives from each faculty, including students, to appear live on the local television programme *Mornin' Barbados*, throughout their assigned weeks.

REGIONAL OUTREACH

St Vincent and the Grenadines

The SERU participated in The UWI Open House in St Vincent and the Grenadines (SVG) during the period January 23-27, 2023, at the invitation of the Open Campus, SVG. The SAR, SERU was accompanied by the Deputy Dean, Recruitment and Outreach, Faculty of Culture, Creative and Performing Arts. During the period the team visited and made PowerPoint-supported presentations to nine schools and the St Vincent and the Grenadines Community College. Eight of the schools were located on the mainland while one was located on the island of Canouan.

From engagement with the students within the schools, it was noted that many of them had limited knowledge of The UWI and had not yet begun to



Students visiting the Humanities Fair during FHE's Open and Taster Week 2023.

think about studies beyond CSEC. However, the presentation which included several videos featuring student testimonials were received with interest by many of the students. At the Community College, students were enthusiastic about The UWI and several of them had already applied or were contemplating applying to the Cave Hill Campus. At all the schools and the College, the team engaged the students in Q & A about The UWI and the Cave Hill Campus, and awarded small prizes.

Meetings were also held with representatives of the Ministry of Culture and the Carnival Development Committee. These meetings revealed the need for the FCCPA to reach out to such stakeholder organisations in the region to establish mutually beneficial relationships. Representatives of the Ministry of Culture expressed strong interest in accessing short professional development courses in the summer that might lead to further certification in their various artistic fields; as well as longer courses to update their knowledge of cultural theories and expertise in their areas of the Arts.

The team also had the honour of meeting with the Prime Minister, the Honourable Ralph Gonsalves who responded very positively to the idea of establishing a special scholarship for study of the Creative Arts in the FCCPA.

Dutch Caribbean

In November 2022 the SERU participated in the Study Choice Caribbean Virtual College Fair for students held in the Dutch Caribbean. Presentations were made over two days, November 17 and 18 to participants from Aruba, Bonaire, Curacao, St Maarten, St Eustacia, and Saba. While only a few students attended the live presentations, the team was advised that the sessions were recorded for later on-demand access by persons registered for the Fair.

Visits from Regional Schools

The SERU was very pleased to welcome students and staff from a number of regional schools who visited the Campus during the year. These included:

- Sixth form students, their Principal and teachers from Campion College in Jamaica who spent an afternoon at the Campus, accompanied by their local hosts, the sixth form class of Harrison College - January, 2023
- Students and teachers from the Saba Comprehensive School, Saba, who visited in March, 2023.
- Fourth-form students and their Geography teacher from Queen's Royal College in Trinidad and Tobago, who visited in May, 2023



Cave Hill representatives, Ms Dale Lynch, Director of Student Services and Development (1st left) and Mrs Patricia Atherley, SAR SERU (3rd right), with the Dean and the administrator of the UG Medical School and senior representatives of the UG International Office during the visit to the University of Ghana

INTERNATIONAL OUTREACH

Visits to Nigeria and Ghana

With the Cave Hill Campus having strategically targeted African countries for international student recruitment and international collaboration more broadly; and more specifically as the Campus prepared to launch the new 3+3 medical degree programme articulated with the University of Ghana, the SERU sought to spearhead outreach to select African countries, beginning with Ghana and Nigeria. The SAR, SERU visited these countries during the period September 26 to October 5, 2022, accompanied by the Director of Student Services and Development.

The primary goals of the visit were:

- To promote awareness of The UWI Cave Hill Campus as an attractive alternative for higher education for African students, among prospective students and their parents/guardians, and the recruitment agents who advise them

- To recruit students for enrolment in 2023/24
- To strengthen the Campus' relationship with relevant officers of the University of Ghana (UG) and the University of Ghana Medical School, towards successful implementation of the joint 3+3 medical programme
- To explore other areas for collaboration between the Cave Hill Campus and UG, under the general MOU, as a means of further promoting awareness and knowledge of The UWI in Ghana
- To establish a relationship with the Barbados Mission in Accra as a potential partner in the recruitment, enrolment and initiation of Ghanaian students and possible future engagement of Ghanaian alumni of the Campus.

The primary activity during the visit was participation in the Lekkside International Education Fairs held in Abuja, Nigeria on September 28, 2022 and in Accra Ghana on October 3, 2022. During these Fairs the team interacted with almost 300 prospective students.

Among the primary observations were the following:

- Very few of the prospects had heard of The UWI prior to the Fair
- Many of the prospective students seemed genuinely interested in The UWI as a potential study destination.
- Almost all those who visited the booth inquired about scholarship opportunities; opportunities to work while studying; stay-and-work opportunities after graduation; and the cost of living in Barbados
- A large percentage of the prospects were interested in postgraduate programmes
- At the undergraduate level, the main areas of interest were medicine and health, information technology and computer science

During the visit to Ghana the team also met with the Ghana Scholarship Secretariat to explore possible scholarship funding for Ghanaian students admitted to the Cave Hill Campus.

The Campus gratefully acknowledges the chargé d'affaires and staff in the High Commission of Barbados to Ghana who facilitated important discussions with potential partners in Ghana.

Student Exchange – Inbound and Outbound

The Cave Hill Campus welcomed 26 inbound exchange/study abroad students while 16 Cave Hill students participated in the exchange programme during the 2022-2023 academic year. Ten Cave Hill students benefited from Emerging Leaders in the Americas Program (ELAP) scholarships, while nine received travel bursaries from the West Indies Group of University Teachers (WIGUT). One student was awarded an Allaway Scholarship for studies at the University of California.

The Campus was pleased to send its first student on exchange to South Korea, effectively activating the partnership with a relatively new partner, Sungkyunkwan University. In an interview with the SERU on her return to the Cave Hill Campus, the student spoke glowingly of her experience and encouraged other students to venture beyond



Incoming International Exchange students on an island safari organised by the SERU International Office

their comfort zone and take advantage of the opportunities offered by the Campus to experience very different cultures.

The SERU was also very pleased to facilitate the successful application of one of Cave Hill's students for the fully funded Summer Immersion Mobility in Japan. The student spent the three-week period from June 29-July 22 at Sophia University, engaging with students from universities in the Pacific islands and other UWI Campuses in a programme of academic and cultural immersion.

The SERU International Office organised the annual pre-arrival and pre-departure information sessions for incoming and outgoing Exchange/ Study Abroad students for both semesters, as well as on-campus orientation sessions and various welcome activities designed to introduce visiting students, to the Campus and the island. The Media Assistant in the SERU produced several excellent short videos featuring international students, which were used in the continuous promotion of the Campus as an excellent study location for international students. These videos may be viewed on the SERU's YouTube Channel at <https://www.youtube.com/channel/UCFOaimxy2cv9zE9bazlR9DA>



Students and teachers from Northern Illinois University and Illinois State University participated in a one-day symposium coordinated by the SERU International Office

Demand for Faculty-led Study Abroad Growing

During the previous year a trend was noted, where universities, particularly in the USA, increasingly organised short-term study abroad trips led by faculty in small groups. These initiatives acted as substitutes or alternatives to traditional semester or year-long individual student study abroad programmes. This trend continued in the 2022/2023 academic year. The SERU's support for these mobilities included the planning of itineraries, identification of UWI academic staff to serve as presenters, assistance with arrangement of local excursions and other logistics, and organising orientation sessions, among other areas. Additionally, the visits generated income for the Campus through the rental of accommodations and facilities, the charging of fees for services, and occasionally, tuition fees.

During 2022/2023 the Campus supported faculty-led visits by the following US-based institutions:

- Illinois State University
- Northern Illinois University
- Alcorn State University
- Rutgers University
- Savannah State University

Growth in Active Partnerships with European Universities Under ERASMUS+

The SERU International Office facilitated an increased number of mobility partnerships under the Erasmus+ programme, which funds and facilitates staff and student exchanges with universities in Europe. During the year under review Erasmus+ mobilities were finalised with the following institutions:

- Laurea University of Applied Sciences, Finland - two visits to Cave Hill by Laurea staff; three visits to Laurea by Cave Hill staff
- University of Oradea, Romania - four mobilities in both directions being facilitated
- Slovak University of Technology, Bratislava, Slovakia - mobilities for staff and students from the Department of Economics
- University of Gdansk, Poland - SERU hosted a visit from a member of staff in the International Office at Gdansk
- University of the Aegean, Greece - The Department of Biological and Chemical Sciences hosted a graduate conducting research
- University of Salzburg, Austria - the Department of Language, Linguistics and Literature hosted an exchange student

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

The SERU continued to lead the campus' preparation for the implementation of the BSc Pre-clinical Sciences, Phase 1 of the 3+3 medical degree with the University of Ghana. The Senior Assistant Registrar, SERU served as Chair of the Implementation Committee. In her capacity as Chair, the SAR, SERU liaised regularly with the SAR/Administrator and the Dean of the University of Ghana Medical School (UGMS) to resolve outstanding issues impacting the implementation of the programme, including the revision of the Articulation Agreement and the final approval by the Ghana Tertiary Education Commission (GTEC). The Campus received notification of the approval by the GTEC in May 2023 after which promotion of the programme by both institutions began. The SAR, SERU worked with the SAR/Administrator of the UGMS to finalise the advertisements for the programme in Ghana. This included the preparation of the content for a marketing brochure which was designed in collaboration with the Cave Hill Office of Marketing and Communications.

Despite the very short advertising period before the June 30 application deadline, nine applications were received for the programme and queries were made by several other interested prospects. The SAR SERU worked one-on-one with most of the applicants to help them through the application process.

STUDENT ENGAGEMENT AND RETENTION

Expanded Customer Service Role for the SERU

Following the reorganisation of the Student Affairs departments of the Registry which took effect January 2023, the SERU assumed responsibility for a number of additional services to students, within the context of an expanded Customer Service role. Three members of the administrative staff were reassigned from the Undergraduate and Graduate Admissions Offices and the Examinations Section to the SERU, while one member of SERU's administrative staff was reassigned to the new data management team in the Admissions Office.

The SERU has established a Customer Service and Information Centre, with the transfer of staff members to the Unit. This Centre now oversees key functions, including the preparation and distribution of undergraduate and graduate student Status Letters, the comprehensive process of issuing, validating, and disseminating ID Cards, and serves as the distribution point for transcripts and Letters of Certification. This restructuring effort has effectively advanced the Campus towards its goal of centralising student-related administrative services for easier access. The SERU also started discussions with the Enterprise Systems Support Unit (ESSU) and Campus IT Services (CITS) on how the ID Card production and validation process could be made more efficient and less labour and time intensive. The SERU has been meeting with key stakeholders, including Campus Security Services, the Sidney Martin Library, Registry offices, the Bursary, CITS and the ESSU to discuss the current ID Card process, modern approaches employed by other universities, and the way forward. The SERU will continue to work with relevant departments during the coming year to move forward this initiative.

Mission, Vision and Service Values

The SERU has defined the Mission of its Customer Service and Information Centre as being “committed to ensuring that all categories of students of the Cave Hill Campus get prompt and accurate answers to questions, timely solutions to problems, and efficient administrative services. With a strong commitment to student success, the SERU aims to provide prompt and efficient customer service that meets the needs of individual students in an inviting, friendly, and professional atmosphere.” Its Vision is “to be a beacon of exceptional customer service at The UWI Cave Hill Campus,” built on core Service Values of attentiveness, courtesy, efficiency, sensitivity, continuous-improvement and proactive problem-solving.

During the year under review the SERU continued to work collaboratively with administrative and academic departments, in particular the Office of Student Services and Development (OSSD), the Deputy Principal's Office, the Admissions Office, the Student Accounts Department, the ESSU and the Faculties, to support initiatives and committees aimed at improving communication with and services for students. Activities in this regard included the following:

Supporting the Orientation of New Students

The SAR SERU served on the New Student Orientation Committee for academic year 2023/24 and coordinated the updating of the module on *Academic Success* in the online self-study orientation course for new students.

The SERU updated the New Student Website to ensure early access to important information by incoming students. The SERU also coordinated the updating of the general Student Handbook and the Pre-arrival Guide for Regional and International Students. The Unit also undertook revamping of the Postgraduate Fees booklets to create a single, more comprehensive, and user-friendly document, as was previously done for disseminating Undergraduate Fees information.



The Bengochea family from Trinidad accompanying daughter Kyra to Barbados, were pleasantly surprised by the warm Airport Meet & Greet welcome.

Airport Meet and Greet

The SERU's annual *Airport Meet and Greet* service for new regional and international students was restarted following a break for two years during the COVID-19 pandemic. It was held from August 19 – September 2, 2022 between the hours of 10:00 am and 10:00 pm daily, including weekends. The service was made possible through enthusiastic volunteer services of students, alumni, and staff. Over 200 students were met on arrival and presented with welcome packages containing items donated by several local businesses, including local sim cards for mobile phones.

The SERU hosted an informal event to thank the volunteers for their support. The brief ceremony was addressed by the SAR who also presented the volunteers with certificates of appreciation.

Student Information and Services Hub

The SERU continued to play a major role as an information hub for both prospective and current students, utilising a range of communication channels that include email, telephone, live chat, WhatsApp, the Campus App and vibrant Instagram and Facebook social media channels. During

the year the SERU responded to over 5,000 queries, including over 3,000 email messages. The mobile communication options provided, namely cellphone and WhatsApp calls and messages, accounted for more than 2,000 engagements. Additionally, between January and July 2023, the Unit responded to over 1,100 requests for Student Status Letters.

Online Information and Services Hub

The SERU completed work on developing the extensive knowledge base for an online portal through which students could access just-in-time information and request administrative services. SERU staff and student assistants added scores of articles to the knowledge base which would be searchable by categories or by keyword. The aim was to have the first phase of the system functional by the start of the 2023/24 academic year. The development of the knowledge base will be an ongoing process, with new items being added based on questions being asked by students.



Interpreters with Dr Stacy Denny at right

BRIDGING CULTURES, BUILDING BRIDGES: How the Centre For English Language Learning Drives Internationalisation

The Centre for English Language Learning (CELL) continued to play a central role in driving the Campus' internationalisation agenda, aligning closely with The UWI's strategic goal to improve access. After shifting to remote learning during the pandemic, the Centre was delighted to resume face-to-face teaching as it welcomed new cohorts into its various programmes. The Campus recognises and appreciates CELL's role in advancing its internationalisation agenda, exemplified by its programme offerings, tailored to meet the diverse needs of governmental and private entities. Presented below are examples of CELL's programme offerings:

English in the Caribbean for Interpreters

Between January 9-20, 2023 the Centre hosted *English in the Caribbean for Interpreters*. The group consisted of nine free-lance interpreters (8 females and 1 male), two of whom also work as translators. Eight individuals were employed by the United Nations across various locations, including Geneva, while one was stationed at NATO in Brussels. They represented a diverse range of countries, including France, Switzerland, Spain, Colombia, China, Germany, and Lebanon. Together, they were proficient in French, English, Spanish, Russian, Chinese, Arabic, German, and Portuguese. The participants were exposed to presentations by academics exploring topics such as Reparations, the History of Enslavement, and Caribbean Accents and Dialects, African religions in the Caribbean, Caribbean Creative Arts and Sports. The course also incorporated field trips to explore various cultural attractions across the island.



Aviation English Students with CELL Director, Dr Stacy Denny (front row, 3rd left) and Ms Shana Jones, English as a Second Language (ESL) Instructor (front row, 4th left)

Aviation English

After many months of preparation, CELL welcomed 15 students, 14 males and one female, to the inaugural Aviation English programme from April 3-May 26, 2023. The students focused on radio telephony in English in the classroom and then transferred the language skills learned to the real-world training at the Barbados Flight Institute. Each student accumulated approximately 5 hours of flying time at the Christ Church Institute. The students were trained by seasoned pilots Derek Gardier and William Chandler. For the first time, a group of CELL students stayed on campus at the Keith Hunte Hall, which proved financially worthwhile for the Campus and culturally enriching for the students.

TESOL for Teachers

The Certificate in Teaching English to Speakers of Other Languages (TESOL) for Teachers workshop ran from July 10-21, 2023. Twelve teachers from Martinique were trained in the Biography Driven Instruction Approach. They also participated in cultural tours and engaged with guest speakers on various topics related to Barbadian culture.



TESOL participants with workshop instructors

THE CONFUCIUS INSTITUTE CONTINUES TO GROW ITS FOOTPRINT

The 2022/2023 academic year was characterised by significant milestones and celebratory events. The Confucius Institute (CI) engaged in diverse activities, including teaching and community outreach, against the backdrop of celebrations marking the 70th Anniversary of The UWI, the 60th Anniversary of the Cave Hill Campus, and its own commemoration of eight years of existence.

The Confucius Institute's ongoing contribution remained integral to the work programme of the Campus, as the Institute continued to extend its reach across the Barbadian landscape and beyond, leveraging online platforms.

8th Anniversary Table Tennis Competition and Exhibition

On April 21, 2022 the CI and the Academy of Sport Cave Hill jointly hosted an event entitled "Continuing the Path of Friendship - Table Tennis Competition and Exhibition Match", in association with the Barbados Table Tennis Association

(BTТА). The event, which commemorated the 8th anniversary of the CI's establishment at Cave Hill, was also incorporated into the extensive calendar of events marking the 60th anniversary of the Campus.

Ambassador of China to Barbados, His Excellency Yan Xiusheng; Charge d'Affaires of the Brazilian Embassy in Barbados, Carlos Kessel; Dean of the Faculty of Humanities and Education, Professor Frederick Ochieng'-Odhiambo; former Barbados Ambassador to China, Senator Chelston Brathwaite; President of the Barbados Table Tennis Association, Ms Marguerita Felix; and China-Aid Barbados table tennis coach, Mr Wu Cong, were among the specially-invited guests in attendance.

In his remarks, Ambassador Yan Xiusheng stated that from the arrival of the first Chinese coach, Mr Yang Ying in 1979, to the second coach, Mr Wu Cong 44 years later, the friendship between the people of China and Barbados had continued. Table tennis had become a symbol of friendly exchanges between China and Barbados.

Professor Ochieng'-Odhiambo, delivering remarks on behalf of the Principal, congratulated the CI on its 8th anniversary and expressed excitement about the competition.



CI Anniversary Table Tennis Competition

Principal's Overview

Ms Marguerita Felix, in her speech, thanked the Chinese government for its support of sports in Barbados. Ms Felix also praised Coach Wu Cong for his hard work in helping the Barbados Table Tennis Team achieve good results.

Coach Mr Wu Cong expressed his appreciation for the hard training spirit of the Barbadian players and wished the Confucius Institute continued growth.

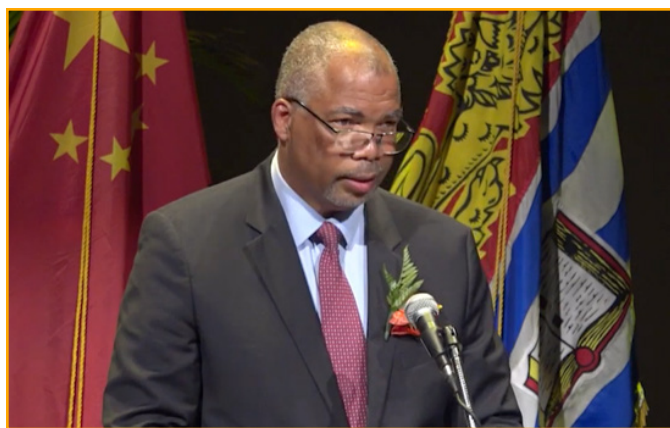
A short promotional video entitled “The Legend Continues”, specially commissioned for the event, was screened. The video featured Mr Yang Ying, the first China-Aid table tennis coach posted to Barbados. It was highlighted that his strong coaching produced many batches of outstanding athletes and coaches, and the techniques shared by Mr Yang Ying continued to positively impact the table tennis trajectory of Barbados.

Hu Wei, a Chinese teacher from the CI, introduced the competition which consisted of four games: elementary, intermediate, advanced and coach demonstration. A total of eight students from the CI, members of the Barbados national team, teachers from the Cave Hill branch, and alumni representatives participated in the nine rounds of competition at the primary, intermediate, and advanced levels. In the final demonstration match, the table tennis serving, putting, cutting, and spiking skills of coach Wu Cong and the local coach resulted in thunderous applause from the audience.

Public Lecture

On May 22nd, 2023, the CI successfully hosted its third public lecture at the Walcott Warner Theatre, Errol Barrow Centre for Creative Imagination (EBCCI). This lecture was dedicated to the 75th Anniversary of The UWI, the 60th Anniversary of the Cave Hill Campus, and the 8th Anniversary of the CI at Cave Hill.

Specially-invited guests included Dr Sonia Browne, Minister of State in the Ministry of Health and Wellness; and His Excellency Yan Xiusheng, Ambassador of the People's Republic of China



His Excellency Ambassador Wayne McCook – Asst Secretary General, CSMT delivering the CI Lecture

to Barbados. The lecture, under the theme: “The Caribbean and China – Dynamic Partnerships in a Changing World”, was delivered by His Excellency Ambassador Wayne McCook, Assistant Secretary General, CARICOM Single Market and Trade (CSMT), and the first resident Jamaican Ambassador to China.

In his discourse, Ambassador McCook indicated that China's economic strength and influence were playing an increasingly important role in the international system, not the least in the Caribbean, and several responses were required. He offered specific suggestions on tourism, renewable energy, aviation, cultural exchanges and other areas.

In her closing remarks, CI Co-Director, Dr Li Renyan, expressed gratitude for the support shown by Ambassador Wayne McCook and encouraged the audience to propose ideas or topics of interest which could potentially become the theme of the next Confucius Institute Lecture.²

Language Day

On Saturday, April 15th, 2023, the CI joined with the National Library Service of Barbados (NLS), in hosting a Chinese Character Treasure Hunt and Picnic in celebration of the 14th Annual International Chinese Language Day. This event

² The full video recording of the Third Confucius Institute Lecture is available on the CI web page: <https://www.cavehill.uwi.edu/confucius/home.aspx> under “Videos”.



Participants of the Treasure Hunt for Chinese Characters

was held at the National Botanical Gardens. Along with the teaching staff and Co-Directors of the CI, students from various CI classes participated, including those from the NLS *Learn Chinese Together* course, the Cave Hill Campus *Software Engineering* course, and the Barbados Community College *Oral Chinese* course. In attendance was the Director of the NLS, Mrs Jennifer Yarde.

In the Treasure Hunt, the students were divided into four teams with each team having a captain and a teacher to assist. The Blue Team prevailed as the champions. At the Prize Giving Ceremony, Mrs Yarde delivered remarks, in which she informed those gathered that in 2020, the NLS and the CI began their cooperation to offer an online Chinese course “Learn Chinese Together”, which afforded Barbadians the opportunity to experience the charm of Mandarin and Chinese culture. After the Prize-Giving Ceremony, the participants were treated to Chinese food provided by the CI in partnership with a local Chinese Restaurant.

Student participants indicated that the event provided a very interesting opportunity to experience the culture of Chinese characters in a form of entertainment with which they were familiar.

The CI was pleased that this educational and entertaining activity was so well-received and look forward to hosting more events of this type in the future.

CHINESE LANGUAGE PROGRAMMES

During the year under review, the Confucius Institute (CI) maintained its teaching initiatives, while navigating through varying levels of interest in its programme offerings. The Institute’s complement of teaching staff was augmented by the services of locally-recruited teachers. Native Chinese teachers were strategically paired with the local teachers in an effort to build the competence of the cadre of local teachers.

Declines in enrolment were noted, particularly in the Chinese evening classes and the Co-Curricular class. In response, the Institute made adjustments to both courses and their promotion strategies.

In contrast, the National Library Service (NLS) – *Learn Chinese Together* (LCT) Beginners Chinese course, the electives in Chinese at the Barbados Community College (BCC) and the Erdiston

Principal's Overview

Teachers' Training College continued to attract new students.

With respect to the several courses and initiatives identified by the CI in support of Campus efforts to increase revenue, the results had been mixed, for example, the course *A Taste of Chinese Culture* was launched with a low response, whereas, the

third iteration of the Centre for Professional Development and Lifelong Learning (CPDLL) course, *Chinese for Tourism/Business* was heavily subscribed.

Table 1 provides a summary of enrolment in Chinese language programmes.

Table 1: No. of Persons Registered in Chinese Language Programmes 2022-2023

	Semester/ Term 1	Semester/ Term 2	Term 3	Summer 2023	Total
UWI Cave Hill Evening Classes	5	6			11
UWI-CIIT (Software Engineering)	11	11			22
SCHOOLS					
St Stephen's Primary School	180	180	180		540
Ellerslie School	46	64	59		169
Charles F Broome Memorial Primary School	156	156	156		468
Chinese School	10	12	12		34
VIP Students	5	7	6	1	19
COCR: Introduction to Chinese Culture	11	5			16
BCC: Computer Science Class	11				11
BCC: Computer Science Class (elective)	10	10			20
Erdiston Teachers' Training College		3	3		6
CI Culture Club		10	10		20
SUMMER CAMPS					
Scholarship Winners				3	3
The Helping Hands Day Care				20	20
Belt and Road Journalists Course				6	6
Open Campus Summer Camp				66	66
Chinese Bridge Competition Summer Camp (Primary)				4	4
Chinese Bridge Competition Summer Camp (Secondary)				3	3
Chinese Bridge Competition Summer Camp (Tertiary)				2	2
Rise and Shine (ages 6 -10 years)				25	25
Signal to Noise Communication Camp (ages 8-18 years)				11	11
Learn Chinese Together	70	40	40		150
Learn Tai Chi Together	10	13	13		36
Local Teacher Training	12	15			27
Beginners' Chinese for Business and Tourism	14		18		32
TOTAL	551	532	497	141	1721

Classes at Primary and Secondary Schools

The primary objective of the teaching of Chinese classes in schools is to foster and sustain interest in the Chinese language and culture, with the aspiration that students will opt for related courses at the tertiary level as they progress in their education.

At the Charles F Broome Memorial School, the teaching mainly focused on basic vocabulary and Chinese songs. In the process of teaching, painting was used as an auxiliary teaching method. This was much appreciated by the students and impacted positively on the teaching. The topics chosen were beginner-friendly and light-hearted to cultivate a positive attitude towards the language and prevent any negative perceptions from forming.

At the St Stephen's School, the focus had been on vocabulary, as well as Chinese songs. Students also enjoyed drawing and playing games. All these techniques proved very effective teaching tools in cultivating interest in Chinese.

At the Ellerslie School, of the 20 students in the programme, five students displayed an avid interest in and aptitude for learning Mandarin. However, the lack of a Mandarin CXC equivalent or some form of usable credential negatively impacted student study engagement in the subject. The Ellerslie students received mid-term and end of term exams in line with their regular subjects.

Going forward, the Chinese teachers will, among other strategies:

- Employ various teaching aids such as music, visuals, and interactive games, alongside practical demonstrations and hands-on activities, to enhance the teaching of Chinese culture and make classes more engaging and appealing.
- Introduce a clear set of class rules at the beginning of each school term, possibly accompanied by a poster displayed in the classroom; additionally, they will request that local teachers remain present during Chinese classes to help maintain classroom discipline.

- Ensure students have necessary supplies, including notebooks and teaching materials, while leveraging platforms like Google Classroom and basic digital tools to facilitate learning.
- Implement an orientation or shadowing period for incoming teachers at Primary Schools to ensure consistency and continuity in teaching approaches.

Chinese Classes for Students in the Software Engineering Programme (SWEN 2010 and SWEN 2011) with the China Institute of Information Technology - Suzhou, China

Teaching continued on this course during the academic year. An additional class was added to the schedule with the agreement of the students, to afford them extra tuition time. Eleven students took the classes, five from Cave Hill and six from St Augustine, under the guidance of the CI Senior Chinese Teacher, supported by a full-time local teacher.

During the second semester, the teaching was divided into three parts: Chinese Language, Chinese Culture and IT, and Travel Chinese. Given the time constraints to prepare the students to at least Hanyu Shuiping Kaoshi (HSK) level 2 before their departure for China, each class was taught in strict adherence to the teaching plan.

Beginners Chinese for Business and Tourism

The third offering of the *Beginners Chinese for Business and Tourism* course took place from June 8 to July 13, 2023. The CI taught the course on behalf of the Centre for Professional Development and Lifelong Learning (CPDLL), which offered the course to public officers of the Government of Barbados via the Directorate, Learning and Development, Ministry of the Public Service.

The objectives of the course remained to develop the proficiency of the participants in the four basic language skills of listening, reading, speaking and writing, as well as to function effectively in simple authentic situations in Mandarin Chinese. It began with a cohort of 11 persons from a cross-section of Government Ministries and Departments.



Participants of Beginners Chinese for Business and Tourism Course

From the outset, the objectives of the participants ranged from learning the language and culture, to others who wanted to speak the language to have the skills to communicate with those Chinese nationals whom they encounter whilst undertaking their daily duties. As the course progressed, the number of participants increased to 18.

The course covered the broad themes of greetings and expressions of courtesy, introduction of self and others, family, food and dining and shopping as well as cultural activities.

Upon completion of the course, during the feedback session, the majority of participants conveyed that the course surpassed their expectations regarding their proficiency and confidence in engaging in basic conversations with Chinese nationals. In addition, most mentioned that the class was very interactive, and they really enjoyed the combination of a local teacher and a native Mandarin speaking Chinese teacher. Both were deemed to be very knowledgeable and patient with them as they sought to assimilate and apply what they were learning. Participants also highlighted the role-playing exercises and other class activities which made learning easy and effective.

Participants were generally of the view that the length of the course was too short. Most looked forward to that next step in their Chinese learning journey and enquired about continuing their studies through the CI in the next academic year.

Going forward, based on a review of the course, it was recommended that:

- Frontline workers, most likely to be in direct contact with Chinese nationals be given priority consideration for this course.
- The course be extended to two or three months so that the participants could fully benefit from the practical use of the language.

Barbados Community College (BCC) /Barbados Language Centre (BLC)

The BCC courses comprised two classes, one being the regular general elective for beginners course, *GEED 2075 Beginners Oral Communication in Chinese*, and the other, a special class for students studying computer science. The College collaborated with the CI to create a syllabus which reflected the specifics of Mandarin, and which mirrored the other language courses the



Teaching at Barbados Community College (Language Day)

college offered. The courses had been successful thus far and had achieved a 99% pass rate at the time of reporting. Like the *Learn Chinese Together* course, these classes utilised a mixture of language and culture content to expose students to the language. Students were also taught with the idea that some of them may eventually apply for Chinese Government Scholarships and so the topics were tailored to allow for easy communication, should they do so and be accepted by a Chinese University. The CI is awaiting word from the BCC on how the classes will proceed in the new academic year.

Erdiston Teachers' Training College (ETTC)

The classes at the ETTC started on February 2, 2023, and ended on May 11, 2023. There were six registered students, with three students attending regularly. Classes were conducted for three hours per week, comprising two segments: one focused on language and culture, with additional support provided to students in learning Chinese teaching methods. This approach empowered students to acquire practical teaching skills, harnessing the integration of language, culture, and pedagogical

techniques to facilitate a seamless progression from learning to application.

After 15 weeks, the students completed the first ten lessons of HSK1. The two students who finally took the test achieved excellent results by passing the final speaking, listening, reading, and writing skills test. The oral scores were 96 and 99, and other scores were 95 and 89. The students are planning to continue learning Chinese and have purchased HSK2 textbooks.

Mandarin Classes Online with the Barbados National Library Service

The *Learn Chinese Together* online course, conducted by the CI in association with the National Library Service (NLS) is now entering its fourth year. The course currently attracts between 40-50 students from beginner to intermediate levels. Each class lasts an hour and focuses mainly on basic written and oral Mandarin using the Chinese Proficiency Exam or HSK model. Students are encouraged to also take the exam utilising the CI as an exam centre. The class also offers Chinese cultural components for students interested in traveling to China or engaging with Chinese

Principal's Overview

speakers. Feedback from students remains generally positive with many citing the online method and cultural components as greatly contributing to their positive experience.

Open Campus Summer Camp

Classes were conducted at the UWI Open Campus, The Pine, St Michael with registration of 66 students in the summer of 2023. As is the custom, the five-week course began with high student enrolment numbers which tended to fluctuate as the course progressed. However, this year, enrolment figures were relatively stable, as the Mandarin course was offered as a compulsory course instead of an elective. This had a positive effect on student attendance, with weekly attendance averaging between 40-60 students each class.

Classroom challenges arose due to the high level of student attendance, most notably regarding space/seating and student engagement. The latter initially posed a challenge for the Chinese language teacher whose native language was not English. In general, the classes went well as the student body was, for the most part, attentive, interested in, and receptive to the teaching material and teaching styles, actively engaging in discussions, responding to questions, and raising their own inquiries and concerns. Some students clearly had a strong grasp of the material.

Signal-To-Noise (S-T-N) Communications Camp

The CI conducted classes at the Signal-To-Noise (S-T-N) Communications Camp to 11 students with challenges from July 24 - August 18, 2023. The classroom ambiance was relaxed, fostering active student participation in listening, speaking, reading, and writing, along with engaging interactions with the teacher. Some recommendations are being considered, including pre-class training for teachers to help them better understand how to manage students with hearing and pronunciation challenges.



Helping Hands Class

Helping Hands Daycare

Classes were taught at the Helping Hands Daycare in Cave Hill, St Michael, to approximately 20 students between the ages of 4-8 years, one day per week from July 17 to August 18, 2023. The teaching mainly covered basic words and phrases in Mandarin, like introducing oneself, greetings, numbers, body parts, animals, and similar topics. This was the second participation by CI Chinese Teacher, Ian Guo in the Daycare Summer Camp and his last assignment before returning to China. Mr Guo returned on both occasions with very good reports on the uptake by the children.

Chinese Bridge Competition

In May 2023, the CI held its Annual Chinese Bridge Competitions for primary and secondary schools and tertiary institutions, namely the Charles F Broome Memorial Primary School, the St Stephen's Primary School, the ELLerslie School, Harrison College, the Barbados Community College, The UWI, Cave Hill Campus, and the Erdiston Teachers' Training College. As customary, the competition was held in association with the Embassy of the People's Republic of China in Barbados. The primary competition was held on May 24, the tertiary competition on May 25, and



Participants of Chinese Bridge Competition with staff of the CI and Principal's Office

the secondary competition on May 30. Thirteen primary students, eight secondary students and nine tertiary students competed.

Judges for the competitions included representatives of the Office of the Principal, The UWI, Cave Hill Campus; the Embassy of The People's Republic of China; the Chinese Association of Barbados; the Barbados-China Returned Scholars Association; the Chinese Teacher for the Minor in Chinese; the CI Senior Chinese Teacher; and the CI Chinese Co-Director. In attendance were representatives from the Embassy of The People's Republic of China, as well as parents, guardians, and teachers from the respective schools.

In the primary competition, first prize was awarded to Nicholas Alleyne from the Charles F Broome Memorial Primary School. Nicholas was recommended as the Barbadian representative to China in the global finals for the primary school students. Second and third places were taken by Amiri Grant from Charles F Broome Memorial Primary School and Dashawn Parris from St Stephen's Primary School respectively. Amiri will serve as a second runner up for the global finals. This was the first time that the primary competition was held face to face and at the CI.

The secondary schools' competition was held at the Ellerslie School to facilitate the ease of

students as well as to avoid construction work which was occurring around the CI offices at the time. Malia Trotman from Harrison College took first place and was recommended to participate as the representative of Barbados in the Secondary School Chinese Bridge global finals in China. Meera Kamaludin from Ellerslie Secondary School tied for first place with Malia, while Kacia Toney and Takiyah Clarke finished in second and third place respectively.

The tertiary competition was held at the CI. Sarah Downes of The UWI Cave Hill Campus took first place and was recommended to participate as the representative of Barbados in the global finals in China. Celine Mohammed from The UWI St Augustine Campus took second place, with Ayo Small from The UWI, Cave Hill Campus taking third place. Celine will act as second runner up for the global finals in China.

Arrangements for HSK, HSKK and YCT Examinations

The CI continued to regularly host HSK tests, with two tests taking place during the period under review, November 16, 2022 and March 11, 2023. There were 14 students taking the test during this period, with seven from Barbados, five from Antigua and Barbuda and two from Trinidad and Tobago. The pass rate was approximately 92%.

THE CENTRE FOR PROFESSIONAL DEVELOPMENT AND LIFELONG LEARNING:

Providing Pathways to Education for All

The Centre for Professional Development and Lifelong Learning (CPDLL) continues to be a hub of training and learning support for organisations and governments across the region. Given the quick digitalisation and rapid change across various industries, CPDLL has aided institutions in the re-examination of their learning and development processes. The aim is to provide employees with learning and training opportunities that foster the evolution of the modern workforce, empowering them to adeptly navigate the evolving landscapes of different industries. Moreover, the Centre recognises that the offer of professional development courses facilitates the development of qualified professionals that ensure the competitiveness of their company in the market, and in turn, the organisation's sustainability.

MISSION	<i>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.</i>
VISION	<i>To become the premier global centre for continuing professional development and lifelong learning rooted in the Caribbean.</i>

Partnerships with organisations and governments play a key role. The Centre has continued to develop partnerships with a wide range of organisations and Governments to guarantee impact on the business environment through the development of employees with new skills and knowledge that can advance organisational sustainability and resilience. When organisations invest in employees, they ensure that their employees



Lifelong Learning for Lifelong Earning

are keeping up industry trends and safeguarding against stagnation. Moreover, organisations that invest in employee development and learning have been found to be more agile and innovative, which are key determining factors of organisational resilience and sustainability. Thus, the courses and modules offered by the Centre have continued to provide opportunities for employees and other interested delegates to engage in continuous learning, and in turn offer an opportunity for organisations to provide periodic professional development which could also help staff gain new skills and perspectives, and translate into how they approach their jobs.

During the Academic Year 2022/2023, the CPDLL 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 project financing and procurement, and global logistics and supply chain management, as these have been identified as vital to strategic decision-making and improving organisational performance through the provision of insights from data. Table 2 provides a snapshot of courses offered by the CPDLL.

Table 2: Courses Offered by the CPDLL 2022/2023

SHORT COURSES ONLINE
Management Skills for New Supervisors
Developing Your Emotional Intelligence: Essential Tools to Position Yourself for Personal, Team, and Workplace Success
Strategic Logistics and Supply Chain Management for Non-LSCM Professionals
Data Analytics using Microsoft Excel (Intermediate)
Business Analytics
Supervisory Management Skills
SHORT COURSES CUSTOMISED
Beginner's Chinese for Business and Tourism
Practical Research for Policy and Government Professionals
Workplace and Community Skills
Policy Formulation and Implementation
Strategic Logistics and Supply Chain Management for Non-LSCM Professionals
Workplace and Community Counselling Skills
Practical Research for Policy and Government Professionals
POSTGRADUATE MODULES
Accounting for Managerial Decision-Making
Introduction to Business Analytics
Systems Administration
Operations Research I
Research Methods for Business and Social Sciences
Marketing Management and Strategy
Equity and Fixed Income Securities
Alternative Investments
Health Promotion
Global Logistics and Supply Chain Management
Project Financing
Managing Procurements and Contracts
Corporate Finance

Customised Programmes and Short Courses

In today's fast-paced, evolving job market, the ability to continuously learn and adapt is essential for success. Employers recognise the importance of developing a workforce that could confidently navigate changes in industry and ensure that their organisation stays ahead of the competition. As such, CPDLL has established partnerships with local and regional organisations to offer high-quality support learning services that will strengthen and develop the skills of employees, ensuring that they could adapt to the new realities across various industries.

The Government of Barbados

CPDLL continued its partnership with the Government of Barbados through the provision of learning and training support to upskill and retool employees across the public service. Between September 26, 2022 and July 6, 2023, the CPDLL offered customised short courses in *Beginner's Chinese for Business and Tourism*, *Practical Research for Policy and Government Professionals*, *Workplace and Community Skills*, and *Policy Formulation and Implementation*. Employees across different management tiers were provided with short courses encompassing essential areas vital for the advancement of the Barbados Public Service. Additionally, individuals from the tourism sector undertook a short course in *Beginner's Chinese*.

Massy Distribution Barbados

The Centre facilitated the delivery of a customised short course in *Strategic Logistics and Supply Chain Management for Non-Logistics and Supply Chain Management (Non-LSCM) Professionals* to employees from Massy Distribution. The aim of the training was to equip employees with the knowledge and skills to align corporate strategy with logistics and supply chain strategy, and to

**Table 3: Companies and Government Agencies/
Ministries that sponsored staff training
through the CPDLL 2022/2023**

LOCAL ORGANISATIONS
Hanschell Inniss Ltd (Barbados)
Republic Bank Ltd (Barbados)
SOL Caribbean (Barbados)
Brookfield Asset Management (Barbados)
Caribbean Label Crafts (Barbados)
Bryden Stokes Ltd (Barbados)
Mount Gay Distilleries (Barbados)
Banks Holdings Limited (Barbados)
Barbados Light & Power (Barbados)
The University of the West Indies Credit Union (Barbados)
Unicomer (Barbados)
The Central Bank of Barbados (Barbados)
Consumers' Guarantee Insurance (CGI) (Barbados)
Urban Development Commission (Barbados)
Government of Barbados (Barbados)
Massy Distribution (Barbados)
REGIONAL ORGANISATIONS
Government of St Lucia

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

There is nothing more divine
than education. It is only
through education that one
truly becomes a person.

(Plato)

effectively manage customer demand and supply chain implications. Moreover, the short course sought to facilitate employees' exploration of the design of policies and procedures to foster integration along the supply chain. The Centre developed a short course customised offering, and this was delivered between February 15 and March 22, 2023.

Companies and Governments that Sponsored Staff Involvement in Short Courses and Customised Programmes

During the Academic Year 2022-2023, 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 the CPDLL

Although there was a decrease in short course enrolment during the Academic Year 2022-2023, there was a substantial enrolment increase in customised short courses for organisations and governments (76%). The Centre has continued to develop courses that will contribute to the growth, success and sustainability of the organisations.

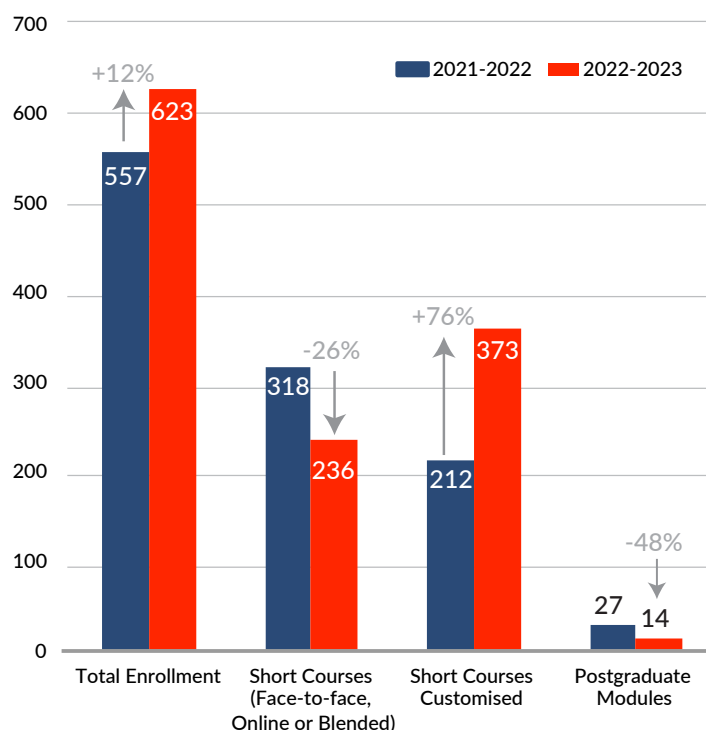
During the previous academic year, the Centre focused on the development of courses that would provide delegates with the skills and knowledge to respond to various issues in the business environment. Therefore, new short courses and certificates were developed in the following areas:

- **Professional Certificate in Digital Marketing** - This course seeks to equip workers with the knowledge and skills necessary for driving innovation, sustainability and improving organisational competitiveness with the

primary objective of attracting new customers and driving up revenue.

- **Food Safety Preventive Controls for Human Food** - Although many food businesses already have preventive controls in place, by applying food safety requirements more broadly, this further enhances the safety of food across sectors. Thus, the objective of this course is to enhance participants' knowledge of preventive controls, record-keeping, verification and validation procedures, and potential food safety risks, empowering them to craft effective food safety plans.
- **Integrated Pest Management** - With a growing concern over food security in Barbados and across the world, the Integrated Pest Management short course will provide persons in agriculture and associated areas with the understanding of what risk pests may pose to their agri-businesses. The course will further provide the knowledge and skills to delegates to ensure that they could develop a cost-effective management plan to make evidence-based decisions to alleviate or control the impact of pests on food products, in turn ensuring the sustainability and resilience of such products.
- **Beginner's Dutch for Business and Tourism** - Business Dutch language skills are in demand around the world as businesses and organisations conduct their international and regional (CARICOM) business operations through the medium of the Dutch language. Dutch is also essential for people working in the tourism industry. During the course, delegates will develop a command of the essential elements of Dutch grammar and structure, as well as basic communicative competency in the target language.
- **SMART Sales** - The ability to sell is a transferable skill set, relevant in all industries. In fact, there are many effective sales people, most of whom do not fit the stereotypical profile of a high earner or a great sales person. This course helps participants

Figure 1: Growth of CPDLL



develop their sales skills and core “sales strengths” and helps them create a path for their own success in sales.

- **Certificate in Teaching Skills for Effective Learning** - An effective teacher must acquire the skill of self-assessment and adjust accordingly to optimise performance. This course is ideal for those who want to transition into teaching or those who want to refresh their skills and knowledge. It allows delegates and participants to make sense of teaching before entering a more extensive training programme.



Hon Davidson Ishmael, Minister of Industry, Innovation, Science and Technology and Principal, Prof Clive Landis cut the ribbon while Dr Jeanese Badenock, Dean of the Faculty of Science and Technology, Prof Avril Williams, Head of the Department of Biological and Chemical Sciences; and Gary Palmer, General Manager of Carlisle Laboratories look on

ALIGNMENT

Launch of Business and Research Management Think Tank and Business Roundtable Forum

September 23, 2022 marked the launch of the Business and Research Management Think Tank and the signing of a Memorandum of Understanding between the Sagikor Cave Hill School of Business and Management (SCHSBM) and the Barbados Private Sector Association (BPSA). Concurrently, the Business Roundtable Forum was launched, coupled with the formalisation of collaboration between the SCHSBM and the Barbados Chamber of Commerce and Industry (BCCI) through another MOU signing. In conjunction with the Aston Business School (UK), the Forum aimed to familiarise local business leaders with the principles of a circular economy (CE). This event represented a significant milestone in the tripartite partnership between the Campus, the business community and the Barbados Government.

The discussions at the Launch focused on identifying strategies for partners to work together in shaping a stable business ecosystem that encourages innovation and supports sustainable business practices.

Speakers included Principal, Professor R Clive Landis; Dr Jeannine Comma, Chair of the SCHSBM; Dr Dion Greenidge, Executive Director and CEO of SCHSBM; the Hon Kerrie Symmonds, Minister of Foreign Affairs and Foreign Trade; Mr Anthony Branker, President BCCI; and Dr Gene Leon, President CDB.

Diabetes Reversal Project

The Campus' Diabetes Reversal Project is an example of value creation by the Campus with a view to securing its financial sustainability, as well as having an impact on society through improving the health of the country's greatest resource, its people. The Campus is looking to commercialise low calorie meal replacement liquid products that have been designed and developed on Campus with 100% Barbadian ingredients. The Campus has identified an industry partner and is now working on the licensing to manufacture and distribute the product in various markets.

Faculty of Science and Technology Renewal Project

The ongoing Faculty of Science and Technology (FST) Renewal Project is dedicated to rejuvenating the programmatic, institutional, and infrastructural aspects of the Faculty. The overarching goal is to elevate the quality of teaching and research in Science, Technology, Engineering, and Mathematics (STEM) to contribute to the social and economic development of Barbados and the Eastern Caribbean.

Opening of Centre for Commercial Analytical Services

The Faculty has made strides on the revitalisation spectrum by inaugurating the Centre for Commercial Analytical Services. The Centre was launched on March 03, 2023 as the first for-profit centre established at the Cave Hill Campus. It will operate under the aegis of Dr Avril Williams whose appointment as Professor of Supramolecular Chemistry and Nanotechnology was ratified shortly after the launch.

This Centre plays a pivotal role in offering essential testing services to businesses in Barbados while concurrently providing students in the Faculty with invaluable hands-on experience in a state-of-the-art laboratory.

Boasting the widest range of scientific expertise on the island, the CCAS laboratory enjoys powerful, high-end equipment and has the capability to test environmental samples, water, food, drugs, industrial and commercial products, and volatile organic compounds, in addition to others. The range of services include on-site sampling, sample preparation, data analysis and targeted recommendations, to be offered on a flexible basis including weekend and after-hours. The lab promises to be a one-stop shop to satisfy the demand for local analytical testing services, avoiding the need to refer samples overseas, such that both the private and public sector can save time and money while the economy enjoys a saving of foreign exchange. CCAS will provide services for the environment, alternative energy, food and agriculture, pharmaceuticals and other manufacturing sectors.



Participants at the Launch of the Business and Research Management Think Tank

The speakers for the opening event were the Honourable Davidson Ishmael, Minister of Industry, Innovation, Science and Technology; Professor Clive Landis, Pro Vice-Chancellor and Principal, The UWI, Cave Hill Campus; Dr Jeanese Badenock, Dean of the Faculty of Science and Technology, The UWI, Cave Hill Campus; and Mr Gary Palmer, General Manager of Carlisle Laboratories.

Also in attendance were: Ms Annette Alleyne, Principal, Barbados Community College; Mr Ian Drakes, Principal, Samuel Jackman Prescod Institute; Mr Mark Hill, CEO, Export Barbados (BIDC); and Mr Wayne Marshall, Permanent Secretary, Ministry of Industry, Innovation, Science and Technology.

Operations Manager Appointed

The Campus was pleased to appoint Mrs Nadine Benn-Greaves in the role of Operations Manager at the CCAS on April 1, 2023. Holding an MSc in Project Management, an MSc in Food Science & Technology, and a BSc in Chemical & Process Engineering, she boasts several professional development certifications as a trainer in agro-food processing and food safety. Additionally, Mrs Benn-Greaves garnered public recognition for her noteworthy service and contributions as a food scientist, earning the prestigious Silver Crown of Merit Award in 2015.



From left: Prof Clive Landis, Principal, The UWI, Cave Hill; His Excellency Yan Xiusheng, Ambassador of China; and Hon Cynthia Forde, MP for St Thomas turn the soil while Prime Minister Mia Amor Mottley; Minister of Education, Hon Kay McConney, and Minister of Agriculture, Hon Indar Weir look on

GROUNDBREAKING AT DUKES AGRI- INDUSTRIAL PARK

On March 28, 2023, the ground-breaking ceremony at Dukes, St Thomas marked another milestone towards the launch of the Dukes Agri-Industrial Park. The project, which is funded through a generous bilateral grant between the People's Republic of China and the Government of Barbados, will support training, research, and innovation in the agricultural sector.

Sitting on 28 acres and making up half of the China-Aid Project, the Dukes Agri-Industrial Park was officially inaugurated with a ceremony attended by Prime Minister Mia Amor Mottley; Chinese Ambassador, Yan Xiusheng; Minister of Education, Hon Kay McConney; Minister of Agriculture, Hon Indar Weir; Member of

Parliament for St Thomas, Hon Cynthia Forde; former Ambassador to China, Senator Dr Chelston Brathwaite; along with members of the Edghill family, benefactors who donated the land for the establishment of the park.

Principal Professor Landis addressed the centrality of research and innovation to food security, noting that it also increased "the contribution to agriculture, to the economic development and diversification of the Barbados economy." He shared that "UWI and the Ministry will collaborate seamlessly on the phases of medicinal cannabis production from germ line, elucidation of new varieties, extension agriculture, and purification of medicinal cannabis products, quality control and certification to bring to market."

In her remarks, Minister McConney recognised the 15 years of "multiple challenges, stops and false starts" that had to be "pushed through" to arrive

at the day's celebration. She acknowledged the contribution of Dr Chelston Brathwaite in his leadership of the task force. Speaking of the access to training facilities that the research park would afford to secondary and tertiary students, she said, "Authentic experiences where students can see the real world, research and experiments and practice will be a fundamental part of their learning experience."

Minister Weir believed that the park was demonstrative of the ways Government was giving support to the agricultural sector.

In her address, Prime Minister Mottley acknowledged the strengthening bonds with China, and announced that the Government of Barbados was also forging ties with other countries in the agricultural sector "to ensure that we will be globally cutting edge in research in the few areas that we choose to do it."

Chinese Ambassador Yan Xiusheng described the relationship between the two countries in terms of the successes of a number of construction projects. "These various projects play important roles in local economic and social life, and have become symbols of friendship between our two countries and people," he said, and looked forward to further cooperation in various sectors.

CENTRE FOR AGRICULTURAL RESEARCH AND INNOVATION APPOINTS DIRECTOR

In May 2023 the Campus welcomed Dr Michele Singh to its community. Dr Singh assumed the role of Director of the recently renamed Centre for Agricultural Research and Innovation (CAGRI) in the Faculty of Science and Technology. Formerly known as the Centre for Food Security and Entrepreneurship (CFSE), CAGRI was established to facilitate the translation of research into revenue generation with the aim of fostering social and economic empowerment.



Dr Michele Singh, Director, CAGRI

Dr Singh holds a PhD in livestock science from The University of the West Indies, St Augustine, and has established herself as a prominent figure in the academic landscape. Her scholarly contributions have significantly advanced the discourse on sustainable agriculture and regional development. Dr Singh's track record exemplifies a commitment to translating academic insights into tangible outcomes, contributing to both scholarly discourse and practical applications in the field of agriculture.

In her current capacity as the Director of CAGRI, Dr Singh assumes a leadership role in translating agricultural knowledge into actionable business development strategies. CAGRI's work programme encompasses the development of collaborative initiatives, Climate Smart Interventions, and funding proposals to actively tackle the challenges of food sovereignty in Barbados and the wider region. Dr Singh has already been making her mark through her visionary leadership, which has been instrumental in making meaningful strides for the Dukes Agri-Industrial Park, a flagship initiative aimed at fostering economic growth and innovation in the agricultural sector. Under Dr Singh's leadership, the multi-million-dollar Park is expected to play a vital role in generating revenue for the Campus.



Ms Natasha Corbin (standing), making a presentation to representatives from the European Union (EU) et al at Cave Hill on March 20, 2023

RENEWABLE ENERGY SOLUTIONS FOR COST-EFFECTIVE OPERATIONS

The UWI Cave Hill Campus has a long history of research in the renewable energy field, particularly solar thermal energy. Today, current research activities have expanded to include other forms of renewable energy, including solar photovoltaic, biogas production and wind-powered energy. Recognising the immense importance of renewable energy (RE) to Barbados and the Caribbean, The Campus has prioritised this field as one of the areas of development during the 2022-2027 strategic planning period. Moreover, the Campus is working closely with the Government of Barbados as Barbados aims to achieve a 100% renewable energy and energy-efficient economy by 2030.

The Renewable Energy Committee is actively pursuing grant funding to expand the Campus' renewable energy programme. Recently, the Campus was declared a beneficiary of the Sustainable Energy Investment Programme (Smart Fund II) launched by the Government of Barbados. The total budget for the programme is USD 45.463 million, which includes USD 30 million in loan resources from the Inter-American Development

Bank (IDB) and €13.26 million (USD 15.463) in grant resources from the European Union (EU).

Component 2.2 of the Sustainable Energy Investment Program (Smart Fund II) aims to reduce the cost of electricity consumption through the installation of renewable energy systems. The Campus is actively participating in this programme as it aligns with its mandate to reduce energy expenditure and promote renewable energy and energy-efficient technologies. The Campus' engagement also presents the opportunity for research and innovation and provides a platform to showcase technologies and share information with the public.

As part of the execution of the provided grant funds, representatives from the European Union (EU) undertook a monitoring mission and visited the Campus on March 20, 2023. The delegation included monitoring experts Ms Eleonore Fignolet and Mr Paul Knight, as well as representatives from the Ministry of Energy and Business, including Ms Keisha Reid, Programme Manager; Rhea Clarke-Mason, Project Officer; Ms Dara Haynes, Senior Technical Officer; Mr Damian Harewood, Technical Officer; Mr Marlon Moore, Business Specialist and from the Cave

Hill Campus; Ms Lisa Alleyne, Campus Bursar and Chair of the Renewable Energy Committee; Dr Jeanese Badenock, Dean, Faculty of Science and Technology (FST); Mrs Andrea Lewis, Senior Project Officer, Office of Institutional Planning and Infrastructural Services (INPLAIS), Mr Kenneth Alleyne, Project Officer (INPLAIS); Mr Kirk Mason, Network Engineer, Campus IT Services, and Ms Natasha Corbin, Project Officer, Faculty of Science and Technology.

Considering that the purpose of the visit was for the representatives to experience some of the projects under the programme for which grant funding was provided, Ms Natasha Corbin delivered a presentation on the Campus Renewable Energy and Energy Efficiency programme. As part of the Smart Fund II programme, an energy consultant conducted site reconnaissance assessments of several areas identified by the Campus for the installation of renewable energy and energy efficiency projects. The next phase of the project will involve comprehensive energy audits by consultants, a crucial step in understanding the current energy consumption and efficiency of the Campus infrastructure. These energy audits would provide valuable insight into areas where improvements can be made to enhance energy efficiency and reduce overall consumption.

Apart from the Smart Fund II project mentioned, the Campus has also been actively involved in monitoring its current renewable energy initiatives. The installation of 12kW and 132kW roof-mounted solar photovoltaic systems, along with a 150kW solar photovoltaic carport with a 230.4kW battery backup system, demonstrates the Campus' commitment to harnessing clean and sustainable energy sources.

Finally, the ongoing efforts to replace less efficient appliances, such as air-conditioning units and lighting with more energy-efficient solutions contribute to the overall sustainability goals. This approach not only helps in reducing energy consumption but also aligns with environmental considerations by minimising the Campus's carbon footprint.



Buildings under construction at the Dukes Agri-Industrial Park

INFRASTRUCTURAL DEVELOPMENT

DUKES PROJECT

Progress was made this year on the Dukes Project, which involves the construction of an agri-industrial facility in Dukes, St Thomas. The foundation, substructure, superstructure and roof structure for the 13 buildings have been completed and work has commenced on the external earth works.

The original target for project completion was March 2024. However, due to a combination of factors, including delays in site service connections and adverse weather conditions, the project fell six months behind schedule by the end of the academic year. Efforts were being made by the contractor, Shanghai Construction Group of the People's Republic of China to bring the project back on schedule.

The project is being managed by a local project management team responsible for oversight of the construction to ensure compliance with local and international building standards. The team comprises: Architects/team leader

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(Design Collaborative), Civil/Structural Engineers (Professional Engineering Services Ltd) and Electrical, Mechanical and Plumbing Engineers (Leverage Consulting Inc).

The development is being facilitated through a bilateral agreement between the Governments of Barbados and the People's Republic of China.

UWI CREDIT UNION OFFICE ACCOMMODATION

Infrastructure enhancements at the Campus remained on track this year, as the design work was finalised and the tender process initiated to facilitate accommodations for the UWI Cave Hill Credit Union's operations and additional office space for the Campus. The contract for the works were awarded to SBT Building and Construction Inc in the sum of BBD 1.4 million, following selective tendering. Construction commenced in May 2023 and was scheduled to be completed in September 2023; however, for various reasons, including client requested changes and local supplies shortages, the works are now expected to be completed in December 2023.

The design team is comprised of: Archis Design Group Inc, ADeB Consultants Ltd, SCG Designs Inc and AMRON Services Inc.

SUMMER WORKS

During the summer of 2023 the Campus completed major renovations on one of the accommodation blocks at the Frank Worrell Hall, continuing its commitment to enhancing on-campus living conditions and improving student life quality. Concurrently, work commenced on renovating four roofs at the Frank Worrell Hall and conducting minor roof repairs at the Sherlock Hall to address recurring leaks.

Funding had also been approved for roof repairs on several buildings, including the Owen Arthur CARICOM Research Complex, Errol Barrow Centre for Creative Imagination, and the West Stand at the USAIN Bolt Complex. These repairs are currently underway.

AGILITY

TRANSFORMATIVE UPGRADE: FACULTY OF LAW LIBRARY UNVEILS NEW LEARNING COMMONS

The lower level of the Faculty of Law Library, formerly occupied by shelves of hundreds of books, has been completely reimaged into an inviting space designed to foster student learning.

The space, which has undergone significant transformation, previously housed the library's US Collection, prized West Indian legislation, and other materials. It now features two group study rooms, a modern Learning Commons, a small training room, and a consultation area, collectively known as the *Faculty of Law Learning Commons*. This transformation was officially unveiled on November 25, 2022.

Officer-in-Charge of the Faculty of Law Library, Lieutenant Colonel Junior Browne, said a phased approach was taken for the project. The two group study rooms were installed in 2017, while most of the remaining work was undertaken in 2022. During the process, numerous shelves were dismantled and more than 700



L-R: Dr Janeille Mathhews, Deputy Dean (Academic and Student Affairs); Michael Patrick, President of the Law Society; Officer-in-Charge of the Faculty of Law library, Lt Col Junior Browne; and Principal, Professor Clive Landis, exploring the new training room.



Sitting L-R: Dr Janeille Matthews, Deputy Dean (Academic and Student Affairs); Alana Lancaster, Lecturer in Law; and Michael Patrick, President of the Law Society, conversing in the Learning Commons

boxes of materials were stored off-site in two 40-foot containers equipped with shelving and temperature controls.

"We intend to complete the transformation and examine other areas in the library where we can upgrade and modernise for the benefit of all as we support the Faculty of Law in its mission. We recognise that we must continuously strive to improve our offerings, wherever possible, to maintain our reputation as a leading faculty, a leading campus, and a leading university and to attract more students to these shores," Browne said as he congratulated the library staff for their commitment and on a job well done.

Pro Vice-Chancellor and Principal, Professor Clive Landis spoke of the paradigm shifts that have taken place in libraries worldwide, including those within The University of the West Indies system. Rather than being passive learning environments, he said they now promote active, discursive learning and undertake initiatives to generate



Officer-in-Charge of the Faculty of Law Library, Lt Col Junior Browne and Principal, Prof Clive Landis cut the ribbon to the new learning commons

Principal's Overview

funds. One such project at The UWI is the Caribbean Law Online (Carilaw) database which contains over 32,000 legal cases. Professor Landis said these revenue streams help fund initiatives like those carried out by the Faculty of Law Library.

"I really want to commend the Law Library, and its staff; everyone who has been involved in this, shared this vision, and brought it to the point where it is a reality. You have a library which is, to a large extent, bringing in funds which allow it to undertake the kind of changes that are required for libraries today and to create these learning spaces," he said.

"You've had the vision to move in the direction libraries are taking. You're living up to the excellent mission of the university libraries which has been conceptualised to be the gateway to unique Caribbean content, to promote teaching and learning, and you are actually raising money, not only for yourself, but for the university."

Lecturer and the Faculty of Law representative to the Law Library, Ms Alana Lancaster, delivered remarks on behalf of the Dean, Professor Eddy Ventose. She said although the library was originally designed as a silent zone to explore cases and obscure legal concepts, the approach to legal education had evolved, and she noted the changed outlook had resulted in the expansion of courses offered by the Faculty, which encourages creativity, innovativeness, and active learning.

Lancaster expressed confidence that the introduction of this *"sacred and safe space"* in the library will contribute to an authentic legal learning experience for students.

THE CENTER FOR EXCELLENCE IN TEACHING AND LEARNING MAINTAINS ITS COMMITMENT TO ENHANCING ACADEMIC RESOURCES AND SUPPORTING STUDENTS

Dissemination of Material Relevant to Teaching and Learning

To ensure that faculty have access to up-to-date resources, the Centre for Excellence in Teaching and Learning (CETL) disseminated a variety of videos, research papers, ebooks, webinars and articles, weekly. Webinars and online resource material from the *Monday Morning Mentor* online series and *Faculty Focus* were disseminated to academic staff. Some titles included: *How Can I Grade in Less Time with Greater Impact?*; *To Mitigate ChatGPT Plagiarism Look No Further Than its References*; *Three Strategies that Support Student Well-Being and Mental Health*; *The Positive Effects of Expressed Gratitude*; *Strategies for Accommodating Students with Disabilities in Higher Education*; *What Are 5 Ways H5P Tools Can Help Students Retain Course Content?*; and, *Second Conversation with ChatGPT: Can It Be My Teaching Aid?*

Academic and Registration Student Support

The CETL worked with a sub-committee, commissioned by the Academic Advising Advisory Committee Chair, to facilitate mandatory enrolment and completion tracking of new students in the orientation course being designed in collaboration with the Office of Student Services and Development.

A Registration Buddy system was designed and implemented through a collaboration with Campus IT Services (CITS) and the Office of Student Services and Development (OSSD). This system provides an approach to linking 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.

Turnitin and Student Use

The CETL collaborated with Campus IT Services to make Turnitin Draft Coach available to all students. Promotion of this tool, which takes on added prominence in an era of AI-generated content, will continue in addition to the Turnitin online resource space for Cave Hill students. The CETL maintains a Moodle space for all students to check their papers/assignments for similarity.

CAMPUS IT SERVICES SYSTEMS UPGRADES AND ENHANCEMENTS

Upgrade of the MyCaveHill eLearning Platform

Over the course of the year the Campus transitioned to new service providers for its eLearning platform, implementing upgrades in the process. This resulted in a reduction in ownership costs, enhanced service and support structures, and a more robust, feature-rich platform. As a result of this transition, a key improvement slated for future implementation is the introduction of a special eLearning instance with unique features that make it more suitable for continuing education courses and corporate training engagements, thus supporting the objectives of the *Revenue Revolution* strategy.

Student Disability Management in Banner

The system configuration for accommodating students with disabilities has been finalised, enabling faculty members to promptly receive alerts regarding any required accommodations for students in their classes.

SMART CAMPUS INITIATIVE

The activity of the Smart Campus Initiative was a balance of improving the capability of systems recently brought onstream through the Initiative and development of new systems to enhance the operational efficiency of the Campus and meet specific strategic objectives.

The most significant new implementation was the development of the Register of Honours, Awards and Public Service. This system is designed to capture in a database, instances of public service rendered by members of staff to the wider society, with the overall goal of demonstrating and quantifying the level of impact the Campus makes to the community it serves. The system is presently being extended to provide a publicly searchable web interface with an associated website, under the branding "Cave Hill Impact", incorporating both public service and research efforts undertaken by staff.

The Human Resources Performance Information System was successfully rolled out to all faculties and departments during the past year, helping to streamline the assessment and promotion process for Academic, Senior Administrative and Professional (ASAP) staff. Meanwhile, work continued on the development of the module of the system expected to facilitate the assessment of Administrative, Technical and Service (ATS) staff.

The procurement module of the INPLAIS Management Information System had been successfully piloted during the year. While not fully completed, the module had been used to manage and automate the process of issuing requests for quotations and their subsequent receipt from service providers. The completed module is expected to be piloted and implemented in the months ahead.

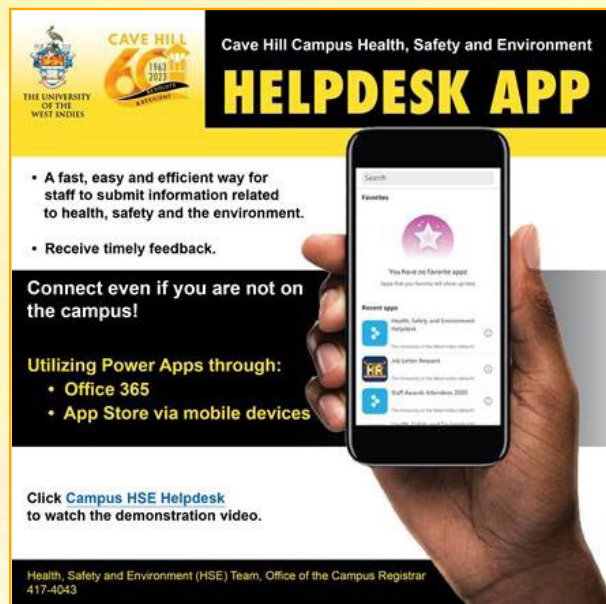


Members of staff familiarising themselves with navigating the Cave Hill Campus Health, Safety & Environment Helpdesk Power App, launched April, 2023 to allow staff to quickly log and report health and safety issues and check on the progress.

INTERNAL OPERATING PROCESSES

The review period saw Campus Administration continue to implement initiatives aimed at enhancing student centredness, improve customer service and generally support the achievement of the transformative goals embedded in the current strategic plan.

There was keen focus on putting in place requisite information technology (IT) systems, implementing process reforms, and creating a nurturing environment supportive of developing the soft skills critical to achieving the targeted change. The process of digitising Campus records continued apace.



Cave Hill Campus Health, Safety & Environment Helpdesk Power App, launched April, 2023

The Campus' information technology initiatives continued to be strongly supported by the Campus IT Services (CITS) Department which has played a central role in every digitisation, automation, IT user support and infrastructural development effort. During the period under review, the department worked tirelessly to upgrade Campus information technology systems and infrastructure, ensure security for users of Campus IT resources, source IT equipment/tools and deliver training, amongst other initiatives.

IMPROVING OPERATIONAL EFFICIENCY ACROSS ADMINISTRATIVE FUNCTIONS IN THE REGISTRY

Reorganisation of Student Affairs

In response to longstanding challenges relating to admission and registration processes, the Office of the Campus Registrar undertook the reorganisation of the Student Affairs Section (Admissions, Examinations, the School for Graduate Studies and Research and the Student Enrolment and Retention Unit). In academic year 2022/23, a number of staff and system changes were introduced, aimed not only at enhancing the level of service provided by the Campus to its student body, but also at eliminating recurring registration issues which often resulted in delays in the start of teaching each semester. The reorganisation is currently in the pilot phase and it is expected that adjustments will be made as needed to ensure that all stakeholders benefit from the changes which have been implemented.



**THE UNIVERSITY
OF THE
WEST INDIES
CAVE HILL CAMPUS**

CUSTOMER SERVICE STANDARDS

Contact/Access

- Provide visible signage, clear directions, and accessible entry to the office.
- Publish clearly legible, up-to-date contact information and office hours on the office door and online.
- Provide full contact information in email signatures including your name and that of the department.
- Be available to customers via telephone, email or in person during published office hours.
- Notify customers of absence from office through use of the automated "out-of-office" email notification and provide specific contact information for an alternative contact person.

Customer Request/Inquiry

- Greet all customers in a courteous and professional manner. (example: Goodmorning/afternoon/evening; department name; your name; How may I assist?)
- Answer the telephone within three (3) rings.
- Maintain a pleasant but professional tone when communicating in person, by phone or email.
- Listen attentively and respond thoughtfully when attending to customer queries.
- Respond to customer requests/inquiries immediately if made in person or by phone.
- Acknowledge or respond to email messages within 24 hours.
- Provide an estimated time for response to customer requests and provide status updates in cases of delay.

Response/Delivery to Customers

- Provide up-to-date, accurate and relevant information or documentation.
- Confirm that customers are satisfied with the information or service provided.
- Advise customers of their options for obtaining additional information or support if needed.
- Call ahead to alert and update relevant departments when referring customers.
- Follow-up as necessary to ensure the customer's issue has been resolved.

Courtesy

- Always use the appropriate salutation and end telephone, email and in-person interaction with customers courteously.
- Be polite in tone, attitude and body language.

Implementation of Campus-wide Service Standards

During the review period, Campus-wide service standards were introduced by the Office of the Campus Registrar as part of ongoing efforts to improve the quality of customer service. The newly developed standards align with the Campus' service values of attentiveness, efficiency and courtesy, and reflect its commitment to quality.

Adoption of the service standards will be supported through a series of initiatives to be spearheaded by the Student Experience Team of INPLAIS, including pulse checks through a mystery shopping programme, which will be used to monitor adherence to the standards and identify areas where improvement is needed.

IT Support

The IT Department implemented modules within Ellucian banner to enhance Human Resources processes. Customer relations management systems were also placed in focus as the Campus sought to deliver even higher levels of service to its students. This remains of critical importance to the Campus' strategic drive to improve recruitment and admissions processes and to further internationalise.

Student Admissions

There was a decline in the number of applications compared to the preceding Academic Year 2021/2022. The handling of application supporting documents remained electronic, with applicants also having the option to submit the documents directly to Admissions. The Office continued to collaborate with the Student Enrolment and Retention Unit to organise recruiting and information sessions, conducted both online and face-to-face.

Student Affairs, Admissions resumed conducting in-person faculty orientations and academic advising meetings for incoming students. During the registration period, there were scheduled meetings with the Deans, Department Heads, and Advisors. The Admissions team was present during these advising sessions to offer assistance.

MS Teams was utilised to store student-related documents that would assist in advising, with faculty being granted access to facilitate the process.

Education is the kindling
of a flame, not the filling
of a vessel

(Socrates)

Archives and Records Management Programme (ARMP)

Record Digitising Programme

The Archives and Records Management Programme undertook several initiatives during the review period including the launch of a major exercise related to the digitising of the Campus' Human Resource records. This exercise involved the use of the HP Content Manager utilised by HR personnel. The project has been progressing well with staff files being digitised and current records being ingested into the system.

The Department engaged with the Bursary towards ensuring that collated files were digitised in the Payroll and Benefits section. The Archives and Records Management Programme continued to generally work with stakeholders in Campus Administration to deliver sound practices surrounding the access to records in various formats.

Indexing

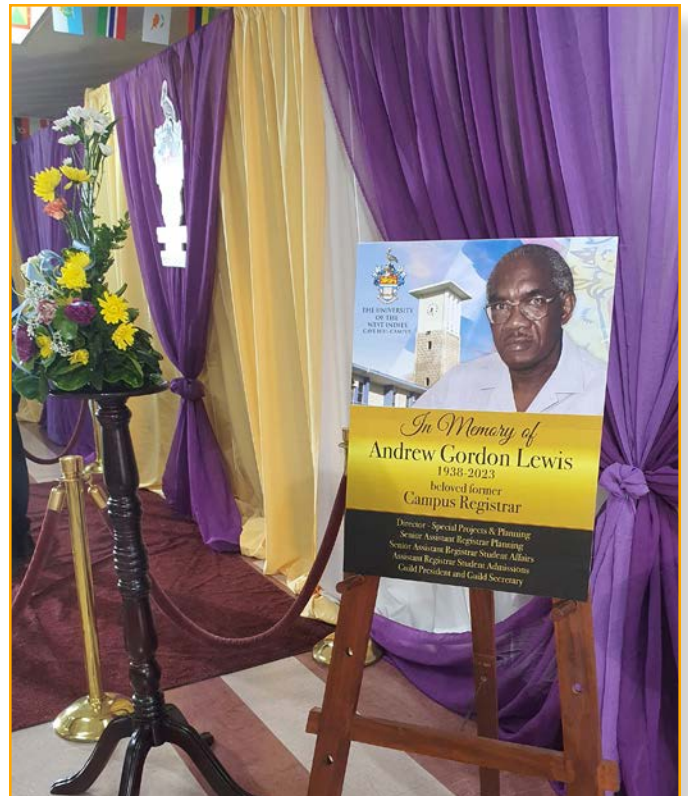
The ARMP digitisation of records for administration for the review period saw staff index 44,468 records for ease of access on the HP Content Manager System. Additionally, 57, 000 documents were viewed by staff with access to the system.

Research and Documentation Support

Staff of the ARMP continued to lend support to initiatives requiring their expertise in documentation and research assisting with collating material for display.

Outreach and Education

The ARMP continued to provide opportunities for viewing its unique holdings, recently hosting students from UWI Students Today, Alumni Tomorrow (UWI STAT) in a tour of the West Indies Federal Archives Centre/Cave Hill Campus Archives. This session aided in fostering a greater understanding by these student leaders of the importance of the West Indian and UWI Cave Hill identity.



Tribute to the late Mr Andrew Lewis, former Campus Registrar and Guild President of the Cave Hill Campus

There remained a strong research interest in the West Indies Federal Archives. There were 87 visitors for the period, comprising local visitors and researchers from the United States and the United Kingdom.

Tribute

The department paid tribute to the late Mr Andrew Lewis, former Campus Registrar and Guild President of the Cave Hill Campus. Virtual and standalone displays were created for the viewing held in the Guild Council Building which is named in his honour. Pictures commemorating his life and times at the Campus were displayed.

Health, Safety and the Environment (HSE)

The review period was a busy one for the members of the Health, Safety and Environment team (Office of the Campus Registrar). While the team continued its routine functions, time was also devoted to the implementation of new initiatives aimed at improving efficiency and increasing awareness among members of the campus community. The main undertakings during this period are highlighted below:

- Launch of the Health, Safety and Environment Helpdesk App. This Power App which was created in collaboration with the Smart Campus Coordinator was launched in January 2023. The introduction of the Helpdesk has improved the collection of reports and allows for the posting of updated information.
- Health, Safety and Environment Scavenger Hunt. This event was held under the International Labour Organization (ILO) theme for World Day for Safety and Health at Work 2023, "A safe and healthy work environment is a fundamental principle and right at work." In only its second year, this scavenger hunt continued to attract participants from across the campus.
- Hurricane Preparedness Guidelines. To augment the campus' existing procedures for severe weather preparedness and response, the team collaborated with Campus Security and the Office of Marketing and Communications to prepare an eye-catching flyer highlighting the main actions to be taken during the hurricane season.
- Department Safety Warden (Officer) Programme. Steps were taken to enhance the campus safety warden (officer) programme. Prospective wardens are now required to complete an online registration form. This form includes an agreement detailing the requirements of service. Volunteers are also expected to commit to carrying out these duties for a period of two years. The new registration system allows for improved communication with wardens and tracking of persons if they are



reassigned to different departments across the campus.

- Compliance Inspections with Regulatory Agencies. Meetings and inspections were conducted with officers of the Barbados Fire Service and Ministry of Health and Wellness. The HSE Compliance Assistant also continued routine inspections of campus facilities to monitor compliance and report issues which needed attention.
- Campus Health and Safety Committees. The Cave Hill Campus Health and Safety Committee continued to meet during the review period. The Campus HSE Officer was also afforded the opportunity to sit as a member of the Health and Safety Committee of the Open (Global) Campus.

The team continued with its coordination of the biological waste disposal programme. Event safety is another area which garnered attention and received support from the team. In addition to the routine campus and student activities, the team played a key advisory role in the planning and execution of the various events which were held to celebrate the Campus' 60th anniversary.

INPLAIS Management Information System

Leave
Processing

Vendor
Assessment

Procurement

Introduction screen of INPLAIS' New Management Information System

A NEW MANAGEMENT INFORMATION SYSTEM (MIS) FOR INFRASTRUCTURAL WORKS

In order to improve the efficiency of its operations, the Office of Institutional Planning and Infrastructural Services (INPLAIS), with the assistance of the Smart Campus Coordinator, Mr David Marshall, has used the PowerApps and SharePoint platforms to build a Management Information System. The INPLAIS MIS automates administrative and business processes such as reporting of absenteeism to the Human Recourses Section; performance assessment of service providers and requesting quotations from vendors.

With a large staff complement, paper-based leave reporting could become tedious and cumbersome. Reporting leave through the MIS has led to more efficient reporting and allows for the speedy and consistent enforcement of policy by the Human Resources Section.

Timely communication to service providers regarding how well they are undertaking their contractual obligations leads to the maintenance of service quality standards. The INPLAIS MIS stores data on the performance of all service providers and easily communicates that data directly to them.

Automation of processes not only allows for ease of reporting but the collection of data. The

Screen of INPLAIS' New Management Information System

processing of this data yields valuable information regarding trends which in turn can be used to inform decision making. With the MIS, information is stored in one location. Employees can easily access necessary information according to permissions established; gaps and challenges could be easily determined and fewer things 'fall through the cracks.'

INPLAIS will continue to use emerging technology to improve its processes and service to the Campus Community.



IT Service Desk Agents, Kirk Marshall and Jason Maynard

CAMPUS IT SERVICES (CITS) CENTRAL TO CAMPUS' DIGITAL STRATEGY

The Campus IT Services Department is crucial in guiding the Campus' digital strategy and supporting the institution's academic and administrative operations. This annual report provides an overview of the accomplishments, challenges, and plans of the three main divisions within the department: User Services, Enterprise Systems & Solutions and I.T. Infrastructure & Operations.

User Services

The User Services Division aims to provide excellent customer support and ensure the smooth functioning of technology for faculty, staff, and students. The User Services team manages the IT Service Desk, Classroom Technology Services, Desktop Support and User Training.

IT Service Desk & Desktop Support

The team handled an increased volume of support requests and implemented measures to improve response times. Tickets logged with the service desk for 2022/2023 were 5983 with an additional 4939 email contacts and 1346 LiveChat contacts which were resolved on first contact.

The team successfully resolved 91 % of support tickets within the designated SLA timeframe, ensuring prompt assistance to users.

Classroom Technology Support (CTS)

Another key role of the User Services team is the support of classroom technologies. This unit is charged with providing a service that ensures that academic staff and students have an excellent experience during the scheduled class time. This is achieved by employing resources and tools that can adequately support the teaching and learning environments in face-to-face, virtual and hybrid modes.

The team, comprising five full-time staff members, ensured the provision of an efficient service and reliable Audio/Visual (AV) support daily. This was strategically achieved by using campus zoning to manage the delivery of AV equipment to classrooms.

This team was supported by student assistants to manage the daily operations. During the summer, 13 student assistants were employed. During Semesters 1 and 2, 25 were employed. Each student worked for a maximum of 14 hours a week.

The CITS staff and Student Assistants teams cover 79 hours per week, 07:30 to 21:30, from Monday to Friday and 08:30 to 17:30 on Saturdays, supporting on average over 700 classes per week. Additionally, the team also supports a variety of special events from meetings for student clubs and societies, and meetings for external groups.

The AV Equipment in lecture theatres, classrooms and computer labs requires continuous monitoring to ensure that the projectors, screens, and speakers are in good working condition to support teaching and learning. This monitoring resulted in three major initiatives to bring the Campus' AV technology up to date with modern Audio-Visual standards in classroom technology management. These initiatives were the upgrade of the projector fleet, the standardisation on High Definition Multimedia Interfaces (HDMI) and the rollout of centralised remote projector management.

Ticket Volume per Departmental Sections
August 1, 2022 - July 31, 2023

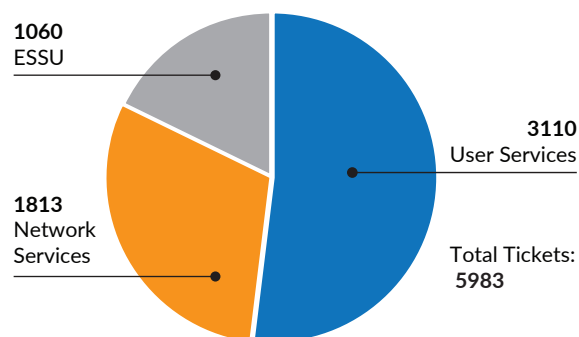


Figure 2: Ticket Volume per Departmental Sections

Data for Ticket Volume by Team:

TEAM	TICKETS
ESSU	1060
User Services	3110
Network Services	1813

Hybrid Teaching

For remote and hybrid sessions the use of Zoom web conferencing software continued to be heavily used tool across the campus for both teaching and non-teaching activities and events. The figure below illustrates Zoom usage for Dec 2022 and July 2023 which show over 11000 meetings and webinars during for the last five months of the academic year.

ACTIVE USERS	705
MEETINGS HELD	11770
WEBINARS	86

User Training and Education

To enhance digital literacy and empower users, the User Services Division organised workshops and training sessions on various IT tools and platforms. These initiatives helped users gain proficiency in utilising technology effectively for their academic and administrative needs. During this period, CITS delivered the following courses:

- **Introduction to SharePoint:** This training was beneficial to the Department of Language, Linguistics and Literature as it prepared to manage sharing and access to documents virtually, while the Department of Management Studies explored new ways to share meeting documentation, and archive and retrieve information for future use.
- **Microsoft Teams:** The Faculty of Social Sciences, Department of Management Studies, prepared to use the platform to manage their internal meetings.
- **OneDrive:** The Student Enrolment and Retention Unit (SERU) sought to improve accessing and sharing files within that department.
- **Microsoft 365 - Create, Share and Collaborate:** This training targeted the campus staff to aid them in discovering features of the Apps OneDrive, Outlook and commonly used apps, demonstrating the ease in which data can be created, shared and co-authored.
- **Refresh Excel:** The training was delivered to staff on several topics that examined the following features of Microsoft Excel: An Overview of Excel Basics, Collaborate and Co-author, Formulae and Functions, Analyse Data-Import and Export.
- **Moodle Faculty Training:** The academic staff were introduced to the Moodle 4 upgrade as a new theme was applied to the Application. A series of sessions highlighted the changes and showcased how to seamlessly continue to use Moodle in the lectures. A hybrid approach - Zoom and Laboratory - was implemented to conduct this activity in collaboration with the Centre for Excellence in Teaching and Learning (CETL).

CITS continued its efforts to streamline hardware and software procurement processes. This has resulted in cost savings and improved inventory management using a local GOLD DELL supplier, rather than doing direct imports with the department's relatively small volumes in the face of a global supply chain crisis. This was extremely inefficient. In addition to support for purchasing, this team also managed deployment, day-to-day support, and the safe and secure disposal of IT assets from across the campus.

The User Services team also managed desktop software licenses and conducted regular maintenance to ensure optimal performance of the over 1000 desktop computers on campus.

Enterprise Systems & Solutions Unit (ESSU)

The Enterprise Systems Division is responsible for maintaining and enhancing the university's core administrative systems used to manage student information, financials, human resources, payroll, facilities management, student health records and the library information system, just to name a few. During this year, the team focused on the following areas:

System Upgrades and Enhancements

Quarterly, the team conducted several critical user acceptance tests and upgrades to the latest versions, ensuring compatibility, security, and improved functionality. These upgrades contributed to more efficient workflows and better data management across departments.

Application Security and Data Privacy

The team implemented robust security measures to protect sensitive data and ensure compliance with relevant regulations including quarterly access security audits and user awareness reviews.

Conference Presentations & Knowledge Sharing

Arthur Williams and Sherry Maynard presented at the Banner and Evisions Conference which was held in New Orleans, Louisiana, March 25-26, 2023. The topic was "Empowering Faculty Using Argos". The presentation received a rating of 4.2/5 from the attendees. After returning from the conference, the team held two knowledge transfer sessions for those persons to share some of the insights gained at the Ellucian and Evisions Conferences. A session was held for the Financial Managers in the Bursary and one for the Assistant Registrars in the Registry and their teams.

Internal Operating Processes

During the year under review, a number of initiatives were started and remain in progress. For example:

- **Ellucian Banner Experience Portal:** The portal design and integrations are completed based on what feature sets are available in the foundation versions. Further functionalities will be added in the future when access is gained to the full license for the tool.
- **Student Knowledge Base:** The student knowledge base component of the student helpdesk solution has been launched and is available for use by students. There is also a request management module that has been configured and this will be rolled out in the next academic year.
- **Cave Hill Applicant Document Upload:** An application was designed and rolled out which allowed applicants to upload documents supporting their applications. This has reduced delays, facilitated tracking of document status and increased convenience for applicants.
- **Upgraded the MyCaveHill eLearning Platform:** The team decided to change service providers for the eLearning platform and performed an upgrade. This resulted in reduced cost of ownership, improved service and support arrangements, and a more powerful and feature-rich platform. One of the enhancements for future rollout resulting from this transition will be a special eLearning instance with unique features that make it more suitable for continuing education courses, and corporate training engagements which will support the Revenue Revolution.
- **Student Disability Management in Banner:** Configuration was completed for the management of students with disabilities which now allows faculty to be alerted to any accommodations required by students in their classes.
- **Utilisation of the Agile Framework within ESSU:** The ESSU team is in the process of transitioning to an Agile work model. To achieve this, the team held a workshop facilitated by two team members, Neil Broome and Kevin McCollin, who are Agile

certified, to sensitise the rest of the team on the SCRUM methodology. Along with other team members now becoming certified, they are also working to integrate this into both the project and operational work done by the team. This will improve the delivery time and quality of solutions to the campus community.

I.T. Infrastructure & Operations

The Network and Infrastructure Services Division is responsible for maintaining a reliable and secure IT infrastructure. In 2022-23, the division focused on the following key areas:

1 Network Reliability

Significant work was done to expand the wireless network to cover several outdoor areas used by students. These included:

- Law Library Rear Seating
- Sidney Martin Library Courtyard
- Medical Faculty Lab Outdoor Gazebo
- Roy Marshall Teaching Complex main entrance
- Student seating between CITS and Roy Marshall Teaching Complex
- SERU courtyard

The wireless network has also been very important in providing connectivity for patrons during events held by the campus under the graduation tent.

Several network infrastructure enhancements have been undertaken to improve the performance and reliability of network connectivity on Campus. Fibre connectivity upgrades have been done between the Faculty of Culture, Creative and Performing Arts and the Owen Arthur CARICOM Research Complex. Additionally, fibre connectivity has been improved between the Main Campus and the Usain Bolt Sports Complex. The monitoring of the Internet Service Providers (ISPs) has been enhanced with monitoring devices on each Internet circuit for early detection of Internet performance issues. This is important as the

Internet becomes central to teaching, learning and research on the Campus. Network installations have also been completed to support the Law Library's office improvements and the setup of its innovation lab.

The network infrastructure has also been redesigned to support the increased demand for online streaming of special events. Support has been provided for many Campus events including the 60th Anniversary Interfaith Service, professorial and 60th anniversary lectures. Additionally, services have been provided to external stakeholders such as the primary and secondary schools' athletics events - National Primary Schools Athletic Championships (NAPSAC) and the Barbados Secondary Schools Athletics Championships (BSSAC), as well as the National Senior Games for online streaming of their events. This growing area of online event streaming will continue to be a focus area for the network infrastructure team to ensure event success at all levels.

2 Campus Websites

Several websites were launched throughout the year in line with the guidelines and standards of the Campus' Marketing and Communications (MarComms) Office. These include:

- 60th anniversary website
- UWI Credit Union
- Centre for Resource Management and Environmental Studies (CERMES)
- Student Accommodation
- Sagcor Cave Hill School of Business and Management

In order to enhance the user experience of the over 70 websites of the campus, the Google web analytics has been upgraded to improve the presentation and meaning of the usage statistics (see figures 3-7). Further changes to the website platform will be coming in 2024 in order to keep pace with Internet trends and user expectations.



Figure 3: Google Web Analytics Usage Statistics – Site Sessions Trending and Top Countries by Sessions

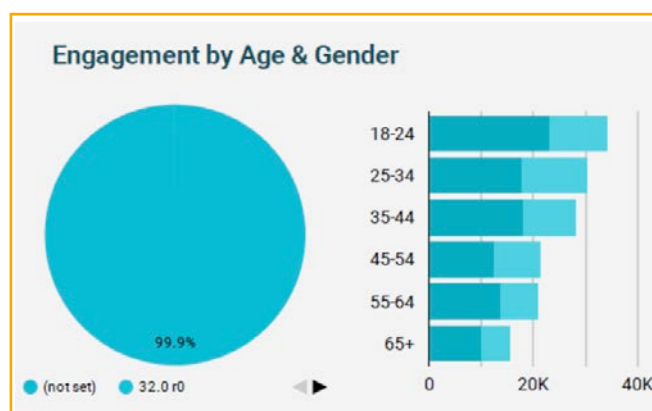


Figure 4: Google Web Analytics Usage Statistics - Engagement by Age and Gender

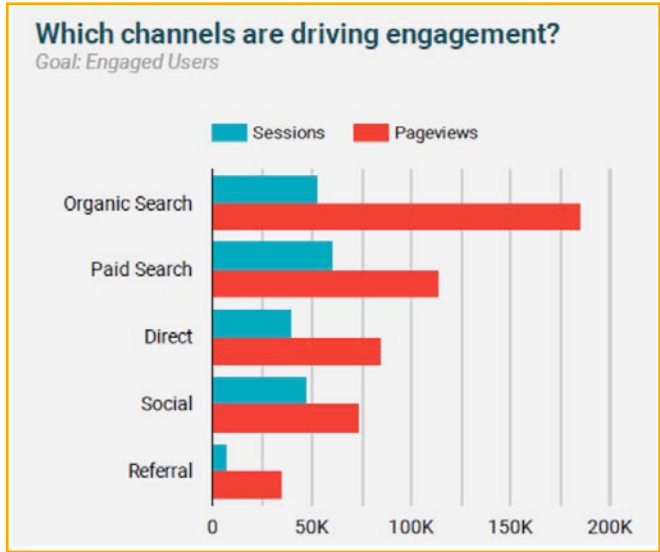


Figure 5: Google Web Analytics Usage Statistics - Channels Driving Engagement

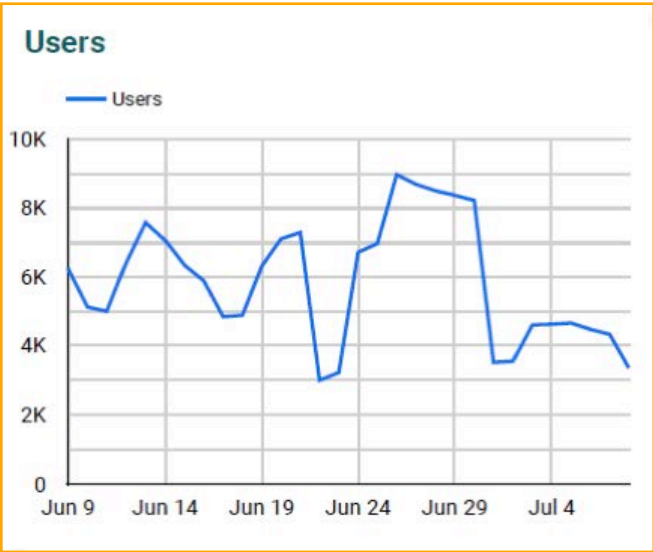


Figure 6: Google Web Analytics Usage Statistics – Number of Users for period June 09 – July 04; Percentage of Visitors by Type

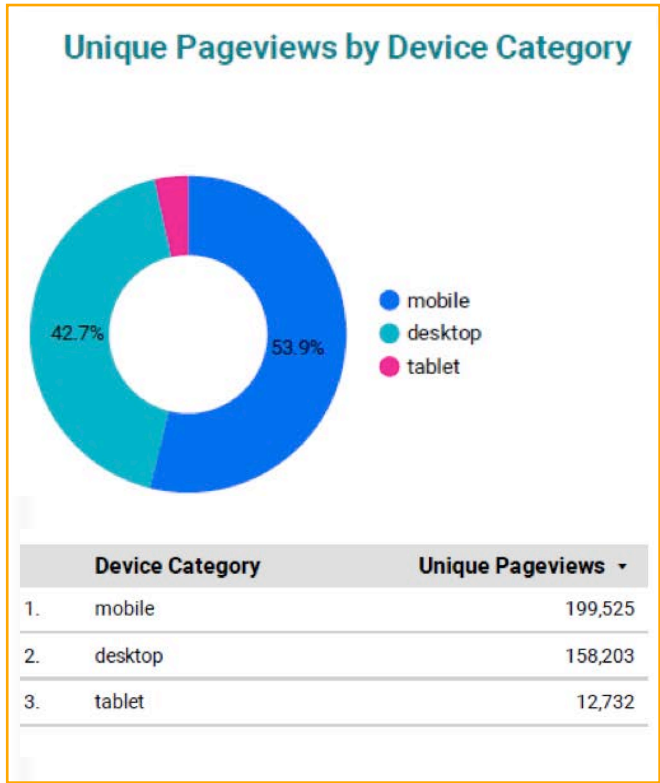


Figure 7: Google Web Analytics Usage Statistics – Unique Page views by Device Category

3 Apps

One significant development effort that was done in support of the 60th Anniversary celebration was the creation of an app for the very successful Treasure Hunt held on Campus that attracted roughly 100 participants. The app allowed participants to receive clues and upload their answers, and also provided a platform for judges to assess the submissions and determine the winning teams.

4 IT Security

A number of cyber security tools were deployed to enhance the Campus' protection from cyber security attacks. These tools were focused on the user and device levels. One such tool was an endpoint detection and response solution which aims to prevent malicious software from being installed on devices and spreading throughout the network which can be used for ransomware attacks. Other measures will need to be implemented as the threat landscape continues to grow rapidly with cybercriminals devising more sophisticated mechanisms for breaching systems.

5 Systems

Printer services have been upgraded in a number of departments taking advantage of the reduced printer lease pricing negotiated Campus wide. These include the Solutions Centre, Centre for English Language Learning, Medical Library, Principal's Office, and the School for Graduate Studies and Research.

A number of workflow elements have been added to the Helpdesk software Alloy, to allow for management, tracking and reporting on CITS internal purchases with the necessary approvals in place. This is currently used for network and telephone equipment purchases, printer requests and software acquisitions.

In 2022-23, the Campus IT Services continued to support the university's technological needs, sometimes through challenging situations. The User Services, Enterprise Systems, and Network and Infrastructure Services Divisions continued to work diligently to deliver reliable services, enhance security measures, and improve overall IT infrastructure.

Looking ahead, Campus IT Services aims to continue its commitment to excellence by implementing innovative solutions, fostering collaboration across departments, and staying abreast of emerging technologies such as artificial intelligence, along with being vigilant against the many cyber security threats. This is in an effort to better serve and protect the campus community.

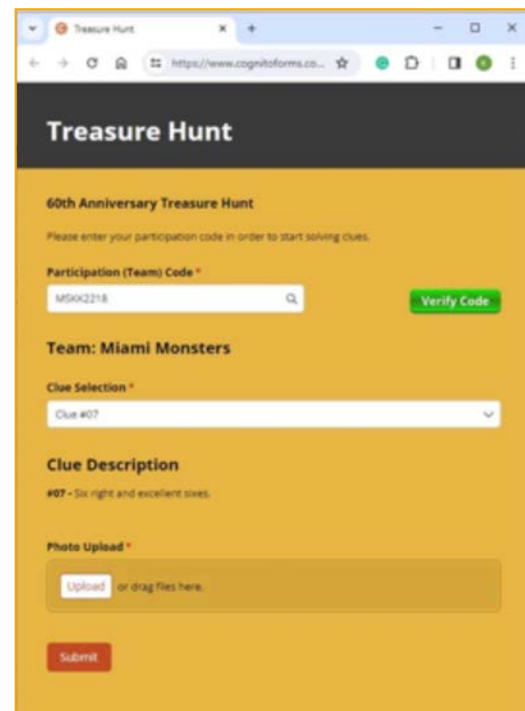


Figure 8: A Screen of the Treasure Hunt App for the 60th Anniversary Celebrations



Students thrilled to be enjoying the real campus experience after the Government of Barbados lifted the mask-wearing mandate in September, 2022.

TEACHING, LEARNING AND STUDENT DEVELOPMENT

During the year under review, the Campus continued to take a holistic approach to teaching, learning and student development. Initiatives undertaken were aligned with The UWI's Triple A Strategy (2017-2022 and 2022-2027), 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).

Of vital importance was the continued support which students received beyond the classroom. Several units such as the libraries, The Centre for Excellence in Teaching and Learning (CETL) and the Office of Student Services and Development (OSSD) continued to play a pivotal role in this regard.

Face to face classes and examinations resumed during the period under review as there was a slow emergence from the confines of the COVID-19 pandemic.

Curriculum Renewal

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

In academic year 2022/2023, the submissions to BUS and BGSR from the Cave Hill Campus for new or revised undergraduate and postgraduate programmes which received approval are presented below.

BUS Approvals

- ***Bachelor of Science with a Minor in Sustainability of the Caribbean***

The Sustainable Development Goals of the United Nations are an important statement of an international consensus on development priorities to address the most pressing global challenges of our time with a view to creating a more sustainable future. The Minor in Sustainability of the Caribbean will produce informed graduates who appreciate the environment and the earth as a holistic system, and understand the Sustainable Development Goals identified as a priority by the Government of Barbados and the Small Island Developing States (SIDS). It offers a unique opportunity to study at McGill University's Bellair's Research Institute during one semester at level three. Students registered in the Minor in Sustainability of the Caribbean will learn about the science of sustainability and how it integrates the three pillars of sustainability—environmental, social, and economic. Furthermore, they will apply this knowledge to a real-life question by conducting an applied, field-based, research project. This programme challenges students to be more effective environmental decision makers, policy makers, and managers.

- **Bachelor of Arts in Spanish (Revised)**

The Bachelor of Arts in Spanish is designed to equip students with a minimum B2 level of competence in the Spanish language according to the Common European Frame of Reference for Language Learning. The programme also cultivates conversance with Hispanic culture and intercultural capacity to facilitate professional engagement with the Spanish-speaking world after graduation. Throughout the programme, students continue the study of the Spanish language begun at secondary level, reinforce and nuance their knowledge of the Hispanic world and cultivate progressively more sophisticated skills of textual and real-world analysis.

This revision is intended to rationalise course offerings in the *Major in Spanish* to optimise human resource allocation by ensuring that registration in all courses remains at sustainable levels, without compromising the programme's capacity to fulfil relevant needs to:

- Supply to the labour market a cadre of professionals who are equipped to engage with the Spanish-speaking world, in light of the status of Spanish as the language with the largest number of speakers in the Caribbean region and given the proximity of the Latin American continent, amongst other factors.
- Cultivate citizens with a culturally informed understanding of Caribbean development and international relations in a broader Latin American context.

BGSR Approvals

- **The LLM/Postgraduate Diploma in International Dispute Resolution.** This programme includes the following courses: LAW 6525 Advanced International Commercial Arbitration; LAW 6530 International Commercial Litigation; LAW 6535 Mediation Practice; LAW 6540 Investor-State Arbitration; LAW6545 Sports Dispute Resolution; LAW6550 Construction Dispute Resolution. After consultation with industry practitioners and other stakeholders, the faculty is currently developing an additional course in Tribunal Advocacy and currently considering a course in Arbitration Award Drafting.
- **The UWI Postgraduate Diploma/LLM (Competition Law and Policy)** is now accepting applications from interested persons. This offering positions the Faculty of Law to participate as a service provider in an EU-CARIFORUM capacity building project aimed at inter alia capacity building in competition law in CARIFORUM States. To qualify for the LLM, students will be required to complete the four core courses and the two elective courses from the list below or two electives from The UWI General LLM programme. The six courses which make up this programme include: LAW 6461 Introduction to Competition Law; LAW 6462 Industrial Organization for Competition Law; LAW 6463 Navigating Law and Economics when Enforcing Competition Laws in CARICOM; LAW 6464 Competition Law and the Economics of Competition; LAW 6465 International Dimensions of Competition Law and LAW 6466 The Evolution of Competition Law: Origins, Philosophical Underpinnings, and Contending Views.
- **Two Double LLM programmes** in collaboration with the University of Dayton based in Ohio, USA. These two programmes were approved by BGSR in May 2023. They are the UWI LLM in Corporate and Commercial Law and Dayton LLM in American and Transnational Law and UWI LLM in Intellectual Property Law and Dayton LLM in American and Transnational Law. These programmes are structured in such a way that the

Faculty's students will have to complete either of the Faculty's LLM programmes before proceeding to pursue the LLM at Dayton. The benefits to the Faculty's students include: introduction to U.S. substantive Law and Procedure by pursuing courses such as Professional Responsibility, Civil Procedure and Criminal Law and Procedure, etc. Another benefit is that students will have an opportunity to earn an American Legal Practice Certificate upon completion of the requisite 30 credits at Dayton University. The opportunity to write the Washington State Bar, Washington DC Bar and the California Bar Exams after which they will only be required to complete the six (6) months programme at one of the regional law schools to earn the LEC.

Increasing Access to Short Courses and Massive Online Open Courses

The Centre for Professional Development and Lifelong Learning (CPDLL) Responds to Increased Demand for Short Courses

In response to demand from the public and private sectors, in academic year 2022/2023, the CPDLL developed new short courses and certificates in the following areas: Professional Certificate in Digital Marketing, Food Safety Preventive Controls for Human Food, Integrated Pest Management, Beginner's Dutch for Business and Tourism, S.M.A.R.T. Sales and Certificate in Teaching Skills for Effective Learning.

Increased Enrolment in Faculty of Medical Sciences Massive Open Online Courses

There was increased enrolment in the Massive Open Online Courses on the FutureLearn platform. These courses, launched in the summer of 2022, include:

- Introduction to Medical Cannabis (862 students)
- Key Principles of Palliative Care (986 students)

Both courses successfully reached the goal of 500 students in the first year.

The Faculty of Medical Sciences (FMS) Pilots the Multiple Mini Interview (MMI)

In academic year 2022/2023, the Faculty of Medical Sciences (FMS) piloted the Multiple Mini Interview (MMI) at Cave Hill, Mona, and St Augustine campuses for Year 1 medical students. Each campus conducted MMIs in Semester I, with St Augustine leading and training faculty for MMI implementation.

MMI, resembling Objective Structured Clinical Examinations (OSCE), is a contemporary evaluation method widely adopted by medical schools worldwide. MMIs consist of six to ten stations, each dedicated to probing specific scenarios or questions. Interviews are facilitated by one or two interviewers, evaluating problem-solving, motivation, empathy, ethics, teamwork, integrity, and communication skills. Overall, MMI offers a robust and comprehensive approach to medical student selection, providing valuable insights into their aptitudes, competencies, and suitability for the Bachelor of Medicine, Bachelor of Surgery (MBBS) programme. The FMS wishes to implement this strategy as a part of the selection criteria for the medical programme in 2025.

Engaging Students Through Experiential Learning

Experiential learning continues to be a vital and active part of the Campus' teaching, learning and student development system through the provision of internships, mentorship and other forms of active training and engagement for students.

INTERNSHIPS

OFFICE OF STUDENT SERVICES AND DEVELOPMENT (OSSD)	
ORGANISATION	NUMBER OF INTERNSHIPS
Deloitte	9
RBC	2
Carlton & A1	4
DHL	1
Gildan	2
Central Bank of Barbados	3
Harris Paints	1
PwC	10
Axcel Finance	3
Carters General Store	1
Sagicor	19
Clarke, Gittens & Farmer	2
TOTAL	57

FACULTY OF HUMANITIES AND EDUCATION DEPARTMENT OF HISTORY AND PHILOSOPHY	
ORGANISATION	NUMBER OF INTERNS
Morgan Lewis Windmill	6
TOTAL	6

FACULTY OF SOCIAL SCIENCES DEPARTMENT OF MANAGEMENT STUDIES	
ORGANISATION	NUMBER OF INTERNS
Ministry of Tourism and International Transport	6
Sagicor	11
Banks Holding Ltd	2
Ministry of Housing, Lands and Maintenance	7
Barbados Tourism Marketing Inc	3
Gildan	1
Republic Bank	2
Central Bank of Belize	1
TOTAL	33

FACULTY OF SOCIAL SCIENCES DEPARTMENT OF ECONOMICS	
ORGANISATION	NUMBER OF INTERNS
Central Bank of Barbados	5
Caribbean Development Bank	1
CARTAC	3
Bloomberg London	1
TOTAL	10

FACULTY OF MEDICAL SCIENCES	
ORGANISATION	NUMBER OF INTERNS
Queen Elizabeth Hospital	7
Psychiatric Hospital	
Child Care Board	
St Philip District Hospital	
TOTAL	7 *

*Note: For the Faculty of Medical Sciences, there were seven internships for undergraduate students at the Queen Elizabeth Hospital. Of these seven students, six students did part of their internship experience at the QEH and then went on to other institutions: Psychiatric Hospital (2); Child Care Board (2); and St. Philip District Hospital (2).

Internships and field trips were also organised for postgraduate students registered in various programmes in the Faculty of Medical Sciences. These are presented below:

Master of Public Health (MPH)

- Environmental Health Field trips relevant to the following areas: i) Port Health: field visits to the Bridgetown Port, Bridgetown and the Grantley Adams International Airport, Christ Church (facilitated by the Port Health department); ii) Recreational Water: field visits for pool inspections and recreational water orientation at a St. James hotel (facilitated by the Brandford Taitt Polyclinic).

Master of Science in Nursing (MScN)

- Dr Wendy Sealy and Ms Donna Sisnett completed a site/field visit to the St. Vincent and Grenadines Community College and met with management of the College and the Division of Nursing as well as students and key stakeholders who assisted with facilitating the student experiences.
- Seven of the MScN students at St. Vincent and the Grenadines Community College (SVGCC) completed their field visits and practicums for the courses:
 - NURS 6705 Nursing Administration Practice and Seminar
 - NURS 6805 Nursing Education Practice and Seminar
- Students completed attachments at the following organisations and agencies:
 - Eastern Caribbean Group of Companies (ECGC)
 - Milton Cato Memorial Hospital.

SHRIDATH RAMPHAL CENTRE (SRC)*	
ORGANISATION	NUMBER OF INTERNS
Export Barbados	3
Caribbean Export Development Agency	2
Ministry of Foreign Affairs and Foreign Trade	3
Shridath Ramphal Centre (SRC)	1
TOTAL	9

*Note: Additionally, the Shridath Ramphal Centre and its students benefitted from collaboration on the annual Study Tour with the United Nations Conference on Trade and Sustainable Development (UNCTAD), World Trade Organization (WTO), International Organization for Migration (IOM), World Health Organization (WHO), International Labour Organization (ILO), Advisory Centre on World Trade Organization Law (ACW), Caribbean Missions in Geneva, Switzerland, ITC (Trade Impact For Good), and World Intellectual Property Organization (WIPO).

FACULTY OF SCIENCE AND TECHNOLOGY DEPARTMENT OF BIOLOGICAL AND CHEMICAL SCIENCES	
ORGANISATION	NUMBER OF INTERNS
West Indies Rum Distillery	2
Lenstec Inc	3
WIRRED	2
The Barbados Agricultural Management Company (BAMC)	2
Plant Tissue Culture Lab	1
National Petroleum Corporation	1
TOTAL	11

FACULTY OF SCIENCE AND TECHNOLOGY DEPARTMENT OF COMPUTER SCIENCE, MATHEMATICS AND PHYSICS	
ORGANISATION	NUMBER OF INTERNS
FirstCaribbean International Bank Ltd	1
PBS	2
Ministry of Innovation, Science and Technology	1
TOTAL	4



Left to Right – Ms Jennine Knight, Medical Librarian & Coordinator, UWI Cave Hill Campus' 3MT Competition; Ms Gloria Haynes, 2nd place winner; Ms Ireka Jelani, 1st place winner; Mr Dexter Alleyne, 3rd place winner; Mrs Judith Toppin, Officer in Charge, Campus Libraries; and Professor Winston Moore, Deputy Principal, The UWI Cave Hill Campus

First Three Minute Thesis (3MT) Competition at Cave Hill Showcases Research of MPhil and PhD Students

The 3MT Competition is a professional development opportunity that enables students to develop skills in presenting research in a concise and cogent manner. The Competition was first held in 2008 at the University of Queensland and has since been adopted by over 900 universities in over 85 countries. 3MT challenges research degree students to present a compelling story on their dissertation or thesis and its significance in just three minutes, in language appropriate to a non-specialist audience. Enrolled master's and doctoral students who were actively engaged in thesis, dissertation, or other culminating research were eligible to register for the competition which was hosted by the Sidney Martin Library (SML), Cave Hill Campus, on June 09, 2023. It was the first such local competition. The winner, Ireka

Jelani (*Faculty of Culture, Creative and Performing Arts*), Gloria Haynes (*School of Education*) - first runner-up and Peoples' Choice Winner; and Dexter Alleyne (*School of Education*) - second runner-up, had the opportunity to participate in the UWI-wide finals competition on June 27, 2023. Gloria Haynes, in proceeding to the UWI-wide competition, was also the first-runner up in that competition.

Department of Economics 50th Anniversary Celebration Launch, Economic Forum and Student Debate

The Department of Economics at Cave Hill celebrated its 50th Anniversary in the academic year 2022/2023 under the theme "Fifty Years of Economic Excellence". Year-long activities included an economic discussion titled "Economic Policy in Uncertain Times" held on October 25, 2022. The

presenters of this event were Dr Kevin Greenidge, Senior Economic Advisor to the Government of Barbados and Dr Ankie Joseph-Scott, Lecturer in Economics, The UWI, Cave Hill.

Amongst other activities, the department also held a British-style parliamentary student debate on November 10, 2022 that argued the motion “This house believes that Caribbean governments have done enough to limit the impact of inflation”. The debate was staged in collaboration with the Young Economists Association and The UWI Debating Society.

Dr Dalano DaSouza, Dr Ankie Scott-Joseph and Dr Antonio Alleyne, Lecturers in the Department of Economics, The UWI Cave Hill, served as the teams’ economic advisors.

Debates are greatly beneficial to students as they provide them with opportunities to explore real world topics and issues of relevance to society, offer them exposure to various perspectives, encourage critical thinking, foster team spirit, enhance presentation skills and public speaking.

CAVE HILL@60: BETWEEN THE LINES Reading Initiative: Students Gain Practical Experience Through the Campus’ Efforts to Improve Literacy

The University of the West Indies, Cave Hill Campus launched the *Between the Lines* reading programme in collaboration with the Barbados National Library Service and the charity, Kids in Action, as part of its 60th Anniversary celebrations. This initiative which targeted primary and secondary school students commenced on February 4, 2023 at the main branch of the National Library Service, Bridgetown. Headed by Dr Zoanne Evans, instructor in the campus’ Academic Literacies Programme (ALP) and ably assisted by members of the local teaching community, current and retired, the programme sought to engage children in weekly reading activities to improve their learning skills. Dr Evans also gave students, who volunteered, an opportunity



Presenters of the economic discussion, held October 25, 2022, fielding questions from attendees. At left is Dr Ankie Joseph-Scott, Lecturer in Economics, The UWI, Cave Hill and Dr Kevin Greenidge, Senior Economic Advisor to the Government of Barbados.



The Winning Debate Team. L-R: Gideon George, Miguel Gonsalves, Deon-Já Auld and Tyson Holder



Dr Zoanne Evans and participants at a “Cave Hill@60 Between the Lines” reading session

Teaching, Learning and Student Development

to work with the initiative. They were able to contribute towards their give-back hours and also gain practical experience working with children.

According to Dr Evans, “literacy skills in Barbados have been on the decline for some time but this is a vital competence that must be ingrained in our youth if we expect them to be critical thinkers in society”. She went on to say that “fostering a love for reading among children is one of the hardest tasks in the age of technology, yet it is fundamental to their success”.

Beneficiaries of this initiative, included the St Alban’s Primary School, Workman’s Primary, Grantley Adams Memorial School, Lester Vaughn Secondary, the Pentecostal Fellowship Church at Bridgefield St Thomas, and others.

According to Dr Evans “these sessions are intended to hone the creative imagination of children to make the process of learning to read easier and more enjoyable. The objective is that young students can become more confident and empowered readers.”

The sessions engaged students in reading, story-writing, and comprehension activities. Not only were the sessions engaging but exciting, and were well-received by both parents and participants.

Dr Henderson Carter, Chairman of The UWI, Cave Hill’s 60th Anniversary Planning Committee, saw the project as not only an excellent opportunity for children to advance their reading skills but also an avenue for the wider society to bridge the literacy gap in Barbados.

Effective Communication Critical to Developing Global Citizens

Implementation of a UWI-wide Foreign Language Policy

The administration of The University of the West Indies announced in October 2022, that all UWI graduates will be at least conversation competent in a language other than English. This announcement came on the heels of in-depth internal strategic planning and discussions with various stakeholders. The approved Foreign Language Policy is applicable for all five of The UWI’s regional campuses and is being implemented on a phased, faculty-by-faculty and campus-by campus basis, beginning in the academic year 2022- 2023. The policy is applicable to only new incoming undergraduate students. This seminal initiative further advances The UWI’s compliance with best practices in teaching and learning found in elite-ranked cohorts. Vice Chancellor Professor Sir Hilary Beckles noted that the “significant change will enable the further regional and global mobility and empowerment of graduates. Foreign language proficiency will no longer be a major impediment to employment amongst our graduates in the global world”.

At the Cave Hill Campus, the Department of Language, Linguistics and Literature took on the responsibility for the implementation of the Foreign Language Policy during the year under review. This involved liaising with the Office of Marketing and Communication and with Deans and faculty across the Campus to introduce and explain the policy, as well as the procedure to be followed in meeting the Foreign Language Requirement (FLRQ). The Department also worked with Student Admissions to determine how the FLRQ would be recorded on students’ transcripts.

Statistics from the Admissions Section for the 2021-2022 intake (which was used as a gauge), revealed that 725 new students from across the Campus were required to meet the foreign language requirement.

In order to fulfil this new mandate, Mr Terrence Inniss was appointed Coordinator for the Foreign Language Policy Implementation programme and the Department offered additional courses in Spanish, French, and Chinese in Semesters I & II and in the summer session to accommodate those students who wished to take a language course.

Communication Skills Series

This six-part series comprised three professional style sessions and three communication skills sessions.

The *Professional Style 101* modules were facilitated by Shawna Morgan, Personal Style Consultant of Shawna Rowena Style Consultancy. This three-part professional series was designed for student leaders and soon to be graduates as they transition from the student environment to the professional world. This series was especially designed to support students in the areas of personal grooming and professional branding when navigating local and global graduate school, internships and scholarship application and interview processes.

The *Communication Skills Clinic* sought to directly address participants' oral and written business communication skills. This segment sought to provide participants with practical tools to improve communications and networking competencies. One-on-one sessions were offered to help consolidate professional communications plans. An attendance rate of 90% was required to receive a certificate of participation.

This series was especially designed for students preparing to apply for local and global graduate school, placements, internships and scholarships. Use of the Mycavehill email to register was required as this allowed students to upload writing samples and other required attachments for participation.

Of the 30 registrants, 15 participated in the required individual pre-series interview and eight (8) students participated in the individual communication plan and/or Putting it all Together modules.



January 25
FEBRUARY 22
MARCH 22

COMMAND YOUR PROFESSIONAL SPACE

STRENGTHEN YOUR JOB SEARCH SUCCESS IMMEDIATELY

Leverage your personal style to accomplish career goals

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Communication Skills Clinic

"86% of employees and executives cite the lack of effective collaboration and communication as the main causes for workplace failure."

SIGN UP TODAY!
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Elevate your
Small Talk | Interviews | Presentations

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Office of Student Service and Development

Mentorship Essential to Student Development

Mentorship on The Hill

This lunchtime webinar was hosted on November 16, 2022. It was entitled, *How Project Management Can Enhance Your Career Opportunities*. Ms Glenda Joseph, UK-based Project Management professional, facilitated the discussion which included the following topics:

- Project Management Methodology
- Its application to the world of work and societal transformation
- Project Management Skills (soft and hard) to enhance career development

Pilot Project Management Mentoring Circle

On February 24, 2023, students across various faculties attended the face-to-face pre-launch meeting with Ms Joseph, volunteer Facilitator, to learn more about the upcoming six month online mentoring circle. The program began on March 10, 2023 and ended on July 7, 2023. This once-monthly circle included using assimilation to apply project management strategies and skills to a case. Each month students also heard from Ms Joseph and other project management professionals about critical skills and elements of the project management process. Skills included leadership, problem-solving and communication. Available students also had the opportunity to audit a post-mortem session of engineering students at Aston University entitled *Aston University Formula 1 Student End of Project Workshop*. This workshop involved reflections of strengths and areas of improvement that the September 2023 cohort of students could consider to increase the success of their project. The students who completed the circle will subsequently meet with Ms Joseph face-to-face to reflect on the experience and brainstorm potential next steps. The mentoring circle was a development following the November 16, 2022 Project Management Master Class facilitated by Ms Joseph as part of the 2023 Mentorship on The Hill initiative.



Ms Glenda Joseph and Members of the Pilot Project Management Mentorship Circle Cohort

Faculty-Based Mentorship Programmes

Faculty of Social Sciences, Department of Economics Student-Led Mentorship Programme

The department remained dedicated to overseeing the student-led mentorship program, a voluntary initiative where senior students offer academic guidance to their junior peers. The main objective of this program is to foster constructive and positive interactions while offering additional opportunities for students to bolster their intellectual competencies.

Other Initiatives to Guide Students in Preparing for the World Of Work

World of Work Activities 2023

World of Work 2023 was held during the period April 17 to 20, 2023. Recruiters from organisations including Deloitte, EY, Gildan, National Transformation Initiative, PwC, and Sagicor were on Campus on April 20, 2023 to share employment opportunities with students and alumni. Students had the opportunity to schedule a mock interview during the period, April 17-19, and attend an industry specific webinar in preparation for recruitment conversations and learn about industry trends to aid them in building their professional brand.



Students engaged in discussion with an exhibitor while visiting one of the booths at the Job Fair 2023

Over 100 students participated in the Job Fair 2023. Positive feedback was received from the 26 participating exhibitors. They reported steady activity at their booths and shared that this offered the benefit of conversations being more impactful. Some returning exhibitors observed that students seemed more aware of their companies and appeared more prepared for participation.

GoinGlobal Database

Students continued to use the GoinGlobal Database. There was increased interest in locations that students explored for employment opportunities. The top three locations remain Canada, USA and the UK respectively. Other popular location guides reviewed included United Arab Emirates, Australia, Switzerland, France, South Africa, Germany and Mexico. Human resources, sponsorship, entry level, health and medical were popular key words.

Career Counselling

During the reporting period, Ms Atoya Hinds was contracted as part-time Career Counsellor. This resulted in two additional Career Development

UWI
UNIVERSITY OF THE WEST INDIES
CAVE HILL CAMPUS

The Office of Student Services

JOB FAIR 2023
Building Brand You

APRIL 20 | 11 AM - 3 PM
GRADUATION TENT

The Job Fair is a one-day event to connect job seekers with employers. Recruitment, career workshops and conversations occur throughout the day.

MOCK INTERVIEWS
APRIL 17 - 18
An opportunity for students to practice interview skills, meet potential employers and receive feedback on job search strategy.

HYBRID PROFESSIONAL DEVELOPMENT SEMINARS
APRIL 19
Check the OSSD website and emails to sign up or learn more about each seminar

Interested students, recruiters, professional associations and NGOs can learn more by emailing ossdcareers@cavehill.uwi.edu or contacting 417-4165.

Teaching, Learning and Student Development

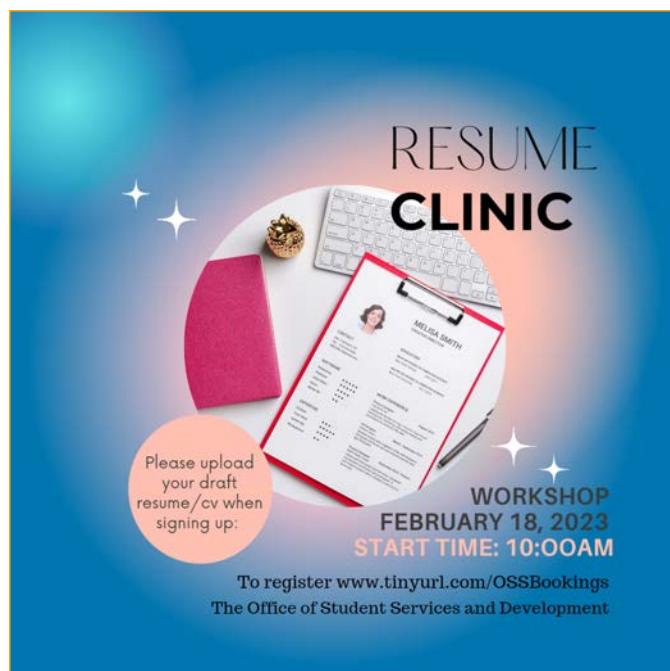
Workshops being offered to students. Ms Hinds also provided one-on-one/ individual career counselling consultations. As a result, 340 students received career development group and individual services. An additional 35 students received group services and 203 received direct consultations on resume and interview preparation, job search strategies, and reviewing job offers from Ms Hinds while Dr Holder provided direct career consultations to 137 students. Increasingly, students have been seeking consultations to gain academic guidance, explore changing of majors and graduate school planning. Students also sought consultation for career planning and job search strategies including those needed to work outside of the region.

Resume Clinic

The Career Development Workshop was held on February 18, 2023. The majority of attendees participated remotely. Ms Atoya Hinds, Part-Time Career Counsellor facilitated the *Resume* component of this session and Mr Taurean Roach facilitated the *Interview Preparation* segment. Students were provided with tangible examples of common sections of the resume and interview questions. Students asked questions as needed and scheduled one on one appointments to review their resume and/ job search strategy. The resume clinic continued until April 12, 2023. A repeat of the Career Development Workshop was offered on June 17, 2023.

Inter-American Development Bank (IDB) Collaborations

Building Strong Resumes and CVs Webinar was held on March 7, 2023 and over 100 students participated in the Information Session about Internships at the Inter-American Development Bank (IDB). This session was facilitated by members of the IDB's Human Resources Department including Janine Billy and Francois Lafon. Resources to review beginning their application included *Shaping a Career with us* and *Opportunities for Job Seekers*. The IDB was a 2023 World of Work partner and hosted in-person workshops on campus on April 19, 2023.



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 its 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

For the 2022-2023 academic year, students continued to receive assistance in various forms. The majority of the recipients were Barbadian. 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 other philanthropic support.

The amount of monetary assistance extended to students during this period was an overall total of BBD 135,586.33, in addition to other forms of tangible support. Fifty thousand Barbados dollars was approved to provide Financial Aid Grants for Semester II of the 2022/23 academic year. Approximately BBD 25,332.57 was disbursed.

Three New Scholarships and One Grant Approved by the Faculty of Science and Technology (FST)

In alignment with the Faculty's strategy of providing more funding opportunities to support and reward students, three new scholarships and one grant were approved during the year under review.

- The **Jeanese Elaine Badenock Scholarship**, valued at BBD 2,500, was made available to Barbadian residents studying in any science major, early childhood education, or law.
- The **Robert Collis Barrow Scholarship**, also valued at BBD 2,500, was offered to students pursuing a science major who are residents of any UWI contributing country.
- The **Colin Arthur Depradine Scholarship**, valued at BBD 1,000, was approved to support students in the Faculty of Science and Technology with a recognised disability.
- Building on the two Science Fee grants implemented in the previous year, **The Solomon and Sandra Mae Chami Science Grant** was made available to students pursuing studies in mathematics, statistics, or actuarial science and who have demonstrated financial hardship. This grant, valued at BBD 750, covers the science fee and other university fees for one academic year.

Provision of Psychological Support

The Psychological Counsellor, OSSD, continued to engage in outreach and support to various faculties and departments in order to facilitate student success and to ensure that students' needs were met. It was also to ensure that faculty and staff received the necessary support and guidance when interfacing with students who present with psychosocial difficulties.



Psychological Counselling

Counsellor: Dr. Jacqueline Benn
 Telephone: 417-4169 (voice mail available)
 Email: jacqueline.benn@cavehill.uwi.edu

Appointments may be made online via Bookings by clicking the "Schedule an Appointment" icon on our homepage or click [here](#) to Schedule an Appointment. You may call 417-4165 (Office of Student Services and Development). You may also email the counselor at the email address above.



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. An example of this was the collaboration between The Centre for Excellence in Teaching and Learning (CETL) and the OSSD to assist instructors who are teaching students with disabilities so that the content provided is accessible and the assessments given are fair and inclusive. Furthermore, the Campus IT Services Department oversaw the implementation of Student Disability Management in Banner. Configuration was completed for the management of students with disabilities which now allows faculty to be alerted to any accommodations required by students in their classes.

CENTRE FOR EXCELLENCE IN TEACHING AND LEARNING (CETL): A Central Pillar to Quality Teaching and Learning

The Postgraduate Certificate in University Teaching and Learning (PgCUTL)

The CETL continued to deliver the Postgraduate Certificate in University Teaching and Learning (PgCUTL) programme. The department continued to sustain the interest of lecturers who were enrolled in this programme and to offer flexible experiences to ensure an over 90 % completion rate during the reporting period. Seventeen lecturers (17) met the requirements for fulfilment of the programme and graduated in October 2022 with another ten (10) scheduled to graduate in October 2023.

Table 4 shows a profile of the graduates of the PgCUTL programme as at July 2023.

Table 4: Profile of the graduates of the PgCUTL programme as at July 2023

FACULTY	GRADUATE FOR 2023
Culture, Creative and Performing Arts	1
Humanities and Education	2
Law	0
Medical Sciences	3
Science and Technology	0
Social Sciences	3
Sport	1
Cave Hill School of Business & Management	0
Institute for Gender and Development Studies	0
SALISES	0
Shridath Ramphal Centre	0
SUB TOTAL	10

The PgCUTL programme continued to encourage research-oriented teaching and practice among faculty. During the reporting period and as partial fulfillment for Course 4, lecturers developed several action research proposals for eventual implementation.

Teaching and Learning Week 2023

60th Anniversary Campus Celebration – Resolute and Resilient

The annual Teaching and Learning week, coordinated by the Educational Technologist, promoted the theme: *Celebrating 60 Years of Teaching Excellence* and paid tribute to teaching excellence over the years.

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.

Some of the presentations delivered were:

- **Dr Mia Jules**, Lecturer in the Faculty of Humanities and Education, Cave Hill Campus presented on the topic: *The Art of Blended Teaching: Reflective Narratives of Caution, Creativity & Change*.
- **Dr Colin Depradine**, Lecturer in the Faculty of Science & Technology, Cave Hill Campus presented on the topic: *Creating Authenticity within A User-Interface Design Course Through Decolonization*.
- **Dr Renah Wolzinger**, Chief Learning Officer at EON Reality California presented on the topic: *Trends in Educational Technology: Education 3.0: Virtual & Augmented Reality*.
- **Ms Sini Temiseva**, Senior Lecturer Laurea University of Applied Sciences Finland presented on the topic: *A Primer on Laurea University of Applied Sciences and Ways of Studying*.



Mrs Nicole Foster receiving her award from Professor Winston Moore



CETL Awardees L-R ; Dr Kenneth Connell and Mrs Cassandra Greenidge

CETL Partner Award 2023

At the start of the week, three CETL partners were recognised for their outstanding contribution to faculty development on campus. The awardees were: Dr Kenneth Connell, Faculty of Medical Studies; Mrs Nicole Foster, Faculty of Law; and Mrs Cassandra Greenidge, Enterprise Systems Support Unit.

Resources to Support High Quality Teaching

Dissemination of Various Resources

To ensure that faculty had access to up-to-date resources, CETL disseminated a variety of videos, research papers, ebooks, webinars and articles, weekly. Webinars and online resource material from the Monday Morning Mentor Online series and Faculty Focus were disseminated to academic staff. These covered a range of topics relevant to teaching and learning in higher education.

Pedagogical and Technical Resource Support

The Educational Technologist worked with the Faculty of Medical Sciences and Examinations in administering the Regional Bachelor of Medicine, Bachelor of Surgery (MBBS) Exams. The Faculty Development Facilitator (eLearning & IT) continued to maintain the *MyCaveHill eLearning Faculty Resources Hub* where a number of Faculty guides are available for the varying teaching and learning technologies.

Faculty were introduced to the newest update of Respondus which allows them to apply the “show your work” feature by Respondus. This update allows students to take photos of their work done during an exam for review by authorised faculty.

The Educational Technologist created a guide for instructors in the Faculty of Law on configuring Zoom for teaching on the Cross-Campus Moodle. He also assisted with the revision of the Quality Assurance Policy for Blended and Online Courses and Programmes and a course proposal for training learning support specialists.

Significant Version Upgrade to MyCaveHill eLearning

The MyCaveHill eLearning environment underwent a significant version upgrade which introduced a number of changes to the course design and navigational experience of users. The Faculty Development Facilitator (eLearning & IT) continued to work with the Learning Designers from the new vendor, Moodle US, to ensure issues with the MyCaveHill eLearning environment upgrade were resolved and the environment was configured and optimised for that upcoming semester.

The Faculty Development Facilitator (eLearning & IT) also worked with the eLearning administrative committee and current vendor, Moodle US on the selection and implementation of the new MyCaveHill eLearning theme. During the process, valuable feedback from the faculty was garnered using Mentimeter and was incorporated into the design changes and upgrades.



Faculty Engagement Workshops: Changes & Improvements to MyCaveHill eLearning

ChatGPT

- AI chat bot that creates essay type responses
 - By OpenAI
 - Not open source but uses open knowledge
- Eleven (11) billion \$ from Microsoft
 - They intend to use it for their Bing search engine
- No references or citations are generated (yet)
- <https://chat.openai.com/>



AI and Teaching and Learning Experiences – A Conversation

Support for Student Development

Many activities were undertaken in this regard. For example, the Educational Technologist worked with the New Student Orientation Committee as the instructional designer to re-design the online orientation for new students for the academic year 2023-2024. He also partnered with the Office of Student Services and Development in assisting faculty to support students with blindness. Suggestions and recommendations on improving accessibility of content and re-designing assessments have been shared with faculty who are teaching such students. Another initiative to support student development was the hosting of a workshop on behalf of the Cave Hill School for Graduate Studies and Research for the benefit of graduate students. The workshop focused on academic integrity and the Turnitin similarity tool.

CETL Facilitates Stimulating Discussions on Artificial Intelligence and Chat GPT in Higher Education

CETL's Educational Technologist spearheaded several sessions in an effort to stimulate a conversation on the realities, benefits and challenges of these emerging technologies on assessment and academic integrity. Examples include: *Artificial Intelligence in Education: Benefits and Challenges*

for Assessment; The Use of Artificial Intelligence in FHE: Pros and Cons for Assessment. Additionally, *AI and Teaching and Learning* was hosted by CETL in collaboration with Canadian partners. Dr Charlene Vanleeuwen, Coordinator, Teaching and Learning Centre, University of Prince Edward Island and Mr Toni Roberts, Director Purdy Crawford Teaching Centre were Guest Presenters to an audience which comprised staff from the CETLs of the Cave Hill, Mona, St Augustine, and Five Islands Campuses.

CETL Supports Emotional Intelligence in Higher Education

Given the significant impact of Social and Emotional Intelligence on teaching and learning, the CETL's Director moderated a panel on the subject: *Engaging SEL in transitioning Students to Higher Education.*



First cohort of nursing graduates from Cave Hill's Faculty of Medical Sciences' Postgraduate Diploma in Paediatric Nursing. Alongside the nurses (in white), in the front row from left to right are: Ms Christine St. Denis, Interprofessional Education Specialist, Centre for Global Health, The Hospital for Sick Children, Toronto, Canada; Dr Wendy Sealy, Programme Coordinator, The UWI Cave Hill Campus (in pink); Dr Marion Howard, Part-time Lecturer, Post Graduate Diploma in Paediatric Nursing; Ms Nancy Butt, Interprofessional Education Specialist, Centre for Global Health, The Hospital for Sick Children, Toronto, Canada; and Ms Nicole Inabinet, Barbados Programme Manager, Shaw Centre for Paediatric Excellence (at the back in blue).

CELEBRATING STUDENT ACHIEVEMENTS

Graduation

On October 22, 2022, the Cave Hill Campus held its Class of 2022 graduation ceremonies. It was the first face-to-face graduation ceremony since the onset of the COVID-19 pandemic and the Campus conferred degrees, certificates and diplomas on those students who successfully completed their course of study.

One thousand four hundred and eighty-six (1486) students were awarded degrees, certificates and diplomas from the Cave Hill Campus in 2022. One thousand and sixty-five (1065) were conferred at the undergraduate level while 421 were conferred at the postgraduate level. Of the total number of undergraduate degrees conferred (1004), 905 (90%) were with honours, of which 21% represented first class honours.

Table 5 presents further information on graduation.

The Valedictorians were Ms Martina Magalhaes who graduated with a Bachelor of Laws degree (First Class Honours) and Ms Stephanie Pascal who graduated with a Bachelor of Science degree in Economics and Mathematics (First Class Honours).

Table 5: Undergraduate (Degree) Examination Results For 2022

FACULTY	DISTINCTION	HONOURS	FIRST CLASS	SECOND CLASS (UPPER)	SECOND CLASS (LOWER)	PASS	TOTALS
Culture, Creative & Performing Arts	0	0	9	5	1	0	15
Humanities & Education	0	0	38	62	15	3	118
Law	0	0	22	59	24	8	113
Medical Sciences	0	8	0	6	0	41	55
Science & Technology	0	0	29	108	53	7	197
Social Sciences	0	0	85	234	115	40	474
Sport	0	0	4	22	6	0	32
TOTAL	0	8	187	496	214	99	1004

Note: Figures above exclude certificates and diplomas.



Graduands Attending the 2022 Graduation Ceremony held on October 22, 2022

Nurses Create History as the First Cohort of Graduates in Postgraduate Nursing Programmes

Twenty nurses created history as the first cohort of graduates from The University of the West Indies, Cave Hill Campus, Faculty of Medical Sciences' Postgraduate Diploma in Paediatric Nursing and the Master of Science in Nursing programmes. Six nurses graduated from the Master of Science in Nursing programme, and 14 with distinctions from the Postgraduate Diploma in Paediatric Nursing. The graduates were recognised in a pinning ceremony hosted by the Faculty of Medical Sciences in the Henry Fraser Lecture Theatre on November 14, 2022.

The graduates are all registered nurses who came from a range of institutions, including the Queen Elizabeth Hospital, geriatric and district hospitals, polyclinics and the Barbados Community College.

Newly appointed Minister of Health and Wellness, Senator Dr The Most Honourable Jerome Walcott, lauded the nurses' determination and commitment to completing the programmes while juggling their professional duties during the COVID-19 global

pandemic. Dr Walcott said "human resources development was high on the Ministry's agenda, and Government [was] committed to the training of nurses in post-basic specialties, as we continually seek to strengthen the delivery of health care services in our island".

Deputy Principal, Professor Winston Moore, noted that such programmes are critical to the continued development of the country. "A good healthcare system therefore minimises the negative shock of illness by reducing mortality rates and the length of stay in health care institutions."

"The professionalism and quality of our nurses is therefore not only something that we would like to have, but as a developing country seeking growth; it is something that is most definitely needed," said Moore.

Programme coordinator, Dr Wendy Sealy reminded the audience of the critical role of nurses in society. "Nurses have a very important part to play as a patient advocate and being agents of change when change is needed. Frequently nurses see opportunities for improvement and become innovators to meet this goal as opportunities to provide better care progress to other settings and often nurses are

called upon to influence ... the care decision makers to make a difference,” Sealy said.

Paediatric Nursing graduate, Stephanie Cox-Mayers, said she and her colleagues could not have succeeded without their tutors.

Prior to the introduction of the Master of Science in Nursing, with specialisations in Education and Administration which was introduced in 2018, The UWI, Cave Hill, did not have undergraduate or post-graduate courses in nursing like its sister campuses UWI Mona and St. Augustine. Additionally, in 2020, the Government of Barbados and the Hospital for Sick Kids in Canada, established a seven-year partnership to positively impact the health and well-being of children in Barbados and the Eastern Caribbean called the Shaw Centre for Paediatric Excellence. It is through this partnership that the Postgraduate Diploma in Paediatric Nursing was implemented.

In March 2021, the Faculty of Medical Sciences, Cave Hill Campus, partnered with the St Vincent and the Grenadines Community College to offer the MSc in Nursing programme.

Annual Student Awards Ceremony

The Student Awards Ceremony honours outstanding students who qualify for scholarship, award, or grant based on academic performance, financial need, reading of a particular degree or some specific criteria. Scholarship endowments range from **BBD 2,000** up to **BBD 10,000** per year and may be used to fund various aspects of students' educational costs.

The 20th Annual Student Awards Ceremony returned to a face-to-face format following two years of it being held virtually due to the COVID-19 pandemic. It was held on April 4, 2023 under the theme, **Resolute & Resilient**, which was also the theme of the 60th Anniversary Celebration of the Cave Hill Campus. Mr Jared Wright, Senior Vice President and CEO of Massy Stores and a graduate of Cave Hill, delivered the feature address on this theme.

The Campus Salutes You!



Khaleel Kothdiwala accepts the *Anthony and Joy Bland Scholarship* from Professor Eddy Ventose, Dean, Faculty of Law, The UWI Cave Hill Campus



Guild President Osaze Moraldo-Bowen accepts the *CIDEL Award* from Dean of the Faculty of Social Sciences, Professor Troy Lorde, Dean, Faculty of Social Sciences, The UWI Cave Hill Campus, on behalf of Jared Matthews



Professor R Clive Landis, Pro Vice-Chancellor and Principal, The UWI Cave Hill Campus presents the *Hilary Blackwell-Landis Scholarship* to Cheneisse Simmons

Table 6: Scholarships Awarded for Academic Year 2022/2023

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	1,750	2	3,500
Carlos Holder Memorial	2,000	1	2,000
CIBC FirstCaribbean International Bank	5,000	14	70,000
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
ECGC Foundation Award	2,000	1	1,000
Ermine Holmes Memorial Award	1,500	1	1,500
Enterprise Growth Fund Limited	3,000	1	3,000
Ernst & Young	6,000	1	6,000
George and Marianna Caroo Memorial Award	1,000	1	1,000
Gildan Activewear SRL	7,000	1	7,000
Goddard Enterprises Limited	6,000	1	6,000
Hilary Blackwell-Landis Scholarship	4,000	2	8,000
Insurance Corporation of Barbados	2,500	1	2,500
Jeremy M Nurse Scholarship	4,000	1	4,000
Kregg Nurse Award for Vision & Fortitude	1,500	2	3,000
Massy Barbados	5,000	1	5,000
Patterson Cheltenham QC Scholarship	3,333.33	2	6,666.66
RBC Royal Bank Scholarship	4,000	5	20,000
Richard Cheltenham QC Scholarship	3,000	4	12,000
Rollins Family Charitable Trust Scholarship	3,000	10	30,000
Soroptimist International of Barbados	2,500	1	2,500
UWI Alumni Circle Scholarship	3,000	2	6,000
UWI Cooperative Credit Union Scholarship	5,000	1	5,000
Victor Cooke Memorial Scholarship	5,000	1	5,000
TOTAL			243,667

The Campus gratefully acknowledges the 27 benefactors who together donated **BBD 243,667** 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.

Additionally, students received the following Cave Hill Campus funded awards:

- Arthur Lewis Award – Nine (9) students
- Arthur Lewis Indigenous Award – Two (2) students
- Dwight Venner Memorial Scholarship – One (1) student
- UWI Sport Scholarship – One (1) student
- UWI Sport Grant – Four (4) students

The Campus Salutes You!



Abayomi Harper receives the *RBC Scholarship* from Managing Director and Area Vice President, Business Banking at RBC, Shimon McIntosh



Managing Director and Area Vice President, Business Banking at RBC, Shimon McIntosh, presents the *RBC Scholarship* to Chloe Brathwaite



Deputy Principal of The UWI, Cave Hill Campus, Professor Winston Moore presents Roshanna Reeves with a scholarship from the *Rollins Family Charitable Trust*



Alyssa Trotman accepts the *Soroptimist International of Barbados Scholarship* from Peta Lee-Blackman on behalf of Shernise Mayers-Springer



Mateo Sam receives the *CIBC Scholarship* from Shantelle Griffith of FirstCaribbean International Bank



Sheena Mayers-Granville presenting the *Barbados Employers Confederation Scholarship* to Aaron Griffith

The Campus Salutes You!



Debbie-Ann Jemmot presents the *Enterprise Growth Fund Scholarship* to Kyla Holdipp



Chief Justice Sir Patterson Cheltenham presents the *Patterson Cheltenham Scholarship* to Malik Waithe



Krishonda Myles accepts the *Massy Barbados Scholarship* from Jeremy Nurse



Amanda Chandler presents the *EY Scholarship* to Myeisha Worrell



Charlene Forde accepts the *Richard Cheltenham Scholarship* from Shelly Ann Seecharan



Jeremy Nurse presents the *Jeremy Nurse Scholarship* to Mawali Knight

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

Twenty-two students made the Dean's List for outstanding academic performance. Of these 22 students, one (1) student was from the Bachelor of Arts (BA), Caribbean Studies programme, 12 from the Bachelor of Fine Arts (BFA) Creative Arts, six (6) from the BFA, Fine Arts, Dance and three (3) from the BA Music with Education. To be eligible for the Dean's List students would have attained above average grades and a cumulative grade point average (GPA) of at least 3.60. These students were recognised at the inaugural Faculty Recognition Ceremony held in November, 2022.

FACULTY OF HUMANITIES AND EDUCATION

A total of 75 undergraduate students made the Dean's List for the 2022-2023 academic year. To meet the Dean's List students would have attained a GPA of 3.6 and above.

FACULTY OF LAW

A total of 53 students were recognised on the Dean's List for Semester I and a total number of 48 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

To have made the Dean's List in the Faculty of Medical Sciences, undergraduate students would have attained a grade point average of at least 3.70. The names of the students who made the Dean's List are presented below.

BACHELOR OF SCIENCE IN HUMAN NUTRITION AND DIETETICS

Dean's List of Achievers - Top achiever:

- Year 1: Daniel Griffith

BACHELOR OF HEALTH SCIENCES

Dean's List of Achievers - Top achievers:

- Year 1: Breanna Marksman
- Year 1: Antonia Wood

BACHELOR OF MEDICINE, BACHELOR OF SURGERY (MBBS)

Dean's List High Achievers Awardees:

- Year 1: Joshua Grant-Desir
- Year 1: Daniel Panchoo
- Year 2: Raymond Farnum
- Year 3: Zaliqa Knight
- Year 4: Dominique Armstrong
- Year 4: Kevon Hewitt

FACULTY OF SCIENCE AND TECHNOLOGY (FST)

A total of 77 students were recognised on the Dean's List, having achieved a Semester GPA of 3.60 and above in Semesters I and II of 2022-2023, based on a minimum of 12 Faculty credits (full time) or six (6) Faculty credits (part time). Among them, 15 students obtained a GPA of 4.00 or higher in each semester while one student achieved a GPA of 4.30 in each semester.

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) Grade Point Average (GPA) of 3.6 or above on the 4.3 scale.

The Dean's List awardees for Semesters I and II of the academic year 2022/2023 were:

SEMESTER I

First Year

- STRAUGHN, Devanté Akobi

Second Year

- CLARKE, Dacia Patrina
- LEWIS-EMMANUEL, Ramani Keshini

Third Year

- ALLAMBY, Shanéa Chanika
- DEY, Chelsea Chantal Barbara
- GERSON, Simeon Prince
- SHARPE, Llori

SEMESTER II

First Year

- LEERENTVELD, Jordyn Meredith
- ALLAMBY, Shanéa Chanika

Third year

- HOLDER, Brianna Makala



Guest Speaker, Chloe O'Neal, top performing student, 2021/2022

Other Awards

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

FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS

The Faculty held its inaugural Faculty Recognition Ceremony in November in celebration of Faculty Prize winners and Dean's List awardees. The Faculty Prize winners for 2021/2022 were:

- Jahzara Wilson (BFA Creative Arts) Level I Faculty Prize
- Makalah Harrison (BFA Dance) Level II Faculty Prize
- Chloe O'Neal (BFA Creative Arts) Level III Faculty Prize



Dean's List awardees and Faculty Prize winners who attended the Faculty Recognition Ceremony in November 2022

FACULTY OF HUMANITIES AND EDUCATION

The Faculty celebrated the academic achievements of students who excelled during the 2022/2023 academic year. Mr Hakim Mark was awarded the Colin and Pearl Kirton Prize for Doctrine and Ms Lucia Murray received the Gabrielle Gay Award for Excellence. Ms Murray was also the recipient of the Level III Faculty Prize and the Level III prizes in Literatures in English and French.

The Faculty recognised the inaugural winners of the Patricia Harris Prize for Excellence in History. They were Ariel Hinkson (Level I), Jatonia Worrell (Level II), Justin Roachford who received the prize for Best Caribbean Studies Thesis in History. There were 38 students who graduated with First Class Honors.

Congratulations were extended to the 24 students who received distinctions in the Master of Education. Special mention is made of Omar Edwards (Caribbean and African Theology), Achierri Adams (History) and Asha Allen (Linguistics) who were awarded distinctions.

School of Education (SOE)

The School of Education also awarded its students for outstanding academic performance. The names of the prize winners are listed below according to discipline:

Education

- Level 1 – Haynes, Nia
- Level 2 – Parris, Gharryn
- Level 3 – Linton, Twanya

Psychology

- Level 1 – Smith, Kenisa
- Level 2 – Clarke, Zahra
- Level 3 – Austin, Alicia

Graduate Research Awards

The names of the recipients of the UWI-USAID Educational Research Scholarship, attached to the Caribbean Educational Research Centre were:

- Alfred, Crescentiana, PhD Candidate, SOE
- Alleyne, Paula, PhD Candidate, SOE
- Alleyne, Jonielle, MPhil Candidate, LLL
- Collins, Desire, PhD Candidate, SOE
- Ferdinand, Bethlene, MPhil Candidate, SOE
- Frame, Rachel, PhD Candidate, SOE
- Howell, Don, PhD Candidate, SOE
- Mauricette-Philip, Nitha, PhD Candidate, SOE

FACULTY OF MEDICAL SCIENCES

Scholarship and Faculty Prizes

At the undergraduate level, one (1) scholarship and seven (7) prizes were awarded.

The Rollins Family Charitable Trust Scholarship was awarded to Mr Jivanni Boyce. Table 7 provides details on the prizes awarded.

**Table 7: Faculty of Medical Sciences
Prizes Awarded to Students 2023**

PRIZES AWARDED	NAME OF STUDENT
The Dr Harry Bayley & Anne Bayley Prize Best performance in clinical section of Medicine	Nathan Lovell
The Merck Sharpe & Dohme Prize for Medicine Highest aggregate mark in Medicine	Nathan Lovell
The Barbados Association of Psychiatrists prize Highest mark in Psychiatry osce stations	Chrysten Brathwaite
The Lionel Stuart Prize (Surgery) Best performance in Surgery	Nathan Lovell
The Arnott Cato Prize Best overall	Nathan Lovell
MPS Prize Student with Highest GPA	Nathan Lovell
Professor Harley Moseley Award Best candidate in Anaesthesia and Intensive Care	Navala Sharma

At the postgraduate level, the Master of Science in Nursing (MScN) students received awards for their outstanding academic performance during the Inaugural Nurses' Pinning Ceremony held in November, 2022.

- Ms Suezett Hope: Master of Science in Nursing Education (Distinction) - Graduation in October, 2022 and Most Outstanding student at the Inaugural Nurses' Pinning Ceremony, November, 2022
- Ms Olivia Smith: Post Graduate Diploma in Paediatric Nursing, Most Outstanding student at the Inaugural Nurses' Pinning Ceremony, November, 2022

FACULTY OF SCIENCE AND TECHNOLOGY

Annual Faculty of Science and Technology (FST) Student Awards Ceremony

In recognition of the achievements of its undergraduate and postgraduate students, the Faculty of Science and Technology hosted its annual Student Awards Ceremony on October 28, 2022 in Lecture Theatre 1 (LT1) of the Roy Marshall Teaching Complex.

Scholarships and Faculty/Departmental Prizes

The winners of the Faculty and Discipline prizes for the 2022-2023 academic year are shown in Table 8. There was a strong performance by the graduating class, exemplified by the double awarding of the Proximé Accessit to Dean's Prize.

**Table 8: Faculty of Science and Technology
Departmental Prizes 2023**

PRIZE	NAME OF STUDENT
Dean's Prize	Dwayne Baker
Proximé Accessit to Dean's Prize	Jainashel Gabriel Mateo Sam
Faculty Prize	Phillip John
Pfizer Ltd (PFL) Prize in Biochemistry	Jailene Castillo
The Graham Gooding Biology Prize	Jainashel Gabriel
Mt Gay Distilleries Ltd. Prize in Microbiology	Jorissia Barnett
R L Seale & Co Ltd. Prize in Chemistry	Jainashel Gabriel

Department of Biological and Chemical Sciences (BCS)

In the 2022/23 academic year, a total of nine (9) BCS undergraduate students were awarded scholarships, marking a notable increase from the three (3) recipients in the previous academic year. The names of these students are presented below:

1. CIBC First Caribbean International Bank Scholarship

- DOWNES, Zakiyyah Biochemistry
- FORBES, Carltoni Biochemistry
- KELAWAN, Chad Biochemistry
- SOKALOO, Jayde Biochemistry

2. George & Marianna Caroo Memorial Scholarship

- VITAL, Benita Environmental Science

3. Rollins Family Charitable Trust Scholarship

- HUNTE, Jabari Biochemistry
- TROTMAN, Alyssa Ecology with Environmental Science

4. Soroptimist International of Barbados Scholarship

- MAYERS-SPRINGER, Shernise Environmental Science with Ecology

5. UWI Cooperative Credit Union Scholarship

- LOVELL, Jalea Biochemistry

This is the fourth year that the departmental awards, first introduced in academic year 2018/19, were offered. These awards are instruments to recognise, acknowledge and celebrate the continuous excellent efforts and achievements of undergraduate students in the department and to drive a positive learning environment. The recipients of the awards are selected solely through the use of the GPA over the relevant discipline courses. The department is grateful to Roberts Manufacturing Ltd for sponsoring the awards.

Table 9: Department of Biological and Chemical Sciences - Recipients of the 2022/23 Departmental Awards

PROGRAMME LEVEL	NAME OF STUDENT	AWARD
PRELIMINARY LEVEL	Aneisha Nelson	Best Performance in Biology
	Aneisha Nelson	Best Performance in Chemistry
LEVEL I	Joanna De Oliveira	Best Performance in Biochemistry
	Joanna De Oliveira	Best Performance in Biology
	Katelyn Clarke	Best Performance in Chemistry
	Tameah Brathwaite	Best Performance in Environmental Science
LEVEL II	Chad Kelawan	Best Performance in Biochemistry
	Jayde Sokaloo	Best Performance in Biology
	Jayde Sokaloo	Best Performance in Chemistry
	Khala Griffith	Best Performance in Ecology
	Khala Griffith	Best Performance in Environmental Science
	Romelia Dabreo	Best Performance in Microbiology

Table 10: Department of Computer Science, Mathematics and Physics, Recipients of the 2022/23 Departmental Awards

DISCIPLINE	NAME
Preliminary Year	Jabar Caddle
	Jhada Goddard
	Malika Bowleg
Computer Science	Mikkel Boxill – Year 1
	Mateo Sam – Year 2
	Ehzial Kirton – Year 3
Mathematics	Mikkel Boxhill – Year 1
	Chavez Pope – Year 2
	Akeel Alexander – Year 3
Physics	Jayden Griffith – Year 1
	Daniel Rowe – Year 2
	Chalese Clarke – Year 3
Electronics	Andrew Humphrey – Year 1
	Khajon Albert – Year 1
	Junior Knight – Year 2
Software Engineering	Jean M Gollop – Year 1
	Miguel Warner – Year 2
	Clem Francis – Year 3
Postgraduate	Shakir Belle – Masters
	Shamar Ward – PhD

LIST OF SPONSORS

1. OSI Computers
2. RBC REINSURERS

FACULTY OF SOCIAL SCIENCES

Faculty of Social Sciences (FSS) Recognition Ceremony

The Dean & Heads of Department, Faculty of Social Sciences hosted the Faculty of Social Sciences (FSS) Recognition Ceremony for the Academic Year 2021-2022 on October 21, 2022. The ceremony celebrated academically outstanding students and long-serving staff of the Faculty. More than thirty awards were presented to students during this ceremony. The names of the awardees are presented below.

Charles M. Kennedy Prize *Cave Hill Campus Nominee*
BSc Economics (Special)

- Nicholas Landis

Sir Arthur Lewis Memorial prize
BSc Economics & Accounting

- Darien Lalgee

Wendell McClean Memorial Prize in Economic Theory
BSc Economics & Finance

- Abbie Pultie

Llewyn Rock Memorial Prize in Economics
(Specialising in Development Economics)

- Malonda Massicott

The Roland Craigwell Finance Award
BSc Banking & Finance

- Taryn Clarke

Michael Howard Award
BSc Economics (Special)

- Gideon George

Judy Whitehead Award
BSc Economics (Specialising in International Economics)

- Joelle Morgan

Christine Barrow Award
BSc Sociology with Criminology

- Cecilia Selman

Elsa Leo-Rhynie Award

BSc Psychology (Special)

- Teixeira Dulal-Arthur

Funmilayo Jones Award

BSc Social Work

- Kamalia Phillips

Neville Duncan Award

BSc International Relations with Psychology

- Nyésa Bridgeman

Ann Wallace Prize

Executive Diploma in Management

- Claudia Bailey-facey

Charmaine Gardner

Executive Diploma in Management

- Anwor Quinlan

Anthony Arthur Plaque

BSc Management
(Tourism & Hospitality)

- Rico Simpson

Robertine Chaderton Plaque

BSc Accounting

- Jemma Reid

Jamal Khan Plaque

BSc Management with Psychology

- Shenika Thompson

John Mayers Plaque

BSc Management (Finance)

- Ché-Annika Mayers

Maxine McClean Plaque

BSc Management (Marketing)

- Sadira Belmar

Lawrence Nurse Plaque

BSc Management
(Human Resource Management)

- Renée Springer



Attendees at the Faculty of Social Sciences (FSS) Recognition Ceremony, October 2022

**Department of Economics, Faculty of Social Sciences Awardees, Recognition Ceremony held
October 21, 2022**



Mr Darien Lallee



Mr Nicholas Landis



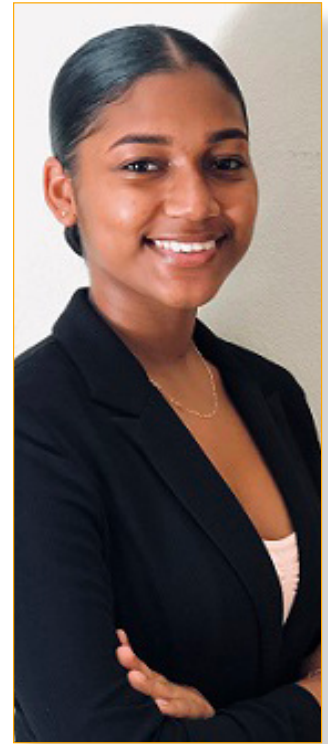
Ms Malonda Massicott



Ms Jamila Beckles



Mr Gideon George



Ms Abbie Pultie

**Undergraduate Student of the Year
Cave Hill School of Business And Management**

BSc Accounting & Finance

- Shenika Thompson

**Cynthia Layne Award, Faculty of Social Sciences
Undergraduate Student of the Year**

BSc Psychology (Special)

- Teixeira Dulal-Arthur

**Sonia Mahon Award.
Most Outstanding Student
in Social Sciences**

BSc Social Sciences

- Faith Hunte

**Frank Alleyne Award, Most
outstanding student
in Economics BSc Economics (Special)**

- Nicholas Landis

**Farley Brathwaite Award, Most outstanding
Student in Sociology**

BSc Sociology with Criminology

- Romain Lashley-Agard

**George Belle Award, Most Outstanding
Student in Discipline of Political Science**

BSc International Relations with Psychology

- Nyésa Bridgeman

The Graduate Award in Economics

- Jamila Beckles

Jeannine Comma Prize (EMBA)

- Dewayne Monroe

MSc Business Analytics

- Shakir Barrow

MSc Financial Management

- Rebecca Adams

MSc Human Resource Management

- Abigail Williams

MSc International Management

- Sabrina Mason

MSc Marketing

- Jasmine King

MSc Project Management & Evaluation

- David Gittens

MSc International Trade Policy

- Allison St. Brice

Special Recognition Award

Cave Hill School of Business and Management

- Dejan Holder

Graduate Students of the Year

Cave Hill School of Business and Management

MSc Business Analytics

- Shakir Barrow

FACULTY OF SPORT

The names of the students who received sport scholarships /grants during the academic year 2022 – 2023 are listed below.

Sport Scholarships Awardees

- ARNOLD, Ryan - Volleyball
- BESSON, Mickel - Volleyball
- CRANDON, Vidal – Cricket
- GORDON, Allison - Cricket
- NICHOLAS, Shenan - Football

Sport Grants Awardees

- GOODING, James – Hockey
- HINDS, Kimar - Volleyball



Ann Denis Scholarship awardees - Ceresa Springer (Left) and Alicia Haynes (Right)

INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES: NITA BARROW UNIT

Three Students Receive Ann Denis Scholarship for Feminist Research

Three Institute for Gender and Development Studies: Nita Barrow Unit graduate students were the recipients of the Ann Denis Scholarship for Feminist Research for the academic year 2022/2023. Ms Ceresa Springer (MPhil student), Ms Alicia Haynes (PhD student) and Ms Marlene Johnson (PhD student) were the awardees of this scholarship.



UWI Dance Ensemble performs at the COCO Dance Festival, October 2022

(Photo: Karen Johnstone Photography)

Cave Hill Students Showcase Their Talents

FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS (FCCPA)

Department of Creative and Performing Arts

UWI Dance Ensemble Performs at Prestigious COCO Dance Festival

Student members of the UWI Dance Ensemble of the FCCPA, under the direction of Ms Aisha Comissiong, performed to much acclaim at the prestigious COCO Dance Festival (Contemporary Choreographers Collective) held in October 2022 in Trinidad and Tobago.

Film Student Wins First Prize in National Independence Festival of Creative Arts (NIFCA) Competition

In the 2022 NIFCA Film Competition, film student, Josiah Haynes, won first prize in the Narrative Fiction category for his film "Undressed Dreams". The film was also selected to represent the Department at the Caribbean Film Education Network 2022 screening at the Festival de Cine Global de Santo Domingo.

Creative Arts Students Screen Film

Master of Arts (MA), Creative Arts students of the Community Arts class screened their film "Newton Unsilenced" at the Barbados Museum in April of 2023.

External Awards Won by Students

Cave Hill Student Wins Caribbean Catalyst Kregg Nurse Scholarship Award

Cave Hill student, Marcia Brathwaite, was the winner of the Kregg Nurse Scholarship Award. The ceremony was held on June 14, 2023. At the time of accepting this scholarship, Ms Brathwaite was completing the second year of a Bachelor of Science degree in Banking and Finance, and is expected to complete her studies in 2025. Ms Brathwaite, who previously practised law in the United States, has limited mobility in her left hand and minimal use of her left foot.



Ms Marcia Brathwaite, winner of the 2023 Kregg Nurse Scholarship Award

Cave Hill Student Cops Chevening Scholarship

Chevening Scholarships enable outstanding emerging leaders from all over the world to pursue one-year master's degrees in the United Kingdom (UK).

Mr Brendon Duncan was awarded the **Chevening Scholarship**. Mr Duncan will pursue an MSc in Information Security at University College London (UCL). Mr Duncan, who has a Bachelor of Science (BSc), Computer Science (Double) with First Class Honours from The UWI, has submitted his thesis for his MPhil in Computer Science and will graduate with the class of 2023. He is pursuing a Master of Science degree and will attend the University College London in the UK. <https://thegrenadainformer.com/two-grenadians-awarded-prestigious-chevening-scholarship/>



Mr Brendon Duncan, Chevening Scholarship winner

Leaders in Innovation Fellowship from the Royal Academy of Engineering (UK)

Mr Shamar Ward and Miss Jasmine Greene were recipients of the Leaders in Innovation Fellowship from the Royal Academy of Engineering (UK).

They received training in innovation ecosystems and mentorship support on commercialisation of research projects.



Music Student selected to attend a fully funded summer music workshop with the Royal Scottish Conservatoire

Bachelor of Fine Arts (BFA) Music student, Mr Dominic Serrao, was selected to attend a fully funded summer music workshop with the Royal Scottish Conservatoire in Glasgow, Scotland. The funding was provided by the Glasgow Caribbean Center for Development Research and the visit was co-directed by Professor Simon Anderson, Director, George Alleyne Chronic Disease Research Centre (GA-CDRC), The UWI, and Professor Bill Kushley, University of Glasgow.

BFA Music student, Dominic Serrao, was selected for a fully-funded music workshop in Glasgow, Scotland

Other Outstanding Achievements

Chartered Financial Analyst (Cfa) Atlantic Islands Research Challenge Competition

The Cfa Atlantic Islands Research Challenge is an annual intercollegiate competition that provides students with a unique opportunity to apply the knowledge they acquire in the classroom to real-world equity research. The participants are evaluated based on their analytical abilities, valuation skills, report writing, and presentation skills.

The 2022/2023 team consisted of students from the Department of Economics and the Cave Hill School of Business Management, namely, Mr Donley Stapleton (MSc Finance), Tamara Sullivan (MSc Financial Management), Krista Rene (BSc Accounting and Finance), Lerondo Lynch (BSc Accounting and Finance) and Abbie Pultie (BSc Economics and Finance). The team won the Atlantic Islands Finals held on Saturday, February 25, 2023.

Caribbean Court of Justice Moot

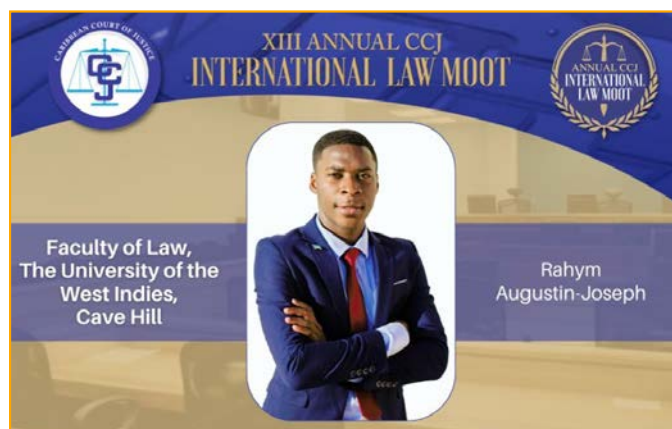
In March 2023, the Faculty of Law participated in the annual Caribbean Court of Justice (CCJ) Moot competition. The Faculty placed second in this competition. However, one of the Faculty's students won the prize for the best advocate. Mr Rahym Augustin-Joseph of The UWI Cave Hill was the first-ever recipient of the Sir Henry Forde Best Oralist Award. This is the CCJ Law Moot's newest prize, aimed at recognising participants who display exceptional advocacy skills.

Faculty of Science and Technology Student Wins Japanese Scholarship

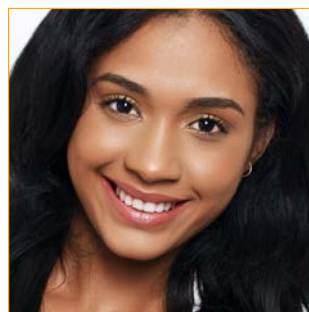
Ms Nikita Kunar (BSc Chemistry and Environmental Science) was awarded the Japanese Scholarship to attend Sofia University to pursue a Master's in Global Environmental Studies.



Law Students who represented The UWI Cave Hill Faculty of Law at the Caribbean Court of Justice Mooting Competition. From Left to Right: Mr Tyrique Wilson, Mr Rahym Augustin-Joseph, Ms Faizaah Momla



Recognising UWI Cave Hill Student, Rahym Augustin-Joseph, as the Best Advocate



Ms Nikita Kunar - Japanese Scholarship winner



Department of Management Studies Students Participate in Operation Seek and Secure

Department of Management Studies Students Participate in Operation Seek and Secure

The students from the Department of Management Studies participated in Operation Seek and Secure – an initiative designed and implemented by the Ministry of Housing, Lands and Maintenance to assess the Housing Stock of Barbados. Students were tasked with the collection of geospatial locations of houses in Barbados as well as conducting observational assessments of the housing stock. The students were successful in collecting the necessary data needed for the duration of the project. The purpose of this project was to gather data related to the locations and profile of the housing stock in Barbados. The system allowed for the development of a report that identified weaknesses in the housing stock across Barbados and areas of need in relation to housing.

Faculty of Science and Technology Cave Hill Innovation Award (FINO) Encourages FST Students to Innovate

After a brief pause due to the challenges experienced during the COVID-19 pandemic, the Faculty Office officially launched the 2nd Faculty of Science and Technology Innovation (FINO) Award in April 2023.

This award recognises an innovative, out-of-the-box project or initiative by one of the Faculty's students. Ms Jasmine Greene emerged as the 1st place winner

for the development of Private Caribbean Study Goals (PCSG), an online EdTech platform where 'Students Helping Students Succeed' ensures high-quality academic education. Ms Tizelia Norville was recognised for the development of a user-friendly native Android application called VisualEyez, aimed at assisting the visually impaired in recognising Barbadian banknotes. Both winners received cash prizes.

UWI Cave Hill Student Participates in The Firehood Angels Pitch Event

In January 2023, The University of the West Indies student, Jasmine Green competed in The Firehood Angels pitch event. She presented her online school business amongst several very innovative business pitches from women in Barbados. Her business is called Private Caribbean Study Goals. Jasmine won BBD 25,000.

Cave Hill Student, Tizelia Norville, Creates VISUALEYEZ, An Artificial Intelligence (AI) Mobile Application for The Blind and Visually Impaired

Four percent of the Barbadian population is estimated to be visually impaired (VI) and of this, one percent is totally blind. Although this is a small percentage it represents over ten thousand VI persons who have the right to live independently in an inclusive society. Until December 05, 2022, this right was inhibited by the lack of a mechanism for members of the VI community to distinguish among the various local banknotes. The introduction of unique tactile symbols on each denomination was welcomed by the community. However, as the older notes are still widely circulated, the issue persists.

VISUALEYEZ identifies the different denominations of Barbadian banknotes, and it communicates this using speech or vibration modes. In this work, the Systems Usability Survey (SUS) instrument was employed on a convenient sample of 65 members from the Barbados Association for the Blind and Deaf (BABD) to quantify the user experience (UX). Results showed an average rating of 79.58% which indicates that users are very satisfied with the application. Moreover, speech was the generally preferred operating mode, with vibration mode being preferred in public spaces. This research

shows that the VisualEyz application will be beneficial to those who are blind or visually impaired.

Tizelia's work was featured in a Nation Newspaper article on May 30, 2023.

Excellence in Sport

Faculty of Medical Sciences Students Represent Barbados at Sporting Events

- Kenya Alleyne, an undergraduate student (MBBS Class of 2027), competed in hockey at the Central American and Caribbean (CAC) Games, winning a bronze medal.
- Daniel Griffith, another Faculty of Medical Sciences student, represented Barbados in an International Weight Lifting Meet in Columbia.

Faculty of Sport Students Win Sport Scholarships and Grants

- At Cave Hill, five students received sport scholarships and two received sport grants.

Faculty of Sport Student Selected for the Barbados National Netball Team

- Ms Brianna Holder was selected to play for the Barbados National Netball Team at the Central American and Caribbean Games (CAC) which was held during the period June 23-July 8, 2023 in Jamaica and the Netball World Cup during the period July 28-August 6, 2023 in South Africa.

UWI Blackbirds Female Team is Champion Team of Football Tournament

The Republic Cup competition commenced at the end of August 2022. Both UWI Blackbirds Male and Female teams were involved in this tournament. The Male team progressed to the quarter-final stage. The UWI Blackbirds Female team was the champion team of the tournament.

UWI Wins Tertiary Futsal Tournament

The UWI participated in a tertiary futsal tournament in April 2023 at the Barbados Community College (BCC). The UWI team finished first place in the competition.



Donna Sealy's Nation Newspaper Article of May 30, 2023, Tizelia's app for that, highlighting the work of Cave Hill Student, Tizelia Norville who created VISUALEYZ for the visually impaired and blind community



Ms Brianna Holder



The UWI Cave Hill Campus took another step towards strengthening relations with the Private Sector on September 23, 2022 when the Sagcor Cave Hill School of Business and Management, and public and private sector partners, signed Memoranda of Understanding and launched the inaugural Business and Management Research Think Tank.

From left: Dr Dion Greenidge, Interim Executive Director SCHSBM; Paul Inniss, Executive Vice President, Sagcor Life Inc; Hon. Davidson Ishmael, Minister of Industry, Innovation, Science and Technology; Dr Jeannine Comma, SCHSBM Chair; Hon. Sandra Husbands, Minister of State in the Ministry of Foreign Trade and Business; Anthony Branker, President of the Barbados Chamber of Commerce and Industry; Trisha Tannis, Chair of the Barbados Private Sector Association; and Professor R Clive Landis, Pro Vice-Chancellor and Principal.

RESEARCH AND INNOVATION

Campus Research Awards

In the Academic year 2022/2023, the Cave Hill Campus funded research by its students to the tune of BBD 120,853.73. The greatest percentage (49%) of these awards was captured by the Faculty of Science and Technology. The Faculty of Humanities and Education captured 18%, with the Faculty of Medical Sciences receiving 11% and the Faculty of Culture, Creative and Performing Arts obtaining 9%. The Institute for Gender and Development Studies: Nita Barrow Unit, Faculty of Social Sciences and the Faculty of Law captured smaller shares, having obtained 7%, 5% and 2% respectively. The details are reflected in Table 11.

Table 11: Postgraduate Research Awards for Academic Year 2022/2023

POSTGRADUATE RESEARCH AWARDS (STUDENTS) 2022/2023				
FACULTY/INSTITUTE	NO OF AWARDS	CONFERENCE BBD	RESEARCH BBD	TOTAL BBD
Culture, Creative and Performing Arts	1		10,600.00	10,600.00
Institute for Gender and Development Studies: Nita Barrow Unit	2	8,312.00		8,312.00
Medical Sciences	3	1,983.56	10,940.00	12,923.56
Science and Technology	12	10,000.00	49,338.62	59,338.62
Social Sciences		5,450.00		5,450.00
Humanities and Education	6	11,360.00	10,369.52	21,729.52
Law		2,500.00		2,500.00
TOTALS		39,605.56	81,248.14	120,853.70

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

Author Fellowship Programme

The Author Fellowship Programme, an innovative initiative spearheaded by the Office of Research Innovation and Community at Cave Hill (RICCH), was successfully conducted once again this year, with the primary objective of enhancing the academic output of the faculty members within the institution. This unique programme aimed to empower and support faculty members in their scholarly endeavors while fostering a culture of continuous learning and development. At the heart of this programme was a comprehensive workshop-type seminar that brought together a diverse group of faculty members from various departments and disciplines. These individuals, known as Faculty Champions, were tasked with the responsibility of not only participating in the programme but also with the exciting role of creating and overseeing their respective Faculty's Author Fellowship Programme. Three cross-campus seminars were also held within the areas of publishing, Information Search Strategies, Responding to Referee Feedback and Choosing the Right Journal. A series of Writing Retreats were also held to provide Author Fellows with a quiet space to write. The Programme is expected to:

- **Boost confidence:** Many participants spoke about how the Author Fellowship Programme had significantly boosted their confidence as educators, researchers, and mentors. They felt more equipped to take on research projects and guide their students effectively.
- **Enhanced networking:** The programme facilitated connections among faculty members who might not have interacted otherwise. This networking has already resulted in collaborative research projects and interdisciplinary initiatives that promise to enrich the academic environment.
- **Improved research productivity:** Several faculty members reported they felt better equipped to tackle complex research questions, leading to a higher output of publications and conference presentations.

- **Leadership development:** The experience of creating and overseeing their Faculty's Author Fellowship Programme allowed Faculty Champions to develop leadership skills. They learned how to motivate and support their peers in their scholarly pursuits.
- **Cultural shift:** Over time, the Author Fellowship Programme is expected to contribute to a cultural shift within the institution, promoting a stronger emphasis on research and scholarship. This shift is seen as pivotal for elevating the institution's academic reputation.

The Author Fellowship Programme, organised by RICCH, has emerged as a transformative force within the institution, nurturing a community of faculty members dedicated to advancing knowledge and academic excellence. Through this initiative, faculty members have not only gained the tools and knowledge necessary for successful research and mentorship but have also cultivated a sense of empowerment and camaraderie that promises to have a lasting impact on the institution's academic landscape.

Delivery of Online Grant Preparation Seminar

The Office of Research, Innovation and Community at Cave Hill is also responsible for supporting researchers in finding and writing grant applications. To this end, a monthly newsletter is compiled, listing grant opportunities by Faculty and providing brief information about the opportunity and links for further information. This newsletter is distributed broadly across the Campus. Additionally, RICCH co-hosted a grant preparation seminar with the School for Graduate Studies and Research. The online seminar was entitled, 'Winning! How to Make it Difficult to Lose that Grant' and was facilitated by a colleague from the St. Augustine Campus. Two hundred and seventy-six persons registered for the online session.

Development of a Business Proposal

The Office's commitment to fostering innovation extended beyond just the conceptual phase. The team, recognising the importance of providing practical tools and resources to facilitate the innovation process, took significant strides to streamline innovation processes and ensure that individuals had the necessary guidance and clarity. One of the key documents developed by the Office was a business proposal template. This template was crafted to serve as a structured framework for individuals and teams looking to present their innovative ideas in a clear and organised manner. It included sections for defining the problem or opportunity, outlining the proposed solution, conducting market research and analysis, detailing the business model, and presenting financial projections. By providing this template, the Office aimed to demystify the often-daunting task of creating a comprehensive business proposal, making it accessible to a wider audience.

The business proposal template offered several benefits:

1. **Standardisation:** By offering a standardised format, the template ensured that all proposals followed a consistent structure. This made it easier for reviewers to evaluate and compare different ideas objectively.
2. **Clarity:** The template encouraged proposers to think critically about their innovation, forcing them to articulate their ideas clearly and concisely. This clarity improved communication and understanding among stakeholders.
3. **Efficiency:** Using the template saved time and effort for both proposers and reviewers. Proposers could focus on the content of their ideas, knowing that the format was already established, while reviewers could efficiently assess proposals.
4. **Guidance:** The template served as a guide, prompting proposers to consider essential aspects of their innovation, such as market research and financial viability, which might have been overlooked otherwise.

Business Development Process Map

In addition to the business proposal template, the Office also developed a business development process map. This visual representation outlined the various stages of the innovation journey, from idea generation to market launch. It included key milestones, decision points, and recommended actions at each stage.

The business development process map offered several advantages:

1. **Visualisation:** It provided a clear and visual representation of the innovation process, helping individuals understand the flow and progression of their ideas.
2. **Roadmap:** The map acted as a roadmap, helping innovators navigate the complex journey of bringing an idea to market. It highlighted critical decision points and potential pitfalls.
3. **Resource Allocation:** By identifying the stages of development, the map allowed innovators to allocate resources more effectively, ensuring they focused on the most critical tasks at each stage.
4. **Alignment:** The map helped align the efforts of cross-functional teams, ensuring that everyone involved in the innovation process understood their roles and responsibilities.

Together, the business proposal template and the business development process map served as invaluable resources for anyone involved in the innovation process. They not only simplified the process but also encouraged a more systematic and informed approach to innovation, ultimately contributing to the success of innovative endeavors within the organisation.

Commercial Projects

Biogas Project

The Office also made significant strides in moving a number of Campus-specific commercial projects ahead. In relation to the Campus Biogas Project an assignment agreement was negotiated and a suitable location for the Phase 1 pilot was agreed with the Barbados National Oil Company (BNOC). The signing of this assignment agreement underscores the institution's commitment to protecting and harnessing the intellectual property generated by its researchers. Simultaneously, the search for a suitable location, with the BNOC as a potential site, indicates a strategic move toward practical implementation and potential collaboration with industry partners, all while addressing a critical environmental issue in the region.

Diabetes Reversal Project

The Office of Research, Innovation and Community at Cave Hill is currently taking the lead in overseeing negotiations with a prospective international manufacturer for a ground-breaking low-calorie shake which has the potential to reverse type 2 diabetes. This endeavor encompasses two crucial aspects of intellectual property management: first, the establishment of assignment agreements with the inventors, which ensures that The UWI holds exclusive rights to the innovation, and second, the formulation of a license agreement with the manufacturer, stipulating terms for the use of the intellectual property and revenue-sharing arrangements.

The Dukes Agri-Industrial Park

The strategic plan for the Dukes Agri-Industrial business Park represents a pivotal step forward in the development and transformation of agriculture in Barbados. This comprehensive plan is designed to be a blueprint for the park's growth, with the primary goal of revolutionising the agricultural landscape on the island. The strategic plan was developed through interviews with experts in agriculture, agri-business, and environmental sciences and these individuals will be collaborating with The UWI to create a framework that will guide the park's operations. This includes identifying key areas of focus, such as crop selection, sustainable farming practices, and innovative technologies that will be integrated into the park's operations.

Following this strategic planning phase, the launch of the Dukes Agri-Industrial business Park also took place during the year. The project, funded through a bilateral grant from the People's Republic of China to the Government of Barbados, signifies the commitment of Barbados to embrace a more science-based approach to agriculture. The launch event brought together government officials, agricultural experts, representatives from the People's Republic of China, and the public to showcase the park's vision, goals, and potential impact on the local and regional agricultural industry. The appointment of a director for the Dukes Agri-Industrial business Park is a crucial milestone. This individual will be responsible for executing the strategic plan, overseeing day-to-day operations, and driving innovation within the park. The director will play a pivotal role in ensuring that the park fulfills its mission to promote sustainable agriculture, advance scientific research, and provide opportunities for agricultural entrepreneurs and local farmers. The overarching ambition is that the Dukes Agri-Industrial business Park will serve as a beacon of progress in Barbados' agricultural sector. By incorporating cutting-edge science-based approaches, the park aims to improve crop yields, reduce environmental impact,

and enhance the overall efficiency and profitability of agriculture on the island. In doing so, it not only addresses local food security but also positions Barbados as a leader in agricultural innovation and sustainability within the Caribbean region. This transformative initiative has the potential to elevate the island's agricultural industry, fostering economic growth, and promoting a greener and more prosperous future for Barbados.

First Prototype of a New Product

The Office of Research, Innovation and Community at Cave Hill is also excited to be undertaking the development of the Campus' first prototype of a new product. With funding from the Barbados Investment and Development Corporation (BIDC), RICCH is working with innovators in the Faculty of Social Sciences to create a product that not only prevents persons from being bitten by mosquitoes but reduces the population of disease bearing mosquitoes. Once the product has been proven to be fit for purpose, the RICCH will work with the innovators to determine how the product should be manufactured, marketed and sold.

NEW GRANTS

During the year 2022/2023, the Campus' research thrust was strengthened by the introduction of the following new grants to the research portfolio.

Department of Creative and Performing Arts, Faculty of Culture, Creative and Performing Arts

Global Water Dances Barbados

Investigator: Dr Rainy Demerson

Agency: Site Impact Fund administered by Global Water Dances

Funding Obtained: USD 1,000

Duration: April to June 2023

George Alleyne Chronic Disease Research Centre (GA-CDRC)

AC3-African Cancer Genome Cohort (ACGR) to promote health equity among patients of African Ancestry: characterisation of genetic and molecular drivers

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

Other UWI Collaborators: Natalie Greaves, FMS, Cave Hill Campus; Robin Roberts, The University of the West Indies, Bahamas; The University of the West Indies, Mona Campus, Jamaica

External Collaborators: Camille Ragin (Overall PI), University of Alabama at Tuscaloosa Kenya Medical Research Institute, University of Nairobi, Kenya; Ministry of Health and Social Services, Morgan State University

Funding Obtained: USD 168, 584 from The Institute for Cancer Research d/b/a The Research Institute of Fox Chase Cancer Center (FCCC)

Duration: April 2023 to April 2025

Research and Innovation

IMPACT: Implementation of a multisectoral programme to improve indigenous adolescent mental health in Brazil and Dominica

GA-CDRC Investigator: Simon Anderson (co-PI)

Other UWI Investigators: Roger Gibson, Abdullahi Abdulkadri, Rosana Emmanuel, UWI Jamaica

External Investigators: Seeromanie Harding (co-PI), Paola Dazzan, Divya Parmar, Jamie Murdoch, KCL; Ieda Vargas Dias (co-PI), Maria Godoy, Iracema Gah Te Nascimento, Federal University of Rio Grande Sul; Paulo de Tarso Coelho Jardim, Antonion Grande, State University of Mato Grosso do Sul - UEMS; Vanessa Miranda, Cristiane Tomasi, University of the Extreme South of Sanata Catarina; Rodrigo Bressan, Federal University of Sao Paulo; Renato Oliveira a Souza, PAHO; Alexandre Rossettini de Andrade Costa, Special Secretarial for the Indigenous Health - DSEI; Anette Thomas-Sanford, Kibe'kuati Inc; Lorenzon Sanford, Kalinago Council; Joel Ribeiro de Freitas, Guarita Village Cacique; Cozier Frederick, Ministry of Environment, Rural Modernisation and Kalinago Upliftment

Funding Obtained: GBP 921,202 from the UKRI through Kings College London with GBP 302,819 coming to The UWI

Duration: October 2023 to March 2026

Intervention Co-creation to Improve Community-based Food Production and Household Nutrition in Small Island Developing States (ICoFaN): Analysis and Dissemination Activities (Fiji, Haiti and St Vincent & the Grenadines).

GA-CDRC Investigator: Madhuvanti Murphy (site PI)

External Investigators: Nigel Unwin (PI), Cornelia Guell, Karyn Morrissey, University of Exeter; Gordon Hickey, McGill University; Morgan Wairiu, Viliamu Lese, University of the South Pacific; Nita Gandhi-Forouhi, University of Cambridge; Predner Duvivier, University of Haiti

Funding Obtained: GBP 8,800 coming to The UWI from the UKRI through University of Exeter

Duration: October 2022 to March 2023

Caribbean Nutrition Data Mapping Review (Jamaica, Haiti and rest of Caribbean region)

GA-CDRC Investigator: Madhuvanti Murphy

Other UWI Collaborators: Arlette Saint Ville, The UWI, St Augustine campus

External Investigators: Cornelia Guell (PI), University of Exeter

Funding Obtained: GBP 10,620 coming to The UWI by UKRI through University of Exeter

Duration: October 2022 to March 2023

Development of pilot for national, population-based chronic non-communicable disease registries/ surveillance system strengthening in the UK Overseas Territories

GA-CDRC Collaborators: Simon Anderson, Natasha Sobers

External Collaborators: William Cushley, University of Glasgow

Funding Obtained: GBP 143,000 from Office for Health Improvement and Disparities, UK through University of Glasgow.

Duration: September 2022 to August 2024

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

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

Other UWI Investigators: Arlette Saint Ville, The UWI, St Augustine campus

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

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

Duration: August 2022 to July 2026

Department of Biological and Chemical Sciences, Faculty of Science and Technology

Indoor Air Quality and Environmental Assessment for the Ministry of Housing, Lands and Maintenance of the Caribbean Disaster Emergency Management Agency at Manor Lodge, St Michael.

Investigator: Dr Leah Garner-O'Neal

Funding Obtained: BBD 18,165.28

Duration: June 19 to September 15, 2023

Sargassum Products for Climate Resilience in the Caribbean

In collaboration with the Caribbean Regional Fisheries Mechanism (CRFM) and the New Zealand Institute for Plant and Food Research, The UWI sought to mitigate the environmental and economic impacts of Sargassum seaweed influx in affected Caribbean countries through the creation of technologies and value-chains from marine biomass.

Investigators: Dr Jason Jordan, Dr Thea Scantlebury-Manning and Professor Avril Williams

Funding Obtained: USD 28,544.67

Duration May 22 to July 08, 2023

Department of Computer Science, Mathematics and Physics, Faculty of Science and Technology

Evaluating the Effect of Social Robots on Client Perception, Experience and Reduction of In-Person Retail Banking Services in the Caribbean". The aim of the associated study was to determine whether a social robot would be more persuasive than an intelligent Virtual Assistant (IVA) – like Alexa – in encouraging bank clients to adopt or increase usage of digital banking services

Investigators: Dr Curtis Gittens, Dr Mechelle Gittens, Dr Patrick Hung and Dr Ying Jiang

Funding Obtained: BBD 30,000 from the CIBC/FCIB

Duration: January 2023 to June 2024

Sir Arthur Lewis Institute of Social and Economic Studies (SALISES)

Youth Resilience to Violence in the Caribbean (YRIE)

United States Agency for International Development (USAID) subcontract

Principal Investigator: Professor Corin Bailey

Funding Obtained: USD 655,441.36

Duration: May 2023 to April 2028

Youth Resilience to Violence in Jamaica (JAMEL)

United States Agency for International Development (USAID) subcontract

Principal Investigator: Professor Corin Bailey

Funding Obtained: USD 410,930

Duration: May 2023 to April 2028

"Investment Priorities for Caribbean Development Renewal and Just Sustainability" Commissioned Research into CARICOM Reparatory Justice and Development

Repair Team Limited

Principal Investigator: Professor Don Marshall

Funding Obtained: USD 359,300

Duration: January 4, 2023 to November 2023

Phase 2 - Start Date: February 2024 to August 31, 2024 (contract negotiations underway)

National LGBTI Survey for Barbados

United Nations Development Program (UNDP)

Funding Obtained: BBD 75,492

Principal Investigator: Dr Latoya Lazarus

Duration: September 2022 to February 2023

BUILDING AND STRENGTHENING RESEARCH NETWORKS

Embracing Opportunities to Collaborate with Stakeholders

Courtesy Visit by The Honourable Davidson Ishmael, MP, Minister of Industry, Innovation, Science, and Technology (MIST)

On February 17, 2023, The Honourable Davidson Ishmael, MP, Minister of Industry, Innovation, Science and Technology (MIST), paid a courtesy visit to the Cave Hill Campus. During the visit, he engaged the Pro Vice-Chancellor and Principal, Professor R Clive Landis, members of the campus administration, and the executive management of the Faculty of Science and Technology. The meeting aimed to familiarise the Minister with some of the strategic science initiatives/projects previously undertaken by the University and to solicit his insights on how his Ministry could contribute to the advancement of these endeavours. Additionally, the Minister was queried about the government's priority areas in science projects, with a view to exploring potential contributions or collaborations with the Campus.

Both Principal Landis and Minister Ishmael delivered presentations. Key aspects of the Cave Hill Campus' vision and achievements were highlighted and

Principal Landis stressed the positioning of research as the cornerstone of the campus' strength. He signaled the transformation of research endeavors into viable commercial projects which could lead to the successful reduction of reliance on government funding. Major agreements arising from this meeting included the recognition of the importance for collaboration to advance objectives, emphasis by the Minister on the search for strategic partners, the need for the Campus to advance its innovative efforts to a global scale and the formation of a working group.

Meeting with The Honourable, Indar Weir, MP, Minister of Agriculture, Food and Nutritional Security

On March 24, 2023, the Faculty of Science and Technology (FST) held discussions with the Honourable Indar Weir, Minister of Agriculture, Food and Nutritional Security, and his team to coordinate activities at Dukes, St. Thomas, within the Ministry's framework. Also present at the meeting was the Chief Agricultural Officer, Ms Keeley Holder, an FST graduate. The discussions revolved around forging synergies between the Faculty of Science and Technology (FST) and the Ministry, with the overarching aim of propelling agricultural initiatives in the



The Honourable Davidson Ishmael, MP, Minister of Industry, Innovation, Science, and Technology (left, centre) and to his left, Professor R Clive Landis, Pro Vice-Chancellor and Principal, Cave Hill Campus, chair a meeting, also attended by senior management of the Cave Hill Campus and the Minister's Personal Assistant, to discuss collaborative research efforts between the MIST and The UWI, Cave Hill Campus.



Students viewing a display of plants by the Ellerton Primary School at the 2023 Science and Technology Festival

realm of research. Further deliberations extended to the facilitation of bridging courses between the Samuel Jackman Prescod Institute Of Technology (SJPI), recognised for its technical training, and The University of the West Indies (UWI).

2023 Science and Technology Festival

The 2023 Science and Technology Festival was hosted by the Department of Science, Market Research and Innovation (SMRI) of the Ministry of Industry, Innovation, Science and Technology (MIST) in collaboration with the Faculty of Science and Technology (FST) of The UWI Cave Hill Campus, at the Cave Hill Campus from March 16 to 18, 2023. The Festival which was held under the theme, "Innovation for Sustainable Living," was highly anticipated and was deemed a tremendous success. The Honourable Davidson Ishmael, MP, Minister of Industry, Innovation, Science and Technology (MIST) delivered remarks at the Opening Ceremony.



The Honourable Davidson Ishmael, MP, Minister of Industry, Innovation, Science and Technology (MIST) delivering remarks at the 2023 Science and Technology Festival, March 16, 2023



Students intently viewing a map at the 2023 Science and Technology Festival

The Festival drew thousands of attendees of all ages, notably several nursery, primary, secondary, and tertiary level school children accompanied by their teachers. Attendees embraced the opportunity to explore and interact with various exhibits spanning diverse areas of science and technology. These included artificial intelligence, agriculture, coding, robotics, the latest in digital technologies, a Science and Technology Secondary Schools Speak-Off Competition, cutting-edge research, and hands-on science experiments and activities. Approximately 65 exhibitors took part in the event, representing local educational institutions, as well as participants from the private and public sectors and non-governmental organisations.

Erasmus+ Mobility Grant Facilitates Research between the Department of Management Studies, Faculty of Social Sciences, The UWI Cave Hill Campus and Aston Business School

The UWI, Cave Hill Campus, through its Department of Management Studies, Faculty of Social Sciences, continued to engage Aston University and this was facilitated by the Erasmus+ mobility grant that enables selected academics to collaborate with the University to further drive the research strategy of the Department. Through this initiative, the Department continued to collaborate with Aston Business School on research related to the circular economy in the

region with an objective to produce a framework that will guide the implementation of the circular economy and lead the commercialisation of any sustainability and green projects.

Memorandum of Understanding (MOU) with Chamber of Commerce signed at Inaugural Business Forum and Business and Management Research Think Tank (BMRTT) Launched

The University of the West Indies, Cave Hill Campus continues to actively pursue initiatives that reflect its commitment to its strategic goal of Alignment. Its commitment to fostering relationships and building partnership with various sectors was evident at the signing of Memoranda of Understanding (MOUs) with the Barbados Private Sector Association (BPSA) and the Barbados Chamber of Commerce and Industry (BCCI) at the Inaugural Business Forum held on September 23, 2022.

The agreements were signed with an aim to bridge the gap between industry and academia through thought leadership, student engagement, and the strengthening of commercial and industrial interest and investment in Barbados.

One MOU outlines collaborative terms between the Sagcor Cave Hill, School of Business and Management (SCHSBM) and the BPSA for a Business and Management Research Think Tank (BMRTT) to play a critical role in driving organisational performance and competitiveness through evidenced-based solutions that are relevant to contemporary industry and business sustainability challenges. Its overall objective is to identify the needs of the business community and address these by facilitating high-impact research that will be used to generate change such as improving business processes and the development of new sectors and industries.

The second agreement seeks to deepen the partnership between the SCHSBM and the BCCI with the hosting of an annual Business Roundtable Forum that is designed to bring together technical experts and private sector leaders to examine business and industry challenges. The event seeks to improve industry performance, competitiveness, and

sustainability through development of solutions and policies to stimulate business environment growth.

Dr Jeannine Comma, SCHSBM's Chairman, stated that the signing of the MOUs "will foster support for industry through evidence-based, high-impact research that influences policies, identifies opportunities for training and development, as well as encourage innovative and entrepreneurial mindsets within our communities". Similarly, SCHSBM's Interim Executive Director, Dr Dion Greenidge said that by igniting such partnerships, the school sought to embark on the development of a more sustainable and resilient business environment.

President of the BCCI, Mr Anthony Branker, encouraged the local private sector to embrace innovation, stating that an innovation-friendly work culture is an expression of maturity. Specifically, he stated, "Incorporating a culture of innovation means taking risks and accepting a measure of unpredictability with a chance of reaping huge rewards. Our future business leaders must embrace innovation." These sentiments were also shared by Mrs Trisha Tannis, Chairman of the BPSA.

Pro Vice-Chancellor and Principal of Cave Hill Campus, Professor R Clive Landis, who is spearheading the campus' move for deeper integration with the private sector, highlighted The UWI's 2022-2027 Strategy, launched on the theme, The Revenue Revolution which is focused on income generation. Such focus is on "Creating Value from Our Ideas" in a bid to create value for society and value for the university by diversifying the campus' income streams. In his comments, he said, "I therefore see a great convergence today in the strategies of The UWI, the Government and the private sector that are collectively focused on creating opportunities for our citizens, developing technologies and products to help advance our society, and overall, improve the quality of life within our region."

Collaboration between The UWI and the Division/Ministry of Culture, Office of the Prime Minister, Barbados to Publish Research on the Late Jackie Opel

Discussions between The UWI Cave Hill Campus and the Division/Ministry of Culture, Prime Minister's

Office were held during the period February to July 2023, regarding the publication of the doctoral thesis of Dr Elizabeth F Watson (*deceased*) on the life and work of Barbadian Jackie Opel: composer/musician/vocalist/performer. The late Dr Elizabeth Watson was a Campus Librarian of the Sidney Martin Library at The UWI, Cave Hill Campus. The discussions were overseen by Deputy Principal of the Cave Hill Campus, Professor Winston Moore, with Dr Marcia Burrowes (Deputy Dean, Faculty of Culture, Creative and Performing Arts) also playing a pivotal role. The Cave Hill team held meetings with Senator Dr Shantal Munroe-Knight, Minister of State in the Office of the Prime Minister, and her staff who represented the Ministry/Division of Culture. The family of Dr Watson and the publisher, Mr Ian Randle, also attended. Key Agreements were drafted between the University and Dr Watson's family, and the University and the publisher. These are presently being reviewed by the University's lawyers.

Dr Marcia Burrowes and Professor Mike Alleyne, co-supervisors of the doctoral thesis, are serving as Co-Editors of an Editors' Introduction, as well as consulting editors of the text overall, including a Clarification Appendix. The research primarily focuses on Jackie Opel as a long overlooked and understudied artist in Caribbean popular culture scholarship, and presents unseen material on his life and work, chronicling his creative development in ways no other text has comprehensively attempted. It includes a detailed discography. The text has three (3) tributes to Dr Watson written by the following parties: (i) The Family, (ii) The UWI as scribed by Ms Ingrid Iton, Librarian (retired), Cave Hill Campus and (iii) Division/Ministry of Culture as scribed by Minister of Culture in the Prime Minister's Office, Dr Munroe-Knight. All tributes were edited by Burrowes and Alleyne.

It is agreed that funding for the publication of the text will be as follows: The UWI, Cave Hill Campus (70%) and the Division of Culture in the Prime Minister's Office (30%).

Law and Health Research Unit (LHRU), Faculty of Law, Collaborates to Advance Work on Major Health Initiatives

During the academic year 2022/2023, the LHRU collaborated with various entities to produce and submit several valuable written reports on areas of health critical to society.

- *Report on 'Children's Right to health and Right to Adequate, Nutritious Food in Barbados'*

On October 11, 2022 the LHRU, together with the Healthy Caribbean Coalition (HCC) and the Heart and Stroke Foundation of Barbados Inc (HSFB), submitted a civil society report on 'Children's Right to health and Right to Adequate, Nutritious Food in Barbados' as part of Barbados' Universal Periodic Review within the United Nations human rights system.

- *Proposal Submission to the Barbados Constitutional Reform Commission*

On April 14, 2023 the LHRU, HSFB, HCC and the Global Center also submitted a proposal to the Barbados Constitutional Reform Commission for inclusion of language on the right to health and the right to adequate food within the new Barbados Constitution. The joint team subsequently was invited to a private online consultation with the Constitutional Reform Commission on May 3, 2023 where LHRU Head, Mrs Nicole Foster, presented on behalf of the group. At the request of the Commission Chair, the LHRU Head and the Global Centre colleagues prepared a further detailed 20-page brief exploring the protection of the right to health within other Constitutions and the implication of the obligation to 'progressively realise' these rights which was submitted to the Commission in mid-May.

- *Report on NCD Prevention and Control in the Caribbean: Essential Considerations for Equity-Based and Rights-Based Approaches'*

The LHRU was involved with the production of the following February 2023 report: 'NCD Prevention and Control in the Caribbean: Essential Considerations for Equity-Based and Rights-Based Approaches'.

Throughout the period under review, the LHRU also played a prominent advocacy role concerning the on-going Caribbean Community (CARICOM) process for adoption of an updated regional standard for front of package labels for pre-packaged foods and the international human rights and international trade implications of what is being proposed. This involved presentations at CARICOM/PAHO/HCC webinars, meetings of regional Chief Medical Officers, civil society activities as well as radio and TV interviews by the LHRU Head.

- *LHRU Joins the CARICOM's Inter-Agency Technical Committee on CARPHA's 6 Point Policy Package on Prevention of Childhood Obesity (6PPP)*

In November 2022, the LHRU was invited to join CARICOM's Inter-Agency Technical Committee on CARPHA's 6 Point Policy Package on Prevention of Childhood Obesity (6PPP) in recognition of the unique contribution the LHRU has been making and could continue to make in terms of advice on the role of law in advancing and implementing the various policies proposed within the 6 PPP.



An open discussion panel as part of the 3rd Sargassum Symposium, with the following persons (from L-R): Belle Holder (MC/Host), Dr Bethia Thomas, Dr Kimberly Baldwin and Ms Yasa Belmar [joining remotely via zoom]

Hosting of Conferences, Symposia and Workshops

Centre for Resource Management and Environmental Studies (CERMES), Faculty of Science and Technology, 3rd UWI Sargassum Symposium

The CERMES continued to pursue sargassum related research and collaborations. Through its 3rd Sargassum Symposium, top natural and social scientists from across the University with key stakeholders in the Caribbean's tourism, business and fisheries sectors were brought together to discuss the sargassum seaweed phenomenon invading the region's beaches and threatening key economic sectors. The Symposium was held from March 9 to 10, 2023 at the Courtyard by Marriott, Bridgetown, Barbados. The Symposium was streamed live each day and featured short presentations, interactive discussions and lively panel discussions.

Crime Prevention Symposium: "From Research to Action: Focused Approaches to Crime Prevention"

The Crime Prevention Symposium entitled "From Research to Action: Focused Approaches to Crime Prevention" was hosted by the Office of the Principal at The University of the West Indies, Cave Hill Campus and The UWI Centre for Criminal Justice and Security (CCJS), in collaboration with CariSECURE 2.0. during the period May 25-26, 2023 at the Sagcor Cave Hill School of Business and Management, The University of the West Indies, Cave Hill Campus.

With research suggesting that crime prevention strategies are more effective than crime suppression efforts, the two-day symposium focused on deterring criminal activity and put the issue of crime in the region under the microscope. It examined the available research on targeted social approaches to crime prevention particularly among youth and aimed to encourage a shift in



Professor Corin Bailey, Director of the Institute of Criminal Justice and Security, The UWI Cave Hill Campus presenting at the Crime Symposium on the state of crime in the region; and to his left is Professor Don Marshall, Director of the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES)

policy focus, as it relates to crime prevention and to forge consensus between the police and the many branches of government and civil society that are well placed to identify persons at risk of engaging in criminal activity. The overall effort was that of targeting scarce resources for the effective prevention of crime and violence, especially among youth, ideally before criminal behaviour has manifested.

Professor Corin Bailey, Director of the Institute of Criminal Justice and Security at The UWI Cave Hill, delivered the feature address at the Symposium, during which he noted that crime continued to increase in Barbados and several other Caribbean islands, some of which have the world's highest incarceration rates per capita, and this shows there is a failure at the policy level. His contention was also that there is an over-reliance on law enforcement in preventing crime in the region. Crime, in

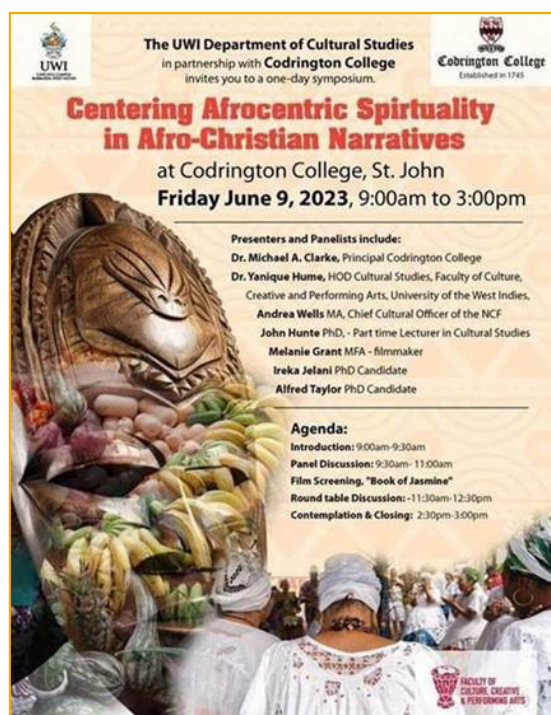
his opinion, is a complicated, multifaceted issue requiring solutions that reflect this situation.

He took the opportunity to reference his previous research which was of relevance in supporting this stance. For example, his 2016-2019 research survey of Individuals Deprived of Liberty, which showed the correlation between criminal involvement and a low education level and history of family violence. Furthermore, he highlighted that in a survey of incarcerated individuals within six countries – The Bahamas, Barbados, Guyana, Jamaica, Suriname, and Trinidad and Tobago – the majority of the respondents indicated they had not completed secondary school. In his words, “We have to have hard conversations with ourselves in the region about what equity in our education systems looks like. Because all schools are not equal”. Speaking on the exposure to violence in homes, Professor Bailey stated this was one of the strongest predictors of the use of violence and delinquent behaviour.

In his delivery, Deputy Police Commissioner Erwin Boyce of the Barbados Police Service said there is a heavy influence of colonial era laws and policing customs in the Barbados Police Service and other security forces in the region, and that authorities here have been grappling with modernising and updating many of the policies governing their operations.

Commissioner Boyce said that a lot of changes are happening in the Barbados Police Service that would enable them to better understand the needs and expectations of the society and how they are going to address the issues of working with society. “Perhaps one of the greater advances has been technology; technology has allowed us to create the type of platforms that allow us to focus not on gut feeling policing but on evidence-based policing,” he said.

The Symposium was broadcast on UWItv Global at www.uwivt.org, www.facebook.com/uwivt and also viewed at: <https://zoom.us/j/91363414687>.



Department of Cultural Studies Hosts One Day Symposium: “Centering Afrocentric Spirituality in Afro-Christian Narratives” in Collaboration with Codrington College

The Department of Cultural Studies, Faculty of Culture, Creative and Performing Arts, in partnership with Codrington College, hosted a one-day symposium at Codrington College entitled, “Centering Afrocentric Spirituality in Afro-Christian Narratives” on June 9, 2023. The Symposium opened with Canon D. Michael Clarke, Principal of Codrington College and Dr Yanique Hume, Head of the Department of Cultural Studies, in conversation on the intersections of Africana Religions and Christianity. There was a panel discussion featuring Cultural Studies alumni and current doctoral students in the programme exploring the Spiritual Baptist faith and racial and class politics and Christianity in Barbados. There was also a screening of “Book of Jasmine” by Melanie Grant, MA Creative Arts alumni and filmmaker, followed by a round-table discussion. The Symposium concluded with a moment of contemplation and a closing ritual of atonement for the ancestral memory inscribed in the land on which the college sits.

Resumption of The Faculty of Law Annual Corporate and Commercial Law’s Workshop

After a three-year hiatus, the Faculty of Law hosted the 20th edition of its Annual Corporate and Commercial Law Workshop at the Hotel AKA Brickell in Miami Florida USA from July 23 to 25 under the Commonwealth Caribbean’s Contribution to International Commercial Law. The Faculty was represented by Professor Eddy Ventose, Dr Antonius Hippolyte, Dr Erskine Burke, Ms Karen Primus and Ms Lorna Payne.

Through a call for papers, the Faculty invited both regional and international legal experts to present on prevalent corporate and commercial legal issues, especially those of concern to the Caribbean region.

The workshop featured the following topics:

- International Dispute Resolution and International Commercial Arbitration
- International Investment and International Trade
- Private International Law of Commercial Transactions and International Sale of Goods
- International Taxation Law
- Competition Law and Intellectual Property
- New Developments in Company Law, Banking and International Commercial Law



The Law and Health Research Unit (LHRU) Jointly Hosts Scholars Workshop with the Global Centre

During the period, October 12 – 13, 2022, the Law and Health Research Unit (LHRU), Faculty of Law, Cave Hill Campus, jointly hosted an in-person Scholars Workshop with the Global Centre, at the Cave Hill Campus for persons whose abstracts were accepted for publication in the upcoming special issue of the Caribbean Law Review on global health law. During this period, the LHRU's Head, Mrs Nicole Foster, also facilitated a courtesy call between the Principal, Faculty of Law representatives and a delegation from the O'Neill Institute for National and Global Health Law, Georgetown University Law Center ('O'Neill Institute'). The LHRU and the O'Neill Institute also jointly organised a panel entitled 'Sick of It? Advancing Health through Human Rights' for the MonaLaw Annual Symposium on June 24. The panel generated much interest amongst the audience and a few of the participants subsequently registered for the LHRU's short course on Law and NCDs in July 2023.

THE UWI Co-hosts IEEE Consumer Technology Society (CTSOC) International Conference on Games, Entertainment & Media (GEM)

The Institute of Electrical and Electronics Engineers hosted this conference for professionals and researchers in all fields related to media, entertainment, and gaming in collaboration with The UWI and INVEST Barbados. The conference took place in Barbados from November 27 to 30, 2022. With a combination of conventional and current computing themes covered in paper presentations (lecture and interactive format), tutorials, seminars, mixed panels, and high-profile keynotes, GEM 2022 offered a complete, high-quality technical and experience program. The conference proceedings issued by IEEE contain peer reviews and archives of the papers presented at GEM.



Mr Rodney Taylor



Dr Curtis Gittens

The organising Committee was led by General Chair, Mr Rodney Taylor (Barbados), Secretary General of the Caribbean Telecommunications Union, and Executive Conference Chair, Dr Curtis Gittens (Barbados) of The University of the West Indies, Cave Hill.

Other members of the organising committee from The UWI were as follows:

- Workshop Chair, Dr Mechelle Gittens, Faculty of Science and Technology Cave Hill (FST)
- Arts & Performance Chair, Mr Andrew Millington, Faculty of Culture, Creative and Performing Arts, Cave Hill (FCCPA)
- Arts & Performance Co-Chair, Mr Russel Watson, FCCPA
- Webmaster/Graphic Design, Mr Brendon Duncan (Postgraduate Student), FST
- Advisory Committee Member, Dr Jeanese Badenock (Dean), FST
- Cave Hill Battle Royale Organiser: Mr Isaiah Carrington (Undergraduate Student), FST

Other local and regional committee members were:

- Barbadian Ambassador to Panama, His Excellency Ian Walcott (Panama)
- Representative of The Ministry of Industry, Innovation, Science and Technology, Mr Charles Cyrus, National Council on Science & Technology
- Event Manager, Ms Francola John, Caribbean Telecommunications Union
- Sponsor Management, Mr Gary Kalloo, Caribbean Telecommunications Union
- Tech Support, Mr Adam Taylor

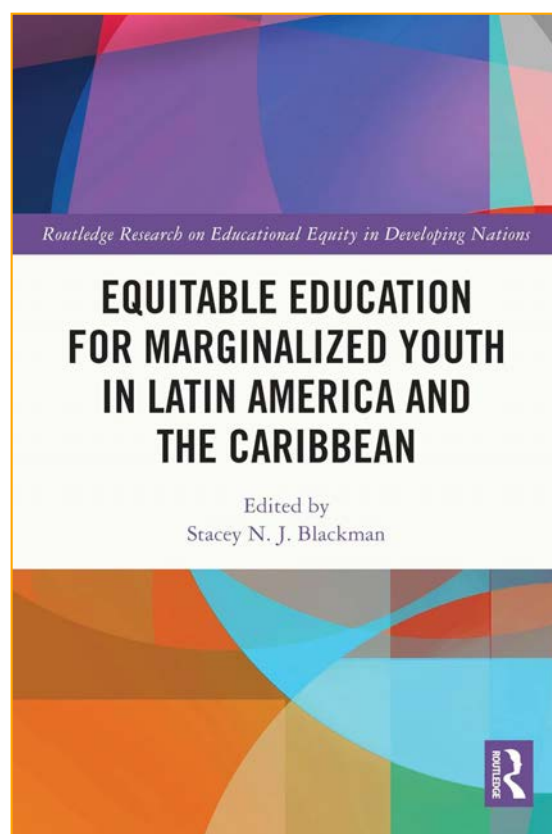
Other Initiatives to Support Collaborative Research

Faculty of Humanities and Education Launches First of its Kind Book Series - Routledge Research on Educational Equity in Developing Nations

This series is the first of its kind to offer a platform for scholars from developing and emerging nations to showcase their research on topics that influence the equity in education agenda. This series will examine how Small Island Developing States (SIDS) like those within the Caribbean, Asia-Pacific, Latin America, other Micro-States and Africa will achieve equity in education. The contexts for these conversations recognise the unique reality that many of these countries are past colonies that remain vulnerable to the external vagaries of globalization, macroeconomic policies, high external and internal debt. In this new book series, influential and in situ scholars from the Global South are invited to author books and produce edited volumes that discuss the issues that influence the achievement of equity in education in Developing Nations. The Series Editor is Dr Stacey Blackman, Senior Lecturer, School of Education, Faculty of Humanities and Education.

Caribbean Educational Research Centre Launches Digital Space

The Caribbean Educational Research Centre (CERC), located in the Faculty of Humanities and Education was set up through a USAID-funded project (Research Initiative for Supporting Education in the Caribbean or *RISE Caribbean*) from a grant proposal written by School of Education (SOE) faculty, in partnership with the University of South Florida and supported by the Eastern Caribbean Joint Board of Teacher Education (ECJBTE). The Centre was set up in 2021 and has as its primary goal, providing educational research data and other information for education



stakeholders, researchers, development partners and other agencies, to inform their decision making for policy, planning and practice in education. In December 2022, CERC launched its digital space, which included:

- **Edu-Search Caribbean:** A repository for storage, management and retrieval of research data and publications relating to the Caribbean or Caribbean peoples.
- **CERC's Website:** A vital resource for sharing information about CERC's research, services and activities.
- **Social media:** Instagram and Facebook, with links on the website.
- **A School EMIS:** a system to help CERC to collect school data at the source, but that will also help Ministries of Education to collect, store, and manage school data more efficiently.

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 U.S. Office of Human Research Protections and, therefore, has authority to review projects receiving U.S. federal funding or otherwise subject to U.S. 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 approved 111 research protocols from September 2022 to August 2023.

The Committee continued to offer a wide range of education and outreach activities, as well as individual ethics consultations, for students and members of staff. These included 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.

The Cave Hill Campus contributes to the development of research ethics in the region through publication, 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.

Prospective researchers should be aware that free online training in ethics is provided for all research team members through a partnership with the Collaborative Institutional Training Initiative (CITI) (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 Research Ethics Committee is supporting the UWI Cross-Campus Research Ethics Policy Revision Committee, which is scheduled to complete work in 2024. Dr Mike Campbell and Ms Varsha Persaud are co-chairing the committee, and Dr Thea Scantlebury-Manning is leading the subcommittee expanding policy for animal care and use.

Please visit the REC's website at www.cavehill.uwi.edu/researchethics before submitting a proposal for the most current information and application requirements.

Projects Reviewed: August 2022-July 2023

1. A 'KAP' Study on Complementary/Alternative Medicine versus Conventional Medicine Among Patients and Health-Care Providers in the treatment of Hypertension
2. A Cross-sectional Survey of Mentors and Mentees of the Faculty of Medical Sciences, UWI
3. A Cross-sectional Survey Assessing Job Satisfaction and the Impact of Job Performance in the Emergency Medical Services
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 Turnover Intention
5. A Mixed Methods Comparative Case Study Exploring the Effects, on Students' Social-Emotional Learning of Teaching Language Arts in the Virtual Classroom
6. A Population Study: A Descriptive Study to Determine the Incidence of Birth Complications for Teenage Mothers and Their Neonates in Barbados Over a 5-year Period
7. A Qualitative Exploration of the Diagnostic and Treatment Journeys of Women Aged 19-45 in Barbados Living with Polycystic Ovary Syndrome
8. A Qualitative Exploration of the Perceptions of Pharmacists Towards Medication Therapy Management Programs at Public and Private Pharmacies in Barbados
9. 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
10. A Retrospective Chart Review of Renal Transplants in the Queen Elizabeth Hospital
11. A Study of the Knowledge, Attitudes and Practices (KAP) Among Students and Staff at the Barbados Community College on Antibiotic Course Compliance
12. A Survey on Antibiotic Therapy, Resistance and Antimicrobial Stewardship (AMS) Knowledge, Attitudes and Practices Amongst Veterinarians in Barbados
13. Adolescent Pregnancy in Barbados – How Many Young Mothers are Left Behind?
14. Adult Eastern Caribbean Health Outcomes Research Network (ECHORN) Cohort Project
15. An Analysis of Results for the Barbados Diabetic Eye Screening Programme (BDESP)
16. An Investigation of the Role of Human Resources Professionals in the Management of Workplace Wellness Programmes in the Barbadian Private Sector
17. Analysis of Multiple-choice Questions Using Various Levels of Bloom's Taxonomy to Evaluate ChatGPT and Student Performance in Basic Medical Sciences Courses
18. 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
19. Applying System Dynamics Modelling to Explain Policy Maintenance Over Time: Using Sugar-sweetened Beverage Taxation as an Example
20. Assessing and Amplifying Parent Support for Locally Sourced Produce in Barbados
21. Assessing the Effectiveness of a Gym-based Childhood Obesity Management Program
22. Assessing the Feasibility and Effectiveness of a Nutrition-enhanced Gym-based Childhood Obesity Management Program
23. Assessing the Prevalence of Polycystic Ovary Syndrome (PCOS) in Barbados (APP-BIM)
24. Attitudes of Patients with Heart Failure Towards Polypharmacy in Barbados
25. Attitudes to End-of-life Issues and Perceptions of Palliative Care in the Elderly in Barbados
26. Attitudes Towards Medical Euthanasia and Physician-assisted Suicide Amongst Medical and Non-medical Persons at the Queen Elizabeth Hospital, Barbados

Research and Innovation

27. Autologous Full-thickness Retinal Transplant as First-line Treatment for Large, Chronic Idiopathic Macular Holes
28. Barbados Diabetes Remission Study 2 (BDRS2) - Follow-up
29. Barbados National LGBTI Survey
30. Barbados National Registry for Chronic Non-communicable Disease (BNR)
31. Barriers to Medication Adherence Amongst Patients with Glaucoma in the Public Healthcare System of Barbados
32. Brand Name vs Generic Drugs: A Quantitative Study of the Knowledge, Attitudes and Practices of Young Adults from Two Caribbean Territories
33. Brief Observations of Matching Personality Against Occupations and its Impact on Job Satisfaction & Lower Levels of Anxiety
34. Building and Maintaining Principal-Teacher Relational Trust in Schools- A Grounded Theory Approach
35. Cancer Genome Cohort to Promote Health Equity Among Patients of African Ancestry: Characterization of Genetic and Molecular Drivers
36. Characterizing Insecticide Resistance Within the *Aedes aegypti* Mosquito Populations in Barbados, A Cross-sectional Study Approach
37. Chronic Disease Self-Management Program (CDSMP) Survey
38. Climate Change, Flooding, Biosecurity, and Health impacts: Knowledge, Attitudes, and Practice Surveys Barbados
39. Climate Change, Flooding, Biosecurity, and Health Impacts: Knowledge, Attitudes, and Practice Surveys Barbados, Trinidad & Tobago, Jamaica, and Guyana.
40. Climate Change, Wildfires, and Health Impacts: Knowledge, Attitudes, and Practice Surveys Trinidad & Tobago, Jamaica, Dominica, and Guyana.
41. Community-Led Approaches to Childhood Obesity Prevention in Barbados
42. Comparing and Evaluating the Effectiveness of a Social Robot and an Intelligent Voice Assistant in Influencing Digital Banking Service Adoption
43. Constructing Race in Contemporary Barbados: Public Discourses and the Perceptions and Experiences of a Select Group of Youth
44. Consumption Patterns Before and After Price Increases of Sweetened Beverages Among University Students
45. Contemporary Masculinities' Representations and Performance of Masculinity in Barbados
46. De-Centring Eurocentrism Towards a Decolonizing Framework - Examining Curriculum as Cultural and Ideological Praxis - A Caribbean Perspective
47. Determine and Describe the Error Categories for Total Parenteral Nutrition on the Pediatric Wards at the Queen Elizabeth Hospital Barbados: A Quantitative Study
48. Determining Attitudes toward Physical Education in Barbadian Secondary Schools
49. Development of a Questionnaire to Assess Quality of Life and Working Conditions of Caregivers of Older Adults
50. Development of Sexual Assault Management (SAM) Guidelines for Use in Barbados.
51. Digitalization and Public Service Television for Decolonization: A Case Study of Ghana Television
52. Effect of Protective Gear on the Repeated Shuttle Spring Ability, Reaction Time, and Visual Field of Cricket Players
53. Efficacy of Teacher-directed Phonological Awareness (PA) Instruction on Early Literacy Among Pre-primary Students in Barbados: An Explanatory Sequential Mixed Methods Investigation
54. Evaluating School-based Interventions and Policy Change on Childhood Obesity in a Small Island Developing State
55. Exploring COVID-19 Vaccine Hesitancy in Barbadian Population - 2022

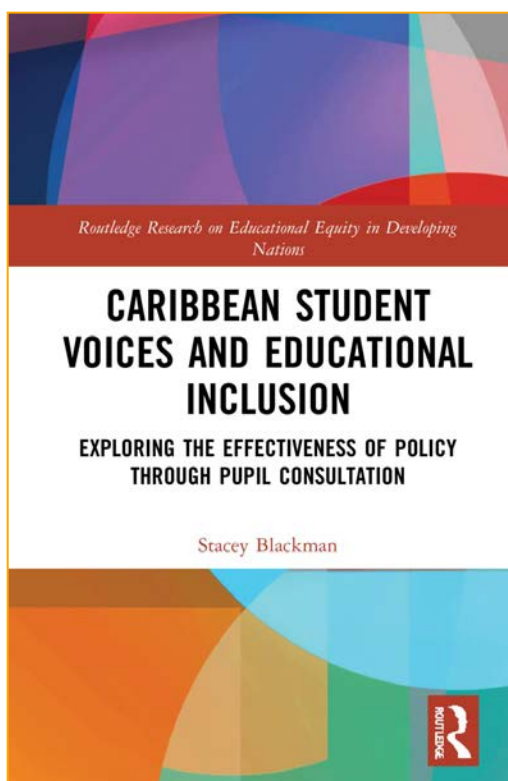
56. Exploring Inclusive Practices in Grenada: An Ethnographic Study of District Supervision and School Management Teams
57. Exploring the Factors that Contribute to and Facilitate Teachers' Wellbeing in Public Secondary Schools in Barbados
58. Exploring the Microbiome in Diabetic Foot Ulcers in the Barbadian Population Using Next-generation Sequencing
59. Exploring the Relationships Between Homophobia, Misogyny, and Misandry Among UWI Students
60. Factors Impacting Primary Care Physicians' Intention to Provide Palliative Care for Patients Living with Life-limiting Illness in Barbados
61. Finding Utopia through Social Media
62. Food Insecurity and Hypertension in the Eastern Caribbean
63. Frequent Flyers in the Emergency Department: An Analysis of Frequent Visitors to the Queen Elizabeth Hospital, Accident and Emergency Department
64. Girls Involved in The Juvenile Justice System In Barbados: A Mixed-Methods Study
65. Group Drumming, Well-being, and Identity
66. Healing Time of Venous Leg Ulcers: A Retrospective Analysis in Persons with Venous Leg Ulcers in Barbados with and Without Non-Communicable Diseases 2015-2020
67. How Did They Make It? The Psychosocial Preparation of Care Leavers and Their Transition to Independent Living in Barbados.
68. Identification of Microbiological Pathogens and Inflammatory Markers Associated with Periodontitis in Diabetes and with the Development of Cardiovascular Disease
69. Implementation of a NCD registry for UK Overseas Territories (UKOTs): Development and Use of a Tool to Assess Feasibility and Readiness for the Implementation of Non-communicable Disease Registry
70. Infertility-related Stress, Anxiety, and Quality of Life Among Students at the University of The West Indies Cave Hill: A Mixed method Study
71. International Registry in Men with Advanced Prostate Cancer study
72. Interplay of Generational Cohort Status and Faculty and Staff Satisfaction: Implications for Workplace Productivity
73. Knowledge and Attitudes Regarding Food Allergy and Anaphylaxis Among Physicians in Barbados
74. Literacy in Mathematics: Exploring the Relationship between the Reading Comprehension and Mathematics Scores of Class Three Students in Primary Schools across Barbados
75. Loss and Damage & Potential Insurance Solutions: Barbados Case Study
76. Modelling the Effectiveness of Public Policies in Influencing Consumer Behaviour to Transition to a Zero-carbon Transport Sector in Barbados
77. Nursing Shortages and Absenteeism During the Covid-19 Pandemic 2020 – 2022
78. Outcomes of Kahook Dual Blade Goniectomy Surgery in Barbados - Four Years of Surgical Data
79. Paediatric Preventable Blindness Initiative: Building a Vision Screening Program onto the Existing National immunization Program in Barbados
80. Patient Perceptions of Weight Sigma During Interactions in Barbados
81. Perspectives of Staff Nurses at a Psychiatric Hospital About the Implications of COVID 19 Pandemic on the Delivery of Care
82. Prevalence and Associated Risk Factors of Depression Among Patients with End Stage Renal Disease in Barbados
83. Prevalence of Generalised Anxiety Disorder and Major Depressive Disorder in the Public Primary Care Setting in Barbados
84. Qualitative Exploratory Study of Patient-centred Care and Patient Advocacy in Barbados: Humanising Healthcare in Barbados

Research and Innovation

85. Recording the Dismantlement of Empire: Contested Narratives and the After-lives of Colonial Statues in De-colonising Britain and France, 1950 – 2021
86. Rendering New Identities, Rebooting Old Ideologies: An Exploration of Cinema, Space, and Identity in Barbados
87. Returning to Normalcy: A Cross-Sectional Study of University Students' Knowledge, Attitudes and Beliefs Regarding Covid-19 Information
88. Secondary Teachers' Beliefs, Knowledge and Practice of Disciplinary Literacy Pedagogy: The Case of CSEC History Instruction in Barbados
89. Socioeconomic Status and Parental Influence as Indicators of Student Achievement in Barbados
90. Sugar Made Us Free? Diabetes and the Afterlife of Slavery in Barbados: Art, Archive & the Gendered Dimensions of Risk
91. The Application of Artificial Intelligence (AI) Techniques in the In Vitro Fertilization (IVF) Process
92. The Attitudes, Beliefs and Sexual Practices that Help Determine the Risk Levels of Persons 50 Years and Older to HIV/AIDS
93. The Barbados Diabetic Foot Study: Epidemiology, Risk Factors and Outcome of Diabetic Foot Ulceration in Barbados
94. The Caribbean Study Abroad Research Project
95. The Evolution of Symptoms in Persons Diagnosed with Systemic Lupus Erythematosus (SLE) in Barbados.
96. The Impact of Breath, Sound, and Meditation Tools in Patients with Depression and Anxiety
97. The Impact of Demographic Characteristics on the Adoption of Digital Currency: Evidence from Barbados
98. The Impact of Motivation on Students Participation in Physical Activity in Barbadian Secondary Schools
99. The Impact of the COVID-19 Pandemic on the Mental Health of Mental Health Professionals in Barbados: A Qualitative Study
100. The impact of the COVID-19 Pandemic on the Mental Health of Nurses in Barbados and Grenada: A Mixed-method Comparative Analysis
101. The Influence of Laboratory Experiences on the Teaching and Learning of Chemistry within Tertiary Institutions in Barbados (Phase 2)
102. The Knowledge, Attitudes and Practices of Food Handling by Street Food Vendors within Temporary Restaurants: A Cross-sectional Study of Food Handlers in Temporary Restaurants in Barbados
103. The Perspectives of the Senior Nursing Officers, Nursing Officers and Senior Nurses on Factors Related to their Workflow Processes Within the Women and Children Ward of the Queen Elizabeth Hospital.
104. The Prevalence and Susceptibility Patterns of Bacteria Isolated from Chronic Wounds in Adult Patients Attending the Eunice Gibson Polyclinic
105. The Prevalence of Late Antenatal Booking among Pregnant Women in Polyclinics in Barbados and Maternal Factors Influencing Late Booking
106. The Prevalence of Metabolic Syndrome in the Outpatient Population at the Psychiatric Hospital in Barbados
107. The Relationship Between Academic Motivation, Academic Performance and Depression in Tertiary Education Students
108. 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
109. Understanding the Barriers and Facilitators Affecting the Implementation of Perinatal Death Reviews in Select Countries of Latin America and the Caribbean: Cross-sectional Survey
110. Voter Abstention in Barbados
111. Where is the Magic? Black Girl Magic and Contemporary Black Caribbean Visual Arts from 2000-2020

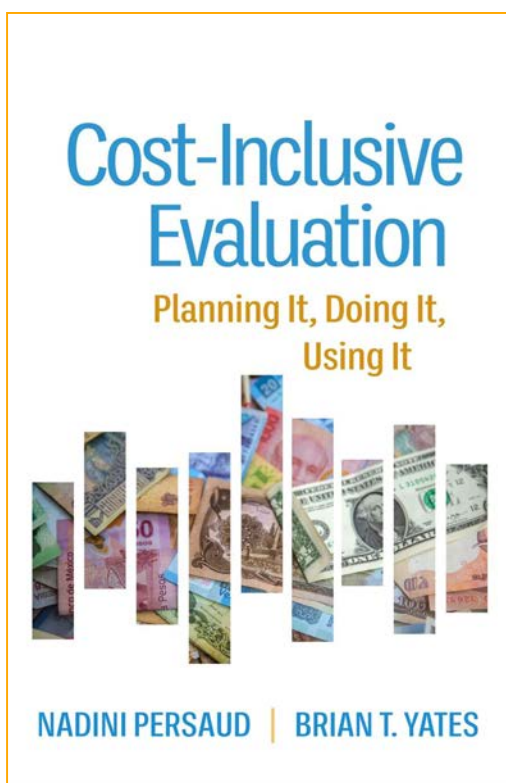
PUBLICATIONS

During the year under review, faculty of the Cave Hill Campus published five (5) books, six (6) edited books, 62 book chapters, 110 refereed journal articles, one (1) edited journal and 37 technical reports.



Dr Stacey Blackman

Caribbean Student Voices and Educational Inclusion Exploring the Effectiveness of Policy Through Pupil Consultation by Dr Stacey Blackman, Senior Lecturer in the School of Education, Faculty of Humanities and Education, foregrounds the perspectives of students from Barbados and St. Vincent, by offering valuable insight into the implementation and effectiveness of international policies designed to improve educational inclusion in the Caribbean. Drawing on pupil participatory research conducted with adolescents in disadvantaged and high-achieving schools, the text reveals differences in how international policies are reflected in schools, highlighting the role of student and school leadership, community building in and outside of schools, and transformative teacher pedagogy in achieving educational equity. Situating pupil participation and student consultation in its theoretical and policy context in the Caribbean, the author examines the findings on educational inclusion and their implications for policy development in order to propose a new model to boost pupil consultation and increase academic inclusion and engagement. Juxtaposing students' voices from a variety of socioeconomic, cultural, disability, and ethnic backgrounds, *Caribbean Student Voices and Educational Inclusion* is a great companion reader for educators, policymakers, and researchers undertaking work on inclusive education in developed and developing nations.

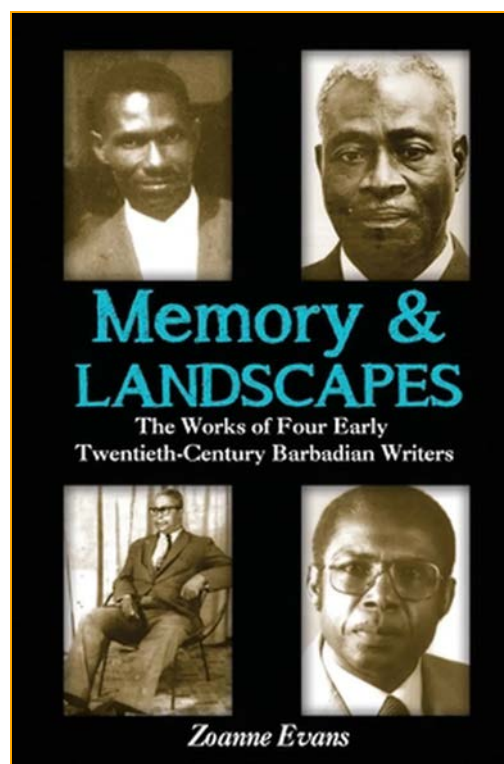


Dr Nadini Persaud

Cost-Inclusive Evaluation: Planning it, Doing It, Using It published by Guilford Publications in the USA and authored by Dr Nadini Persaud, Lecturer in Evaluation in the Department of Management Studies, The UWI Cave Hill Campus, and Professor Brian T. Yates, Department of Psychology at American University in Washington, DC encourages program evaluators to embrace cost-inclusive evaluation. The authors note that evaluating the costs of a program can be the missing link between a superficial evaluation and one that will get changes made and funding delivered. In accessible language and without complex formulas, this book provides a roadmap for measuring program costs and outcomes using a variety of cost analytical methodologies. Instructive examples span a range of human services, education, and health care contexts. Other evaluator- and student-friendly features include helpful graphics, procedure steps, end-of-chapter discussion questions, a list of acronyms, and a glossary of key terms. The foreword was written by the late Professor Michael Scriven, an iconic evaluation trail blazer who is regarded as a founding father of evaluation. The book was dedicated to the late Professor Michael Scriven who inspired the authors to investigate this topic. Dr Mita Marra, Department of Social Sciences, University of Naples Federico II, Italy and Editor-in-Chief of *Evaluation and Program Planning*, a leading US based evaluation journal who was one of many reviewers writes “In a time of heightened focus on results-driven managerial accountability, this book delves into program costs through a genuinely evaluative lens, strengthening evaluators’ understanding of program outcomes and impacts. It takes examination of costs outside the exclusive domain of economists and accountants and explores cost types and dynamics that are seldom considered in decision making. In seemingly effortless prose, the authors provide a straightforward, user-friendly guide for novice to seasoned evaluators. The book elucidates the logic of cost-benefit and cost-effectiveness analysis tools—and, most important, their usefulness in real-world evaluation endeavours.”

Memory and Landscapes- the Works of Four Early Twentieth Century Barbadian Writers is a seminal body of work by Dr Zoanne Evans, an Instructor in the Academic Literacies Programme, Department of Language, Linguistics and Literature. The work fills the gap of missing research into the writing and the challenges faced by early twentieth century Barbadian writers as they attempted to create spaces where the Barbadian/West Indian experience could be relayed first-hand by members of its own working class who had risen to ranks of influence through a colonial educational system that deemed only work coming out of the then Mother Country to be worthy of note. *Memory and Landscapes* highlights how the writing of these early Barbadian writers was shaped by the creolization process even as their work simultaneously impacted that process. The publication is Dr Evans' 2021 PhD thesis and it examines the works of four Barbadian men who were instrumental in shaping Barbadian literature as we know it today. The four under study are Hilton Vaughn, W.S. Arthur, Karl Sealy and A.N. Forde. Through submissions to local literary magazines such as *Bim*, the airing of their work on Caribbean Voices or the self-publishing of their own work, these men wrote of experiences, people and places to which locals could relate and introduced the local dialect into some of their prose and poetry.

The creation of writing clubs such as the Forum Club and magazines like *The Herald*, the *Forum* and the *Outlook* were but some of the bold steps that were taken to put local writing on the map. Consequently, local writers sought to create a West Indian consciousness by providing an authentic representation of the lives, struggles and triumphs of the majority Barbadian/West Indian working class experience. Dr Evans sees the importance of knowing and appreciating the early beginnings of Barbadian writing emanating from the educated children of its Black working class in order to have a foundation from which to properly trace the evolution of local writing. It is pointless to teach courses in Barbadian/West Indian literature without understanding from whence it originated and without knowing about the experiences that shaped that early writing. Whereas there



Dr Zoanne Evans

have been numerous studies about the Jamaican and Trinidadian experience in particular, not enough has been said about the Barbadian experience and the period under which these men under study wrote, a period spanning the 1930s right up to the latter half of the twentieth century. As early as 1932, W.S. Arthur was calling for books with local themes and imagery, noting that Barbados was not Great Britain. As a result, Dr Evans examines the socio-political and economic state of early twentieth century Barbados in her attempt to show just how writing developed over the decades and the challenges which the early writers faced and overcame.



Some of Cave Hill students who attended the Youth Leaders Roundtable at the Sagcor Cave Hill School of Business and Management. In the front row, third left is Osaze Moraldo-Bowen, Guild President, The UWI Cave Hill Campus, and to his left is Vice-Chancellor of The UWI, Professor Sir Hilary Beckles; left of Sir Hilary is the European Commissioner for International Partnerships Jutta Urpilainen, and in the second row immediately behind the European Commissioner is Sir Paul Altman, Chair of Campus Council.

CAMPUS EVENTS

Cave Hill Campus and UNEARTE Partner to Promote Cultural Exchange



From left: Andrew Millington, Head of the Department of Creative and Performing Arts; Lisa Alleyne, Campus Bursar; Professor David Akombo, Dean, FCCPA; H.E. Martha Gabriela Ortega Peraza, Charge d'Affaires of the Embassy of Venezuela; Dr Anthony 'Mighty Gabby' Carter, Cultural Ambassador; Professor Clive Landis, Pro Vice-Chancellor and Principal, The UWI, Cave Hill; Carla Springer-Hunte, Manager of the EBBCI

On November 22, 2022, The UWI Cave Hill Campus entered into a new partnership with the National Experimental University of the Arts (UNEARTE), of the Bolivarian Republic of Venezuela, as part of its plans to increase cultural education, training and artistic collaboration, signing a Memorandum of Understanding solidifying the framework for cooperation in the fields of arts and culture.

Addressing the event at the Jacqueline Wade Conference Room, Pro Vice-Chancellor and Principal of the Cave Hill Campus, Professor Clive Landis said this new agreement will contribute to the cultural enrichment of both institutions. "We know that this partnership will nurture wide-ranging knowledge and training, and artistic pursuit and practice in all its

forms, methodologies and expressions," he said. "In particular, we hope, with the assistance of UNEARTE to strengthen our current pedagogy in the various disciplines with the training of arts professionals in Music, Theatre, Dance, Audio-Visual Arts and Arts Education, and in the innumerable studies of culture."

Principal of UNEARTE, Dr Tibisay Lucena, said her institution was proud to partner with the Cave Hill Campus, stating, "We are also honoured that it is with Barbados, for its more than half a century of independence and recent conversion to a Constitutional Republic, under the leadership of its Prime Minister Mia Mottley, and for the inauguration almost a year ago of its first female President, Dame Sandra Mason."

As Dean of the Campus' newest Faculty, the Faculty of Culture, Creative and Performing Arts, Professor David Akombo also welcomed the signing, noting several opportunities for the further development of students.



From left: Robert L Jones, Chairman and President, Harris Paints Group of Companies; Ian Kenyon, CEO, Harris Paints Group of Companies; and Prof Clive Landis, Principal, The UWI Cave Hill Campus

The UWI-CERMES MOU with Harris Paints

On June 21, 2023, a ceremony for the signing of a Memorandum of Understanding (MOU) between The UWI Centre for Resource Management and Environmental studies (CERMES) and Harris Paints took place in the Jacqueline Wade Conference Room, Hilary McDonald Beckles Administration Complex, Cave Hill Campus. The official signing was the culmination of months of discussion between the two institutions.

Ms Neetha Selliah, Programme Coordinator at CERMES, was instrumental in securing the annual grant valued at USD 10,000 annually for the next five years to assist with research in, and improve access to, postgraduate training at the MSc and PhD levels in environmental resilience and sustainability. Harris Paints Group of Companies Chairman and President, Mr Robert L Jones, and Product and Trade Marketing Manager, Ms Tracy Johnson, initiated the discussions with UWI-CERMES in 2022 during the company's 50th anniversary celebrations. An indigenous Barbadian

company, Harris Paints is the leading paint manufacturer and industrial paint company in the Caribbean.

Embracing the company's philosophy of giving back to its Caribbean communities, the idea of contributing to education in sustainable development and resiliency aligned perfectly with the mission of CERMES to make a significant contribution to sustainable development in the Caribbean region.

At the signing, CERMES Director, Dr David Yawson, commended Harris Paints and Mr Robert Jones for choosing to finance education to support environmental sustainability efforts in the region.

Following the signing, Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, Professor Clive Landis, highlighted the importance of such partnerships with the business community. Chairman and President of Harris Paints, Robert L Jones also appealed to all stakeholders to take action to reverse the effects of climate change.

2023 Annual Frank Worrell Memorial Lecture

Prime Minister and Minister of Finance, the Honourable Mia Amor Mottley, SC, MP, reaffirmed her pledge of BBD 1 million to club and community cricket in Barbados. Mottley's declaration came during her delivery of the 22nd Annual Frank Worrell Memorial lecture themed "Cricket, Lovely Cricket – It is more than Bat and Ball!" on July 25, 2023 in Lecture Theatre 1, Roy Marshall Teaching Complex, at the Cave Hill Campus.

The Prime Minister, who harangued the country's lack of prioritisation of the sport and arts said, "the government remains committed to putting the first million back into being able to revitalise community-based cricket in this country." She further stated that, "school-boy and school-girl cricket alone did not generate the inter-generational and inter-mixing that is critical for Barbados to remain a cohesive society." Ms Mottley noted that the arts and sports were the areas where Barbados excelled, but were perhaps the areas in which the country had invested the least.

Highlighting the destitute state of local and regional cricket, Ms Mottley reminded attendees of the societal inclinations of the sport. "I come from a country that has more than a century of legacy in the management of club cricket, community-based cricket and where every member of the community and village felt that they had the authority and duty to tell you how you are bowling wrong," said Mottley while contextualising differences in club cricket today.

Ms Mottley believes that the society has a deeper obligation to ensure that the mentorship that took place in clubs is still present today. She queried, "Where are our titans of business in our cricket clubs today?", since she sees this as vital for the inter-generational and inter-class mixing that is necessary to stabilise a society.



Prime Minister Mia Amor Mottley



Prime Minister Mia Amor Mottley greets Vice-Chancellor, Professor Sir Hilary Beckles

Ms Mottley, in re-establishing government's responsibility to the evolution of cricket, stated that the government is committed to having a serious programme that replicates and strengthens club cricket. She called for stronger regional collaborations and believes that as a region there is a duty to be involved in serious investment in technology. Ms Mottley also touted the collaborative effort, with Guyana's President Irfaan Ali, to finance a school-girls and school-boys cricket team to travel to Guyana during the summer.



Principal, Professor Clive Landis and his predecessor, Professor the Most Honourable Eudine Barriteau, unveiling the portrait bearing the image of the first Principal of The UWI Cave Hill Campus, Professor Leslie Robinson, at the entrance of the building which bears his name.

60th Anniversary Activities

Unveiling of the Leslie Robinson Portrait

Principal and Pro Vice-Chancellor Professor Clive Landis and his predecessor The Most Honourable Professor Eudine Barriteau paid homage to the first Principal of The University of the West Indies Cave Hill Campus, Professor Leslie Robinson, during the unveiling of a portrait bearing his image at the entrance of the building that bears his name. The unveiling was part of activities to mark the 60th anniversary of the Campus.

During the unveiling, Professor Clive Landis said Professor Robinson was recognised for his contribution to the founding campus, the College of Arts and Science. He noted that Robinson, who passed away in April 2007, took the resolute first step in 1963 that would culminate in the laying of the foundation stone in 1966, under then Principal Sidney Martin, for the new campus in its present location.

Professor Landis opined that his predecessor principals at Cave Hill: Professor Leslie Robinson, Sir Sidney Martin, Sir Keith Hunte, Sir Hilary Beckles and The Most Honourable Eudine Barriteau, each had embodied the theme of the 60th Anniversary — resolute and resilient — as they steered the campus through the sometimes-turbulent seas of Caribbean development.

Interfaith Thanksgiving Service

Staff, students, retirees, alumni, partners and friends of The UWI Cave Hill Campus turned out under the Graduation Tent at the Cave Hill Campus on Sunday, February 26, 2023 for an Interfaith Thanksgiving Service that signalled the start of Cave Hill's 60th Anniversary celebrations and the 75th Anniversary of the establishment of The University of the West Indies.

The celebration was conducted in a ceremonial fashion that included the Chancellor's Procession and an Academic Procession. In attendance were Her Excellency The Most Honourable Dame Sandra

Mason, President of Barbados; The Honourable Justice Sir Patterson Cheltenham, Chief Justice of Barbados; Professor Sir Hilary Beckles, Vice-Chancellor of The University of the West Indies; Professor Clive Landis, Pro Vice-Chancellor and Principal, The UWI, Cave Hill Campus; officials from the Ministry of Education, Technological and Vocational Training; Campus Administration; Deans and Heads of Departments; the President and Executive of The UWI Alumni Association; the President and Executive of the Guild of Students; and other invitees.

Reverend Suzanne Ellis, Chaplain of the Cave Hill Campus presided over the evening's proceedings as Worship Leader, while Reverend Senator Dr John Rogers delivered the invocation. Other UWI Chaplains from various interfaith denominations: Hindu, Bahá'í, Roman Catholic, Moravian and Muslim were represented.

Several musical renditions in song and dance graced the evenings proceedings. Three of Cave Hill's honorary graduates, from the cultural sector, namely: His Excellency Dr The Most Honourable Anthony "Gabby" Carter, Cultural Ambassador; Dr The Honourable Stedson "Red Plastic Bag" Wiltshire and Grammy Award-nominated producer, writer and musician Dr Nicholas Brancker provided tributes in song. The Band of the Barbados Police Service provided musical accompaniment.

The UWI Cave Hill 60th Anniversary Historic Parish Hikes

Monthly parish hikes were among a suite of yearlong outreach activities planned to mark the 60th anniversary of The University of the West Indies, Cave Hill Campus. Past and current staff members, alumni, students and the general public were invited to take part in the activities throughout the entire 2023 calendar year as the Campus explored the various breath-taking and historic views of Barbados on 11 Historic Parish Hikes.



A section of the audience at the Cave Hill Campus 60th Anniversary Interfaith Thanksgiving Service.



Staff and students turned out in their numbers for the monthly parish hikes

The first hike got underway on Sunday, January 22, 2023 at the National Botanical Gardens, St Michael, culminating with the last hike in St James (at the Orange Hill Playing Field) on Sunday, November 26, 2023 which was accompanied by considerable fanfare. The hike in the parish of St John, scheduled for the month of October, was cancelled due to severe, inclement weather.

Each hike, which started and ended in carefully selected locations of the various parishes of Barbados, were designed to bring together not only the Campus community, but also local residents and visitors to the island to explore Barbados' diverse scenery and historical landmarks. The Historic Parish Hikes were a resounding success. They fostered much needed community engagement and togetherness, by allowing participants to explore the length and breadth of Barbados while creating new friendships, strengthening existing bonds and stimulating an avenue for networking, at the same time promoting physical activity and the overall well-being of those who participated. The inclusion of expert historians and professional hike leaders served to enrich the educational aspect of the hikes, thus leaving a lasting impact on participants, contributing to the Campus' legacy and setting a positive precedent for future celebrations.



Student participants of the 60th Anniversary Treasure Hunt checking and deliberating on the clues

60th Anniversary Treasure Hunt

The Cave Hill Campus is home to many historic landmarks. For this reason, The UWI Cave Hill 60th Anniversary Coordinating Committee hosted a 60th Anniversary Treasure Hunt on April 14, 2023 as part of the campus' anniversary celebratory activities. Participants were asked to identify some of the campus' landmarks by solving riddles. The objectives of the treasure hunt, which was opened to staff, students and alumni, were to create team spirit and to encourage colleagues to collaborate and connect while having fun and learning about the Campus.

Fifteen prizes were at stake, with the first-place winner receiving BBD 1,000.00; the second-place winner, 700.00; third-place winner, 600.00 and fourth-place winner, 500.00. In addition to cash prizes, consolation and other prizes were received. Winners were awarded their prizes in a brief ceremony held in the Cynthia Wilson Arts Lecture Theatre on April 21, 2023.

Global Afrikan Congress International Conference on Reparations

For some time now, Caribbean nations have been advocating for reparatory justice from the colonial powers for the mass atrocities which occurred during centuries of enslavement. Even though this has not yet been realised, there is still hope and optimism that reparations could provide much needed, meaningful, financial and other resources for the region.

During the two-day Global Afrikan Congress International Conference, held at the Roy Marshall Teaching Complex on the Cave Hill Campus from August 4-6, 2022, activists from all over the world gathered to work on the roadmap for reparations. The conference was supported by the Barbados Task Force on Reparations, The UWI Cave Hill Campus and the Barbados Tourism Inc.



Panelists at the Global Afrikan Congress International Conference on Reparations

The conference, themed “Sankofa: Globalising our Demands for Reparations”, was premised on three objectives:

- Examining the achievements in reparations around the world;
- Identifying the legal options and approaches for reparatory justice;
- Identifying ways in which the reparations can be paid.

The featured remarks were delivered by Minister in the Prime Minister’s Office responsible for Culture, Senator Shantal Munro-Knight, on behalf of Prime Minister Mia Amor Mottley. The various presenters shared their thoughts in the different sessions through conference papers and there were panels comprising experts who shared their experiences.

A major outcome of the conference was the development of a 10-year Reparations Action Plan in a partnership between the CARICOM Reparations Commission, the United States and European reparations movements, and other reparations organisations aimed at agitating on behalf of

descendants of the enslaved for full compensation from the beneficiaries of the trans-Atlantic slave trade.

This conference also provided an opportunity to encourage Pan-Africanists (people of African descent and African-centred organisations) to recognise the importance of reparatory justice, as well as encourage Black people around the world to double their efforts to mobilise in the fight for reparations.

The Global Afrikan Congress (GAC) is an international network of Pan-Africanists. The GAC’s ultimate goals are to justify and redistribute global resources and resist continued oppression; it seeks to accomplish these goals by demanding reparations for the exploitation of people of African heritage, supporting policies to combat institutional racism, and working for recognition and respect for Africans and people of African descent.



A section of the audience at the Cuba/CARICOM Colloquium held December 7, 2022. From left: Prime Minister of Barbados, The Honourable Mia Amor Mottley; Cuban President, H.E. Miguel Díaz-Canel; Vice-Chancellor of The UWI, Professor Sir Hilary Beckles; Principal of Cave Hill Campus, Professor Clive Landis; The Honourable Davidson Ishmael, Minister of Industry, Innovation, Science and Technology and other representatives.

Cuba/CARICOM Colloquium

The Faculty of Social Sciences joined forces with the Barbados/Cuba Friendship Association, the Assembly of Caribbean People, the Caribbean Chapter of the International Network in Defense of Humanity, the Caribbean Peace Movement, and the Embassy of Cuba in Barbados to stage a one-day colloquium at the Cave Hill Campus on December 7, 2022 on the theme “Commemorating 50 years of the CARICOM/Cuba Relationship”.

The historical background of this event dates back to the Seventh Commonwealth Caribbean Heads of Government Conference held at Chaguaramas, Trinidad in October 1972, where the heads of Government of the then four independent Commonwealth Caribbean nations – Jamaica, Trinidad & Tobago, Guyana and Barbados – made two historic decisions. One decision was to convert the then existing Caribbean Free Trade Association (CARIFTA) into a Caribbean Community and Common Market (CARICOM), and the other decision was to agree to collectively establish diplomatic and economic relations with the revolutionary Republic of Cuba.

In attendance at the Cuba/CARICOM Colloquium were Cuban President, His Excellency Mr Miguel

Díaz-Canel; Barbados’ Ambassador to CARICOM, Mr David Comissiong; Prime Minister of Barbados, The Honourable Mia Amor Mottley; Vice-Chancellor of The UWI, Professor Sir Hilary Beckles; and Principal of Cave Hill Campus, Professor Clive Landis.

The colloquium comprised six panels which presented on topics such as: Half a century of fighting the blockade against Cuba; Reflections on major milestones and turning points in the 50-year CARICOM/Cuba journey; Fifty years of CARICOM/Cuba cultural/artistic interactions and people to people relations; Examining the CARICOM/Cuba educational, medical, scientific and technological collaboration; Current realities and prospects for the next 50 years of CARICOM/Cuba relations; and, A CARICOM/Cuba people’s conversation.

The high point of the activity was the delivery of remarks at the opening session by Cuban President Díaz-Canel with other major presentations from Prime Minister Mottley and Professor Beckles who lent their authoritative voices to the activity.

Another key feature of the panel composition was the large number of long-standing, pro-Cuban political activists from throughout the Caribbean who were involved with the youth and student movements from the early 1970s.

Youth Hold Promising Talks with European Commissioner

For almost an hour, European Commissioner for International Partnerships, Jutta Urpilainen, fielded questions and interacted with those in attendance at the first Caribbean Youth Leaders Roundtable, jointly organised by the European Union (EU) and The UWI. The event was held on October 11, 2022 at the Sagicor Cave Hill School of Business and Management.

It was billed as a roundtable that would provide the youth with a unique opportunity to engage with a high-ranking member of the European Commission, and it delivered on that promise. The questions from the audience, online and in-person, were wide ranging and covered areas such as the availability of partnerships for civil service organisations, investment in the criminal justice system, insufficient funding for developing states to achieve climate equity, the input of youth in the just-launched Youth Action Plan in the Caribbean and how young people could help make the plan a reality.

The details of the plan had been unveiled earlier by Commissioner Urpilainen, who explained that it seeks to engage, empower, and connect with the youth. The plan focuses on improving the influence of young people in Latin America and the Caribbean in policy and decision making. To this end, youth from both sides of the Atlantic are expected to hold meetings in preparation for a summit.



Some of the students in attendance at the Youth Leaders Roundtable

Inaugural Professorial Lectures

Professorial lecture series are highly anticipated events which provide academics with an opportunity to share insights into their respective fields of work, research findings and achievements. Not only are these celebratory events that introduce new professors to local, regional and global communities; they provide empirical evidence of scholarship, which distinguishes universities from other tertiary institutions.

The UWI values every opportunity to share the research of its professors, consequently, The UWI Cave Hill School for Graduate Studies and Research annually organises professorial lectures for those newly elevated to the ranks, that brings together staff, faculty and students, along with interested members of the community.

Constitutional Reform in the Commonwealth Caribbean – Some Insights, Compromises and Possibilities

On the heels of Barbados transitioning from a parliamentary constitutional monarchy to a republic with a selected president as head of state, there was a call for Barbadians to become involved in crafting a constitution that would shape Barbados and steer the nation into the 21st century. This paved the way for Professor Cynthia Barrow-Giles' contribution on "Constitutional Reform in the Commonwealth Caribbean: Some Insights, Compromises and Possibilities" on March 2, 2023. Professor Barrow-Giles' lecture, which proved timely, was informative and educational.

The lecture took a close look at how the no confidence motion is managed in the Caribbean; the political opposition; the critical issue of constitutional reform in the Caribbean – that is, constitutional bondage/handcuffs - and to what extent these handcuffs frustrate reform of our constitutions across the Caribbean.

During the lecture, Professor Barrow-Giles argued that in the absence of constitutional certainties we cannot be assured that the political class will do



THE UNIVERSITY OF THE WEST INDIES
CAVE HILL CAMPUS

The School for Graduate Studies and Research
is pleased to host the

Professorial Lecture
entitled

**Constitutional Reform
in the Commonwealth Caribbean:
Some Insights, Compromises and Possibilities**

to be delivered by



**Professor
Cynthia Barrow-Giles**
Professor of Constitutional Governance & Politics
Faculty of Social Sciences
The UWI Cave Hill Campus

Thursday, March 2, 2023 at 6:30 p.m. (ECT)

Lecture Venue:
The Walcott Warner Theatre,
Errol Barrow Centre for Creative Imagination (EBCCI)
The UWI, Cave Hill Campus

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For further information Tel: 1-(246) 417-4912/10 or Email: suzanne.chandler@cavehill.uwi.edu



THE UNIVERSITY OF THE WEST INDIES
CAVE HILL CAMPUS

The School for Graduate Studies and Research
is pleased to host the

Professorial Lecture
entitled

**“TAMING THE UNRULY HORSE”:
Abuse of Constitutional Proceedings
in the Commonwealth Caribbean**

to be delivered by



**Professor
Eddy Ventose**
Dean and Professor of Law
Faculty of Law
The UWI Cave Hill Campus

Wednesday, November 23, 2022 at 6:30 p.m. (ECT)

Lecture Venue:
The Walcott Warner Theatre,
Errol Barrow Centre for Creative Imagination (EBCCI)
The UWI, Cave Hill Campus

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the right thing at all times and not resort to political expediency. She said she believed the political class is motivated primarily by self-interest and hence it was her preference to speak of constitutional guarantees that would guillotine attempts to manipulate the parliament.

Taming the Unruly Horse: Abuse of Constitutional Proceedings in the Commonwealth Caribbean

In the lecture “Taming the Unruly Horse: Abuse of Constitutional Proceedings in the Commonwealth Caribbean” delivered by Professor Eddy Ventose, Dean and Professor of Law, The UWI, Cave Hill Campus on November 23, 2022, he acknowledged that abuse of process, described as people misusing the legal process for purposes other than intended, was a challenge in the Commonwealth Caribbean at one time but this had since been brought under control.

Professor Ventose pointed out that most constitutions in the region, under review, have a proviso that the High Court shall not exercise its powers if it does not believe an individual has utilised all other available avenues for redress under the law.

“The courts essentially are put there as the sentinel standing at the door of the constitution. So before you can come through the door with a constitutional claim, the courts are there to say ‘wait a minute, you cannot bring this claim if you have a claim at common law’. But while the courts need to be vigilant to prevent abuse of its processes, that cannot be used to prevent or deter citizens from invoking the constitutional redress provision. If they, in good faith, believe there is some feature which means that their claim should be adjudicated by the constitutional court, then they should be allowed to pursue that”.

Constitutional Reform Series

After becoming a republic in November 2021, Barbados embarked on the second stage of its planned constitutional overhaul. To this end, a newly established Constitutional Reform Commission (CRC) was mandated to consider and propose any matter for inclusion, exclusion or modification in a new Republican Constitution for Barbados.

In preparation for patriation of the constitution of Barbados, the Faculties of Social Sciences and Law came together to host a series of townhall discussions looking at the various socio-economic, cultural, political, legal and constitutional issues relevant to constitutional reform of this magnitude.

The townhalls started in November of the 2021-2022 academic year and continued to take place online throughout the first half of the 2022-2023 year. Experts from various sectors across the region were on panels sharing their insights. The themes explored ranged across collective responsibility, the role of political opposition, the judicial selection process, and transparency and accountability.

The moderators for the series were: Professor Cynthia Barrow-Giles, The UWI Cave Hill Campus; Dr Tennyson Joseph, The UWI, Cave Hill Campus; Ms Michelle Russell, Attorney-at- Law, Barbados; and Dr Dalano DaSouza, The UWI Cave Hill Campus.

Among the many notable luminaries who took part, were Professor Tarunabh Khaitan, Head of Research, Bonavero Institute of Human Rights, Oxford Professor of Public Law and Legal Theory, Faculty of Law, Oxford; Mr Ralph Ramkarran, SC, Former Speaker of the National Assembly, Guyana; Ms Shirlan Barnwell, Attorney-at-Law St Vincent and the Grenadines; The Honourable Mark Brantley, Premiere of Nevis, Member of Parliament and Attorney-at-Law; Ms Joanne Massiah, Political Leader, Democratic National Alliance, Antigua and Barbuda, Attorney-at-Law; and Mr Leo Clarke, General-Secretary, St Lucia Labour Party.



Citing an article on constitution reform written by Professor Barrow-Giles and Mr Rico Yearwood (Attorney-at-Law), they advised that “it is important in our constitutional reform process to not allow our lack of institutional structures to prevent us from expanding our bill of rights to include social democratic norms, positive liberties, economic and social rights, and horizontal application of rights that underpin the fabric of our society.” The question then becomes whether the right to education, healthcare, strike, join trade unions, among other social democratic norms must form part of our new iteration. They stated that “The resolution must be to build these structures, summon the political will, and look towards other models for guidance”.

She further opined that “the final arbiter of the substance and form of this new Constitution will not be the Barbadian society at large or even the CRC, but the Parliament of Barbados. Therefore, what this new Republican Constitution will look like, or if the country will have any at all, will largely be dictated by the extent of political will to effect fruitful constitutional reform”.

The series was well-received by the public.

ADMINISTRATORS OF THE CAMPUS, 2022/2023



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)



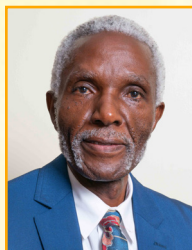
CAMPUS REGISTRAR
Mr Rommel Carter
BA (UWI), MBA (Hull)



CAMPUS BURSAR
Ms Lisa A C Alleyne
BSc (UWI), FCCA, FCA,
MBA (Oxford Brooks), MCMI



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
Professor 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 (Ag)
Graduate Studies and Research
Dr Sherma Roberts
BA, PG Dip (UWI),
MSc (Surrey), PhD (Brunel)

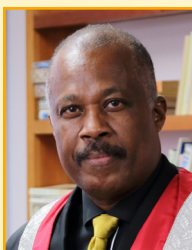


OFFICER-IN-CHARGE
Libraries
Mrs Judith Toppin
BA (British Columbia),
MLIS (Western Ontario)

MEMBERSHIP OF THE CAMPUS COUNCIL CAVE HILL, 2022/2023



CHAIRMAN
Sir Paul Altman



VICE-CHANCELLOR
Professor
Sir Hilary Beckles

APPOINTED BY THE CHANCELLOR

Dr Julian Ferdinand
Ms Toni N S Moore, MP
Dr Kerry Hall
Mr Brian Samuel
Mrs Brenda Pope

Professor R Clive Landis
*Pro Vice-Chancellor
and Principal*

Professor Winston Moore
Deputy Principal

Mr Rommel Carter
Campus Registrar

Ms Lisa Alleyne
Campus Bursar

Mrs Judith Toppin
*Officer-in-Charge,
Sidney Martin Library*

APPOINTED BY THE GOVERNMENT OF BARBADOS

The Hon Kay McConney, MP
*Minister of Education,
Technological & Vocational Training*

Ms Betty Alleyne-Headley
*Permanent Secretary,
Ministry of Education,
Technological & Vocational Training*

UWI-12 TERRITORIES

Anguilla

Dr Bonnie Richardson-Lake
*Permanent Secretary,
Ministry of Home Affairs,
Education & Library Services*

St Vincent and the Grenadines

Mr Dixon Findlay
*Permanent Secretary (Ag),
Ministry of Education & Human
Resource Development*

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

Professor 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

MEMBERSHIP OF THE CAMPUS COUNCIL 2022/2023 CONT'D

ACADEMIC BOARD REPRESENTATIVES

A non-professorial member of staff elected by the Academic Board of the Campus

CAVE HILL CAMPUS

Senator Dr Kristina Hinds

MONA CAMPUS

Professor Roger Gibson

ST AUGUSTINE CAMPUS

Professor Indar Ramnarine

OPEN CAMPUS

Dr Glenda Gay

FIVE ISLANDS CAMPUS

Dr Karen Murdock

ASSOCIATION OF CARIBBEAN
TERTIARY INSTITUTIONS (ACTI)

Dr Cheryl Weekes

Dr Philmore McCarthy

UWI ALUMNI ASSOCIATION

Ms Maxine McClean

PRESIDENT,
GUILD OF STUDENTS

Mr Osazé Moraldo-Bowen

POSTGRADUATE REPRESENTATIVE

Ms Mandisa Griffin

ACADEMIC, SENIOR ADMIN/
PROFESSIONAL STAFF
REPRESENTATIVE

Mrs Sherry Maynard

ADMINISTRATIVE, TECHNICAL
& SERVICE STAFF REPRESENTATIVE

Mr Chulang Searles

BY INVITATION

Dr Francis Severin

*Pro Vice-Chancellor & Principal,
Open Campus*

Professor Justin Robinson

*Pro Vice-Chancellor, Board for
Undergraduate Studies*

**Professor Rosemarie
Belle-Antoine**

*Pro Vice-Chancellor & Principal,
St Augustine Campus*

Professor Dale Webber

*Pro Vice-Chancellor & Principal,
Mona Campus*

Professor Densil Williams

*Pro Vice-Chancellor & Principal,
Five Islands Campus*

Dr Maurice Smith

*Director of Administration/
University Registrar*

Ms Andrea McNish

University Bursar

Dr Yolande Cooke

*Programme Officer,
Office of the Principal*

Mrs Carol Jordan

*Temporary Assistant Registrar,
Admissions*

Mr David Marshall

Smart Campus Coordinator

Mrs Andrea Lewis

*Officer-in-Charge, Office of
Institutional Planning and
Infrastructural Services*

Mrs Deborah Deane

Assistant Registrar, Planning

Mr Keith Inniss

Campus Information Officer

Ms Sonia Johnson

Business Development Officer

Mr Chelston Lovell

*Director, Office of Marketing
and Communications*

Ms Kerri-Ann Haynes-Knight

Executive Assistant to the Principal

Mr David Myles

Senior Financial Manager

Dr Sherma Roberts

*Director (Ag), School for Graduate
Studies and Research*

Mrs Halda Davis-Woodroffe

Senior Assistant Registrar, Secretariat

Mr Owen Ellis

*Senior Assistant Registrar, School for
Graduate Studies and Research*

Ms Janet Caroo

Managing Director, UWITv

FINANCIAL REPORT ON CAMPUS ACTIVITIES FOR THE YEAR ENDED JULY 31, 2023

INCOME

Government Contributions

The year saw the level of support from the governments remain at roughly the same levels as the previous year – BBD 92.9 million compared with BBD 92.1 million the previous year (this is before in the current year, any adjustments for the expected credit loss (ECL). The Campus had asked for support in the amount of BBD 104.372 million from the governments to cover operating expenses.

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 it relies on greatly to assist in its monthly payroll.

The Office of Finance also continued to follow up the outstanding arrears with other Governments. The balance due from the governments of the region on July 31, 2023 was approximately BBD 33.8 million (before adjustments) compared with BBD 34 million at the end of July 31, 2022. Refer to Table 12.

Table 12

GOVERNMENT RECEIVABLES	JULY 31, 2023	JULY 31, 2022
Government receivables (gross)	33,789,724	33,994,397
ECL provision	(2,631,620)	(2,612,231)
	31,158,104	31,382,166

Tuition Fees and Other Student Fees

The Campus reflected a decline of approximately BBD 2.4 million in University Grants Committee (UGC) tuition fees while continuing in its efforts to provide partial scholarships to assist students in their journey at the Cave Hill Campus (BBD 24.5 million compared with BBD 26.9 million).

Some governments asked the Campus to bill them for their students. It is important to note that the Campus does not penalise students for the non-payment of balances from their respective governments. Reflected in Table 13 below are the balances at July 31, 2023 and July 31, 2022 respectively, of the amounts owing from governments. Subsequent to year-end, the Campus received outstanding amounts of BBD 7.9 million from one of the governments.

Table 13

THIRD PARTY RECEIVABLES	JULY 31, 2023	JULY 31, 2022
Government of Barbados	57,935,121	50,243,103
GATE	(674,394)	294,101
T&T Scholars	1,723,047	1,582,875
Other Governments	5,675,323	4,904,938
	64,659,097	57,025,017

Special and Other Project Income

The Campus continued to secure grants and the amount earned during the year was BBD 9.652 million compared with BBD 4.628 million for the same period last year for special projects. A list of new externally funded projects is provided later in this report. Other income comprised self-financing activities, including the taught masters programmes and the Bachelor of Medicine, Bachelor of Surgery (MBBS) Programme.

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 by the Campus were the Student Health Scheme covering all registered students, free student bus shuttle and various activities relating to sports, counseling and student professional development. Table 14 below shows the revenue collected and allocated to the various functions which the amenities fees service.

Table 14

AMENITIES FEES	JULY 31, 2023	JULY 31, 2022
Sports Development	2,539,247	3,070,218
Professional Development	170,283	245,869
Health Services	714,751	379,522
Other services (shuttle)	1,872,391	1,872,391
UWI Harp	273,674	232,000
	5,570,346	5,800,000
Shuttle upgrade fees	115,510	126,435

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 earlier.

Commercial Activities

The Campus returned fully to face-to-face classes and this helped the fortunes of the Halls of Residence which reflected a small loss of BBD 0.2 million compared with a loss in the previous year of BBD 0.644 million. The Bookshop also experienced a decrease in the deficit, as the amount recorded was BBD 0.411 million compared with BBD 0.835 million for the previous period.

EXPENDITURE

Expenditure continued in line with the previous period. With the return to face-to-face classes many new air conditioning units had to be replaced as they had not been used for a while and stopped functioning. This had a significant impact on the Campus' cash flow.

ASSETS AND LIABILITIES

Cash

The Campus experienced a continuing decline in its cash resources. Some receivables rose with the non-payment of government contributions (which are utilised for the running of the campus) and amounts from some governments for the education of their students. During the year, the Campus had to cash in one of its restricted term deposits to meet some operational costs.

The Campus is still paying off non-payroll suppliers from May 2023 due to its limited cash-flow. Payments during the year were funded by receipts from contributing governments, tuition fees and other income.

The cash balance stood at BBD 23.7 million (July 31, 2022 – BBD 33 million), of which BBD 23.7 million was related to restricted funds for pensions, grant funds, etc. Due to the increase in receivables, all the current cash was restricted to critical payables for staff and other salary related matters.

The Campus, however, continued to settle all its statutory obligations on time. The Campus also committed to doing some summer works to repair some badly leaking roofs and fix some of the bathrooms across campus in time for the restart of classes in September.

Accounts Receivable

Included in this figure are tuition fees due from third parties, totaling BBD 64.3 million (July 31, 2022 – BBD 56.6 million) as well as amounts due from students and staff members. Most of this balance relates to amounts owing from some governments whom the Campus bills tuition fees for their nationals. See Table 15 below.

Table 15

ACCOUNTS RECEIVABLE	JULY 31, 2023	JULY 31, 2022
Other receivables	5,126,605	3,038,685
Staff Receivables	1,815,913	1,376,908
Student Receivables	11,124,101	11,297,155
Third Party Receivables	64,251,761	56,617,590
VAT Receivable	9,615,052	9,967,354
	91,933,432	82,297,692

Property, Plant and Equipment

There was little activity on capital projects during the period, only continuing critical maintenance work. During the year, the Campus transferred its buildings previously recorded manually to the fixed asset module. The increase in depreciation can be attributed to the charge relating to purchases of replacement computers and air conditioning units. Depreciation charged for the year amounted to BBD 6.09 million (July 31, 2022 – BBD 5.8 million).

Current Liabilities

This balance includes the accrual for payments to creditors, current portion of long-term debt and amounts due to staff who have either resigned or retired and who have not indicated where they require the funds to be forwarded. The Federated Superannuation System for Universities (FSSU) and superannuation obligations are included as part of the Campus' restricted cash balance. An increase in other payables relates to the accrual regarding the summer works programme where the Campus sought to address critical maintenance issues before the return of students in September. These obligations are within the next financial period and will be settled as resources become available. See Table 16 below.

Table 16

ACCOUNTS PAYABLE	JULY 31, 2023	JULY 31, 2022
Suppliers	6,726,530	5,092,825
Student	5,912,076	5,607,841
FSSU and Superannuation	6,881,879	6,129,997
Other payables	17,895,058	16,002,416
	37,415,543	32,833,078

Long Term Loans

All loan payments were made in accordance with the signed agreements. A further drawdown of BBD 0.5 million was made on the Commercial Analytical Lab (CAL) loan as the Faculty of Science and Technology sought to acquire critical equipment for the success of this venture. Listed below in Table 17 are all the remaining outstanding loans at July 31, 2023.

Table 17

LONG TERM LOANS	EDF LOAN	CLICO LOAN	CARIBBEAN DEVELOPMENT BANK	UWI CH CLARENDON BOND	CAL LOAN	TOTAL
Principal portion	1,026,035	2,977,899	641,220	8,021,962	910,400	13,577,516
Current portion	- 98,000	2,977,899	- 512,977	- 360,890	- 102,600	- 4,052,366
Net balance on July 31, 2023	928,035	-	128,243	7,661,072	807,800	9,525,150

Projects

Total revenue expected to be received over the period of the grants is BBD 5.244 million.

Commitments and Contingent Liabilities

Outstanding purchase orders at July 31, 2023 were approximately BBD 6 million compared with that of BBD 4.9 million on July 31, 2022.

SOFTWARE APPLICATIONS

Banner Finance, Banner Students, PeopleSoft and Touchnet Online Payment Plan applications all worked satisfactorily during the year under review.

REPORT ON NEW SPECIAL PROJECTS: For the year August 01, 2022 to July 31, 2023

NAME OF SPONSOR	NAME OF PROJECT	VALUE	VALUE (BBD)	FACULTY/UNIT	NO OF ACADEMIC STAFF TO FACULTY
Yale University	Conduct Retrospective and Prospective Analyses of the Relationship between Climate change Adaptability and Cardiovascular Health	USD 102,897	205,794	Faculty of Medical Sciences	46
The Research Institute of Fox Chase Cancer Center	IRONMAN: African Caribbean Cancer Consortium International Registry for Black Men with Advanced Prostate Cancer	USD 458,368	916,736	George Alleyne Chronic Disease Research Centre (GA-CDRC)	23
United Nations Development Programme	National LGBTI Survey in Barbados 2022	USD 37,746	75,492	SALISES	6
United Nations Environment Programme	Demonstration of a Caribbean Mechanism toward establishment of a SIDS-SIDS Green-Blue Economy Knowledge Transfer Hub	USD 50,000	100,000	Office of the Deputy Principal	1
University of Exeter	ICoFaN Dissemination Activities	GBP 8,800	22,247	GA-CDRC	23
University of Exeter	Caribbean Nutrition Data Mapping Review (Jamaica, Haiti and rest of Caribbean region)	GBP 10,620	26,848	GA-CDRC	23

Report on New Special Projects: For the year August 01, 2022 to July 31, 2023

NAME OF SPONSOR	NAME OF PROJECT	VALUE	VALUE (BBD)	FACULTY/UNIT	NO OF ACADEMIC STAFF TO FACULTY
Trekvoy Art and Literary Endowment for the Naturally Talented (T.A.L.E.N.T)	TALENT Barbados	BBD 10,000	10,000	Institute for Gender and Development Studies	5
CCRIF SPC	Understanding the Impact of Climate Change and Wildfires in Barbados	USD 24,250	48,500	Centre for Biosecurity Studies	1
Caribbean Development Bank (CDB)	Let's REAP Training	USD 413,305	826,610	School of Education	15
Department of Health & Social Care, UK	NIHR Global Health Research Group on Community Food for Human Nutrition and Planetary Health in Small Islands (Global CFaH)	GBP 626,928	1,584,803	GA-CDRC	23
United Nations Children's Fund	United Nations Children's Fund - Monserrat Assessment Project	USD 50,000	100,000	School of Education	15
Ministry of Health Government of Barbados	Barbados National Registry for CNCD	BBD 2,492,970.55	2,492,971	GA-CDRC	23
Voorhees University	The Bajan Project	USD 79,210	157,915	School of Education	15
Inter-American Development Bank (IDB)	CaribData: Caribbean Data-Driven Resilience	USD 520,000	1,040,000	Office of the Deputy Principal	1
Caribbean Regional Fisheries Mechanism	Sargassum Products for Climate Resilience in the Caribbean	USD 28,544.67	57,089	Department of Biological & Chemical Sciences	14
Environmental Protection Agency	Faculty of Science and Technology EPD Project	BBD 30,000	30,000	Faculty of Science and Technology	1

TOTAL BBD 7,695,005

Bursary - (Cave Hill Campus) September 18, 2023

Recipients of the Principal's Award for Excellence 2022



From Left: Dr Mia Amour Jules, Senator Dr Kristina Hinds,
Dr Tania Whitby-Best, Dr David Yawson,
Principal Professor R. Clive Landis, Ms Natasha Corbin,
Mrs Nicole Sue, Ms Keisha Mascoll and Mr Justin Sue

RECOGNISING EXCELLENCE



From left to right: Professor R Clive Landis, Pro Vice-Chancellor and Principal, The UWI Cave Hill Campus; Chair of Campus Council, The UWI Cave Hill Campus, Sir Paul Altman; Honorary Graduates - Mr E. Neville Isdell (Doctor of Laws), His Excellency Ambassador Gabriel Abed (Doctor of Laws), and Vice Chancellor, Professor Sir Hilary Beckles at the Graduation Ceremony, October 22, 2022

SPOTLIGHT ON THE UWI'S HONORARY GRADUATES

The Cave Hill Campus conferred honorary degrees on three outstanding luminaries during its annual graduation ceremony held on October 21, 2023: **His Excellency Ambassador Gabriel Abed (Doctor of Laws); Mr E. Neville Isdell (Doctor of Laws); and Dr Joy St. John (Doctor of Science).**

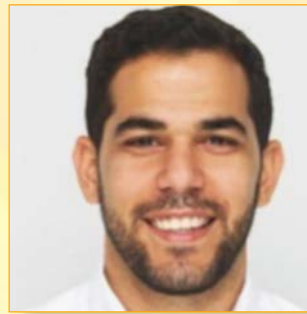
His Excellency Ambassador Gabriel Abed

Ambassador Gabriel Abed graduated from the University of Ontario, Canada, in 2010 with honours in Information Network Systems. Several months later, he established the Caribbean's first blockchain company, BitEdge, and a year later, in 2011, he founded the largest cryptocurrency mining operation in the Caribbean. In 2014, Ambassador Abed co-founded Bitt Inc. in Barbados. Bitt Inc.'s clients include the Central Banks of Barbados and the Eastern Caribbean Central Bank. In February 2016, Bitt became a pioneer by launching a digitized version of the Barbados dollar, the first ever world-wide example of a digitized fiat currency being approved and embraced by a Central Bank.

In 2016, during Ambassador Abed's tenure as CEO, Bitt raised USD 16 Million from international investors. Currently, Bitt is known for its application of mMoney, which is endorsed by Barbados' Prime Minister Mia Amor Mottley and has seen widespread adoption across services in Barbados. Bitt's clients include large merchants such as The Sol group, ICBL (Insurance Corporation of Barbados Limited) and 500+ other merchants comprising local restaurants and other businesses including The UWI, Cave Hill Campus.

For his achievements, Ambassador Abed was awarded the Caribbean American Heritage (CARAH) Vanguard Award in 2016. In April 2018, he was appointed as the Special Technology Advisor to the Honourable David Burt, Premier of Bermuda to create a new industry for its future growth and economic prosperity. Ambassador Abed is a founding member of Caribbean 2030 and the Global Blockchain Business Council. In 2021, he was appointed Barbados' Ambassador to the United Arab Emirates.

With over twenty-six (26) presentations in the international community, twenty-two (22) articles and fifteen (15) interviews, Ambassador Abed is recognised as a leading authority on digital currencies and blockchain technology on the global stage. The first entrepreneur to establish a blockchain



His Excellency Ambassador
Gabriel Abed



Mr E. Neville Isdell

company in the Caribbean and a pioneer in the digital currency evolution, encouraging the use of Central Bank Digital Cash (CBDC).

Mr E. Neville Isdell

Edward Neville Isdell was born in Downpatrick, Northern Ireland and moved to Zambia with his parents when he was ten years old. After completing high school, he travelled to South Africa to attend the University of Cape Town where he received a degree in Social Science and gained practical experience in the area of social work while working with local communities. Mr Isdell would carry this sense of civic responsibility with him when he transitioned from social work to a career in business when he started his first job at a Coca-Cola bottling plant in Kitwe, Zambia. This was the start of a more than four-decade long career at the company.

During his time at the world's largest beverage company, Mr Isdell served in varying capacities, in a number of countries including Zambia, Australia, the Philippines, Germany, England and the United States of America. After retiring from the Coca-Cola Company in 2002, he came out of retirement in 2004 to lead the company as its Chairman and CEO until 2009. During his tenure as Chairman and CEO, Mr Isdell ensured that there was a strong focus on corporate responsibility, employee engagement and sustainability, resulting in the Coca-Cola Company returning to Fortune's "World's Most Admired Companies" list in 2006 and moving the company to

#12 in global rankings. He has been credited as the man behind rejuvenating the Coca-Cola Company following its early-2000s slump.

With the resurgence of the Coca-Cola Company, Mr Isdell saw opportunities to partner with NGOs including the World Wildlife Fund (WWF). The partnership with the WWF would focus on the reduction of the company's environmental footprint and the protection of global freshwater resources. The partnership between the Coca-Cola Company and the WWF was formed in 2007 and has helped to conserve critical freshwater ecosystems in over 50 countries on six continents.

Mr Isdell has served on boards of NGOs including as Chairman of the World Wildlife Fund US, (WWF-US). He has also served on a number of other boards including the boards of General Motors and British Telecoms. Mr Isdell is the recipient of the Clinton Global Citizen Award and four honorary degrees.

Dr Joy St. John

Dr Joy St. John is a UWI graduate, having obtained a BSc in Biology from the Cave Hill Campus, and an MBBS and an MSc in Public Health from the Mona Campus. Dr St. John achieved global leadership in public health when she was appointed as Assistant Director-General of the World Health Organization, (WHO) in 2017. Her true legacy, however is the regional leadership she exhibited during the COVID-19 pandemic as the Caribbean's most senior public health official, the Executive Director of the Caribbean Public Health Agency (CARPHA).

As head of CARPHA, Dr St. John led the regional health response to COVID-19 guided by the Council for Human and Social Development (COHSOD). CARPHA had the key coordinating role of addressing the needs of CARICOM member states by integrating a range of regional and international health and non-health agencies, including the Caribbean Disaster Emergency Management Agency (CDEMA), the Organisation of Eastern Caribbean States (OECS), the Pan-American Health



Dr Joy St. John, Honorary Graduate

Organization (PAHO), the Implementation Agency for Crime and Security (IMPACS), the Centers for Disease Control and Prevention (CDC), Public Health England (PHE), the Public Health Agency of Canada (PHAC), the Department for International Development (DFID), the European Union (EU), and the United Nations (UN), into a single coherent Regional Coordinating Mechanism for Health Security (RCM-HS).

Dr St. John served as Chief Medical Officer of Barbados from 2005 – 2017 under three different administrations, and fought the emerging health crises of the time - Influenza AH1N1 in 2009, chikungunya in 2013 and Zika in 2016. Dr St. John served on a succession of WHO panels from 2011 onwards, including as Chair of the WHO Drafting Group that set global targets for reducing avoidable deaths due to NCDs. In 2017 she was appointed Assistant Director-General of the WHO in Geneva, Switzerland with responsibility for Climate and other Determinants of Health.

During the COVID-19 pandemic, Dr St. John provided overall leadership of CARPHA's support to Ministries with technical guidance, policy advice, support of regulations for vaccines and medicines, funding for COVAX vaccines, procurement of supplies and equipment, tourism sector training for safe return to tourism and training of various security forces.

EIGHT RECEIVE PRINCIPAL'S AWARD FOR EXCELLENCE

On Saturday, November 26, 2022, eight outstanding members of staff of the Cave Hill Campus were honoured during the Principal's Award for Excellence. The awardees included: three employees who contributed significantly to the COVID-19 fight at the Campus; a political scientist; a clinical psychologist; an agri-food researcher; a project officer and a laboratory technologist.

Dr Tania Whitby Best

Joint Award in recognition of Outstanding Service to the Campus Community

Dr Tania Whitby-Best joined The UWI Cave Hill Campus in 2012 as a Part-time Lecturer, and an examiner for the Objective Structured Clinical Examination at both the Cave Hill and St Augustine Campuses. Her efficiency and dedication to her work resulted in her appointment as Medical Officer and Head of Department, Student Health Services at The University of the West Indies Cave Hill Campus and Part-Time Medical Doctor at the Clinic.

Dr Whitby-Best's proactive and innovative approach to unorthodox situations secured her success in receiving the Principal's Award for Excellence. Dr Whitby-Best's ingenuity was especially evident during the COVID-19 pandemic where three major innovations emerged under her guidance.

The first innovation was the introduction of telemedicine and other virtual forms of medical assistance to students. Dr Whitby-Best utilised the Office 365 platform to not only schedule appointments with students but also arrange virtual consultations. This allowed the team in the Clinic to conduct preliminary assessments of students before they visited the Clinic for care.

The second innovation was the organisation of several vaccination drives on Campus for staff and



students. This created significant resilience for the Campus, particularly for areas on the Campus deemed to be at high-risk for an outbreak, such as the student halls of residence. A notable outcome was that the vaccination rate of students on halls rose to over 95 percent.

The third innovation was the implementation of a monitoring system for students travelling and returning to the Campus. Dr Whitby-Best implemented a system of assessment for students that travelled and wished to return to the Campus.

Dr Tania Whitby-Best's contribution of outstanding service to the Cave Hill Campus makes her a most-worthy recipient of the Principal's Award for Excellence.

Mrs Nicole Sue

Joint Award in recognition of Outstanding Service to the Campus Community

Mrs Nicole Sue's pioneering contribution to the Cave Hill Campus is driven by her passion for the field of health, safety and environmental management, and a commitment to excellence. Mrs Sue began her career at the Campus in 2009, when she was assigned to the Office of the Registrar as the institution's first Safety Officer. She is the strategist and visionary shaping key Campus policies



Eight Receive Principal's Award For Excellence

and initiatives and carving out a path for bolstering the well-being of members of the Campus community.

Among the key characteristics listed for good health, safety and environmental officers are: genuine concern for others, courage and resilience; characteristics which have been very evident throughout Mrs Sue's professional life at Cave Hill. During her time at the Campus, Mrs Sue has developed an expansive body of policies and procedures to support health and safety at the Campus; which range from a Campus policy on prohibition of smoking in public places, to the handling and disposal of biological waste.

Of special significance was Mrs Sue's contribution to the Campus' response to the COVID-19 pandemic and the La Soufriere volcanic ash fall of April 2022. The Cave Hill Campus is home to an extensive and diverse collection of buildings and the ash fall presented a dire health and safety challenge. Mrs Sue assisted the Office of Institutional Planning and Infrastructural Services (INPLAIS) and other departments by providing the necessary protocols for those executing the clean-up. She also invested long hours, on site, to ensure that workers' needs were addressed and the Campus was prepared for reopening.

During the COVID-19 pandemic, Mrs Sue learnt the new critical skill of contact tracing, working for extended hours supporting the national effort and ensuring that the Campus remained safe. She was significantly involved in devising, monitoring and implementing Campus protocols in response to wider governmental COVID-19 directives. As the Campus prepared to reopen following the COVID-19 pandemic in 2020, Mrs Sue collaborated with Campus stakeholders to facilitate a smooth reopening and to ensure that critical protocols and procedures were in place.

These achievements and more underscore why Mrs Nicole Sue is a most deserving recipient of the Principal's Award for Excellence.



Mr Justin Sue

In recognition of Outstanding Service in the Administrative, Technical and Service Staff

Mr Justin Sue joined the Cave Hill Campus in

2006 as a technician in the Department of Biological and Chemical Sciences, where he gained the reputation of being one of the most dependable employees at the Campus. During his tenure, Mr Sue repeatedly proved his worth by being an exemplary colleague, showing his versatility in all areas of Departmental activities, all the while executing his duties as Senior Technician with responsibility for Safety and Maintenance. Mr Sue's efficiency and dedication to the Campus were showcased during the onset of the COVID-19 pandemic.

When the Vice-Chancellor of The UWI announced in March 2020 that the COVID-19 impact on The UWI 'may be costly', Mr Sue dedicated his time to researching hand sanitizer formulations, eventually settling on the one recommended by the World Health Organization (WHO). However, Mr Sue was not satisfied with having a scientifically exact formula — he believed that persons would appreciate different scents and therefore began to seek out donations of essential oils to add to the formula. This resulted in the availability of a number of fragrances including: green apple, lemon, cinnamon and lavender. Mr Sue also undertook research on the use of sodium alginate from Sargassum as a thickening agent, to produce the 'pump' vs 'spray' hand sanitizer.

Mr Sue later made the decision to provide hand sanitizer services to the entire campus — early beneficiaries of the sanitizer were: Campus Security Services, INPLAIS, the Bursary and the Halls of Residence. Concerned with the safety and wellbeing of others external to the Campus, Mr Sue proposed that hand sanitizer be donated to schools in the community to facilitate the instruction of Class 4 pupils preparing for

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the II-plus examination. In September 2020, bottles of the hand sanitizer were made available to the general campus population via The UWI Bookshop in one gallon and 350 ml sizes. When approval was eventually granted for in-person practical sessions, Justin prepared personal bottles, sized to fit onto the pockets of the lab coats of students.

While undertaking the task of supplying hand sanitizer, Mr Sue remained faithful to his daily responsibilities. Mr Sue's contribution culminated in the Department of Biological and Chemical Sciences being awarded a World Quality Day award for 'Innovative or Improved Product or Programme' for the hand sanitizer product. The Department was the only teaching unit that was the recipient of an award that year.

With these outstanding contributions in mind, Mr Justin Sue proved to be an exemplary recipient of the Principal's Award for Excellence.



Senator Dr Kristina Hinds

In recognition of Outstanding Contribution in a combination of two or more academic categories

Senator Dr Kristina Hinds joined the Department of Government, Sociology and Social Work at the Cave Hill Campus, in 2007, as a Temporary Assistant Lecturer in Political Science. She was

appointed as Lecturer in 2012 and promoted to Senior Lecturer in 2020 and has served as Head in the same Department from 2021.

Within the last five years, Senator Hinds has successfully published a total of twelve (12) peer-reviewed books, book chapters and journal articles, representing more than 70 per cent of her overall scholarly output.

These include:

- From Crisis to Crisis: Conundrums of Caribbean Existence in the Global Political Economy
- Big Ideas from Small Places: Caribbean Thought for International Relations
- Making Amends: Towards an Antiracist Critical Security Studies and International Relations

Apart from the significant volume, Senator Hinds' body of work has advanced the face and depth of theorising in civil society and governance and their pivotal roles in shaping Caribbean society, economy and politics. Another noticeable feature of Senator Hinds' scholarship is her natural ability to integrate her research on civil society, politics and governance into the broader context of international relations (IR). She has successfully carved out an intellectual space by highlighting the perennial 'colonial holds' that still remain in the study of IR in its connections with global race relations, gender, regionalism and the socioeconomic plight of developing states, capitalism and patriarchy.

Senator Hinds' penchant for coordinating, supervising and performing applied research is also exemplary. In the area of applied research, Senator Hinds, in her capacity as Co-Chair of the Presidential Task Force on the Global South (International Studies Association: ISA), coordinated and oversaw the conduct of research by a team of 23 scholars from all regions of the world. This research resulted in 'making ISA more globally representative'. Senator Hinds is therefore easily classified as a well-rounded researcher whose reach extends to academia, policy and even practical environments - in local, regional and international arenas.

Senator Hinds' public service profile is extremely extensive, diverse and remarkable in local, regional and international contexts. Within the last five years, she has served on a wide cross-section of committees and associations, and other bodies serving in various capacities as Executive Member, and Programme Chair of the Caribbean Studies Association, Vice President Elect, Co-Chair, and Committee Member within the International Studies Association, among many other affiliations. Between 2020 and 2021, Senator Hinds

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served as a pivotal member of the Gender Committee of the Barbados Association of Non-Governmental Organisations which was commissioned to advance gender equality and non-discrimination across various sectors of society.

Since 2018, Senator Hinds has published at least thirteen (13) commentaries/articles with the Sunday Sun (of the Nation Newspaper) and Barbados Today. One of her most impactful public service contributions as a political scientist is her active participation as a political analyst on issues ranging from analyses on general elections in Barbados, Barbados' fiscal crisis, women in Caribbean politics, to Barbados becoming a Republic. Since 2020, Senator Hinds has also been a regular moderator on the popular radio call-in programme - Down to Brass Tacks - on Starcom Network where she informs and educates the wider public on these and other politically relevant matters.

In recognition of her sterling work to the public of Barbados, Senator Hinds was appointed as an Independent Senator to the Barbados Senate from April 2022.

Against this extraordinary background it is unsurprising that Senator Dr Kristina Hinds is the recipient of the Principal's Award for Excellence in a combination of two or more academic categories for 2022.



Dr Mia Amour Jules

***In recognition of
Outstanding Teaching
and Public Service***

Dr Mia Amour Jules is a Lecturer in Experimental and Physiological Psychology, who

conducts research, teaching and public service at an exemplary level, demonstrating a solid commitment to the university community and the public. When the University moved to emergency online delivery of classes, Dr Jules ably embraced the new technologies and devised innovative ways to encourage

meaningful participation and learning experiences for her students.

Despite having large classes amounting to over 300 students, Dr Jules' courses have consistently gained high course evaluation scores throughout her tenure. Dr Jules also supervises and serves on the advisory committees of postgraduate research students and is the recipient of The Guild of Students and The CETL Award for Outstanding Contribution to Student Learning.

In the academic year 2020–2021, Dr Jules was intimately involved in the revision of the Psychology programmes and developed a number of new courses, producing the University's first blended undergraduate programme, resulting in a wider selection of courses in Psychology. Dr Jules' dedication to teaching and her developmental approach to learning is evident; she advocated for the "Most Improved BA Psychology Student Award" to recognise students who have shown tremendous determination and growth in their studies.

Dr Jules' public service includes serving as a guest speaker and workshop facilitator covering a variety of topics including: Mental Health and Work-Life Balance and Steps to a Brighter Future (for The Rotaract Club); Combatting Youth Obesity: Healthy Decision Making (for The Heart & Stroke Foundation); and Helping Youth Manage Their Emotions to Counteract the Growing Culture of Violence (at The Ellerslie Secondary School). Dr Jules is also a Registered Clinical Psychologist and has shared her expertise on television and radio programmes such as: "The People's Business"; "Mornin' Barbados"; and "Down to Brass Tacks", discussing issues affecting children and young adults. Dr Jules has also participated in symposia on suicide prevention, social media and violence in schools and the mental health, psychological implications of high stakes exams. She has also developed webinar presentations for workers and teachers across the Caribbean on Coping with Anxiety: Personal and Professional Perspectives (through The UWI School of Business) and has also presented on the topic of Psychological Insights on Engaging Online Peers in the Learning Process. Additionally,

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Dr Jules also delivered online sessions on Reciprocity and Burnout; Engaging Online Peers in the Learning Process; and Safeguarding Teachers: Threat, Self-efficacy, Norms and Socio-demographic Associations with COVID-19 Protective Behaviours for Teachers, presented at The Lodge School.

Dr Jules has served on the Education and Training Committee of the Caribbean Alliance of National Psychological Associations and also served on the Executive Committee of the Barbados Society of Psychology. Dr Jules has presented her work extensively; published 19 empirical articles in international refereed journals and 15 conference papers at international conferences. Dr Jules is the recipient of The UWI 2018 Faculty of Humanities and Education's Most Outstanding Researcher Award and has served as a peer-reviewer for local and international journals.

The dedication, energy, and enthusiasm Dr Jules brings to her work are evident in her commitment to teaching, research and public service, it therefore apt that Dr Jules be awarded the Principal's Award for Outstanding Teaching and Public Service for 2022.



Dr David Yawson

In recognition of Outstanding Research Accomplishments

Dr David Yawson has 20 years of experience teaching in the areas of Geography;

Geographic Information Systems (GIS) and Remote Sensing in Environmental Science; Soil Science and Soil-Water-Plant Relations; Climate Change and Agriculture; and Land Use and Biodiversity Conservation, in Ghana, the UK, Algeria and in the Caribbean at the undergraduate and graduate levels. Additionally, Dr Yawson provides research consultancy support around agri-food systems and environmental management. As a researcher, Dr Yawson has authored 74 refereed journal

articles, one book, five book chapters, 11 technical reports and numerous conference proceedings and oral presentations, with 41 refereed journal publications, five book chapters and six technical reports being published in the last five years alone. Dr Yawson has published in journals of high impact including Heliyon and PloS One and has amassed 1,311 citations, an h-index of 17 and a i10-index of 32 according to Google Scholar.

Dr Yawson's research in agri-food systems, which encompasses issues such as rhizosphere interactions, crop productivity, virtual resource assessment and food consumption and human health, has led to the development and publication in 2020 of a seminal Food Balance Approach methodology for estimating future virtual resource flows under the influence of global change. Furthermore, the utility of the agricompatibility idea and framework for Caribbean and global food and resource security has been presented at recent conferences and has resulted in the publication of two book chapters.

Dr Yawson's recent publication of the first study in the Caribbean on intensity analysis of land cover change, using woody vegetation cover in Barbados, provides an example of his research area of environmental management, which covers soil and water pollution, sustainable water management, and land cover/use or landscape dynamics in relation to environmental resilience. The potential utility of this paper for digital soil mapping (and further uses) as part of natural heritage management in Barbados is clearly apparent. The technical guide for Caribbean practitioners on the use of satellite remote sensing in agricultural disaster management, commissioned by the United Nations (UN) Food and Agriculture Organization (FAO), adds to the regional advancement of the use of earth observation for land and agricultural management in the context of resilience. The practical real-world impact of his expertise is clearly evident through his collaborative work with local and regional NGOs and Governments and the importance of this work has allowed him to secure over BBD 300,000 in grant funding and consultancy contracts, including one

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contract which was awarded in collaboration with The UWI, St. Augustine Campus.

Dr Yawson has also successfully supervised/co-supervised 14 graduate students (two PhD, six MPhil and six MSc) including four MSc graduate students and one current PhD graduate student since joining The UWI in 2017. Dr Yawson has served and contributed to the Building Sustainability Symposium held in 2021 and chaired the Water Sector Resilience Working Group of the Program Design Task Force, UWI Global Institute for Climate Smart and Resilient Development (GICSRD), in 2020. His commitment to national and regional development is exemplified by his membership of the Steering Committee for the Barbados Multi-Hazard Early Warning System Policy, Department of Emergency Management, and the Physical and Environmental Planning Sector Sub Committee (PEPSSC) of the Comprehensive Disaster Management (CDM) Coordination and Harmonization Council, Caribbean Disaster Emergency Management Agency (CDEMA), and his service on the Services and Creative Economy Committee, the Barbados Offshore Petroleum Environmental Impact Assessment (EIA) Committee, and the Global Water Partnership – Caribbean (GWP-C). His contribution to the United Nations Environment Programme (UNEP) World Water Quality Alliance, and the Environmental Advisory Group (UNDP GEF SGP AdvISE project), are also noteworthy. Dr Yawson also serves as an external reviewer for the Caribbean Examinations Council (CXC) CAPE Agricultural Science syllabus and as a reviewer, editor or an editorial member of a number of international journals in addition to his substantive role as a specialization coordinator and, more recently, as the Director of the Centre for Resource Management and Environmental Studies (CERMES).

Dr Yawson's career has created a blueprint for academics to emulate, which combines teaching, grant writing and consultancies all leading to significant publications. He is an extraordinary academic very much deserving of the 2022 Principal's Award for Excellence in the Academic Category for Outstanding Research Accomplishments.



Ms Natasha Corbin

In recognition of Outstanding Contribution in the Senior Administrative / Professional Category

Ms Natasha Corbin was promoted to Project Officer at the Senior Administrative/ Professional level

in the Faculty of Science and Technology (FST) in 2015, after serving as an Administrative Assistant (Projects) in the Office of the Dean, FST, for many years. Her extensive contributions to the Campus have been centred around the implementation and support of innovative, clean energy solutions aimed at the reduction of high energy operational costs, all in alignment with the Government of Barbados' strategic focus of transitioning from fossil fuels to clean energy by 2030.

Of special note is Ms Corbin's ability to attract funding, having successfully secured financing in excess of BBD 5 million for the University's programmes/initiatives; all while admirably contributing to teaching and research. She has also worked actively on several Faculty, Campus-wide and University initiatives involving other University partners, donor agencies, governments, private sector companies, regional and international organisations, and non-governmental organisations, all of which have culminated in resounding benefits for The UWI.

Some of the most notable projects include: the Main Administration Smart Building Project; the Fixed Roof-Mount High-Efficiency System on the Sagicor and CLICO Buildings; the BRIDGE project; the CAP41NNO project; and the energy audits; and the retrofitting of the University's buildings with energy-efficient lights, funded through grants and collaborations with partners such as

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the International Development Bank (IDB), the Government of Barbados, the InterAmerican Bank, the European Union and private companies like Caribbean LED.

Ms Corbin has leveraged her candid and resolute focus to build and maintain relationships with colleagues across the Campus and the University. Her unique expertise has been utilised in the review of several project proposal by entities such as the Government of Barbados, Ministry of Energy and Telecommunications and Barbados National Oil Company Limited (BNOCL), the development of video and promotional materials, and in the organisation of several workshops and exhibitions such as the IADB-sponsored *Development of a Smart Building: Requirements, Operations and Management* workshop and a series of Renewable Energy Sensitization Training sessions for ancillary and security staff members of The UWI.

At the Faculty-level, Ms Corbin chairs the FST Entrepreneurship committee and contributes to the FST Renewal Project Fundraising Sub-Committee (since 2020) and the development of the recently approved Centre for Commercial Analytical Services (CCAS) - the premier income generating activity in the FST. Additionally, she has provided valuable guidance in the development of biogas and by-products from sargassum and represents the Faculty admirably on the Planning Committee of the Office of Research, Innovation and Community at Cave Hill (RICCH). Most recently, Ms Corbin has been integral in the approval of three Faculty scholarship funds and grants and has been at the forefront of the acquisition of sponsorship for the recent collaborative Frontiers of Research in Caribbean Science and Technology (FORECAST) Conference. She also expanded the solar window tint project for the Alister McIntyre Building into an undergraduate

research case study and provided supervisory support to two undergraduate students in the course ENSC3020 - Case Study in Environmental Science.

Ms Corbin is a highly motivated team member who values The UWI brand and is therefore a wholly worthy recipient of the 2022 Principal's Award for Excellence in the Senior Administrative and Professional staff category.



Ms Keisha Mascoll

In recognition of Outstanding Accomplishments in the ATS Category

Ms Keisha Mascoll, BSc, MPhil Chemistry, joined the Faculty of Medical Sciences (FMS) in 2009 as a Medical Laboratory

Technologist (MLT). At that time, the Preclinical programme was in its infancy, having commenced in 2008.

As an MLT, Ms Mascoll ensures that: the laboratory is ready for teaching sessions; keeps an inventory of stock and places orders so that equipment and supplies arrive in a timely manner; and assists lecturers in the delivery of laboratory sessions. All of these are critical functions of an MLT. Over the years, Ms Mascoll has excelled in her duties and has exhibited extraordinary initiative where novel challenges presented themselves. This is especially evident in three major areas.

The first area was her effort to mitigate the impact of the COVID-19 pandemic. With the arrival of COVID-19, in 2020, hand sanitiser became unavailable and, when available, proved to be very costly. Ms Mascoll, using her chemistry background and her initiative, produced in-house

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hand sanitiser and distributed it to all staff within the FMS. These sanitisers were prepared to World Health Organization (WHO) standards and enabled staff to be more adherent to the practice of good hand hygiene.

The pandemic also resulted in a shift from face-to-face to online teaching. While lectures and tutorials could be replaced by web conferencing solutions, Basic Sciences laboratory classes did not have an immediate solution. The in-person laboratory needed to be transformed to a virtual online laboratory and this needed to be done urgently. As an MLT, Ms Mascoll was tasked with identifying virtual laboratory solutions. In collaboration with the faculty, virtual laboratory platforms were identified and adopted by the FMS. These included the Anatomy & Physiology Revealed 4.0. The McGraw Hill Virtual Lab is an online lab solution that was used to replace the face-to-face labs as much as possible and to bridge the gap between actual labs and lectures. These lab simulations helped students learn the practical skills needed to succeed in the lab environment. The acquisition of these platforms greatly enhanced the ability of the FMS to continue laboratory teaching and minimise learning deficits.

The second area where Ms Mascoll excelled was her contribution to the success of the Human Nutrition Dietetics Chemistry BSc programme which was launched at the beginning of the 2021/2022 academic year. Ms Mascoll worked with the Programme Director, Ms Carrington, to develop didactic and laboratory course content for two first year courses – General Chemistry for Nutrition (HNDDT 1001) and Introduction to Organic Chemistry (HNDDT 1003). After the programme was launched, Ms Mascoll was asked to teach the two courses as the lecturer earmarked to teach them was unavailable.

The third area of excellence is Ms Mascoll's work as the FMS Health and Safety Coordinator. Ms

Mascoll is suitably trained for this role having completed a Biosafety Level 2 training course from the University of Texas Medical Branch as well as a Biosafety & Biosecurity Practices for the Laboratory Course offered by the Caribbean Public Health Agency (CARPHA). It is Ms Mascoll's responsibility to ensure that all safety protocols are known and followed and that all FMS safety officers are up to date with their First Aid and Basic Life Support training. Since 2018, she has overseen the mandatory Health and Safety Workshop for all new FMS students. Additionally, the FMS produces bio-hazardous waste that requires careful disposal as it can pose a threat to the environment and to human health. Through the efforts of Ms Mascoll, the FMS boasts of an organised disposal schedule which also serves the newly opened animal house facility.

Ms Mascoll has performed excellently in enhancing the effectiveness and efficiency of the Faculty of Medical Sciences and exhibited a high level of competency in handling new challenges, making her a most deserving recipient of the Principal's Award for Excellence 2022 in the ATS category.

PROMOTION TO THE RANK OF PROFESSOR

During the 2022/2023 academic year, two of the Campus' academics rose to the prestigious rank of Professor. The two new Professors are from the Faculty of Medical Sciences and the Faculty of Science and Technology.

Professor Oswald Peter Adams

Professor of Family Medicine

University Medical Dean and Dean of the Faculty of Medical Sciences at the Cave Hill Campus, Professor Oswald Peter Adams has been lauded for conducting world-class clinical research to solve real-life primary healthcare issues.

Professor Adams' clinical research focuses on aspects of chronic noncommunicable diseases (NCDs) and sexually transmitted infections (STIs) relevant to the practice of Family Medicine. In 2011, Professor Adams and colleagues established the Eastern Caribbean Health Outcomes Research Network (ECHORN), a first-of-its-kind, regional research network, generating action-oriented research on chronic disease and supporting policy translation. This network expanded to be part of the Yale University Transdisciplinary Collaborative Centre (Yale-TCC). ECHORN and its cohort projects gained international recognition through the Team Science Award of the Association for Clinical and Translational Science of the USA and UWI recognition through the Vice-Chancellor's Award for Excellence in International Collaboration. Through his work with the Yale-TCC, he conducted research on diabetes prevention in people with prediabetes. Professor Adams has been awarded over USD1.8M in research grant funding for work with ECHORN and Yale-TCC.



Professor Adams' other work includes publications on obesity perception, neuropathy and peripheral arterial disease in people with diabetes, and the quality of care and barriers encountered in delivering

diabetes and hypertension primary healthcare. His research on chlamydia infection in Barbados led to the introduction of PCR testing, which was not previously available in Barbados.

Professor Adams served as Coordinator of undergraduate and postgraduate Family Medicine teaching at the Cave Hill Campus from 2000 to 2015. He pioneered the introduction of web conferencing technology (such as Zoom) in 2006, which allowed teaching to be conducted by distance and the expansion of Family Medicine teaching to the Eastern Caribbean. Professor Adams was also an author on the publication *Family Medicine at The University of the West Indies: A Model for the Developing World*. The external assessors conclude that this paper can be a template for the rest of the developing world. As University Medical Dean, he led the Faculties of Medical Sciences across The UWI through successful reaccreditation of their flagship MBBS programme.

Professor Adams chaired the Editorial Board of the *West Indian Medical Journal* and was a Guest Editor of the *British Journal of General Practice Open Journal*. His outstanding publication record includes 44 refereed articles in international journals. He has presented papers at over 50 conferences and has made presentations to the Pan American Health Organization, Quebec Family Physicians and to the Caribbean College of Family Physicians.

Professor Avril Williams

Professor of Supramolecular Chemistry and Nanotechnology

Professor Avril Williams, a UWI alumna who holds both a BSc Chemistry (1996) and a PhD Chemistry (2001) from The UWI, St. Augustine Campus, is also the first female Head of the Department of Biological and Chemical Sciences and the first female Professor of Chemistry at the Cave Hill Campus' Faculty of Science and Technology.

Professor Avril Williams is among a small sect of experts who has mastered the highly specialised multidisciplinary fields of supramolecular chemistry and nanotechnology. Her research is tailored to the design and development of sensors for real-time field monitoring using self-recognising molecules that can be controlled at the atomic level. This work has offered invaluable knowledge advancements in the creation of new, smart electrode materials for sensors; novel electrochemical sensing; signalling techniques; wireless or bipolar electrochemiluminescence signal transduction methods; and biosensors for disease biomarkers all having significant relevance to poorer countries where testing and analysis resources are minimal or non-existent and oftentimes expensive and time-consuming. Sir J Fraser Stoddart, a 2016 Chemistry Nobel laureate, dubbed Professor Williams the tailoress of the newest class of molecular interlocked molecules (MIMs) – Suitanes – declaring that “these exotic molecular structures may be looked upon as the tiniest of prototypes for the design and synthesis of artificial assemblies reminiscent of living cells”. One assessor who reviewed her work for the promotion noted that her research activities and findings show ‘significant originality.’

Professor Williams' publication and academic records are substantial and feature 58 works including: refereed publications in high-impact journals; book chapters; conference proceedings and presentations; technical reports; special presentations; and invited lectures, amongst



many other contributions. In 2009 and 2017, she was a visiting scientist at the University of the Western Cape, South Africa. As an academic, Professor Williams has contributed significantly to quality and

curriculum development within the Chemistry programme at The UWI Cave Hill Campus and was awarded for her outstanding contribution to student learning (2019) and programme/product innovation (2020). Her professional activities have included consultancies with the Barbados Ministries of Health, Education and Housing, Lands and Environment and with the United Nations Environment Programme Regional Office of Latin America and the Caribbean (UNEP ROLAC). She is also a board member of the Sagikor Cave Hill School of Business & Management.

Over her career, Professor Williams was influential in raising approximately USD1.1 million in grant funding, including the value of specialist equipment: a Gas Chromatograph-Mass Spectrometer (GCMS), Liquid Chromatograph-Mass Spectrometer (LCMS) and two Nuclear Magnetic Resonance (NMR) Spectrometers.

Professor Williams was also instrumental in the establishment of the Centre for Commercial Analytical Services (CCAS), the first for-profit centre at the Cave Hill Campus, recently launched in March 2023.

OUTSTANDING ACCOMPLISHMENTS

Dr Natalie Greaves

UWI Public Health Expert contributing to Global Efforts

The University of the West Indies Cave Hill is proud to acknowledge the outstanding accomplishments of Dr Natalie Greaves during the 2022-2023 academic year.

In April 2023, an interdisciplinary group of researchers, who worked collaboratively to address cancer and health disparities in patient populations of African descent, received the prestigious American Association for Cancer Research Team Science Award for their innovation and meritorious science. Amongst the winning **African Caribbean Cancer Consortium Team (AC3)** was Lecturer in Public Health at The UWI Cave Hill Campus, Dr Natalie Greaves. The team, led by Professor Camille Ragin, was awarded for furthering the study of viral, genetic, environmental, and lifestyle risk factors for cancer in patient populations. These factors have demonstrated far-reaching implications for the improvement of cancer etiology, detection, diagnosis, treatment, and prevention in black patient populations worldwide.

Following receipt of the prestigious award, Dr Greaves expressed her gratitude for the acknowledgment of the AC3's contribution to science and that she was, *"deeply honoured and privileged to be among a global community of like-minded scholars who continue to aspire to make a difference in the lives of persons impacted by cancer."* She also acknowledged fellow members of The UWI community contributing to the advancement of cancer research through African Caribbean Consortium namely Professor Simon Anderson, and Drs Heather Harewood, Waneisha Jones and Natasha Sobers.

Dr Greaves shared her elation that transdisciplinary research in the developing world was gaining



momentum and she hoped that the AC3 achievement would serve to inspire a future generation of physician scientists and attract funding for cancer research into the region. The Cave Hill medical sciences lecturer noted that her achievement would not

have been possible without knowledge imparted by her science teachers and various academic mentors throughout her career including at The UWI. Dr Greaves graduated from the Bachelor of Medicine Bachelor of Surgery programme at Cave Hill campus in 2002 with honours in surgery. Although her start at the Queen Elizabeth Hospital in Bridgetown was in oncology, she has spent most of her career providing primary palliative care in Barbados, while also advocating for education and palliative care service delivery throughout the region. Dr Greaves joined The UWI full time in 2016, and as a physician scientist she has concentrated her work in the last five years on applied public health including non-communicable disease (including cancer and mental health) and emerging infectious diseases (e.g. COVID-19).

Deputy Dean of the Faculty of Medical Sciences, Dr Michael Campbell lauded the team's achievements stating: "The faculty is extremely proud of Dr Greaves and the rest of the AC3 Team for this remarkable achievement. Their award is testament to the caliber of work by our Caribbean colleagues as key collaborators in global cancer research".

In addition to her work in cancer, during the academic reporting period Dr Greaves contributed significantly to the wider public health and policy arena, representing the International Association of Hospice and Palliative Care, at the 76th World Health Assembly (WHA), World Health Organization (WHO), Palais de Nations, Geneva,

Switzerland. The WHA is the decision-making body of the WHO. She is also part of the pioneering team of the global researchers investigating the connection between climate change and mental health in the Connecting Climate Minds project, serving as technical advisor and lead qualitative researcher for the Latin America and Caribbean region. Dr Greaves thanks The UWI's Lead researcher, Dr Sandeep Maharaj and Ambassador Gillian Bristol, Director of The Latin American-Caribbean Centre, for the opportunity to use her knowledge skills to address this critical public health, affecting the region.

The 2023 AACR was held April 14-19 at the Orange County Convention Center in Orlando, Florida.



Dr Kristina Hinds

A Champion on and off the field

A medal winning, national hockey player, accomplished academic, and committed activist, Dr Kristina Hinds embodies the essence of excellence across multiple domains.

A stalwart in hockey, Dr Hinds began her journey on the field during her secondary school days at the Combermere School. Little did she anticipate that her dedication to the sport would not only see her become (possibly) the oldest rookie to make the national team at the age of 35 but also instill in her a resilience that transcended the boundaries of the playing field. "The dots do connect," she reflects, acknowledging the unexpected ways in which her commitment to hockey would shape her approach to life beyond the field.

Her athletic prowess aside, Dr Hinds is a distinguished scholar, dedicated state official, ardent

advocate, and a respected figure in the field of political science. Her journey into political science began after completing her first degree in International Development Studies, guided by a supervisor who encouraged her to pursue a Masters in International Relations. Following her advice, she embarked on the journey to the University of Kent in the United Kingdom to attain her Masters. However, as fate would have it, a pivotal moment occurred during this pursuit as her arrival in London in 2001, coincided with the reverberating events of 9/11. This signal event framed her understanding of international relations, shaping her into a scholar with a keen insight into the interplay of domestic politics on the global stage.

After completion of the programme which was followed by a PhD from the London School of Economics and Political Science, Dr Hinds embarked on her academic career, at The UWI Cave Hill Campus in 2007. Joining the institution as a Temporary Assistant Lecturer she has risen through the ranks, to Senior Lecturer and assumed the administrative post of Head of the Department in 2021, further making her mark on political science education in the region.

Her contributions, however, extend far beyond the classroom. Dr Hinds is a beacon of public service, with notable roles on various committees, including Executive Member and Programme Chair of the Caribbean Studies Association and Vice President of the International Studies Association, where she has served as Co-Chair Committee Chair and Committee Member of various committees. Notably, she has made significant contributions in the non-profit sector, particularly through her role in the Gender Committee of the Barbados Association of Non-Governmental Organisations from 2020 to 2021 and her role as secretary of the Barbados Dance Theatre since 2019. Her ability to align her public service affiliations with her research has enhanced the impact of her work in civil society and social justice.

Dr Hinds is also a prolific voice in the public domain. Since 2018, she has published over a

dozen commentaries and articles with the Sunday Sun (of the Nation Publishing Co.) and Barbados Today. As a political analyst, she has tackled issues ranging from general elections in Barbados to that country's fiscal issues, demonstrating a commitment to informing and educating the public.

Additionally, she has served as a call-in programme moderator since 2020. In April 2022, in recognition of her outstanding contributions, Dr Kristina Hinds was appointed as an Independent Senator to the Barbados Senate.

Balancing academia with her political role, Dr Hinds emphasized the importance of time management and discipline. "While this is a lot to manage, I am determined to do the best I can," she asserts, underscoring the need to prioritise effectively in managing her myriad responsibilities. "It is still important to me to continue publishing, continue doing my research, to be engaged with the local scholarly community and those outside. The demands of my various roles have forced me to make time-management a priority. I've had to become really disciplined with my time. It is also understanding and accepting that everything that is important is not urgent. Some things are just not today's problems. Everything doesn't have to be attended to today, some things can wait until tomorrow or next week."

While life has thrust Dr Hinds into three realms: academia, politics, and media, it is not lost on her that she has a unique perspective of governance and politics to which the average person is not privy. However, from this vantage point, Dr Hinds wishes more people understood that social issues in all aspects of society are interconnected. "Take for example, the COVID-19 pandemic. While most people initially thought of it as a health issue, as we began grappling with it, it was clear that it was also a political issue, social issue, and an economic issue. Therefore, coming out of that period, I wish more people understood that societal issues are interconnected, and that they become more open to hearing and receiving information from other areas."

She urges students and young professionals to break out of silos and recognise the interconnectedness of various aspects of society. "My advice to students or even young professionals is to look at issues holistically. As I said, everything is interconnected. An issue of crime has implications on the business and finance sector, health and politics for that matter. In fact, what you do now, or have done, can have bearing on what you do in the future."

As Dr Hinds continues to connect the dots between her diverse pursuits, she remains a beacon of inspiration, demonstrating that one's journey, no matter how varied, can be a cohesive narrative of passion, purpose, and impact.

HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES



Professor R Clive Landis



Dr Angela Alleyne



Professor Simon Anderson

PROFESSOR R CLIVE LANDIS

Pro Vice-Chancellor and Principal

- Appointed to serve as a member on the Board of Directors of the Queen Elizabeth Hospital for a period of three (3) years effective March 9, 2022.
- Appointed to serve as a member of the Barbados Investment and Development Corporation's Oversight Committee for Life Sciences Industry, during the period August 8, 2022, until February 7, 2023.
- Appointed to serve as the UWI representative on the CARICOM Secretariat's Human Resource for Health Action Task Force (HRHATF) during the period April 20, 2021, to April 19, 2023.
- Re-appointed to serve as a member of the Queen Elizabeth Hospital Board during the period February 13, 2023 until February 12, 2026.

DR ANGELA ALLEYNE

Senior Lecturer, Department of Biological and Chemical Sciences

- Joined the International Society for Tropical Root Crops (ISTRIC) as a Counsellor for the Caribbean Region effective February 2023 – February 2025.

PROFESSOR SIMON ANDERSON

Director, George Alleyne Chronic Disease Research Centre

- Appointed to serve as a member of the National Non-Communicable Disease Commission for the period November 24, 2022 – June 12, 2025.
- Recipient of the Fellow of the Royal College of Physicians Award for outstanding contributions to medicine to help shape the future of healthcare – February 13, 2023.

HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES



Dr Jacqueline Benn



Dr Pearson Broome



Dr Kenneth Connell

DR JACQUELINE BENN

***Psychological Counsellor,
Office of Student Services***

- Appointed to serve as a member of the Paramedical Professions Council of Barbados for the period November 1, 2022, until November 1, 2025.

DR PEARSON BROOME

***Lecturer, Department of Government,
Sociology, Social Work & Psychology***

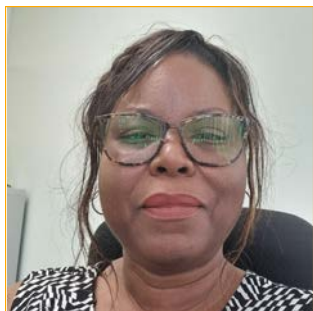
- Invited to sit on the Rausing Advisory Committee for the Award of the Rausing Public Service Fellowship for Barbados

DR KENNETH CONNELL

***Deputy Dean, Recruitment and Outreach,
Faculty of Medical Sciences***

- Appointed to serve as Chairman of the Drug Formulary Committee for a period of three (3) years effective March 9, 2022
- Appointed to serve as Deputy Chairman, National Non-Communicable Disease Commission for the period June 2022 – June 2025.
- Invited to serve as Vice President of the Healthy Caribbean Coalition from July 2022 – July 2024
- Recipient of an Award from the Minister of Health and Wellness for performing the public service of Deputy Chairman of the National Non-Communicable Disease Commission

HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES



Ms Selene Coward



Dr Delano DaSouza



Dr Halimah DeShong



Dr Maisha Emmanuel

MS SELENE COWARD

Senior Financial Manager, Bursary

- Appointed to serve as a member of the Internal Audit Committee, Barbados' Ministry of Finance, Economic Affairs, and Investments for the period December 13, 2022 – December 31, 2025.

DR DELANO DASOUZA

Lecturer, Department of Economics

- Invited to serve as an editor, The Caribbean Council, September 23, 2022.

DR HALIMAH DESHONG

Head, Institute for Gender and Development Studies: Nita Barrow Unit

- Invited by the Government of Barbados to serve as Chairperson on the Barbados' National Advisory Council on Gender, during the period May 1, 2022, until April 30, 2025.

DR MAISHA EMMANUEL

Senior Lecturer, Faculty of Medical Sciences

- Invited to serve as an Advisor to the Minister of Health by the National Mental Health Commission on Mental Health Policy for the period August 22, 2022 – August 22, 2025.

HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES



Dr Marquita
Gittens-St. Hilaire



Dr Natalie Greaves



Dr Alana Griffith

DR MARQUITA GITTENS-ST. HILAIRE

Lecturer, Faculty of Medical Sciences

- Appointed as a member of the Antimicrobial Resistance (AMR) Inter-Collaborative Task Force by the Office of the Prime Minister. The Government of Barbados supported the global effort to prevent and control AMR and established a multi-sectoral AMR Inter-Collaborative Task Force to develop and implement a 2021-2026 AMR-NAP.

DR NATALIE GREAVES

Lecturer, Faculty of Medical Sciences

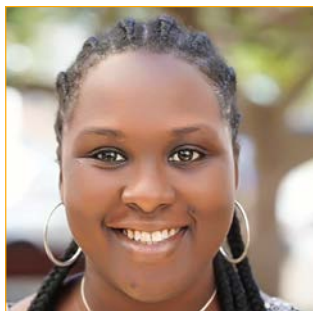
- Appointed to serve as a member on the Board of Directors to the International Association of Hospice and Palliative Care for the period January 1, 2023 – December 31, 2025.
- Recipient of an award from the Inter American Division of Seventh Day Adventists for outstanding contribution to the advancement of the mission of the Seventh Day Adventists Church.
- Appointed to serve as an Executive Committee Member on the East Caribbean Conference of Seventh Day Adventists.

DR ALANA GRIFFITH

Lecturer, Department of Government, Sociology, Social Work & Psychology

- Invited to serve as one of the trustees of the George Walton Payne Scholarship Trust
- Appointed to serve as a member of the Barbados Medical Cannabis Licensing Board for the period October 5, 2020, to October 4, 2023.
- Appointed as Trustee to serve on the Community Education Empowerment and Development (C.E.E.D) – Caribbean Policy Development Centre from January 1, 2019 – January 1, 2024.

HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES



Dr Mahalia Jackman



Professor Troy Lorde



Professor Winston Moore



Dr Ankie Scott-Joseph

DR MAHALIA JACKMAN

Head, Department of Economics

- Invited to serve as a Research Advisor, The Central Bank of Barbados, for the period April 1, 2023 – August 31, 2023

PROFESSOR TROY LORDE

Dean, Faculty of Social Sciences

- Appointed to serve as Deputy Chairman of the Management Committee of the Agricultural Development Fund for a period of three (3) years effective July 1, 2022

PROFESSOR WINSTON MOORE

Deputy Principal

- Invited to serve on the Board of Directors of the Central Bank of Barbados
- Appointed as an Advocate for the Caribbean Natural Resources Institute for the period August 25, 2022, until September 8, 2022.

DR ANKIE SCOTT-JOSEPH

Lecturer, Department of Economics

- Invited to serve as Commissioner of Utility (to provide advice on economic issues in the utility sector) Fair Trading Commission, September 16, 2022.

STATISTICS

To gain insight into the impact of the efforts of the 2022/2023 academic year, enrolment data is reported for the 2023/2024 academic year.

ON-CAMPUS STUDENT REGISTRATION BY FACULTY 2014/2015 - 2023/2024 UNDERGRADUATES PLUS POSTGRADUATES ^{1/2}

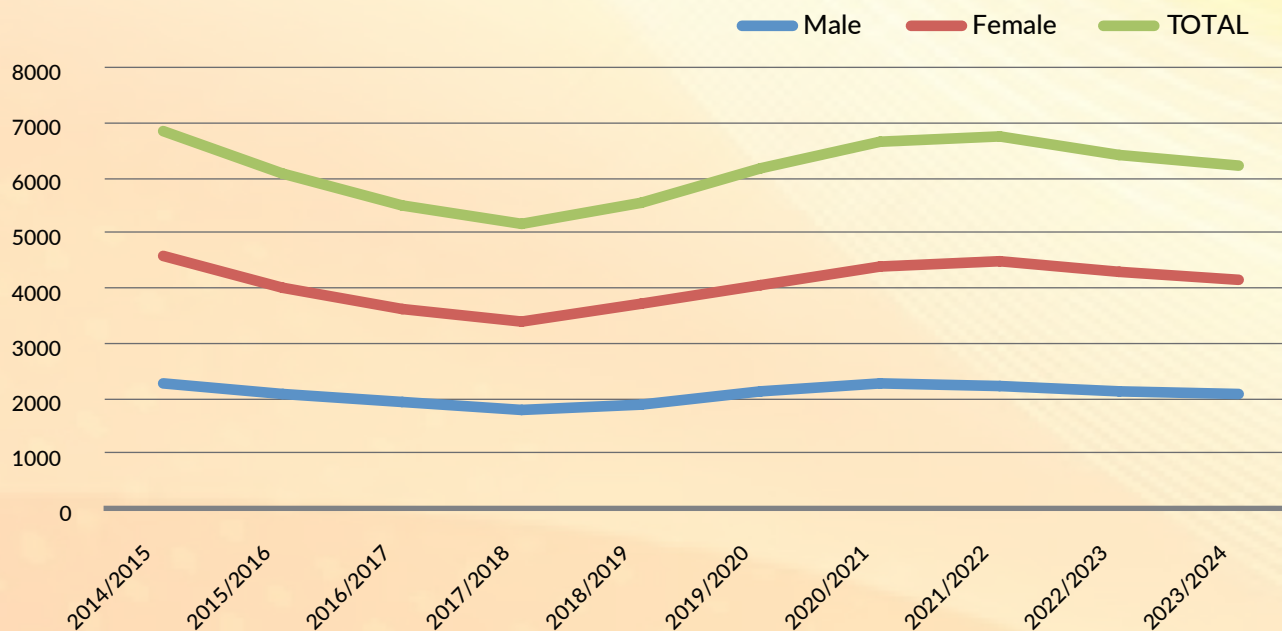
YEAR	Culture, Creative & Performing Arts ³	Gender & Development Studies	Humanities & Education	Law	Medical Sciences	Science & Technology	Social Sciences	Sport	TOTALS
2014/2015	-	12	831	701	412	1056	3851	-	6863
2015/2016	-	10	678	577	446	985	3369	-	6065
2016/2017	-	16	533	506	482	957	3013	-	5507
2017/2018	-	15	535	430	491	921	2769	-	5161
2018/2019	-	11	576	433	508	1043	2873	119	5563
2019/2020	-	9	667	481	509	1132	3215	151	6164
2020/2021	53	5	659	468	500	1274	3533	176	6668
2021/2022	104	13	697	489	503	1296	3462	171	6735
2022/2023	92	12	679	457	475	1229	3335	144	6423
2023/2024	94	12	648	456	465	1250	3139	154	6218

1 Data excludes students enrolled in Tertiary Level Institutions

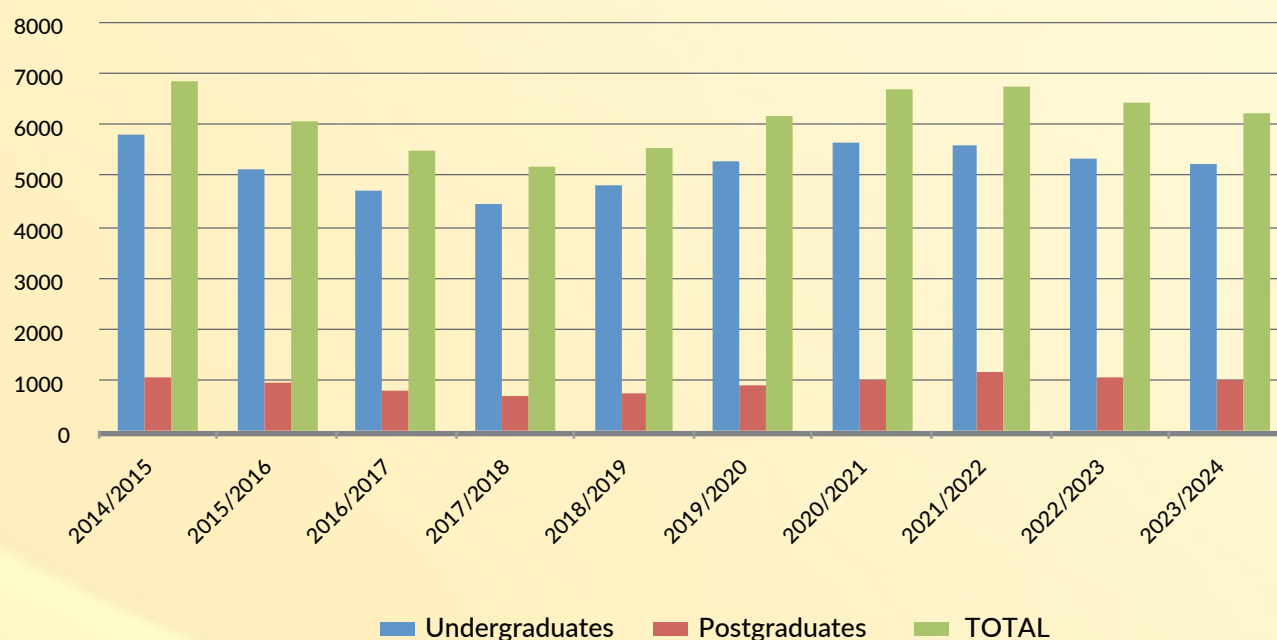
2 Data excludes 457 participants in the Centre for Professional Development and Lifelong Learning and Cave Hill School of Business and Management Non Degree Programmes and Courses

3 The Faculty of Culture, Creative and Performing Arts was established in 2020

TOTAL ON-CAMPUS STUDENT REGISTRATION BY GENDER 2014/2015 - 2023/2024



TOTAL ON-CAMPUS STUDENT REGISTRATION BY LEVEL 2014/2015 - 2023/2024

DISTRIBUTION OF TOTAL ON-CAMPUS STUDENT REGISTRATION 2023/2024
BY NATIONALITY AND FACULTY/INSTITUTE

FACULTY/ INSTITUTE	UNDERGRADUATE						POSTGRADUATE						GRAND TOTALS
	B'dos ¹	UWI- 17 ²	T&T ³	J'ca ⁴	Others ⁵	TOTALS	B'dos	UWI- 17*	T&T	J'ca	Others	TOTALS	
Culture, Creative & Performing Arts	60	7	1	0	3	71	22	0	0	0	1	23	94
Gender & Development Studies	0	0	0	0	0	0	8	3	1	0	0	12	12
Humanities & Education	376	32	12	3	11	434	188	16	4	5	1	214	648
Law	189	119	46	29	4	387	45	19	5	0	0	69	456
Medical Sciences	192	36	123	2	2	355	91	11	5	1	2	110	465
Science & Technology	1019	101	36	10	11	1177	48	22	1	1	1	73	1250
Social Sciences	2439	144	49	13	13	2658	359	66	30	11	15	481	3139
Sport	123	13	7	1	1	145	7	1	0	0	1	9	154
TOTALS	4398	452	274	58	45	5227	768	138	46	18	21	991	6218

1 B'dos - abbreviation for Barbados

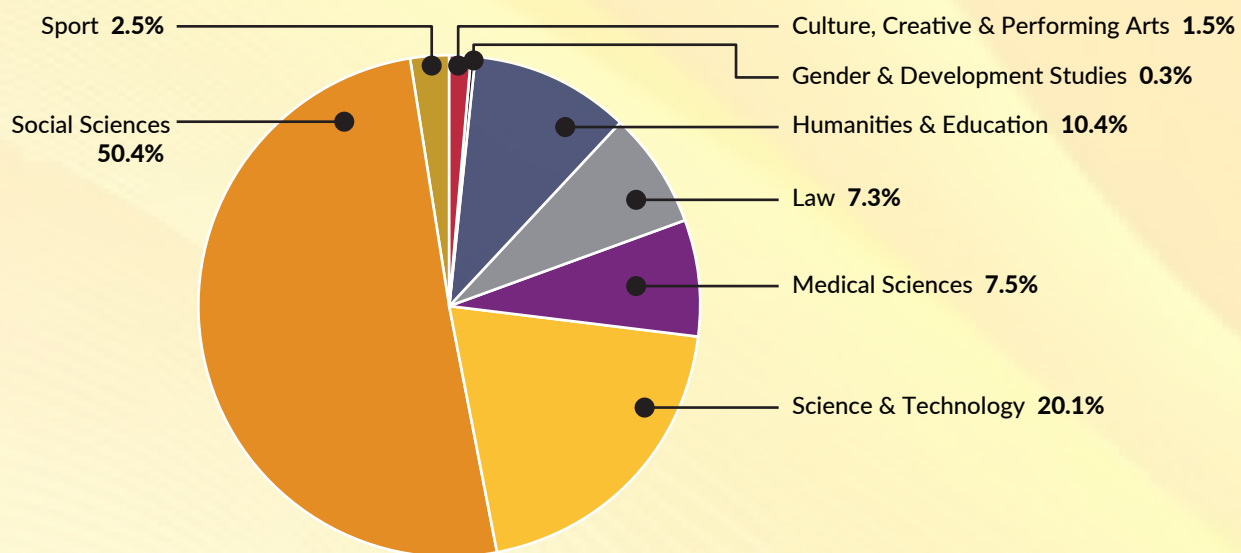
3 T&T - abbreviation for Trinidad and Tobago

2 UWI17 countries include: Anguilla, Antigua & 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

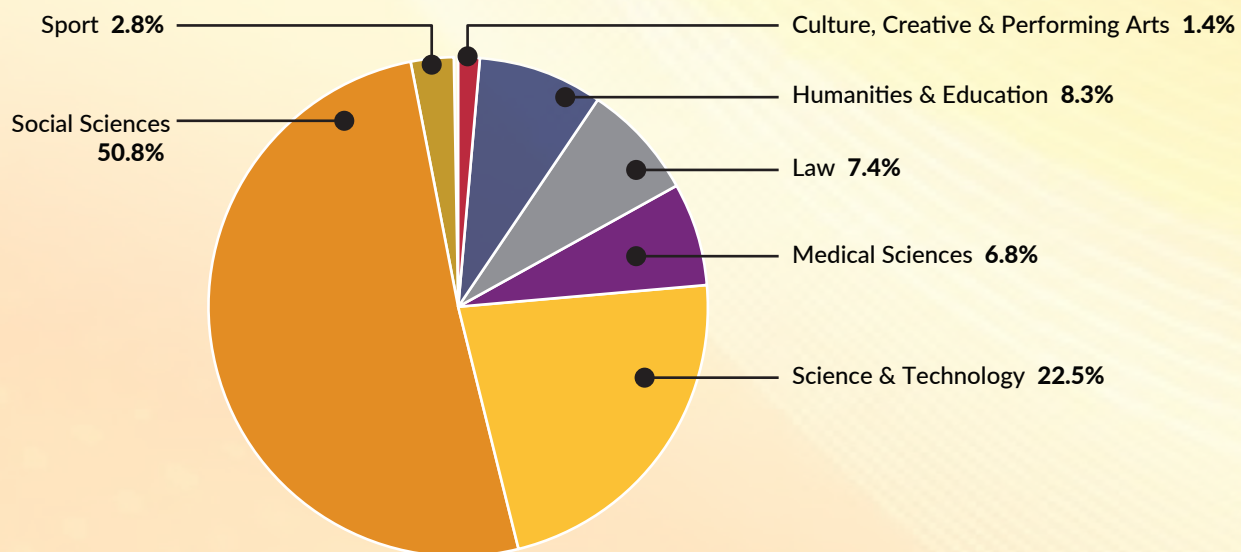
4 J'ca - abbreviation for Jamaica

5 Other countries include: Bangladesh, Brazil, Canada, France, Ghana, Guyana, Kenya, Martinique, Nigeria, Sudan, United Kingdom, United States of America

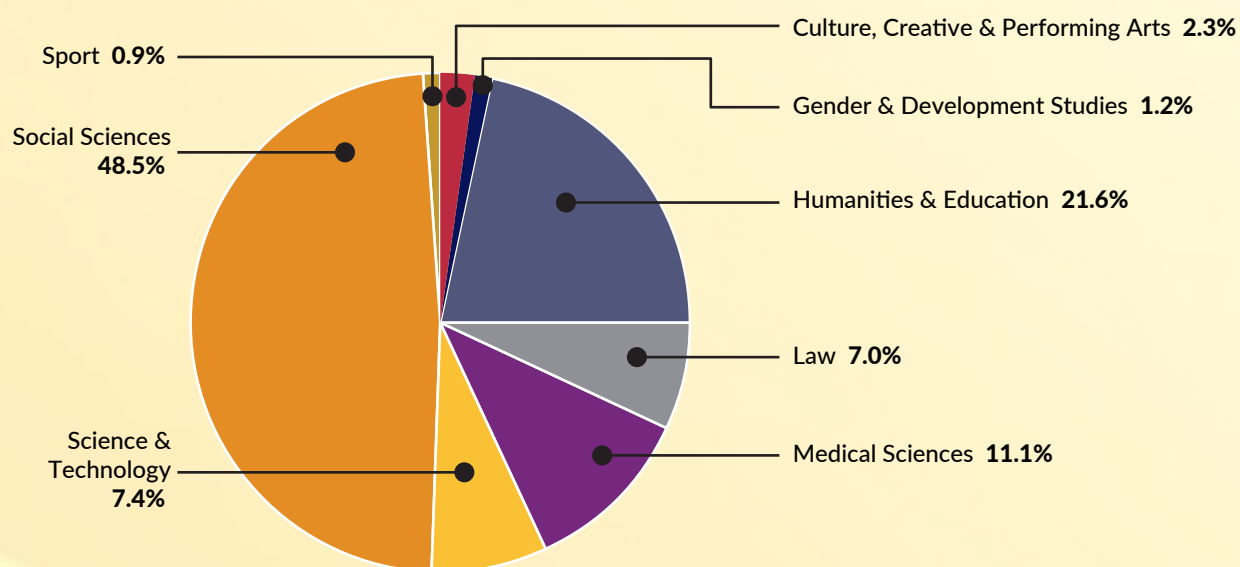
DISTRIBUTION OF TOTAL ON-CAMPUS STUDENT REGISTRATION 2023/2024 BY FACULTY/INSTITUTE



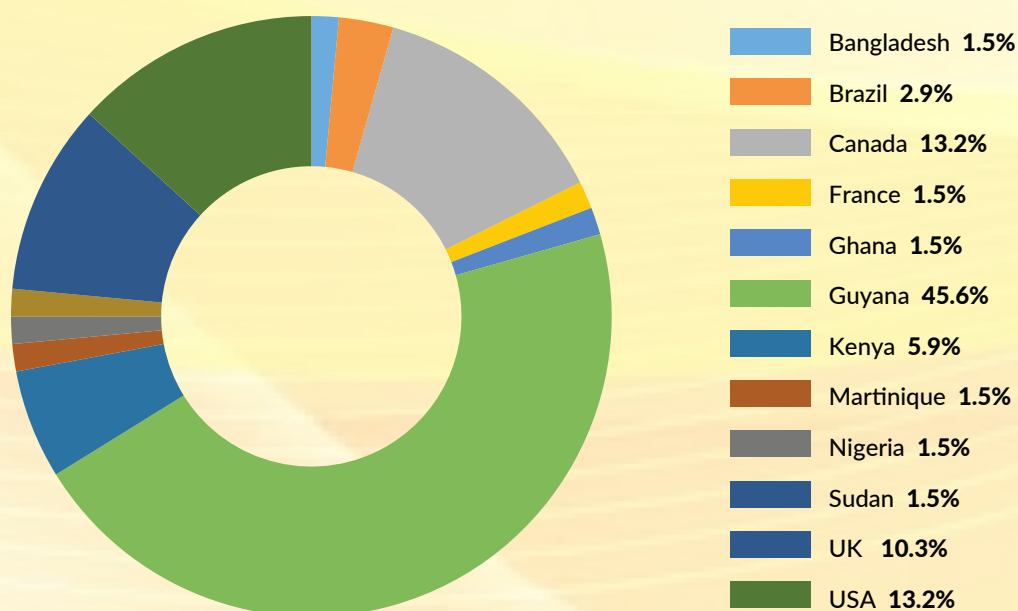
DISTRIBUTION OF UNDERGRADUATE STUDENTS 2023/2024 BY FACULTY



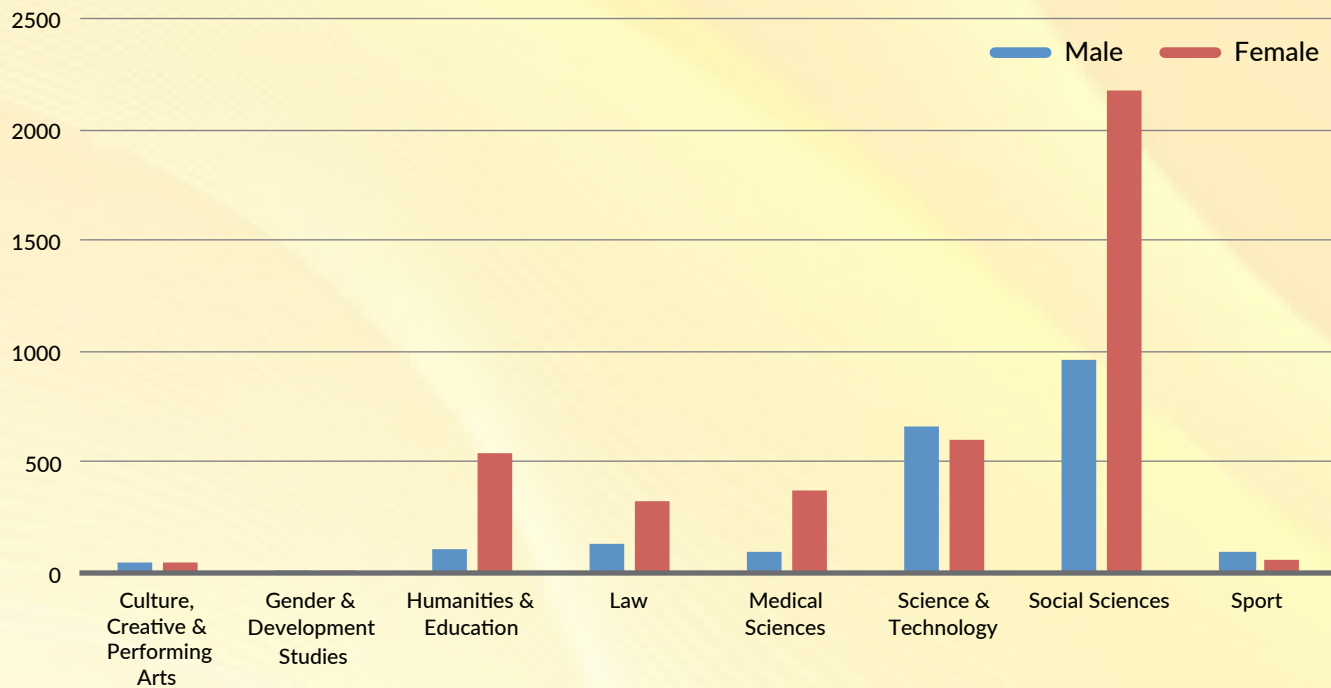
DISTRIBUTION OF POSTGRADUATE STUDENT 2023/2024 BY FACULTY/INSTITUTE



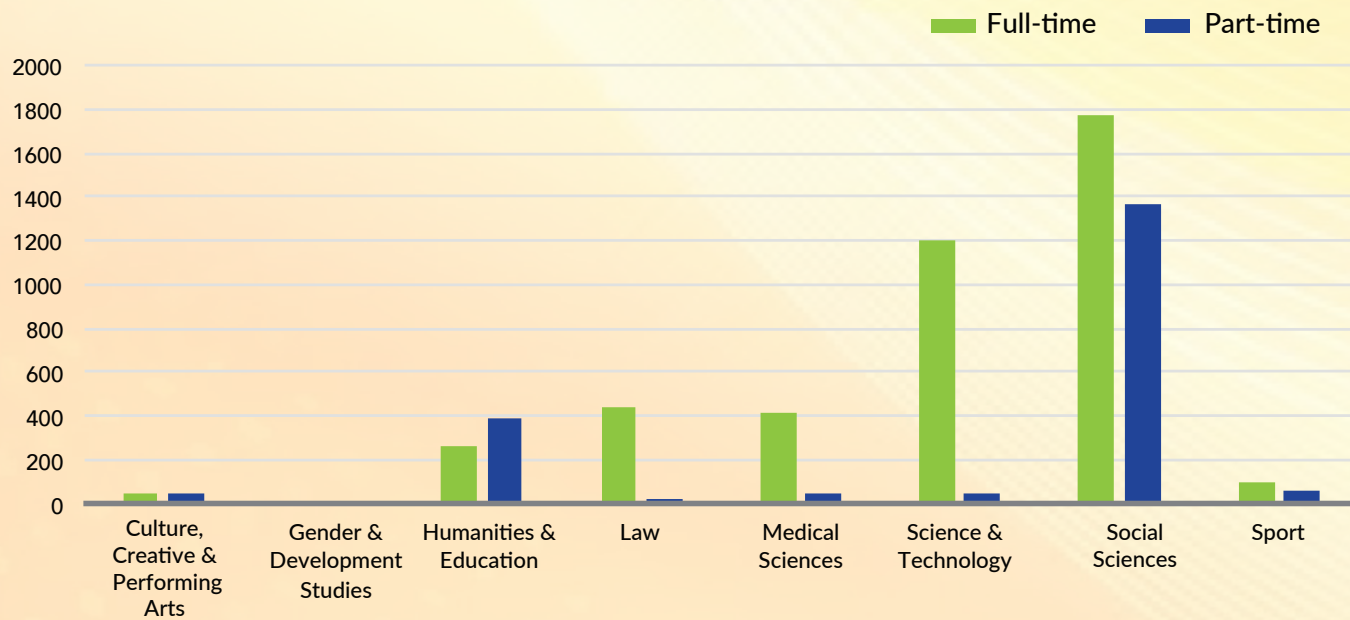
ALL STUDENTS FROM NON-UWI COUNTRIES REGISTERED IN 2023/2024



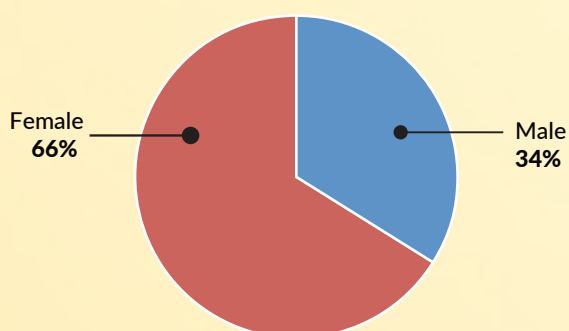
DISTRIBUTION OF TOTAL ON-CAMPUS STUDENT REGISTRATION 2023/2024 BY FACULTY/INSTITUTE AND GENDER



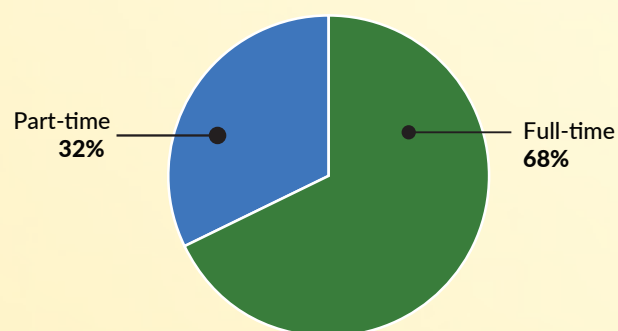
DISTRIBUTION OF TOTAL ON-CAMPUS STUDENT REGISTRATION 2023/2024 BY FACULTY/INSTITUTE AND STATUS



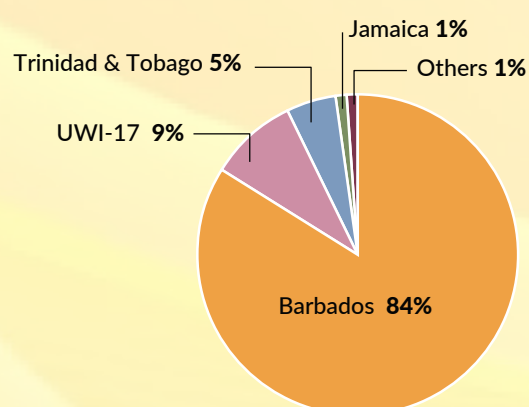
DISTRIBUTION OF TOTAL ON-CAMPUS STUDENT REGISTRATION 2023/2024 BY GENDER



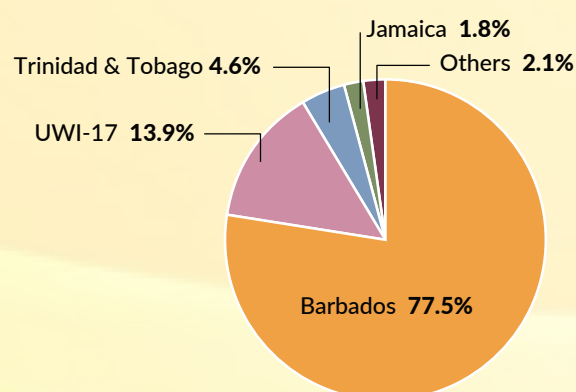
DISTRIBUTION OF TOTAL ON-CAMPUS STUDENT REGISTRATION 2023/2024 BY STATUS



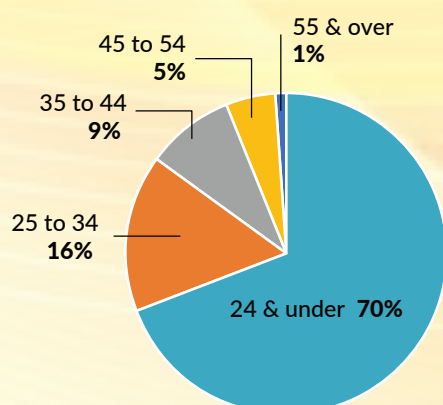
DISTRIBUTION OF UNDERGRADUATE STUDENTS 2023/2024 BY NATIONALITY



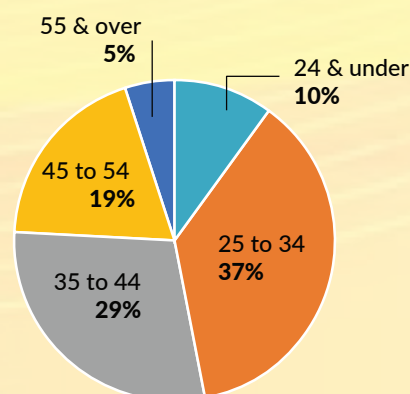
DISTRIBUTION OF POSTGRADUATE STUDENTS 2023/2024 BY NATIONALITY



DISTRIBUTION OF UNDERGRADUATE STUDENTS 2023/2024 BY AGE RANGES



DISTRIBUTION OF POSTGRADUATE STUDENTS 2023/2024 BY AGE RANGES



DISTRIBUTION OF UNDERGRADUATE STUDENTS 2023/2024 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
Antigua & Barbuda	0	1	1	4	3	7	3	7	10	0	1	1	2	13	15	3	12	15	2	1	3	14	38	52
Barbados	33	27	60	58	318	376	53	136	189	39	153	192	571	448	1019	763	1676	2439	79	44	123	1596	2802	4398
Belize	0	0	0	0	2	2	17	27	44	1	0	1	3	3	6	6	2	8	0	0	0	27	34	61
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	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1
Canada	0	0	0	0	0	0	0	1	1	1	0	1	2	1	3	0	2	2	0	0	0	3	4	7
Commonwealth of Dominica	0	0	0	0	0	0	0	9	9	0	2	2	2	6	8	3	8	11	0	0	0	5	25	30
France	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Ghana	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1
Grenada	0	0	0	0	5	5	2	12	14	0	0	0	2	6	8	4	16	20	2	0	2	10	39	49
Guyana	0	0	0	1	4	5	1	1	2	0	0	0	0	6	6	3	4	7	0	0	0	5	15	20
Jamaica	0	0	0	1	2	3	9	20	29	1	1	2	5	5	10	4	9	13	1	0	1	21	37	58
Martinique	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Nigeria	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1
St. Kitts & Nevis	0	1	1	0	0	0	4	6	10	0	1	1	0	3	3	5	2	7	2	0	2	11	13	24
St. Lucia	1	0	1	0	0	0	5	5	10	0	3	3	6	15	21	7	26	33	0	3	3	19	52	71
St. Vincent & the Grenadines	1	3	4	2	7	9	6	11	17	2	12	14	15	17	32	10	39	49	3	0	3	39	89	128
Sudan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1
The Bahamas	0	0	0	8	1	9	0	5	5	3	10	13	2	5	7	0	0	0	0	0	0	13	21	34
Trinidad & Tobago	0	1	1	0	12	12	10	36	46	28	95	123	11	25	36	13	36	49	3	4	7	65	209	274
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	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	1	1	1	2	3
U. S. A.	2	0	2	0	4	4	0	1	1	0	0	0	0	0	0	0	2	2	0	0	0	2	7	9
TOTALS	37	34	71	75	359	434	110	277	387	75	280	355	623	554	1177	822	1836	2658	92	53	145	1834	3393	5227

DISTRIBUTION OF POSTGRADUATE STUDENTS 2023/2024 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
Antigua and Barbuda	0	0	0	0	1	1	0	2	2	0	1	1	0	0	0	2	1	3	3	3	6	0	0	0	5	8	13
Bangladesh	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Barbados	6	16	22	1	7	8	27	161	188	14	31	45	13	78	91	23	25	48	105	254	359	4	3	7	193	575	768
Belize	0	0	0	0	0	0	0	0	0	0	2	2	0	1	1	2	2	4	3	4	7	0	0	0	5	9	14
Brazil	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
British Virgin Islands	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
Canada	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	2
Commonwealth of Dominica	0	0	0	0	1	1	0	1	1	0	2	2	1	0	1	1	3	4	0	1	1	0	0	0	2	8	10
Grenada	0	0	0	0	1	1	0	3	3	1	1	2	0	1	1	0	2	2	2	5	7	0	0	0	3	13	16
Guyana	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	1	4	5	9	0	0	0	5	6	11
Jamaica	0	0	0	0	0	0	0	5	5	0	0	0	0	1	1	0	1	1	6	5	11	0	0	0	6	12	18
Kenya	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2
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
St Kitts and Nevis	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	6	8	0	0	0	2	7	9
St Lucia	0	0	0	0	0	0	2	2	4	1	1	2	0	0	0	2	2	4	1	6	7	1	0	1	7	11	18
St Vincent & the Grenadines	0	0	0	0	0	0	0	5	5	0	0	0	0	4	4	1	3	4	5	17	22	0	0	0	6	29	35
The Bahamas	0	0	0	0	0	0	0	0	0	1	9	10	0	3	3	0	1	1	1	5	6	0	0	0	2	18	20
Trinidad and Tobago	0	0	0	0	1	1	0	4	4	1	4	5	2	3	5	0	1	1	8	22	30	0	0	0	11	35	46
Turks & Caicos Islands	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
U. K	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	4	0	0	0	3	1	4
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	6	17	23	1	11	12	29	185	214	18	51	69	17	93	110	32	41	73	144	337	481	5	4	9	252	739	991

EXAMINATION RESULTS FOR 2022/2023 WITH COMPARATIVE TOTALS FOR 2021/2022 FOR UNDERGRADUATE DEGREES

FACULTY/ INSTITUTE	UNDERGRADUATE DEGREES							
	DISTINCTION	HONOURS	FIRST CLASS	UPPER 2ND CLASS	LOWER 2ND CLASS	PASS ¹	TOTALS	COMPARATIVE TOTALS 2021/2022
Culture, Creative & Performing Arts	0	0	7	3	1	0	11	15
Humanities & Education	0	0	24	39	10	0	73	118
Law	0	0	6	52	37	4	99	113
Medical Sciences	2	11	0	5	5	38	61	55
Science & Technology	0	0	29	72	59	9	169	197
Social Sciences	0	0	53	185	133	34	405	474
Sport	0	0	2	21	6	0	29	32
TOTALS	2	11	121	377	251	85	847	1004

¹ Excludes 28 Undergraduate Diplomas

EXAMINATION RESULTS FOR 2022/2023 WITH COMPARATIVE TOTALS FOR 2021/2022 FOR POSTGRADUATE DEGREES, DIPLOMAS & CERTIFICATES

FACULTY/ INSTITUTE	POSTGRADUATE DEGREES, DIPLOMAS AND CERTIFICATES							COMPARATIVE TOTALS 2021/2022
	PHD/DBA	DM	MPHIL	TAUGHT MASTERS/ MBA	DIPLOMAS	CERTIFICATES	TOTALS	
Culture, Creative & Performing Arts	0	0	0	2	0	0	2	10
Gender & Development Studies	0	0	0	2	0	0	2	2
Humanities & Education	0	0	0	62	0	10	72	83
Law	1	0	0	54	0	0	55	50
Medical Sciences	1	6	0	6	17	0	30	52
Science & Technology	3	0	3	11	0	0	17	18
Social Sciences	0	0	2	180	12	0	194	202
Sport	0	0	0	0	0	0	0	4
TOTALS	5	6	5	317	29	10	372	421

STAFF

PROMOTIONS

Promoted to Professor

FACULTY OF MEDICAL SCIENCES

Department of Clinical Sciences

Dr O Peter Adams

FACULTY OF SCIENCE & TECHNOLOGY

Department of Biological & Chemical Sciences

Dr Avril Williams

Promoted to Senior Lecturer

FACULTY OF CULTURE, CREATIVE & PERFORMING ARTS

Department of Cultural Studies

Dr Yanique Hume

FACULTY OF SCIENCE & TECHNOLOGY

Department of Biological & Chemical Sciences

Dr Thea Scantlebury-Manning

Dr Mariliane Mota-Meira

Dr Leah Garner-O'Neale

Department of Computer Science, Mathematics & Physics

Dr Paul Walcott

Centre for Resource Management & Environmental Studies

Dr Janice Cumberbatch

FACULTY OF MEDICAL SCIENCES

Department of Clinical Sciences

Dr Maisha Emmanuel

Dr Paula Lashley

Promoted to Lecturer

FACULTY OF SOCIAL SCIENCES

Department of Government, Sociology, Social Work & Psychology

Dr Catherine Trotman

NEW APPOINTMENTS

FACULTY OF SCIENCE & TECHNOLOGY

Mrs Nadine Benn-Greaves

Manager, Centre for Commercial and Analytical Services

Dr Michele Singh

Manager, Centre for Agricultural Research and Innovation

FACULTY OF MEDICAL SCIENCES

Dr Lyn-Marie Patrice Lovell

Lecturer in Emergency Medicine

REGISTRY

Mrs Halcyon Wiltshire-Busby

Campus Records Manager

TEMPORARY APPOINTMENTS

FACULTY OF SOCIAL SCIENCES

Department of Management Studies

Mr John R Burnett

Temporary Lecturer

Mr Brian Chandler

Temporary Research Assistant

Mr Corey Mitchell

Temporary Assistant Lecturer

Dr Cathy Norville

Temporary Lecturer

Department of Economics

Ms Asha Forde

Temporary Research Assistant

Mr Anderson Elcock

Temporary Lecturer

Miss Ariel McCaskie

Temporary Assistant Lecturer

Department of Government, Sociology and Social Work

Ms Joan Cuffie

Temporary Lecturer

Mr Wasim Worrel

Temporary Research Assistant

SALISES

Mrs Melanie Callender-Forde

Temporary Research Assistant

Shridath Ramphal Centre for International Trade Law, Policy & Services

Ms Adiella Lewis

Temporary Research Assistant

FACULTY OF HUMANITIES AND EDUCATION

Dr Angel Barron

Temporary Instructor

Mrs Kathy-Ann Waithe-Gibson

*Tutor, Foundation Language
Programme*

Department of History & Philosophy

Ms Felicia Dujon

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*

Ms Katrina Welch

Temporary Instructor

School of Education

Dr Angela Smith

Temporary Lecturer

FACULTY OF SCIENCE AND TECHNOLOGY

Department of Biological and Chemical Sciences

Dr Nikolai Holder

Temporary Research Assistant

Dr Jason Jordan

Temporary Assistant Lecturer

INSTITUTE FOR GENDER & DEVELOPMENT STUDIES: NITA BARROW UNIT

Ms Destinee Eastmond

Temporary Research Assistant

FACULTY OF CULTURE, CREATIVE & PERFORMING ARTS

Dr Therese Hadchity

Temporary Assistant Lecturer

Ms Aisha Comissiong

Temporary Assistant Lecturer

Ms Sonia Williams

Temporary Assistant Lecturer

FACULTY OF MEDICAL SCIENCES

Dr Meshelle Carrington

Temporary Lecturer

Dr Roger Sealy

Temporary Lecturer

Department of Clinical Sciences

Dr Sonita Alexander

Lecturer

Dr Waneisha Jones

*Temporary Lecturer in
Public Health*

Dr Dale Springer

*Temporary Lecturer in
General Surgery*

Dr Alain Reid

*Temporary Lecturer
in Anatomical Pathology*

OFFICE OF INSTITUTIONAL PLANNING & INFRASTRUCTURAL SERVICES

Ms Charleen Holder

Temporary Project Officer

Ms Natasha Seaforth

Temporary Research Assistant

FACULTY OF LAW

Ms Nailah Robinson

Temporary Lecturer

Law Library

Mr Henderson Waithe

Temporary Librarian 1

ACADEMY OF SPORT

Ms Neela Cezair

Temporary Research Assistant

Mr Javier Reid

Temporary Lecturer

REGISTRY

Mrs Phyliss Taitt

Temporary Assistant Registrar

STUDENT AFFAIRS – ADMISSIONS

Ms Carol Jordan

Temporary Assistant Registrar

RETIREMENTS

Dr Margaret Broomes

*Librarian/Documentalist CCR
CLR James Cricket Research Centre*

Dr Aviston Downes

*Senior Research Fellow
Department of History & Philosophy*

Mrs Cassandra Greenidge

*Senior Information Technologist,
Registry – Banner Unit*

Mrs Jennifer Hinkson

*Senior Assistant Registrar,
Registry – Campus Registrar's Office*

Dr Alina Kaczorowska-Ireland

Professor, Faculty of Law

Dr Marilaine Mota-Meira

*Senior Lecturer,
Department of Biological
& Chemical Sciences*

Mr Oral Reid

Director, Security Services

Mrs Judith Toppin

*Librarian III,
Sidney Martin Library*

Mrs Waveney Webster

*Librarian III,
Faculty of Law Library*

Dr Yvonne Weekes

*Lecturer
Faculty of Culture,
Creative & Performing Arts*

RESIGNATIONS

FACULTY OF HUMANITIES & EDUCATION

*Department of Language,
Linguistics & Literature*

Professor Isabelle Constant

FACULTY OF SCIENCE & TECHNOLOGY

*Department of Biological &
Chemical Sciences*

Dr Yvonne Valles

Lecturer

FACULTY OF LAW

Dr Corlita Babb-Schaefer

Lecturer

Mr Westmin James

Lecturer

FACULTY OF SOCIAL SCIENCES

*Department of Government,
Sociology & Social Work*

Dr Tennyson Joseph

Senior Lecturer

NON RENEWAL OF CONTRACT

FACULTY OF HUMANITIES & EDUCATION

*Department of Language,
Linguistics & Literature*

Mr Samuel Soyer

Instructor

PRINCIPAL'S AWARD FOR EXCELLENCE 2022/2023

Dr Mia Jules

Senator Dr Kristina Hinds

Dr Tania Whitby-Best

Dr David Yawson

Ms Natasha Corbin

Mrs Nicole Sue

Ms Keisha Mascoll

Mr Justin Sue

BENEFACTORS

Private Individuals

Dr Christopher Maynard (New)

Dr Colin Arthur Depradine (New)

Dr Jeanese Elaine Badenock (New)

Dr Stacey Blackman (New)

Dr The Honourable Sir Richard Cheltenham, KA, QC, PhD, JP

Mr Charles Edwin Edghill & Mrs Vanessa Ann Edghill

Mr Christopher Lambert (New)

Mr David Lewis (New)

Mr Jeremy Nurse (New)

Mr Jeremy Stephen

Mr Reginald Medford (New)

Mr Richard Mayers (New)

Mr Sylvester Manor

Professor Martha Cecilia Pinilla-Perdomo (New)

Professor Velma Newton

Senator the Honorable Mrs Lisa Cummins

Sir Patterson Cheltenham QC

Sir Paul Bernard Altman, KA, GCM, BCH, JP, BBA Mia, Honourable LLD UWI

Sir Trevor Carmichael, KA, LVO, QC

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Altman Real Estate

Ansa Merchant Bank

Armstrong Agencies

Arts & Sports Promotion Fund, Ministry of Finance

Axcel Finance (Barbados) Limited (New)

Banks Holdings Limited

Barbados Chamber of Commerce and Industry (New)

Barbados Environmental Protection Unit (New)

Barbados Hotel and Tourism Association (New)

Barbados International Business Association

Barbados Investment and Development Corporation

Barbados Ministry of Health and Wellness

Barbados Port Inc

Barbados Public Workers Cooperative Credit Union Ltd

Barbados Tourism Marketing Inc

Barbados Workers' Union Co-operative Credit Union Limited

Berger Paints Barbados Ltd

Caribbean Community and Common Market

Caribbean Community Climate Change Centre

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Charlton Law Chambers

Chefette Restaurants Ltd

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Codrington College

Codrington Estates Development Company Limited

Deloitte (Barbados) Limited

Deloitte Consulting Limited

Dentons

Design Build Inc

Digicel Barbados Limited

Environmental Protection Department

Export Barbados

EY

Financial Services Commission

First Citizens Bank

Gildan Activewear SRL

Government of Barbados

Government of Montserrat	RBC Royal Bank (Barbados) Limited	Organisation (New)
Government of Saint Maarten	Republic Bank (Barbados) Limited	Global Education Trust
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Invest Barbados	Terry's Food Truck	LesLois Shaw Foundation
Jamaica Rugby Football Union	The Eastern Caribbean Joint Board of Teacher Education	McMaster University (New)
Jamaica Rugby League	The UWI (Cave Hill) Cooperative Credit Union Limited	Medical Research Centre
Lifetime Co-operative Credit Union Limited	The UWI Campus Bookshop	Melbourne Polytechnic (New)
Limegrove Lifestyle Centre	The UWI Cave Hill Alumni Association (Barbados) Chapter	Mellon Foundation (New)
M&W Construction Services	The UWI Medical Alumni Association (UWIMAA)	Morehouse University
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Massy Foundation	Unicomer (Barbados) Limited	New York University Fales Library & Special Collections (New)
Miller's Publishing	Williams Industries Inc	One Ocean Hub
Ministry of Tourism and International Transport		Pfizer Inc (New)
Mount Gay Distilleries Ltd		Project Repair (New)
Mr Peter & Mrs Jan Boos Family Foundation		PUMA
Nation Publishing		Rajasthan Royals
National HIV/AIDS Commission		Savannah State University (New)
Oran Family Trust		Science Po
Organization of Eastern Caribbean States		Shaw Center for Paediatric Excellence
Palliative Care Society of Trinidad and Tobago		Sick Kids Centre for Global Child Health
Pan American Health Organization		Spelman University
Payce Digital		Strathclyde Centre for Environmental Law and Governance
Pfizer		Suzhou Global Institute of Software Technology
Pharmacy Sales Caribbean Inc		
Queen Elizabeth Hospital		

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British High Commission	
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Centre for Plant Medicine Research, Ghana (New)	
Claretian University of Nigeria	
CREPS Antilles-Guyane	
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Benefactors

U.K. Research and Innovation's Global Challenges Research Fund

UNDP Association of Physicians for Developing Countries

United Nations Children's Fund

United Nations Development Program

United Nations Women

United States Agency for International Development

University of Cape Coast, Ghana (New)

University of Exeter

University of Glasgow (New)

University of Miami

University of Sapienza

University of Strathclyde

University of the French West Indies

University of the Gullah Geechee Islands

University of Toronto

University of Vienna, Austria

Uruguayan Football Association (New)

Windsor Radiology

Barbados Association of Bermuda

Barbados Association of Medical Practitioners

Barbados Association of Psychiatrists

Barbados Bar Association

Barbados Economic Society

Barbados Employers' Confederation

Barbados Public Workers' Union Cooperative Credit Union Ltd

Barbados Workers' Union Cooperative Credit Union Ltd

Carolos Holder Memorial

CIBC FirstCaribbean International Bank

Cidel Bank & Trust Inc

Continuing Medical Education Committee (New)

Co-operators General Insurance

Daphne Thompson Memorial

District Grand Lodge of Barbados

Eastern Caribbean Group of Companies

Enterprise Growth Fund Limited

Ermine Holmes Memorial Trust

EY

Fair Trading Commission

George & Marianna Caroo Memorial

GILDAN Activewear SRL

Goddards Enterprises Limited

Government of Barbados

Graham Gooding Trust Fund (New)

Hilary Blackwell-Landis Scholarship (New)

Institute of Chartered Accountants of Barbados

Insurance Corporation of Barbados Ltd

Kregg Nurse Award

Mount Gay Distilleries Ltd

Mr Solomon and Mrs Sandra Mae Chami Award (New)

Ms Janelle Brome Memorial

Martha Medford Award and Grant (New)

Robert Collis Barrow Scholarship (New)

Colette Delaney Scholarship (New)

Sheila Forde Scholarship (New)

Organization of American States (OAS)

Pharmacy Sales Caribbean Inc Scholarship (New)

Professor Ann Denis Memorial

RBC Royal Bank Barbados Ltd

Sagicor Life Inc

Soroptimist International of Barbados

Telford Georges Memorial Trust

The Allied Masonic Scholarship (New)

The Deloitte Excellence Award (New)

The Honourable Edmund Hinkson QC

Victor Cooke Memorial

UWI Alumni Circle (Cave Hill)

UWI Toronto Gala Scotiabank Scholarship

Scholarships, Awards & Prizes

1948 Medical Society

Allied Masonic (New)

American Foundation for The UWI

Anthony & Joy Bland Charitable Trust

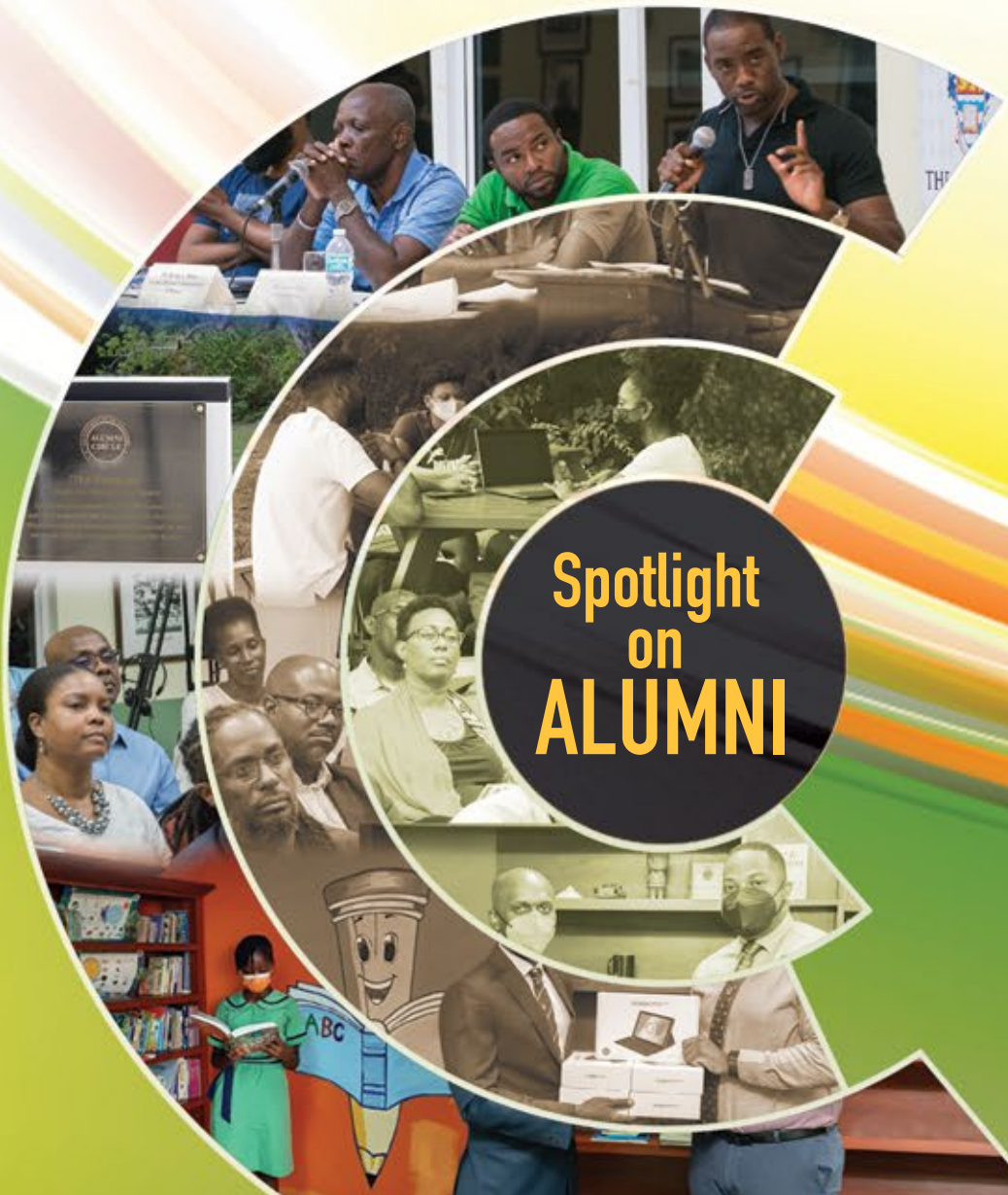


THE UNIVERSITY
OF THE
WEST INDIES
CAVE HILL CAMPUS,
BARBADOS, WEST INDIES



CAVE HILL ALUMNI

Making a Lasting Contribution



*Dr Kevin Greenidge, Cave Hill Campus Alum
and eighth Governor of the Central Bank of
Barbados, effective March 1, 2023, delivering the
3rd Distinguished Owen Arthur Memorial Lecture
on September 28, 2023, at the
Warner Walcott Theatre, Errol Barrow Centre
for Creative Imagination.*



SPOTLIGHT ON ALUMNI

The University of the West Indies, Cave Hill Campus, in its 60th year of existence, is immensely grateful for the continued, dedicated support of its alumni through a myriad of initiatives. From engaging in fundraising activities, participating in and coordinating 60th anniversary events, facilitating career-development and life skill workshops, and supporting the overall advancement of the Campus and its constituents, alumni have made their mark. This report covers the activities of the Alumni Relations Office, Student Enrolment and Retention Unit (SERU), in close collaboration with the Alumni Association (Barbados Chapter) and other UWI alumni relations partners, during the academic year 2022/2023. This report will also spotlight the journeys of four remarkable alumni, spanning the 60-year evolution of the Campus from its humble beginnings as the College of Arts and Sciences, located at the Deep Water Harbour, to its final home as the third landed Campus of The University of the West Indies, located at Cave Hill, St Michael.

New Executive

During the reporting period, the Alumni Association (Barbados Chapter) elected a new Executive Committee comprising the following persons:

Maxine McClean	- President
Jennifer Hinkson	- Vice-President
Dario Welch	- Past President
Pedro Medford	- Treasurer
Melisa Belle	- Secretary
Shavonne Demonondca	- Assistant Secretary/Treasurer
Solomon Hunte	- Public Relations Officer
Sandra Grant	- Floor Member
Ricardo Harrison	- Floor Member
Patricia Brathwaite	- Floor Member

Fundraising

Raffle

The Alumni Association's Executive Committee engaged in a variety of activities during the 60th anniversary year, including two new fundraising initiatives. The first was a Raffle consisting of five main prizes in addition to a number of consolation prizes. The top prizes were: a Caribbean cruise for two; BBD 2,000.00 cash; an all-inclusive staycation; dinner for two; and a microwave oven. The raffle was scheduled to be drawn on December 22, 2023.

60@60

As part of the Cave Hill Campus' 60th anniversary celebrations, the Alumni Association reached out to alumni to donate a minimum of BBD 60.00 or multiples of 60.00 for a fundraising drive titled, "60@60". The funds are earmarked for projects on the Campus and in the community, and persons were encouraged to donate a dollar for each year the Campus has been in existence. The aim of the initiative was to mobilise financial resources to further the work of the Association and to build the membership base, while encouraging alumni and friends of the Campus to give back.

Career Development Workshop

The annual Career Development Workshop for final year students returned to the face-to-face format during the reporting period. The workshop was conducted on April 8, 2023, from 9.30 a.m. to 4.30 p.m. in the Henry Fraser Lecture Theatre with 35 participants in attendance. The facilitators, comprised a group of female alumnae, who are also members of

the Human Resources Association of Barbados. The facilitators were:

- Ms Alicia Simmons, Learning and Development Specialist, PricewaterhouseCoopers
- 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 participants were exposed to key elements in: job search; interview preparation and execution; appropriate attire; and career planning. Each participant was able to garner information on how to effectively prepare to enter or transition to the job market; practical approaches to the job search and the recruitment process; and how to assess their career development options.

The workshop covered major topics to facilitate transitioning the student from the classroom to the workplace. Participants were also provided the opportunity to have their CVs/resumes and application letters reviewed and feedback provided by facilitators in preparation for the interview sessions. Each participant was required to review and make changes to their CVs/resumes based on the feedback provided.

Interviews

All the participants of the workshop were given an opportunity to attend the interview sessions. These sessions were held on April 15, 2023 from 9.30 a.m. and all were completed by 4.30 p.m. The interviews were conducted by the workshop facilitators. The top male in the interviews was Godfrey July, who was awarded an internship at the CIBC FirstCaribbean Bank. The top female was Tyanna Parris who gained employment with an accounting firm.



Participants from the Interview and Dining Sessions with representatives from CIBC FirstCaribbean International Bank



Mrs Jennifer Hinkson presenting to participants at the Enhancing Dining Etiquette for the World of Work Session

Enhancing Dining Etiquette for the World of Work

For the third consecutive year, participants in the Career Development Workshop took part in a dining experience designed to enhance their level of comfort and skill in workplace dining situations. The dinner was held on June 3, 2023 at the 3Ws Oval and was conducted by Mrs Jennifer Hinkson. The topics covered included:

- Knowing what not to do at the dining table;
- Understanding the correct eating utensils and how to use them properly;
- Understanding the differences between American and Continental (European) dining styles;
- Reading the place settings to determine what comes next and what to expect;
- Learning how to properly do a Toast.

Mrs Hinkson visited each table, speaking with and questioning the participants on the do's and don'ts, while offering encouragement. She noted that participants were very receptive and that they were very eager to learn. Awards were presented to the outstanding male and female participants by Mrs Hinkson.



Students at the Meet and Greet Booth after arriving at the Grantley Adams International Airport

The students indicated that the experience was a remarkable one, and acknowledged that the information garnered had prepared them well for the road ahead. Many of them were employed during the summer in internships at various organisations and, to date, ten have permanent employment and others are on temporary contracts.

Meet and Greet Programme

The annual meet and greet programme returned to the Grantley Adams International Airport from August 19 to September 2, 2022. The programme sees representatives of the Cave Hill Campus Community meeting and greeting the Campus' incoming overseas students. The shifts which ran from 10:00 a.m. – 2:00 p.m.; 2:00 p.m. – 6:00 p.m. and 6:00 p.m. to 10:00 p.m. were manned by students, alumni and staff.

Over 200 students were met at the airport, each receiving a welcome package which comprised several items from donors, including a phone card. The

students were grateful and expressed appreciation at being met on arrival in Barbados, as some of them were travelling for the very first time.

The donors of the programme were very gracious with their contributions, with the overall donations exceeding those of previous years. The donors were:

- Massy
- Chefette Restaurants
- Flow Barbados
- Armstrong Agencies
- Banks Breweries
- Barbados Bottling Limited
- WIBISCO Limited
- General Distributors
- RMJ Agencies
- Massy Distribution
- Brydens Stokes
- Pine Hill Dairy

MAKING A LASTING CONTRIBUTION

Dr Kevin Greenidge's Journey of Economic Triumph and National Service

From lowly beginnings to lofty heights within the Central Bank of Barbados as its Governor, Dr Kevin Greenidge's journey is a testament to the power of determination and the pursuit of excellence. His story is not just one of personal triumph but also a beacon of inspiration for many.

Early Challenges and Academic Turnaround

Dr Greenidge's academic journey was not without its challenges. He admits to taking school for granted in his early years and was on the brink of completing his secondary school education at Alleyne School with inadequate formal qualifications. That prospect ignited a spark within him which became the catalyst for a dramatic academic transformation, such that he achieved outstanding "O" Level results and gained entry to Harrison College to pursue "A" Levels.

With a newfound focus he excelled at Harrison College and went on to The University of the West Indies at Cave Hill where he earned a BSc in Economics with First Class honours. Initially pursuing Management, it was the allure of Economics, bolstered by the encouragement of mentors, such as the late Dr Wendell McClean, that steered him towards his true calling.



Dr Kevin Greenidge at the beginning of his tenure as Governor of the Central Bank of Barbados

Global Recognition and Achievements

Dr Greenidge's academic prowess was rewarded with a scholarship to Cambridge University where he earned a master's degree with distinction. Buoyed by a thirst for knowledge, future research endeavours led him to the University of Nottingham where he completed his PhD, and further solidified his expertise in economics. His relentless goal setting and pursuit of excellence resulted in him joining the Central Bank as an intern in 1995, a stepping stone to his ultimate goal of working at the International Monetary Fund (IMF), where he was hired as a senior economist in 2011.

Beyond his academic accolades, Dr Greenidge has been instrumental in shaping economic policy through his role in the design and implementation of the Barbados Economic Recovery and Transformation (BERT) programme. His comprehensive educational background, including an associate degree in business management from Columbia University, has equipped him with a multi-faceted understanding of economic complexities.

Making A Lasting Contribution

As the Governor of the Barbados Central Bank, Dr Greenidge's vision extends beyond traditional economic mandates. He is committed to nurturing the economy, safeguarding the Barbados dollar, and ensuring financial stability. His focus on public education and stakeholder relations underscores his belief in inclusive economic progress.

Continued Service and Dedication

Before setting off to the IMF in 2011, Dr Greenidge had chalked up a 17-year public service career at the Barbados Central Bank, which culminated with his elevation to Director of Research in the Economics Department.

His return to Barbados to assume the post of Governor reflects his unwavering dedication to his homeland. His leadership is not merely a role but a continuation of his service to the people of Barbados, a service rooted in gratitude for the opportunities afforded to him by the nation's education system, and the support of the community.

Dr Kevin Greenidge's story is one of resilience, ambition, and service. His achievements serve as a reminder that with hard work and clear goals, one can transcend humble beginnings to reach the pinnacle of their profession. His legacy is not only etched in the annals of economics but also in the hearts of those he inspires to dream big and aim high. His is a story of hope, perseverance and the transformative power of education that will continue to inspire generations to come.



Dr Kevin Greenidge making a presentation on the Barbados economy

From Classroom Curiosity to Agripreneur Extraordinaire: The Inspiring Journey of Keeley Holder



In the vibrant halls of a Caribbean classroom, a seven-year-old Keeley Holder sat patiently while her classmates rushed outdoors to play. Rather than chasing butterflies

or kicking up dust in the pasture, she had a burning question that needed answering, a math sum that refused to yield to her young mind. At that tender age, she already grasped a fundamental truth: genius is a product of patience and persistence.

Over a decade later, Keeley found herself at The University of the West Indies, Cave Hill Campus, attending the 10th Scholarship Awards Ceremony in 2013. Her presence there reinforced the notion that brilliance takes time to blossom. She reflected on the pivotal moments that transformed her into the exceptional individual she is today, moments that transpired within the university's walls.

The first defining moment struck during her freshman year when she confronted her academic demons and they seemed to prevail. She realised that university life was not solely about innate brilliance but about unwavering commitment and hard work. Keeley recalls this time as a vital lesson that guides her to this day.

The second defining moment occurred when she learned the importance of failure on the road to success. Her initial year was marked by failed courses, a circumstance that led her to reevaluate her study and learning techniques. This turning point set the

stage for her determination to strive for excellence rather than settle for mere passes.

Keeley's mantra, "Don't Let Your Fears Handicap You," fueled her ambition to conquer the formidable biology course known as BL24A in her second year. This course was notorious for its difficulty, and it was taught by Dr Lyndon Waterman, a professor with exacting standards. Despite the challenges, Keeley triumphed, earning the only 'A' in Genetics for that year, a testament to her indomitable spirit.

Throughout her university journey, Keeley honed critical skills such as precise writing, problem solving, critical thinking, and time management. She particularly emphasises the significance of "reading for the world of work" in the knowledge-driven era of today's world. This skill has become her cornerstone for success.

Her third defining moment dawned when she recognised that studying in isolation leads to subpar results. By connecting the dots between her courses, Keeley enriched her education and her personal growth. She was not just learning to pass and forget; she was building her capacity as an individual.

As she graduated with an Upper Second Class Honors degree, Keeley's focus shifted from the class of degree to the quality degree she acquired. The quality of her education set her apart from her peers, providing her with a strong foundation for the challenges that lay ahead.

Post-graduation, Keeley embarked on a remarkable journey that encompassed several key moments:

1. She faced rejection from the Chief Agricultural Officer when seeking to lease land for her farming venture but rebounded by revising her approach.
2. She authored her first business plan and secured BBD 200,000 in funding from a private investor to establish her business.
3. She developed the ability to question ideas based on logic rather than the messenger.



Ms Keeley Holder attending a meeting of the Barbados Agricultural Society

Keeley's capacity to connect the dots in unusual and profound ways enabled her to:

1. Seamlessly transition from biology to agriculture.
2. Recognise the synergies between information and communication technologies (ICTs) and agriculture.
3. Represent Barbados and the Caribbean in the global agricultural arena.
4. Collaborate on million-dollar projects with some of the world's best.

Her rigorous work ethic, honed during her university days, enables her to endure marathon workdays, often spanning eighteen hours, seven days a week. This work ethic is the foundation of her success. Today Keeley is the Chief Agricultural Officer in the Barbados Ministry of Agriculture, Food & Nutritional Security.

Keeley's advice to current students is simple, yet profound: one's university experience is what they make it. She transformed her university journey into a path to prosperity and encourages others to seek similar enrichment. She advocates for lifelong learning, championing success, and leaving a legacy that future generations can follow with pride. Keeley Holder's remarkable journey from a curious classroom to a pioneering agripreneur is a testament to the power of dedication, resilience, and a quest for excellence.

CAVE HILL AT 60: FROM HUMBLE BEGINNINGS AT THE HARBOUR TO A HOME ON THE HILL

A Journey Through Time: The UWI Experience of Fran' Greaves

In the annals of higher education, stories of remarkable individuals who overcame obstacles to pursue their dreams are not uncommon. Among them, Francillia Greaves, affectionately known as Fran, stands out as a shining example of determination and commitment to learning. Her journey, through the hallowed halls of The University of the West Indies (The UWI) is a testament to the transformative power of education.

Choosing UWI Cave Hill: A Fateful Decision

Fran's academic journey began in 1962 when she graduated from Queen's College in Barbados, equipped with O-Level and A-Level certifications from Oxford and Cambridge. Her academic prowess virtually guaranteed her a teaching job in Barbados. At the time, attending a university seemed out of reach, due to financial constraints. However, fate had different plans. A buzz among her colleagues was soon created when in 1963, the College of Arts and Sciences was established, later to become The UWI, Cave Hill Campus.

Inspired by the enthusiasm of educators like Mr Harold Massiah, Mr Gilkes, Miss Marjorie Blackman, and Mr Ralph Jemmott, Fran decided to enrol as a student. The campus had a modest beginning, but it sparked a transformative journey that would change Fran's life forever.



Mrs Francilla Greaves

First Impressions: More Than Meets the Eye

When Fran first stepped onto the then the College of Arts and Sciences Campus at the Deep Water Harbour, the physical surroundings didn't immediately captivate her. Unlike today's well-established campus at Cave Hill, in 1963 it was a far cry from the prominent institution it has become. Fran's focus was not on the campus' appearance but on the challenges of keeping up with her studies and connecting with students from across the Caribbean. In retrospect, the humble beginnings of the campus have evolved into a remarkable institution that is hard to ignore today.

Memorable Experiences: Building Lifelong Friendships

For Fran, the most memorable aspect of her time at the campus was the friendships she forged, especially with overseas students. These connections were more than casual; she welcomed them into her home, making them feel like part of her family. The small, close-knit student body allowed for meaningful interactions, with older and younger students benefiting from studying together.

Most notably, Fran's home became a hub for students pursuing similar subjects to come together and discuss their studies. Despite the lack of resources, the camaraderie and shared commitment to learning created a unique and enriching experience.

Student Organisations: Nurturing Academics

While extracurricular activities were limited during Fran's time at the campus, the focus was primarily on academics. Many students were balancing work during the day and studying at night, leaving little time for other pursuits. However, occasional visits from prominent Caribbean figures, such as Rex Nettleford and CLR James, enriched their academic experiences.

Teaching Methods: Evolving with Time

In the 1960s, teaching methods were quite different from the modern, technology-driven approach. The students had limited access to research materials, primarily relying on the library and books. Lectures were complemented by small tutorial groups where lecturers and students delved deeper into topics and reviewed graded essays. It was a more traditional and hands-on approach to learning.

Influential Figures: Dr Richard Allsopp's Legacy

One of the most influential figures during Fran's time at the campus was Dr Richard Allsopp. His dynamic teaching style, enthusiasm, and expertise in language left a lasting impact on students. Dr Allsopp introduced his students to concepts like syllogisms and proper reasoning, which they carry with them to this day. He encouraged a newfound respect for Caribbean language and authored "The Dictionary of Caribbean English Usage."

A Transformative Legacy: UWI Cave Hill's Impact

Reflecting on her journey with the campus, Fran offers words of wisdom to students today. She emphasises that university education opens doors and provides in-depth knowledge that allows one to speak with authority in their field. It also boosts confidence and self-esteem, earning the respect of peers and the community.

Fran believes that education is the key to personal and professional success, and students today should seize the opportunities that the university offers. She also encourages giving back to the community and making a positive impact on future generations.

Significant Changes in Education: The Last 50 Years

Fran notes significant changes in education over the past six decades. These changes include a shift from book learning to more practical experiences, the introduction of the semester system, the recognition of new disciplines, and the integration of technology. The accessibility of higher education has also improved through distance learning and off-shore schools.

Enduring Legacy: The UWI's Impact on Lives

In conclusion, Fran Greaves' journey at The UWI is a testament to the life-changing power of education. Her story serves as a reminder that with determination and the support of an educational institution, one can overcome financial obstacles and achieve one's dreams. The UWI Cave Hill's evolution into a prominent institution stands as a testament to its enduring legacy in the lives of countless students who have passed through its doors over the past half-century. Fran's story is a reminder of the transformative potential of higher education and the lasting impact it can have on individuals and their communities.

Cecil Wood: A Reflection on The UWI Cave Hill's First 60 Years

Cecil Wood shares his remarkable experience and reflections of The University of the West Indies (The UWI) Cave Hill Campus since enrolling over 60 years ago. Over this time, he has observed the transformation of both the campus and the field of higher education, leaving an indelible mark on countless students who have walked through the doors of this institution.

The Birth of an Adventure

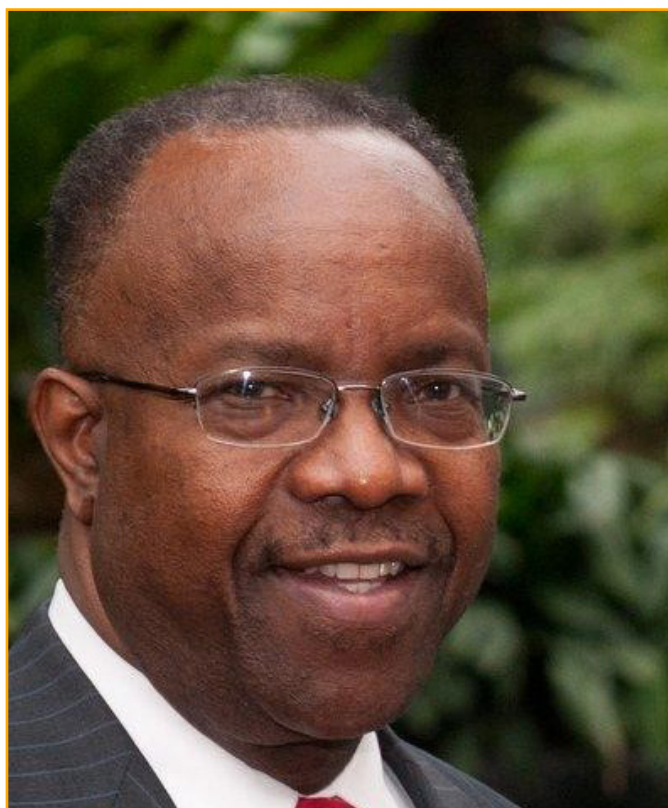
For Cecil Wood, the decision to pursue tertiary education at the then College of Arts and Sciences Campus at the Deep Water Harbour (later to become The UWI Cave Hill Campus) was inspired by the promise of an exciting adventure. The University offered an affordable and accessible option for those seeking higher education in Barbados. The prospect of being a part of the birth of a new university was an opportunity he could not pass up.

First Impressions: A Humble Beginning

As a student, Cecil's first impressions of the University were far from the grandeur that it boasts today. In his words, "the campus, if one could call it that, consisted of a collection of "pre-fab" structures. There was no grandiose campus, but there was an overwhelming sense of excitement about participating in the early days of this academic institution."

60 Years Later: A Remarkable Transformation

Reflecting on the past six decades, Cecil Wood marvels at the transformation of The UWI Cave Hill Campus. In his eyes, the campus has undergone a complete metamorphosis, with state-of-the-art buildings that stand as a testament to its growth and development. The difference, as he puts it, is like "chalk and cheese."



Dr Cecil Wood

Memorable Aspects: A Multicultural Experience

One of the most memorable aspects of Cecil's experience at the campus was the opportunity to meet and interact with students from other Caribbean countries and foreign professors. The rich diversity of the student body and the accessibility of professors made the campus a dynamic and enriching place of learning.

Teaching Methods: A Personalised Approach

In those early days, classes were small and focused, allowing for personalised attention. Professors were easily accessible, and students could engage in one-on-one discussions, seek advice, and even provide input on class content. Courses on science and "Use of English" played a significant role in Cecil's education, rounding out his majors in Spanish and French. Economics courses, notably those with Professor Emptage, were especially beneficial.

Prominent Professors: Enduring Impact

Cecil fondly recalls two prominent professors who left a lasting impact on him and his fellow students. Professor Daniel Leonard's early struggles with English language were a source of amusement, but he quickly became a beloved figure, known for his humorous facial expressions. Professor Richard Allsopp's projects in his "Use of English" classes later contributed to his renowned work, the Dictionary of Caribbean English. Professor Emptage's advice to switch majors to economics, although unheeded at the time, eventually led Cecil to a successful career in international finance and banking, highlighting the enduring influence of educators.

Advice for Current Students: Follow Your Dreams and Give Back

Based on his experiences and the changing landscape of education and society over the past 60 years, Cecil Wood offers valuable advice to current students. He encourages them to work hard, savour their college years, and pursue their dreams. Moreover, he emphasises the importance of giving back to family, school, society, country, and faith, highlighting the power of education to empower individuals to make a positive impact on the world.

Significant Changes in Education: A Myriad of Transformations

Cecil Wood acknowledges a myriad of significant changes in education over the past 50 years. He highlights the growth of technology and computers, the increasing presence of women in all areas of education and the workforce, and the rise in international student and research exchanges. These transformations have revolutionised the way education is delivered and accessed, fostering a global and diverse learning environment.

Enduring Legacy: UWI Cave Hill's Impact

In closing, Cecil Wood envisions a lasting impact on the lives of the students who have passed through the halls of The UWI Cave Hill. This impact, he believes, will establish the University as a renowned beacon of outstanding education, not only in Barbados but also in the wider Caribbean region and around the world. Cecil Wood's journey through six decades of learning at The UWI Cave Hill is a testament to the enduring legacy of this institution and its ability to shape lives and inspire future generations of learners.



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