




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

ANNUAL REPORT TO COUNCIL

2023 2024

Advancing
Relevant
Research



About the cover: The University of the West Indies (The UWI), Cave Hill Campus, has deployed its full research expertise to help manage the scourge of the ever-increasing presence of sargassum on the shores of the Caribbean. Our research is aimed at exploiting the valuable natural resources that are contained within this pelagic seaweed.



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



Sargassum seaweed encircles Bathsheba Rock

THE UNIVERSITY OF THE WEST INDIES (UWI), CAVE HILL CAMPUS ANNUAL REPORT TO COUNCIL 2023/2024

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CHAIRMAN'S STATEMENT



Sir Paul Altman
Chairman

I am honoured to present to Council, the Annual Report of the Cave Hill Campus for the Academic Year 2023-2024, a year of notable progress, innovation, and achievement. Over the past year, the Campus has undergone a transformative period in research, innovation and entrepreneurship, reinforcing its reputation as a leader in higher education.

The Council acknowledges the leadership role of the Campus in pioneering research, particularly in addressing environmental challenges and advancing the UN Sustainable Development Goals. A significant achievement in this effort is the innovative research into the influx of Sargassum seaweed, affecting the shores of Caribbean islands. Of note is the Rum and Sargassum project which investigated the conversion of Sargassum into biofuel to power motor vehicles. The Council commends the Campus for the successful development of *Test Drive Zero*, the first Sargassum biofueled-powered vehicle.

The commendable accomplishments in research and innovation by the Campus was bolstered by strategic partnerships negotiated with key organisations at the national, regional and international levels. Strengthening of industry collaborations facilitated the translation of research into real-world applications, and laid the foundation for possible revenue-generation for both the Campus and its industry partners. The Council wishes to express support for these collaborations and their potential to spur commercialised activity.

Council notes that entrepreneurship among faculty and students continued to thrive through opportunities made available by the Campus. Competitions such as *Innovate! The Campus New Venture Challenge* and the Student Entrepreneurial Empowerment Development (SEED) Business Plan Competition led to the successful launch of several start-ups, driven by emerging technologies and creative solutions. Such ventures underscore the Campus' commitment to fostering innovation and preparing students for the evolving economic landscape.

The report highlights the approaches taken towards continued internationalisation of the Campus. Of particular note is the launch of the Bachelor of Science in Pre-Clinical Sciences, a joint programme with the University of Ghana. The Campus was delighted to admit the first Ghanaian student to the programme at the start of the academic year. The Council extends gratitude to the Student Enrolment and Retention Unit (SERU), the Centre for English Language Learning (CELL) and the Confucius Institute for promoting The UWI Cave Hill Campus as the university of choice for international students.

The Campus upheld its tradition of excellence in research output during the year under review. Faculty contributed several books, book chapters, journal articles, technical reports and conference papers. The research output demonstrates that the creative thinking and novel approaches needed to drive innovation and entrepreneurship are well established within the Campus community. Council acknowledges with appreciation this scholarly work which solidifies the academic reputation of the University.

Reflecting its commitment to academic excellence, the Campus actively pursued curriculum renewal in 2023-2024. Council lauds the introduction of new courses and programmes which align with industry requirements and advancements in artificial intelligence, digital technology, and automation. These curriculum enhancements ensure that Cave Hill graduates remain competitive in a rapidly evolving job market.

The Council congratulates the graduating class of 2023 for achieving commendable graduation results in various disciplines across all seven Faculties. Many have secured prestigious scholarships and internships, further demonstrating their academic excellence. In addition to their academic achievements, students have excelled in sports, cultural activities, and community engagement, strengthening Cave Hill's reputation as an institution that nurtures well-rounded individuals.

The expansion and enhancement of student support services by the Campus to create a conducive environment for student academic success and personal growth is duly noted. Support services were enhanced in the areas of counselling, career guidance, health and wellness, mentorship and entrepreneurship development. Key measures were also implemented to improve access and provide greater support for students with disabilities. These enhancements were complemented by improvements in physical facilities including classroom spaces and the Halls of Residence.

The appointment of staff to national, regional, and international committees is acknowledged. Council commends those faculty members who received awards for excellence in teaching, research, and community service. Council takes this opportunity to extend congratulations to Dr Stacy Blackman on her elevation to the rank of Professor.

The Council thanks the Campus for its dedication to ensuring administrative viability and overall efficiency. With the implementation of the Banner SaaS Modernisation Project which commenced in 2024, the Campus will become a more efficient, modern, and innovative institution.

The Council expresses sincere gratitude to the Campus Community for its support throughout the academic year which has enabled the achievements recorded in this Report. The contributions of the Barbados and other regional governments, local and regional private sector partners, international donors and alumni are also sincerely appreciated. The collective efforts of all stakeholders have contributed to the successes achieved to date under the Campus' medium-term vision of *Creating Value from our Ideas*.

As I demit office, I would like to thank the University for the opportunity to serve as Chairman of Campus Council for the last 15 years. During this time, I have observed the transformation of the Cave Hill Campus as it responded to the changing needs of Barbados and the region. I take this opportunity to congratulate the Principal, Professor Clive Landis and his management team, along with other staff for their dedication and commitment. I encourage all those involved in this important institution to continue the excellent work as the Campus moves towards the goals of self-sufficiency and sustainability.



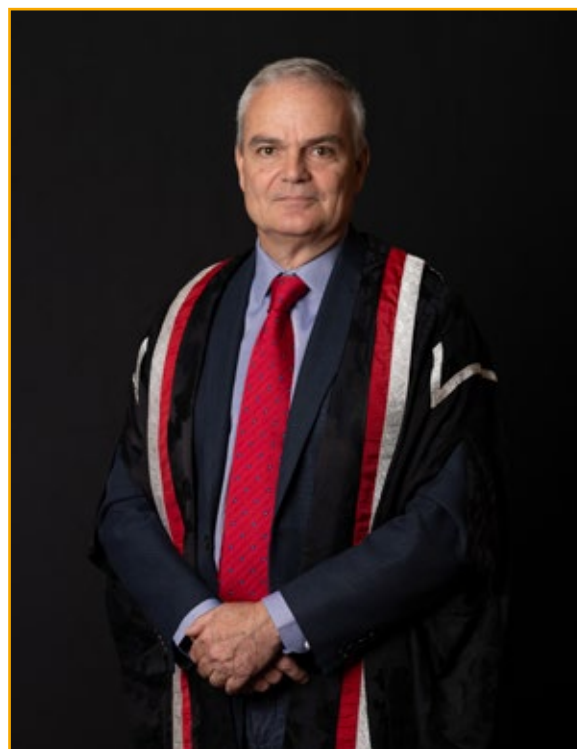
Principal, Professor R Clive Landis stands next to the first
Sargassum biofuel-powered vehicle – Test Drive Zero

PRINCIPAL'S OVERVIEW

The University of the West Indies (UWI) Cave Hill Campus is pleased to present its Report to Council for the Academic Year 2023/2024. This year's report shows that the Cave Hill Campus sustained the momentum generated in the previous academic year, which was marked by the celebration of its Diamond Jubilee – a significant milestone commemorating 60 years of institutional excellence. This historic event was accompanied by a series of impactful and well-executed activities that highlighted the Campus' achievements and legacy.

The 60th anniversary year marked the second year of full return to face-to-face classes by students. In this context, the Campus maintained its focus on enhancing and expanding student support services, having registered a marginal decline in enrolment at both the undergraduate and post-graduate levels when compared to the previous year. Priority was given to the implementation of various measures to address this development. All specialised units with responsibility for expanding access and driving recruitment were fully engaged in the execution of new strategic initiatives to increase enrolment numbers.

During the 2023-2024 academic year, the Campus realised a substantial reduction in energy consumption through the ongoing work of the Renewable Energy Committee. As a beneficiary of the Sustainable Energy Investments Programme (Energy Smart Fund II) funded by the Inter-American Development Bank (IDB) and the European Union (EU), the Campus is expected to



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

benefit from sustainable energy building retrofits, solar photovoltaic systems and training in renewable energy.

Throughout the review period, the Campus strengthened its position as a leader in Caribbean research and innovation, undertaking projects with substantial regional and international implications. The Faculty of Medical Sciences achieved a major breakthrough with the establishment of the Cannabis Research and Development Laboratory, which received official licensing from the Barbados Cannabis Licensing Authority in December 2023.

The Campus has also been at the forefront of innovative research addressing environmental challenges and promoting sustainable development. Significant achievements have been recorded in research which explored innovative ways to control and utilise the Sargassum seaweed proliferating the shores of Caribbean islands.

Principal's Overview

One of the highlights of the academic year under review, was the appointment of Dr Trisha Tannis as the first female Chair of Campus Council, Cave Hill. As Chairman of the Barbados Private Sector Association and Managing Director of the Unicomer (Barbados) Group, she brings a wealth of experience and business acumen to her new role. Dr Tannis is a past recipient of an honorary Doctor of Laws LLD from The UWI.

At the same time, the Campus bid farewell to the outgoing Chairman, Sir Paul Altman and recorded its appreciation for his exemplary support and outstanding service over the last 15 years.

The Campus wishes to place on record its appreciation to all staff and students for readily embracing and responding to the call to action as expressed in its medium-term vision of *Creating Value from our Ideas* in support of the Revenue Revolution phase of The UWI Triple A Strategy.

INNOVATION AND ENTREPRENEURSHIP

From Concept to Implementation: Creating Value from our Ideas

As the Campus works to support and nurture innovation and entrepreneurship, the growing entrepreneurial culture amongst faculties, departments, units and centres inspired a notable increase in spin-out activity. During the 2023-2024 academic year, the Campus engaged in projects which combined innovation with sustainability in keeping with its strategic focus.

Pioneering Solutions to Sargassum Proliferation

The Cave Hill Campus has been conducting research into the influx of the invasive Sargassum seaweed plaguing the shores of Caribbean islands since its first appearance in 2011. Staff and student researchers from the Faculty of Science and Technology (FST) and the Centre for Resource Management and Environmental Studies (CERMES), continued to conduct groundbreaking research in the review year.

Of note, was the research project led by Dr Legena Henry, Lecturer in Renewable Energy, FST and CEO of Rum and Sargassum Inc, a pioneering biofuel company. Assisted by a team of students, Dr Henry investigated the conversion of Sargassum biomass into biofuel capable of powering motor vehicles using rum industry wastewater and Barbados Blackbelly sheep manure. Notable achievements of this project in the 2023-2024 academic year include the securing of investments from Future Barbados and Environment Next. The proof of concept culminated in a demonstration of the first sargassum biofuel-powered vehicle, titled Test Drive Zero. Test Drive Zero garnered significant global media attention, with a BBC Podcast

dedicated to the initiative - BBC podcasts: (<https://www.bbc.co.uk/sounds/play/p0k7wt19>) as well as a profile of Dr Henry carried in the leading scientific journal *Nature* (<https://www.nature.com/articles/d41586-024-03684-9>).

Mention must also be made of the research of Dr Srinivasa Popuri, Senior Lecturer in Analytical Chemistry, FST. His research into the extraction of alginate from Sargassum has attracted investor interest and is expected to lead to the establishment of a pilot manufacturing plant in Barbados. Alginate can be used for a variety of consumables, including textiles, cosmetics, wastewater treatment, food, welding, dentistry and pharmaceuticals. The Campus collaborated with Diproinduca, a global company that specialises in by-product management and alternative raw materials production regarding the testing and commercialisation of this research.

Adding to the list of innovative research projects on Sargassum was the discovery of a new microorganism in decomposing sargassum biomass by Dr Bidyut Mohapatra, also in the FST. This new microorganism named *Chrysobacterium Barbadosis* (species novel) in honour of Barbados, is thought to play a role in accelerating the breakdown of Sargassum, again with commercial potential.

CERMES continued to provide a free Sargassum Forecasting service to Caribbean governments and the general public. The department also secured funding to expand research in new areas related to Sargassum. This would add to existing studies focused on modelling and prediction of influxes using drones and Geographic Information System (GIS) software to monitor and map influxes; assessing the impact of Sargassum on fisheries; as well exploring sustainable strategies for managing Sargassum influxes, including potential challenges and opportunities.



Dr Legena Henry, Lecturer in Renewable Energy



Dr Srinivasa Popuri, Senior Lecturer in Analytical Chemistry



Dr Bidyut Mohapatra, Lecturer in Microbiology

Entrepreneurship and Innovation

The establishment of Faculty Entrepreneurship Committees has resulted in a heightened emphasis on innovation challenges at the Campus. The annual *Innovate! The Campus New Venture Challenge* instituted in 2022, continued to generate keen competition among participating teams and laid the foundation for the introduction of an array of new and exciting products and services. The competition, which is coordinated through The Office of Business Development (OBD) at the Cave Hill Campus and CIBC Caribbean, rewards staff for impactful and innovative ideas with income generating potential for their unit/department and the Campus.

This competition complements existing entrepreneurial challenges among the student body, such as the annual Student Entrepreneurial Empowerment Development (SEED) competition.

The 9th SEED Business Plan Competition finals took place on November 8, 2023, at the Sagcor Cave Hill School of Business and Management. CIBC FirstCaribbean International Bank has been the title sponsor since the competition's inception, disbursing BBD 270,000 to support start-ups and expansions for students of the Cave Hill Campus and graduates across the region. This edition of the competition showcased SEED's tradition of addressing issues affecting Caribbean society and presented pandemic businesses conceptualised by students. Winning entries focused on food security, the provision of virtual administrative services and securing Barbados' housing stock through an innovative rafter anchoring system.

SEED continued to hone participants' skills and help them conceptualise and develop innovative businesses, which ultimately generate employment. CIBC complements this training and mentorship by providing essential funding to jumpstart the ventures.

These competitions underscore the Campus' commitment to innovation and entrepreneurship by providing students and staff with innovation research opportunities.



Winner of the 9th SEED Business Plan Competition Mr Brian Dorant, Green Haven Farms, receiving his cheque from Mrs Debra King, Director of Corporate and Internal Communications, CIBC Caribbean



Joint 2nd place winner, Haldane Belle, Dane Belle Innovations, receiving his cheque from Professor Winston Moore, Deputy Principal



Joint 2nd place winner, Nakeba Mason, introducing her business, Prime Skill Virtual Assistance

INTEGRATING INITIATIVES WITH GLOBAL SUSTAINABLE DEVELOPMENT GOALS (SDGs)

As part of a fully SDG-engaged university, the Campus executed a range of new and ongoing projects during the 2023-2024 period. These initiatives were strategically aligned with several SDGs including: SDG 2: Zero Hunger; SDG 3: Good Health and Well-Being; SDG 4: Quality Education; SDG 5: Gender Equality; SDG 7: Affordable and Clean Energy; SDG 13: Climate Action; SDG 15: Life on Land and SDG 17: Partnerships for the Goals.

Many of these initiatives, some of which are listed below, were interdisciplinary in nature and addressed multiple SDGs simultaneously thereby resulting in a broader impact.

CERMES

- continued to run the flagship MSc/MPhil and PhD programme in Natural Resource and Environmental Management. The MSc comprises four specialisation streams: (i) Climate Change, (ii) Tropical Coastal and Marine Resource Management, (iii) Water Resources Management, and (iv) Land Management and Environmental Resilience. Courses in the climate change stream cover the science and policy underpinning climate change, mitigation, adaptation, disaster risk management, and climate-sensitive sustainable tourism and resource management.
- successfully proposed and secured a grant from Open Society Foundations of USD140,659 over two years for the project "Amplifying climate justice for fisherfolk, particularly women and youth, in Barbados' blue economy".

CERMES deep dive into Sargassum research

Principal's Overview



Left - Right: Chief Fire Officer, Mr Errol Maynard, Fire Officer Marlon Small, Professor Winston Moore (Deputy Principal, UWI, Cave Hill), Fire Officer Natasha Forde and Dr Kirk Douglas, CBS Director, during the handover of drones acquired through project funding by CCRIF

The Centre for Biosecurity (CBS)

- advanced the research project entitled “Climate, Wildfires & Health in Barbados” funded by the Caribbean Catastrophe Risk Insurance Facility Segregated Portfolio Company (CCRIF SPC), a climate change funding source in the Caribbean in the amount of USD 24,250. This study aims to understand the impact of climate on wildfire hazards (sugarcane, grass, and rubbish fires) and their impact on air pollution levels in Barbados. Through this project, drone technology was made available to the Barbados Fire Service (BFS) to permit the collection of critical data related to burn size estimation of wildfires and aid in firefighting coordination through fire monitoring from an aerial view. Additionally, several low-cost remote air pollution monitors were successfully installed at the relevant wildfire hotspots near to residential communities (fire stations and polyclinics) to better understand the localised

ambient air pollution exposure levels and risks for adjacent Barbadian communities. Training in the use of drone technology or unmanned aerial vehicles (UAVs) was also provided to a select group of Barbados Fire Service officers.

The Shridath Ramphal Centre (SRC)

- in collaboration with Yale University and Tufts University continued work on the project “Remaking Trade for a Sustainable Future”, underpinned by a USD 600,00 grant from the Open Society Foundation. The project aims to reform the rules of the international trade system so that they are more supportive of achieving the SDGs. A significant achievement in 2023-2024 was the introduction of the Villars Framework for a Sustainable Trade System in September 2023 and the publication in January 2024 of the Villars Framework 2.0 <https://remakingtradeproject.org/villars-framework> which set out ideas for the WTO to reform its core principles and institutional features to become more responsive to the SDGs. SRC Director, Dr. Jan Yves Remy is commended for her leadership in coauthoring this landmark WTO report with two leading global trade experts from Yale and Tufts University.

Institute for Gender and Development Studies: Nita Barrow Unit (IGDS: NBU)

- secured funding for the provision of employment and entrepreneurial opportunities in sustainable farming in Barbados. Through its BLOOMing Youth Project, the IGDS: NBU offers training in organic farming practices. The Climate Smart Agricultural Practices & Employment/Entrepreneurship Preparation course which commenced in April 2024, forms part of a mentorship programme for youth who had been committed, or remanded for at least one month to the Government Industrial School (GIS). Students were afforded the opportunity to attend the “Plug in the Sun” workshop hosted by Robot Adventures Inc.

Farewell to Sir Paul Altman

The Campus recorded its appreciation to the outgoing Chairman, Sir Paul Altman, whose association with the Cave Hill Campus began in 2003, following his appointment as Chancellor's Nominee to Finance and General Purposes Committee, Cave Hill. In 2008, Sir Paul was presented with the Caribbean Luminary Award by The UWI and inducted into the Chancellor's Circle during that same year. He is a past recipient of an honorary Doctor of Laws (LLD) degree from The UWI (2009) and was appointed Chairman of Campus Council in 2010. The Campus thanked Sir Paul for his outstanding service to The UWI and the Cave Hill Campus over the last 15 years and extended best wishes for the future.



Dr Trisha Tannis, new Chair,
Campus Council Cave Hill

Cave Hill Welcomes New Campus Council Chair

The Campus welcomed the appointment of Dr Trisha Tannis as Chair of Campus Council Cave Hill effective May 01, 2024. Dr Tannis, who was conferred the degree of Doctor of Laws (LLD) at the

October 2023 graduation ceremony of the Cave Hill Campus, brings a wealth of experience to the position. As Chairman of the Barbados Private Sector Association and Managing Director of the Unicomer (Barbados) Group, she is an experienced finance professional with over 20 years of experience in financial management and corporate governance. Professionally qualified as a Chartered Professional Accountant of Canada, Dr Tannis is a Fellow of the Institute of Chartered Accountants of Barbados and the Chartered Governance Institute of Canada. She holds a Bachelor's Degree in Accounting with Honours from The University of the West Indies.



Sir Paul Altman (left) receiving a gift from Pro Vice-Chancellor and Principal Professor Clive Landis

Cave Hill Prepares for Reaccreditation

Following a highly successful mid-term accreditation inspection, the Cave Hill Campus commenced preparations in 2023-2024 for re-accreditation in 2026. In compliance with the Barbados Accreditation Council's institutional accreditation criteria, the Campus had also completed and submitted its Annual Accreditation Report for the period June 18 – July 17, 2024. The report provided information on measures implemented by the Campus to maintain compliance during the reporting period and included details of planned initiatives for the next five years.

With the Strategic Plan at the forefront of its planned initiatives, the report indicated that the Campus would continue to build on sustainability and innovation. In addition, emphasis would be placed on the establishment of income-generating centres to monetise innovative research which would redound to the benefit of not only the Campus, but would have national, regional and global impacts. Expansion of access, the provision of developmental opportunities for staff and students and the incorporation of artificial intelligence (AI) in its operations in keeping with global trends was also on the agenda.

THE UWI TRIPLE A STRATEGY 2022-2027: PHASE II The Revenue Revolution

Review of Cave Hill's Achievements 2023-2024

The 2023-2024 academic year marked the second year of The UWI Triple A Strategy: The Revenue Revolution. Creating value from our ideas and research continued to be a pivotal driver of initiatives undertaken during the review year, with a concerted effort to translate research outputs and ideas into commercialised activity.

Collaborating for Sustainable Development

In the review year, the Campus continued to add value to industry, economies, governments, and society by supporting multi-disciplinary research and innovative ideas that tackle global issues and advance the United Nations (UN) Sustainable Development Goals (SDGs). This was in large measure achieved by forming and nurturing significant partnerships with key organisations and policy influencers to maximise research impact, and by offering tuition that prepares the next generation of leaders to tackle these issues.

Global collaborations in higher education play a major role in advancing the UN's Sustainable Development Agenda as Higher Education Institutions have an intrinsic duty to establish more sustainable societies. Since international higher education partnerships bring together a variety of partners from different disciplines and sectors, they are better suited to address societal issues than single organisations. Nevertheless, while the Campus strongly acknowledges that high-quality research and important commercial partnerships generate significant economic impact, one of its primary mandates is also to make a significant cultural and social impact.

Through active engagement with industry partners, and by fostering the requisite nurturing environment, the Campus continued to spur innovation through joint research and the development of new commercial products for the local, regional, and international markets.

Innovative ideas and research emerging in academic year 2023-2024 include but were not limited to the following:

- **The Renewable Energy-powered Silent Terminator (REST)**

The REST device is designed to attract and kill flying, biting insects, powered by green energy and without the use of harmful toxic chemicals (insecticides). The device aims to reduce the number of mosquitos, potential infections, diseases, insecticide resistance in flying biting insects, and air pollution, thus contributing to a cleaner healthier environment and less harmful climate impact.

- **The Barbados Diabetes Reversal Project**

Research conducted at the George Alleyne Chronic Disease Research Centre (GA-CDRC) led by Dr Kim Quimby and PhD student Ms Eden Augustus has demonstrated that diabetes can be placed into remission based on a six-week liquid diet utilizing meal replacement shakes. This approach has been successfully adapted using local plant-based ingredients and implemented in a community setting. This important innovation project, following an intensive period of testing and validation of the Cave Hill low calorie shake product with an industry partner, has now reached the stage of signing of a Licensing Agreement. This has paved the way to manufacture and distribute the product, in twenty Caribbean countries initially. The commercialisation of a co-branded low-calorie meal replacement liquid product directly supports the mission of the Campus by enabling cutting-edge research to be transferred from the laboratory and into the hands of consumers to address public health needs, while opening alternative revenue streams by licensing our intellectual property.



CAGRI facilitates training of student interns in proper transplanting techniques

● Small Ruminant Proposal

One of the key projects housed within the Dukes Agri-Industrial Park is the Small Ruminant Proposal which seeks to enhance livestock production, support local farmers, boost agricultural innovation, and contribute to food security that will positively impact the community, society, and the Campus. Another core project under this initiative is the *Medicinal Plants Project* which not only focuses on the cultivation and research of native plants with medicinal properties, but also on generating revenue through the development of new healthcare products.

The third project proposed under this initiative is the Silvopasture Initiative which involves the integration of trees into pastureland, thus promoting sustainable land use, environmental conservation, and new income streams for farmers.

Modernisation of Campus Operations through Digital Transformation

Digital transformation plays a substantial role in shaping university operations today as institutions strive to remain competitive in an increasingly digital

world. The Cave Hill Campus has launched a comprehensive digital transformation project to integrate the university's operations, in areas of student admission, registration, finance, human resources, and teaching and learning onto a single platform. The Banner SaaS Modernisation Project which commenced in 2024 will transform the Cave Hill Campus into a more efficient, modern, and innovative institution. This will redound to the ultimate benefit of all staff, students and other Campus stakeholders.

Internationalisation Strategy

The Campus continued to work towards boosting its global profile to become the university of choice for students and staff. Through its internationalisation strategy, the Campus engaged in quality international partnerships, providing expanded and more accessible student mobility opportunities. A noteworthy partnership rolled out in keeping with the Campus's internationalisation strategy was the 3+3 Pre-Clinical Sciences degree programme in collaboration with the University of Ghana. With the first students registered in the programme, the second phase is to roll out the initiative to other African Universities.

Principal's Overview

A broader strategy document to help develop the international student sector in Barbados has been prepared by the Cave Hill Campus for the consideration of the Ministry of Tourism and other relevant Ministries.

Building a Future-Ready Workforce

With advancements in automation, artificial intelligence, and digital technology, employers require new skills. Higher education institutions can increase enrolment by re-evaluating their role in the workforce ecosystem and enhancing future workforce skills. In response, the Campus continually revises its degree offerings, at undergraduate and postgraduate degree levels. Examples of new degree offerings include:

- BSc International Tourism and Management; paired with language options ... French, Spanish, Mandarin Chinese
- Minor Sustainable Energy Management
- Minor in Sustainability of the Caribbean
- BBA Aviation Management (may be taken with or without a Pilot License)
- Postgraduate Diploma in Health Policy and Health Systems
- LLM International Dispute Resolution
- MPhil/Phd Biorisk Management

The Cave Hill Campus recognises that to stay abreast of evolving workforce needs, students may opt for short courses at sub-degree level. Examples of shorter vocational courses offered through the Centre for Professional Development and Lifelong Learning (CPDLL) and the Sagicor Cave Hill School of Business and Management (SCHSBM) include:

- Professional certificate in Digital Marketing
- Certificate in Policy Formulation and Implementation
- Certificate in Airport Management; Certificate in Aviation Management
- Credit Union Leadership Certificate
- Integrated Pest Management Certificate

- Foundation in Data Analytics; Data Analytics and Visualisation; Data Analytics for Research; Data Analytics for Policy Making
- Certificate in Teaching Skills for Effective Learning
- Taxation and Taxation Management
- Certificate in Barbados Landship Teacher Training

The UWI Cave Hill Campus advocates for “co-creation” of new academic programmes to ensure relevance at the inception stage, with partners in government, industry, NGOs and other universities. Among recent co-created degree programmes are joint offerings with McGill University, The University of Ghana, The University of Dayton School of Law, The Pan-American Health Organisation, and The Barbados Aircraft and Aviation Services Company. Among CPDLL certificates are offerings co-created with the National Culture Foundation, the Barbados Revenue Authority, The Eastern Caribbean Central Bank, The Caribbean Confederation of Credit Unions, and Yello Media.

The Cave Hill Campus therefore prepares students for the modern workforce environment by adapting its degree programmes, rethinking curricula, and expanding offerings beyond traditional degrees to include skills certifications, alignment public and private sector demand.

Over the next academic year, the Campus will strengthen its infrastructure to ensure financial stability by leveraging innovation, improving core university activities, fostering internationalisation, and diversifying revenue sources. Further, the Campus will sustain efforts to achieve strategic goals by fostering an entrepreneurial climate, enhancing digital capabilities, and expanding student access regionally and globally. Committed to teaching, research, and value creation, the Campus will act as an incubator for innovative ideas, supporting investments and sustainability initiatives. It will also promote staff efficiency, a healthy work environment, and stronger alumni engagement to diversity revenue streams, ensuring a future that is open connected, and purposeful.

ACCESS

Student Demographics

Enrolment¹

As at January 01, 2025 total enrolment stood at 5935 with 4959 students enrolled in undergraduate programmes (83.5%) and 976 students enrolled in postgraduate programmes (16.4%) representing a marginal decrease in enrolment of 4.6% over 2023-2024 enrolment figures. The Faculty of Social Sciences again recorded the largest number of students enrolled at 2,920, followed by the Faculty of Science and Technology with 1199 students.

Barbadian nationals comprised 80.7% of total enrolment and as in previous years, continue to be the largest group at both the undergraduate and graduate levels. In terms of gender, male enrolment remained steady at 33.6% of total enrolment, but as in previous years, females continued to dominate at the undergraduate and postgraduate levels (66.4%).

Graduation Performance

Undergraduate and postgraduate students at the Cave Hill Campus continued to perform commendably. The class of 2023 was recognised in ceremonies held on October 21, 2023. A total of 1247 students were awarded degrees, diplomas and certificates, with 875 conferred at the undergraduate level and 372 at the postgraduate level. At the undergraduate level, 121 students earned first class honours degrees, representing a decrease of 35.3% compared to the previous year. Three hundred and seventy-seven (377) students earned Upper Second Class Honours, 251 Lower Second Class Honours and 81 Pass degrees. Eleven (11) honours degrees were awarded to graduates of the Faculty of Medical Sciences. The valedictorians were Mr Kiandre Weekes, who graduated with a Bachelor of Laws degree with First Class Honours



Graduation Ceremony 2023

during the morning ceremony and Mr Rahym Augustin-Joseph who graduated with a Bachelor of Science degree in Political Science and Law with First Class Honours during the evening ceremony.

Of the 372 degrees, diplomas and certificates awarded at the postgraduate level, 11 students graduated with doctoral degrees, seven (7) from the Faculty of Medical Sciences and four (4) distributed across the Faculties of Law and Science and Technology respectively.

The Campus was pleased to confer honorary degrees on Mr Ian Hickling, Managing Director Lenstec (Barbados) Inc, Mrs Alison Hinds-Walcott, Barbados Cultural Ambassador and Mrs Trisha Tannis, Managing Director, Unicomer (Barbados) Group.

Mr Hickling was awarded the Degree of Doctor of Science (DSc) for exemplifying the principle that a world class export manufacturing company can be built in Barbados, and for maintaining and expanding the business successfully for over 26 years. In recognition of her global contribution to arts and entertainment, Mrs Hinds-Walcott was awarded the Degree of Doctor of Letters (DLitt), while Mrs Tannis was recognised for her contribution to finance, entrepreneurship and business development with the award of the Degree of Doctor of Laws (LLD).

¹ To gain insight into the impact of the efforts of the 2023/2024 academic year, enrolment data is reported for the 2024/2025 academic year.

THE STUDENT ENROLMENT AND RETENTION UNIT

Driving Student Recruitment: Strategies and Innovations

The Campus' student recruitment drive continued apace in academic year 2023-2024. The Student Enrolment and Retention Unit (SERU), ably supported by the Student Affairs Admissions Office and the Office of Marketing and Communications, engaged in a range of recruitment activities. These included the preparation of promotional material (physical and digital), the coordination of virtual information sessions to assist applicants to the Cave Hill Campus, school visits to local secondary schools, recruitment exercises at local shopping malls, fairs and other community events.

Local Outreach

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. Visits targeted third form students about to select subjects for study at the CXC CSEC level. School visits were supplemented by recruitment exercises at local shopping malls, fairs and other community events.

Faculty Open and Taster Week Series

The SERU once again coordinated a very successful series of Faculty Open Weeks which ran from February to April, 2024. During this period all Faculties were allocated one week to showcase their programmes and provide prospective students with an insight into life and learning in their respective Faculties.

Regional Outreach

Regional recruitment initiatives undertaken during the review year consisted primarily of virtual events and in-person hosting of visiting groups. Among these was a virtual session for prospective students in Dominica organised in collaboration with the Dominica Students' Association (DOMSAC).

The SERU also provided support to the Global Campus Belize and the Belize Student Association for the promotion of an in-person Information Sharing Session at the Global Campus site for all Belizeans who had applied for entry to the Cave Hill Campus.



The SERU road team helped prospective students complete their applications on the spot during the series of "Recruitment Pop-ups" in local shopping malls

Visits to the Campus

Throughout the review year, the SERU hosted visits to the Campus by various groups comprising students, teachers and in some instances, parents. Generally, the format of the visits included a Campus tour and presentations by the Senior Assistant Registrar (SAR) SERU and relevant faculty on degree programmes offered. Among the groups hosted were:

- the Tobago Hospitality and Tourism Institute



Principal, Professor Clive Landis welcomes Fafa Hanson, the first student in the 3+3 programme with the University of Ghana

- Fifty-one (51) students and five (5) faculty members who were visiting the island on a cruise
- the Saba Comprehensive School in Saba, Dutch Caribbean
- the NOS-ADFONTES Lyceum, a secondary school on the Dutch Caribbean island of Suriname
- the Belmont Secondary School in Trinidad.

International Outreach

Recruitment and Networking Visit to Ghana and Kenya

In support of the Campus' ongoing international student recruitment efforts, the SAR, SERU accompanied by the Director of the OSSD, paid a recruitment and networking visit to Ghana and Kenya from September 30 to October 8, 2023. The purpose of the trip was to:

- Promote brand awareness of The UWI Cave Hill Campus as an attractive option for undergraduate and postgraduate higher education for prospective Ghanaian and Kenyan students, their parents/guardians, and the recruitment agents who advise them.
- Participate in the Lekkside International Education Fairs in Accra, Ghana and Nairobi, Kenya to promote enrolment in the 3+3 medical programme and other programmes.

- Further strengthen the relationship with the Barbados Mission in Accra and establish a relationship with the Mission in Nairobi as valuable partners in the recruitment and enrolment of Ghanaian and Kenyan students.
- Meet with representatives of select funding agencies in Ghana to discuss possible financial support for Ghanaian students accepted to the Cave Hill Campus.

Arising from participation in these events, the team made the following observations:

- Prospective students seemed genuinely interested in The UWI as a potential study destination.
- Most visitors to the booth inquired about scholarship opportunities, which was indicative that some element of financial aid was required to support their enrolment at the Cave Hill Campus
- Frequently asked questions focused on opportunities to work while studying, as well as living and working in Barbados after graduation.

Visit to the Barbados High Commission

During the visit to Kenya, the team paid a visit to the High Commission of Barbados to Kenya where they met with the High Commissioner H E Mr Alex

Principal's Overview

McDonald, who offered the following points for consideration by the university:

- Seventy (70%) per cent of Kenyans are under the age of 30, and needed access educational to opportunities
- There were approximately 60 universities in Kenya to serve 50 million people
- The establishment of partnerships with some of the younger universities in Kenya.
- Kenya could benefit from UWI programmes in the areas of hospitality and tourism, management, political science and banking and finance.
- Rwanda should also be a focal point for recruitment based on its youthful population
- Swahili was expected to become the third most spoken language in the world, and is spoken by over 500 million African. It could be introduced by The UWI as a taught language.

At the start of the year, the Campus welcomed the first student enrolling in the 3+3 medical programme. The SERU provided support in several areas to ensure a smooth enrolment and successful year. Support was also provided throughout the application and admission process to another prospect seeking admission to the programme for academic year 2024/25. The experience so far has shown that sustained personalised support and responsiveness were critical to successfully guide international students from interest to enrolment.

Growing Demand for International Partnerships and Collaborations

During the period under review, the SERU International Office managed the renewal of six partnership Agreements and the signing of one new Agreement, to facilitate the exchange of students and staff, and other areas of collaboration including research and joint programming.

During 2023-2024, the SERU supported study tours/faculty-led programmes at the Campus from the following universities:

- Illinois State University and Northern Illinois University

- McMaster University, MacLEADS Study Abroad Programme, Canada
- Wharton Business School, Pennsylvania
- Southern Connecticut State University
- Huston Tillotson University, Texas

The SERU also held meetings, coordinated itineraries and/or hosted visits by representatives from several other international partner institutions during the year under review including:

- Brock University, Canada
- New Castle University, UK
- Queen's University - Smith School of Business, Canada
- University of Vermont, USA
- Dalhousie University, USA
- University of Regina, Canada

Increase in Mobilities Under the Erasmus + Programme

The Cave Hill Campus continued to gain recognition as a preferred international partner for European Universities seeking mobilities funded under the Erasmus+ Programme. Institutions with which the Campus either implemented staff, faculty and/or student exchanges, or began negotiation towards such exchanges in 2023-2024 included:

- University of the Aegean, Greece
- Laurea University of Applied Sciences, Finland
- University of Gdansk, Poland
- Nicholas Copernicus University, Poland
- University of Oradea, Romania
- Slovak University of Technology, Slovakia
- Altinbas University, Turkey
- European University Institute
- Malmo University, Sweden
- University of Iceland, Iceland

Student Mobilities Under Standard Exchange Agreements - Inbound and Outbound

Thirty-eight (38) students chose the Cave Hill Campus for their exchange/study abroad experience in 2023-2024. The Campus welcomed for the first



SERU Director Pat Atherley met with incoming and outgoing study abroad teams during a visit to the University of Birmingham, UK

time, students from Sciences Po in France and from the University of Birmingham, UK, new partners to the Campus. Conversely, 11 students from Cave Hill participated in the student exchange programme. Measures were being put in place by the SERU to increase outgoing numbers which continued to be low.

The SERU again facilitated the successful application of one Cave Hill student for the fully funded Summer Immersion Mobility in Japan. The student spent a three-week period 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 conducted pre-arrival, pre-departure and on-site orientation for students, with support from the International Affairs Committee of the Guild of Students. A new event, *Taste of Barbados*, introducing students to a sample of local dishes was well-received and would be added to the SERU's annual calendar of events.

The SERU's annual Study Abroad Fair held on February 14, 2024 attracted a large number of students who engaged with SERU staff and fellow students about exchange opportunities. Presenters at the event

included Mickaela Hinds, the first student from Cave Hill to go on exchange to South Korea, spending a semester at Sungkyunkwan University. Similarly, student Dawn Springer who spent a year on exchange at the Osaka Gakuin University (OGU) in Japan and who subsequently relocated to that country, made a presentation on her exchange experience.

The Media Assistant in the SERU continued to produce short videos highlighting the experiences of international students to promote the Campus as an excellent location for study. These videos may be viewed on the SERU's YouTube Channel at <https://www.youtube.com/channel/UCFOaimxy2cv9zE9bazlR9DA>

Networking Visit to Birmingham Partners

In August 2023 the SAR SERU paid a networking visit to Birmingham City University and the University of Birmingham, in the United Kingdom with which partnerships had been recently established. During these visits, meetings were held with counterpart international offices with discussions focusing on the development of MOUs and potential areas for collaboration as well as strategies for successful international recruitment.

Student Engagement and Retention

Supporting the Orientation of New Undergraduate and Postgraduate Students

At Cave Hill, undergraduate orientation was well-established, while postgraduate orientation has been less structured. To address this, in 2023-2024, efforts were made in collaboration with the Director, School of Graduate Studies and Research to improve the postgraduate orientation experience. The SAR SERU organized two orientation activities for new graduate students, including a panel discussion “by Graduate Students for Graduate Students” on *Surviving and Thriving in Graduate School* and a workshop on *Time Management for Graduate Students* delivered by Professor Dwayne Devonish. Both activities were held virtually and received positive feedback from participating students.

Postgraduate Programme Orientation Guide

In collaboration with the Director, School for Graduate Studies and Research, the SERU developed a template for a comprehensive *Postgraduate Programme Orientation Guide* which was shared with programme coordinators, Deans and Heads of Departments who were encouraged to use the guide to develop similar resources to enhance the orientation experience and to guide students enrolled in taught postgraduate programmes.

Airport Meet and Greet

The SERU's annual *Airport Meet and Greet* service for new regional and international students was held from August 20 – September 3 between the hours of 10:00 am and 10:00 pm daily. Arriving students were presented with welcome packages containing items donated by several local businesses, including local sim cards for mobile phones.



Frozen treats and snow cones were a hit with the international students at the “Taste of Barbados” served up by SERU

Facilitating Student Feedback

The SERU continued to facilitate student feedback on programmes, whether initiated by students or by the SERU itself. The SERU periodically carries out such focus group sessions in keeping with the Campus' commitment to continuous improvement. During the past year the SERU interviewed students of the music programme of the Faculty of Culture, Creative and Performing Arts (FCCPA), the report from which were shared with the Dean and Head of Department.

Tablet and Laptop Loans to Students

The SERU facilitated the loan of electronic tablets to 48 students during the course of the year. The device loan scheme was introduced during the COVID-19 pandemic when the Campus transitioned to online delivery of programmes. Due to aging equipment, this service was in the process of being discontinued. The SERU would however, continue to respond to individual requests from students in need.

THE CENTRE FOR ENGLISH LANGUAGE LEARNING:

A Hub for Internationalisation

The Centre for English Language Learning (CELL) continued to position itself as a hub for international students, offering immersive and high-quality language programmes. Through innovative programming, the CELL once again in 2023-2024, attracted a diverse group of learners from across the region, enhancing both their language proficiency and global experiences.

Certificate in TESOL

The academic year 2023-2024 began with the online Certificate in TESOL course. One of the staples of the CELL, this session saw eight students from across the Caribbean enrolled in the course, which was taught in two sections during the period September 11 to October 20, 2023 and October 30 to December 8, 2023. The students were appreciative of what they learned and articulated this in unsolicited emails as exemplified below. In speaking to the instructors on the course, one student stated:

I know it has been nearly a month since the last TESOL cohort submitted their final E-portfolios, but it has been a long overdue return for me to say a big thank you for the role each of you played in guiding us so well on this journey. I want you to know that I appreciated the valuable insight and tools each of you provided to make this journey a bright, memorable and deeply impactful one
(Phyllicia Joseph).

The sixth installment of the course, ran from February 12 to May 1, 2024 with eight students having enrolled from across the Caribbean. In this course, students were instructed in the theory of language and language teaching in the first section, while receiving practical language teaching training in the second section.



Promotional flyer for the Certificate in TESOL

At the end of the course, students were awarded a certificate of completion from the Eastern Caribbean Joint Board of Teacher Education, the official certifying body for the Certificate in TESOL at Cave Hill.

Business Communication for Success

CELL's Business Communication for Success (English Language Proficiency), in conjunction with the Mathematics Skills: Proficiency for the Workplace course, mounted by the Department of Computer Science, Mathematics and Physics, was designed specifically for employees at Unicomer Barbados Ltd. The course taught students how to correctly use grammar, write succinctly and clearly for their audience and how to speak clearly and confidently while negotiating comprehension through the language for fewer instances of online or face-to-face miscommunication. Sixteen (16) students enrolled in this course which began October 2 and ended December 8, 2023. The course was held in the Dodridge Miller Economic Justice Building at The UWI City Campus in Bridgetown due to its convenient location which was almost adjacent to the employees' workplace.

Principal's Overview



Unicomer graduating class with from left, Dr Eldon Blackman (Math instructor), Dr Mechelle Gittens (Math coordinator), Dr Trisha Tannis (Managing Director, Unicomer (Barbados) Group), Dr Stacy Denny (English Language Coordinator) and Mrs Dawn Farrell-Boyce (English Language Instructor)

Aviation English

One of the highlights for the CELL in the 2023-2024 period was the teaching of Aviation English. The CELL welcomed 14 students who were instructed in the language of telephony as well as given practical flight training by experienced pilots, Derek Gardier and William "Bill" Chandler of The Flight Training Institute (Barbados) Inc. This group was represented by 12 males and two females, with one of those females, Ms Chloë Louis-Sidney receiving the prize for the Most Improved Student. Florian Barnabe was awarded the prize for the Best Overall student and Brice Leopoldie, the prize for Most Significant Class Engagement.

At the close of the Aviation English programme, two students, Clement Xima and Florian Barnabe submitted to the Aviation Language Proficiency Test, administered by the Barbados Civil Aviation Training Centre. They both received a level five linguistic description rating; level six is the highest rating. Additionally, Brice Leopoldie returned to Martinique where soon after, he was able to make a solo flight, clearly communicating with the Air Traffic Control tower in English, a feat of which he and the CELL staff were very proud.



Dr Denny with Best Overall Student, Florian Barnabe

Business Communication for Success

Based on the positive feedback received from the first cohort, a second Business Communication for Success course was mounted, which ran from February 12 to May 3, 2024. This cohort consisted of 10 students, who had high praise for the course. Their supervisors also spoke to the improvements they saw in employees' use of the language.

Students in the programme, Math and English combined, graduated on June 21, 2024 in a ceremony held at the The UWI's city campus. Dr Trisha Tannis, Managing Director of Unicomer delivered the feature remarks at the presentation ceremony, with several of Unicomer's management team in attendance.

University of Guadeloupe visit

On March 4, 2024, the CELL hosted some 50 students from the University of Guadeloupe as part of a special event organised by the Centre Formation Apprentis: Institut Universitaire des Techniciens Supérieurs (CFA IUTS) (the Apprenticeship Training Centre for Higher Technicians in Guadeloupe). Students were treated to presentations and activities in English, designed to attract prospective students to The UWI generally, and CELL, specifically.

The CELL also offered private individual tuition to non-native speakers of English in the summer session.



Dr Stacy Denny delivering a presentation to the University of Guadeloupe students

THE CONFUCIUS INSTITUTE

BRIDGING LOCAL AND GLOBAL COMMUNITIES

The Confucius Institute (CI) continued to successfully promote the Campus' internationalisation initiatives through its comprehensive language programmes, designed to foster cross-cultural communication and global engagement.

In recognition of the Campus' 60th anniversary, President Ma Huaide of the China University of Political Science and Law (CUPL) sent a congratulatory message to Pro Vice Chancellor and Principal Professor R Clive Landis, which noted the indelible mark The UWI had made in the education field despite its relatively small size on the global stage.

Work/Achievements of the CI in Academic Year 2023-2024

The CI implemented a number of staff changes during the reporting period. The new Co-Director, Professor Lu Nie along with other team members arrived in Barbados in November 2023, replacing the existing team led by Co-Director Dr Renyan Li who returned to China at the end of their assignment.

Chinese Language Programmes

During the review year, the CI continued to offer impactful courses, both independently and in collaboration with other departments. The course *Beginners Chinese for Business and Tourism* now in its fourth iteration, maintained steady enrolment, while the *Mandarin Training for the Caribbean* programme, had been postponed due to low interest. This was offset however by the introduction of new courses in February 2024 including *Modern Mandarin Communication*, HSK2 and HSK3 preparatory classes, and the extra-curricular *Mandarin Training Programme for Secondary Schools*. The CI continued to prepare students from the Cave Hill and St Augustine Campuses enrolled in the Software Engineering Programme for residency in China during their third and fourth years of study.

Table 1: No. of Persons Registered in Chinese Language Programmes 2023-2024

	SEMESTER/ TERM 1	SEMESTER/ TERM 2	TERM 3	SUMMER 2024	TOTAL
UWI					
UWI-CIIT (Software Engineering)	12	12	12	-	36
COCR 2045: Intro to Chinese Culture	9	9	9	-	27
UWI Cave Hill Evening Classes	15	15	15	-	45
Schools and Colleges					
St Stephen's Primary School	180	180	180	-	540
Ellerslie School	46	64	59	-	169
Charles F Broome Primary School	156	156	156	-	468
Chinese Sunday School	10	12	12	-	34
BCC: Computer Science Class	5	5	5	-	15
BCC: Elective	5	5	5	-	15
Erdiston Teaching Training College	-	3	3	-	06
Specialized Markets					
Learn Chinese Together	55	55	55	-	165
Learn Tai Chi Together	10	13	13	-	36
VIP Students	8	9	9	5	31
Summer Classes					
Chinese Bridge Competition Summer Camp (Tertiary)	-	-	2	-	2
Chinese Bridge Competition Summer Camp (Secondary)	-	-	1	-	1
Chinese Bridge Competition Summer Camp (Primary)	-	-	1	-	1
Scholarship Winners	-	-	1	-	1
Open Campus for Secondary School Students	-	-	55	-	55
Signal to Noise Camp	-	-	11	-	11
Gentle Hands Daycare	-	-	30	-	30
Total	511	538	634	5	1,688

Arising from discussions held in the 2023-2024 academic year, it was agreed that the CI would be responsible for the delivery of the Minor in Chinese with effect from academic year 2024-2025.

Outreach to Primary and Secondary Schools and Specialised Markets

In the 2023-2024 academic year, the CI continued to teach Mandarin and Chinese culture classes at three (3) primary schools, with a total of twenty (25) classes catering to approximately 500 students. The CI also participated in multicultural days at various schools and made cultural presentations. A new after-school course on Mandarin and Chinese Culture for secondary school students was announced on July 8, 2024 via an online briefing for principals, heads of department and teachers across Barbados.

Chinese language classes continued at the Barbados Community College (BCC)/Barbados Language Centre (BLC), Erdiston Teacher's Training College and the Barbados Workers' Union. The classes utilise a mixture of language and culture content to expose students to the language. One-on-one VIP classes were offered to students who needed support in preparing for the HSK test.

The CI also participated in the 2nd BCC Language Fair held on February 1, 2024, hosting a language and tourism booth which featured Chinese cultural decorations and interactive activities.

Other activities hosted in 2023-2024 included:

- Chinese Games Day, April 2024
- Third Lecture of Zhixing (Knowledge and Practice) Forum "Two Generations, Two Persons": A Dialogue with Barbadians of Chinese Origin
- The Chinese Bridge Competition 2024
- Fish and Dragon Festival and Celebration of Chinese New Year
- Mid-Autumn Festival

Collaboration with Faculty of Law

The Faculty of Law at Cave Hill and the CUPL continued their cooperation through the hosting of moot courts. The 2023 Moot Court took place at the Faculty of Law, Cave Hill on November 7,



CI Staff and Friends at the second BCC-BLC Language Fair



Chinese Bridge Competition 2024 - Audience and Judges

2023. Two teams of four (4) competed on a topic related to "International Humanitarian Law and the Use of Force". The competition, presided over by Mr Andrew C Ferreira KC, ended in a draw.

The two institutions also renewed the existing Memorandum of Understanding. The revised MOU, which supports the framework for cooperation under the Joint China - Caribbean Research Centre (JCCRC) was signed by the Principal of the Cave Hill Campus and the President of the CUPL on December 12, 2023. The Terms of Reference of the JCCRC were finalised on June 3, 2024, allowing the work of the research centre to move forward.



From left: TANG, Yan, Director, Office of International Cooperation and Exchange, CUPL, WANG, Haiyan, Director, Academic Office, CUPL, Ms Joy-Ann Skinner, Permanent Secretary, Ministry of Foreign Affairs and Foreign Trade, Senator the Honourable Chad Blackman, (then) Minister in the Division of Economic Affairs and Investment, Professor Ma Huaide, President, CUPL; Senator the Honourable Lisa R Cummins, Minister of Energy and Business Development, H E Yan Xiusheng, Ambassador of the Peoples Republic of China to Barbados, Professor R Clive Landis, Pro Vice-Chancellor and Principal, The UWI, Cave Hill Campus. Mr David Bulbulia, Local Director, Confucius Institute, Cave Hill Campus, and Professor NIE, Lu, Chinese Director, Confucius Institute, Cave Hill Campus, following a successful breakfast meeting.

Visit by CUPL President and Delegation

From April 27-29, 2024, a delegation from the CUPL, led by President Ma Huaide, visited Barbados to discuss strengthening academic and cultural cooperation with the Cave Hill Campus. Below are the key highlights of the visit.

● Academic Engagement

Professor Zhang, Director of Academic Affairs Office, CUPL delivered a lecture on “China’s Market Access Regulations” at the CI on April 26, 2024.

● Government and Institutional Meetings

A breakfast meeting hosted by Senator the Honourable Lisa R Cummins Minister of Energy and Business Development discussed cooperation in maritime law, renewable energy and Chinese language education. Also in attendance were Senator the Honourable Chad Blackman, Minister in the Division of Economic Affairs and Investment, H E Yan Xiusheng, Ambassador of China to Barbados, Principal R Clive Landis, and CI Local and Chinese Directors.

The visit concluded with the signing of a Student Exchange Agreement by President Ma and Principal Landis on April 29, 2024.

CI Board Meetings 2023-2024

The virtual meeting of the CI Board was held on December 12, 2023 with Professor Lu Chunlong, Vice President, CUPL moderating the proceedings. The meeting focused on charting a pathway towards two-way student and faculty exchanges between the Cave Hill Campus and the CUPL.

The 10th meeting of the CI Board was held on June 2 (Barbados) /June 3, 2024 (Beijing) in hybrid format. Professor Lu Chunlong, Vice President, CUPL moderated the proceedings.

THE CENTRE FOR PROFESSIONAL DEVELOPMENT AND LIFELONG LEARNING

Innovating Education for the Digital Era

The Centre for Professional and Development and Lifelong Learning (CPDLL) continued to serve as a central location for providing companies and governments around the region with support for learning and training opportunities. CPDLL has assisted institutions in the re-examination of their learning and development processes to provide learning and training opportunities for employees.

This is done with the intention of ensuring the development of the modern employee who can adapt to the new realities of various industries, and in response to the rapid digitalisation and change that has occurred across a variety of industries.

In addition, the Centre acknowledges that the provision of professional development courses makes the development of skilled professionals easier, which in turn ensures the competitiveness of their company in the market and, consequently, the sustainability of the organisation.

The Centre continued to create partnerships with a wide variety of organisations and governments to impact the business environment through the development of employees with new skills and knowledge who can enhance the organisation's capacity for resilience and sustainability. Companies that make investments in their workforce ensure that their workers remain on the cutting-edge in their field and embrace lifelong learning. Furthermore, evidence suggests that organisations that invest in the growth and education of their employees are more agile and innovative. These two characteristics are among the most important factors in determining a company's resilience and sustainability.

On this basis, the courses and modules offered by the Centre provide opportunities for employees and other interested delegates to engage in continuous learning. In this way, the Centre supports organisations in providing professional development opportunities for their employees while also helping staff acquire new skills and perspectives that can enhance their work.

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

Mission: "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."

Vision: "To become the premier global centre for continuing professional development and lifelong learning rooted in the Caribbean."

During the Academic Year 2023/2024, the Centre offered various courses for working professionals, executives and regional and international clients. These included short courses offered primarily in an online modality, and customised short courses for Governments and organisations. The Centre also offered postgraduate modules in in-demand fields such as 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: Courses Offered by CPDLL 2023/2024

POSTGRADUATE MODULES	SHORT COURSES ONLINE	SHORT COURSE CUSTOMISED
Strategic Business Leader	Inventory and Warehouse Management	Effective Writing Skills for the Public Service
Environmental Health	Supervisory Management Skills	Business Writing for Professionals
Database Design and Management	Comparative Civil Law I	Policy Formulation and Implementation
Health Promotion	Data Analytics using Microsoft Excel (Intermediate)	
Health Care Systems	Persuasive Grant Writing	
Global Logistics and Supply Chain Management	Business Writing for Professionals	
Product Planning and Brand Management		

Table 3: Companies and Government Agencies/
Ministries that sponsored staff training through CPDLL 2023/2024

LOCAL ORGANISATIONS	LOCAL ORGANISATIONS
Bryden Stokes Ltd (Barbados)	WIBISCO (Barbados)
Interlinc (Barbados)	Caribbean Development Bank (Barbados)
Jamaica Broilers Group (Barbados)	Central Bank (Barbados)
KFC (Barbados)	Banks Holding Ltd (Barbados)
Kooyman (Barbados)	CARICAD (Barbados)
Arawak Cement (Barbados)	Massy Distribution (Barbados)
Brookfield Asset Management (Barbados)	
Dwellings (Barbados)	
Restaurant Associates (Barbados)	
CARICAD (Barbados)	
Barbados Tourism Marketing Inc (Barbados)	
Student Revolving Loan Fund (Barbados)	
BRC (Barbados)	
Environmental Protection Department (Barbados)	
Republic Bank (Barbados)	
Urban Development (Barbados)	

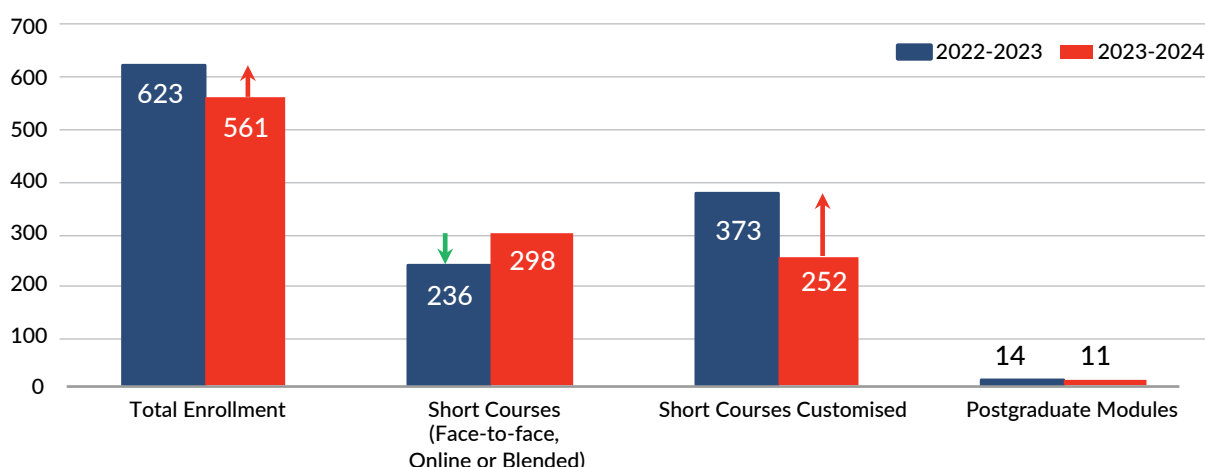
REGIONAL ORGANISATIONS
UWI Mona Campus (Jamaica)
SolairX Services (Jamaica)
Baker's Bay Golf Club (Bahamas)
Coreas Distribution (St. Vincent)
Power Producers & Distributors (Guyana)
National Insurance Board (Turks & Caicos)

Customised Programmes and Short Courses

In the contemporary, dynamic employment market, the capacity for continuous learning and adaptation is crucial for success. Employers acknowledge the necessity of cultivating a workforce capable of adeptly managing industry changes to maintain a competitive

edge. Consequently, CPDLL has formed alliances with local and regional organisations to provide superior learning support services to enhance and cultivate employee abilities, enabling them to adapt to the evolving realities across many industries.

Figure 1: Growth of CPDLL



The Government of Barbados

CPDLL maintained its collaboration with the Government of Barbados by offering educational and training assistance to enhance the skills and competencies of public service employees. Between March 19 and 22, 2024 the CPDLL offered a customised short course in *Policy Formulation and Implementation* for delegates from the Government of Barbados. Also, between October 12 and December 7, 2023, delegates from the Government of Barbados completed a course in *Effective Writing Skills for the Public Service*. Employees at various management levels were offered short courses which covered the key areas necessary for the development of the public service in Barbados.

Short Courses and Customised Programmes Sponsored by Companies and Government Agencies

During the Academic Year 2023-2024, various organisations and government agencies continued to invest in their employees' development by sponsoring their enrolment in courses offered by the CPDLL. Table 3 provides further details.

Growth of CPDLL

Although there was a decrease in enrolment in customised short courses during the 2023-2024 period, an increase in enrolment in short courses for organisations and governments (26%) was recorded.

Courses that assist with the expansion, development, and long-term viability of organisations have been continuously developed by the Centre. Over the course of the academic year, the Centre focused on the development of courses that would provide delegates with the requisite skills to address a variety of challenges in the corporate environment. As a result, the CPDLL established new certificates and short courses in the following subject areas:

- Integrated Pest Management
- Hazard Analysis Critical Control Points 101 for Food
- SMART Sales
- Beginners' Dutch for Business and Tourism
- Electoral Policy and Administration
- Certificate in Teaching Skills for Effective Learning
- Food Safety Preventive Controls for Human Food
- Persuasive Grant Writing
- Aviation English: Cabin Crew Specialisation
- General English for the Non-Native Speaker
- Principles of Health Informatics: Transforming Healthcare with IT



Front Row (seated) Principal Landis and Deputy Secretary-General Pedro Manuel Moreno display the newly signed MOU as staff of The UWI Cave Hill Campus and UNCTAD look on

ALIGNMENT

Forging Ahead with Strategic Partnerships

The Campus remained focused on partnering with key stakeholders as part of its commitment to fostering a triple helix relationship involving The UWI, government entities and private sector companies. This partnership aims to create a conducive environment for research, innovation and the export of knowledge. By leveraging the unique strengths and resources of each sector, the Campus aims to drive sustainable growth and development. Additionally, these global collaborations enhance The UWI's academic reputation and contribute to advancing the UN's Sustainable Development Agenda.

Notable Memoranda of Understanding (MOUs) and Agreements negotiated in academic year 2023-2024 include the following:

- InterCaribbean Airways and The UWI Cave Hill Campus – signed February 29, 2024. The MOU will support the development of aviation students and promote the growth of the regional

transport industry. Five (5) annual scholarships named in honour of Manville “Donnie” Gardiner, the late brother of the founder and Chairman of the company Lyndon Gardiner will be awarded to Caribbean undergraduate students enrolled in aviation programmes including the newly approved Bachelor of Business Administration (BBA) in Aviation Management and Aviation Management with Pilot License respectively.

- Inter-American Court of Human Rights (IACtHR) and The UWI, Cave Hill Campus – signed April 25, 2024. Areas of cooperation under the MOU include improved capacity-building, joint research opportunities and other areas of mutual benefit for both institutions. Deliverables include yearly professional practicum programmes for staff and graduates of the Campus and student internships with the Court.
- United Nations Conference on Trade and Development (UNCTAD) and The UWI, Cave Hill Campus - signed June 18, 2024 in Geneva. This MOU builds on the decades-long cooperation between UNCTAD and the Cave Hill Campus. Since 2012, UNCTAD had been hosting an annual study tour for MITP students. The MOU strengthens joint research on trade-related topics

of particular relevance to the Caribbean region and enhances capacity building through student study tours.

- The China the China University of Political Science and Law and The UWI Faculty of Law, Cave Hill Campus signed December 12, 2023. This revised MOU supports the framework for cooperation under the Joint China - Caribbean Research Centre (JCCRC). This Centre was developed to facilitate research in areas of mutual interest to China and the Caribbean, focusing on resilience and sustainable development strategies. The JCCRC supports research exchanges and collaborative studies on environmental policy, public health, and regional development, creating an influential partnership between Caribbean and Asian academic institutions. This Centre will contribute to UWI's goal of fostering international academic cooperation, enhancing the campus's research capacity, and addressing Caribbean-specific challenges in a global context.



Minister of Foreign Affairs and Foreign Trade The Hon Kerrie D Symmonds, MP (left) in discussion with President of the IACtHR Judge Nancy Hernández López (2nd right) and other officials attending the Opening Ceremony of the 166th Regular Session of the Court

INDUSTRY PARTNERSHIPS

Unicomer Business Communications and Mathematics Proficiency Programme

- Two cohorts of Unicomer employees successfully completed their Unicomer Business Communication for Success and Mathematics Skills Proficiency for the Workplace programme with The UWI, Cave Hill Campus, through the Department of Computer Science Mathematics and Physics and the Centre for English Language Learning. This represented another successful revenue-generation effort

Tourism Hospitality Authority of Guyana (THAG)

- The Department of Management Studies in collaboration with THAG engaged in an initiative to build out the tourism sector of Guyana through research and product development. The collaboration also entailed training and the development of joint programmes.

Contributing to National Development through Government Partnerships

Throughout academic year 2023-2024, the Cave Hill Campus continued to play a significant role in the critical area of national development in Barbados. This was achieved largely through collaborations with various government entities across a range of research/project areas.

In an unprecedented step taken by the Government of Barbados to host the Inter-American Court of Human Rights in-person public hearings, the Court held its 166th Regular Session of the Inter-American Court of Human Rights at the Cave Hill Campus, in the Sagikor Cave Hill School of Business and Management from April 22-26 2024. This marked the first time this prestigious event was held in the Caribbean.

The session which was officially inaugurated in a ceremony, included an International Seminar on the "Impact and Challenges of International Human Rights Law" which was part of its regular session, and a public hearing on the "Climate Emergency and Human Rights" which was held in response to a request for an advisory opinion submitted by Colombia and Chile.



Student interns get practical hands-on training through the CAGRI-led Dukes Agri-Industrial Park Initiative

A week-long series of discussions were initiated on human resources and the climate crisis, underscoring the need for dialogue and international cooperation.

The Department of Management Studies, Faculty of Social Sciences engaged in collaborations with various government agencies to advance national development and contribute to national policy. In 2023-24, the Department partnered with:

- the Barbados Tourism Management Inc (BTMI):
 - (i) to assess the Barbados tourism product with a view to identifying areas of weakness and provided recommended improvements;
 - and (ii) to provide a comprehensive inventory of the tourism product offerings in Barbados. This facilitated the development of new and innovative products through the identification of strengths and gaps. The report also contributed to ensuring the competitiveness of the tourism product in Barbados.

The Centre for Agricultural Research and Innovation (CAGRI) continued to advance initiatives under the Dukes Agri-Industrial Park project. Funded through a bilateral grant between the Government of Barbados and the People's Republic of China, this project will support training, research and innovation in the agriculture sector.

- The Dukes Agri-Industrial Park initiative conceptualised by the Centre for Agricultural Research and Innovation (CAGRI), seeks to leverage cutting-edge pedagogical approaches and the larger educational system to enable faculty, students, and farmers to use their understanding of the food system and agroecological practices. Key projects under the this Initiative include the Small Ruminants Project, the Medicinal Plants Project and the Silvopasture Initiative.



Principal Landis (left) receiving a gift from Her Excellency Janaina Tewaney Mencomo, Minister of Foreign Affairs, Panama

PARTNERSHIPS WITH OVERSEAS MISSIONS

As part of its strategic focus to expand international links, the Campus engaged in collaborations with foreign missions with the goals of fostering knowledge exchange through the establishment of partnerships with other universities, strengthening economic ties and to support the Campus' innovation drive.

On March 26, 2024, Principal and Pro Vice-Chancellor Professor Clive Landis along with members of the senior management team, welcomed the Minister of Foreign Affairs of Panama, Her Excellency Janaina Tewaney Mencomo to the Cave Hill Campus. Discussions centered on matters of trade and economic cooperation as well as education and the creation of partnerships with national universities and institutions in Panama. Noting the planned establishment of an Embassy in Barbados, the Campus welcomed the opportunity to strengthen historic ties with Panama which dated back to the era when Barbadian workers travelled to Panama to work on the construction of the Panama Canal and railway.

This was followed in April 2024 by a meeting between the Principal and Pro Vice-Chancellor Professor Clive Landis and members of Faculty, and the Ambassador of Barbados to the Federative Republic of Brazil, Her Excellency Tonika Sealy-Thompson and the Honorary President of the Brazilian Institute of Social Management (IBGS), Mr Renato Werner. Discussions were held regarding partnership possibilities in the fields of education, particularly English as a Second Language.

RESEARCH COLLABORATIONS

IGDS: NBU

- The IGDS: NBU has received USD 54,033 from the Maria Holder Memorial Trust to implement the BLOOMing Youth Project, a continuation of the mentorship programme at the Government Industrial School (GIS). Under the initiative, 15 students of the GIS, aged approximately 14 to 17 years, who have been committed, or remanded

Principal's Overview

- for at least one month to the GIS, will be eligible for one-on-one mentorship. They will also be exposed to climate-smart farming and agricultural practices, as well as skills to support their entry into entrepreneurship and/or further study.
- Funding has been awarded by the Caribbean Community Climate Change Centre for the design and delivery of a training course on Unequal Relations of Gender, Sexual Harassment and Sexual and Gender-based Violence, The Rs (Reduce, Reuse, Recycle) for Climate Resilience Wastewater Systems in Barbados (3R-CReWS). This project was implemented by the Caribbean Community Climate Change Centre in collaboration with the Barbados Water Authority (BWA), and funded by the Green Climate Fund.
 - The goal of the 3R-CReWS Project aims to facilitate the enhancement of health, well-being, and productivity of Barbadians through the use of carbon-neutral and climate-resilient water and energy management technologies and strategies which ensure water is protected and managed. The project is specifically focused on training staff and stakeholders of the BWA in areas of sexual harassment and gender-based violence prevention as part of the execution of a larger project on waste water management.
 - The Safer Campus Initiative is a collaborative effort between The UWI, the Barbados Community College (BCC) and the Samuel Jackson Prescod Institute for Technology (SJPI). The project for which funding of BDD 10,000 was received, seeks to enhance the capacity of student leaders in recognising and responding to instances of gender-based and sexual violence in Campus communities. The workshop series trained student activists and leaders to raise awareness on issues related to consent and sexual violence among young people. The Safer Campuses Initiative enhanced the capacity of student's leaders to recognise and respond to instances of gender-based violence, sexual violence as well as homophobic and transphobic violence.

INTERNATIONAL COLLABORATION Conferences/Workshops

- On February 23-24, 2024, the Cave Hill Campus Faculty of Law partnered with Western Law's Tort Law Research Group and the Université de Montréal to host an international workshop on the Law of Nuisance. The workshop included discussions of the importance of self-help, the scope of defenses of reasonable user and ultra-sensitivity, and the overlap of nuisance with torts of privacy.
- The Faculty of Law and the Sagcor Cave Hill School of Business and Management (SCHSBM) successfully hosted the 166th Regular Session of the Inter-American Court of Human Rights from April 22-26, 2024. Ms Alana Lancaster, Lecturer in Law, made a submission towards the advisory opinion written by the Court on climate emergency and human rights.



From left Mr Andrew Brathwaite, Assistant Meet Director, Barbados Secondary Schools Athletic Championships (BSSAC) Mrs Rene Coppin, General Manager, Infinity on the Beach Hotel, Professor Clive R Landis, Pro-Vice Chancellor and Principal, Mrs Sonja Goodridge, Co-Chair of BSSAC and Dr Rudolph Alleyne, Head, Academy of Sport, Cave Hill Campus cut the ribbon to declare the official opening of the refurbished Ryan Brathwaite Athletic Track

INFRASTRUCTURAL DEVELOPMENT

Ryan Brathwaite Athletic Track

The Ryan Brathwaite Athletic Track at the Usain Bolt Sports Complex, originally completed in 2011, was resurfaced to improve performance, safety and durability. Significant wear and tear had created hazards for athletes and other persons using the facility. Previously certified under the International Association of Athletics Federation's (IAAF) standards, the track was expected to regain this certification following the upgrade. Given its heavy use by students, schools and local sporting organisations, the renovations ensure a safe, high-quality facility for the community.

Student Accommodation

Work was ongoing regarding the upgrade of on-campus student accommodation during the summer of academic year 2023-2024. An additional Block at

the Frank Worrell Hall was completed as part of the Campus' commitment to enhancing the living conditions of students resident on-campus. This work brought the total number of renovated Blocks to seven, with three remaining to be completed.

Credit Union Project

This Credit Union Project, designed to provide modern, functional facilities for The UWI Credit Union, and ease the space constraints faced by the Campus Record Centre, was successfully completed in December 2023, three months later than the originally planned. Its completion marked a major milestone in improving the operation capacity of both The UWI Credit Union and the Campus Record Centre.

AGILITY

In 2023-2024, the Cave Hill Campus continued to improve its digital ecosystem at both the departmental and enterprise level. In its goal to embrace digital transformation and complement the traditional physical campus with comprehensive digital infrastructure, the Campus engaged in several initiatives. Among these were the Exam Room Check-In, an expedient student check-in system for examinations and the Requisition Management (ATACAMA) for tracking and processing documentation related to requisitions submitted to the Bursary.

Other Banner-related initiatives included the CourseDog Scheduler, a new timetable scheduling solution with integration in Banner. This solution will offer features that will enhance the scheduling process, empower users and will contribute to an improved registration process.

Additionally, several other initiatives were proposed:

- Ellucian Experience Portal - a centralised portal for accessing applications, data and reports
- CRM Recruit - a system which offers new recruitment capabilities and enhanced applications features and functionalities
- Banner HR - facilitates the transition from PeopleSoft to Banner HR with tighter integration into the existing Banner platform for improved self-service functionalities
- Banner Workflow - improves task automation, routing information, approvals and notifications in an integrated manner.

Together, these initiatives help to improve process efficiency and reduce costs by eliminating the need for extensive physical infrastructure and automating administrative processes through digitalisation.

Further, the Campus IT Services (CITS) provided support to the Campus during the review period on a comprehensive modernization project, aimed at upgrading infrastructure and enhancing the overall work environment. This involved the transition to a single, SaaS-based ERP system, which will streamline operations and improve data management across the Campus.

The Network Services' network engineering team, partnered with local service providers Promotech, FLOW and Digicel, as well as international cybersecurity company Fortinet to provide wireless and wired connectivity for the Inter-American Court of Human Rights 166th session and public hearing of the Advisory Opinion on Climate Emergency and Human Rights held in Barbados April 22 to April 26.

The event included live streaming, language translation and special connection requirements for the Judges, court officers, representatives from 36 States and public institutions, 17 indigenous communities, more than 90 NGOs and think tanks, 70 academic institutions, and 45 special experts. The team created a network operations centre for managing the event.

Functional integration of the Department of Management Studies and the Sagcor Cave Hill School of Business and Management

A major strategic move during the year under review was the integration of the Department of Management Studies and the Sagcor Cave Hill School of Business and Management for the combined SCHSBM under an integrated operational structure. In April 2024, Finance and General Purposes Committee, Cave Hill approved a recommendation for the integration of the Sagcor Cave Hill School of Business and the Department of Management Studies. This initiative, which will take effect from August 1, 2024, is expected to result in more agile, efficient and cost-effective operations.

Name Change - Department of History, Philosophy and Psychology

During the review year, a longstanding recommendation that the discipline of Psychology be added to those of History and Philosophy had been approved. The new name of the Department will be the Department of History, Philosophy and Psychology. This name change will take effect in the new academic year.

Establishment of a Venue and Events Management Unit

By December 2023, plans for the establishment of a Venue and Events Management Unit had reached an advanced stage. This Unit will optimise centralised coordination and streamline events and related activities, ultimately benefitting the Campus through improved resource utilisation and increased revenue opportunities.

In addition, the Unit will also be responsible for the organisation of events and development programmes for staff members which will enhance employee engagement and morale.

These changes highlight the Campus' dedication to evolving with its academic mission and expanding curriculum and support the goals of greater administrative efficiency and innovation.



New students who took advantage of the SERU's "Early Bird" distribution of ID cards following the New Students' Orientation Forum, proudly display their cards.

INTERNAL OPERATING PROCESSES

During the review period, the Cave Hill Campus Administration continued its efforts to implement strategies to enhance operational efficiency, student-centeredness, and customer service excellence in alignment with the University's strategic goals. Significant advancements were made in key areas, including streamlining the admissions and student registration processes, strengthening customer service, and implementing initiatives to improve health, safety, and environmental standards. The digitisation of campus records progressed steadily, reinforcing efficient archives and records management practices. Additionally, modernisation efforts spearheaded by the Campus IT Services (CITS) Department focused on upgrading the Campus' software to enhance workflow efficiency, while the introduction of smart initiatives, such as new applications, contributed to improved service delivery and operational effectiveness.

ADMISSIONS

Applications

There was a marginal decline in undergraduate applications when compared to the previous academic year, however, graduate applications saw an increase over the same period. The admissions process continued to evolve as the Student Affairs Admissions Office upheld its dedication to efficient application processing and student support. The Office continued to utilise the Cave Hill Application Documents (CHAD) system to process applications as well as enable streamlined document management and application review. The processing of supporting documents for applications remained entirely digital. While this shift enhanced processing capabilities, timely submission of documents by applicants continued to be a significant challenge, affecting overall processing efficiency.

Collaboration with the Student Enrolment and Retention Unit (SERU)

The Student Affairs, Admissions Office continued to partner with the Student Enrolment and Retention Unit (SERU) to host various recruitment events. This collaboration also included support for the customer service arm to provide thorough assistance to prospective, incoming, and current students.

Registration

The Office retained its in-person format for the registration process for new students, which included scheduled meetings with Deans, Heads and Advisors, as well as academic advising sessions. During the advising sessions, the Admissions team offered on-site support by utilising MS Teams to share documents and assist faculties with their academic advisement to students.

STUDENT ENROLMENT AND RETENTION UNIT (SERU) COMMITTED TO CUSTOMER SERVICE EXCELLENCE

The SERU works collaboratively with administrative and academic departments, in particular the Office of Student Services and Development (OSSD); the Deputy Principal's Office; the Student Affairs Admissions, Graduate Studies and Research, and Examinations Offices; the Student Accounts Department; the Enterprise Systems Services Unit (ESSU); the Student Experience Unit of the Office of Institutional Planning and Infrastructural Services (INPLAIS); and the faculties, to support initiatives and committees aimed at improving communication with and services for students, and to facilitate prompt responses to student queries and issues.

Vibrant Use of Multiple Communication Channels for Student Engagement

The SERU continued to fully utilise a wide range of channels to facilitate communication with prospective and current students and alumni, and to promote the Campus as an excellent place to study.

The SERU Customer Service and Information Centre strived to provide outstanding service to students and prospective students, their parents and guardians, staff and visitors, through its various communication mechanisms that include email, telephone, WhatsApp, social media and the Campus App, as well as a welcoming walk-in environment.

The Unit continued to issue regular newsletters and flyers to students, providing reminders of key dates and responsibilities, and to inform students regarding scholarships, internships, study abroad and other developmental opportunities. Major campaigns continued to encourage early payment of registration fees for the academic year and to inform students of the pre-billing arrangement which requires them to pay their registration fees before they can register for courses; as well as to promote collection and validation of ID cards, and to advise students regarding readiness for and access to examinations. Sixteen newsletters were issued during the year. These circulars are routinely copied to Deans, Heads of Departments and Faculty Administrative Assistants (AAs) to ensure that they are kept abreast of information being shared with students.

The SERU's Instagram and Facebook pages and YouTube Channel, the Campus App and the Alumni database were all widely and effectively utilised throughout the year as tools of information and engagement. Over the year, the followers on the SERU's Instagram continued to grow, adding almost 400 new followers and now exceeds 2,350, with another 1,700 followers on the Facebook page. The International Office Instagram page also saw steady growth in followers, with approximately 1,300 current followers. The SERU recognises the excellent work of its Media Assistant in producing the content that maintained the vibrancy and impact of these channels and earned the unit accolades for the quality of its social media presence. During the year under review, 20 videos were produced and added to the SERU's YouTube channel and shared on social media. Worthy of special note are the engaging videos that highlight the experiences of the Campus' international students. These received wide viewership beyond the usual followers of the pages due to use of appropriate hash tags. The SERU's social media promotions no doubt have contributed greatly to the growing popularity of the Campus as a site for visiting students and other forms of international partnership.



Orientation 2023/2024: Student Volunteers and SERU staff assist students with obtaining their identification cards

Student Online Information and Services Hub Heavily Utilised

SERU's Customer Service team responded to thousands of queries, including over 8,000 email messages and thousands of telephone calls and WhatsApp messages. Additionally, the Unit processed over 1,600 requests for student status letters. The Unit also served as the collection point for transcripts and letters of certification.

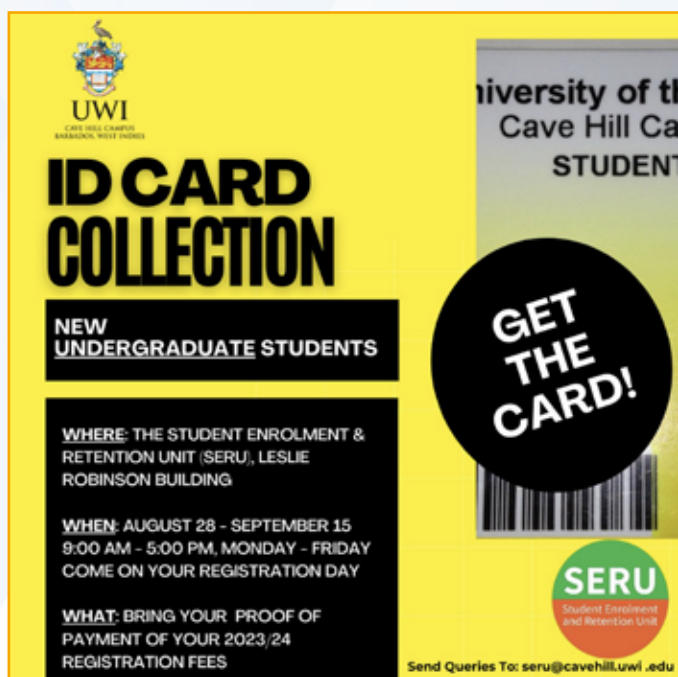
The Unit continued to work with the Campus Enterprise System Support Unit (ESSU) on the gradual roll out of the online information and services hub. A new element to the Hub was introduced in June 2024 to enable processing of status letter requests through the Hub. This was the first step towards using the Hub to manage receipt of and response to student queries and service requests.

Management of Student ID Cards – A New Assignment

The start of the 2023/24 academic year saw the SERU executing its responsibility for the management of the production, validation and dissemination of student identification (ID) cards for the first time. Amidst challenges, the SERU team and hardworking student volunteers were able to manage the process while documenting aspects of the process for improvement.

Discussions continued on the need for upgrading the old ID card production system and equipment, but the decision was taken to delay any changes pending further review.

The SERU implemented early dissemination of ID cards as an element of the live New Student Orientation programmes for both undergraduate and graduate students. This was supported by a “Get the Card” social media campaign designed to generate excitement and raise awareness of the importance and use of the Student ID Card. As a first effort it was challenging given the large number of students seeking to



collect their cards at once, but the pilot confirmed the feasibility of this initiative and the excitement it generated for new students. Photographs taken during the process of students proudly displaying their new cards were widely shared on social media. The initiative was also successful in achieving its aim of encouraging larger numbers of new students to pay their registration fees early to facilitate collection of their cards at orientation.

The SERU was proactive in working with departments to ensure that students studying remotely were provided with ID cards in a timely fashion to facilitate their access to examinations.

The Senior Assistant Registrar (SAR), SERU, places on record the exceptional dedication, teamwork, and effort of the entire SERU team whose collegial spirit, commitment to the mission and vision of the Unit, and willingness to serve as a cross-functional team, continued to underpin all that the Unit was able to achieve during the past year.

VENUE AND EVENTS MANAGEMENT

Anniversary Celebrations

The academic year began during a time of celebration, as The University of the West Indies and the Cave Hill Campus commemorated their 75th Anniversary and 60th Anniversary respectively. These milestones sparked a series of vibrant and memorable events, attracting enthusiastic participation from staff, students, alumni, partners and the general public. A diverse range of activities, including Historic Parish Hikes and Bus Tours, engaging Legacy Lectures, and a Mini Quizzes Competition were hosted by the Cave Hill Campus to celebrate its diamond jubilee.

The Process for the Establishment of the Venue and Events Management Unit

December 2023 marked a significant development with the work beginning towards the formal establishment of a Venue and Events Management Unit within the Office of the Campus Registrar. The responsibilities of the Unit will include: enhancing staff engagement and morale through events and developmental programmes led by the Staff Social Cohesion Committee; and optimising the revenue potential of the Campus' diverse venues. The staging of public events will be designed not only to generate revenue but also to position the University as a premier and highly sought-after brand within the events industry by showcasing the University's appeal and its potential as a safe, vibrant hub for top-tier functions.

In addition to organising in-house events, the Unit will also provide support and advisory services to Faculties and Departments as well as external event producers who wish to utilise the Campus' facilities. This will be accomplished through close collaboration with the Office of Institutional Planning



The UWI Cave Hill Campus 60th Anniversary Principal's Fundraising Gala Dinner held October 14, 2023 under the Graduation Tent, Cave Hill Campus

and Infrastructural Services (INPLAIS), the Office of Marketing and Communications and Campus Security Services, ensuring that all events are executed seamlessly and to the highest standard.

Signature Event

Beyond the Graduation Ceremonies, the year's major signature event was undoubtedly the "Principal's Fundraising Gala Dinner", which witnessed an unprecedented level of corporate sponsorship and generous contributions to the Science and Technology Innovation Fund. These events were not only a platform for celebration but also a method to strengthen relationships with alumni and external stakeholders, advancing the Campus' ongoing efforts to foster meaningful and mutually beneficial engagement.

HEALTH, SAFETY AND ENVIRONMENT (HSE)

The Health, Safety and Environment (HSE) team maintained its regular operations while also dedicating time to implement new initiatives designed to enhance efficiency and raise awareness among members of the Campus community.

Health, Safety and Environment Scavenger Hunt

As part of the activities to promote World Day for Safety and Health at Work, the HSE team hosted its Health, Safety and Environment at Work Scavenger Hunt on April 26, 2024. The hunt was created as a fun way to educate staff on health, safety and environmental issues. Now in its third year, interest in the activity continues to grow, attracting new sponsors and participants from across the Campus.



Winners and Administrators of the Health, Safety and Environment at Work Scavenger Hunt, 2024

Each year, new elements are added to the activity. This year, a display was created with the assistance of the Office of Institutional Planning and Infrastructural Services (INPLAIS). The display showcased various hazards that could exist in a workplace and participants were tasked with reviewing it to identify the unsafe conditions.

Mapping of Campus Fire Hydrants

During the review period, the team completed the first phase of the Fire Hydrant Project. This project is just one aspect of the efforts to improve the Campus' management of emergencies, through the warning and response systems.

The Geo Mapping of the fire hydrants on the Main Campus, identifying the locations of all the devices and plotting the GPS coordinates were undertaken by the HSE Compliance Assistant in collaboration with the Smart Campus Coordinator. This information was then plotted on the map of the Campus and shared

with relevant departments including Campus Security Services.

The Fire Hydrant Project provides critical information and enhances the capabilities of the Barbados Fire Service in the event that they are required to respond to a fire on the Campus.

Safety Warden SharePoint Site

The Safety Warden SharePoint site is being developed as a repository for all information applicable to the Department Safety Wardens. Once completed, the site will provide up-to-date information on Department Safety Wardens, important notices, Campus policies, training events and meetings. It will also provide the wardens with access to educational videos on pertinent health, safety and environmental topics.

HSE Helpdesk App

The HSE Helpdesk was officially launched in January 2023. During the review period, the team collaborated with the Smart Campus Coordinator to assess the system and ensure it remains fully functional while also capturing the relevant information.

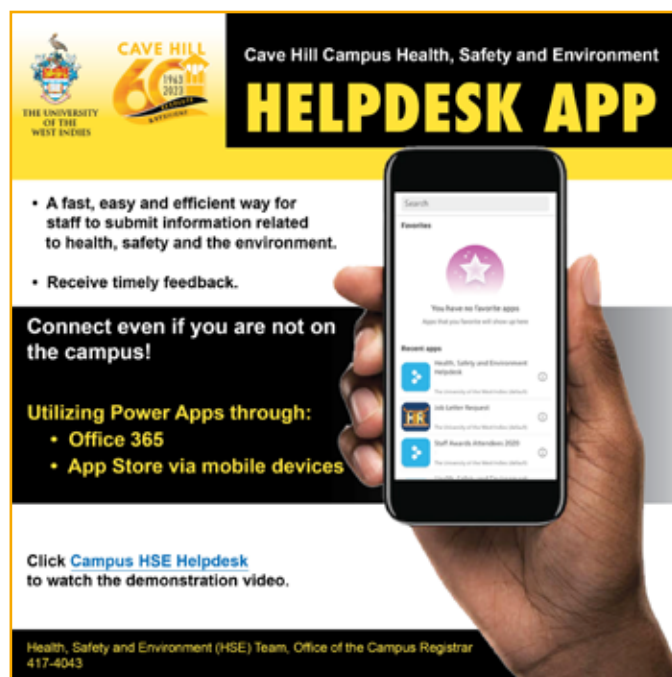
Disposal of Biological Waste

All biological waste generated on the island is generally incinerated at the Queen Elizabeth Hospital (QEH) which is the government-approved site for this disposal. The incinerator was out of operation for several months which resulted in a number of challenges for waste generators on the island. This was compounded by the fact that an alternate location was not officially identified to deal with this type of waste.

During this period, the team worked tirelessly with the QEH, the Ministry of Health and Wellness and other regulatory agencies as well as the waste generators on the Campus to find acceptable and creative ways to deal with the biological waste which continued to be generated by operations on the Campus.

Compliance Inspections with Regulatory Agencies

Meetings and inspections were conducted with officers of the Barbados Fire Service and the Ministry of Health and Wellness. Routine inspections of Campus facilities were also undertaken to monitor compliance and highlight issues that required attention.



HSE Helpdesk App

ARCHIVES AND RECORDS MANAGEMENT PROGRAMME (ARMP)

Record Digitising Programme

The Archives and Records Management Programme (ARMP) continued to lend support to the digitisation of the records of the Human Resources Section and the Payroll and Benefits Section of The Bursary. The Human Resources Section is now fully working with records on the Electronic Document Management System (EDRMS) HP Content Manager. This was done in tandem with the digitisation of paper-based files. The scanning of the records of the Payroll and Benefits Section continued.

Indexing

The ARMP digitisation of records for administration for the review period saw 30,284 records scanned for ease of access on the HP Content Manager System, 34,572 documents viewed and 22,890 items indexed by staff with access to the system in administration.

Research and Documentation Support

Staff of the ARMP continued to lend support to initiatives/requirements for various projects and programmes that arose in departments.

Outreach and Education

The ARMP continued to lend support to The UWI and the wider community. The ARMP assisted with the salvaging of archival documents from the burnt-out repository at the Barbados Department of Archives which was ravaged by fire on June 18, 2024. The Campus Records Manager/Head Archivist along with heritage professionals from UNESCO and the Barbados Museum and Historical Society rendered assistance in the area of cultural first aid. The salvage/recovery process is still ongoing. The Archives Assistant was one of 14 participants worldwide to be granted a scholarship to attend a workshop entitled



An attendee viewing the display in tribute of Sir Neville Nicholls on July 25, 2024 in the Hilary McDonald Beckles Administration Complex, The UWI Cave Hill Campus

"Global Archive Community in the Digital Age: Challenges and Opportunities" under the auspices of the Shanghai University and the International Council on Archives in July 2024. In October 2023, the Archives had a visit from the UWI Students Today Alumni Tomorrow (STAT) Cave Hill Chapter.

Tribute

The Department paid tribute to the late Sir Neville Nicholls, former Chair of Cave Hill Campus Council. Virtual and physical displays were created for the viewing held in the Hilary McDonald Beckles Administration Complex, where Sir Neville laid in state. Pictures commemorating the life and times of Sir Neville were on display for his family and the campus community to view.

CAMPUS IT SERVICES (CITS) CHAMPIONING MODERNISATION AND EFFICIENCY

Campus Enterprise Software Modernisation Project

In December of 2023, the Campus entered an agreement with Ellucian to modernise the Campus' enterprise software platform. CITS is actively supporting the campus in a comprehensive modernisation project, aimed at upgrading infrastructure and enhancing overall efficiency. This will involve the transition to a single, SaaS-based ERP system, which will streamline operations and improve data management across the campus.

The major modernisation effort includes a number of new Ellucian Banner solutions. Table 4 highlights the major solutions to be delivered.

Spotlight on Reporting

The Enterprise System team dedicated time to focus on enhancing Campus reporting capabilities. They are well advanced in delivering dashboards for each major cycle of the Campus – Applications, Registration and Graduation. These dashboards provide reports on a semester basis, but also provide 5-year trends. The lead members on this initiative are Arthur Williams and Amilton Wilson.

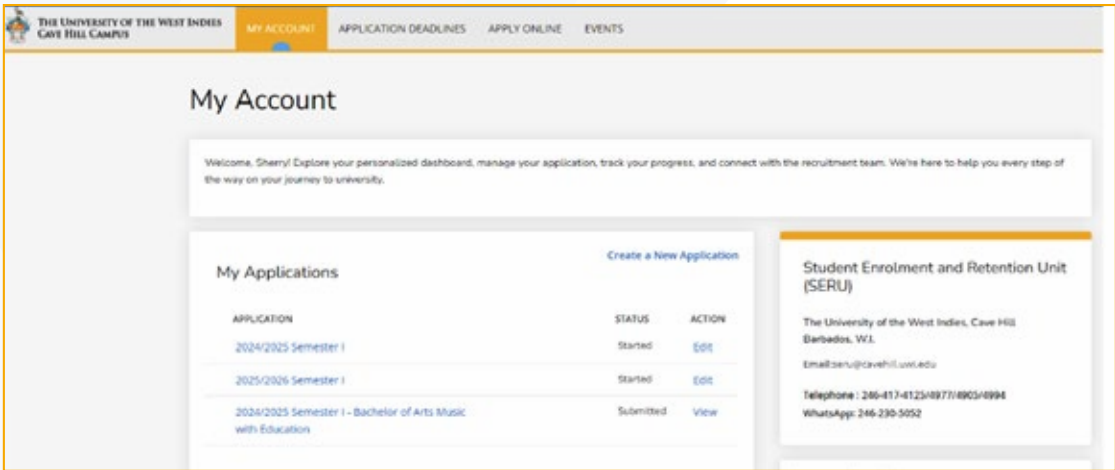
A New Portal for Cave Hill

The Cave Hill Campus will soon launch a new portal designed for both staff and students. It is called the Experience platform and will deliver personalised information in a secure, one-stop dashboard that integrates seamlessly with varying platforms. In addition, it comes with a mobile app for access on the go. The implementation and development work has been completed and it will be rolled out in the 2025-26 academic year.

Table 4: Campus Modernisation Efforts – Major Solutions to be Delivered

UPCOMING BANNER SOLUTIONS	DESCRIPTIONS
Intelligent Learning Platform	Seamless real-time synchronization between the Student Information System and the eLearning platform for the automated provisioning of courses and enrolments
Degree Works	Degree tracking capabilities for staff and students to track the progress to graduation. Enhanced management of programme design and course prerequisite management
Banner HR	The transition from PeopleSoft to Banner HR with tighter integration into our existing Banner platform and improved self-service functionalities
Banner Document Management	Centralised location to store documents associated with the activities in the Enterprise Systems
Banner Workflow	Delivers tasks automation, information routing, approvals and notifications in an integrated manner.
Ellucian Insights	Modern and easy to use reporting tool for quick end-user reporting

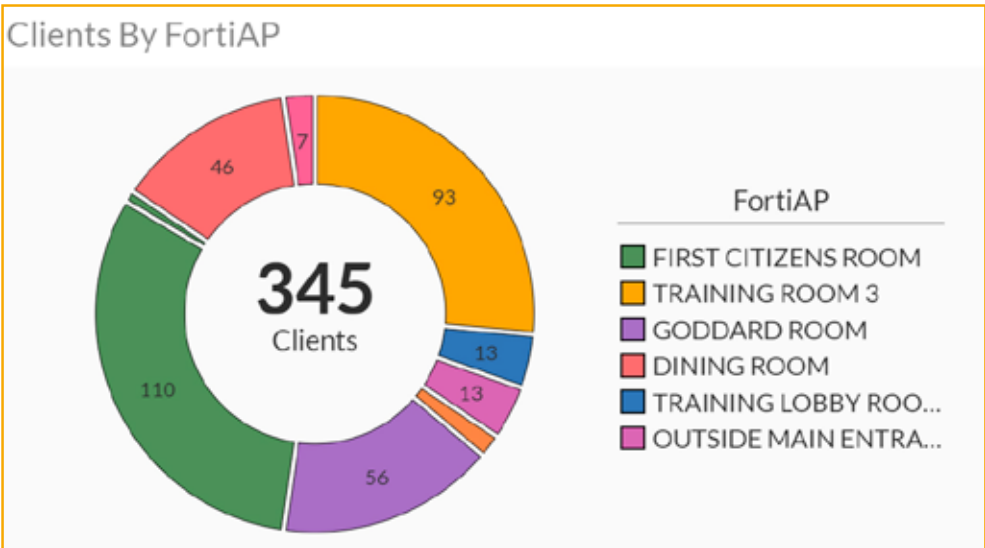




The New Recruitment Portal



166th Inter-American Court of Human Rights



WiFi Clients at the Inter-America Court of Human Rights hearings by zone/group

Modern Recruitment & Application Solution In Train

The ESSU Team worked on several long-term engagements this year. One which will be launching in the 2024-25 academic year is a new recruitment and application solution. This tool aims to empower the Campus' efforts to expand its reach and to optimise its recruitment and application processes. Overall, this modern and feature rich solution is intended to provide a positive experience for prospects, applicants and future students.

Network Services – Impact on Multiple Fronts


The Network Services' network engineering team, partnered with local service providers, Promotech, FLOW and Digicel, as well as international cybersecurity company Fortinet to provide wireless and wired connectivity for the Inter-American Court of Human Rights 166th session and public hearing of the Advisory Opinion on Climate Emergency and Human Rights held in Barbados during the period of April 22 to April 26. The event included live streaming, language translation and special connection requirements for the judges, court officers, representatives from 36 States and public institutions, 17 indigenous communities, more than 90 NGOs and think tanks, 70 academic institutions, and 45 special experts. The team created a network operations centre for managing the event.

LAUNCH OF NEW WEBSITES

During the year under review, a number of departmental websites were launched due to the hard work of the Network Services web development team. These included the Centre for Resource Management and Environmental Studies (CERMES), The Solution Centre, Students Accommodations, The UWI Credit Union and the Office of Research, Innovation and Community at Cave Hill (RICCH). This was due to the diligence and dedication of this team of three including Klinita, Campus Webmaster; Tito, Web Developer; and Fabien, Graphics Artist. To the right are the landing pages of some of these sites launched or relaunched this year.





Internal Operating Processes




THE UNIVERSITY OF THE WEST INDIES
CAVE HILL CAMPUS

Staff Account Status Checker

Username: 


Password: 



THE UNIVERSITY OF THE WEST INDIES
CAVE HILL CAMPUS

STAFF PASSWORD RESET

Enter your Cave Hill Login



Utility Web Apps

Third Party Identity Service

☐ By Third Party
 ☐ By Student ID

ID	Third Party	First Name	Email
<div style="border: 1px solid black; padding: 5px; margin: 5px auto; width: 200px;"> TRIGGERS ENABLED <input checked="" type="checkbox"/> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <input type="button" value="DELETE"/> <input type="button" value="SWAP"/> <input type="button" value="MASS UPDATE"/> <input type="button" value="CLOSE"/> </div> </div>			

Third Party ID Utility Website

https://theuwi.sharepoint.com/sites/cavehill/osservices

SharePoint

CH Cave Hill OIS Services

INFRASTRUCTURAL SERVICES

INPLAIS

Infrastructural Services SharePoint Site

Welcome to our dedicated SharePoint site for Infrastructural Services. We're excited to streamline collaboration, enhance communication, and boost efficiency in our daily operations. This centralized space will serve as a hub for important updates, documents, and collaborative tools.

Management Information System

INPLAIS Forms

Files & Folders

INPLAIS HelpDesk

Functional Areas Schedules

Upcoming Past

OCT 4

Lawn Maintenance - Miscellaneous...

Fri 8:00 AM to 12:00 PM

TO LEARN MORE ABOUT THE SITE CLICK HERE

[Home](#)

[The UWI Cave Hill Website](#)

[Cave Hill Staff Directory](#)

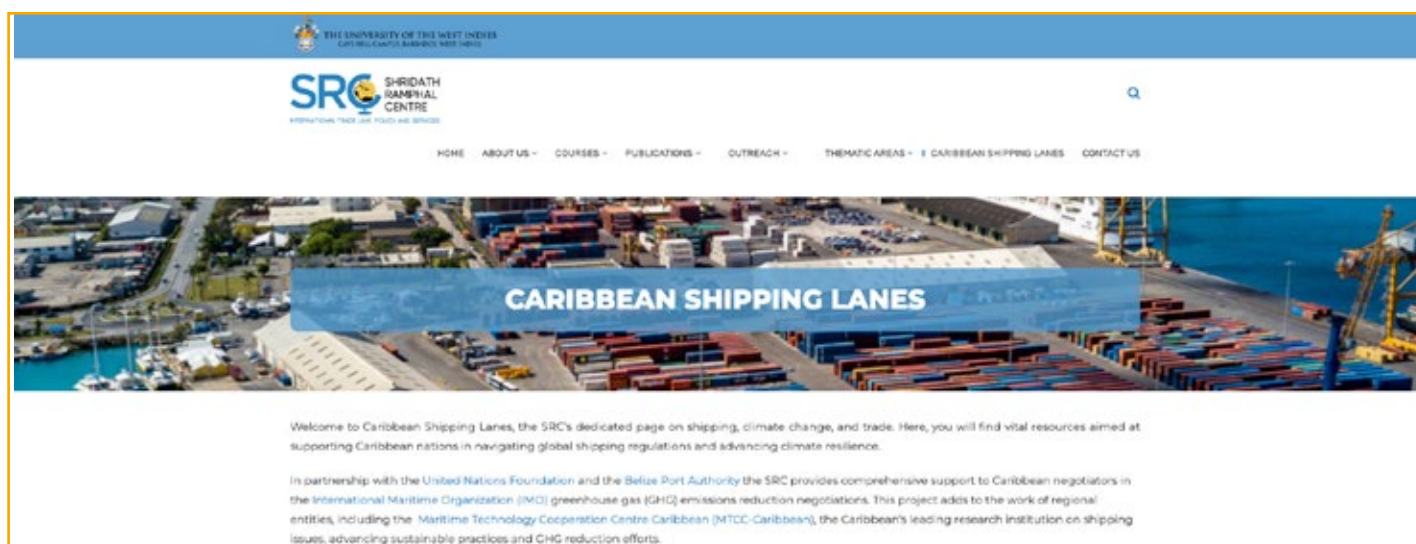
Staff List
List of staff (2022)

INPLAIS Contact List
Contact Info for staff of INPLAIS

Bank Holidays
Holidays of Barbados 2024

Staff Pay Days
Pay days for 2024

INPLAIS Portal



SRC Launched the Caribbean Shipping Lanes Webpage

IMPACTFUL DIGITAL SOLUTIONS

The Digital Solutions team, Network Services, created a number of useful applications to meet the digital needs of the Campus over the year. Examples included the staff account status checker to be used by the HR department and CETL for verifying the login status of users; the Third Party Identity Service for checking and correcting Third-party IDs in Banner to ensure unique user account and email creation; the Staff Password Reset Tool; and development of a departmental portal for INPLAIS that brings all of their services into one interface. This team is focused on delivering low and no code solutions to address the low-hanging innovations that are made available with the tools available in the Office365 solution suite.

New Features and Updates Lead to Improved Websites

Apart from the launch of some new websites of various Campus Units, the websites of other Units underwent changes to improve their functionality.

Sidney Martin Library

A variety of updates were made to the Library's website. These updates included notices of events and closures, links to resources and the corrections of errors. Discussions regarding further updates,

and the possibilities of redesigning the website commenced and are still ongoing.

Shridath Ramphal Centre for International Trade Law, Policy and Services (SRC)

The website's content is arranged to highlight the Centre's three core areas of focus: trade policy training, research and outreach. This year, the SRC launched the SRC Caribbean Shipping Lanes Webpage, which is a go-to hub for all information relating to ongoing negotiations at the International Maritime Organization, with which CARICOM Member States are involved. The website reflects the SRC's commitment to advising and providing technical support on shipping and logistics to and out of the region.

OSSD Website Vital to Provision of Career Development Information

The website is a vital tool that increases access to career development information beyond individual coaching and group coaching. The Career Counselling Specialist with the assistance of the Campus Web Team prepared updates to the site including those used for the World of Work events.

The introduction of the use of Microsoft Forms to register for career events and workshops greatly assisted in reducing administrative strain on the Career Counselling Specialist. This strategy will be maintained

Internal Operating Processes

in the new academic year. Conversations are ongoing with the Web Team to identify solutions to automate placement requests and maintain recruiter and student profiles.

Student Enrolment and Retention Unit (SERU) Updates New Student Website

The SERU updated the *New Student Website* to ensure early access to important information for incoming students and updated the general *Student Handbook* and the *Pre-arrival Guide for Regional and International Students*. Recognising that the information needs of postgraduate students merited a separate pre-arrival guide, the SERU introduced a *Pre-arrival Guide for Regional and International Postgraduate Students*. The Unit also updated the various online *Fees Booklets* for regional undergraduate and graduate students, as well as international students. The updating of these resources was coordinated by the Administrative Assistant/Coordinator Student Engagement and Retention.

Greater Efficiency Through Smart Initiatives

A New Tracking System for Internships Impending

A new digital tracking system for internships is in the pipeline and is being developed to enable real-time monitoring of placements, student progress, and feedback. This system integrates with career services and will allow the Office of Student Services and Development (OSSD) to enhance internship programs based on the collected data and to improve overall efficiency in managing and optimising these opportunities.

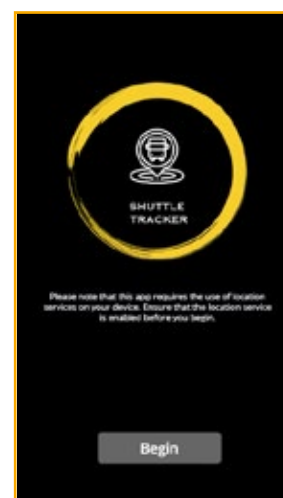


OSSD Website

Launch of Cave Hill's Shuttle Tracker App

During the month of March, 2024, the Cave Hill Campus was proud to introduce the Shuttle Tracker App which was designed to enhance the transportation experience of students who commute 'to and fro' using the campus shuttles. The app, which was developed in-house by Mr David Marshall, Coordinator of the Smart Campus Initiative, allows students to view the real-time location of the student shuttles, making it easier to track their arrival and departure.

The app uses Microsoft's Power Apps platform, which must first be downloaded from the app store or Google Play Store (Power Apps by Microsoft). After using their mycavehill credentials to access the system, students are able to view the real-time location of the shuttle via the app.



Shuttle Tracker App



Mrs Therese James (right) receiving her PULSE Points Award from Ms Natasha Seaforth of the Student Experience Team (SXT), INPLAIS

THE STUDENT EXPERIENCE TEAM (SXT) ELEVATES SERVICE EXCELLENCE

Expansion of PULSE (Positioning UWI to Lead through Service Excellence) Points Programme

The Student Experience Team (SXT), Office of Institutional Planning and Infrastructural Services (INPLAIS) expanded the Campus' PULSE programme in 2023-24. In addition to completing updates to the PULSE website (www.cavehill.uwi.edu/PULSE) and logo, including new formats for the PULSE Points employee recognition programme and PULSE Pointers customer suggestion scheme, SXT coordinated a pilot of the Campus' new 'PULSE Check' mystery shopping programme. This programme allows student volunteers (PULSE Checkers) to earn rewards by completing mystery shopping assignments at Campus units. PULSE Checkers report on the extent to which departments have been meeting

the Campus' Customer Service Standards, which were adopted in August 2023. Feedback from the pilot allowed Heads of six participating departments to commend staff for consistently meeting standards and identify opportunities to enhance service quality, including through training, policy changes or process improvement. SXT also coordinated the award of 25 PULSE Points to employees who went beyond the call of duty during the year. Among this group, the Campus was pleased to recognise Mrs Therese James of the Department of Government, Sociology, Social Work & Psychology, whose three nominations earned her the PULSE Points Annual Award.



Students on Campus Learning Together and Embracing Diversity

TEACHING, LEARNING AND STUDENT DEVELOPMENT

During the 2023-2024 academic year the Campus remained committed to a holistic approach to teaching, learning, and student development, ensuring that students received comprehensive support. Curriculum renewal remained a key priority, keeping academic programmes relevant, innovative, and aligned with industry trends. These continuous updates enhanced the learning experience, equipping students with the critical knowledge and skills needed in an evolving world. Internship programmes further complemented academic instruction by providing valuable real-world exposure. Through these initiatives - along with mentorship, co-curricular engagement, and student well-being support - the Campus fostered an environment where students could grow intellectually, professionally, and personally.

The Campus recognises that a well-rounded academic environment depends not only on what happens in the classroom but also on the support structures that enhance teaching and learning. Several key units play an instrumental role in this regard, including the Centre for Excellence in Teaching and Learning (CETL), which advances pedagogical innovation and faculty development; the Office of Student Services and Development (OSSD), which fosters student engagement and co-curricular growth; the Libraries, which provide access to invaluable academic resources; the Student Enrolment and Retention Unit (SERU), which facilitates access and retention initiatives, expanding opportunities for students to succeed; and Campus Information Technology Services (CITS), which plays a crucial role in maintaining and advancing the Campus' digital learning environment. Their collective efforts enrich the student-centred experience, ensuring students have the resources and support needed to thrive.

Quality Assurance and Curriculum Renewal

With a continued focus on programme quality, rigorous monitoring of faculties, departments and disciplines was undertaken under the guidance of the Quality Assurance Office, ensuring effective Quality Assurance Reviews. The Academic Quality Assurance Committee (AQAC), a subcommittee of the Academic Board, remained committed to diligently evaluating proposals for new and revised undergraduate courses and programmes before their submission to the Academic Board for Campus approval. After receiving Campus approval, undergraduate proposals were then forwarded to the Board for Undergraduate Studies (BUS) for final approval. Similarly, the Campus Committee for Graduate Studies and Research (CCGSR), a subcommittee of the Board for Graduate Studies and Research, played a key role in overseeing the approval of new and revised postgraduate courses and programmes.

Teaching, Learning and Student Development

Tables 5 and 6 provide the lists of new and revised programmes approved by the Board for Undergraduate Studies (BUS) and the Board for Graduate Studies and Research (BGSR) respectively.

Table 5: New and Revised Undergraduate Programmes Approved by BUS – 2023/2024

PROGRAMME TITLE	DATE APPROVED BY BOARD FOR UNDERGRADUATE STUDIES
BSc Human Nutrition and Dietetics	October 13, 2023
BSc International Tourism Management	October 13, 2023
BSc International Tourism Management with Spanish	October 13, 2023
BSc International Tourism Management with French	October 13, 2023
BSc International Tourism Management with Portuguese	October 13, 2023
BSc International Tourism Management with Chinese	October 13, 2023
Bachelor of Business Administration	February 27, 2024
BBA in Aviation Management with a Pilot License	February 27, 2024
BBA in Aviation Management	February 27, 2024
BFA in Film (Revised)	June 11, 2024
BSc Meteorology and Management (Revised)	June 11, 2024
BSc Meteorology with Management (Revised)	June 11, 2024
Minor in Sustainable Energy Management	June 11, 2024
Bachelor of Medicine, Bachelor of Surgery (Revised)	June 11, 2024

Table 6: New and Revised Postgraduate Programmes Approved by BGSR – 2023/2024

PROGRAMME TITLE	DATE APPROVED BY BOARD FOR GRADUATE STUDIES AND RESEARCH
MPhil and PhD Bio Security and Biorisk Management	March 12, 2024
DIP and MSc International Trade Policy – Changed to Blended (face to face and Online)	March 12, 2024
Certificate/Diploma and MSc Bio Security and Bio Risk	May 2024
MPhil and PhD Molecular Medicine	May 2024
LLM with University of Athabasca	May 2024
MSc Industrial and Employment Relations	May 2024

Student Experience Team (SXT), Office of Institutional Planning and Infrastructural Service (INPLAIS), Supporting Programme Development and Renewal

In October 2023, on behalf of the Faculty of Medical Sciences, the Student Experience Team conducted market research to inform the development of a proposed Master of Science/Postgraduate Diploma in Infectious Disease. Final year Medical Sciences students and healthcare practitioners in Barbados and the Caribbean region completed an online survey, providing valuable insight into their educational and professional backgrounds, levels of interest in the proposed programme and preferences for programme delivery.

In support of the Faculty of Science & Technology's proposed offer of a new Minor in Sustainable Energy Management, SXT administered a survey of undergraduate students in the Faculties of Science & Technology and Social Sciences. Between March and



Students engaged in group work in a classroom

April 2024, 319 students participated in the 'Majors & Minors Poll 2024', with the results suggesting significant interest in the proposed Minor across both Faculties.

Supporting Enhancement of The Student Experience

SXT undertook routine assessments of students' learning and service experience, including the annual Orientation Review (August 2023) and 'World of Work' Job Fair Review (March 2024) on behalf of the Office of Student Services & Development (OSSD). Feedback from new undergraduate students and Fair attendees and exhibitors allowed OSSD to plan enhancements to orientation and career-building resources and activities for students, respectively. OSSD also requested support with the administration of a 'Work Experience Poll' to develop insight into the extent and nature of students' participation in a range of employment and voluntary activities. The Poll was conducted in November 2023. Among 661 respondents, 87% had some form of work experience in the previous year, with 49% citing jobs/employment and 30% having

done voluntary work/service. These and other findings informed OSSD's career development programming during 2023-24.

In February 2024, SXT also supported OSSD and the Faculty of Medical Sciences in administering a survey to assess the mental wellbeing support needs of students on clinical programmes based at the Queen Elizabeth Hospital. This study informed the introduction of a new psychological counselling service at the Errol Walrond Building, Clinical Skills Complex.

In Semester 2, INPLAIS undertook a comprehensive Classroom Satisfaction Review to gather feedback from students and faculty on their experiences, needs and preferences in relation to teaching and learning spaces, teaching technology and technical support. SXT administered two surveys – the Learning Spaces Poll for students and the Classroom Satisfaction Survey for staff. Most students and staff respondents reported overall satisfaction with classrooms and study rooms, and with room elements such as location/accessibility, seating configuration and acoustics. Based on the research, INPLAIS identified priority rooms for upgrades related to technology/ equipment, ventilation and air temperature.

CURRICULUM EVOLUTION ACROSS FACULTIES

Faculty of Law Advances Implementation of New Double Degree Programmes

During the 2023/24 academic year, the Faculty of Law took significant steps in operationalising its new double degree programmes. These include the LLM in Corporate and Commercial Law or Intellectual Property Law from the Cave Hill Campus, paired with an LLM in American and Transnational Law from the University of Dayton in the United States, as well as a double degree in Corporate Commercial Law and International Economic Law in collaboration with Leuphana University in Germany.

To strengthen engagement and provide insights into the programme, the Deputy Dean for Graduate Studies and Research met with students at Leuphana University on January 11, 2024, outlining the Faculty's double degree offerings and highlighting the benefits of studying at the Cave Hill Campus.

As of the end of the 2023/24 academic year, the Memoranda of Understanding (MoUs) for these programmes were in the final stages of review by the Campus' attorneys, marking a crucial step toward full implementation.

Faculty of Medical Sciences Implements Unified Final Exit Examination for MB BS Programme

The Faculty of Medical Sciences undertook a significant curriculum update with the implementation of a unified final exit examination for the MB BS programme. This new format, first executed in June 2024, aligns with best practices from leading global medical institutions. By integrating assessments in core medical disciplines - Surgery, Medicine and Therapeutics, and Obstetrics and Gynecology - into a single, comprehensive evaluation, the unified examination ensures a more cohesive assessment



Medical Students at the Hippocratic Oath Ceremony on July 30, 2024 marking the completion of their studies

of graduating students' medical competencies. The unified examination reduces logistical costs associated with separate examinations and offers a streamlined, cohesive evaluation of medical competencies for graduating students.

Prior to the inaugural staging of the unified examination, the Faculties of Medical Sciences across The UWI and the School of Clinical Medicine and Research in Nassau, Bahamas conducted a Mock Unified Examination. The new unified format includes four 2-hour written papers and an Objective Structured Clinical Exam (OSCE) with 17 active stations inclusive of one medical ethics station. The MB BS regulations were also revised to enhance harmonisation across the teaching sites of the Faculty of Medical Sciences and to implement the new format of the exam.

Faculty of Social Sciences Prioritises Institutional Development

The Faculty of Social Sciences continued to position itself as a leader in education, research, and public engagement. This academic year, significant progress was made in institutional development, strengthening both academic infrastructure and external partnerships to enhance teaching, learning, and research outcomes.

One of the key areas of focus has been the expansion of interdisciplinary programmes that reflect the evolving demands of the global job market. New programmes in digital transformation, public policy, and environmental economics are being developed to provide students with relevant skills that address contemporary social and economic challenges. In addition, the Faculty is working towards strengthening its online and blended learning offerings to increase accessibility to higher education for students across the Caribbean.

Infrastructure upgrades have been prioritised, with plans in place to modernise classrooms and research facilities. Smart classrooms equipped with the latest technology are being introduced to enhance interactive learning experiences. Additionally, investments in research centres will allow for more collaborative research projects that address pressing regional and global issues.

Industry-Aligned Postgraduate Programme Offerings by the Department of Management Studies

Over the 2023-2024 academic year, the Department of Management Studies (DOMS) developed programmes by identifying key skills and knowledge gaps in the business industry. Additionally, DOMS reviewed and enhanced its offerings to integrate a deeper understanding of sustainability and its practical applications. Students were encouraged to engage in pioneering research with a strong emphasis on real-world impact, fostering a new generation of forward-thinking graduates. Sustainability remained a central priority, shaping all aspects of the Department's work, from teaching and research to daily operations. Through this commitment, DOMS aimed to inspire innovation and drive meaningful change within the business environment.

To further strengthen its offerings, the Department introduced new courses with sustainability embedded in the curriculum. These included MBAs in Cybersecurity, Artificial Intelligence, Data Analytics, Energy Business, Sustainable Procurement, Logistics and Supply Chain Management, Sustainability Management, and Finance. Additionally, DOMS launched new Master of Science degrees in Aviation and Airline Business Analytics with a Commercial Pilot License, Aviation Management with a Commercial Pilot License, and Energy, Trade and Finance.

Enhancing Learning Through Performance and Artistic Research

The Theatre programme in the Faculty of Culture, Creative and Performing Arts continued its partnership with the Faculty of Medical Sciences in October 2023, presenting *Theatre in Health Education*. As simulated patients, student actors participated in an emergency medical simulation, gaining valuable hands-on experience in applied theatre within a medical training environment.

Students enrolled in the Capstone Thesis/Project class were given the opportunity to hear directly from creative practitioners through '*The Praxis*' a series conceptualised and organised by Dr Rainy Demerson. The inaugural sessions featured presentations by lecturers, Dr Rainy Demerson, Ms Lisa Cumberbatch, Mr Russell Watson, and Dr Stefan Walcott who shared insights on their artistic research. '*The Praxis*' is intended to give students, particularly those enrolled in the Capstone Thesis/Project course, an idea of the academic research that fuels art making and provide an understanding of what artistic research entails. It was described as an inspirational event for the Capstone students and also an opportunity for them to witness the work that their lecturers do outside the classroom.



Music student, Mylon Clarke delivering his Capstone presentation on the saxophone



Capstone presentation by Dance students



Capstone presentation by Theatre students

During Semester 2, 16 final year students presented their Capstone productions before a public audience. This cohort included four students in Dance, four in Music, three in Theatre, and five in Film, showcasing their creative and academic development through impactful performances and projects.

Revitalising Labs and Classrooms Through Science Fee Allocations

During the year under review, the Department of Computer Science, Mathematics, and Physics (CMP) utilised funds from the Science Fees paid by students to enhance student facilities and upgrade equipment. This fee, set at BBD 150 and payable by all Faculty of Science and Technology (FST) undergraduate students, was introduced in the 2022-23 academic year to support the procurement and maintenance of scientific assets. Prior to its implementation, limited financial resources often made such improvements challenging.

Improvements in the 2023/24 Academic Year by Discipline

The following upgrades and enhancements were made across CMP disciplines using funds from the Science Fee:

Mathematics

- Crowdmark, an online grading and analytics platform, was introduced to streamline the evaluation of handwritten student work, particularly for paper-based face-to-face midterm tests. This platform enables more efficient grading and richer, more consistent feedback for students.
- CoCalc and GeoGebra were integrated to support students in Preliminary Mathematics and Real Mathematics courses, enhancing their learning experience.

Electronics and Physics

- Several essential pieces of equipment were procured, including the POWEROWL 16 Bay AA AAA Battery Charger, AAA Rechargeable Batteries, Longwei Low Frequency Audio Signal Generator, SScon 10 pc 5K Breadboard Trim Potentiometer, UCTRONICS Ultimate Starter Kits for Arduino, 2-in-1 Oscilloscope Multi-meter Colour Screen, SLOTTED OPTO-INTERRUPTER (4-PIN 3MM GAP, 50mA (If) 30V (Vce) 20mA(I) Photointerrupt, DIODE RECTIFIER SCR (4A @ 400V), REVERSE BLOCK THYRISTOR (TO-



Computer Science Lab upgraded with new computers funded by the Science Fee

225AA SCR Rectifier), TRIPLE 3-INPUT NOR GATE, IC MC7805CK (5V @ 1A Positive Voltage Regulator, TO-3 LM340K-5), Ohaus NVE612 Balance (610g 0.01g), Bulb Holder, Boyle's Law Horizontal Mount, and Stuart Ceramic Coated Hotplate UC150.

- New Dell computers were purchased for the Embedded Systems Lab, replacing systems that predated 2010.
- Facility upgrades included the painting and refurbishment of the Physics Labs, which had not been refurbished since prior to 2005.

Computer Science

- New Dell computers were purchased for Computer Science Lab 1 and Computer Science Lab 2, replacing systems that were originally acquired between 2008 and 2012.
- Facility enhancements included the painting and refurbishment of Computer Science Lab 1 and Computer Science Lab 2, which had last been upgraded prior to 2005.

These improvements reflect a significant investment in upgrading student learning environments, ensuring access to modern resources and enhanced facilities.

EXPANDING OPPORTUNITIES THROUGH INTERNSHIP PROGRAMMES

Internships remain a crucial component of the Campus' commitment to experiential learning, providing students with practical, hands-on experience that bridges the gap between academic knowledge and professional application. Through structured internship placements, mentorship, and industry collaborations, students gain valuable insights, real-world skills, and professional exposure, enhancing their readiness for the evolving job market.

Improving Internship Coordination Through a Digital Tracking System

A new digital tracking system for internships is currently in development to enable real-time monitoring of placements, student progress, and feedback. This system will integrate with career services, allowing for data-driven enhancements to internship programmes, while improving efficiency in managing and optimising these opportunities.

Ongoing discussions with Deans, Heads, and faculty aim to support students in identifying and planning for discipline-specific experiential opportunities. Additionally, the expansion of internship courses offers students greater flexibility to participate in internships while balancing academic commitments. With the support of the Office of the Deputy Principal, an audit of experiential courses across Faculties was conducted this year to further strengthen these initiatives.

Expanding Recruitment Opportunities for Students

Throughout the year numerous opportunities were provided to share recruitment prospects with students. However, tracking the exact number of placements after resumes are shared has become increasingly challenging. What remains clear is

the growing outreach from a variety of companies seeking to identify talent among Cave Hill students and alumni.

Over the academic year, new recruitment partners continued to engage with the OSSD to offer experiential learning opportunities, particularly in high-demand fields such as IT and business analytics. Accounting saw the highest demand, followed by computer science, human resources, law, and marketing. In contrast, opportunities in science, human relations, and international relations remained more limited due to the structured recruiting cycles in these fields. Additionally, the National Give Back Programme has expanded opportunities for students to develop civic engagement and career readiness skills while supporting elements of the United Nations Sustainability Goals.

Internship Opportunities in the 2023/2024 Academic Year

During the 2023/2024 academic year, students accessed a variety of internship opportunities through placements coordinated by Faculties and Departments. The following is a summary of the organisations that provided internships and the number of students who benefited.

FACULTY OF HUMANITIES AND EDUCATION	
DEPARTMENT OF LANGUAGE, LINGUISTICS & LITERATURE	
ORGANISATION	NUMBER OF INTERNSHIPS
Barbados Tourism Marketing Inc/UWI (Language Volunteer Programme)	12
Total	12

FACULTY OF SCIENCE AND TECHNOLOGY	
DEPARTMENT OF BIOLOGICAL & CHEMICAL SCIENCES	
ORGANISATION	NUMBER OF INTERNSHIPS
Mount Gay Distilleries Ltd	1
Walkers Institute for Regeneration Research Education and Design Inc (WIRRED)	2
Environmental Protection Department	1
Ministry of the Environment and National Beautification	1
Inter-American Institute for Cooperation on Agriculture (IICA)	1
Centre for Agricultural Research and Innovation (CAGRI)	1
Lenstec (Barbados) Inc	1
Pine Hill Dairy	1
Roberts Manufacturing	1
Curaçao Laboratories	1
Plant Quarantine Unit – Ministry of Agriculture, Food & Nutritional Security	1
Government Analytical Services	1
Total	13

ACADEMY OF SPORT	
ORGANISATION	NUMBER OF INTERNSHIPS
Barbados Tourism and Marketing Inc	1
The Barbados Olympic Association	1
St Lucia National Cricket Association	1
Surfside Wellness Centre	1
Caribbean Regional Anti-Doping Organization	1
Paradise Football Club and Beyond Limits	1
Total	6

FACULTY OF SOCIAL SCIENCES	
DEPARTMENT OF ECONOMICS	
ORGANISATION	NUMBER OF INTERNSHIPS
Central Bank of Barbados	3
Financial Services Commission	1
Caribbean Regional Technical Assistance Centre	1
Total	5

FACULTY OF SOCIAL SCIENCES	
DEPARTMENT OF MANAGEMENT STUDIES	
ORGANISATION	NUMBER OF INTERNSHIPS
CIBC Caribbean	5
Republic Bank	1
Barbados Tourism Marketing Inc	7
Sagicor Life Inc	7
Banks Holdings Limited	2
Total	22

FACULTY OF SOCIAL SCIENCES	
SHRIDATH RAMPHAL CENTRE	
ORGANISATION	NUMBER OF INTERNSHIPS
Export Barbados	1
Caribbean Export Development Agency	2
Ministry of Foreign Affairs and Foreign Trade	1
Barbados Port Authority	1
St Kitts Chamber of Commerce and Industry	1
The Barbados Customs and Excise Department	6
Total	12

SRC Students Participate in Global Joint University Study Tour

The Shridath Ramphal Centre's (SRC) Masters in International Trade Policy (MITP) students once again participated in the Joint University Study Tour (JUST), which took place from June 6–23, 2024, marking the second year of the initiative. This global academic programme is designed to provide students with firsthand exposure to international trade policy, economic diplomacy, and global governance. The 2024 tour was held in Geneva, Switzerland, a key hub for international trade and policy, and brought together students from various universities worldwide.

For the first half of the tour (June 10–14, 2024), students from different universities across the globe joined MITP participants, fostering cross-cultural exchange, collaboration, and experiential learning in critical areas of international trade and policy. A total of 12 students and three alumni from CARICOM countries, along with approximately 88 students from Canada, Europe, and the Graduate Institute (Geneva), took part in the programme under the guidance of 11 supervisors.

Practical Training for Human Nutrition and Dietetics Students

During the academic year, three students enrolled in the BSc Human Nutrition and Dietetics programme completed four-week (160-hour) rotations in Food Service at the Queen Elizabeth Hospital (QEH) site.

Additionally, seven students gained hands-on experience in public health and community-based nutrition services by completing eight-week (320-hour) rotations in Community Nutrition at various sites. These included the Heart and Stroke Foundation, Hypertension and Diabetes Association, Diabetes Foundation, and several educational institutions such as The Lodge School, Ellerslie Secondary School, Princess Margaret Secondary School, Christ Church Foundation School, Roland Edwards Primary School, Mount Tabor Primary School, and Bailey's Primary School. Students



SRC Director, Dr Jan Yves Remy (front row, first left) and participants of the Joint University Study Tour 2024

also participated in the National Nutrition Centre Summer Camp and completed rotations at the Maurice Byer, Winston Scott, St John, and St Philip Polyclinics.

CMP Students Secure Prestigious Microsoft Internships

This academic year, three outstanding students from the Department of Computer Science, Mathematics, and Physics (CMP) secured highly competitive internships at the Microsoft headquarters in Redmond, Washington, for Summer 2024.

This achievement was made possible through CMP's partnership with David Fowler, along with a dedicated team from Microsoft headquarters, including Russel Hercules and Maia Cave, all Caribbean natives committed to supporting local youth. Through the Microsoft-UWI Cave Hill Mentorship Ring, this team of mentors guided the students through a rigorous technical interview preparation process, culminating in this milestone as the department's first Microsoft interns.

OFFICE OF STUDENT SERVICES AND DEVELOPMENT

The Office of Student Services and Development (OSSD), continues to provide an array of services that support student success and development, and works collaboratively with several partners across campus and external stakeholders to provide a range of health and wellness, academic support, professional and personal development initiatives that facilitate student success. Its role is to ensure that students learn in the affective domain and make use of the out-of-class learning experiences that help them develop and grow, engage in active citizenship and commit to lifelong learning.

Expanded Services for Students with Disabilities

Intentional strides were made to enhance access for students with blindness and other disabilities. Specifically, OSSD introduced proctoring for exams and provided trained scribes for students with blindness, addressing their unique needs and ensuring they can fully participate in assessments.

In April 2024, the department procured two new computers dedicated for use by students with disabilities. This dedicated resource serves multiple purposes, including test taking and note taking. Ultimately, the provision of campus-owned devices would maintain the integrity of the assessment process and ensure that students with disabilities are able to complete their examinations fairly. The process is currently ongoing to secure licenses for assistive technologies (e.g. Job Access With Speech (JAWS)), which will offer critical support and accessibility features tailored to the needs of students with blindness. These proactive measures are designed to create an inclusive environment, guaranteeing that all students have equitable access to educational opportunities.

Activities to Promote Inclusivity, Student Engagement and Enable Wider Access

Disability Services Coordination

The Disability Services Coordinator (DSC) Mr Khaleid Holder worked with Mr Troy Carrington of Centre for Excellence in Teaching and Learning (CETL) and instructors of students with blindness

to identify the learning accommodations needs of the students and to identify ways that teaching and learning could be enhanced for this group of students. Mr Holder also supported Mr Carrington and instructors of the students with blindness in midterm assessment preparations and administration, where needed. The DSC continued to coordinate academic advisement sessions and course registrations for the students with blindness. Additionally, the department coordinated one-on-one meetings with two instructors of students with blindness to enhance the accessibility of their courses. The department also coordinated a walk-through of two of the halls of residence in preparation to welcome an incoming student with physical disability on exchange to the Campus.

Academic Support Clinic

The Academic Support Clinic was provided during Semesters 1 and 2, offering learners personalised academic coaching through individual consultations tailored to their specific needs while aimed at fostering their success. One hundred and twenty-six (126) appointments were made during the period. The majority of students who accessed the Academic Support Clinic requested guidance with study skills and/or time management. It was observed that while some students seeking assistance with study skills did not require support with time management, all students requesting help with time management also benefited from advice on effective study strategies.

Teaching, Learning and Student Development

Working to Enhance Communication and Accessibility to Resources Available to Students**Disability Services**

- 1. Collaboration with Faculty for Accessibility:** In partnership with the Centre for Excellence in Teaching and Learning, the department facilitated sessions to assist faculty in ensuring that teaching resources such as lecture notes and reading materials were available to students with disabilities in accessible formats.
- 2. Transcription of Documents:** To address instances where class materials were not accessible (readable by JAWS, the screen reader software used by students with blindness), the department facilitated the transcription of these documents into accessible formats.
- 3. Provision of Computers with Assistive Technology:** The department procured two laptop devices and is currently equipping them with assistive technologies to enhance accessibility for students with disabilities. These devices will be available for student use while on campus.
- 4. Proctoring Exams:** To support faculty in accommodating students who require learning adjustments, the department provided proctoring services for some of the midterm assessments. This ensures equity in access to students.
- 5. Strengthening support to students with disabilities:** The department organised sessions for student peer volunteers to prepare them to read descriptively for students with blindness. This initiative aims to improve the learning experience by ensuring that complex visual information is conveyed effectively.



World of Work 2024 Advertisement

Student Professional Development**World of Work 2024**

The annual World of Work initiative took place between February and March 2024. The activities were designed to increase students' preparedness to engage the job search process and offered a space for recruiters, alumni and students to interact. Students and those new to the workforce gained tangible insights on their career plan through workshops, recruitment conversations and interviews. The theme for this year was "Your Choice, Your Path, Your Success."

Key events were as follows:

- Preparing Your Job Search Toolkit: A Three-Part Series - February 17, 2024
- Mini Interviews - March 12-13, 2024
- Mentorship Talks and the Mentorship Corner - February-March, 2024
- Job Fair - March 27, 2024



A group of participants of Kickstart 2.0 with facilitator Krystal "Penny" Bowen during a session of the 2024 Job Search Toolkit Series

Preparing Your Job Search Toolkit

Kickstart 2.0 was facilitated by alumna and communications consultant, Krystal 'Penny' Bowen, while Shawna Rowena M, Style Consultant, facilitated the *Dress Your Resume* segment. The series concluded with a Job Search Toolkit checklist and Career Development Services Overview by in-house Career Counsellors, Dr Don-Marie Holder and Ms Atoya Hinds. In collaboration with HRMAB, Human Resources Management (HRM) Major, Ashley Simpson, participated in HRMAB's February 24, 2024 networking *Mix and Mingle* event. Erica Banfield, Law student, was awarded a professional photo shoot by Krystal Bowen for her preparation of a video demonstrating how she could use social media to market herself on the Job Search.

Mini-Interviews: Connecting Students with Industry Leaders

The Mini-Interviews, held on March 12 & 13, 2024, provided students with a unique opportunity to engage in real-world interview experiences with top industry professionals. This initiative, designed to enhance career readiness and professional confidence, was made possible through partnerships with



HRM student, Ms Ashley Simpson and HRMAB President, Mr Nicholas Roberts at the HRMAB's Mix and Mingle event

EY, Grant Thornton, Sherwin Williams Ltd, KPMG, UN Volunteers, Clarke, Gittens & Farmer, Caribbean Airlines, Kadrow HR, Barbados Revenue Authority, CIBC Caribbean, and the Barbados Museum and Historical Society.

Due to the overwhelming student interest, additional interview slots were arranged on the day, ensuring that more students could benefit from personalised feedback and networking opportunities with potential



Students participating in Mini Interviews gaining valuable hands-on experience in interview techniques

employers. These valuable one-on-one sessions helped participants refine their interview skills, gain insights into industry expectations, and make meaningful connections that could shape their future career paths.

Empowering Students Through Mentorship and Professional Development

Based on valuable feedback from student mentors, a series of promotional and professional development initiatives were introduced to support students beyond their academic journey. This initiative included a mentorship talk on resilience, the screening of mentorship videos, a communications workshop, and a mentorship corner during the Annual Job Fair, all aimed at equipping students with essential career and life skills.

The Resilience & Career Readiness conversations were led by Mr Adrian Green, while the Communications Workshop was facilitated by Toastmaster, Ms Sophia Skeete, equipping students with skills to refine their public speaking and professional communication.

Students Explore Career Opportunities at Job Fair

The annual Job Fair welcomed nearly 40 exhibitors, providing students with valuable opportunities to explore career pathways and connect with potential employers. Featured exhibitors included Deloitte, Ernst & Young, Gildan, KPMG, National Transformation initiative, PwC, and Sagikor.

This year also saw the participation of several first-time exhibitors, including CG United Insurance, Nexa, Bayview Laboratory, Pan-American International Insurance Corporation, Grant Thornton, The Barbados Employment and Career Centre, Kadrow HR, Roberts Manufacturing Co Ltd, Startwise Barbados, and G4S Security Solutions. Nearly 200 students registered at the OSSD Secretariat, engaging with employers and learning about various career opportunities, including the Sagikor Young Professional Programme, as well as internships at CIBC Caribbean and Gildan.

CENTRE FOR EXCELLENCE IN TEACHING AND LEARNING: ADVANCING FACULTY DEVELOPMENT FOR HIGHER LEARNING OUTCOMES

Guided by its slogan, “Academic Excellence Through Quality Teaching,” The Centre for Excellence in Teaching and Learning (CETL) continued to deliver its flagship professional certification programme, the Postgraduate Certificate in University Teaching and Learning (PgCUTL) in the year under review. Additionally, CETL offered a range of professional development initiatives, including workshops, seminars/webinars, individual and group consultations, and actively participated in the quality assurance process. The Centre also provided educational technology services and teaching and learning resources to support faculty development and instructional excellence.

Postgraduate Certificate in University Teaching and Learning (PgCUTL)

PgCUTL Courses

- **Course 1 – CUTL 5001: Teaching and Learning – Theory to Practice 2023/2024 (Cohort 16)** concluded the week of November 20, 2023 with 16 participants.
- **Course 2 – CUTL 5104: Assessment in Higher Education 2023/2024 (Cohort 16)** concluded the week of April 10, 2024 with 16 participants.
- **Course 3 – CUTL 5106: Advancing Teaching and Learning with Technology 2023/2024 (Cohort 15)** concluded the week of November 15, 2023 with 14 participants.
- **Course 4 – CUTL 5207: Reflective Teaching for Learning 2023/2024 (Cohort 14)** concluded the week of May 07, 2024 with 16 participants.

Ten lecturers met the requirements for fulfilment of the programme and graduated in October 2023. Another 15 were being processed to graduate in October 2024.



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CENTRE FOR EXCELLENCE IN TEACHING AND LEARNING (CETL)

Professional Development

Postgraduate Certificate in University Teaching and Learning (PgCUTL) Programme

Now Registering for Academic Staff

Course 1 CUTL 5001: Teaching and Learning: Theory to Practice
Starts: September 09, 2024
Register by August 30, 2024

Course 3 CUTL 5106: Advancing Teaching and Learning with Technology
Starts: September 16, 2024
Register by August 30, 2024

PgCUTL Classes offered with Blended flexibility

CONTACT US FOR DETAILS

- Telephone: 417-4202/09/4350
- Email: cetl@cavehill.uwi.edu

"Academic Excellence Through Quality Teaching"

INITIATIVES TO IMPROVE THE TEACHING-LEARNING PROCESS

Collaborative Professional Development Workshops and Seminars

CETL professional staff continued to combine resources with various partners to support faculty development as follows:

Artificial Intelligence in Higher Education

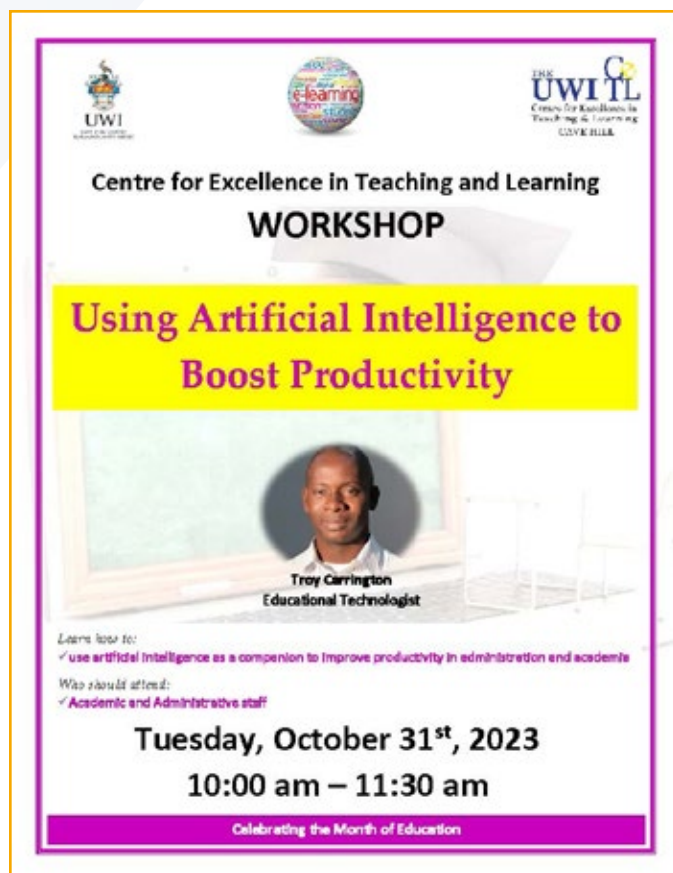
As Artificial Intelligence gains prominence on the landscape of education, CETL continued to spearhead training and development initiatives in artificial intelligence for teaching, learning and productivity at the Cave Hill Campus. To this end, workshops were conducted for academic and administrative staff. One was entitled *Using Artificial Intelligence to Boost Productivity*.

A second workshop addressed the topic *Artificial Intelligence as a Companion in the Classroom* and was customised for the Department of Language, Linguistics and Literature.

The Educational Technologist partnered with Dr Jacqueline Wiltshire, Legal Consultant to the Government of Barbados on social legislation, to present on *AI and Implications for Social Policy and Planning in the Commonwealth Caribbean*.

Developing Resources to Support High-Quality Teaching

To ensure that faculty have access to up-to-date resources, CETL disseminated a variety of videos, research papers, ebooks, webinars and articles weekly. Resource material from the Monday Morning Mentor Online series and Faculty Focus were disseminated to academic staff and shared with CETLs at UWI Mona and St Augustine. Some titles included: *How Can I Use AI to Draft Course Materials?*; *What Are 14 Strategies*



to Take My Teaching Career from Good to Great?; How Can I Create Assessments to Effectively Measure Student Learning?; How Do I Start Using Virtual Reality as a Tool for Instruction?; Integrating Guest Speakers and Panelists in Online Courses; How Can I Introduce Creativity to My Classes to Build Connection with Students?

Improvement of Operations and Efficiencies

Customer Service Framework

The CETL Framework for Developing Customer Service Standards continued to guide how CETL interacts with its clients and partners. The framework focuses on the following areas:

1. **Attentiveness** – to provide a productive, safe, appealing physical and virtual space for the conduct of CETL business.
2. **Efficiency** – to make faculty development needs a priority.
3. **Courtesy** – to respond to requests within a reasonable timeframe through diverse channels of communications.

Faculty Consultations

Faculty continued to benefit from individual and group consultations with CETL officers utilizing ZOOM, Teams or Office Bookings. Some areas of consultation during the reporting period included: Course design, teaching strategies and methods, Moodle gradebook configuration and management, online assessment, eLearning site navigation, course setup and layout, quiz bank management, quiz setup and implementation, group management, restrictions, content gamification, assessment, course design, portfolio development, rubrics, table of specifications, and content creation and transfer. A Faculty Drop-In Clinic remained available to allow faculty the opportunity to post questions and queries on any technology offered within the teaching and learning space.

CETL Dashboard

The CETL Professional Services account utilised Microsoft Power BI to upkeep the CETL Operations At-A-Glance dashboard. The dashboard makes available the activities performed by CETL.

Operating Efficiencies – Enhancing Service to Faculties/ Departments/Units

In order to sustain efficiencies between CETL and Faculties, CETL continued to provide a Faculty Representative model. This arrangement assigns a specific CETL officer to each Faculty/Institute and engenders a collaborative and prescriptive approach to meeting pedagogical and technical needs. Faculties are encouraged to, where necessary, reach out to the officer assigned for a more personalised response.



Graduation Ceremony - October 21, 2023

CELEBRATING STUDENT ACHIEVEMENTS 2023-2024

The achievements of students across the seven faculties and diverse disciplines of the Cave Hill Campus continue to reflect the institution's commitment to excellence. From academic success in traditional fields to creative arts, sports, and extracurricular activities, these accomplishments showcase the high standards upheld at every level. Students consistently excel through hard work, talent, and innovation, bringing recognition to the Campus and strengthening its reputation. While it is impossible to capture every achievement, this report highlights a selection of noteworthy accomplishments, celebrating the exceptional efforts of students who continue to make the Campus proud.



Mr Kiandre Weekes, Bachelor of Laws with First Class Honours, delivering his Valedictory Address

Graduation

The annual Graduation Ceremonies were held on October 21, 2023 and the Campus was pleased to award degrees to 1,247 students who had successfully completed their programmes of study. At the undergraduate level, 875 students were conferred with degrees and diplomas, and at the postgraduate level, 372 students were conferred with degrees, diplomas and certificates.

The valedictorians were Mr Kiandre Weekes, who earned a Bachelor of Laws degree with First Class Honours, and Mr Rahym Augustin-Joseph, who earned a Bachelor of Science degree in Political Science and Law with First Class Honours, both exemplifying academic excellence, dedication and determination.

Celebration of Scholarly Excellence

On Thursday, October 19, 2023, the Campus paused ahead of its 2023 Graduation Ceremonies to celebrate graduands who had excelled in their academic pursuits by attaining degrees with the highest honours. This annual event which has become a highlight of the Campus' calendar, pays tribute to those who attained first class honours and distinctions at the undergraduate level, and distinctions and high commendations at the postgraduate level. Dubbed the "Reception in Honour of Scholarly Excellence," the event celebrates the hard work and dedication of the outstanding graduands. Honorees were presented with commemorative tokens in recognition of their achievements. Table 7 provides details on the number of graduands who qualified for this recognition.



Mr Rahym Augustin-Joseph, Bachelor of Science, Political Science and Law with First Class Honours, delivering his Valedictory Address

Table 7: Students Recognised for Academic Excellence By Faculty/Institute - 2023

FACULTY/INSTITUTE	BACHELOR'S DEGREES			MASTER'S DEGREES	DOCTORATES
	DISTINCTION	HONOURS	FIRST CLASS	DISTINCTION	HIGH COMMENDATION
Culture, Creative & Performing Arts	0	0	7	0	0
Humanities & Education	0	0	24	9	0
Law	0	0	6	10	0
Medical Sciences	2	11	0	13	0
Science & Technology	0	0	29	3	1
Social Sciences	0	0	53	33	0
Sport	0	0	2	0	0
Institute for Gender & Development Studies	0	0	0	1	0
TOTAL	2	11	121	69	1

Note: Figures above exclude certificates and diplomas



Dr Nathan Lovell receiving his award from Dr Damien Cohall, Dean of the Faculty of Medical Sciences. Dr Lovell attained his MBBS degree with Distinction and was the top performing medical student of the Class of 2023 across all UWI campus and teaching sites



Ms Jainashel Gabriel receiving her award from Dr Jeanese Badenock, Dean of the Faculty of Science and Technology. Ms Gabriel attained the BSc, Biological and Chemistry (Double Major), with First Class Honours



Mr Neal Shepherd receiving his award from Professor David Akombo, Dean of the Faculty of Culture, Creative and Performing Arts. Mr Shepherd attained the BFA, Creative Arts, with First Class Honours



Ms Tazma Dostalie receiving her award from Dr Antonius Hippolyte, Interim Dean of the Faculty of Law. Ms Dostalie attained the LLB with First Class Honours



CIBC Scholarship Winners with CIBC Chief Executive Officer, Mr Mark Hill (front row: 3rd left), Director of Corporate & Internal Communications, Mrs Debra King (front row: 1st right) and other members of the CIBC team



Ernst & Young (EY) Scholarship Winner, Nathan Husbands (front row: 1st right) with EY Associate Partner, Mrs Patrice Thorne (front row: centre) and fellow students

Annual Student Awards Ceremony

The Annual Student Awards Ceremony, held on April 2, 2024 under the theme, *Aspirations, Ambitions and Accomplishments*, was a momentous occasion dedicated to recognising and celebrating the hard work and achievements of outstanding students. With an enhanced format, the Ceremony not only highlighted scholarly accomplishments but also reinforced the importance of mentorship, perseverance, and lifelong learning in preparing students for success in their chosen fields.

This annual event showcases the Campus' dedication to supporting and encouraging academic success among its students and is enriched by the generosity of benefactors who provide scholarships and prizes, offering students valuable support. Sincere appreciation is extended to the donors for their commitment to education and student success.

The revised format of the event provided an opportunity for students to engage with industry leaders. These interactions allowed students to gain career advice, discuss their aspirations, and explore future opportunities.



Central Bank of Barbados (CBB) Scholarship Winner, Summer Sealy (left), with CBB Director, Communications, Information and Outreach, Mrs Novaline Brewster



UWI Cooperative Credit Union Ltd (UWICCUL) Scholarship Winner, Kyle Cox, with UWICCUL President, Mrs Sharon Alexander-Gooding

Table 8 provides details of scholarships awarded at the Campus level for the academic year 2023/2024

Table 8: Scholarships Awarded at Campus Level for Academic Year 2023-2024

NAME OF DONOR/ SCHOLARSHIP	VALUE OF INDIVIDUAL SCHOLARSHIP (BBD)	NUMBER OF STUDENTS AWARDED	TOTAL VALUE OF SCHOLARSHIPS (BBD)
Anthony & Joy Bland	5,000	4	20,000
Barbados Employers Confederation	2,500	1	2,500
Carlos Holder Memorial	2,000	1	2,000
Central Bank of Barbados	12,000	1	12,000
CIBC First Caribbean International Bank	5,000	8	40,000
Cidel Bank & Trust Inc.	5,000	1	5,000
Colette Delaney	6,000	4	24,000
Co-Operators General Insurance Co Ltd	5,000	1	5,000
Daphne Thompson Memorial	3,000	1	3,000
District Grand Lodge of Barbados	5,000	1	5,000
ECGC Foundation	2,000	1	2,000
Elrita Greenidge Memorial	1,500	1	1,500
Ermine Holmes Memorial	1,500	1	1,500
Enterprise Growth Fund Limited	3,000	1	3,000
Ernst & Young	6,000	1	6,000

Table 8: Scholarships Awarded at Campus Level for Academic Year 2023-2024 *cont'd.*

NAME OF DONOR/ SCHOLARSHIP	VALUE OF INDIVIDUAL SCHOLARSHIP (BBD)	NUMBER OF STUDENTS AWARDED	TOTAL VALUE OF SCHOLARSHIPS (BBD)
George and Marianna Caroo Memorial	1,000	1	1,000
Goddard Enterprises Limited	6,000	1	6,000
Hilary Blackwell-Landis	4,000	4	16,000
Insurance Corporation of Barbados	2,500	1	2,500
Institute of Chartered Accountants of Barbados	3,500	2	7,000
Janelle Brome Memorial	5,000	1	5,000
Jeanese Elaine Badenock	2,500	1	2,500
Kregg Nurse Award for Vision & Fortitude	3,000	1	3,000
Massy BS&T	5,000	1	5,000
Patterson Cheltenham QC	4,000	1	4,000
Pharmacy Sales	1,000	4	4,000
Ralph Boyce Scholarship (sponsored by the Barbados Public Workers' Co-operative Credit Union Limited (BPWCCUL) over a 3-year period)	7,500	2	15,000
Rawle Branker	3,000	1	3,000
RBC Royal Bank	6,000	4	24,000
Richard Cheltenham QC	3,000	2	6,000
Robert Collis Barrow	2,500	1	2,500
Roger Seivright (Sagicor Bank)	6,500	1	6,500
Rollins Family Charitable Trust	4,000	7	28,000
Sagicor Life Inc	5,000	2	10,000
Sheila Forde	2,000	1	2,000
Soroptimist International of Barbados	2,500	1	2,500
UWI (Cave Hill) Co-operative Credit Union	5,000	1	5,000
UWI Alumni Circle	3,000	1	3,000
TOTAL		70	296,000

A key highlight of the Student Awards Ceremony was the keynote address delivered by Mr Lyndon Gardiner, Chairman of interCaribbean Airways, who served as the guest speaker. In his remarks, Mr Gardiner shared insights from his personal and professional journey, emphasising the importance of resilience, ambition, and continuous learning. He encouraged students to be open to learning both inside and outside the classroom, urging them to embrace diverse experiences and perspectives.

Mr Gardiner advised students to never lose faith in their vision and abilities, stressing that challenges should be seen as opportunities for growth and transformation. He highlighted the importance of mentorship and community support, noting that surrounding oneself with positive influences and sharing knowledge can lead to success.

TOP ACHIEVERS TAKE THE SPOTLIGHT ACROSS FACULTIES AND DEPARTMENTS

FACULTY OF CULTURE, CREATIVE AND PERFORMING ARTS

On November 16, 2023 several students in the Faculty of Culture, Creative and Performing Arts (FCCPA) were recognised at the second iteration of the annual Faculty Recognition Ceremony, which honours outstanding students who made the Dean's List or were prize winners for the previous academic year. Twenty students made the Dean's List across the disciplines of Caribbean Studies, Creative Arts, Dance, Music with Education, and the Music Special. Students in the BFA Dance programme dominated the Faculty Prizes, namely Rhonette Buntyn, awarded the Level II Faculty Prize; Makalah Harrison, awarded the Level III Faculty Prize; and Kemal Marshall, awarded the Helen Carnegie Prize for the Creative Arts.



Mr Kemal Marshall (right), BFA Dance student, receiving the Helen Carnegie Prize for the Creative Arts from Professor David Akombo, Dean of the FCCPA at the Faculty Recognition Ceremony



Ms Jahzara Wilson, BFA Creative Arts student, receiving her Dean's List award from Mr Andrew Millington, Head, Department of Creative and Performing Arts, at the Faculty Recognition Ceremony



Ms Shakira Mohan (right), BA Caribbean Studies student, receiving her Dean's List award from Dr Yanique Hume, Head, Department of Cultural Studies, at the Faculty Recognition Ceremony

Figure 2: FCCPA Dean's List Awardees and Faculty Prize Winners



Creative Arts Students Shine at NIFCA

The Department of Creative and Performing Arts proudly acknowledges several of its students who participated in the 2023 National Independence Festival of Creative Arts (NIFCA) and received silver and bronze awards for their entries. These included Ms Sophia Lee, MA Creative Arts, who was the recipient of an award for her choreography commemorating the 160th anniversary of the Barbados Landship, performed by the Haynesville Youth Club. This work formed part of Ms Lee's research thesis on heritage preservation in Barbadian schools and community.

In the inaugural NIFCA Arrangers and Music Performers Challenges, Gary Goodridge and Mylon Clarke gained second and third position respectively in the Arrangers' Challenge for their arrangements of *Da Coa Coa Tea*. For the Performers Challenge, which was divided into four challenges, Daniel Harvey won the second challenge for his delivery of Arturo Tappin's, *Breaking Up* while Kaylee Allman earned top position in the third challenge for her delivery of Romaro Greaves' solo in *Farmer Nappy's Big People Party*. The challenges were designed to introduce Barbadians to new and competent arrangers and solo instrumentalists.



Ms Sophia Lee, MA Creative Arts student, receiving her NIFCA award from Mr Sheldon Hope, Deputy Chair, National Cultural Foundation (NCF) Board. Photo Credit: NCF

FACULTY OF HUMANITIES AND EDUCATION

The Faculty of Humanities and Education took immense pride in recognising the outstanding academic achievements of the 70 students who earned a place on the Dean's List for the 2023/2024 academic year, including 32 **Level I**, 10 **Level II**, and 28 **Level III** students, all of whom demonstrated dedication, hard work, and academic excellence.

The Faculty also celebrated those students who excelled in their respective disciplines. Mr Tristan Lockhart was awarded the Colin and Pearl Kirton Prize for Doctrine and Ms Danielle Small received the Gabrielle Gay Award for Excellence. Ms Small was also the recipient of the Level III prize in Literatures in English. Ms Sarrie Bruce received the John Reinecke Prize for Linguistics and was also the recipient of the Level III Prize for Linguistics. The Faculty winners of

the Patricia Harris Prize for Excellence in History were: Ms Teresa Douglas-Patterson (Level I), Ms Marsha Dottin-Chandler (Level II) and Ms Ariel Hinkson who received the prize for Best Caribbean Studies Thesis in History. Ms Donesha Harding and Ms Vanya Edwards received the prizes for most outstanding Early Childhood Students in Teaching Practice.

BA French Graduands Embark on International Opportunity

Five graduands from the BA French programme have been accepted into the French government's English Language Assistantship Programme to teach English in France during the 2024-2025 academic year. Over the course of seven months, they will gain invaluable

Celebrating Student Achievements

international teaching experience while sharing their knowledge of English with French students. This achievement reflects the Campus' commitment to cross-cultural exchange, paving the way for professional growth and global opportunities.

Graduate Students Present Papers at Regional Conferences

Ms Vellie Nicholas-Benta and Ms Jonielle Alleyne, two graduate students from the discipline of Literatures in English, presented their research at the 41st West Indian Literature Conference held at the Mona Campus from October 12-14, 2023.

Mr Asan Hoyte and Ms Katrina Welch, two graduate students in Linguistics, attended the 25th Biennial Society for Caribbean Linguistics Conference in Guyana, August 5 - 9, 2024 and participated in several sessions on language learning and development, language and music, language ideologies and attitudes, critical pedagogies and Caribbean Sign language.



Ms Katrina Welch, Graduate student in Linguistics in attendance at the 25th Biennial Society for Caribbean Linguistics Conference

Graduate Students Awarded Scholarships

The Faculty congratulates the following recipients of the UWI-USAID Educational Research Scholarships awarded through the Caribbean Educational Research Centre:

- Crescentiana Alfred, PhD, Education Candidate, School of Education
- Paula Alleyne, PhD, Education Candidate, School of Education
- Jonielle Alleyne, MPhil, Literatures in English Candidate, Dept of Language, Linguistics & Literature
- Desire Collins, PhD, Education Candidate, School of Education
- Bethlene Ferdinand, MPhil, Education Candidate, School of Education
- Rachel Frame, PhD, Education Candidate, School of Education
- Don Howell, PhD, Education Candidate, School of Education
- Talyjah Hyatt, MPhil, Education Candidate, School of Education
- Nitha Mauricette-Philip, PhD, Education Candidate, School of Education
- Jimelle Roberts, MPhil, Education Candidate, School of Education



The UWI Cave Hill Faculty of Law Mooting Team and Coach. L-R: Trent Luke, Dr Erskine Burke (Coach), Daniel Wilson, Rahym Augustin-Joseph and Geanna Joseph

FACULTY OF LAW

In the 2023/2024 academic year, a total of 71 students were recognised on the Dean's List for Semester I and a total of 51 students for Semester II, having achieved a semester GPA of 3.60 or above, based upon a minimum of five courses. The Dean wrote to each student informing them of their achievement.

Mooting Programme Reaps Success

The 2023/2024 academic year was a notable year for the Faculty's Mooting programme. The Faculty built on its success at the Caribbean Court of Justice Moot earlier in the year, where it won the award for the Best Academic Institution. It continued this momentum by successfully participating in the 5th Annual International Moot Court Competition between the Chinese University of Politics and Law (CUPL) and The University of the West Indies, Cave

Hill Campus, held on Tuesday, November 7, 2023 at the Faculty of Law, Cave Hill Campus. The fact-pattern of the Moot surrounded an international humanitarian issue.

The judge for this year's competition was Mr Andrew Ferreira, KC - Partner, Chancery Chambers.

Participants from the Cave Hill team included:

- Dr Erskine Burke - Lecturer & Coach
- Mr Trent Luke - Student
- Mr Daniel Wilson - Student
- Mr Rahym Augustin-Joseph - Student
- Ms Geanna Joseph - Student

The mooting competition was contested in a competitive, yet congenial atmosphere. The Court declared Cave Hill and CUPL as joint winners. Mr Trent Luke of the Cave Hill team was adjudged best oralist.

FACULTY OF MEDICAL SCIENCES

Inaugural Student Awards Ceremony

The Faculty hosted its inaugural Student Awards Ceremony on January 25, 2024, underscoring its commitment to academic excellence. Twenty-six students from the MBBS, BSc Health Sciences and BSc Human Nutrition & Dietetics programmes were awarded for earning a place on the Dean's List. Three MBBS students received scholarships from the 1948 Society, including the Dr Doyle Slifer Memorial Scholarship, while two MBBS students were recognised with scholarships from the UWI Medical Alumni Association. Prizes were also awarded for outstanding performance in the MBBS final examinations, and post-graduate students were recognised for their commendable work.

The following is a list of other scholarship recipients:

- Faith Holder - Dietitians of Barbados, Sheila Forde Scholarship
- Jada Best - Pharmacy Sales Scholarship
- Jivanni Boyce - Pharmacy Sales Scholarship
- Shirketha Hunte - Pharmacy Sales Scholarship
- Deidre Wood - Pharmacy Sales Scholarship

Students Making Their Mark Outside the University



Mr Daniel Griffith,
BSc Human Nutrition and
Dietetics student

BSc Human Nutrition and Dietetics student, Mr Daniel Griffith, proudly represented Barbados in weightlifting at the Pan American Games in Santiago, Chile. The Faculty extends its heartfelt congratulations to Mr Griffith for this remarkable achievement, showcasing both his dedication and the talent that thrives within the student body.



Ms Akeila Thomas, MBBS student accepts the Dean's List certificate for academic excellence in Year 1 from Dean, Dr Damien Cohall



Mr Joshua Grant-Desir, MBBS student receiving his award for being the top year 2 student based on academic performance among his cohort from Dean, Dr Damien Cohall

FACULTY OF SCIENCE AND TECHNOLOGY

On October 27, 2023, the Faculty of Science and Technology (FST) honoured its students at the Annual Faculty of Science and Technology Student Awards Ceremony, held in the Roy Marshall Teaching Complex and streamed online by the Office of Marketing and Communications.

This year, the programme was enhanced to include the recognition of student leaders, acknowledging 21 individuals representing all disciplines and departments, along with the President and executive members of the FST Student Committee. Prizes were presented by Mr Omar Kennedy, Owner, AnimeKon & AEON Bar & Grill, to the three teams that participated in the Hackmasters 2030 hackathon held during 2023 AnimeKon Expo. The departments of Biological & Chemical Sciences (BCS), Computer Science, Mathematics & Physics (CMP), as well as Meteorology and CERMES, presented special awards to 35 undergraduate and postgraduate students. Additionally, 77 students who met the requirements for the Dean's List for the 2022-23 academic year were honoured with certificates of achievement.

Dean's List 2023/2024

A total of 78 students were recognised on the Dean's List, having achieved a Semester GPA of 3.60 and above in Semesters I and II of 2023-2024 academic year, based on a minimum of 12 Faculty credits (full time) or six (6) Faculty credits (part time). Among them, 20 students obtained a GPA of 4.00 or higher in each semester while two students achieved a GPA of 4.30 in each semester.

Faculty and Departmental Prizes

The winners of the Faculty and Discipline Prizes for the 2023-2024 academic year, as detailed in Table 9, highlight the exceptional achievements of the graduating class. This cohort demonstrated outstanding academic performance, with the average GPA of these awardees surpassing 4.00, reflecting their dedication and excellence.



Dr Andrea Sealy, Meteorologist/Senior Lecturer, Caribbean Institute for Meteorology and Hydrology (CIMH), presenting a certificate of achievement to Shem Francis, BSc, Meteorology, for best performance in Meteorology Level II, Semester 1 at the FST Student Awards Ceremony



Dr Suresh Chatrani, owner of the OSI Computer Store, presenting an award for Best Performance Computer Science Level II/III to Mikkel Boxill, BSc, Computer Science and Mathematics at the FST Student Awards Ceremony

Table 9: Faculty of Science and Technology Awards

PRIZE	NAME OF STUDENT	MAJOR (GPA)
Dean's Prize	Gaziyah Bentham	Computer Science and Accounting (4.11)
Proximé Accessit to Dean's Prize	Kiara Hunte	Chemistry and Mathematics (4.10)
Faculty Prize	Princess Neverson	-
Pfizer Ltd (PFL) Prize in Biochemistry	Chad Kelawan	Biochemistry with Microbiology (4.01)
The Graham Gooding Biology Prize	Jayde Sokaloo	Biology and Chemistry (4.06)
Mt Gay Distilleries Ltd Prize in Microbiology	Marcus Fitzpatrick	Microbiology (3.63)
R L Seale & Co Ltd Prize in Chemistry	Jayde Sokaloo	Biology and Chemistry (4.06)

Faculty Scholarships and Science Fee Grants Awarded

The Faculty of Science & Technology Scholarship Fund was utilised to award two full scholarships to Kiara Hunte and Jayde Sokaloo, as well as two bursary scholarships to Darrian Forde and Khala Griffith, during the 2023-2024 academic year. The Fund is continuously supported by staff of the Faculty whose donations were used to award the BBD 1,080 full scholarships and BBD 800 bursary scholarships. Four students were also awarded Christopher Lambert Science Fee Grants, open to continuing students who are citizens of a UWI contributing country pursuing a degree in the Department of Biological and Chemical Sciences, while eight students were awarded the David Lewis Science Grants, open to continuing students who are citizens of a UWI contributing country pursuing a degree in the Department of Computer Science, Mathematics and Physics and in Meteorology. The Jeanese Elaine Badenock Scholarship was awarded to Katelynn Clarke and the Robert Collis Barrow Memorial Scholarship was awarded to Andrew Humphrey.

Students Capture Gold at 2024 Math Olympiad

Team Psi-Kicks, consisting of three students from the Faculty of Science and Technology at Cave Hill Campus - Simeon Green, Ian Francis, and Tyreke Jones - were awarded the 2024 Gold Medal in the Math Olympiad at the Caribbean Science Foundation's second annual Caribbean Science, Technology, Engineering, and Mathematics (STEM) Olympiads, held virtually from January 17-20, 2024. The Olympiads featured competition in three categories: Math Olympiad, Computer Coding Olympiad, and Robotics Olympiad, across three age levels: 12-15, 16-18, and 19-21. Team Psi-Kicks triumphed in Level III of the Math Olympiad, showcasing their exceptional skills and representing the Faculty with distinction.

Graduate Expanding Horizons

Jayde Sokaloo, a 2024 BSc Biology and Chemistry graduate, participated in the bioMT Summer Programme at Dartmouth College, Hanover, NH, USA, from June to August 2024. Credited towards the course BIOL3501 Professional Placement for Biologists, this opportunity was facilitated through an agreement between the UWI Cave Hill Campus and Dartmouth College, coordinated by the Faculty of Science and Technology. During the programme, Mr Sokaloo conducted research in Dr Chris Shoemaker's laboratory at the Geisel School of Medicine's Department of Biochemistry and Cell Biology, focusing on elucidating the role of NBR1 (Neighbour of BRCA1 gene 1) in autophagy.

External Scholarships

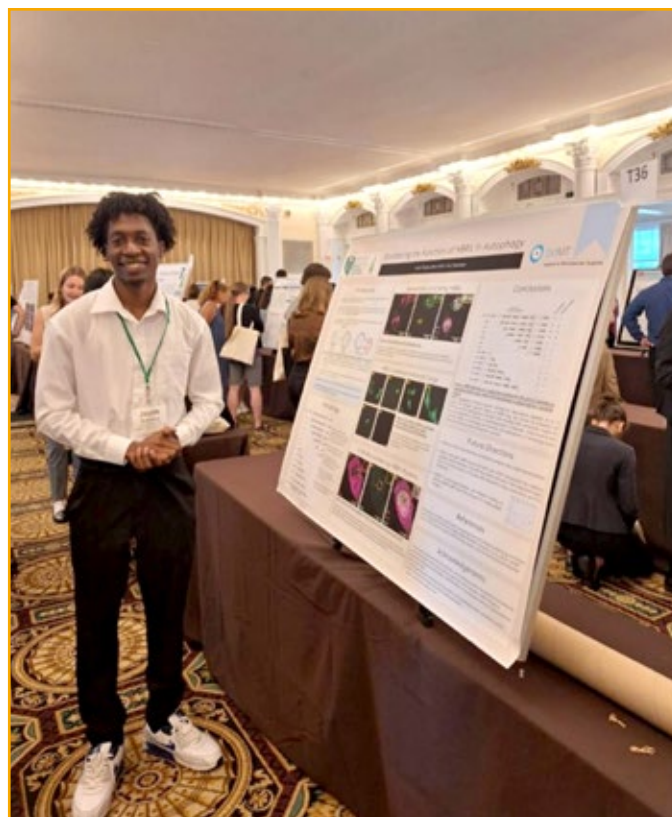
Following on the heels of the success of Ms Nikita Kunar, BSc Chemistry and Environmental Science in 2023, Ms Asha Gittens, BSc Biology and Environmental Science was awarded the 2024 Japanese Scholarship to Sofia University to pursue a Master's in Global Environmental Studies.

Celebrating Student's Impact on the Department of Biological & Chemical Sciences (BCS)



Spencer St John, MPhil
Biochemistry Student

The 2023/2024 award for the BCS Postgraduate student that demonstrated significant contributions to the departmental operations was presented to Mr Spencer St John. Mr St John demonstrated extraordinary dedication to the department by selflessly supporting undergraduate students, fellow graduate students and staff with their



Jayde Sokaloo presenting his research at the 2024 New Hampshire-INBRE Annual Meeting, held August 12-13 at Mount Washington, NH

research and teaching while pursuing his studies. Despite only minoring in biochemistry during his undergraduate studies, he showed remarkable initiative in pursuing his thesis in this area, and has already presented his innovative work to international audiences. He has worked in the capacity of lab demonstrator, temporary technician, tutor and departmental assessment invigilator. Mr St John exemplifies the spirit of BCS in a student.

Celebrating Student Achievements



Josiq Derpwell



Abbie Pultie



Lianna Williams



Trisha Birkett



Justin Greaves

FACULTY OF SOCIAL SCIENCES

The success of its students in academic and extracurricular activities continues to be a source of immense pride for the Faculty of Social Sciences. In the 2023/2024 academic year, several students received prestigious regional and international scholarships in recognition of their exceptional academic performance and research contributions. This achievement paralleled a significant increase in student participation in research initiatives within the Faculty, as undergraduate and postgraduate students actively presented at conferences and co-authored papers with faculty members.

Beyond academic excellence, students also demonstrated a strong commitment to leadership and civic engagement. Many played active roles in student governance, leading various Faculty clubs and societies that focus on governance, entrepreneurship, and community service. The Faculty enhanced these efforts by supporting student-led initiatives that promoted social responsibility, focusing on pressing issues like youth unemployment, mental health awareness, and environmental sustainability.

Top Performers in the Department of Economics Recognised

Each year, the Department of Economics awards various prizes to students. These awards aim to recognise, acknowledge, and celebrate those students who have demonstrated excellence in their coursework.

The recipients for the 2023/2024 academic year were:

- **Abbie Pultie**, who received the Sir Arthur Lewis Memorial Prize for the most outstanding student graduating with a major in Economics, as well as the Charles M Kennedy Prize (Cave Hill Nominee) for the most outstanding student obtaining the highest aggregate marks in the Final Year examinations of the BSc Economics degree.
- **Lianna Williams**, who received the Wendell McClean Memorial Prize in Economic Theory for achieving the highest aggregate marks in Economic Theory in Level II examinations.
- **Shaniqua Hunte**, who received the Roland Craigwell Finance Prize having obtained the highest aggregate marks in Level II of the BSc Banking and Finance programme
- **Josiq Derpwell**, who received the Llewyn Rock Memorial Prize for obtaining the highest GPA in Level II of the BSc Economics (Special), BSc Economics with Specialisations, and BSc Economics (Major) programmes.
- **Justin Greaves**, who received the Graduate Award in Economics, which is awarded to the graduate student in any programme offered by the Department of Economics obtaining the highest average grade in their coursework (at least a B+ average) and a minimum of a B+ in their final research paper.
- **Trisha Birkett**, who received the Michael Howard Prize for the most outstanding student graduating with at least a 3.0 GPA and at least a B+ in Public Finance I and/or II.

Department of Government, Sociology, Social Work & Psychology (GSSWP) Empowering Students Through Scholarships and Global Opportunities

During the academic year 2023/2024 the Department of Government, Sociology, Social Work & Psychology recognised final-year students for outstanding performance in their chosen disciplines. The winners of the awards were:

- Dominique Noralez - Christine Barrow Award
- Stacey Browne-Grosvenor - Elsa Leo-Rhynie Award
- Shane Haynes - Funmilayo Jones Award
- Nathaniel Layne - Neville Duncan Award
- Annisha Alexander - Elsworth Young Award
- Rahym Augustin-Joseph - George Belle Award

The Department also recognised Kristian Atkins, Niomi Cambridge, Zi-Annka Springer and Rahym Augustin-Joseph for their outstanding participation and representation of the Cave Hill Campus in the Harvard Model United Nations (HMUN) 2024 competition. Niomi and Zi-Annka won the “Honourable Mention” award for their representation of Canada.

Department of Management Studies Students Driving Impact Through Strategic Partnerships

Students from the Department of Management Studies participated in data collection during the first *Point in Time Count* in Barbados during the year under review. This initiative was designed to assess the prevalence of homelessness across Barbados. For one night, the students were tasked with the collection of geospatial locations of homeless hotspots and counting and surveying homeless persons. The students were successful in collecting the necessary data needed for the duration of the project. The purpose of this initiative was to gather data related to the locations and profile of homeless persons. This information was used to design the *National Policy to address Homelessness in Barbados*.



Harvard Model United Nations 2024 Competition Participants.
L-R: Kristian Atkins, Niomi Cambridge, Zi-Annka Springer and
Rahym Augustin-Joseph

Additionally, Business Analytics students were tasked with designing a fraud detection system for Sagicor Life Insurance Company. The students used data analytic techniques and tools to develop the fraud detection system which would be used to identify fraudulent claims. This system has proven to be effective in determining the level of fraudulent activity across the various islands where Sagicor operates. Business Analytics students also collected data for the Product Audit project in collaboration with the Barbados Tourism Marketing Inc (BTMI). For this project, students geotagged all of the tourism products in Barbados to facilitate their geospatial representation in the BTMI's system. They also completed assessments of the tourism products and surveys with tourists on-site as part of the evaluation.

FACULTY OF SPORT

Dean's List and Dean's Student-Athlete Awards

During the 2023/2024 academic year the following students met the requirements for the Dean's List and Student-Athlete awards:

SEMESTER I

- Dacia Clarke
- Saamel Cooper
- Paul Miller

SEMESTER II

- Dacia Clarke
- Saamel Cooper
- Marcus Duberry
- Danielle Holder
- Ramani Lewis-Emmanuel
- Deallo Small

UWI Blackbirds Netball Club Makes Campus Proud

The UWI Blackbirds Netball Club proudly participated in the 2024 season competition with four teams, totalling 51 players, made up of students and alumni. The teams were divided into four divisions: the Premier Division and Divisions 5, 6, and 7. The Division 7 team, which included girls from primary and secondary schools, indicates a promising future for the Academy, effectively feeding its succession plan. The remaining teams consisted of UWI students, staff and alumni.

The year was extremely successful, as the team won every division in the league except the Premier division in which it placed third. However, the team made up for that third place by claiming the knockout crown. Each team played undefeated in their respective divisions, leading to their automatic placement in higher divisions for the next season. Along with winning the league titles, the UWI Blackbirds Netball Club proudly holds the Seniors and Intermediate II Knockout titles, while the junior knockout competition was cancelled due to numerous setbacks and delays.

LEAGUE RESULTS

- Premier Division - 3rd Place
- Division 5 - Champions (undefeated)
- Division 6 - Champions (undefeated)
- Division 7 - Champions (undefeated)

KNOCKOUTS

- Senior Knockout
(Division 1&2 Combined) - Champions
- Intermediate II
(Division 5&6 Combined) - Champions



UWI Blackbirds Netball Club - Senior Knockout (Division 1&2 Combined) Champions



Barbados Medicinal Cannabis Licensing Authority (BMCLA) CEO (Ag), Shanika Roberts-Odle, presents Pro Vice-Chancellor and Principal of The UWI, Cave Hill Campus, Professor R Clive Landis, with the research and development licence for medical cannabis, as Dean of the Faculty of Medical Sciences, Dr Damian Cohall, who will be at the forefront of the medicinal cannabis projects, looks on

RESEARCH AND INNOVATION

Throughout the academic year 2023/2024, The UWI Cave Hill Campus reinforced its role as a center for research and innovation. The Campus awarded competitive research funding to postgraduate students who applied and were successful, faculty and staff advanced knowledge through groundbreaking initiatives, including novel applications of sargassum, while a new medical sciences dry lab expanded research infrastructure. The Campus also fostered intellectual exchange through public lectures, symposia, conferences, roundtable discussions and other forms of dialogue on key local, regional and global issues. Innovative competitions encouraged creativity among staff, faculty published impactful books, and research ethics approvals highlighted the institution's commitment to responsible inquiry. These achievements reflect the Campus' dedication to advancing knowledge, fostering innovation and shaping solutions for a rapidly evolving world.

**Table 10: Postgraduate Research Awards
for Academic Year 2023/2024**

POSTGRADUATE RESEARCH AWARDS 2023/2024				
FACULTY/ INSTITUTE	NO OF AWARDS	CONFERENCE BBD	RESEARCH BBD	TOTAL BBD
Culture, Creative and Performing Arts	1	4,123.15	-	4,123.15
Medical Sciences	10	12,928.86	22,492.38	35,421.24
Science and Technology	6	17,424.14	9,129.20	26,553.34
Social Sciences	2	5,680.83	8,619.00	14,299.83
Humanities and Education	16	72,320.29		72,320.29
Law	1	2,500.00		2,500.00
Total	36	114,977.27	40,240.58	155,217.85

CAMPUS RESEARCH AWARDS

In the Academic year 2023/2024, the Cave Hill Campus funded research by its students to the tune of **BBD 155,217.85**. The greatest percentage (46%) of these awards was captured by the Faculty of Humanities and Education. The Faculty of Medical Sciences captured 23 %, with the Faculty of Science and Technology receiving 17% and the Faculty of Social Sciences obtaining 9%. The Faculty of Culture, Creative and Performing Arts and The Faculty of Law captured very small shares, having obtained 3% and 2% respectively. The details are reflected in Table 10.

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

Sargassum Alginate Extraction Project

The Campus undertook an initiative that sought to extract Alginate from Sargassum Seaweed. Alginate, also known as alginic acid or algin, is a hydrocolloid, water-soluble biopolymer found in the cell walls of brown algae or seaweed, often in a gel state. The extraction of Alginate is taking place in various countries, with the product being used for various consumables. The yield from the extraction process can be quite low. An innovative process to extract a high yield of Alginate from Sargassum seaweed has been developed by Dr Srinivasa Popuri (Senior Lecturer, Department of Biological and Chemical Sciences), alongside Keane Mason and their research team. The Campus teamed up with Diproinduca, an international company that specialises in by-product

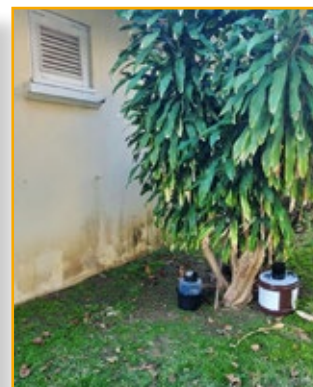


Comparison of sodium alginate (right) from commercial alginate (left)

management and alternative raw materials production to commercialise this process. Pilot Testing of the process was successfully conducted during this period.

The Renewable Energy powered Silent Terminator (REST) prototype

During the reporting period, testing of the REST Prototype was undertaken. The REST device, an innovation of the Centre for Biosecurity (CBS) team, is designed to attract and kill flying, biting insects powered by green energy and without the use of harmful toxic chemicals (insecticides). The aim is to reduce the number of mosquitos, potential infections, diseases, insecticide resistance in flying biting insects and air pollution. This in turn should lead to and a cleaner healthier environment and less harmful climate impact. The device selectively targets female flying biting insects within an external environment while utilising green renewable energy. The first prototype was completed, received and initially tested at The UWI, Cave Hill in February 2024. Improvements were then made to the design following which further testing will be conducted to evaluate its efficiency and



Left: The Renewable Energy powered Silent Terminator (REST) prototype delivered to CBS, UWI Cave Hill by prototyping contractors FASOVE. Right: REST unit deployed in the field along with a conventional mosquito trap during a mosquito research sampling activity with Virginia Tech University in Barbados (March 2023).

effectiveness at ArcTech Innovation, a spinoff company of London School of Hygiene and Tropical Medicine (LSHTM) in the United Kingdom.

RICCH Website

The website of the Office of Research, Innovation and Community at Cave Hill (RICCH) was officially launched. Information on the Campus' Building and Innovation processes can be found at <https://www.cavehill.uwi.edu/ricch>

Author Fellowship Programme

This initiative, which was conceptualised and managed by Dr Yolande Cooke, commenced once again during this reporting period. This year, four persons enrolled as fellows, three of these individuals were Postgraduate students. Mentors for this year's iteration included Professors Peter Adams and Pedro Welch.

Seminar on Building Publication Profile

A seminar on Building Publication Profile for Fellows was also held for the participants, but was also open to the Campus Community. This seminar was conducted by Professor Donna Maria Maynard (Professor of Psychology) who shared her experiences and tips for strategically planning and implementing a publication profile.

Short Course on Preparing Persuasive Grant Applications

This course is offered by RICCH through the Centre for Professional Development and Lifelong Learning (CPDLL) and is aimed at anyone interested in learning more about how to develop & write a grant proposal. The course covers all interest levels from formulating your project idea (Session 1) to developing a full proposal (sessions 2&3) and even those wanting actionable advice and practical assistance. Moreover, it also gives guidance on how to build relationships with funders and present a competitive proposal. Now offered at both the Introductory and Intermediate levels, the course has seen notable participation from individuals predominantly from NGO's within Barbados and other islands.



Author Fellowship Programme



Seminar conducted by Professor Donna Maria Maynard



Professor R Clive Landis, Pro Vice-Chancellor and Principal, The UWI Cave Hill Campus, delivering remarks during a ceremony held at the 3Ws Pavilion on January 19, 2024

Medicinal Cannabis - Inaugural Licence To Conduct Research And Development

The UWI, Cave Hill Campus was granted an inaugural license to conduct research and development into cannabis in Barbados by the Barbados Medicinal Cannabis Licensing Authority (BMCLA). The R&D licence enables the campus to conduct experiments and testing on various forms and derivatives of cannabis, including live plants, fresh and dried plant material, seeds, oil, and wax. The campus will also be able to pursue drug discovery and pharmacological research on cannabinoid compounds, such as phytocannabinoids, synthetic cannabinoids, endocannabinoids, and other related phytochemicals from the cannabis plant.

The licence was presented to Pro Vice-Chancellor and Campus Principal, Professor R Clive Landis by Chief Executive Officer of the Barbados Medicinal Cannabis Licensing Authority (BMCLA), Shanika Roberts-Odle during a ceremony held at the 3Ws Pavilion on January 19, 2024.

At an event held under the theme 'Licensed to Thrive', marking the third anniversary of the BMCLA, the presentation brought to 30, the number of licences approved by the BMCLA to participate in the marijuana industry.

Professor Landis told the audience that with the receipt of an R & D licence, Cave Hill is now poised to reap the benefits of applied research, and is also able to pursue entrepreneurial opportunities.

The Faculty of Medical Sciences plans to use the licence to research cardiometabolic syndrome, diseases affecting the central nervous system such as epilepsy, and the use of cannabinoid products to manage patients with related qualifying diseases which will lead to transformative medical interventions against NCDs and neurodegenerative conditions.

Dean of the Faculty of Medical Sciences, Dr Damian Cohall, will be at the forefront for the medicinal cannabis projects.

NEW GRANTS

During the academic year 2023/2024, the Campus' research thrust was strengthened by the introduction of the following new grants to the research portfolio.

Centre for Biosecurity Studies, Faculty of Social Sciences

CCRIF SPC

Grant Investigator: Dr Kirk Douglas

Funding Obtained: USD 24,250

CCRIF funded- Climate, Health & Wildfires in Barbados

Duration: March 13, 2023 to August 25, 2024

Centre for Resource Management and Environmental Studies, Faculty of Science and Technology

Amplifying climate justice for fisherfolk, particularly women and youth, in Barbados' blue economy

Investigator: Maria Pena

Open Society Foundations

Funding Obtained: USD140,659

Duration: July 01, 2023 to June 30, 2025

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

Documenting the Past, Triaging the Present, and Conserving a Legacy for the Future: A Web App for Sicily's Norman Heritage

Collaborators: Drs Dawn Marie Hayes (Montclair State University, New Jersey, USA) and Casey D Allen (The University of the West Indies, Cave Hill).

Funding Obtained: USD 349,971. National Endowment for the Humanities, Humanities Collections and Reference Resources section.

Awarded: April 2024

Duration: 2024-2028

Design fungal gene knockouts to examine disease resistance models during infection

Collaborators: Dr Angela Alleyne and Professor Sophia Stone of Dalhousie University Sophia Stone - Department of Biology - Dalhousie University

Funding Obtained: CAD 25,000.

(NSERC- ALLRP 586547 - 23)

Duration: October 2023 - December 2024

A synthesis of evidence regarding people of African descent with uterine fibroids

Team Members: Jefferies, Keisha; Etowa, Josephine; Salami, Bukola; Aston, Megan; Alleyne, Angela; Austin, Shane; Bland, Lisa; Rothfus, Melissa; Oladimeji, Bukola; Cameron, Emma; Marfo, Crenda. Research Development Grant, Faculty of Health, Dalhousie University

Funding Obtained: CAD 5,000

Duration: January - December 2024

People of African Descent with Uterine Fibroids: A Scoping Review

Team Members: Jefferies, Keisha; Etowa, Josephine; Salami, Bukola; Aston, Megan; Alleyne, Angela; Austin, Shane; Bland, Lisa; Rothfus, Melissa; Oladimeji, Bukola; Cameron, Emma; Marfo, Crenda, Operating Grant, Nursing Research & Development Fund, School of Nursing, Faculty of Health

Funding Obtained: CAD 5,000

Duration: April 01, 2024 - March 31, 2025

Research and Innovation

Development of a strategic plan for the installation of reverse osmosis water treatment facilities along west coast corridor in Barbados

In collaboration with colleagues from CERMES, this project seeks to provide a data-driven basis for the efficacy and viability of desalination along the west coast corridor of Barbados through the investigation of wastewater disposal practices and its effects on ground water supply, a geotechnical and hydrogeochemical study and the development of a strategic plan. This project was commissioned by the Caribbean Community Climate Change Centre (5Cs)

Investigators: Dr Jeanese Badenock, Dr Karl Payne and Professor Avril Williams.

Funding Obtained: USD484,239.50

Duration: December 22, 2023 to June 2025

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. This the 3rd phase of the project focussed on the optimization and upscaling of the biostimulant.

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

Funding Obtained: USD 19,536.17

Duration: February 22, 2024 - April 26, 2024

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

The UWI Community Theatre project “That Was Before My Time”, out of which the play “Cry Water, Then Blood” was developed

Ms Lisa Cumberbatch

Funding Obtained: BBD 23,000 received from the Division of Culture, Prime Minister’s Office, Barbados. Further received BBD 5,000 from Sagicor, Barbados, to assist with the remounting of the play.

Duration: November 6, 2023 - May 30, 2024

George Alleyne Chronic Disease Research Centre – GA-CDRC

Building healthy communities with the dual goal of chronic disease prevention and promoting environmental sustainability, the Sustainability Healthy Active Living (SHAL) project

GA-CDRC Investigators: Simon Anderson

Other UWI Investigators: Georgiana Gordon-Strachan, Joanne Smith-Burke, CAIHR; Thera Edwards, Department of Geography and Geology, Jamaica

External Investigators: Sonia Anand, Shrikant Bangdiwala, Russell de Souza, Sujane Kandasamy, Myles Sergeant, Diana Sherifali, Gita Wahi, McMaster; Matt Kwan, Brock University; Jeff Brook, University of Toronto

Funding Obtained: CAD 1,410,892 from IDRC Canada with CAD 585,278 coming to The UWI

Duration: April 2024 to March 2029

A community-led support system for improved management of non-communicable diseases: A household approach

GA-CDRC Investigators: Simon Anderson, Natasha Sobers

Other UWI Investigators: Trevor Ferguson, CAIHR, Jamaica

External Investigators: Jane Hirst, Mark Woodward, Imperial College, UK; Christian Delles, University of Glasgow, UK; Sonia Anand, Jackie Bosch, Russell de Souza, Sandi Azab, Rosain Stennett, McMaster, Canada

Funding Obtained: GBP 9,962 from National Institute for Health and Care Research (NIHR)

Duration: February 2024 to May 2024

Childhood Nutrition Study (Sub Study of the SCPE Project)

UWI Collaborators: Simon Anderson (UWI co-Lead), Natasha Sobers (UWI co-Lead), Michele Lashley

Other Collaborators: Barbados Ministry of Health and Wellness (MoHW), SickKids Centre for Global Child Health (SickKids)

Funding Obtained: CAD 309, 940 from LesLois Shaw Foundation through SickKids Foundation

Duration: October 2023 to September 2025

Pathway to policy: integrating security and public health responses to firearms trafficking and violence in the Caribbean

GA-CDRC Investigators: Simon Anderson, Natasha Sobers

Other Regional Investigators: Reginald King, QEH; Mark Wong, KPH (Jamaica); Madeleine Joseph, PMH (Bahamas)

External Investigators: Nicolas Florquin, Anne-S  verine Fabre, Small Arms Survey

Funding Obtained: USD 137,760 from Small Arms Survey/ Graduate Institute of International and Developmental Studies

Duration: July 2023 to December 2025

Institute for Gender and Development Studies: Nita Barrow Unit

SUGAR ATLAS: Counter-Mapping Diabetes from the Caribbean

Project Summary: Public health is built on maps. But when it comes to diabetes in the Caribbean, many existing maps are alienating, incomplete, and full of errors. Yet remedying these misrecognitions is not simply a matter of more granular data either. Maps have long been instrumental tools for colonial and imperial power. This creates double binds in mapping the most basic facts of what is happening to people. This project is envisioned as a collective attempt at counter-mapping diabetes care from the Caribbean. With a focus on making visible the planetary and embodied legacies of sugar – and highlighting the ways women are already mapping their own care – this research proposes a platform for unorthodox map-making and community art that recognizes people not as public health “risks” or targets, but as knowledge bearers offering insights from what they have learned by managing to hold up entire worlds.

Co-Principal investigators: Dr Tonya Haynes, Dr Amy Moran-Thomas (Massachusetts Institute of Technology) and Dr Nicole Charles (University of Toronto).

Funding: USD 25,000

American Council of Learned Societies Digital Justice Seed Grants

Duration: 2024-2025

Training course on Unequal Relations of Gender, Sexual Harassment and Sexual and Gender-based Violence, The Rs (Reduce, Reuse, Recycle) for Climate Resilience Wastewater Systems in Barbados (3R-CReWS)

Project Personnel: Dr Tonya Haynes, Dr Halimah DeShong, Dr Daniele Bobb, Leigh-Ann Worrell

Funding: USD 65,000

Consultancy Awarded by the Caribbean Community Climate Change Centre

Duration: April – November, 2024

FROM RESEARCH TO INNOVATION: A SARGASSUM SUCCESS STORY

Rum and Sargassum Pioneering Initiative

Initiated by Dr Legena Henry, a Lecturer in renewable energy at The UWI Cave Hill, the project focuses on converting sargassum seaweed and rum distillery wastewater into bio-compressed natural gas (bio-CNG). This initiative addresses the persistent issue of sargassum influxes on Caribbean coastlines by transforming an invasive seaweed into a valuable energy resource. The process involves anaerobic digestion, where sargassum, distillery effluent and Blackbelly sheep manure are combined to produce biomethane, which is then compressed to fuel vehicles. The project achieved a significant milestone in September 2024, with the launch of the world's first vehicle powered by bio-CNG derived from sargassum.

NEW INFRASTRUCTURE TO ADVANCE RESEARCH CAPABILITIES

Faculty of Medical Sciences (FMS) Launches a Multidisciplinary Dry Lab

On November 16, 2023, the FMS launched its Dry Lab in the Jacqueline Wade Conference Room in the Hilary McDonald Beckles Administration Building. Deputy Dean -Research and Postgraduate Studies, Dr Michael Campbell, was the Chair of the event. The Head of Department, Preclinical and Health Sciences, Dr Nkemcho Ojeh gave opening remarks and the Pro Vice-Chancellor and Principal, Professor R Clive Landis provided remarks on the use of the dry lab to conduct income generating research and other services to support the university's strategic plan underpinned by the theme, "Revenue Generation". The Dean gave comments on the dry lab's journey and vision and outlined its purpose, which is to serve as an area for modeling and the pursuit of other forms of analysis of non-wet derived data. The research themes to be considered in this space include nursing, applied public health, data analysis and management and ethics."



Photo capturing the historic launch of the multidisciplinary Dry Lab aimed at creating an evidenced based translation research and technologies for priority health areas

BUILDING AND STRENGTHENING RESEARCH NETWORKS: EMBRACING OPPORTUNITIES TO COLLABORATE WITH STAKEHOLDERS

2024 Science and Technology Festival

The 2024 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), The UWI Cave Hill Campus, from March 20-23, 2024 at the Lloyd Erskine Sandiford Centre (LESC) in Two Mile Hill, St. Michael, under the theme, "Let's Innovate: Barbados."

The festival featured interactive exhibits, workshops, demonstrations in robotics, coding, 3D printing, virtual reality, a Secondary Schools Speak-Off Competition and a Research Hub showcasing local scientific pursuits. The Science and Technology Hackathon encouraged participants to develop innovative solutions for real-world challenges.

Over 50 exhibitors, including local businesses, research institutions, and NGOs, presented cutting-edge technologies and digital advancements. Hundreds of students and teachers from primary to tertiary institutions visited the festival. It also received support from student volunteers from The UWI Cave Hill Campus, Barbados Community College, and local secondary schools. These volunteers assisted with event setup, guided attendees, and supported the interactive exhibits, significantly contributing to the event's success and fostering a greater appreciation for science and technology in Barbados.

Faculty of Science and Technology

Biological and Chemical Sciences Team Fosters New Collaboration with Ministry of Environment and National Beautification to Identify Endangered Species

Dr Darren Browne, Lecturer in Biology and Deputy Dean, Academic Affairs, established a new collaboration with the Ministry of Environment and National Beautification on the Conserving Barbados' Endemic



The Honorable Marsha Caddle, MP, Minister of Industry, Innovation, Science and Technology (center); Professor R Clive Landis, Pro Vice-Chancellor and Principal, The UWI Cave Hill Campus (right); and Dr Jeanese Badenock, Dean, Faculty of Science and Technology (left), during the ribbon cutting ceremony to open the 2024 Science and Technology festival



Dr Darren Browne is the principle investigator of the ongoing eDNA collaboration with the Ministry of Environment as part of the CBER project

Research and Innovation

Reptiles (CBER) project to examine soil samples from across Barbados via metabarcoding to detect DNA from critically endangered (and possibly extinct) endemic reptiles.

The project, in its initial stages, is part of an undergraduate research project with undergraduate student Kwame Adridge. The team is refining sample collection protocols and have designed DNA primers specific to the genes of the Barbados thread snake and the Barbados green anole and two invasive reptile species. The team is testing all collected soil samples for the presence of the target species, providing the Ministry of Environment with potential target location to focus field survey efforts. The final protocol will be used to collect soil samples from across Barbados. The team will then apply metabarcoding protocols to identify all reptiles that have left DNA traces, enabling the team to provide a detailed distribution map of endemic (and invasive) reptile species for the island.

Faculty of Social Sciences

A Partnership to Address Homelessness in Barbados

The Department of Management Studies (DOMS) engaged the Ministry of People Empowerment & Elder Affairs for the development of a National Policy to Address Homelessness in Barbados. This was a strategic shift towards an evidence-based, collaborative, and contemporary approach in addressing homelessness, acknowledging it as not just a reflection of poverty, but a complex social and public health challenge that disrupts lives and communities. As part of this, the Department conducted the first ever Point in Time (PIT) Count in Barbados. During the PIT Count, UWI students and volunteers from a variety of organisations went to various areas in Barbados to count the homeless. This facilitated the geospatial representation of hotspots of homelessness across the island and allowed for the collection of survey data which aided with the development of the policy.

Tourism and Hospitality Authority of Guyana (THAG) Seeks DOMS Expertise

The DOMS has developed a relationship with the Tourism and Hospitality Authority of Guyana (THAG)



with the aim to build out the tourism sector of Guyana through research and product development. Moreover, the Department will collaborate with THAG in areas of training through the development of joint programmes. One such programme is the Essentials in Tourism Management for which courses had already been developed.

Creation of a Comprehensive Inventory of Tourism Product Offerings in Barbados

The DOMS was engaged by the Barbados Tourism Marketing Inc. (BTMI) to provide a comprehensive inventory of the tourism product offerings in Barbados. This facilitated the development of new and innovative products through the identification of strengths and gaps. Thus, the report contributed to ensuring the competitiveness of the tourism product in Barbados.

Skilled Postgraduate Students Conduct Market Research on St. Joseph Hospital

Graduate students from the DOMS completed a report on the market potential of the St Joseph Hospital revitalisation project. Dr Joseann Knight from the Department supervised the process, helped design research instruments, assisted with the conduct of the qualitative element of the research, supervised the data analysis and finalised the report. This report is the first step in a feasibility study to be conducted on the St Joseph Hospital.

George Alleyne Chronic Disease Research Centre (GA-CDRC)

Childhood Nutrition Surveillance Study Key in Assessing Child Nutrition in Barbados

The Childhood Nutrition Surveillance Study is a collaborative effort between The University of the West Indies, Cave Hill, Barbados, and the Shaw Centre for Paediatric Excellence, formed by The Government of Barbados and The Centre for Global Child Health at The Hospital for Sick Children (SickKids) in Toronto, Canada. Its aim is to assess the nutritional status of primary school-age children in Barbados and understand the factors influencing it.

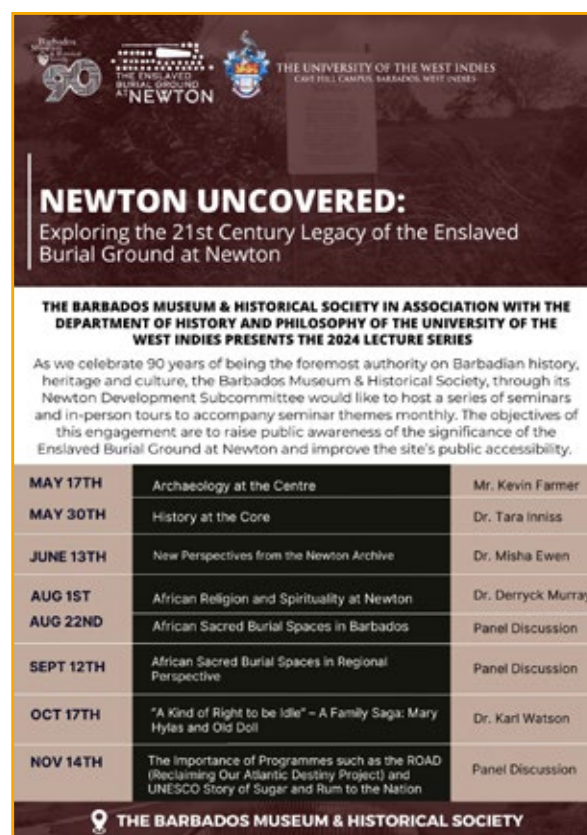
The study, spearheaded by the George Alleyne Chronic Disease Research Centre at The University of the West Indies, Barbados, will focus on children aged 6-7 years and 8-9 years and will be conducted across public and private schools and polyclinics. It has received approval from the Ministry of Education, Technological and Vocational Training to commence, as well as ethical clearance from The University of the West Indies, Cave Hill/Barbados Ministry of Health Institutional Review Board.

Ultimately, the study hopes to establish a robust framework for the continual assessment of child nutrition in Barbados. It is a collective commitment to ensuring the optimal well-being of our nation's children.

Faculty of Humanities and Education

The Barbados Museum & Historical Society (BMHS) and the Department of History and Philosophy 'Uncover Newton' in their 2024 Lecture Series

From the mid-seventeenth to mid-eighteenth centuries, most of the Africans brought to Barbados and the English-speaking Caribbean came from the Gold and Windward Coasts and the Bight of Benin, which are now Ghana, Togo, Dahomey, and Western Nigeria. Between 1670 and 1833, approximately 1,000 enslaved individuals died on the Newton plantation, with an estimated 570 buried in the plantation's cemetery. Excavations of some of the burials have provided insights into their lives, including their



diets, religious practices, and burial customs. It is believed that 1.6 million Africans were brought to the Caribbean during the Trans-Atlantic Slave Trade, with Barbados receiving between 350,000 and 380,000 enslaved Africans.

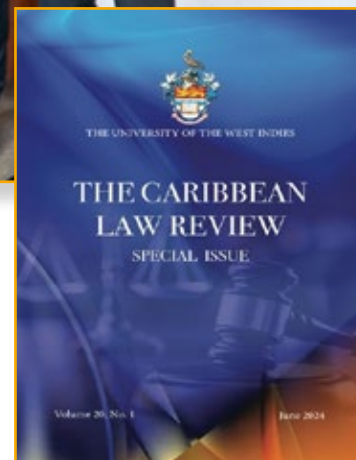
The Barbados Museum & Historical Society in collaboration with the Department of History and Philosophy of The University of the West Indies, proudly presented the 2024 Lecture Series themed: 'Newton Uncovered: Exploring the 21st Century Legacy of the Enslaved Burial Ground at Newton'.

There were seven (7) sessions with two (2) panel discussions involving UWI and overseas lecturers and regional experts on archaeology and cultural development. At least one (1) presentation was from a UWI History PhD student, Ms Stacia Bryan. Presentations focused on the history and archaeology of the sacred site of memory for the slave trade and slavery while also focusing on the communities who continue to use the site for spiritual purposes. The lecture series was also accompanied by a series of heritage tours to Newton and other sites associated with the themes in the series. Cultural presentations such as poetry



From Left: Lt. Col. Junior Browne, Officer in Charge, Faculty of Law Library; Professor R Clive Landis, Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, Ms Isabel Barbosa, Associate Director of Healthy Families at the O'Neill Institute for National and Global Health law; Ms Nicole Foster, General Editor; Mr Masoud Gerami, Managing Director of Vlex; Dr Antonius Hippolyte, Interim Dean of The UWI Cave Hill

Right: The Caribbean Law Review is published twice per year in June and December. It is a peer-reviewed journal and accepts submissions on a rolling basis.



readings and film productions based on Newton were also showcased during the series.

The lecture series was proposed by Dr Tara Inniss who Chairs the BMHS Newton Subcommittee which was formed in August 2020. The Sub-committee centers the role of enslaved Africans in shaping Barbadian society, while also advising on the site's development and fundraising efforts.

Faculty of Law

Relaunch of the Caribbean Law Review

The Faculty's flagship publication, the Caribbean Law Review, was relaunched on April 25, 2024 after a 15-year hiatus with the publication of a June special issue on 'Unhealthy Food, Alcohol, Tobacco

and the Law'. The launch was conducted in a hybrid mode with authors, members of the Caribbean Law Review's Advisory Board and Editorial Committee as well as the Law and Health Research Unit (LHRU) partners attending in person and online. Remarks were made by Pro Vice-Chancellor and Principal, Professor R Clive Landis; Interim Dean of the Faculty, Dr Antonius Hippolyte; General Editor & Co-Editor of the Special Issue, Mrs Nicole Foster; Co-Editor of the special issue and Associate Director of Healthy Families Initiative, O'Neill Institute for National and Global Health Law, Georgetown University, Dr Isabel Barbosa; Lt Col Junior Browne, Officer-in-Charge of the Law Library and Mr Masoud Gerami, Managing Director, VLex.



From left: Ms Vicki Marshall, Corporate Secretary/Barbados Head of Compliance & Governance; Professor Don Marshall, University Director, SALISES; Ms Glenna Smith, Managing Director, Smith Compliance Consulting; Ms Cindy Sadaphal, General Counsel & Compliance Manager, SAGICOR Bank in discussion at the Roundtable event, November 06, 2023

Fostering Intellectual Exchange Through Diverse Dialogues

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

The Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) hosted a Roundtable Discussion “Propelling Barbados’ International Business and Financial Sector” on November 6, 2023. The discussion called attention to the urgent task of improving the knowledge-exchange between researchers and practitioners in the international business sector and aimed to explore understanding of compliance regulation, ease of business challenges and navigating global financial governance. Presentations were made by Ms Vicki Marshall, Ms Glenna Smith, Ms Cindy Sadaphal and Professor Don Marshall.

Faculty of Culture, Creative and Performing Arts

A Partner in the Inaugural Cross Continental Forum (CCF)

The Opening of the Inaugural Cross Continental Forum (CCF) was held at the Walcott Warner Theatre on April 15, 2024. CCF, a pioneering initiative of Caribbean Tales Media, Group and Imagine Media International



Mr Andrew Millington, Head, Department of Creative and Performing Arts, addressing the CCF Launch

in association with the Faculty of Culture, Creative and Performing Arts, hosted its inaugural forum during the period, April 15-19 with acclaimed actress CCH Pounder, celebrated film producer Paul Garnes, international media executives and high-level producers from Canada, the United Kingdom, South Africa and a number of Caribbean countries. Ava DuVernay’s critically-acclaimed film *Origin* opened the forum with a screening, followed by an interactive talk-back with Garnes and hosted by Pounder.

Faculty of Social Sciences

Hosting of Prestigious Inter-American Court of Human Rights –166th Regular Session

The DOMS was honoured to host the 166th Regular Session of the Inter-American Court of Human Rights from April 22 - 26 2024, marking the first time this prestigious event was held in the Caribbean. This milestone underscores the Department's strategic commitment to supporting human rights and justice in the region. Hosting this session significantly elevated DOMS' profile and, by extension, that of The University of the West Indies, Cave Hill Campus. It reinforced the Department's position as a leading institution in the Caribbean, facilitating crucial discussions and collaborations on human rights issues and strengthening its position within the global academic and legal communities.

A First for Shridath Ramphal Centre (SRC) in organising World Trade Organization (WTO) Panel Discussion

The Shridath Ramphal Centre for International Trade, Law, Policy and Services (SRC) participated in the 2023 and 2024 World Trade Organization's Public Forum, with 2023 marking the first time the SRC organised a panel session at the event. The session titled "Small Island Developing States (SIDS) and Least Developed Countries (LDCs) as Laboratories for Advancing Green Trade", highlighted the progress made by SIDS and LDCs in developing green trade policies and explored the opportunities in these countries for designing, incubating, and implementing green, trade-related solutions to the climate crisis.

Dr Jan Yves Remy contributed to multiple trade and sustainability events at the WTO Public Forum, including speaking at an event entitled "Ten Quick Wins for Re-globalization & Green Trade Resilience," hosted by the TradeExperettes, and "Bridging the Gap: Equitable, Transparent, and Sustainable Instruments and Innovative Policies," hosted by the Geneva Graduate Institute. On the TradeExperettes Panel, Dr Remy explored critical green policy recommendations, including how international cooperation can secure sustainable and equitable production in global value chains and how knowledge transfer to developing



Dr Jan Yves Remy, Director, SRC, Cave Hill Campus (right), with one of the panelists at the 2024 WTO Public Forum in Geneva, Switzerland

countries can drive the green transition. On the Geneva Graduate Institute Panel, Dr Remy provided insight into decolonizing trade laws, policies, and practices toward a more inclusive global economy that more equitably shares the benefits of trade.

SRC's Pivotal Role in the Remaking Trade Project's Villars Framework Launch Event and Summit Meeting

Dr Remy was also involved in the organisation of the Remaking Trade Project's Villars Framework Launch Event and Summit Meeting. This event convened senior leaders from national governments, international organisations, business, non-governmental organisations, and universities, to shape a people-centered and inclusive agenda with the view of strengthening the international trading system, and aligning it with sustainable development and climate change action.



Back row, L to R: Deputy Principal, Professor Winston Moore; Principal, Professor R Clive Landis; Gillian Charles-Gollop, Executive Director of Corporate Banking and Sustainable Finance, CIBC Caribbean; David Small, a competition judge; Trevor Wood, a member of the subcommittee and CIBC Caribbean representative.

Front row, L to R: Jeremy Stephen (on behalf of Caribbean Music Assessment Board), Camille Russell and Geralyn Walkes (1st Prize Winners), and 3rd Prize Winners, Alexandra Tillet and Teresacita Cox

Cave Hill Staff Innovate - Innovate Competition 2024!

Innovate! The Cave Hill Campus New Venture Challenge, sponsored by The Office of Business Development at The University of the West Indies (UWI) Cave Hill Campus and CIBC Caribbean is a challenge that rewards staff for impactful and innovative ideas that lead to the generation of income for their unit/department and the Campus. The competition aims to inspire the entrepreneurial spirit of the Campus and provides a unique opportunity for staff at all levels and in all categories to become intentional about revenue generation. The challenge was first held in 2022. Members of staff, individually or as a group, are invited to develop a creative and professional outline business plan for an income-generating business or activity (product or service) that can generate revenue for the Campus and/or save costs. A total of BBD 60,000 as three monetary prizes are offered to the top three winners, who then have the opportunity to work to start the business activity within the guidelines of the University's policies and ordinances. The 2024 winners are presented below.

Quest Hill Ventures won the Innovate Competition from amongst seven teams that entered the competition. It was developed by Camille Russell and Geralyn Walkes from the Office of Marketing and Communications. The business will specialise in

immersive and interactive adventure tours and will offer visitors to Barbados another option to learn about the island while exploring its attractions and many areas of interest. The winning team copped **BBD 30,000**. It will leverage the expertise of the Department of History and Philosophy which has successfully organised hikes and bus tours around Barbados.

The second prize of **BBD 20,000** was won by Dr Stefan Walcott, Dr Grace Ann Jackman and Dr Donna-Maria Maynard (Faculty of Culture, Creative and Performing Arts) with their venture, **Caribbean Music Assessment Board** which has the objective of establishing itself as the premier certification body for musicians in the Caribbean. The venture will partner with The UWI Cave Hill to offer examinations that integrate a distinctive repertoire of Caribbean music, promoting the region's rich musical heritage.

Third prize winners, Alexandra Tillet and Terescita Cox (Faculty of Social Sciences) copped **BBD 10,000** for **The UWI Afro-Caribbean Fashion and Art Academy** which will provide higher and diverse levels of entertainment and education.

The team of Dr Kirk Douglas, Professor Troy Lorde and Gavin Bovell won a special innovation award valued **BBD 9,000** for **BimSkin**, a pioneering medical product developed by local startup, Tidal Bioscience Inc. which specialises in the manufacturing and export of fish skin grafts for wound care.

The Research Ethics Committee

The Research Ethics Committee (REC) provides ethical review of research with human participants on the Cave Hill Campus. The REC jointly serves the Cave Hill Campus and the Barbados Ministry of Health and Wellness and coordinates review with the Queen Elizabeth Hospital Ethics Committee. Additionally, the REC reviews research projects from neighbouring nations if requested and coordinates with the RECs on other UWI campuses. Members are appointed by the Pro Vice-Chancellor for Research and include representatives from each Cave Hill Faculty, the Ministry of Health and Wellness, and the broader community, including both scientists and laypersons. The Committee maintains Federal Wide Assurance with the US Office of Human Research Protections and, therefore, has authority to review projects receiving US federal funding or otherwise subject to US regulatory requirements. In that context, the Committee is the Cave Hill Institutional Review Board (IRB).

Ethical review benefits researchers and the communities in which they work. Prior ethical review safeguards the human rights and wellbeing of participants and is a global best practice. Most publication outlets in the biomedical, social, and natural sciences require documentation of formal ethical review as a prerequisite for publication. Further, many funding sources require ethical review prior to committing to support a study; these include most major foundations, the US and European governmental funding agencies, and the Cave Hill Research Awards Committee.

The REC approved 141 research protocols from September 2023 to August 2024.

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, the Executive of the Caribbean Network of Research Ethics Committees, and the WHO Global Bioethics Summit.

Prospective researchers are informed that a requirement is free online training in ethics for all research team members through the Committee's partnership with the Collaborative Institutional Training Initiative (www.citiprogram.org). Either the Basic Biomedical or Social-Behavioural-Educational Course meets the requirements, and the researchers can choose the appropriate track for their disciplines. REC'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 2025. 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 Committee's website at www.cavehill.uwi.edu/researchethics before submitting a proposal for the most current information and application requirements.

Research Ethics Board Studies Reviewed

August 01, 2023 to July 31, 2024

1. A 10-year retrospective review of the prevalence of microsatellite instability and yield of microsatellite instability testing of resected primary colorectal carcinomas in a Barbadian Cohort
2. A 1-year prospective review of clinicopathological characteristics of first-time diagnostic biopsies for breast carcinoma in Barbados
3. A Balanced Approach to Early Literacy: Teachers' Perspectives on the Implementation of a Framework for Phonological Awareness (PA) Development in Pre-primary Students at a Barbadian School
4. A characterization and Prevalence study of Candida Species in Barbados and their Antifungal susceptibility profiles
5. A Classical Grounded Theory Examination of The Internationalization of Higher Education At A Caribbean University: Towards A Decolonial Understanding
6. A comparative study for the screening of colon cancer using FIT, ColoGuard, and ColoTest
7. A consideration of the impact of school violence on the relational practices of Teacher Educators in Trinidad and Tobago
8. A cross-sectional descriptive study to investigate the prevalence and extent of burnout
9. A cross-sectional survey exploring job satisfaction and the impact of job performance in the Emergency Healthcare Providers
10. A Multifaceted Investigation of Issues in Education in the Eastern Caribbean
11. A phenomenological study of the coping strategies/mechanisms utilized by undergraduate nursing students to cope with academic stress at the Division of Nursing Education in St. Vincent and the Grenadines
12. A Process Assessment of UWIHARP's Virtual Sexual Health Seminar Series
13. A qualitative exploration of mental health services for young people in Barbados aged between 18 and 29 years old
14. A qualitative study exploring the views and experiences of guidance counsellors when implementing Crisis Management in Secondary Schools in Barbados
15. A Single-Center, Double- Masked, Randomized Study Evaluating the Safety and Efficacy of PS Therapy (PST)
16. A Survey of the Knowledge, Attitudes and Practices among Farmers on Antibiotic Resistance and Use in Barbados
17. A survey of the knowledge, attitudes and prescribing practices of physicians with respect to physical activity in various outpatient clinics of a local public hospital
18. A survey on antibiotic therapy knowledge, attitudes and practices amongst healthcare workers in primary and tertiary care healthcare facilities
19. A survey on antibiotic therapy, resistance and antimicrobial stewardship (AMS) knowledge, attitudes and practices amongst veterinarians in Barbados,
20. A Virtuous Circle of Women's Leadership? A Global Analysis of Women Presidents and Prime Ministers
21. Absent Fathers, Successful Adults: The Lived Experiences of Adults Succeeding Without Fathers

Research and Innovation

Research Ethics Board Studies Reviewed

22. ADHERENT Study: Assessment of type 2 Diabetes mellitus pharmacological adherence in primary HEalthcare facilities Regarding social inEqualities aNd Technology use
23. Adult Eastern Caribbean Health Outcomes Research Network (ECHORN) cohort project
24. Advancing Community Climate Resilience Planning by leveraging the Caribbean Islands Higher Education Consortium
25. Age at Diagnosis of Sickle Cell Disease and Other Haemoglobinopathies in a Developing Country in the 21st Century
26. Amongst asthmatic patients with acute exacerbation of asthma, how does Metered-dose inhalers (MDIs) compared to nebulisations improve treatment outcomes using the Peak Expiratory flow rate and Paediatric Asthma Severity Score (PAS)?
27. Amplified or Silenced? Student Leadership Capacity Building in Public Secondary Schools in Barbados
28. An Examination of Exclusive Breastfeeding Practices in Barbados – A Cross-Sectional Study
29. An intervention comparing changes in plasma glucose profile over a three-hour timespan in persons with T2DM following LOCAL SHAKE vs Glucerna intake: A double-blinded, cross-over design
30. An Investigation into the Status of CSEC Geography Education within Secondary Schools in the Caribbean
31. An Investigation of the Role of Human Resources Professionals in the Management of Workplace Wellness Programmes in the Barbadian Private Sector
32. Applications of Primary Skin Cells for Development of Artificial Intelligence
33. Are Younger Consumers in the Developing World willing to live fully digitized lives in a newly emerging metaverse?
34. Assessing the effectiveness of summertime interventions in reducing total body fat in children
35. Assessing the perception and knowledge of medical students regarding Antimicrobial Stewardship
36. Assessing the Prevalence of Polycystic Ovary Syndrome (PCOS) in Barbados (APP-BIM)
37. Assessment of the Costs of Type II Diabetes Mellitus to the Barbadian Economy
38. Associations between stigma experiences and mental health outcomes in persons with endometriosis and uterine fibroids in Barbados
39. Barbados National Registry for Chronic Non-communicable Disease (BNR)
40. Barbados Water Scarcity Educational Case Study
41. Barriers and Enabling Factors Influencing Childhood Immunization Uptake in Barbados: A Mixed Methods Study
42. Burden of Antimicrobial Resistance on Public Healthcare System in Barbados: A Pilot Study
43. Cancer Genome Cohort to promote health equity among patients of African Ancestry: characterization of genetic and molecular drivers
44. Caribbean Initiative Pediatric Oncology Registry
45. Carving National Identity: The Origin and Purpose of Caribbean National Dishes
46. Characterization of the Gut Microbiome in Systemic Lupus Erythematosus (SLE) in Barbados
47. Characterization of the street food environment of Barbados using geographical information systems

Research Ethics Board Studies Reviewed

48. Childhood Nutrition Surveillance Study Proposal
49. Chronic Disease Self-Management Program (CDSMP) Survey
50. Combating Transnational Organised Crime in an Increasingly Volatile Environment: A Regional Response (Caribbean) with a National Impact
51. Contributing factors to Absenteeism among staff nurses at the Milton Cato Memorial Hospital in St. Vincent and the Grenadines
52. Country Assessment of Living Conditions
53. COVID-19 Impacts on Breast Cancer Screening and Care in the Caribbean and marginalized communities in Ontario
54. CRAFT - A Critical Analysis of Female Tourism entrepreneurs' networking experiences in Barbados and the Eastern Caribbean
55. De-Centring Eurocentrism Towards a Decolonizing Framework - Examining Curriculum as Cultural and Ideological Praxis - A Caribbean Perspective
56. Detection of arthropod-borne pathogens in native mosquito species in Barbados
57. Estimating the cost of violence in the Caribbean: a three-country case study
58. Evaluating School-based Interventions and Policy Change on Childhood Obesity in a Small Island Developing State
59. Experiences of Female Teachers Navigating the Barbados Education Sector for Career Advancement
60. Exploration of the impact of adverse social experiences in persons with endometriosis and uterine fibroids in Barbados
61. Exploring Presentations and Outcomes of Patients with Covid-19 Presenting to the Accident and Emergency Department in Barbados
62. Exploring student nurses' perceptions about the use of Low-Fidelity Simulation as a pedagogical tool in developing clinical skills, at St. Vincent and The Grenadines Community College
63. Exploring the Dominican High School Student's Performance in Chemistry Laboratory Assessments
64. Factors affecting nursing shortage in Barbados
65. Factors Affecting Students' Academic Performance at The St. Vincent And the Grenadines Community College Division of Nursing Education
66. Food choices: the perspectives of suppliers and consumers in the ready to eat food environment of Barbados: a mixed methods approach
67. Food insecurity and hypertension in the Eastern Caribbean
68. Formative Evaluation of UNICEF's support to the education sector in the framework of the UNICEF ECA COVID-19 Response Plan
69. Gendered Borders in the Anglo-Caribbean
70. Global Health Research Group on Community Food for Human Nutrition and Planetary Health in Small Islands
71. How satisfied with the services are male attendees at polyclinics in Barbados?
72. How Transition Shock May Affect the Clinical Experience of Second-year Undergraduate Nursing Students in St. Vincent and the Grenadines
73. Identifying local concerns regarding the invasive giant African land snail

Research and Innovation

Research Ethics Board Studies Reviewed

74. Implementation of a Multisectoral Programme to Improve Indigenous Adolescent Mental health in Brazil and Dominica
75. Implementation of a NCD registry for UK Overseas Territories
76. Implications of motivational processes on experiences of violence in sport and mental health
77. Improving crop-water productivity and climate resilience: A participatory experiment in Barbados
78. Improving Metastatic Breast Cancer (mBC) Quality of Care and Equity in the Caribbean
79. Inclusive Education in Anguilla: A Phenomenological Study of Stakeholders' Experiences of Primary School Cultures and Practices
80. Influence of climatic factors on asthma related emergency room visits and hospitalization in Barbados
81. Investigating the Success of Climate Targeted FDI from the U.S. into Barbados
82. Investigation of the frequency, antimicrobial resistance pattern, and antibiotic treatment for Enterobacterales
83. Investigation of the use of a low-cost 3D printed exoskeleton arm to assist persons recovering from arm and hand mobility trauma
84. Is combined intracervical Foley catheter and intravaginal misoprostol more effective than misoprostol alone?
85. Is Hypertension in African Descent Populations Accounted for by An Imbalance in the Ability of the ACE2/Ang-1(1-7)/mas axis To Counteract the Activity of the ACE/Ang II AT1 axis?
86. Knowledge, Attitudes, and Behaviour of Medical Practitioners in Barbados Regarding Paediatric Oral Health
87. Knowledge, attitudes, and practices of middle-aged persons living with type 2 diabetes
88. Level of Self-Reported Adherence to Medical Nutrition Therapy among Type 2 Diabetics in the public primary care setting of Barbados
89. MANAGE4ME app: Patient-Centred Management Tool for Type 2 Diabetes Mellitus
90. Management of the Transgender Patient in the Emergency Department: A Case Report
91. Maternal booking body mass index and adverse maternal and neonatal outcomes
92. Missing out: Relationships and sex lives of ex-offenders
93. Modelling the effectiveness of public policies in influencing consumer behaviour to transition to a zero-carbon transport sector in Barbados
94. Monitoring and Evaluation of Post Graduate Diploma in Paediatric Nursing 2
95. Narratives of Gender and Ageing from Barbados
96. Navigating Sustainable Development in the Global Financial Regulatory System: A Comparative Examination of Barbados & Mauritius (1989-2025)
97. Navigating the crossroads: Exploring the Perspectives of parents, teachers and students with learning disabilities
98. Nurses' perception of the reasons for the migration of nursing staff and the implications for Nursing Administration at the Milton Cato Memorial Hospital
99. Opportunity or Threat: Investigating the Factors Influencing Faculty Adoption of Artificial Intelligence in Higher Education

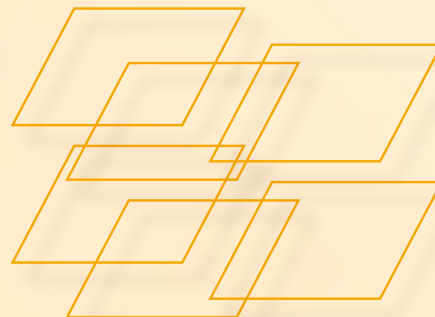
Research Ethics Board Studies Reviewed

100. PEDCOM multicentre study: Factors associated with pediatric COVID-19 mortality
101. Pediatric ECHORN Cohort Study
102. Perceptions of Barbadian Millennials and Generation Z on the 2023 Amendments to the National Insurance Scheme
103. PHP Frameworks are easier to use than Plain PHP for PHP Web Application Development
104. Prevalence and Incidence of Violence Towards Health Care Workers In The Emergency Department, Queen Elizabeth Hospital, Barbados
105. Quantification and trends of adverse obstetric outcomes and endometriosis and uterine fibroids at a public hospital in Barbados: An eight-year retrospective cohort study
106. Repository of Congenital Anomalies of the Upper Extremity (CoULD Database)
107. Risk communication in the Caribbean: An investigation of public and stakeholder perceptions (part 2)
108. Risk communication in the Caribbean: An investigation of public and stakeholder perceptions (part 1)
109. Shifting Gender Landscapes: Social Media Platforms, Caribbean Feminism and Women's Digital Practices in Caribbean Publics
110. Social distribution of risks for non-communicable diseases in Barbados
111. Sociodemographic and Health Characteristics of Elderly People Referred to Public Long-Term Health Care Facilities in Barbados
112. Stakeholder perspectives on flood early warning systems
113. Student mobility in the Caribbean studied at University of the West Indies' Cave Hill Campus
114. Student Nurses' Perception on the Implementation of a Nurse Preceptorship Program at the St. Vincent And the Grenadines Community College
115. Students', Teachers' and Administrators' Interest in Science and Technology Literacy in Public Secondary Schools in Barbados
116. Sugar Made Us Free? Diabetes and the Afterlife of Slavery in Barbados: Art, Archive & the Gendered Dimensions of Risk
117. Teachers Navigating the Barbados Education Sector for Career Advancement
118. Telemedicine usage in private clinics in Barbados: Lessons for the public sector?
119. The Art of Learning Effective Anatomy
120. The Barbados Diabetic Foot Study: Epidemiology, Risk Factors and Outcome of Diabetic Foot Ulceration in Barbados
121. The Barbados Osteoarthritis Phenotype
122. The Comorbidity of NCDs and Mental Health Problems
123. The Effect of a 2-day Pediatric NIV Workshop on the Knowledge of Participants
124. The Efficacy of Liraglutide on Weight Loss and Glycaemic Control in patients with Type 2 Diabetes Mellitus in Barbados
125. The Elephant in the Room: The Prevalence and Perceived Impact of Destructive Leadership Behaviour in Barbadian Schools
126. The evaluation of postoperative recovery in day case surgery patients at the Queen Elizabeth Hospital in Barbados

Research and Innovation

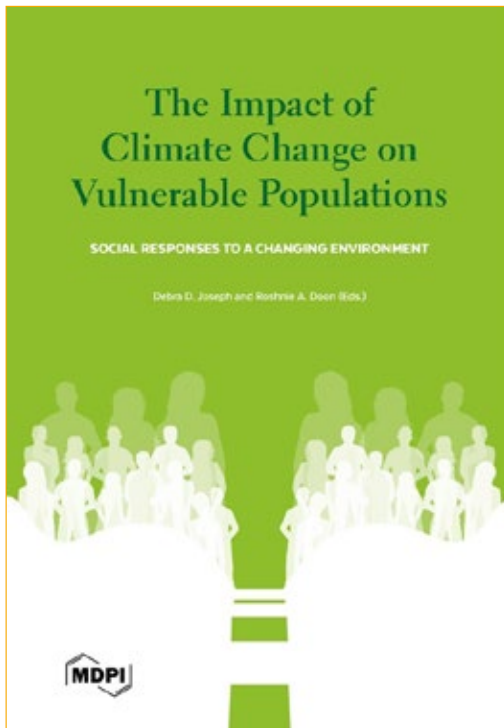
Research Ethics Board Studies Reviewed

- 127.** The Experiences, Attitudes, Academic Self-Efficacy, Achievement Motivation and Self-Esteem of Students with SpLD and Learning Difficulties in Barbadian Secondary Schools
- 128.** The impact of the COVID-19 pandemic on the mental health of nurses in Barbados and Grenada: A mixed-method analysis of well-being and post-traumatic growth
- 129.** The Influence of Laboratory Experiences on the Teaching and Learning of Chemistry within Tertiary Institutions in Barbados (Phase 2)
- 130.** The Knowledge, Practices and Barriers of Primary Care Physicians towards Obesity Screening and Management in Barbados
- 131.** The Lived Reality of Singleness: A Phenomenological Study of Barbadian Seventh-Day Adventist Women 35 Years and Older
- 132.** The power of discourses for coastal adaptation governance: A case from Barbados
- 133.** The prevalence, associated risk factors and microbiological profiles of catheter-related bacterial infections in patients with end-stage renal disease
- 134.** The Promise of Cost-Efficient Whole Genome Sequencing
- 135.** The relationship between coach guidance, feedback, goal setting, support and long-term development among national athletes of a small island developing state
- 136.** The Scope of Structural and Functional Echocardiographic Characteristics Associated with Hyperthyroidism in Barbados: A Hospital-Based Case Series
- 137.** The Utility of Neuropsychology Screening and Cognitive Training In Substance-Using Caribbean Adults: A Pilot Study
- 138.** VISUALEYEZ
- 139.** Whither the Digital Economy? The Politics of the Business Digital Divide in Barbados' 21st Century Extractive Economic Model
- 140.** Who deserves welfare assistance in Barbados? A study of public opinion to determine who Barbadians believe is deserving of national assistance
- 141.** Youth Imagination of Barbadian Decolonized Futures



PUBLICATIONS

During the year under review, faculty of the Cave Hill Campus published seven (7) single authored books, 12 edited books, 80 book chapters, 112 refereed journal articles and four (4) technical reports.



The Impact of Climate Change on Vulnerable Populations- Social Responses to a Changing Environment, edited by Roshnie Doon and Dr Debra D Joseph, Lecturer in the Department of Government, Sociology, Social Work and Psychology, The UWI, Cave Hill Campus, presents how climate change and urban development threaten health, undermine coping, and deepen existing social and environmental inequities. A changing global environment requires transformative social responses: new partnerships, deep engagement with local communities, and innovation to strengthen individual and collective assets. The challenges that vulnerable populations face are highlighted and addressed and include but are not limited to the elderly, the homeless, children and pregnant women. These chapters are written from a social and economic point of view. The chapters of this edited volume have mainly been contributed by established and emerging scholars representing social work, sociology, development studies, law, government, social anthropology, urbanism, public policy, and other social sciences. This book can be used by academics, policy-makers, social work students, lecturers, and other stakeholders to promote advocacy for vulnerable client groups affected by climate change. It gives some measure of hope and makes the invisible visible, allowing for change. <https://www.mdpi.com/books/edition/7335-the-impact-of-climate-change-on-vulnerable-populations>



Dr Debra Joseph

Strengthening

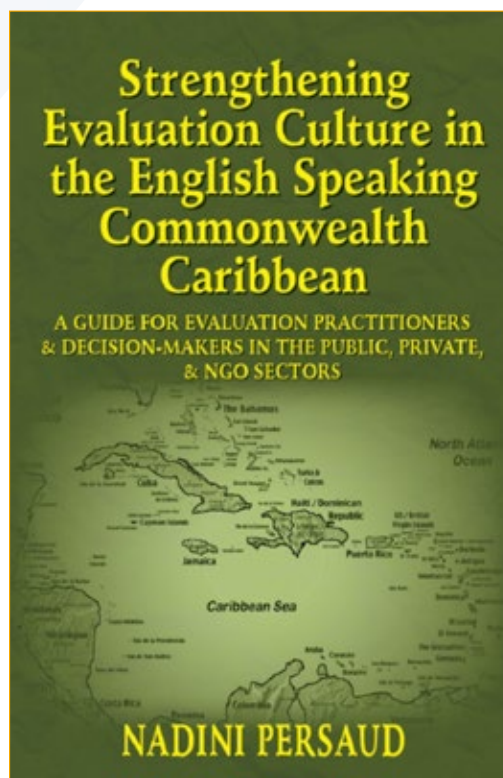
Evaluation Culture in the English-Speaking Commonwealth Caribbean: A Guide for Evaluation Practitioners, and Decision-Makers in the Public, Private, and NGO Sectors is

authored by Dr Nadini Persaud, Senior Lecturer in the Sagcor Cave Hill School of Business and Management, and Deputy Dean of Postgraduate Affairs and Research in the Faculty of Social Sciences. The book was conceptualised, designed, and written to respond to the limited culture of program evaluation in the region and to demystify program evaluation.

Program evaluation is a positive pursuit and should be of pervasive concern in every discipline and sector. However, although program evaluation is now a standard practice in many developed countries, it is still quite underutilised in developing countries including countries in the English-speaking Commonwealth Caribbean region and is conducted mainly to satisfy funding requirements. A primary reason for its underutilisation hinges on the financial costs associated with program evaluation. Another reason is the lack of an evaluation culture in the region. Compounding these issues is a genuine fear of program evaluation due to misconceptions about the process, and the negative perception that many stakeholders have of evaluators who are often viewed as agents with a mission to lay blame. Evaluation serves many useful functions including program assessment, accountability, transparency, and most importantly learning, and improvement.



Dr Nadini Persaud



Strengthening Evaluation Culture is designed for a wide cross section of multidisciplinary users and is carefully crafted to avoid abstract and theoretical concepts. The forward was written by iconic evaluation trail blazer, the late Professor Michael Scriven who is regarded as a founding father of evaluation. Dr Lennise Baptiste, Secretary-General of the International Development Evaluation Association (IDEAS) lauded the Caribbean scholarship as an important landmark for the region. Dr Baptiste is a Caribbean independent evaluation consultant with over 35 years combined professional experience in the fields of education and program evaluation. The second book reviewer Mrs Valerie Gordon, President of Caribbean Evaluation International echoed similar sentiments. Mrs Gordon has over 30 years working experience in international development in the Caribbean, Africa and the Pacific.

The Routledge

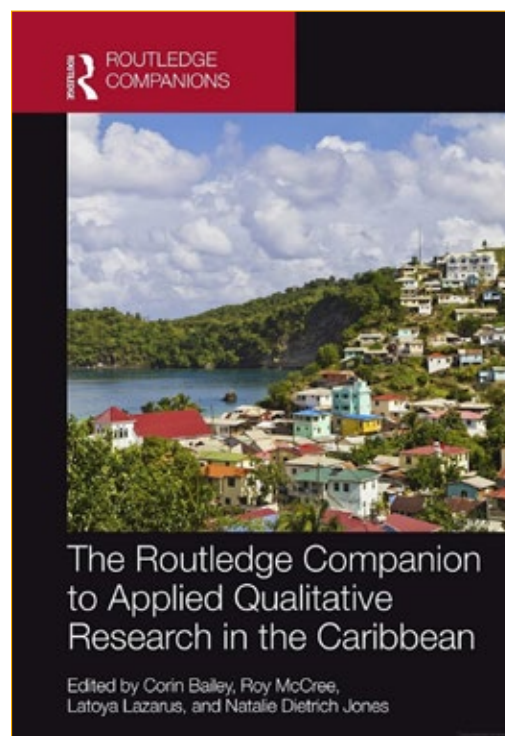
Companion to Applied Qualitative Research in the Caribbean, edited by Roy McCree, Natalie Dietrich Jones, Professor Corin Bailey, Professor of Sociology, Crime & Social Inequality and Director of The Institute of Criminal Justice and Security; and Dr Latoya Lazarus, Research Fellow in the Sir Arthur Lewis Institute of Social and Economic Studies, provides a comprehensive examination of applied qualitative research in the Caribbean. It highlights the methodological diversity of qualitative research by drawing on various approaches to the study of Caribbean society, addressing the lack of published qualitative research on the region.



Professor Corin Bailey



Dr Latoya Lazarus



Featuring 17 chapters, the book covers five key areas, namely Overview and Introduction; Gender, Crime, and Violence; Gender and Intimate Partner Violence; Health, Management, and Public Policy; and Migration and Tourism. Throughout the course of the book, the chapters explore how different kinds of qualitative research can be used to inform public policy and help deal with a myriad of socioeconomic problems that affect Caribbean people. The book further uses distinct approaches to showcase a diverse selection of qualitative research methods, such as autoethnography, life history, narrative enquiry, participants' observation, grounded theory, case study, and critical discourse.



The Artist(s) Within - a vibrant showcase celebrating the creative talents of staff, students, alumni, and retirees in honour of the Campus' 60th Anniversary.

CAMPUS EVENTS



Representatives of the two participating teams pose at the end of the T20 Cricket Match with the cheque in aid of the Student Hardship Fund

T20 Cricket Match: “Celebrating Legacy”

The UWI Cave Hill Campus and the Nation Publishing Company partnered to host a T20 commemorative cricket match in recognition of the Campus' 60th anniversary and the news organisation's 50th. The match was played at the 3Ws Pavilion on Thursday, August 24, 2023, under the theme “Celebrating Legacy.”

Combined teams of celebrities and staff battled for cricket supremacy before the large crowd of onlookers who gathered to support their favourite team and enjoy the family-friendly atmosphere. In the stands, around the field's perimeter and at every vantage point across the Campus, a wide cross-section of cricket fans created a festive atmosphere, further heightened by the alluring smell of Bajan delicacies emanating from the stalls of food vendors.

This event provided the ideal opportunity to network and socialise, whilst helping to raise funds for Cave Hill's student hardship fund. Corporate Barbados provided ample support, most notably, Sagcor Financial Corporation, Barbados Bottling Company and Ellco Rentals. At the end of the match, Cave Hill emerged victorious in the field of play and the occasion won the generosity of patrons as over BBD 6,000 was raised for the student hardship fund.



MBBS graduates taking the Hippocratic Oath on July 30, 2024

Cave Hill MBBS Graduates Embrace Hippocratic Oath

On July 30, 2024, over 40 newly minted physicians took the esteemed Hippocratic Oath during the Hippocratic Oath Taking Ceremony of the Class of 2024, marking their official entry into the medical profession after five years of rigorous accredited training. This momentous occasion signified their unwavering commitment to ethical medical practice, compassionate patient care, and a solemn pledge to uphold the highest standards of integrity, confidentiality, and professionalism in the field of medicine.

During the ceremony at the Queen Elizabeth Hospital (QEH), there were several inspirational speeches. QEH Director of Medical Services, Mr Timothy Harris acknowledged the students' significant transition from education to practical application, while Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, Professor Clive Landis underscored the importance of integrity, professionalism and continuous learning in the medical field. Principal Landis also

lauded the high quality of the University's medical programme and the rigour of its quality assurance assessment.

Dr Damian Cohall, Dean of the Faculty of Medical Sciences, reminded graduates to let their passion for medicine guide them, while Mr Joshua Grant-Desir, Vice President of the Medical Students Association encouraged his peers to embrace innovation and lifelong learning. Head of the Department of Clinical Sciences, Faculty of Medical Sciences, Dr Paula Michele Lashley led the graduands in the recitation of the Hippocratic Oath and provided insight into its historical significance and enduring relevance.

The celebration of dedication and achievement was streamed live on the campus' YouTube channel, allowing friends, family and well-wishers to join in the momentous occasion.

Mixologists were among the creatives who participated in the event



The Artist(s) Within Showcase: An explosion of Art and Creative Expression

Lovers of arts and all things creative got the opportunity to unleash their talent at the **Artist(s) Within Showcase** — a celebration of art in all its forms. This event formed part of Cave Hill's 60th anniversary festivities, and featured staff, students, retirees and alumni of the campus.

For a few days, the University Bookshop was transformed into an art gallery, showcasing a diverse collection of paintings and drawings by talented artists just ahead of the November 3rd, 2023 extravaganza.

The event, held for the first time since 2019, featured a diverse display of creativity, including a captivating visual arts exhibition and competition, a mouth-watering presentation of culinary arts, a fiercely contested mixology competition, and an African-themed fashion show that highlighted traditional African attire, hairstyles, and jewellery by local designers. There was also a literary corner that

ignited the imagination with powerful spoken word performances.

Several exhibitors displayed their skills in a wide range of signature local dishes and other dishes that were unauthentic to Barbados, baked goods, condiments, preserves and other delights.

Patrons were able to see some of the exciting developments in the food sector, and to taste and purchase some of the delicacies, fruits, vegetables and the many creations made by talented members of the campus community.

Colleagues from the Centre for Agricultural Research and Innovation (CAGRI) also participated in the Showcase. Attendees witnessed a demonstration of proven methods of growing pineapples in Barbados with an accelerated period for harvesting.

The curtains were brought down on the event with a fun-filled variety concert and the announcement of the visual arts prize winners.



Pro Vice-Chancellor & Principal, St Augustine Campus, Professor Rose-Marie Belle Antoine (second left), proudly shares samples of the Cocoa Research Centre's chocolates with [L-R] Pro Vice-Chancellor & Principal, Cave Hill Campus, Professor Clive Landis; Vice-Chancellor, Professor Sir Hilary Beckles; University Bookshop Manager, Mrs Beverly Smith-Hinkson; President of the Barbados Chamber of Commerce and Industry (BCCI), Mr James "Jimmy" Clarke; UWI-Suzhou Assistant Registrar, China Institute of Information Technology, Mr Justin Seale

UWI Cocoa Research Centre's Chocolates Enter Barbados Market

The UWI's world-renowned Cocoa Research Centre (CRC) introduced its signature chocolates to the Barbados market in a 'soft launch' at the University Bookshop, Cave Hill Campus on Monday, December 4, 2023. The launch which marked the CRC's first venture into the Barbadian market was led by St Augustine Campus Principal, Professor Rose-Marie Belle Antoine. Also in attendance were Vice-Chancellor, Professor Sir Hilary Beckles and the Cave Hill Campus Principal, Professor Clive Landis.

Professor Antoine led discussions which focused on the potential of the CRC's chocolates in Barbados with the President of the Barbados Chamber of Commerce and Industry (BCCI), Mr James "Jimmy" Clarke, and University Bookshop Manager, Mrs Beverly Smith-Hinkson.

The soft launch of the CRC's chocolate-tasting session attracted enthusiastic students and was a highlight with both the students and members of the Barbados Chamber of Commerce and Industry (BCCI). The response to the chocolates was very positive, resulting in the BCCI expressing interest in a partnership, signalling promising prospects for the chocolates in Barbados.

The CRC also introduced its exclusive 50g chocolate bars which are available for purchase at the University Bookshop, along with other select venues. The highly sought-after 'Trinitario' cocoa, a hybrid between Criollo and Forastero, originated in Trinidad, home to the International Cocoa Genebank (ICG) which is housed at the CRC.

Public Health Integrated into Strategy to Fight Gun Trafficking and Violence

The George Alleyne Chronic Disease Research Centre (GACDRC) and several regional and international organisations formally came together from November 20-21, 2023, for a two-day meeting to establish a multi-sectoral Advisory Committee of Regional Experts to support their latest joint project *Pathway to Policy: Integrating Security and Public Health Responses to Firearms Trafficking and Violence in the Caribbean*.

The team included the Caribbean Community Implementation Agency for Crime and Security (CARICOM IMPACS); the Caribbean Public Health Agency (CARPHA); the GACDRC; and the Small Arms Survey, an associated programme of the Geneva Graduate Institute. Members of the Advisory Committee consisted of experts in a range of fields, including economics, governance, forensic ballistics, public health, law, clinical psychology, anthropology, forensic pathology, education, youth, communications, epidemiology, criminal justice, research, and security.

The *Pathway to Policy: Integrating Security and Public Health Responses to Firearms Trafficking and Violence in the Caribbean* initiative, which some believe is necessary to address the root factors and effects of gun violence, places emphasis on a transdisciplinary and a 'whole-of-society' approach to dealing with the problem.

Subsequent to the meeting of the Advisory Committee, Dr Natasha Sobers and Professor Simon Anderson of the GACDRC organised and led a workshop which included contemporaries from the Bahamas and Jamaica. The workshop focused on the individual and the community, data collection, regional systems that facilitate firearms trafficking and the costs of violence in the region, with the aim of informing further research in the area.

The basis for both discussions was the *Weapons Compass: the Caribbean Firearms Study* published in April 2023 which found that the homicide rate in the Caribbean is almost three times higher than

the world average, and that violence in the region is closely associated with gangs and aggravated by the availability and use of illicit firearms. Quite concerning was research carried out in the Bahamas, Barbados, and Jamaica which revealed that the average medical expenditures for treating a single gunshot wound can exceed the annual health spending per capita by ratios ranging from 2:1 to 11.1, prompting the need for serious dialogue.



Director of CAGRI, Dr Michele Singh speaking with patrons at Agrofest

Cave Hill's Centre for Agricultural Research and Innovation (CAGRI) at Agrofest

Cave Hill's Centre for Agricultural Research and Innovation (CAGRI) continues to shape the future of agriculture, cultivating a more resilient and prosperous future for generations to come. At the Barbados Agricultural Society's annual exhibition Agrofest which was held from February 23-25, 2024 in Queen's Park, CAGRI got the opportunity to showcase cutting-edge advancements that could transform crop production and foster food sovereignty.

CAGRI is revolutionising agriculture with the launch of their Gallery Grown System. In a significant leap towards sustainable agriculture, this ground-breaking



Chairman of interCaribbean Airways, Mr Lyndon Gardiner and Principal of The UWI Cave Hill Campus, Professor Clive Landis show off the signed MOU

technology enables crops to thrive in a soil-less, land-less environment through a hydroponic system.

At the CAGRI booths, persons also witnessed engaging demonstrations on carcass fabrication, the captivating Herb tower, anaerobic digesters, cheese making, and a glimpse into the intricate processes behind sustainable food production.

At the Dukes Agricultural Lands, CAGRI, with strong support from the Ministry of Agriculture, Food and Nutrition Security, undertook an ambitious land-clearing and cultivation project. This newly prepared land was planted with a border crop of annatto, chosen for its unique agro-industrial value and research potential. More than just a planting effort, this initiative reflected CAGRI's commitment to creating sustainable, revenue-generating agricultural projects that also served as training grounds for students and researchers. It laid the groundwork for expanding agri-business opportunities within the innovative Dukes Agri-Industrial Park.

Standing at the forefront of agricultural innovation, bridging the gap between academia, government, and industry, CAGRI is committed to research, technology, and innovation, and devoted to driving the agricultural sector towards sustainability,

Cave Hill and interCaribbean Airways announce new partnership

The University of the West Indies, Cave Hill Campus partnered with regional airline, interCaribbean Airways to cater to the development of aviation students, and promote the growth of the regional air transport industry.

The two parties signed a Memorandum of Understanding (MOU) on Thursday, February 29, 2024 to collaborate in a number of areas including enhancing regional air connectivity, human resource development, scholarships, thought leadership as well as knowledge dissemination.

One of the key features of the agreement is academic collaboration, through which five annual scholarships in honour of Manville "Donnie" Gardiner, the late brother of the founder and chairman of the airline, Lyndon Gardiner are offered to deserving students enrolled in aviation programmes.

Furthermore, interCaribbean Airways offered internship and mentorship programmes that will allow students to gain practical industry experience, while

Cave Hill will provide institutional support for aviation research projects and initiatives. The two parties agreed to collaborate to develop and enhance university courses and certifications, ensuring alignment with current industry standards and future trends.

Principal, Professor Clive Landis saw the signing of the MOU as a committal to the idea of seamless travel within our region, bridging islands, cultures and aspirations.

Cave Hill and interCaribbean Airways also plan to create a dedicated think-tank for the Caribbean region to focus on innovation, policy advocacy, and strategic development.

2024 Science and Technology Festival

For three consecutive days, March 21-23, 2024, students at all levels across Barbados descended on the Lloyd Erskine Sandiford Centre (LESC), Two Mile Hill, St Michael for the *2024 Science and Technology Festival*. The festival which was hosted by the Ministry of Industry, Innovation, Science and Technology (MIST) and the Faculty of Science and Technology (FST) of The University of the West Indies Cave Hill Campus, provided an opportunity for students to see

there is more to science than just academic learning, and highlighted the critical role science and technology plays in our existence.

Under the theme *Let's Innovate: Barbados*, budding scientists and members of the public experienced the thrill and excitement of new and innovative technologies, combined with a fun celebration of science. Attendees witnessed and participated in:

- **interactive displays** by young innovators
- **robotic workshops** that included aerial robotics, special coding and 3D printing
- **the latest technology** in Virtual Reality (VR), Augmented Reality (AR) and Artificial Intelligence (AI)
- **a Kids Zone** which taught children basic science concepts while learning how to make ice cream and play with slime and bubbles.

The Annual Science and Technology Festival aims to inform and inspire young people about STEM, giving them the confidence required to be innovative and entrepreneurial about technology. The festival also provides an avenue for scientists to share their research findings, mentor and engage youth in matters related to science and technology and bring new and emerging technologies to the fore.



Principal of The UWI Cave Hill Campus, Prof Clive Landis (left) and Minister of Industry, Innovation, Science and Technology, Hon Marsha Caddle admire one of the exhibits at the Science and Technology Festival



Principal of The UWI Cave Hill Campus, Professor Clive Landis and Panama's Minister of Foreign Affairs, Her Excellency Janaina Tewaney Mencomo

Panama's Minister of Foreign Affairs visits Cave Hill

Principal of The UWI Cave Hill Campus, Professor Clive Landis welcomed the Minister of Foreign Affairs of Panama, Her Excellency Janaina Tewaney Mencomo to the campus on Tuesday, March 26, 2024. Minister Mencomo met with members of senior management and students to discuss relations between Panama and the Caribbean, specifically, Barbados, in a presentation entitled *A Foreign Policy for Panama 3.0: Staying Relevant in a Changing World*. Trade emerged as a cornerstone of the bilateral discussions, with Carmen Gisela Vigara, the administrator of Panama's export and investment promotion authority, PROPANAMA, suggesting both nations explore avenues to enhance economic cooperation.

Her Excellency's visit came ahead of the planned opening of an Embassy of Panama in Barbados. In her remarks, she told the gathering that Barbados is an open door for Panama to the Caribbean for trade and education, and that such an initiative would create new frontiers for the people of both countries.

Minister Mencomo highlighted significant cultural commonalities between Barbados and Panama,

emphasising that Barbados' historical ties to Panama date back to the late 19th and early 20th centuries with the migration of tens of thousands of Barbadians workers to build the Panama Canal and railway.

Professor Landis avowed the University's eagerness to partner with the new embassy to develop its work plan in Barbados. He hailed the high importance placed on the role of the University in the process of enhancing mutual understanding and building even stronger linkages between the two nations' peoples and institutions in the future.

Principal Landis gave the assurance that as a fully accredited institution with quality degrees and graduates that are employable anywhere in the world, Cave Hill stands ready and well-equipped to partner with national universities and institutions in Panama.

He too saw this opportunity as a momentous occasion, given the historic ties that exist between Barbados and Panama.



Students, staff, representatives of RBC and supporters turned out in their numbers for the annual fundraiser

RBC Race for the Kids raises \$100K

More than 1,600 participants came together on Sunday April 14, 2024 to run, walk, and skate for the cause. This global initiative which is now in its 8th year in Barbados continues to raise awareness and funds for student scholarships and bursaries.

Some of the proceeds of the BBD 100,000 which was realised will be used to support bursaries, the First Year Experience programme, and the development of a new mental health app for students.

In keeping with the event's core purpose, RBC's Managing Director for Barbados, Shimon McIntosh said that the Race for the Kids is about uplifting others, creating opportunities for youth and opening doors for the future; consequently, RBC in Barbados is proud to support youth and education. Pro Vice-Chancellor and Principal, Professor Clive

Landis expressed his pleasure at the campus being able to host this much-loved event as an in-person gathering for the first time since the outbreak of COVID-19.

Participants received medals upon completing the race, and a festive atmosphere permeated the UWI compound. Activities included warm up and cool-down exercises, giveaways, a kid's zone, food vending and entertainment including a special performance by Mikey Mercer.

The event culminated with the presentation of prizes to the top three winners in the categories of runners, walkers, and skaters.

Inaugural Cross Continental Forum

International media and film production professionals gathered at The University of the West Indies, Cave Hill Campus on April 15, 2024 for the inaugural Cross Continental Forum (CCF), a high-profile gathering, intent on fostering partnerships across the motion picture industry.

The event, co-hosted by CaribbeanTales Media Group, Imagine Media International, and the Faculty of Culture, Creative, and Performing Arts at the Cave Hill Campus, showcased acclaimed actress CCH Pounder, celebrated film producer Paul Garnes, a diverse group of international media professionals and 26 high-level producers from Canada, the United Kingdom, South Africa, as well as a number of Caribbean countries who came together to explore co-production possibilities and create partnerships across continents.

The forum's guiding theme focused on *Decolonizing the Co-production Process for the Benefit of the Global South*. It commenced with a captivating screening of Ava Duvernay's critically acclaimed film *Origin* at the Errol Barrow Centre for Creative Imagination (EBCCI), setting the stage for a dynamic exchange of ideas and collaboration in the global film and media industries.

Attendees were welcomed by Senior Lecturer and Head of the Department of Creative and Performing Arts at The UWI Cave Hill, Andrew Millington, as well as the CEO, Caribbean Tales Media Group, Frances-Anne Solomon. Millington emphasised the significance of having Pounder moderate the interactive talk back session with Garnes and the audience, stressing that the two movie moguls brought a wealth of experience and insight to the table, and their involvement elevated the discussion to a higher level.

Lisa Wickham, President & CEO at Imagine Media International Limited stressed that the goal of the forum was to facilitate highly interactive networking opportunities, resulting in successful long-term production partnerships.



Award-winning actress CCH Pounder and film producer Paul Garnes in conversation with the audience at the Forum

Cave Hill Hosts 166th Inter-American Court of Human Rights (IACtHR) Regular Session

In an unprecedented step taken by the Government of Barbados to host the Inter-American Court of Human Rights in-person public hearings, the Court held its 166th Regular Session at The UWI Cave Hill Campus, in the Sagikor Cave Hill School of Business and Management from April 22 to 26, 2024.

The session which was officially inaugurated in a ceremony, included an International Seminar on the *Impact and Challenges of International Human Rights Law* which was part of its regular session, and a public hearing on the *Climate Emergency and Human Rights* which was held in response to a request for an advisory opinion submitted by Colombia and Chile. A week-long series of discussions were initiated on human resources and the climate crisis, underscoring the need for dialogue and international cooperation.

In parallel to the historic 166th Regular Session of the IACtHR, the Cave Hill Campus signed an agreement with the IACtHR on April 23, 2024 that is expected to result in improved capacity-building. Deliverables



Prime Minister of Barbados, Hon Mia Amor Mottley, SC, MP (right) and President of the Inter American Court of Human Rights (IACHR) Judge Nancy Hernandez Lopez (centre) at the IACtHR Regular Session



Commonwealth Secretary General, Baroness Patricia Scotland delivering the inaugural Commonwealth lecture

include, yearly professional practicum programmes for staff and graduates of the Campus, student internships with the Court, joint research opportunities and other areas of mutual benefit for both institutions.

The framework cooperation agreement which has an initial three-year timeline was signed by Pro Vice-Chancellor and Principal of the Cave Hill Campus, Professor Clive Landis and President of the Court, Judge Nancy Hernández López. It was witnessed by Dean of the Faculty of Law, Dr Antonius Hippolyte along with representatives from both institutions.

The hearings provided a platform for governments, researchers, civil society, and youth to express their concerns about the human rights issues related to climate change.

Greater Global Cooperation Needed says Baroness Patricia Scotland, Commonwealth Secretary General

Outgoing Commonwealth Secretary General, The Rt Honourable Baroness Patricia Scotland has highlighted the need for an unprecedented level of international, political and economic cooperation to address the myriad challenges facing the world today.

Baroness Scotland was delivering the inaugural Commonwealth lecture entitled *Legacy: Seventy-Five Years of the Modern Commonwealth*, at the Sagikor Cave Hill School of Business and Management on Friday, May 03, 2024. Her speech traced the connections between the 56 nations for more than seven decades.

She told the audience, which comprised government ministers, campus representatives, students and others, that in addition to the lingering effects of the COVID-19 pandemic, the world is grappling with crippling debt, inflation and high interest rates; spiralling food and energy prices; instability and conflict; and the increasingly harsh impact of climate change.

The international diplomat also noted that in an increasingly polarised environment, people are anxious about the capacity of governments and international



Descendants of Barbadian-Liberians gathered at The UWI Cave Hill Campus for a celebration of their heritage, as part of the Sankofa Pilgrimage celebrating the 159th anniversary of the migration of 346 Barbadians to the West African country

institutions to provide the leadership and action required.

Her speech highlighted that both small and large states have been affected by climate shocks which have devastating economic and human impacts that could lead to increased debt, as countries turn to multilateral financial institutions to finance recovery efforts.

Outlining some of the work of the Commonwealth Secretariat, she noted that the Commonwealth Meridian system supports governments in handling their debts so that they can more efficiently manage their obligations.

After her address, in a conversation dubbed a 'veranda chat' with Dr Jan Yves Remy, Director of the Shridath Ramphal Centre for International Trade Law, Policy and Services, the Secretary-General further explored several of the issues raised in her speech, namely, the growing importance of digital technology, including artificial intelligence in the Commonwealth Secretariat's work.

Principal of The UWI Cave Hill Campus, Professor Clive Landis, deemed the lecture significant and timely, noting that the Commonwealth was celebrating its 75th anniversary on the heels of The UWI's own diamond jubilee.

The Liberia "Sankofa" Pilgrimage to Barbados

Descendants of Barbadian-Liberians assembled at The UWI Cave Hill Campus on Thursday, May 9, 2024 for a celebration of their heritage, as part of the Sankofa Pilgrimage which recognised the 159th anniversary of the migration of 346 Barbadians to the West African country. The historic event which was celebrated in Barbados from May 6-13 under the theme *The Pilgrimage to Barbados* was coordinated by a team from Liberia, headed by Ambassador Lorenzo Llewellyn Witherspoon and the Division of Culture in the Prime Minister's Office.

Over 250 Liberians travelled to Barbados as part of the tour, which was held during Barbados' Season of Emancipation, which commemorates the abolition of slavery.

Participants at The UWI Sankofa exposition were treated to cultural exchanges, as well as educational sessions on the connections between Bridgetown and Monrovia (Liberia's capital).

The Sankofa Pilgrimage presented an opportunity to improve diplomatic relations between the

two countries, broaden Barbadians' knowledge of Liberia and explore opportunities for cultural cooperation. The Liberian descendants also used this opportunity to trace their ancestries and build family ties.

Guardians of Caribbean Sovereignty

The Guyana–Venezuela territorial dispute has been an ongoing source of contention between the two nations.

Following the decision of Venezuela to hold a referendum on December 3, 2023 to ascertain its citizens' opinion on whether it should create a new “state” in Essequibo, Guyana sought provisional measures before the International Court of Justice (ICJ). On November 28, 2023, the ICJ held unanimously that:

1. Pending a final decision in the case, Venezuela should refrain from taking any action which would modify the situation that currently prevails in the territory in dispute, whereby Guyana administers and exercises control over that area;
2. Both Parties should refrain from any action which might aggravate or extend the dispute before the ICJ or make it more difficult to resolve.

The UWI, with its expertise from the Faculty of Law and Faculty of Social Sciences at the Cave Hill Campus, lent its voice on the controversy, sharing views on how the issue might be resolved. Themed, *Guarding Sovereignty*, The University of the West Indies Vice-Chancellor's Forum was held virtually on Tuesday, December 12, 2023.

The presentation, which was a collaborative undertaking of the Office of the Vice-Chancellor and the Faculties of Law and Social Sciences at the Cave Hill Campus, was moderated by Professor Cynthia Barrow-Giles, Professor of Constitutional Governance and Politics at Cave



Promotional Flyer for Vice-Chancellor's Forum

Hill and comprised an expert panel that included The Honourable Mohabir Anil Nandlall MP, SC, Attorney-General, Minister of Legal Affairs and Member of the Parliament of Guyana; Ambassador Riyad Insanally, Senior Fellow, Caribbean Initiative of the Atlantic Council's Adrienne Arsht Center for Latin America; Professor Anthony Bryan, Founder and Co-Director, Caribbean Policy Consortium; Professor Ivelaw Lloyd Griffith, Senior Associate, Center for Strategic and International Studies; Dr Duane Edwards, Senior Lecturer, Department of Sociology, University of Guyana; and Mrs Nicole Foster, Law Lecturer, Faculty of Law, The UWI Cave Hill Campus.

ADMINISTRATORS OF THE CAVE HILL CAMPUS, 2023/2024



PRO VICE-CHANCELLOR AND PRINCIPAL

Professor R Clive Landis
BSc (Birm), MSc, PhD (Loyola)



DEPUTY PRINCIPAL
Professor Winston Moore
*BSc (UWI), MSc (Warwick),
PhD (Surrey)*



CAMPUS REGISTRAR
Mr Rommel Carter
BA (UWI), MBA (Hull)



CAMPUS BURSAR
Ms Lisa A C Alleyne
*BSc (UWI), FCCA, FCA,
MBA (Oxford Brooks), MCM*



DEAN
Faculty of Culture, Creative and
Performing Arts
Professor David O Akombo
*BEd (Hons) Kenyatta,
MMus (BGSU), MA (PLNU),
PhD (Florida)*



DEAN
Faculty of Humanities
and Education
**Professor Frederick
Ochieng'-Odhiambo**
*BA (UCC), MLitt (Oxford),
PhD (UWI)*



DEAN (INTERIM)
Faculty of Law
Dr Antonius Hippolyte
*LLB, LLM, PhD (Hull),
PG Dip Leg Research (Hull),
EMBA (Univ S Wales) MCI Arb*



DEAN
Faculty of Medical Sciences
Dr Damian Cohall
*BSc (Hons.), PhD (Pharmacology)
(UWI) PG-CUTL (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)*



CAMPUS LIBRARIAN
Ms Pauline Nicholas
*DipEd, BEd, MA (UWI),
MEd (U of A)*

MEMBERSHIP OF THE CAMPUS COUNCIL CAVE HILL, 2023/2024



CHAIRMAN
Sir Paul Altman



VICE-CHANCELLOR
Professor
Sir Hilary Beckles

APPOINTED BY THE CHANCELLOR

Dr Julian Ferdinand
Dr Kerry Hall
Ms Toni N S Moore, MP
Mrs Brenda Pope
Mr Brian Samuel

Professor R Clive Landis
*Pro Vice-Chancellor and
Principal*

Professor Winston Moore
Deputy Principal

Mr Rommel Carter
Campus Registrar

Ms Lisa Alleyne
Campus Bursar

Ms Pauline Nicholas
Campus Librarian

Mr Keith Inniss
Campus Information Officer

APPOINTED BY THE GOVERNMENT OF BARBADOS

The Hon Kay McConney, MP
*Minister of Education, Technological
& Vocational Training*

Ms Wendy Odle
*Permanent Secretary,
Ministry of Education,
Technological &
Vocational Training*

UWI-12 TERRITORIES

Cayman Islands

Mr Jerome McCoy
*Strategy Officer,
Ministry of Education
Montserrat*

DEANS

Professor David Akombo
*Faculty of Culture, Creative
& Performing Arts*

Dr Jeanese Badenock
Faculty of Science and Technology

Dr Damian Cohall
Faculty of Medical Sciences

Dr Antonius Hippolyte
Faculty of Law (Interim Dean)

**Professor Frederick
O'Chieng-Odhiambo**
Faculty of Humanities & Education

Professor Troy Lorde
Faculty of Social Sciences

Dr Akshai Mansingh
Faculty of Sport

MEMBERSHIP OF THE CAMPUS COUNCIL 2023/2024 cont'd

ACADEMIC BOARD REPRESENTATIVES

CAVE HILL CAMPUS

Dr Kristina Hinds

MONA CAMPUS

Professor Roger Gibson

ST AUGUSTINE CAMPUS

Professor Indar Ramnarine

OPEN CAMPUS

Dr Glenda Gay

FIVE ISLANDS

Ms Andrea Veira

STUDENT REPRESENTATIVES

Mr Mickel Besson

President, Guild of Students

Mr Osazé Moraldo-Bowen

Postgraduate Representative

STAFF REPRESENTATIVES

Mrs Carla Springer-Hunte

*Representative - Academic,
Senior Admin/Professional Staff*

Mr Christian Renwick

*Representative - Administrative,
Technical & Service Staff*

ASSOCIATION OF CARIBBEAN TERTIARY INSTITUTIONS (ACTI) REPRESENTATIVES

Dr Colin Cumberbatch

Mr Philmore McCarthy

UWI ALUMNI ASSOCIATION REPRESENTATIVE

Ms Maxine McClean

FINANCIAL REPORT ON CAMPUS ACTIVITIES FOR THE YEAR ENDED JULY 31, 2024

INCOME

Government Contributions

During the year under review the Campus recorded BBD 98.7 million in contributions from governments, before any adjustments for the expected credit loss (ECL), compared to BBD 94.1 in 2022/2023. This year's contribution included BBD 3.765 million relating to arrears of salaries, which means the level of support from the governments remained at roughly the same as the previous year. The Campus requested support in the amount of BBD 103.313 million from the governments to cover operating expenses.

The Campus is deeply grateful to the Ministries of Education, Technological & Vocational Training, and Finance & Economic Planning for consistently honouring the monthly contributions, which play a crucial role in supporting payroll obligations.

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, 2024 was approximately BBD 32.1 million (before adjustments) compared with BBD 35.1 million at the end of July 31, 2023.

Table 11

GOVERNMENT RECEIVABLES	JULY 31, 2024	JULY 31, 2023
Government receivables (gross)	32,067,875	35,137,438
ECL provision	(2,571,156)	(2,619,952)
	29,496,719	32,517,486

Tuition Fees and Other Student Fees

The Campus saw a slight increase in tuition fees to BBD 25.4 million this year (up from BBD 24.5 million in 2023) while maintaining its commitment to supporting students through partial scholarships.

Some governments have requested the Campus to bill them directly for their students. However, the Campus does not penalise students for outstanding balances resulting from non-payment by their respective governments. Table 12 reflects the balances as at July 31, 2024, and July 31, 2023, respectively, of the amounts owed by governments.

Table 12

THIRD PARTY RECEIVABLES	JULY 31, 2024	JULY 31, 2023
Government of Barbados	57,980,962	57,935,121
GATE	(1,168,040)	(674,394)
T&T Scholars	1,637,906	1,723,047
Other Governments	7,423,772	5,675,323
	65,874,600	64,659,097

Special and Other Project Income

The Campus recorded a decline in the amount earned from special projects as a few large projects concluded in the last financial year. The amount earned during the year was BBD 2.247 million compared with BBD 9.652 million in 2023. A list of new externally funded projects is provided later in this report. Other Income comprises self-financing activities, including the Taught Masters Programmes and the 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 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 13 outlines the revenue collected and allocated to the various functions which the amenities fees service.

Table 13

AMENITIES FEES	JULY 31, 2024	JULY 31, 2023
Sports Development	2,546,349	2,539,247
Professional Development	199,757	170,283
Health Services	716,750	714,751
Other Services (Shuttle)	1,678,704	1,872,391
UWIHARP	273,674	273,674
	5,570,346	5,570,346

Other Income

The Campus continued its efforts to generate additional income by investing its cash reserves. It also pursued various revenue-generating initiatives, including the previously mentioned self-financing Master's programmes.

Commercial Activities

Overall, the Halls of Residence continued to record a surplus, albeit a marginal one this year of BBD 0.036 million (0.034 million in 2023), as there were continued significant refurbishments undertaken at the three locations. The level of losses increased for the Bookshop during the year to BBD 0.782 million (0.036 million in 2023), as some inventory had to be provided for in addition to the rising cost of books.

EXPENDITURE

The Campus remained dedicated to advancing sustainability in alignment with national efforts. This commitment was evident in the continued decline in printer expenses, as more Faculties and administrative departments transitioned to digital solutions. There was little activity on capital projects during the period, with efforts focused on continuing critical maintenance work.

ASSETS AND LIABILITIES

Cash

The Campus recorded a continuing decline in its cash resources. The balance at the end of July 31, 2024, was approximately BBD 1.6 million less than that at the July 31, 2023 – which was BBD 22.1 million, compared with BBD 23.7 million in the previous year. These remaining balances were restricted to cover pension funds, payroll expenses and grant funds.

Payments during the year were funded by receipts from contributing governments, tuition fees and other income. The Campus, however, continued to settle all its statutory obligations on time.

Accounts Receivable

This figure includes tuition fees owed by third parties in the amount of BBD 65.5 million (July 31, 2023 - 64.3 million) as well as amounts due from students and staff members. Most of this balance is attributable to amounts owed by some governments which the Campus bills for tuition fees for their nationals. Other receivables from grants declined due to the completion of projects during the year. For the year under review, the Campus continued to receive VAT refunds and by year end, the VAT receivable had reduced by approximately BBD 391,000. The Campus continues to follow up on the older VAT receivables. See Table 14.

Table 14

ACCOUNTS RECEIVABLE	JULY 31, 2024	JULY 31, 2023
Other receivables	2,174,355	5,126,605
Staff Receivables	1,127,374	1,815,913
Student Receivables	11,767,477	11,124,101
Third Party Receivables	65,467,264	64,251,761
VAT Receivable	9,223,729	9,615,052
	89,760,199	91,933,432

Property, Plant and Equipment

The Campus continued to maintain an efficient plant, but was not able to provide all the necessary repairs to the facilities with the continued increase in receivables from governments, both from their commitments to the operations of the Campus and for tuition fees on behalf of their nationals. The Campus was grateful to receive financial support from a private sector entity and the Ministry of Sport to facilitate the replacement of the track at the Usain Bolt Complex. This was immediately mobilised for the schools' athletic competitions in March 2024.

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 have not indicated where they require their funds to be forwarded. The FSSU and Superannuation obligations are included as part of the restricted cash balance. These obligations are within the next financial period and will be settled as resources become available. See Table 15.

Table 15

ACCOUNTS PAYABLE	JULY 31, 2024	JULY 31, 2023
Suppliers	6,152,747	6,726,530
Student	6,151,936	5,912,076
FSSU and Superannuation	6,866,389	6,881,879
Other payables	15,593,540	17,895,058
	34,764,611	37,415,543

Long Term Loans

All loan payments were made in accordance with the signed agreements, and these continue to be serviced in accordance with their terms and conditions. The loan with the Caribbean Development Bank (CDB) was fully paid off during the period. Table 16 lists all the remaining outstanding loans at July 31, 2024.

Table 16

LONG TERM LOANS	EDF LOAN	CLICO LOAN	CARIBBEAN DEVELOPMENT BANK	UWI CH CLARENDON BOND	CAL LOAN	TOTAL
Principal portion	907,815	2,977,899	140,260	7,614,057	807,800	12,447,831
Current portion	- 118,000	2,977,899	- 140,260	- 422,841	- 102,600	- 3,761,600
Net balance on July 31, 2024	789,815	-	-	7,191,216	705,200	8,686,231

Projects

Total revenue expected to be received over the period of the grants is BBD 8.0 million.

Commitments and Contingent Liabilities

Outstanding purchase orders at July 31, 2024 were approximately BBD 4.8 million compared with BBD 6 million on July 31, 2023.

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, 2023 to July 31, 2024

NAME OF SPONSOR/ DONOR	NAME OF PROJECT	VALUE	VALUE (BBD)	FACULTY/UNIT
Food & Agriculture Organisation of the United Nations (FAO)	Design of Geo-Informatics System	BBD 52,164	52,164	CERMES
Small Army Survey	Pathway to Policy	USD 137,760	275,520	GA-CDRC
University of Glasgow	UKOT NCD Registers	GBP 143,000	363,344	GA-CDRC
Foundation to Promote Open Society	OSF Climate Justice	USD 140,659	281,318	CERMES
The Research Institute of Fox Chase Cancer Center	AC3-African Cancer Genome Cohort (ACGR) to promote health equity among patients of African Ancestry: characterization of genetic and molecular drivers	USD 168,584	337,168	GA-CDRC
United Nation Environmental Programme	Partnership for Action on Green Economy (PAGE) in Barbados	USD 69,000	138,000	Department of Economics
Government of the British Virgin Islands	Strengthening the Virgin Islands' Coastal Water Quality Monitoring Programme	USD 96,000	192,000	CERMES
University of Toronto	Sugar Made Us Free? Diabetes and the Afterlife of Slavery in Barbados: Art, Archive & the Gendered Dimensions of Risk	CAD 118,866	174,813	Institute for Gender and Development Studies: Nita Barrow Unit
UWI MONA/Caribbean Biodiversity Fund	Wave Attention: Natural Solutions with Elkhorn Coral (WANSEC)	USD 343,230	686,460	Department of Biological and Chemical Sciences
United Nation Environmental Programme	Demonstration of a Caribbean Mechanism Toward Establishment of a SIDS-SIDS Green-Blue Economy Knowledge Transfer Hub	USD 1,976,484	3,952,968	Office of the Deputy Principal
Caribbean Community Climate Change Centre	Development of a strategic plan for the installation of Reverse Osmosis water treatment facilities along west coast corridor in Barbados	USD 484,240	968,480	Faculty of Science and Technology
Caribbean Community Climate Change Centre	Gender Sensitivity and Climate Change	USD 65,056	130,112	Institute for Gender and Development Studies: Nita Barrow Unit

REPORT ON NEW SPECIAL PROJECTS: For the year August 01, 2023 to July 31, 2024 *cont'd.*

NAME OF SPONSOR/ DONOR	NAME OF PROJECT	VALUE	VALUE (BBD)	FACULTY/UNIT
Caribbean Community Climate Change Centre	Climate change nexus with biosecurity and wastewater	USD 65,000	130,000	Centre for Biosecurity Studies
Barbados Investment and Development Corporation	Phyto-Innovation Challenge	BBD 102,921	102,921	Faculty of Medical Sciences
United Nations Foundation	Strengthening the Voice of Caribbean Countries in Climate Negotiations at the IMO	USD 140,000	280,000	Shridath Ramphal Centre
TOTAL			8,065,268	

Recipients of the Principal's Award for Excellence 2023



From Left: Dr Henri Valles, Senior Lecturer in Ecology; Mrs Tanya Martelly, Research Manager at the George Alleyne Chronic Disease Research Centre; Dr Mahalia Jackman, Head, Department of Economics; Dr Nadini Persaud, Program Coordinator, MSc Project Management and Evaluation; Ms Lisa-Ann Rollins, Administrative Assistant (Projects and Planning, Faculty of Science and Technology; Dr Heather Harewood, Head, Public Health Group; and Mr Devon Slater, General Worker, Department of Biological and Chemical Sciences.

RECOGNISING EXCELLENCE

SPOTLIGHT ON HONORARY GRADUATES

The UWI Cave Hill Campus conferred honorary degrees on three outstanding luminaries during its annual graduation ceremony held on October 21, 2023: **Mr Ian Hickling** (Doctor of Science), **Mrs Alison Hinds-Walcott** (Doctor of Letters); and **Mrs Trisha Tannis** (Doctor of Laws).



From Left: Mr Robert Bermudez, Chancellor of The UWI; Sir Paul Altman, Chairman of Campus Council, Cave Hill; Dr Ian Hickling, Honorary Graduate; Professor Sir Hilary Beckles, Vice-Chancellor of The UWI, and Professor R Clive Landis, Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, at the Cave Hill Campus Graduation Ceremony on October 21, 2023

Mr Ian Hickling

Lenses manufactured in Barbados for over 26 years have been used in cataract surgeries across the world transforming vision and countless lives.

Mr Ian Hickling was born in New Zealand, a country known in the biochemistry world for the discovery of ribosomal frameshifting and also pioneering work in the discovery of DNA sequencing. He holds a BSc degree in Cell

Recognising Excellence

Biology and Biochemistry as well as an MSc degree in Biochemistry from The University of Auckland. He is also the holder of a Master of Business Administration (MBA) degree from Warwick University Business School.

Ian Hickling is the President of Lenstec (Barbados) Inc., a commercial medical device factory which he opened in 1996, right here in “Destination Barbados”! Lenstec develops and manufactures intraocular lenses and currently employs more than 260 persons. The manufacturing technologies and processes are designed and built in-house by Lenstec’s engineering staff, and many of its employees are UWI graduates. Lenstec’s proprietary lens manufacturing technologies, including microprecision lathes, mills, polishing equipment, and moulds, have enabled the company to produce premium lenses with reduced variability to help improve surgical predictability. Its lenses are produced for several intraocular lens companies under private label. Currently, more intraocular lenses are made with Lenstec technology worldwide than any other system.

Mr Hickling was invited by Export Barbados to serve as a Member of its Life Sciences Oversight Committee to oversee the development of a Life Sciences industry in Barbados under The Bio-Island initiative. He has delivered keynote addresses to the Barbados Association of Professional Engineers Annual Conference, and The UWI Cave Hill Campus Science Festival. In a civic capacity, he has served on the Board of Management and the Parent-Teacher Association at St. Gabriel’s School in Barbados.

Prior to establishing Lenstec in Barbados, Mr Hickling was the Industrial Research Biochemist at New Zealand Pharmaceuticals Ltd, Research and Development Manager/Production Manager at Spectrum Laboratories Division of Douglas Pharmaceuticals Ltd, Quality Assurance Manager at Nufarm Ltd and Manager of Technology Transfer, The Fred Hollows Foundation.

For exemplifying the principle that a worldclass export manufacturing company can be built in Barbados, and for maintaining and expanding the business successfully for over 26 years, The University of the West Indies, conferred on **Mr Ian Hickling**, the Degree of Doctor of Science, *honoris causa*.

Mrs Alison Hinds-Walcott, Cultural Ambassador

There is no man, or woman, who has used a stage as a canvas, and a microphone as a paintbrush to so passionately personify the vibrancy and diversity of the Caribbean people as has Alison Hinds. “In the Meantime”, listen to “Faluma”, as we “Turn It Up”, “With Caution”, the true “Togetherness”, and “Aye Aye Aye”, because we are “Born Wid It”!

The eruptive volcanic voice of a 17-year-old performing on stage with her band Square One, performing for an audience across the diaspora.

This Cultural Ambassador was born in the United Kingdom and lived there for the first decade of her life. She was bitten with an immediate and infectious love for Caribbean genres when she migrated to Barbados at the age of 11. At age 17, she joined the band Square One and set off with them on an explosive trajectory of multiple award-winning pieces - such as “Faluma” and “Ragamuffin”. “Faluma”, which topped the charts in many Caribbean and Central American countries, is still considered one of the greatest ever Soca songs.

In 2005, Alison Hinds formed her own band, released her first solo album entitled *Soca Queen*, and by cultural baptism, became known as the Caribbean’s Soca Queen! The awards continued, and in 2006 her “Roll It Gal” peaked at #52 on the Billboard R&B charts! The equally rivaling classic “Togetherness” is still a staple on the lyrical menu of many Caribbean festivals around the world!

Alison Hinds has received numerous awards, and has been featured at many high-profile events. While they are too many to state here, some of them include:

- 2014 - Appointed International Federation of Business and Professional Women (BPW International) Goodwill Ambassador.
- 2016 - Sang the United States national anthem before the start of the National Basketball Association (NBA) match-up between Brooklyn Nets and Cleveland Cavaliers at the Barclays Center.



From Left: Mr Robert Bermudez, Chancellor of The UWI; Dr Alison Hinds-Walcott, Honorary Graduate; and Professor Sir Hilary Beckles, Vice-Chancellor of The UWI, at the Cave Hill Campus Graduation Ceremony on October 21, 2023.

- 2018 - Received the designation Barbados Cultural Ambassador from Prime Minister Freundel Stuart. She joined Rihanna as the only other female to be designated with a Cultural Ambassador post for Barbados.
- 2018 - On June 28, Alison Hinds headlined Rotterdam Carnival 2018. She performed in front of a partisan crowd of 45,000 people.
- 2018 - On August 9, she was again honoured in New York City. She received the Brooklyn proclamation by the Mayor of Brooklyn for her outstanding career and service to the Caribbean community.
- 2019 - Performed at the Vodafone Ghana Video Music Awards, becoming the first soca artist to ever perform at the Ghana Music Awards.
- 2019 - Was a prominent cast member in the Afro-Caribbean movie *Joseph*. The movie was shot in Jamaica and Ghana.
- 2021 - In August 2021, she became the first soca artist to be interviewed on New York's most popular radio show - the Breakfast Club. She highlighted her journey as an artist and spoke about her family life during the interview.
- 2021 - In October 2021, Alison Hinds was honoured by the city of Miramar for her outstanding contribution to the arts and entertainment field at the Annual Black British Awards Ceremony.

This songbird prodigy, also lends her voice to advocacy, in the areas of AIDS awareness, women's rights, diabetes and cancer awareness, and the

Recognising Excellence

vitally important support for children living with disabilities.

This is a celebration of the remarkable achievements and contributions of a true Barbadian icon. This “Queen of Soca” has electrified audiences around the world with her powerful voice, infectious energy, and vibrant personality. She has been a trailblazer in the music industry, blending Caribbean rhythms with international appeal, and spreading the joy of soca music far and wide. In addition to her music, Alison Hinds has been an inspiration to countless aspiring artists, particularly women, who look up to her as a role model of strength and perseverance in a male-dominated industry.

Today the region has a far more diverse cultural identity due to the single voice of Alison Hinds. For her accomplishments, The University of the West Indies, conferred on **Mrs Alison Hinds-Walcott**, the Degree of Doctor of Letters, *honoris causa*.

Mrs Trisha Tannis

Mrs Trisha Tannis, a master accountant, a business revolutionist, a visionary leader, and all embodied in a proud Caribbean woman; has leveraged her entrepreneurial DNA to encode for a new and innovative business space, in Barbados, and beyond!

Throughout her career, Mrs Trisha Tannis has demonstrated a keen ability to identify opportunities and turn them into successful ventures. Her ventures have not only created jobs but have also contributed significantly to the diversification and growth of the Barbados economy. In addition to her entrepreneurial achievements, Mrs Trisha Tannis is known for her philanthropic efforts and dedication to giving back to the community. Her commitment to corporate social responsibility serves as an inspiration, reminding us all of the importance of using success to make a positive impact on society.

Mrs Tannis is an accomplished finance professional. She holds a BSc (Hons) Accounting degree from a University ranked #1 in the region by Times Higher Education – The University of the West Indies. She was the first female appointed to the Office of Managing Director in the Unicomer Caribbean and Latin America Group.

Mrs Tannis was elected unopposed to serve as President of the Barbados Chamber of Commerce and Industry (BCCI) in May 2019, and she served with distinction for two terms. She ably steered the BCCI during the COVID-19 pandemic which was a very challenging period for all; nonetheless, Mrs Tannis was able to strategise and assist the Government of Barbados in managing the pandemic, including lockdown and reopening measures.

She is the first female Chair of the Barbados Private Sector Association (BPSA) after being nominated and elected unanimously in September 2021. Under her leadership, the BPSA tendered recommendations to the Government of Barbados for the 2022 Budgetary and Financial Statements, some of which were included in the Government’s 2022 Budget presentation by the Prime Minister of Barbados, the



From Left: Mr Robert Bermudez, Chancellor of The UWI; Dr Trisha Tannis, Honorary Graduate; Professor Sir Hilary Beckles, Vice-Chancellor of The UWI and Professor R Clive Landis, Pro Vice-Chancellor and Principal of The UWI Cave Hill Campus, at the Cave Hill Campus Graduation Ceremony on October 21, 2023

Honourable Mia Amor Mottley, SC, MP. During her tenure as Chair of the BPSA, Mrs Tannis worked proactively with the Government to help stabilise the cost of basic food items to stave off the inflationary effects of the war in Ukraine and supply chain disruptions.

Deepening private sector engagement is recognised as a prerequisite and key strategic goal of the 2022-2027 Cave Hill Strategy to drive entrepreneurship and innovation. Mrs Trisha Tannis, as Chair of the BPSA, has become a key strategic partner of the Cave Hill Campus thus strengthening the Campus' private sector engagement.

In honour of Mrs Trisha Tannis, a highly accomplished and acclaimed businesswoman, one also recognises the transformative power of entrepreneurship, innovation, and community engagement. Her story exemplifies what can be achieved through determination and a genuine desire to

create a much better future. Mrs Trisha Tannis, has not raised the bar in business; she has helped to shape its contour and consistency!

In recognition of her phenomenal contribution to finance, entrepreneurship and business development, The University of the West Indies, conferred on Mrs Trisha Tannis, the Degree of Doctor of Laws, *honoris causa*.



SEVEN RECEIVE PRINCIPAL'S AWARD FOR EXCELLENCE

On November 18, 2023, seven outstanding members of staff of the Cave Hill Campus were honoured as they received the Principal's Award for Excellence. The awardees were **Dr Heather Harewood**, **Dr Mahalia Jackman**, **Mrs Tanya Martelly**, **Dr Nadini Persaud**, **Ms Lisa-Ann Rollins**, **Mr Devon Slater** and **Dr Henri Vallès**.



Dr Heather Harewood receiving her award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

Dr Heather Harewood

Recipient of the Principal's Award for Excellence – Outstanding Teaching

Dr Heather Harewood, BSc, MBBS (UWI), MPH (Birmingham), DrPH, high commendation (UWI) is a Lecturer in Public Health and Epidemiology in the Department of Preclinical and Health Sciences, Faculty of Medical Sciences (FMS). She joined the Faculty in 2015, assumed leadership of the Master of Public Health (MPH) programme in 2016 and subsequently

became Head of the Public Health group in 2019. During her tenure, the Public Health programme has grown from strength to strength.

Over the past five years, Dr Harewood has taught four undergraduate and nine postgraduate courses and coordinates two undergraduate and five postgraduate courses. Her annual contact hours exceed the departmental average and includes postgraduate student supervision. She consistently receives favourable student evaluation scores, which exceed the FMS average. She routinely attends professional

development activities including Centre for Excellence in Teaching and Learning (CETL) webinars.

Over the past five years, Dr Harewood supervised 14 MPH projects, was local advisor for three external MPH projects and co-supervised one DM project. She currently supervises two MPhil and one PhD student, is on the advisory panel of three graduate research students and is an examiner for the DrPH programme, The UWI, Mona.

Administratively, Dr Harewood holds responsibility for four postgraduate programmes: the MPH, the EMBA - Health Care Management, and the UWI-PAHO Postgraduate programmes in Policy and Health Systems. She chairs three (3) Public Health Committees and also plays a pivotal role in quality assurance and accreditation activities, including leading the self-study for the 2021 Quality Assurance Review for the Public Health postgraduate programmes.

Dr Harewood's successful collaborations with varied colleagues has strengthened existing undergraduate and postgraduate programmes and established new postgraduate programmes, aligning with The UWI strategy of agility and increased access.

At the undergraduate level she launched a Public Health elective for Year 4 Bachelor of Medicine, Bachelor of Surgery (MBBS) students in 2019, in conjunction with the Ministry of Health and Wellness and the George Alleyne Chronic Disease Research Centre.

At the postgraduate level, Dr Harewood's commitment to cross-faculty and cross-campus collaboration is evident in her work with the HEU Centre for Health Economics, The UWI, St. Augustine, since 2019, to strengthen the delivery of the MPH Health Economics course. She worked with the Cave Hill School of Business and Management to co-develop the EMBA - Health Care Management Postgraduate Degree, which started in January 2021.

Notably, Dr Harewood's extra-mural collaboration efforts secured a USD 60,000 grant from the Pan American Health Organization (PAHO) to develop and deliver the UWI-PAHO postgraduate Diploma and Certificate in Health Policy and Health Systems, which commenced in August 2022. She coordinated a press

conference and a regional webinar, "Health Policy Development in the Caribbean: Trends, Challenges and Opportunities", respectively launching and publicising the programmes.

Dr Harewood, a reflective practitioner, delights in co-creating knowledge with her students, being a good listener and advisor, and supporting them to present their work at local, regional and international fora. Her colleagues affirm how much students enjoy and learn from her courses. Her students cite her supportive "guide by the side" approach to teaching and her focus on their all-around academic and personal development.

Dr Mahalia Jackman

Recipient of the Principal's Award for Excellence - Outstanding Research Accomplishment (Academic)

Dr Mahalia Jackman joined the Department of Economics in the Faculty of Social Sciences at The UWI, Cave Hill Campus as a Temporary Lecturer in Economics. She was promoted to Senior Lecturer in 2020 and appointed Head of the Department of Economics in 2021.

Dr Jackman's research output has been remarkable, spanning a broad spectrum of issues pertinent to Barbados and the global community. During the last five years, she has published 15 pieces of work - 12 refereed journal articles and three (3) monographs - while juggling a full teaching load and serving as Head of the Department of Economics and on various university committees. She was an active participant in academic dialogues, presenting 14 papers at esteemed conferences such as the Society for the Scientific Study of Sexuality Annual Meeting and the World Research Summit for Hospitality and Tourism. An esteemed highlight was her paper on LGBT-inclusive tourism marketing, which clinched 3rd place at the 6th World Research Summit for Tourism and Hospitality. Her overall publication record includes 52 refereed journal articles, three (3) monographs and one (1) technical report.

Dr Jackman's research is not confined to a singular domain. Rather, it is guided by what questions are



Dr Mahalia Jackman

interesting. Despite starting her research journey in macroeconomics, Dr Jackman's work has expanded beyond the traditional boundaries of that field. From the economics of tourism and greening to gender inequality, from the dynamics of LGBTQ+ rights to the fiscal implications of early childhood development, her work cuts across multiple disciplines, reflecting a holistic approach to understanding the complexities of Caribbean societies.

Dr Jackman's multifaceted approach ensures that her work remains relevant to a diverse audience. Of particular note, her work on the LGBTQ+ community provides an invaluable insight into a marginalised community, while her research on early childhood development in Saint Lucia and Barbados underscores the importance of investment in the early years. These works do more than just add to the body of knowledge; they influence policies and create pathways for more inclusive, equitable development in the region. Much of her research on sexual prejudice in the Caribbean has been referenced in policy documents related to the treatment of sexual minorities in the Caribbean; for example, organisations such as the International Lesbian, Gay, Bisexual, Trans and Intersex

Association, the United Nations High Commissioner for Refugees and Columbia Law School's Sexuality and Gender Law Clinic have cited her research. Excerpts from her work were also featured in a petition by members of the LGBT community in Barbados to the Inter-American Commission on Human Rights, Organisation of American States for the decriminalisation of "buggery" and "acts of serious indecency" in Barbados. She has also served as an expert witness and provided affidavits on the living conditions of LGBTQ+ people in the Caribbean.

Her passion for research is evident in her mentoring of the next generation of economic researchers. In the last five years, she has supervised 10 students in the MSc Financial and Business Economics programme, one (1) MPhil student to completion and she sits on the advisory committees for several other MPhil/PhD students. Dr Jackman's mentorship extends beyond the university setting. She recently served as the Research Advisor to the Research and Economic Analysis Department at the Central Bank of Barbados from April to August 2023.

Dr Mahalia Jackman is easily classified as a well-rounded researcher whose tentacles envelop the academic, policy and practical domains. She epitomises the pinnacle of research brilliance and contribution with which The UWI is known. It is for these reasons that Dr Mahalia Jackman is the winner of the Principal's Award for Excellence in Research for 2023-24.



Mrs Tanya Martelly receiving her award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

Mrs Tanya Martelly

Recipient of the Principal's Award for Excellence - Senior Administrative/Professional Staff Category

"Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution; it represents the wise choice of many alternatives – choice, not chance, determines your destiny." – Aristotle

This quote fittingly describes Mrs Tanya Martelly's journey as Research Manager at the George Alleyne Chronic Disease Research Centre (GA-CDRC), a post unique to both the Centre and the Cave Hill Campus. Described by many as passionate, professional, reliable, dedicated, and a leader in every way, Mrs Martelly accepted the challenge of being a pioneer by traversing uncharted waters to develop a research management infrastructure for the Unit. Mrs Martelly has demonstrated exceptional tenacity, initiative, and an unwavering commitment to purpose, and has received consistently high accolades from local and international colleagues through customer feedback surveys and written emails.

Mrs Martelly's excellence in creative and innovative leadership has materially enhanced the operational efficiency and effectiveness of the Unit, Campus and beyond through the development of:

- an easily accessible repository on Microsoft Teams full of rich resources needed for the pre- and post-award phases of the grant life cycle and the Unit's research outputs;
- REDCap databases, which house all shared funding opportunities and GA-CDRC funded and submitted grants, which are important for furnishing reporting obligations and evaluating the performance of the Unit;
- an information and communication management platform in the form of a monthly newsletter called "RM In Action" that includes important topics in research management as well as funding and training opportunities;
- creation of process maps to guide the set-up of new grants at the Cave Hill Campus; and
- several presentations on grant management shared with the Campus Community

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Mrs Martelly's passion for research and risk management has seen her manage budgets up to USD 3.5 million by providing customised expertise, untiring determination to addressing the ever-stressful currency fluctuations and demanding project financial reports. She goes repeatedly beyond the call of duty to assist her colleagues, by making financial projections for project expenditure and preventative planning to mitigate any upcoming financial challenges during the project's duration as well as negotiating for pre-financing arrangements on reimbursable grants to help manage the University's cash flow. She has also assisted both undergraduate and graduate students through teaching, management of their research awards, and provision of advice on the research process.

Mrs Martelly's excellence is also seen in her initiative to stay on the cutting edge of her rapidly changing and diverse field of research management. She has credentials and certification in several areas in research management, risk management, and master's degrees in both Public Health and Business Administration, the latter which she achieved the highest level of excellence, and was given the honour of being the valedictorian for the graduating class of 2020 at her alma mater.

Mrs Martelly is highly respected by her colleagues at the GA-CDRC, Cave Hill Campus, the wider UWI community and at various institutions worldwide. Many have reported that their experience interacting with Mrs Martelly, and the support provided have always been fantastic, invaluable and of a very high quality due to her willingness to help, diligence, conscientiousness, and extraordinary attention to detail. She is also described as a dedicated individual and an inspiring role model who is honest in word, thought and deed, always willing to support by quickly offering a timely prayer, song and/or words of encouragement when faced with personal and/or work challenges.

Mrs Martelly's track record of a commitment to excellence and to succeed, coupled with her various skill sets and passion to continue providing paramount service with every interaction, demonstrates that she is well-deserving of the Principal's Award for Excellence.

Dr Nadini Persaud

Recipient of the Principal's Award for Excellence - Outstanding Contribution in two or more categories (Research and Public Service)

Dr Nadini Persaud is a Lecturer in Evaluation at the Sagcor Cave Hill School of Business and Management and Deputy Dean, Research and Innovation, and Entrepreneurship, Faculty of Social Sciences at The UWI Cave Hill Campus. She holds a PhD in Evaluation from Western Michigan University, an MSc in Project Management and Evaluation (Distinction) from UWI, a BSc in Accounting (First Class Honours), UWI, and two professional designations: - Certified Public Accountant (CGA Gold Award) and Chartered Professional Accountant (CPA).

Dr Persaud, a Fulbright Scholar, joined The UWI in 2007. During her 15+ years at The UWI, she has taught primarily at the graduate level, contributed to graduate program development, served as Program Coordinator for the MSc Project Management and Evaluation program (2009-2016), and supervised dozens of evaluation practicums. In terms of University service, she has served on numerous departmental, faculty, university, and cross-campus committees including nonprofessorial representative on Academic Board, member of the campus committee on examinations, member of the campus library committee, Vice-President, Secretary/Treasurer, and Faculty of Social Sciences representative on the West Indies Group of University Teachers (WIGUT), and Chair of the WIGUT Blue Book and Career Path Committees.

Dr Persaud is actively involved in public and professional service in her substantive disciplines at both the regional and international levels. She is an invited member of the Faster Forward Fund Advisory Committee in the USA, established by the late Professor Michael Sciven to accelerate the theory, practice, and profession of evaluation (2012 - present). She has also been invited to serve on several committees of the American Evaluation Association including six years on the Financial Advisory Board (Chair 2014, 2019), Program Chair, of the Costs,



Dr Nadini Persaud receiving her award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

Effectiveness, Benefits and Economics Topical Interest Group (2009 – present), and on several advisory task force committees of the American Evaluation Association. Regionally, she was invited to serve as Director of Professional Development and Training at Caribbean Evaluations International in 2021, and then elected to serve in the same position from 2022. She was also appointed by Chartered Professional Accountants, British Columbia to serve as a Director on the Chartered Professional Accountants Canada—Barbados Chapter from 2015 to 2019, and has been serving as a council member since 2019.

Dr Persaud is the sole author of a referee evaluation book (in press), along with three co-authored referee books on evaluation. Her recent evaluation text published by Guilford Publications in the USA was inspired by and dedicated to the late Professor Michael Scriven, a pioneer and founding father of evaluation. She has also published over 30 peer-reviewed journal articles, book chapters, encyclopedia and

magazine articles. Her publications also include several technical reports and articles in Caribbean Eval Chat. Her body of work is focused on promoting and encouraging the use of evaluation in the region, and on incorporating cost analysis into professional evaluations. She has presented over 25 referee conference papers on evaluation and has been a panelist on several Caribbean/Latin America panels during global evaluation week over the last few years.



Ms Lisa-Ann Rollins receiving her award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

Ms Lisa-Ann Rollins

Recipient of the Principal's Award for Excellence - Administrative, Technical and Service Staff (ATS) category

The Principal's Award for Excellence aims to recognise individuals who embody dedication, innovation, and a steadfast commitment to advancing the institution's mission. Within the Office of the Dean of the Faculty of Science and Technology, Ms Lisa-Ann Rollins stands out as the most fitting recipient of this prestigious honour.

Ms Rollins ascended to the role of Administrative Assistant (Projects and Planning) in the Faculty of Science and Technology (FST) in 2017. Her professional journey at the University encompasses a decade as a Stenographer/Clerk (Secretary) in the Centre for Resource Management and Environmental Studies (CERMES) and nine years prior in the Maintenance Department.

Her expertise spans various domains, with notable accomplishments in project management,

event planning, and website and social media management. In the realm of project management, Ms Rollins consistently demonstrates exceptional skills, navigating complex tasks with precision. Her meticulous attention to detail, strategic thinking, and effective communication have been pivotal in executing numerous successful events within the Faculty of Science and Technology.

However, event planning is where Lisa-Ann's natural talent shines. Whether orchestrating large-scale conferences, workshops, or intimate gatherings, she approaches each event with meticulous planning and an unwavering commitment to detail. Lisa-Ann played a critical role in coordinating the Science and Technology Festival, hosted on the campus in 2019, 2020, and most recently in March of this year which attracted thousands of attendees and hundreds of exhibitors to the Cave Hill Campus to view and showcase interactive, STEM-related exhibits. She was also a driving force

behind the FST “NERD” Day event held annually from 2018-2020 and serves as the coordinator of the annual Faculty of Science and Technology (FST) Anniversary Week of Celebrations and FST Student Awards Ceremony since 2021. She was also pivotal to the success of the UWI – UTECH 2022 FORCAST Conference, the launch of the Centre for Commercial Analytical Services, the staging of the recent Mathemagics shows and countless other collaborative outreach activities.

In the digital sphere, Lisa-Ann significantly enhanced the online presence of the Faculty through her proficiency in Website and Social Media Management. Her creativity, attention to branding, and strategic approach resulted in a substantial increase in followers on Instagram (>50%) and hits on the FST website (>20%), earning her the Campus Web Editor Award for Semester 1 of the 2022-2023 academic year.

This year, Lisa-Ann assumed the role of Chair of the organising committee responsible for coordinating and hosting the successful historic parish hikes and bus tours as part of the Campus’ 60th Anniversary Celebrations. This monumental task, undertaken alongside her dynamic responsibilities as Administrative Assistant (Projects and Planning) in the Faculty of Science and Technology, under a somewhat demanding Dean, reflects her unwavering dedication.

Lisa-Ann embodies a positive attitude, a robust work ethic, and an eagerness to contribute to the success of both the Faculty and the Campus. Her unwavering commitment to her role and proactive contributions to the growth of the Faculty of Science and Technology make her an undeniably deserving candidate for the Principal’s Award for Excellence.



Mr Devon Slater receiving his award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

Mr Devon Slater

Recipient of the Principal’s Award for Excellence - Administrative, Technical and Service Staff (ATS) category

How many of you can imagine your supervisor saying to you “We are importing some rats for experimental purposes and we would like you to look after them?” For Devon Slater, it was “I am not too sure about this doc, but I am willing to help.” Such is the nature of the man who is being celebrated.

Born in Jamaica, Devon Delroy Slater migrated to Barbados in 1986 and became employed at The UWI in 2004 as a General Worker assigned to the Department of Biological and Chemical Sciences. Science would become an integral part of Devon’s life and those who know him, know that he was always destined to rise to the top through a combination of hard work, curiosity, pride, and the willingness to serve.

The term General Worker does not do justice to the contributions of Mr Slater. While his main responsibilities surrounded gardening tasks, he held responsibility for the cultivation and care of plants used in teaching. He has always been punctual, reliable and

Recognising Excellence

would do anything for his beloved students. He taught practical skills to students so that they could achieve success in their experiments and these students have had no qualms about interrupting his lunch or escape from campus, because they knew that he would drop everything and provide assistance. Annually, Devon climbs the heights of Hillaby to retrieve a plant that only grows in that ecosystem because no task is too much to ensure that the students have what they need. Relatedly, he is a master grower of pineapples and passes on plant cultivation/growth concepts to the youth through workshops and visits to his farm by St. Silas Primary and St. Leonards Boys Secondary Schools, which were highlighted in the media. Additionally, he engages with students from The UWI and McGill University who participate in the Barbados Interdisciplinary Tropical Studies summer programme aimed at exposing students to a wide range of agri-food-energy industries.

Devon is an integral part of the Department's 'Rent-a-Plant' initiative which seeks to generate income for the Department. He has oversight for the plants which sees him having to come in on weekends, public holidays and vacation. Yet he has never once uttered the words 'I don't want to anymore'. Au contraire, he is always requesting that the collection of plants be increased!

Devon was also instrumental in the establishment of a bioreactor in the Department which supported the 'Grass-to-Gas' project, generating biogas from the grass clippings on campus thereby reducing the cost of LPG by using the biogas to power the Bunsen Burners in the biology laboratories.

One could not conclude without mentioning the floral arranging talents of Mr Slater as evidenced by the vases of fresh flowers that adorn the offices of many staff members – bringing delight and excitement to female faces on a daily basis. His creations have also beautified the launch of the Centre for Commercial Analytical Services earlier this year and the "The Potential of the Coconut Industry for Sustainable Development" workshop held recently at The UWI in conjunction with the EU, Cariforum, ACP, ITC and CARDI.

Finally, the rats. Devon ensured that they received adequate food and water and that their cages were cleaned allowing a medical graduate student to successfully complete her experimental work. There were reservations, but once Devon was assured that the rats were not Bridgetown rats and they had been bred specifically for experimental purposes and were cleaner than most humans, he underwent the training and took on the task with gusto. One could detect his sadness when the rats had to be euthanised.

Devon will 'graduate' from the campus next year and his accomplishments will continue to grow. He is recognised as a colleague who has made the most of what was given to him and always looked to better himself and those around him – staff and especially the students. Well done Devon!

Dr Henri Vallès

Recipient of the Principal's Award for Excellence - Outstanding Research Accomplishment (Academic)

There is absolutely no doubt that Dr Henri Vallès is a prodigious researcher deserving of the Principal's Award for Excellence. Dr Vallès' work continues to put UWI on the map for excellent marine research across a very broad range of topics highly applicable to Barbados and the Wider Caribbean.

His areas of expertise include: Management and Innovation in Small-scale Fisheries; Ecological Relationships in Coral Reef Communities; Climate Change Impacts on Marine Ecosystems; Marine and Coastal Biodiversity; Sampling Design and Statistical Analysis of complex ecological datasets; to name but a few! He also has a strong interest in terrestrial biodiversity and in the promotion and recognition of Caribbean scientists. Incredibly, he has published widely on all of these topics (and more) with some 34 papers in highly regarded international peer-reviewed journals and books, with half of them in just the last five (5) years and almost all first-authored by himself or his students. He has also published a similar number of detailed technical reports. All this requires funding – especially for marine fieldwork, and Dr Vallès has been awarded many personal grants as well as successfully



Dr Henri Vallès receiving his award from Professor R Clive Landis, Pro Vice-Chancellor and Principal

co-attracting substantial project funding for the University (close to a quarter million US dollars).

His recent notable publications (just over the last two years), all in different high-impact scientific journals, have included: 1. Elucidating the distribution patterns of juvenile reef fish in Guadeloupe; 2. Documenting the marine crab biodiversity in Barbados; 3. Investigating the impact of oceanic origin on the variable sargassum arrivals; 4. Challenges of operating and managing moored fish aggregating devices in the Caribbean; 5. Revealing the free swimming biodiversity associated with pelagic sargassum and the management dilemma between fishing opportunity and sargassum harvest and disposal; and 6. Illustrating the limited progress in improving gender and geographic representation in coral reef science.

Dr Vallès is not just an academic who buries himself in his work, head down, focused and productive – he is engaged in many other important aspects of a truly great researcher. He has supervised and continues to supervise an impressive line-up of some 30 undergraduate and post-graduate MSc, MPhil and PhD research students from The UWI and beyond. As a multi-lingual and highly regarded scientist, he provides

expert guidance and leadership to several national and regional institutions and scientific working groups including: the Gulf and Caribbean Fisheries Institute (as a member, vice chair and chair of the Board of Directors); the Western Central Atlantic Fishery Commission (as a lead author); the Bellairs Research Institute of McGill University (as a member of the Board of Directors); the French-based Institute for Research and Development (IRD) (as an expert scientist); the Caribaea Initiative (as member of the Scientific Council); and as an appointed member of the Biodiversity Working Group of the Barbados Government. He has acted as an *ad hoc* reviewer for countless peer-reviewed journals, as an examiner of many post-graduate theses, and has communicated his research findings through more than 50 conference presentations, as well as featured in, or assisted with the production of, a number of short educational/ documentary films and media articles.

Dr Henri Vallès is indeed an all-round excellent academic researcher of whom The University of the West Indies is justly proud.

PROMOTION TO THE RANK OF PROFESSOR

During the 2023/2024 academic year, one of the Campus' academics rose to the prestigious rank of Professor. The new Professor, Stacey Blackman, is from the School of Education, Faculty of Humanities and Education.



Professor Stacey Blackman

Professor Stacey Blackman

Professor of Inclusive Education and Disability Studies

Professor Stacey Blackman specialises in Inclusive and Special Education. An educator at the School of Education in the Faculty of Humanities and Education, Cave Hill Campus, she has served as Discipline Coordinator of the BEd Special Education and MEd Inclusive Practices as well as the Coordinator for both the Associate degree and BEd in Education.

From 2010 to 2011, Professor Blackman served as the Lead Consultant on a UNICEF-UWI Consulting project evaluating the quality of the learning environments and teaching methodologies for special education in Barbados. She has also served as the Archivist – Caribbean and African Studies SiG for the American Education Research Association; a series editor for publications on inclusive education by Routledge, Information Age Publishing, and volume editor for Springer Publishing; and has sat on several journal

review committees including those for the *Cambridge Journal of Education* and *Caribbean Curriculum*.

Professor Blackman holds a PhD (University of Cambridge); MEd and BA (Hons) (The UWI) and certification in University Teaching from The UWI and Competency in Education Testing from the British Psychological Society. Her publication record includes 13 peer-reviewed journal articles; 24 conference papers; four (4) book chapters and six (6) books. In 2020, her book *Achieving Inclusive Education in the Caribbean and Beyond* was recognised by Springer Publication as among the top consulted publications for the UN's Sustainable Development Goals in Education. Assessors commend her research output and publication outlets as 'high-quality', one stating, "Her edited volumes show her mastery of her research area."

As an educator, Professor Blackman has supervised eight (8) graduate students and six (6) MPhil/PhD candidates within the Inclusive Practice Specialisation. This is exclusive of several other MEd students supervised since 2005. Her contributions to curriculum development include the design and teaching of several graduate and undergraduate courses. She is currently creating a new BEd Inclusive Practices at the undergraduate level to provide hybrid training for both general and special education teachers in the region. The programme will specifically feature technology integration in assessment, curriculum and pedagogy.

HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES

Miss Lisa Alleyne Campus Bursar

Appointed Member of Nominations Committee,
Institute of Chartered Accountants of Barbados



Miss Lisa Alleyne

Professor Cynthia Barrow-Giles Professor of Political Science, Department of Government, Sociology, Social Work and Psychology

Appointed to the role of Commissioner
in the Parliament of St Lucia



Professor Cynthia Barrow-Giles

Dr Daniele Bobb Lecturer, Institute for Gender and Development Studies: Nita Barrow Unit

Appointed as Secretary of the Association of
Caribbean Women Writers and Scholars



Dr Daniele Bobb

Dr Marquita Gittens-St. Hilaire Senior Lecturer, Faculty of Medical Sciences

Appointed as a Member of the Quadripartite
Technical Group on Antimicrobial
Resistance/Use Integrated Surveillance



Dr Marquita Gittens-St. Hilaire

HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES

Dr Natalie Greaves

Lecturer, Faculty of Medical Sciences

Appointed Official Delegate to the
77th World Health Assembly-Geneva 2024
International Association of Hospice
and Palliative Care



Dr Natalie Greaves



Dr Sylvia Henry

Dr Sylvia Henry

Director,
Centre for Excellence in
Teaching and Learning (CETL)

Invited to serve as the Chairperson of the
National Task Force on Literacy in Barbados
for a period of one year effective January 8, 2024.

Appointed as a member of the CARICOM
Secretariat to set standards and develop policy
for regional education

Appointed as a member of the Association of
Atlantic Universities for Distinguished Teaching

Appointed as Chairperson of the Erdiston
Teachers' College Board of Management



Dr Kristina Hinds

Dr Kristina Hinds

Head, Department of Government,
Sociology, Social Work and Psychology

Appointed as an Advisory Board Member on the
International Advisory Board for Feminist
Reimagining of International Studies (FeRIS)
book series (Bristol University Press)

HONOURS, DISTINCTIONS AND MEMBERSHIP ON EXTERNAL BODIES

Dr Debra Joseph

Lecturer, Department of Government,
Sociology, Social Work and Psychology

Appointed as floor member of the
Barbados Family Planning Association

Appointed as President of
Soroptimist International Barbados

Appointed as an Advocacy Officer of
Soroptimist International Caribbean Network



Dr Debra Joseph



Professor Winston Moore

Professor Winston Moore

Deputy Principal

Appointed to serve as a member
of the Fiscal Council for three years,
effective May, 2023

Mr Javier Reid

Assistant Lecturer,
Academy of Sport

Appointed as Director of the
National Sports Council



Mr Javier Reid

STATISTICS

On-Campus Student Registration by Faculty 2015/2016 - 2024/2025

Undergraduates *plus* Postgraduates ^{1/2}

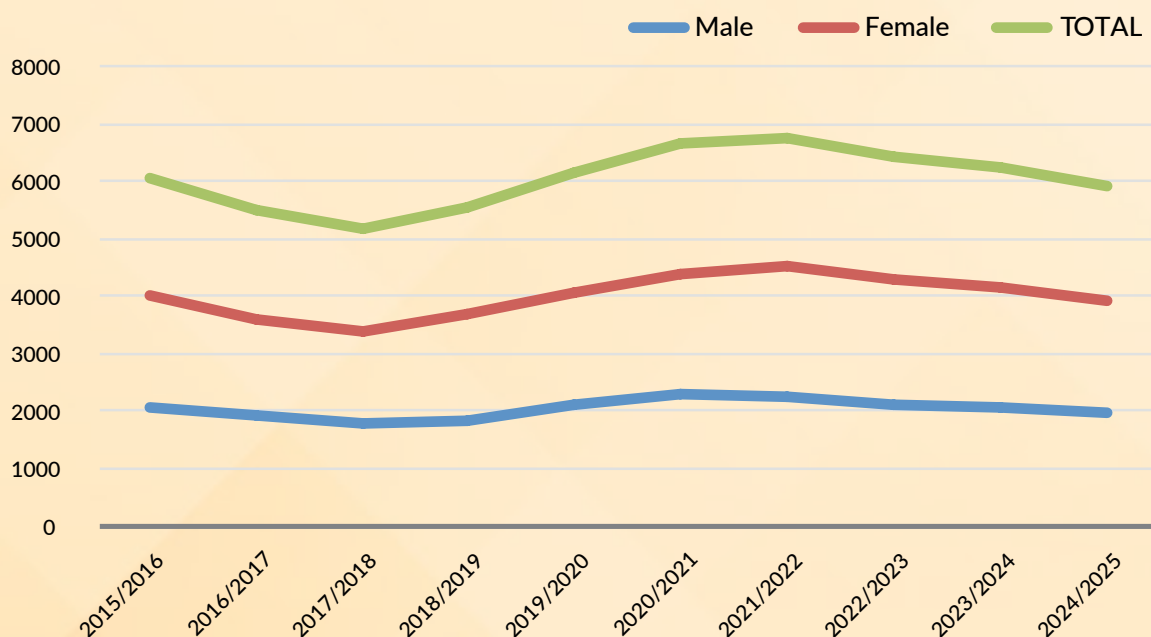
YEAR	Culture, Creative & Performing Arts ³	Gender & Development Studies	Humanities & Education	Law	Medical Sciences	Science & Technology	Social Sciences	Sport	TOTALS
2015/2016	-	10	678	577	446	985	3369	-	6065
2016/2017	-	16	533	506	482	957	3013	-	5507
2017/2018	-	15	535	430	491	921	2769	-	5161
2018/2019	-	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
2024/2025	92	12	660	489	437	1199	2920	126	5935

1 Data excludes students enrolled in Tertiary Level Institutions

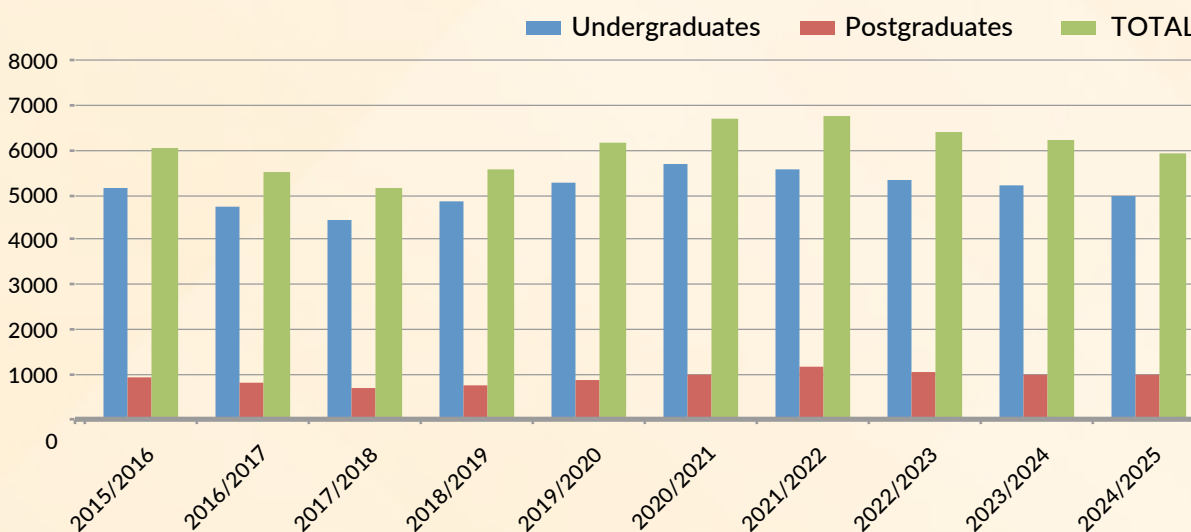
2 Data excludes 500 participants in the Centre for Professional Development and Lifelong Learning and Sagicor Cave Hill School of Business and Management Non Degree Programmes and Courses

3 The Faculty of Culture, Creative and Performing Arts was established in 2020

Total On-Campus Student Registration by Gender 2015/2016 - 2024/2025



Total On-Campus Student Registration by Level 2015/2016 - 2024/2025



Distribution of Total On-Campus Student Registration 2024/2025 by Nationality and Faculty/Institute

FACULTY/ INSTITUTE	UNDERGRADUATE						POSTGRADUATE						GRAND TOTAL
	B'dos ¹	UWI- 17 ²	T&T ³	J'ca ⁴	Others ⁵	TOTAL	B'dos	UWI-17	T&T	J'ca	Others	TOTAL	
Culture, Creative & Performing Arts	63	6	0	0	0	69	18	3	0	0	2	23	92
Gender & Development Studies	0	0	0	0	0	0	8	2	1	0	1	12	12
Humanities & Education	367	37	11	3	27	445	169	19	8	6	13	215	660
Law	184	137	48	33	9	411	48	14	7	4	5	78	489
Medical Sciences	182	30	111	4	5	332	89	10	2	0	4	105	437
Science & Technology	970	99	45	8	13	1135	38	17	2	3	4	64	1199
Social Sciences	2198	139	54	23	29	2443	348	67	24	18	20	477	2920
Sport	107	11	5	0	1	124	2	0	0	0	0	2	126
TOTALS	4071	459	274	71	84	4959	720	132	44	31	49	976	5935

1 B'dos - abbreviation for Barbados

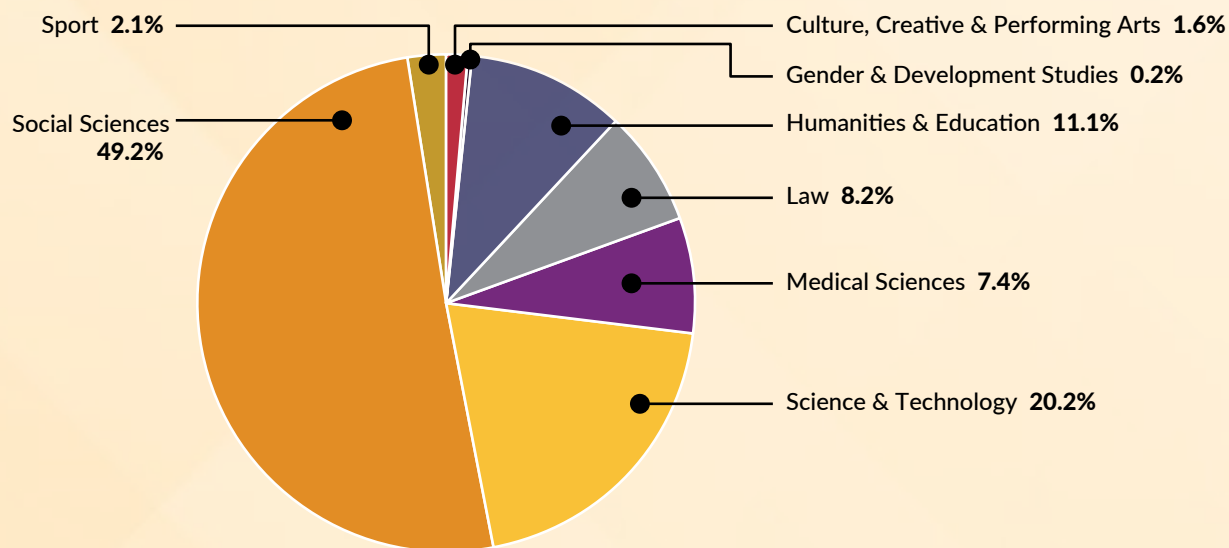
2 UWI17 countries include: Anguilla, Antigua & Barbuda, Belize, Bermuda, British Virgin Islands, Cayman Islands, Commonwealth of Dominica, Grenada, Montserrat, St. Kitts and Nevis, St. Lucia, St. Vincent and The Grenadines, The Bahamas and Turks & Caicos Islands

3 T&T - abbreviation for Trinidad and Tobago

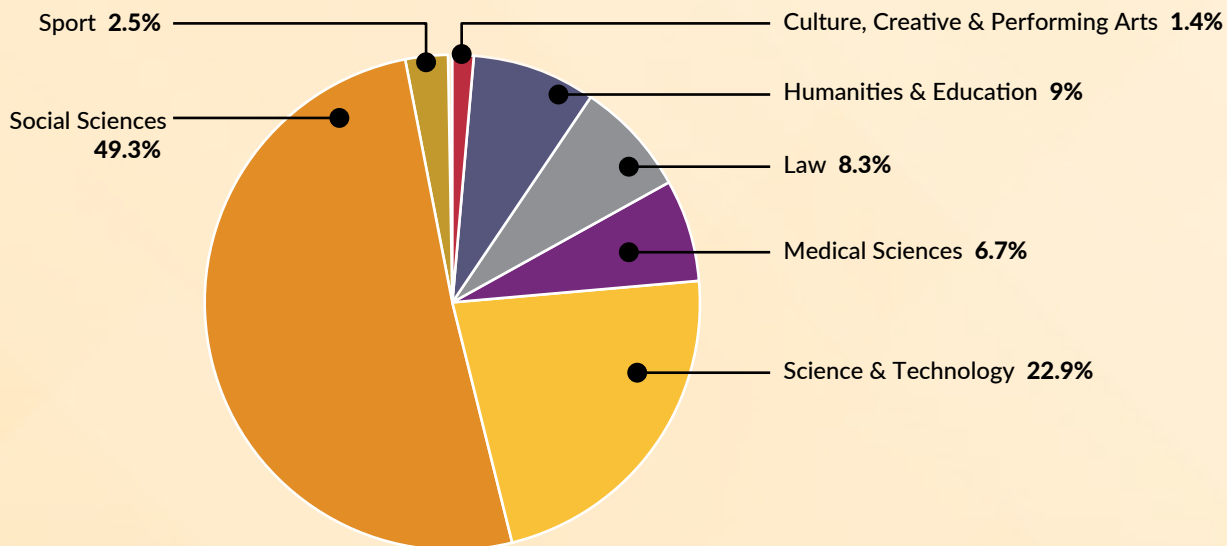
4 J'ca - abbreviation for Jamaica

5 Other countries include: Bangladesh, Brazil, Cameroon, Canada, China, Colombia, Dominican Republic, El Salvador, Eswatini (former Swaziland), France, Ghana, Guadeloupe, Guyana, Italy, Kenya, Martinique, Nigeria, Philippines, Russia, Taiwan (R.O.C), UK, USA, Zimbabwe (formerly Rhodesia)

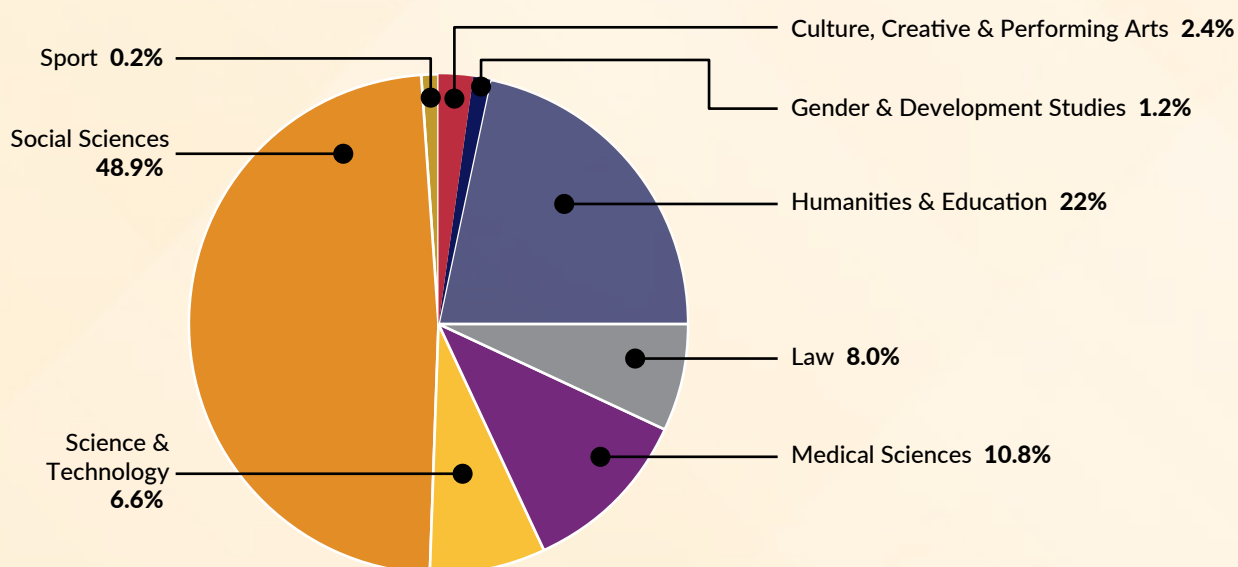
Distribution of Total On-Campus Student Registration 2024/2025 by Faculty/Institute



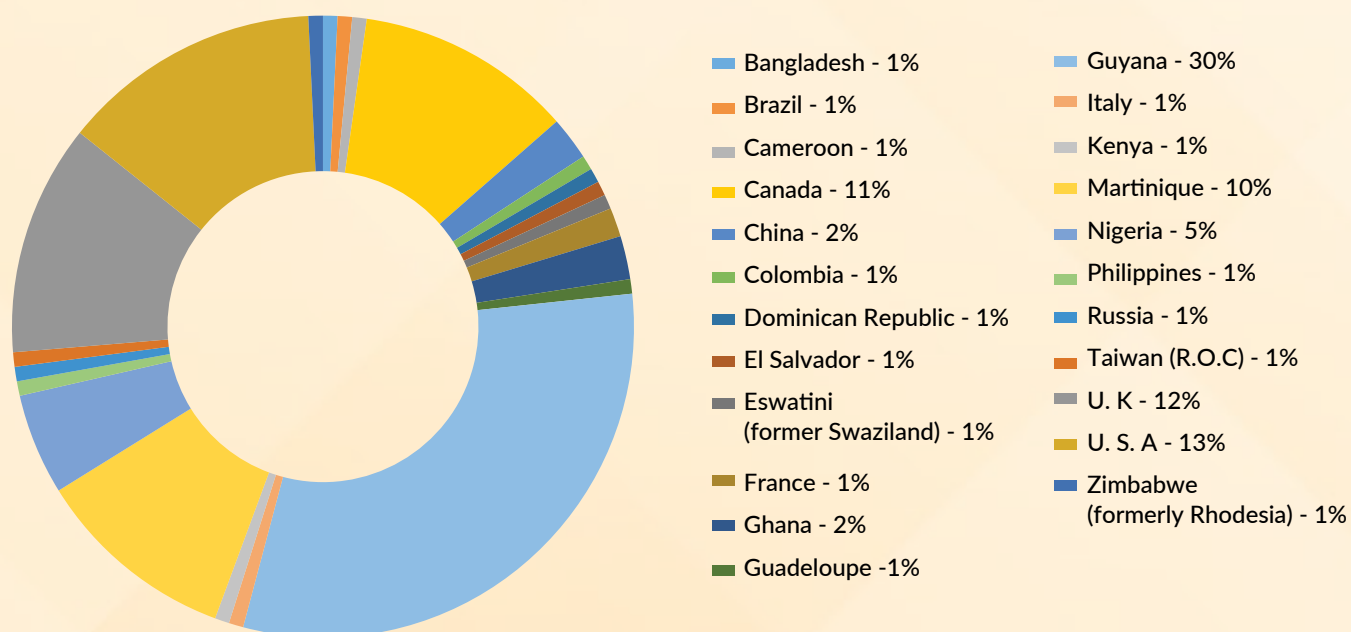
Distribution of Undergraduate Students 2024/2025 by Faculty



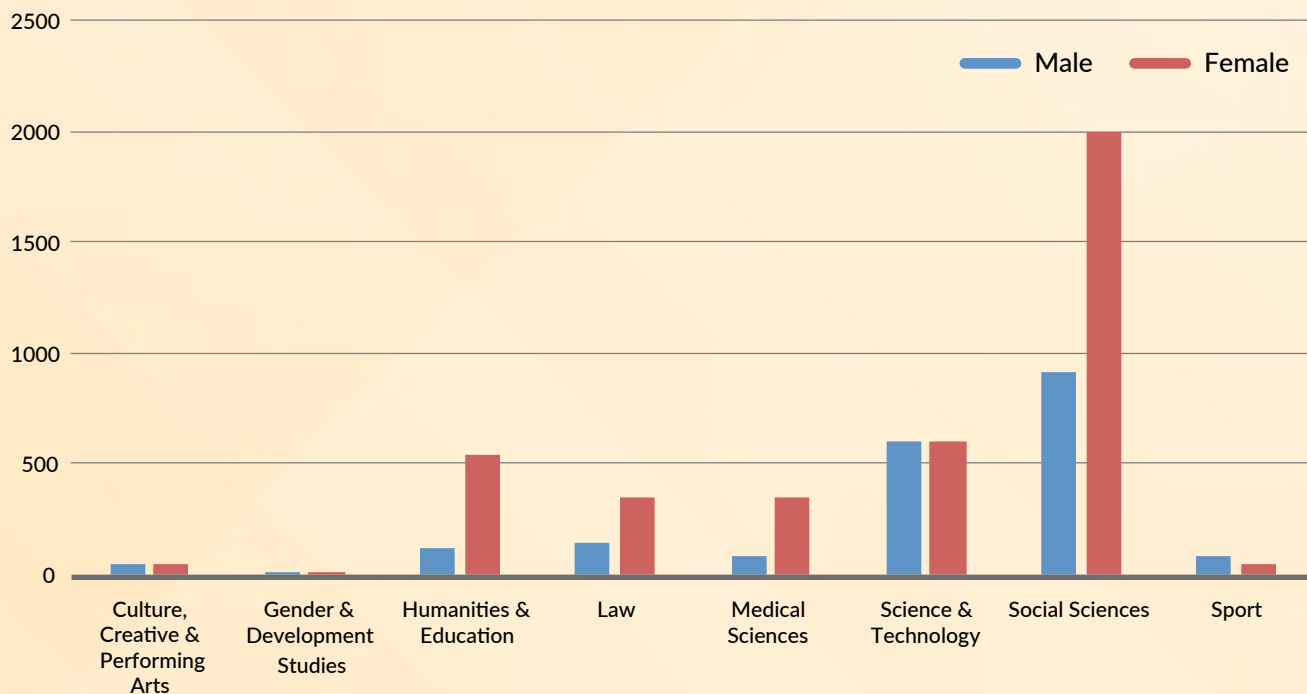
Distribution of Postgraduate Student 2024/2025 by Faculty/Institute



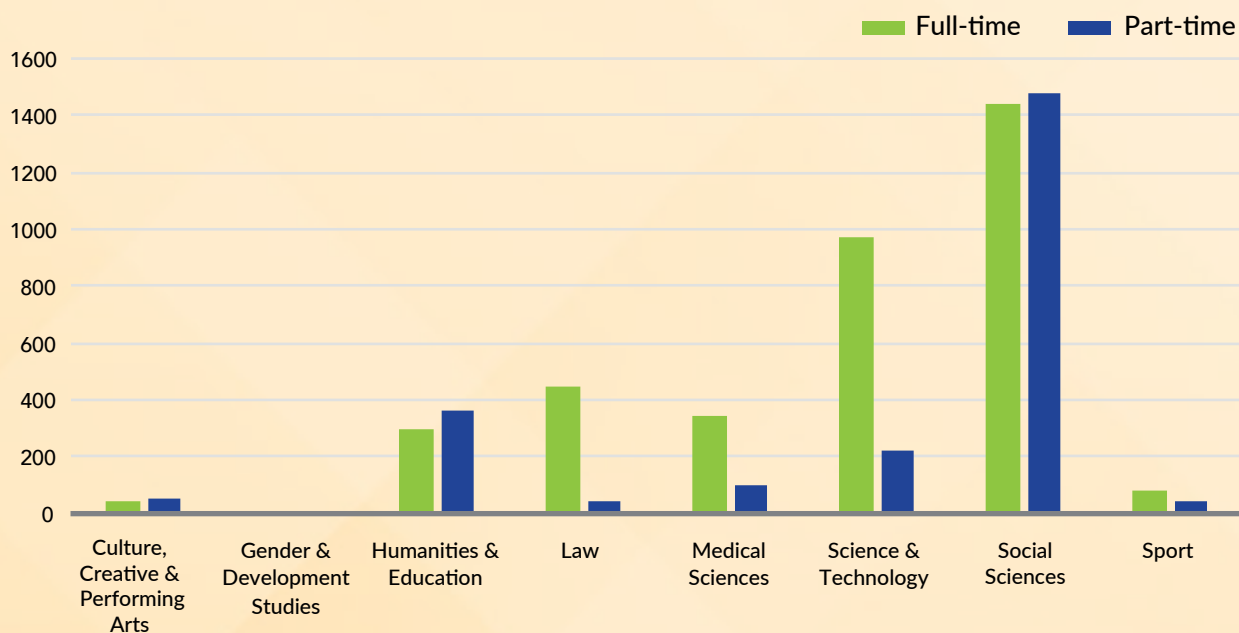
All Students from Non-UWI Countries Registered in 2024/2025



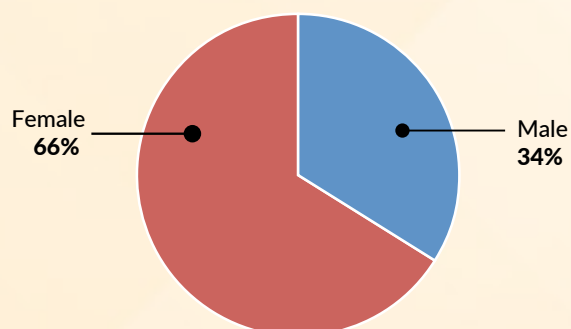
**Distribution of Total On-Campus Student Registration 2024/2025
by Faculty/Institute and Gender**



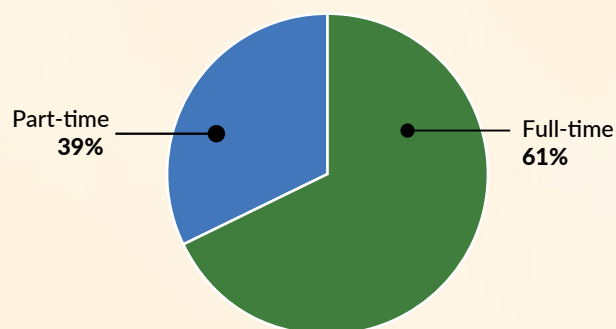
**Distribution of Total On-Campus Student Registration 2024/2025
by Faculty/Institute and Status**



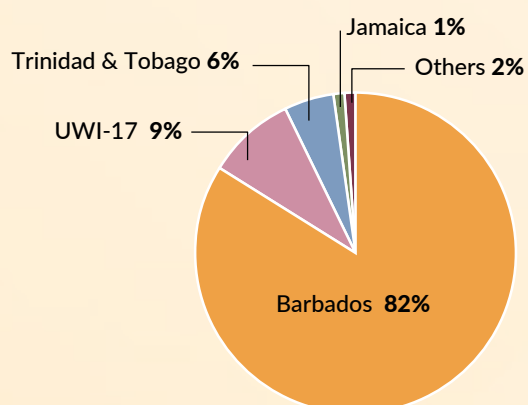
**Distribution of Total On-Campus Student Registration
2024/2025 by Gender**



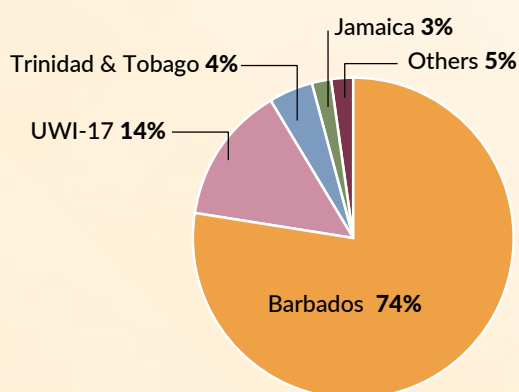
**Distribution of Total On-Campus Student Registration
2024/2025 by Status**



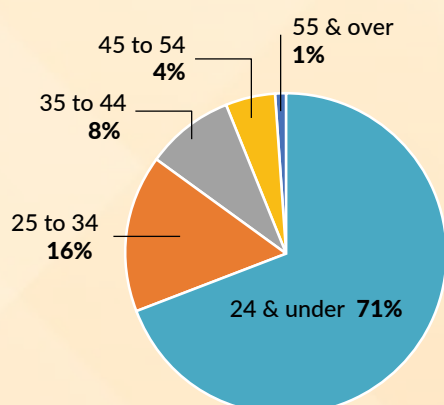
**Distribution of Undergraduate Students 2024/2025
by Nationality**



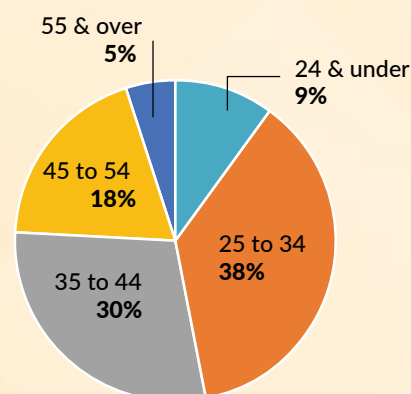
**Distribution of Postgraduate Students 2024/2025
by Nationality**



**Distribution of Undergraduate Students 2024/2025
by Age Ranges**



**Distribution of Postgraduate Students 2024/2025
by Age Ranges**



Distribution of Undergraduate Students 2024/2025 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 and Barbuda	0	1	1	2	3	5	0	5	5	0	1	1	1	12	13	3	7	10	1	0	1	7	29	36
Barbados	37	26	63	53	314	367	52	132	184	35	147	182	518	452	970	702	1496	2198	71	36	107	1468	2603	4071
Belize	0	1	1	0	2	2	21	34	55	1	0	1	1	3	4	4	1	5	0	0	0	27	41	68
British Virgin Islands	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Canada	0	0	0	0	2	2	0	2	2	1	0	1	1	1	2	1	2	3	0	0	0	3	7	10
China	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	1	1	2
Colombia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1
Commonwealth of Dominica	0	0	0	0	0	0	1	10	11	0	2	2	4	7	11	1	8	9	0	0	0	6	27	33
France	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	2	2
Ghana	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	2	2
Grenada	0	0	0	0	4	4	5	15	20	0	1	1	2	4	6	4	17	21	2	0	2	13	41	54
Guadeloupe	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1
Guyana	0	0	0	1	4	5	1	3	4	0	0	0	0	4	4	2	6	8	0	0	0	4	17	21
Jamaica	0	0	0	0	3	3	9	24	33	2	2	4	5	3	8	5	18	23	0	0	0	21	50	71
Martinique	0	0	0	7	7	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	7	14
Nigeria	0	0	0	1	0	1	0	0	0	0	1	1	1	0	1	1	0	1	0	0	0	3	1	4
Philippines	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1
Russia	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 and Nevis	0	1	1	1	1	2	4	8	12	1	0	1	0	4	4	5	4	9	3	0	3	14	18	32
St Lucia	1	0	1	0	0	0	5	4	9	0	3	3	5	16	21	8	19	27	0	3	3	19	45	64
St Vincent & the Grenadines	1	1	2	2	8	10	6	14	20	1	11	12	13	21	34	10	48	58	2	0	2	35	103	138
Taiwan (R.O.C)	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
The Bahamas	0	0	0	12	1	13	1	3	4	3	5	8	3	3	6	0	0	0	0	0	0	19	12	31
Trinidad and Tobago	0	0	0	0	11	11	13	35	48	21	90	111	12	33	45	15	39	54	1	4	5	62	212	274
Turks & Caicos Islands	0	0	0	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	2
U. K	0	0	0	0	0	0	0	2	2	0	0	0	1	1	2	0	3	3	0	1	1	1	7	8
U. S. A	0	0	0	1	3	4	1	0	1	0	1	1	1	1	2	0	8	8	0	0	0	3	13	16
TOTAL	39	30	69	81	364	445	119	292	411	65	267	332	570	565	1135	763	1680	2443	80	44	124	1717	3242	4959

Distribution of Postgraduate Students 2024/2025
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	1	1	1	1	2	0	0	0	1	2	3	2	7	9	0	0	0	4	12	16
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	8	10	18	1	7	8	32	137	169	11	37	48	19	70	89	16	22	38	109	239	348	2	0	2	198	522	720
Belize	0	0	0	0	0	0	0	1	1	2	0	2	0	1	1	0	0	0	3	4	7	0	0	0	5	6	11
Brazil	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Cameroon	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
Canada	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2	1	3	0	0	0	2	3	5
China	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
Commonwealth of Dominica	0	0	0	0	1	1	0	1	1	0	1	1	1	0	1	1	3	4	2	4	6	0	0	0	4	10	14
Dominican Republic	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
El Salvador	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Eswatini (former Swaziland)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1
Ghana	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
Grenada	0	0	0	0	0	0	0	3	3	0	2	2	0	0	0	0	2	2	3	4	7	0	0	0	3	11	14
Guyana	0	0	0	1	0	1	0	0	0	1	3	4	1	1	2	0	2	2	5	6	11	0	0	0	8	12	20
Italy	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Jamaica	0	0	0	0	0	0	0	6	6	0	4	4	0	0	0	2	1	3	7	11	18	0	0	0	9	22	31
Kenya	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
Montserrat	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1
Nigeria	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
St Kitts and Nevis	0	0	0	0	0	0	0	1	1	1	0	1	0	0	0	0	0	0	1	3	4	0	0	0	2	4	6
St Lucia	0	0	0	0	0	0	2	4	6	1	3	4	0	3	3	1	1	2	2	9	11	0	0	0	6	20	26
St Vincent & the Grenadines	1	0	1	0	0	0	0	5	5	0	1	1	0	2	2	2	2	4	7	14	21	0	0	0	10	24	34
The Bahamas	0	2	2	0	0	0	1	0	1	1	0	1	1	2	3	1	0	1	1	1	2	0	0	0	5	5	10
Trinidad and Tobago	0	0	0	0	1	1	1	7	8	1	6	7	0	2	2	0	2	2	7	17	24	0	0	0	9	35	44
U. K	0	0	0	0	0	0	3	2	5	0	0	0	0	0	0	0	0	0	3	0	3	0	0	0	6	2	8
U. S. A	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
Zimbabwe (formerly Rhodesia)	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
TOTAL	9	14	23	2	10	12	42	173	215	20	58	78	24	81	105	26	38	64	155	322	477	2	0	2	280	696	976

**Examination Results For 2023/2024 With Comparative Totals For 2022/2023
For Undergraduate Degrees**

FACULTY/ INSTITUTE	UNDERGRADUATE DEGREES							
	DISTINCTION	HONOURS	FIRST CLASS	UPPER 2ND CLASS	LOWER 2ND CLASS	PASS	TOTALS	COMPARATIVE TOTALS 2022/2023
Culture, Creative & Performing Arts	0	0	9	9	1	0	19	11
Humanities & Education	0	0	15	38	23	4	80	72
Law	0	0	15	36	48	21	120	98
Medical Sciences	2	18	2	1	8	38	69	60
Science & Technology	0	0	29	62	60	10	161	169
Social Sciences	0	0	32	196	191	37	456	405
Sport	0	0	2	12	7	1	22	29
TOTALS	2	18	104	354	338	111	927	844

**Examination Results For 2023/2024 With Comparative Totals
For 2022/2023 For Postgraduate Degrees, Diplomas & Certificates**

FACULTY/ INSTITUTE	POSTGRADUATE DEGREES, DIPLOMAS AND CERTIFICATES							COMPARATIVE TOTALS FOR 2022/2023
	PHD/DBA	DM	MPHIL	TAUGHT MASTERS/ MBA	DIPLOMAS	CERTIFICATES	TOTALS	
Culture, Creative & Performing Arts	1	0	0	12	0	0	13	2
Gender & Development Studies	0	0	0	4	1	0	5	2
Humanities & Education	3	0	0	54	11	15	83	71
Law	0	0	0	50	0	0	50	55
Medical Sciences	0	13	0	11	24	0	48	30
Science & Technology	1	0	4	14	1	0	20	17
Social Sciences	4	0	1	146	0	0	151	193
Sport	0	0	0	5	0	0	5	0
TOTALS	9	13	5	296	37	15	375	421

STAFF

PROMOTIONS

Promoted to Senior Lecturer

Dr Subir Gupta

*Department of Pre-Clinical
and Health Sciences*

Dr Marquita Gittens-St Hilaire

Department of Clinical Sciences

Dr Mia Jules

School of Education

Dr Nadini Persaud

*Department of Management
Studies (August 1, 2022)*

Promoted to Senior Level I

Mrs Carla Springer-Hunte

Manager

*Faculty of Culture, Creative and
Performing Arts*

Mr David Marshall

Smart Campus Coordinator

Mrs Nicole Sue

*Health, Safety and
Environmental Officer*

Office of the Campus Registrar

Ms Michele Reid

*Information Technologist
Campus IT Services*

Promoted to Lecturer

Dr Dalano DaSouza

Department of Economics

NEW APPOINTMENTS

FACULTY OF LAW

Ms Jaydene Thomas

Lecturer

Ms Nailah Robinson

Lecturer

SCHOOL OF EDUCATION

Dr Laurette Bristol

Senior Lecturer

Dr Tennisha Morris

Lecturer

OFFICE OF INSTITUTIONAL PLANNING AND INFRASTRUCTURAL SERVICES

Mrs Koelle Boyce

Quality Assurance Coordinator

CAMPUS SECURITY SERVICES

Mr Arthur Springer

Director

CAMPUS IT SERVICES

Miss Amanda Morris

Functional Analyst

DEPARTMENT OF BIOLOGICAL AND CHEMICAL SCIENCES

Dr Kelly Brathwaite

Lecturer

DEPARTMENT OF GOVERNMENT, SOCIOLOGY, SOCIAL WORK AND PSYCHOLOGY

Ms Sandra Ochieng'-Springer

Lecturer

TEMPORARY APPOINTMENTS

FACULTY OF SOCIAL SCIENCES

Department of Management Studies

Mr John R Burnett

Temporary Lecturer

Mr Brian Chandler

Temporary Research Assistant

Mr Correy Mitchell

Temporary Assistant Lecturer

Dr Cathy Norville

Temporary Lecturer

Mr Malik Barker

Temporary Project Officer

Mr Shakir Barrow

Temporary Project Officer

Ms Mikaila Collymore

Temporary Programme Officer

Department of Economics

Ms Asha Forde

Temporary Assistant Lecturer

Mr Anderson Elcock

Temporary Lecturer

Dr Tracey Broome

Temporary Lecturer

Department of Government, Sociology and Social Work

Dr Sandra Ochieng'-Springer (Semester)

Temporary Lecturer

Ms Alexandra Tillett

Temporary Research Assistant

Sir Arthur Lewis Institute of Social and Economic Studies

Mrs Melanie Callender-Forde

Temporary Research Assistant

Shridath Ramphal Centre for International Trade Law, Policy & Services

Ms Adiella Lewis

Temporary Research Assistant

Ms Alicia Nicholls

Temporary Junior

Research Fellow

FACULTY OF HUMANITIES AND EDUCATION

Department of History & Philosophy

Ms Felicia Dujon

Temporary Lecturer

Dr Cleve Scott

Temporary Lecturer

Department of Language, Linguistics & Literature

Dr Debra Providence

Temporary Lecturer

Ms Gloria Diaz Bancalero

Spanish Lectora (sponsored by the Spanish Government)

Mr Ronald Francis

Temporary Assistant Lecturer

Instructors in the Academic Literacies Programme

Ms Sherry Asgill

Ms Sophia Edwards

Ms Zoanne Evans

Mrs Kathy-Ann Waithe-Gibson

Ms Carolyn Walkes

FACULTY OF SCIENCE AND TECHNOLOGY

Department of Computer Science, Mathematics and Physics

Mr Chris Smith

Temporary Teaching Assistant

Mr Duaine Lewis

Temporary Assistant Lecturer

Dr Karel Connolly

Temporary Assistant Lecturer

Department of Biological and Chemical Sciences

Dr Jason Jordan

Temporary Assistant Lecturer

Centre for Resources Management and Environment Studies

Mr Khalil Greene

Temporary Research Assistant

INSTITUTE FOR GENDER & DEVELOPMENT STUDIES: NITA BARROW UNIT

Ms Alana Weekes
Temporary Research Assistant

FACULTY OF CULTURE, CREATIVE & PERFORMING ARTS

Department of Culture

Dr Therese Hadchity
Temporary Assistant Lecturer

Department of Creative and Performing Arts

Dr Hugh Walcott
Temporary Lecturer

FACULTY OF MEDICAL SCIENCES

Dr Meshell Carrington
Temporary Lecturer

Dr Roger Sealy
Temporary Lecturer

Department of Clinical Sciences

Dr Sonita Alexander
Temporary Lecturer

Dr Dale Springer
Temporary Lecturer in General Surgery

Dr Alain Reid
Temporary Lecturer in Anatomical Pathology

Department of Pre-Clinical and Health Sciences

Ms Stephanie Whiteman
Temporary Assistant Lecturer

Mr Rhaheem Layne-Yarde
Temporary Assistant Lecturer

OFFICE OF INSTITUTIONAL PLANNING & INFRASTRUCTURAL SERVICES

Ms Charleen Holder
Temporary Project Officer

Ms Natasha Seaforth
Temporary Research Associate

FACULTY OF LAW

Law Library

Mr Henderson Waithe
Temporary Librarian

ACADEMY OF SPORT

Mr Javier Reid
Temporary Lecturer

Ms Anicia Wood
Temporary Assistant Lecturer

Mr Durae Padmore
Temporary Research Assistant

Mr Floyd Reifer
Head Coach (Cricket)

UWIHARP

Ms Monique Springer
Project Officer

OFFICE OF MARKETING AND COMMUNICATIONS

Ms Camille Russell
Temporary Communications Assistant

OFFICE OF THE CAMPUS REGISTRAR

Mr Peter Lewis
*Temporary Assistant Registrar
(Technical Coordinator)*

Staff

RETIREMENTS

Ms Sandra Grant*Assistant Registrar**Human Resources Section***Mrs Halda Davis-Woodroffe***Senior Assistant Registrar**Campus Registrar's Office***Mr Armond Bourne***Senior Accountant**Bursary***Dr Sylvia Henry***Director**Centre for Excellence in**Teaching and Learning***Professor Oswald Peter Adams***Senior Lecturer in Family Medicine**Department of Clinical Sciences***Dr Cheryl Alexis***Senior Lecturer in Haematology**Department of Clinical Sciences***Dr Uma Gaur***Senior Lecturer in Anatomy**Department of Clinical Sciences***Dr Akentoolove Corbin***Senior Lecturer**Department of Management Studies*

RESIGNATIONS

FACULTY OF MEDICAL SCIENCES

*Department of Clinical Sciences***Dr Ibrahim Sulaiman***Lecturer*PRINCIPAL'S AWARD
FOR EXCELLENCE**Mr Devon Slater****Ms Lisa-Ann Rollins****Mrs Tanya Martelly****Dr Mahalia Jackman****Dr Henri Vallés Rodriguez****Dr Nadini Persaud****Dr Heather Harewood**

BENEFACTORS

Private Individuals

Dr Christopher Maynard

Dr Colin Arthur Depradine

Dr Jeanese Elaine Badenock

Dr Stacey Blackman

Dr The Honourable Sir Richard Cheltenham, KA, QC, PhD, JP

Mr Charles Edwin Edghill & Mrs Vanessa Ann Edghill

Mr Christopher Lambert

Mr David Lewis

Mr Dennis and Mrs Kay Blades (New)

Mr Jeremy Nurse

Mr Jeremy Stephen

Mr Reginald Medford

Mr Richard Mayers (New)

Mr Sylvester Manor

Professor John Mayo and Mrs Mary Mayo (New)

Professor Martha Cecilia Pinilla-Perdomo

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

The family of the late Dr Elizabeth Watson (New)

The family of the late Mr Rawle Brancker (New)

Local & Regional Donors

Altman Real Estate

Ansa Merchant Bank

Arts & Sports Promotion Fund, Ministry of Finance

Axcel Finance (Barbados) Limited

Banks Holdings Limited

Barbados Bar Association

Barbados Chamber of Commerce and Industry

Barbados Cricket Association (BCA)

Barbados Hotel and Tourism Association

Barbados International Business Association

Barbados Investment and Development Corporation

Barbados Ministry of Health and Wellness

Barbados Port Inc

Barbados Private Sector Association (New)

Barbados Public Workers Cooperative Credit Union Ltd

Barbados Tourism Marketing Inc

Barbados Workers' Union Co-operative Credit Union Limited

Berger Paints Barbados Ltd

British High Commission (New)

C O Williams Construction Limited (New)

C O Williams Asphalt & Quarries Limited (New)

Caribbean Association of National Olympic Committees (New)

Caribbean Community and Common Market

Caribbean Community Climate Change Centre

Caribbean Cuizine

Caribbean Development Bank

Caribbean Tales Media Group (New)

CARICOM Reparatory Justice and Development

Cato Burton Foundation (New)

Central Bank of Barbados

Chamber of Commerce of Grenada (New)

Chamber of Commerce of Guyana (New)

Chamber of Commerce of St Lucia (New)

Benefactors

Chancery Chambers	Government of Montserrat	NASSCO Limited (New)
Charlton Law Chambers	Government of Saint Maarten	Nation Publishing
Chefette Restaurants Ltd	Government of Trinidad & Tobago	National Cultural Foundation
Chickmont Foods Limited	Green Climate Fund	National HIV/AIDS Commission
CIBC Caribbean (New)	High Commission of Canada	Oran Family Trust
CIBC FirstCaribbean International Bank	Imagine Digital	Organization of Eastern Caribbean States
Clarke, Gittens & Farmer Law Firm	IMPACT Justice project	Palliative Care Society of Trinidad and Tobago
Climate Resilience Wastewater Systems (3R-CReWS)	Inter-American Development Bank	Pan American Health Organization
Codrington College	InterCaribbean Airways (New)	Payce Digital
Codrington Estates Development Company Limited	International Development Bank	Pharmacy Sales Caribbean Inc
Crystal Enterprises T/A Campus Mart	Invest Barbados	Queen Elizabeth Hospital
D & B Blades & Co Ltd	Jamaica Olympic Association	R L Seale and Company Limited (New)
Deloitte Consulting Limited	Lenstec (Barbados) Inc	RBC Royal Bank (Barbados) Limited
Dentons Chambers	Lifetime Co-operative Credit Union Limited	Ready Block Limited (New)
Digicel Barbados Limited	Limegrove Lifestyle Centre	Ready Mix Limited (New)
Environmental Protection Department	M&W Construction Services	Regional Chambers of Commerce (New)
Eric Hassell Shipping (New)	Maria Holder Trust	Republic Bank (Barbados) Limited
Ernst and Young	Massy (Barbados) Ltd	Sagicor Life Inc
Export Barbados	Massy Foundation	Starcom Network
Financial Services Commission	Miller's Publishing	Student Revolving Loan Fund (New)
First Citizens Bank	Ministry of Health and Wellness (MHW), Barbados (New)	The Ann Denis Memorial Scholarship for Feminist Research
Gildan Activewear SRL	Ministry of Sport, St Lucia (New)	The Bahamas Ministry of Health (New)
Government of Barbados	Ministry of Tourism and International Transport	The Caribbean Node of PAHO's Virtual Campus of Public Health (PAHO/VCPH) (New)
Government of Barbados - Division of Culture	Mount Gay Distilleries Ltd	
Government of the Commonwealth of Dominica	Mr Peter & Mrs Jan Boos Family Foundation	

The Head of Consular and Cultural Affairs, Embassy of Spain in Trinidad and Tobago (New)

The UWI (Cave Hill) Cooperative Credit Union Limited

University Bookshop, Cave Hill Campus

The UWI Cave Hill Alumni Association (Barbados Chapter)

The UWI Medical Alumni Association (UWIMAA)

Trident Insurance Barbados (New)

Ministry of Sport, Trinidad & Tobago (New)

Unicomer (Barbados) Limited

West Indian Group of University Teachers (WIGUT)

WIBISCO

Williams Industries Inc

International Donors

AFREXIMBANK Caribbean Holdings (New)

Andrew Mellon Foundation (New)

Blu Escape ACT Circus (New)

British Film Institute (New)

British High Commission

Canadian Media Fund (New)

China University of Political Science and Law (CUPL) (New)

Embassy of Barbados in Panama

Embassy of Brazil (New)

Federal Development Agency for Southern Ontario (New)

Glasgow Caribbean Centre for Development Research

Government of the Kingdom of the Netherlands (New)

Government of the People's Republic of China

Government of the Virgin Islands (New)

Humber College

Imagine Media International (New)

International Development Research Centre (IDRC) (New)

Institute for Global African Affairs (IGAA) (New)

Joint China - Caribbean Research Centre (New)

Julian Grace Foundation (New)

Melbourne Polytechnic

Mellon Foundation

Ministry of Foreign Affairs, European Union and Cooperation of Spain (New)

Morehouse University

National Institutes of Health Research

Open Society Foundations (New)

Pfizer Inc

Project Repair

Rajasthan Royals

Repair Team Limited (New)

Savannah State University

Science Po

Shaw Center for Paediatric Excellence

Sick Kids Centre for Global Child Health

The People's Republic of China

United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)

United Nations Women

United States Agency for International Development

University of Cape Coast, Ghana

University of Glasgow

University of Miami

University of Newcastle (New)

University of Strathclyde

University of West Scotland, (UWS) School of Health and Life Sciences (New)

Wellcome Trust (New)

Windsor Radiology

World Food Programme

World Pediatric Project

Benefactors

Scholarships, Awards & Prizes

1948 Medical Society

Allied Masonic (New)

American Foundation for The UWI

Anthony & Joy Bland Charitable Trust

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

Carlos Holder Memorial

CIBC First Caribbean International Bank

Cidel Bank & Trust Inc

Colette Delaney (New)

Continuing Medical Education Committee

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

Elrita E Greenidge Memorial Scholarship (New)

Ernst & Young

Fair Trading Commission

Family of the Late Rawle Brancker

George & Marianna Caroo Memorial

GILDAN Activewear SRL

Goddards Enterprises Limited

Government of Barbados

Graham Gooding Trust Fund

Hilary Blackwell-Landis

Institute of Chartered Accountants of Barbados

Insurance Corporation of Barbados Ltd

Kregg Nurse Award

Martha Medford Award and Grant

Mount Gay Distilleries Ltd

Mr Solomon and Mrs Sandra Mae Chami

Ms Janelle Brome Memorial

Organization of American States (OAS)

Pharmacy Sales Caribbean Inc (New)

Professor Ann Denis Memorial

RBC Royal Bank Barbados Ltd

Robert Collis Barrow Scholarship

Sagikor Life Inc

Sheila Forde (New)

Soroptimist International of Barbados

Telford Georges Memorial Trust

The Deloitte Excellence Award

The Honourable Edmund Hinkson QC

UWI Alumni Circle (Cave Hill)

UWI Toronto Gala Scotiabank

Victor Cooke Memorial



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

ALUMNI | 2023 REPORT | 2024

Cave Hill Alumni
Making A Difference



A woman with dark curly hair, wearing a vibrant purple long-sleeved dress and a matching purple shawl with a gold and silver pattern. She is smiling and looking slightly to her right. She is holding a small purple handbag with a gold chain strap in her left hand and a white object in her right hand. The background features a large circular portrait of a man with the text "IN EXCELLENCE" below it, and several potted plants. The entire image is framed by a yellow border with a subtle pattern.

*The Most Honourable
Kerryann Ifill, FB
- Recipient of the
Anthony N Sabga
Award for her
illustrious track record
of empowering people
with disabilities
through her advocacy
for legislature
and educational
improvements.
Ms Ifill is the Public
& Civic Contributions
Laureate for 2024.*

SPOTLIGHT ON ALUMNI

The University of the West Indies (UWI), Cave Hill Campus takes great pride in its alumni who continue to make significant contributions to their communities, professions, and the society at large. Their commitment to service and excellence reflects the solid foundation they received at The UWI Cave Hill Campus, and their achievements serve as a testament to the transformative impact of a UWI education.

Alumni engagement is a vital aspect of the Campus' outreach efforts, fostering meaningful and lasting connections between graduates and their alma mater. The Alumni Relations Office, Student Enrolment and Retention Unit (SERU), plays a crucial role in nurturing these relationships by providing a platform for alumni to remain engaged and actively contribute to the growth of the University. Through mentorship programmes, career-development initiatives, and philanthropic support, alumni continue to strengthen and enrich the Campus community.

This report provides an overview of the activities undertaken by the Alumni Relations Office, SERU, in collaboration with the UWI Alumni Association (Barbados Chapter) and other key stakeholders over the past academic year. It highlights the ongoing commitment of alumni to the growth and success of The UWI, Cave Hill Campus, and offers insights into the journeys of graduates who are excelling in their professions while also driving positive change in their communities.



Incoming students at the Welcome Desk at the Grantley Adams International Airport

MEET AND GREET PROGRAMME

The annual Meet and Greet programme took place at the Grantley Adams International Airport from August 20 to September 3, 2023 to welcome new students from abroad. As in the previous year, the shifts were covered by students, alumni and staff. The programme plays a vital role in fostering a smooth transition, a positive start, and a connection between the new students and the campus community.

MEET AND GREET PROGRAMME

Over 200 regional and international students received welcome packages which consisted of several items from donors as well as a phone card from FLOW. Starting a new chapter in university life can be both exciting and challenging for many students, particularly those who may be moving away from home for the first time. As a result, the welcome package provided a warm reception and a sense of community, fostering a connection that will hopefully remain with them throughout their academic journey.

The new students shared how impactful and heart-warming it was to be greeted. Many of them mentioned how welcomed they felt, and that it had already set a positive tone for their university experience.

In addition to welcoming new students in this special way, the early exposure to products donated by various organisations could significantly enhance brand recognition and foster loyalty among them. As usual, the donors were very generous and their contributions exceeded what had been received in previous years. The Campus also welcome Crumbz Bakery as a new donor on this occasion. The donors were as follows:

- ☐ Armstrong Agencies
- ☐ Barbados Bottling
- ☐ Brydens Stokes
- ☐ Confectionery & Snacks (Barbados) Ltd
- ☐ Crumbz Bakery
- ☐ Flow Barbados
- ☐ General Distributors
- ☐ Good Times Snacks
- ☐ Massy Stores
- ☐ Nicholls Bakery
- ☐ RMJ Agencies
- ☐ WIBISCO Ltd
- ☐ University Bookshop
- ☐ MarComms, UWI Cave Hill



Student volunteer welcoming a new student at the Airport



SERU's Student Assistant, Alexis Lovell, presenting a new student with her welcome package



Volunteers at the Meet and Greet Appreciation Ceremony

MEET AND GREET APPRECIATION CEREMONY

An appreciation ceremony for the volunteers of the Meet and Greet programme, which included students, alumni and staff, was held on November 21, 2023 in the Courtyard of the Leslie Robinson Building. The volunteers were presented with certificates and tokens of appreciation for their dedication to the programme.

Many of them were repeat volunteers who expressed their pleasure in participating in the initiative again, and noted their willingness to continue serving as alumni. The new volunteers indicated that they thoroughly enjoyed the experience and were looking forward to next year's event.



Prize winners with members of the UWI Alumni Association (Barbados Chapter) and the Director of Student Services

FUNDRAISING

Raffle

The UWI Alumni Association (Barbados) Chapter hosted a fundraising raffle, culminating in the presentation of prizes on December 22, 2023 in the 3Ws Pavilion. Winners of the top prizes were as follows:

- ❑ 1st Prize – Niketah Cox –
A Caribbean Cruise for Two
- ❑ 2nd Prize – Terrance Straughn – BBD 2,000
- ❑ 3rd Prize – Sean Dupigny –
Staycation for two at Golden Sands Hotel
- ❑ 4th Prize – Margaret Bishop –
Dinner for Two at Champers Restaurant
- ❑ 5th Prize – Eudora Rice – Microwave Oven

There were 15 consolation prizes. A portion of the proceeds of the raffle was allocated to the Student Hardship Fund.



First Prize winner, Niketah Cox, being presented with her prize by Ms Maxine McClean, President of the UWI Alumni Association (Barbados Chapter)

60@60

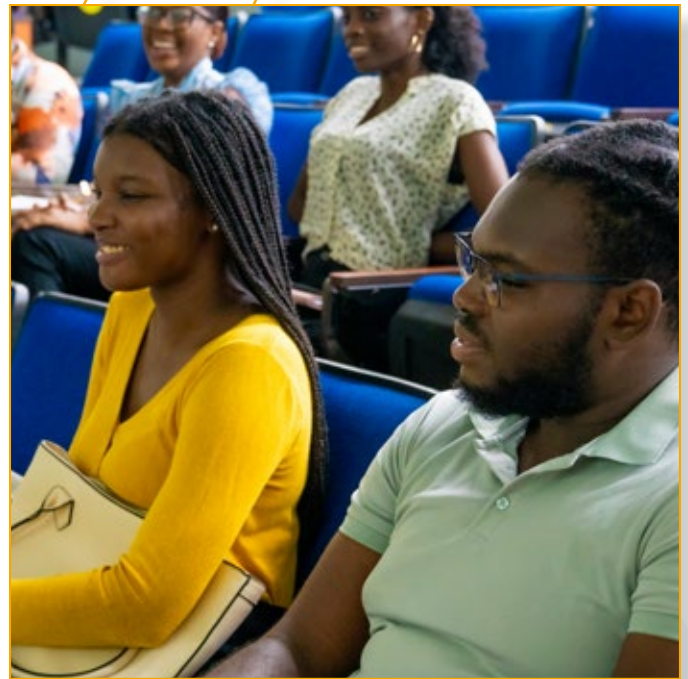
The 60@60 fundraising drive was launched in October (Alumni Month) 2023 during the Campus' 60th Anniversary celebrations. The aim was to mobilise financial resources to further the work of the Association and to build the membership base, while encouraging alumni and the friends of the Campus to give back. The Alumni Association invited alumni to contribute a minimum of BBD 60 or multiples thereof to the initiative, representing at least one dollar for each year of the Campus' existence. The funds will be used to undertake projects on the Campus and in the community. The drive was expected to culminate in October 2024.

CAREER DEVELOPMENT WORKSHOP

The annual Career Development Workshop was held on April 13, 2024 in the Henry Fraser Lecture Theatre, The UWI Cave Hill Campus. The facilitators were a group of female alumnae of the Human Resources Association of Barbados.

The participants were exposed to key elements of the job search process, including interview preparation and execution, appropriate attire and career planning. Each participant gained valuable information on effectively preparing to enter or transition into the job market, as well as evaluating their career development options.

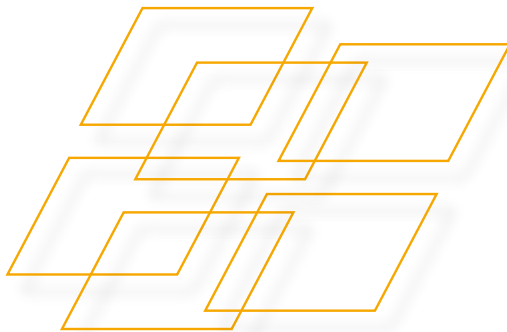
Participants were afforded the opportunity to have their CVs/resumes and application letters reviewed, with feedback provided by facilitators in preparation for the interview sessions.



Some of the participants at the Career Development Workshop

Interviews

All workshop participants were invited to attend the interview sessions, as it was deemed important for each of them to experience the actual process in preparation for their entry into the world of work. The interview sessions, held on April 20, 2024, were conducted by the facilitators of the workshop. The top male interviewee was Aquon Bovell who majored in Computer Science with Management, and who received an internship at the Caribbean Development Bank, and the top female interviewee was Erika Harrison who majored in French.





Founder's Day Awardees with Senior Management of the Campus. Standing L-R: Prof R Clive Landis (Principal), Dr Charles Hollingsworth (founding staff member), Dr Lawrence Nurse (member of the first student cohort), Mr Collin Forde (founding staff member), Mr Rommel Carter (Campus Registrar), Ms Lisa Alleyne (Campus Bursar), Dr Karl Watson (member of the first student cohort). Sitting: Mrs Joan Parris (founding staff member)

UWISTAT AMBASSADORS

Orientation

During the Campus' annual Orientation exercise on September 6, 2023, Mrs Roseanne Maxwell, Administrative Assistant, Office of Alumni Relations, collaborated with Students Today, Alumni Tomorrow (UWISTAT) Ambassadors to actively engage new students and encourage their participation in the student organisation. Mrs Maxwell provided valuable support by assisting with documentation, setting up displays, and facilitating printing and photocopying needs for the event. As a result of these efforts, several students signed up to become UWISTAT Ambassadors. The students were interviewed and a final selection made based on the interviews and other criteria.

Hand-Over Ceremony

The handover ceremony for the new UWISTAT executive team, chaired by Mr Shakeem Howell, took place on April 12, 2024 in the Henry Fraser Medical Complex.

FOUNDERS' DAY EVENT

As part of the Campus' 60th Anniversary celebrations, the Office of Alumni Relations, in collaboration with the UWI Alumni Association (Barbados) Chapter and the 60th Anniversary Committee, hosted a special ceremony honouring the graduates and retirees who became part of the Campus on October 12, 1963 - the official start of its operations.

The Founders' Day event was more than just a commemoration of the past; it was a celebration of the spirit of The UWI, Cave Hill Campus, a reminder of the University's core values, and a recognition of the individuals who had contributed to its growth. The day served as an opportunity for reflection, celebration, and renewal of the commitment to excellence in education. As the University continues to evolve, Founders' Day is a reminder to the entire Campus community of the foundational vision that set it on its path to success.

The event provided an opportunity for alumni from the first graduating class, the first faculty and

FOUNDERS' DAY EVENT

staff, members of the UWI Alumni Association, as well as current administrators and staff to come together, fostering a sense of belonging and pride. It was a time to celebrate achievements, rekindle relationships, and inspire those present to continue supporting The UWI's mission.

Awards were presented to alumni - Lilith Haynes, Lawrence Nurse, Jeffrey Dellimore, Francilia Greaves, Karl Watson and Wilfred Cooke. Those receiving staff awards were Collin Forde, Joan Parris and Charles Hollingsworth. Awardees who were not present for the ceremony had their awards either delivered or mailed to them.

Pro Vice-Chancellor and Principal, Professor Clive Landis, presented the awards to the retired staff, and Campus Registrar, Mr Rommel Carter, presented to the alumni.

Dr Charles Hollingsworth responded on behalf of the staff awardees and was brought to tears as he shared the beautiful memories of his beloved Cave Hill Campus. Mrs Francilia Greaves responded on behalf of the alumni.

The event ended with a cocktail reception.



Mrs Francilia Greaves accepting her award from Campus Registrar, Mr Rommel Carter



Mr Collin Forde, one of the first staff members receiving his award from Principal, Professor Clive Landis

ALUMNI CHEVENERS 2023/24

A Light Rising from the West: Sheriece Viechweg's Journey from The UWI to Chevening Scholar

Sheriece Viechweg, a distinguished alumna of The UWI Cave Hill Campus, is a testament to the transformative power of education and leadership. Now a proud recipient of the prestigious Chevening Scholarship, Sheriece embodies the ideals of both her alma mater and the Chevening community - hope, leadership, and goodwill. The synergy between UWI's motto, "Oriens Ex Occidente Lux" (A Light Rising from the West), and the essence of a Chevenier is undeniable, as both celebrate the emergence of leaders who shine brightly within their communities.

Reflecting on her journey, Sheriece credits much of her success to her enriching experiences at The UWI Cave Hill Campus. "My time at Cave Hill was extremely fulfilling," she shared. "As the most diverse campus, it exposed me to a kaleidoscope of cultures, enriching my knowledge of those around me and from countries further away." This exposure not only deepened her cultural understanding but also taught her the value of tolerance and the importance of learning global best practices - qualities that are indispensable for a Chevening scholar.

Sheriece's time at Cave Hill was marked by her active engagement in co-curricular activities, which laid the foundation for her growth as a youth leader. Serving as Deputy Hall Chair of the



Sheriece Viechweg

Frank Worrell Hall, Public Relations Officer of the Grenada Students' Association, and Vice President, CARICOM Relations of the UWI STAT Ambassador Corps, she honed her leadership skills. Ultimately, her tenure as President of UWI STAT provided her with a platform to organise impactful initiatives, such as student events, advocacy campaigns, and even marches against gun violence in Barbados. "Organising the first student-led march in the St Michael area against rising gun violence was a defining moment for me," she recalled.

These experiences underscored the importance of teamwork and the shared ethos of the UWI Cave Hill, embodied in the UWI Blackbirds' motto: "One flies, all soar." Sheriece credits this philosophy for teaching her the value of promoting the greater good, celebrating the achievements of others, and embracing humility - an admirable trait for any leader.

Academically, her time on campus was equally rewarding. Pursuing a Bachelor of Laws degree at Cave Hill sharpened her critical thinking skills and deepened her understanding of legal principles. These skills proved invaluable in her subsequent legal studies and professional endeavours. "The rigorous academic environment at

SHERIECE VIECHWEG

UWI prepared me to excel not only in my legal studies but also during interviews and professional interactions,” she noted.

Today, as a Chevening Scholar, Sheriece is pursuing an LLM in International Litigation and Dispute Resolution at City University of London, an achievement she attributes to her formative years at The UWI Cave Hill. “The tools I gained at UWI equipped me to achieve this international scholarship and excel academically on the global stage,” she said. “I consider myself a walking embodiment of Sir Rex Nettleford’s proclamation that The UWI is the greatest gift we have given ourselves.”

Sheriece’s journey is an inspiration to students across the Caribbean, demonstrating the boundless potential that emerges when passion, purpose, and preparation align. For those considering their own academic pursuits, her story serves as a shining example of how The UWI continues to nurture leaders who make a difference both at home and abroad. Indeed, Sheriece Viechweg is a light rising from the West - a beacon of hope and excellence.



Sheriece Viechweg showing her pleasure on receiving the Chevening Scholarship

Julie-Ann Charles’ Journey of Ambition, Resilience, and the Power of Community

In a story that epitomises ambition, resilience, and the power of community, Julie-Ann Charles, a graduate of The UWI Cave Hill Campus, has emerged as a beacon of excellence for students across the Caribbean. Currently pursuing an MSc degree at Imperial College London, Julie-Ann’s path highlights the profound impact of higher education in opening doors to new opportunities.

Between 2018 and 2021, Julie-Ann pursued a Bachelor of Science in Economics and Accounting at The UWI Cave Hill. Though her studies she gained a deeper understanding of the primacy of Gross Domestic Product (GDP) as a key driver of financial markets and her expertise in applying accounting principles to financial analysis and reporting was enhanced. However, her academic achievements were only one facet of her undergraduate experience.

Julie-Ann’s leadership qualities shone brightly during her tenure as the Guild Treasurer from 2020 to 2021. In this role, she spearheaded a transformative overhaul of the Guild’s reporting and compliance systems, leaving a lasting legacy. Her innovative approach and commitment to excellence underscored her readiness to tackle complex challenges and cemented her reputation as a trailblazer among her peers.

In 2023, Julie-Ann reached an extraordinary milestone when she was awarded the prestigious Chevening Scholarship, a globally renowned programme that identifies future leaders and influencers. With this accolade, she embarked on a new chapter at Imperial College London, pursuing a Master’s degree in Risk Management and Financial Engineering. Reflecting on her achievements,

JULIE-ANN CHARLES

Julie-Ann attributes her success to the unwavering support of the UWI community. “The guidance, mentorship, and at times, the tough love I received from UWI faculty, staff, and peers played an instrumental role in my growth,” she shared.

Julie-Ann’s gratitude runs deep for those who walked alongside her on this journey. She extends heartfelt thanks to individuals such as Dr Mahalia Jackman, John Burnett, Wayne Davis, Carol-Anne Blenman, Professor Troy Lorde, Roachell Murray, Anderson “Ras” Elcock, Margreet Thompson, and Anthony “Shampoo” Griffith. Additionally, she acknowledges the steadfast support of the Dominican Students’ Association (DOMSAC) and the Sherlock-Frank-Keith Halls community, as well as campus security teams, whose collective encouragement fuelled her aspirations.

To current and prospective UWI students, Julie-Ann offers invaluable advice: “Embrace every experience at Cave Hill as a stepping stone towards achieving your long-term goals. Forge meaningful relationships with your professors and peers, and take full advantage of Cave Hill’s unique position as a hub for individuals from across the Caribbean. Most importantly, make your mark by actively serving in at least one student association each year. It is an unparalleled opportunity to develop practical skills, build connections, and leave a legacy.”

Julie-Ann Charles’s journey from The UWI Cave Hill to Imperial College London is a testament to the transformative power of education, mentorship, and determination. Her achievements serve as an inspiration to students across the region, underscoring that with ambition, hard work, and a supportive community, the possibilities are boundless.



Julie-Ann Charles

ALUMNI MAKING A DIFFERENCE

Celebrating Excellence: UWI Cave Hill Alumni Honoured with Anthony N Sabga Awards

Three distinguished alumni of The UWI Cave Hill Campus have been named 2024 Laureates of the Anthony N Sabga Caribbean Awards for Excellence. Their remarkable contributions in public service, the arts, and science reaffirm the university's role in shaping regional and global leaders.

Kerryann Ifill: Advocate for Disability Rights

The Most Honourable Kerryann Ifill, FB, has dedicated her life to advocating for persons with disabilities. Losing her sight at age four did not deter her; she became the first visually impaired graduate of The UWI Cave Hill with honours, later earning an MBA and a postgraduate diploma in Special Education.

Ms Ifill has championed assistive technology and inclusive education policies, ensuring equal opportunities for students with disabilities. She has served as President of the Barbados Council for the Disabled and the Caribbean Council for the Blind, as well as Vice-Chair of the Commonwealth Disabled People's Forum. Her contributions have reshaped disability advocacy across the region.

Currently, she serves on the Barbados Constitutional Reform Commission and the National Committee for the Monitoring of the Rights of the Child. In recognition of her work, she received the Order of Freedom of Barbados on November 30, 2023 on the occasion of Barbados' 57th Anniversary of Independence. The UWI Cave Hill Campus proudly honours her as the 2024 Public & Civic Contributions Laureate.



The Most Honourable Ms Kerryann Ifill, FB being conferred with the Order of Freedom of Barbados by President of Barbados, The Most Honourable Sandra Mason, FB, GCMG, DA, SC, during the 57th Anniversary of Independence of Barbados Celebrations on November 30, 2023

Dr Stefan Walcott: Champion of Caribbean Music

Dr Stefan Walcott is a leading figure in Caribbean music, excelling as a composer, educator, and cultural ambassador. His collaborations with regional icons such as David Rudder and Stedson Wiltshire (Red Plastic Bag) highlight the richness of Caribbean musical traditions.

A strong advocate for music education, Dr Walcott played a key role in establishing Barbados' first undergraduate music programme at Cave Hill. His *Caribbean Composer's Handbook* is a valuable resource for students across the region. His productions, including *Handel's Caribbean Messiah* and *Yankee Bajan*, have captivated audiences, blending classical and Caribbean styles.

Through his ensemble, the 1688 Collective, Dr Walcott continues to provide a platform for emerging musicians. For his contributions to preserving and modernising Caribbean music, The UWI Cave Hill Campus celebrates him as the 2024 Arts & Letters Laureate.



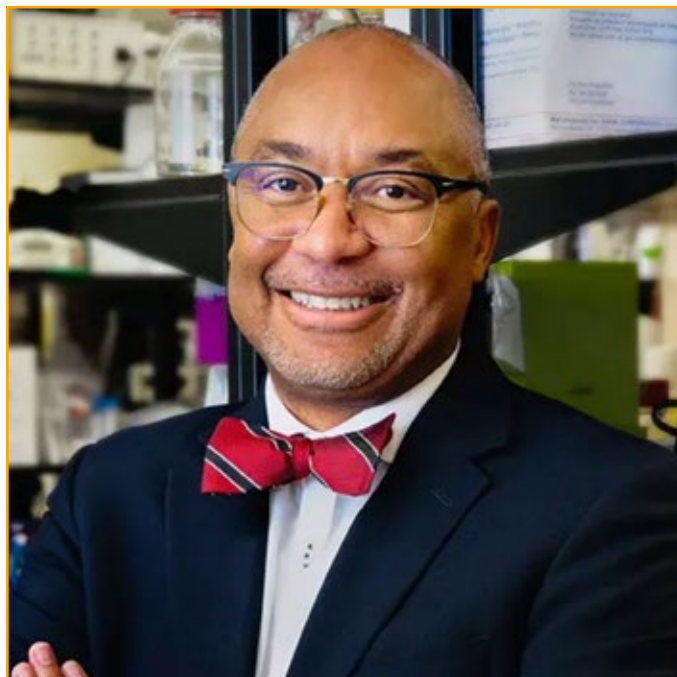
Dr Stefan Walcott

Dr Morris Scantlebury: Innovator in Pediatric Neurology

Dr Morris Scantlebury has revolutionised the study and treatment of childhood epilepsy. His research has led to critical advancements in early intervention, including a patented model for Infantile Epileptic Spasms, offering hope to affected families.

Despite his base at the University of Calgary, Dr Scantlebury remains committed to the Caribbean. For over a decade he has provided free paediatric epilepsy clinics in Barbados. His company has introduced cloud-based paediatric brain monitoring in Trinidad and Tobago and Dominica, improving regional access to specialised care.

For his pioneering work in neurology, The UWI Cave Hill Campus proudly recognises Dr Morris Scantlebury as the 2024 Science & Technology Laureate.



Dr Morris Scantlebury

THE UWI CAVE HILL: A TRADITION OF EXCELLENCE

The UWI Cave Hill Campus continues to cultivate leaders who drive regional and global change and recognises its alumni for their outstanding achievements, while eagerly looking forward to their continued impact on society.

From Biology to Animation: How Marsha Tull Found Her Creative Calling

Marsha Tull, a proud alumna of The UWI Cave Hill Campus, exemplifies the transformative power of pursuing one's passions. While her journey began with a Bachelor of Science in Biology in 2012, it has since taken an unexpected, yet inspiring turn into the world of animation, where she has carved out a dynamic career as a freelance Animation Supervisor.

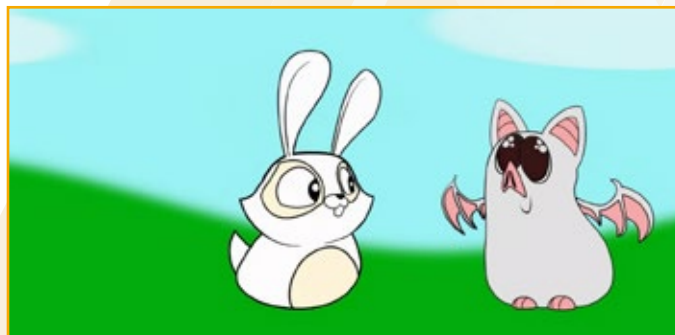
Reflecting on her decision to study biology, Marsha recalls a natural gravitation toward the sciences during her secondary school years. Physics and biology were her strong suits, but she ultimately chose biology for its manageability as a first degree. "UWI gave me the opportunity to explore my academic interests and allowed me to discover my strengths and weaknesses," she shared.

Yet, despite completing her degree, Marsha found herself questioning her professional direction. "I didn't have a clear idea of where I wanted to go with biology," she admits. It was during this period of uncertainty that her creative side began to resurface. A serendipitous newspaper advertisement seeking digital artists marked the start of her foray into animation. After applying and being selected, Marsha trained in 2D Cut-out Animation, which laid the foundation for her eventual career.

Her early days in animation were met with both challenges and opportunities. The closure of the studio where she first trained could have been a setback, but Marsha and her colleagues, guided by their mentor A J Côte, persevered. "We worked



Marsha Tull



Projects by Marsha Tull

MARSHA TULL

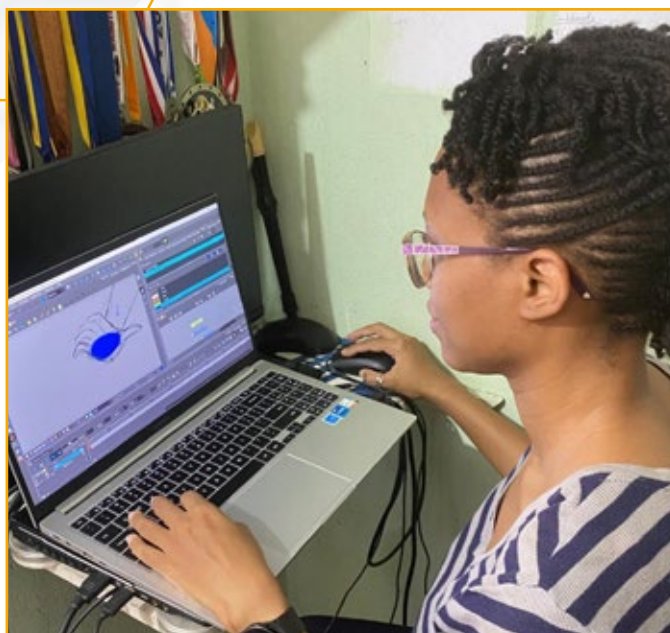
on freelance projects, built our skills, and grew as a team,” she said. Over time, her dedication and expertise earned her the role of Animation Supervisor on various projects, including Rick and Morty, People Watching, and Baby Einstein's Sandbox and Ocean Explorers.

Despite the excitement of her profession, Marsha acknowledges the hurdles of working in animation, particularly in Barbados. “The demand for animated work locally is limited, so much of our projects come from international or regional clients,” she explained. Managing the unpredictable workflow and maintaining a balance between quality output and personal well-being are constant priorities in her career.

Marsha's biology background continues to influence her work in subtle but meaningful ways. “Understanding natural behaviours and movements helps make animated scenes feel believable,” she noted, highlighting the unique interplay between her scientific foundation and creative endeavours.

Her current affiliations with Trekvoy Art and Literary Endowment for the Naturally Talented (TALENT) and the Animated Arts Learning Institute (AALI) reflect her passion for empowering others in the creative industry. As Animation Supervisor for TALENT, she ensures the quality and timeliness of animated productions. At AALI, she mentors aspiring animators, helping them build polished portfolios to launch their careers.

Looking ahead, Marsha envisions the growth of a vibrant animation industry in Barbados. She is committed to developing a local intellectual property that reflects the island's unique culture and potential. “Animation can be so much more than entertainment - it has untapped potential for commercial and educational applications in Barbados,” she remarked.



Marsha Tull at work

To current students and alumni of The UWI Cave Hill Campus, Marsha offers sage advice: “Be intentional. Even if your path takes an unexpected turn, stay focused on your decisions, and the right opportunities will find you.”

Marsha credits her time at The UWI for fostering her resilience and self-discovery. Her story is a testament to the boundless possibilities that come from embracing both one's academic pursuits and creative passions, and it serves as an inspiring reminder of the diverse paths that can emerge from a strong educational foundation.

From Guild Lawn Debates to Business Success: Dario Greenidge's Path to Leading Shine Automotive

The UWI Cave Hill is known for producing alumni who inspire, innovate, and lead. Dario Greenidge, owner and CEO of Shine Automotive in Barbados, stands as a testament to the entrepreneurial spirit fostered at the Campus. His journey from late-night debates on the Guild Lawn to launching one of Barbados' premier auto detailing services establishments reveals the powerful impact of his UWI experience and his enduring passion for entrepreneurship.

Campus Days and Inspiration to Innovate

Greenidge recalls his favourite moments at Cave Hill, immersed in lengthy, thought-provoking discussions on topics ranging from business and religion to race and politics. "Those late-night discussions on the Guild Lawn were some of my most memorable experiences," he shares. The interactions with some of the brightest minds on campus helped him develop a unique perspective and the intellectual curiosity that would later fuel his entrepreneurial ambitions.

His entrepreneurial spirit was ignited early on. "My experience working in various departments in the bank, combined with spending time around mature entrepreneurs, fuelled my desire to become an entrepreneur," Greenidge says. This drive led him to envision and ultimately build a business of his own, Shine Automotive.



Mr Dario Greenidge

The Practical Lessons of UWI and the Foundation of Shine Automotive

Greenidge attributes much of his business acumen to his time at The UWI, not just in the classroom but through hands-on experiences. Serving on the Guild of Students exposed him to the realities of business management, sparking connections and partnerships that would later benefit his career. "The classroom taught me core fundamentals, but the Guild was a practical experience. I continue to see the returns from partnerships I made back then," he reflects.

In establishing Shine Automotive, Greenidge found his time serving on the Guild of Students fostered in him a sense of accountability and creativity. "I matured quickly because of certain responsibilities on campus. My commitment to the student population required me to be creative and efficient in my execution," he notes. This foundation has been instrumental in shaping the success of Shine Automotive, which today offers a range of auto detailing services.

DARIO GREENIDGE***A Calculated Leap into the Auto Detailing Industry***

The idea for Shine Automotive was born from a casual conversation that transformed into a business vision. One weekend, Greenidge and a friend discussed the number of vehicles in Barbados. “I calculated 100,000 cars times \$20, and the result was motivation enough to resign from the bank and start detailing cars,” he recalled. “Young, wild, and free, they said.” This bold step from a secure banking job to entrepreneurship remains his proudest achievement.

Advice for Aspiring Entrepreneurs

Reflecting on his entrepreneurial journey, Greenidge emphasises the value of resilience, focus, humility, and confidence as key leadership qualities for aspiring business owners. He also encourages UWI students and alumni to seize the opportunities the Campus offers to test and refine their business ideas. “UWI is the perfect testing ground to build your audience,” he advises. “With today’s connectivity through social media, you can combine UWI’s captive audience to introduce and grow your business ideas.”

Future Goals and the Balancing Act of Entrepreneurship

As Shine Automotive continues to grow, Greenidge acknowledges that balancing professional responsibilities with personal growth is a work in progress. “At this point, I don’t have that balance,” he admits candidly, attributing it to the cost of progress. But with the goal of “buying back time,” he is implementing systems within the business to eventually allow more personal flexibility.

Looking ahead, Greenidge remains committed to expanding Shine Automotive and inspiring others along the way. Through resilience, unwavering focus, and the foundation built during his UWI days, Dario Greenidge exemplifies the transformative power of a UWI Cave Hill education.



Dario Greenidge on the job

Breaking Barriers: Tracia Pounder's Journey from The UWI Cave Hill to Leadership

The Campus takes immense pride in celebrating the remarkable success story of Ms Tracia Pounder. Recently appointed as the first female General Manager of the Barbados Co-operative Credit Union League, Ms Pounder's journey is one of perseverance, leadership, and impact.

For Ms Pounder, her time at The UWI Cave Hill was more than an academic experience - it was a defining period that shaped her approach to leadership and professional success. Reflecting on her undergraduate years, she recalls the invaluable exposure to a diverse, regional environment where she interacted with students from across the Caribbean. This experience broadened her perspective and prepared her for the realities of working in a sector that serves people from various backgrounds.

Her natural inclination toward leadership became evident early on. "I kept finding myself in leadership roles - whether I wanted to or not!" she laughs. Group projects and university initiatives consistently placed her in positions where she guided teams, set direction, and ensured results. That innate leadership ability continued post-graduation, leading her into a career within the Credit Union movement.

Her professional journey began at the Barbados Public Workers' Co-operative Credit Union Ltd, a pivotal moment that reinforced the influence of her UWI experience. A serendipitous connection with her former lecturer, Dr Edward Corbin (now Akhentolove Corbin), then serving on the Board of Directors, further cemented her belief in the power of mentorship and academic networks. From there, she advanced through various leadership roles in marketing, strategic planning, governance, and operations - each step preparing her for her current leadership position.



Ms Tracia Pounder

Ms Pounder credits The UWI Cave Hill with providing not only a strong academic foundation but also invaluable lessons in adaptability, collaboration, and strategic thinking. "The Credit Union movement thrives on cooperation, and my UWI experience taught me how to navigate different perspectives, bring people together, and find solutions that work for everyone," she explains.

She also highlights the importance of working in diverse teams, a skill honed during her university years. "At UWI, you learn to communicate effectively and lead under different circumstances. You have to figure things out - whether it's managing competing priorities or working with people who have different approaches. That ability to adjust and deliver results has been critical in my career."

While Ms Pounder did not initially realise the historical significance of her appointment, she now recognises the impact of her achievement. "It was only when the question was posed to me that I realised the significance. Progress has been made in making space for women in leadership, but challenges remain," she notes.

TRACIA POUNDER

She acknowledges the unique challenges that women face in balancing professional ambitions with personal responsibilities but remains optimistic about the evolving workplace landscape. More than anything, she sees her role as an opportunity to mentor and inspire other women in the movement. *“Representation matters. Leadership isn’t about gender - it’s about competence, vision, and impact.”*

Ms Pounder describes her leadership approach as informal, yet purpose-driven. “People need to be inspired. Motivation is temporary, but when people have a vision they can get behind, they take ownership of their work in a way that’s far more powerful than simply being told what to do.”

She emphasises collaborative leadership, fostering an environment where open dialogue and shared decision-making are encouraged. “I’m fortunate to have a very experienced and competent team, so they don’t need micromanagement. They need clarity, direction, and trust.”

For young women, particularly UWI graduates aspiring to leadership roles in traditionally male-dominated fields, Ms Pounder offers four key pieces of advice. First, do not be intimidated by gendered expectations. “Leadership is about competence, confidence, and execution. If you focus on being excellent at what you do, respect and recognition will follow.” Second, develop your voice and presence. “Women often second-guess themselves in professional spaces, but you belong in the room just as much as anyone else.” Third, be intentional about networking. “Building relationships isn’t just about job opportunities - it’s about learning, mentorship, and growth.” Finally, stay adaptable. “The path to leadership isn’t always linear, but every experience - good or bad - adds to your toolkit. When opportunities arise, step up and grow into them.”

Ms Tracia Pounder’s appointment as the first female General Manager of the Barbados Co-operative Credit Union League is more than a personal achievement - it is a testament to the evolving landscape of leadership and the impact of a UWI education. Her journey exemplifies the power of resilience, adaptability, and strategic vision, making her a role model for future generations of UWI graduates.

As she continues to break barriers and inspire others, one thing is certain: Ms Pounder is not just leading an organisation - she is shaping the future of the Credit Union movement in Barbados and beyond.



UWI

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