



THE UNIVERSITY OF THE WEST INDIES
CAVE HILL CAMPUS



DEPARTMENTAL REPORTS 2015/2016



The University of the West Indies
Cave Hill Campus, Barbados

Departmental Reports
2015–2016

The University of the West Indies

MISSION STATEMENT

To advance education and create knowledge through excellence in teaching, research, innovation, public service, intellectual leadership and outreach in order to support the inclusive (social, economic, political, cultural, environmental) development of the Caribbean region and beyond.

These Reports, which represent the research and teaching activities of the departments and the activities of non-teaching departments at Cave Hill, are presented annually to Campus Council and to the University Council. Reports are similarly presented at Mona and St. Augustine.

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Faculty of Humanities & Education 2015 – 2016



- Dean's Overview
- Cultural Studies Department
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- Errol Barrow Centre for Creative Imagination
- School of Education

DEAN

Dr Jennifer Obidah

BA (Hunter College, CUNY), MA (Yale),
PhD (UC Berkeley)

Deputy Dean (Planning and Graduate Affairs)

Professor Frederick Ochieng'-Odhiambo

BA, MA, PhD (Nairobi)

Deputy Dean (Outreach)

Dr Korah Belgrave

BA (UWI), MA (Leeds) MPhil, PhD (UWI)

Head, Department of History & Philosophy

Dr Elaine Rocha

MA (Sao Paulo), MA (Pretoria), PhD (Sao Paulo)

Head, Department of Language Linguistics & Literature

Dr Kahiudi Mabana

BA (Mayidi), (UPU Rome), MA, PhD (Fribourg)

Director, Errol Barrow Centre for Creative Imagination

Professor Gladstone Yearwood

BFA (NYU), MA, PhD (Ohio University)

Director, School of Education

Dr Babalola Ogunkola

BSc, PGDE (Lagos), MEd, PhD (Ibadan)

DEAN'S OVERVIEW

For the Faculty of Humanities and Education at the Cave Hill Campus, declining student enrolment, particularly at the undergraduate level, continued to be the Faculty's greatest challenge. In the academic year, 2015/2016, there were 530 students enrolled in the Faculty – 344 continuing and 72 new first time, representing a 28% and 10% drop respectively when compared to the previous academic year. This persistent downward trend which intensified from the previous year saw an enrolment of 478 continuing and 80 new students. This continued to be a direct result of the Government's 2014 decision to sponsor students' economic cost only, and thus requiring them to pay their own tuition fees. What is evident from the statistics is that for the coming years, the Faculty would need to increase its efforts and find new initiatives and innovative ways to reverse this trend. Within this dire context, we will continue to make tireless efforts to increase the viability of our programmes and activities.

In 2015-2016, faculty continued to improve their pedagogical skills. Out of a total of 19 completing the Certificate in Undergraduate Teaching and Learning (CUTL), 7 were members of the Faculty. The Faculty intensified its focus to ensure that each student entering was aware of and developed a relationship with their assigned advisor. Our primary focus was to attract students to our Faculty and simultaneously ensure that our current students have the best and most supportive academic experience.

The Faculty held the second annual Faculty Retreat in January. Of the 68 faculty, approximately 36 members attended which represented a drop of 14 less faculty from the previous year. It was held again at the Codrington College and the feedback from those who attended was very positive.

Although we had revived the Humanities Festival the previous year after its seven-year hiatus, the current financial fall-off informed a decision to hold a one-day Humanities Extravaganza instead of a week-long festival. This event was held on April 8, 2016 and was well attended by members of the entire campus community.

The Faculty participated in the Secondary School Guidance Counselor Showcase, where it interacted with over 4500 secondary school students who visited the campus during this event. Additionally, the second annual, "UWI 101" was held. The one-week programme that introduces secondary school students, aged 15-17 years, to life as a student of the Cave Hill Campus, continued to generate great interest. Participants were immersed in an experience that included comprehensive, stimulating curriculum taught by members of all five faculties on campus, an opportunity to spend one night on halls, and participation in activities with student services. Unfortunately this year, we did not receive external funding and as such we could not offer the 80 scholarships as we did the previous year. However, efforts are in place to seek external funding so that the programme would continue to be a successful annual event.

STUDENTS

UNDERGRADUATE LEVEL

For the 2015/2016 academic year, the student intake for all undergraduate degree programmes in the Faculty of Humanities and Education was 530. This represented an 18% and 49% decline in enrolment from the 2014/2015 and 2013/2014 academic years respectively. This trend was apparent in both part-time and full-time student registrations. A significant increase was however noted in the registration for Study Abroad and Occasional or Specially Admitted students, with a total of 74 registrations in 2015/16 compared to 14 in the previous academic year. *Table 1A* shows a comparative distribution of undergraduate student registrations by Programme.

Table 1A: Undergraduate Registration by Programme

	2015/2016			2014/2015			2013/2014		
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Bachelor of Arts	218	151	369	263	213	476	337	382	719
Bachelor of Education	15	21	36	26	26	52	21	62	83
Bachelor of Fine Arts	31	19	50	46	24	70	29	58	87
Certificate	0	0	0	0	32	32	0	28	28
Licentiate	0	1	1	0	1	1	0	3	3
Non-Degree (Education Abroad, Specially Admitted)	23	51	74	6	8	14	18	8	26
	287	243	530	341	304	645	405	541	946

Table 1B gives a comparative distribution of undergraduate student registrations by Major. An examination of data at the discipline level revealed that Psychology, Linguistics, and Creative Arts continued to attract the largest number of students. With the exception of Philosophy major and the French and Spanish double major, all disciplines recorded a decline in enrolment from the previous period. However, it must be noted that Philosophy and French & Spanish, as well as the French major, continue to record the lowest registrations overall.

Table 1B: Undergraduate Registration by Major

Major	2015/2016	2014/2015	2013/2014	% Change from 2014/15
Creative Arts	50	70	87	(-29%)
Education	36	52	83	(-31%)
French	15	21	25	(-29%)
French and Spanish (double major)	14	11	24	27%
History	41	57	110	(-28%)
Linguistics	65	95	147	(-32%)
Literatures in English	57	70	94	(-19%)
Philosophy	16	13	21	23%
Psychology	103	132	201	(-22%)
Spanish	34	45	61	(-24%)
Theology	24	32	36	(-25%)
Licentiate in Theology	1	1	3	0%
(Education Abroad, Occasional, Specially Admitted)	74	14	26	429%
Other*	0	32	28	(-100%)
Total	530	645	946	(-18%)

*PDVSA Certificate Programme.

Undergraduate Graduation Results

A total of 146 undergraduate students were awarded degrees from the Faculty. Of this amount, 101 were awarded the Bachelor of Arts, 26 the Bachelor of Education, and 19 the Bachelor of Fine Arts. Further, there were 17 graduates with First Class Honours, 63 with Upper Second Class, 49 with Lower Second Class Honours and 17 who received a Pass result. The BA Psychology accounted for the majority of the First Class Honours degrees awarded (4), followed by the BFA Creative Arts (3).

Table 2A shows the undergraduate graduation results by Major and Table 2B, the comparative results by Class of Degree for 2013-2015.

Table 2A: Undergraduate Graduation Results by Major

Major	First Class	Upper Second	Lower Second	Pass	Total
Creative Arts	3	9	6	1	19
Education	0	18	7	1	15
French	0	1	0	0	1
French and Spanish	0	3	1	0	4
History	2	7	3	3	15
Linguistics	2	2	9	4	17
Literatures in English	2	3	0	2	12
Philosophy	1	0	2	0	3
Psychology	4	11	17	5	37
Spanish	1	3	3	1	8
Theology	2	6	1	0	9
Total	17	63	49	17	146

Table 2B: Comparative Undergraduate Graduation Results, 2013/2014 - 2015/2016

	2015/2016*	2014/2015	2013/2014
First Class Honours	17	22	30
Upper Second Class Honours	63	62	50
Lower Second Class Honours	49	67	102
Pass	17	30	43
Total	146	181	225

*Provisional at September 23, 2016

Undergraduate Student Achievements

The Faculty commended the academic achievements of undergraduate students awarded prizes for their exceptional performance during the academic year. Among these was Yolande Clarke (BA Theology), awarded the Level III Faculty Prize for best overall academic performance in the Faculty at Level III. Ms. Clarke was also recipient of the Colin and Pearl Kirton Prize for Doctrine. Additionally, winners of the Level III Departmental Prizes awarded to best in the discipline overall, were Kirland Bobb (BA History), Chad Jordan (BA Linguistics), Niala Pindar (BA Literatures in English), Graydon Jemmott (BA Philosophy), Makaila Collymore (BA Psychology), and Sherry-Ann Williams (Bachelor of Education). This year's winner of the John Reinecke Prize for Linguistics was Mikilah Forde.

GRADUATE LEVEL

For the year under review, there were 148 total active graduate registrations for all programmes in the Faculty. This represented a 20% decline in graduate enrolment when compared to the previous academic year, and a 31% decrease from 2013/2014 figures. Registrations for the PhD Degree remained steady, with a slight increase over the 2014/15 year. However, there was a noticeable decrease in students enrolled in the Masters programmes. This decline was especially evident in the Master of Arts Programme which moved from 45 students to 19 students in 2015/16.

Table 3A: Comparative Graduate Registration by Programme

	2015/2016	2014/2015	2013/2014
Doctor of Philosophy	69	65	80
Master of Arts	19	45	52
Master of Education	32	42	39
Master of Philosophy	26	33	41
Non-Degree	2	1	1
	148	186	213

Table 3B: Graduate Registration by Area of Study

	PhD	MA	MEd	MPhil	Other	Total
Caribbean Studies	0	9				9
Creative Arts	0	2				2
Cultural Studies	10	3		5		18
Education	35		32	7		74
French	0					0
Heritage Studies	0	3				3
History	10	2		4		16
Linguistics	6			1		7
Lits. in English	6			6		12
Spanish	0			1		1
Theology	2			2		4
Occasional	0				1	1
Specially Admitted	0				1	1
Total	69	19	32	26	1	148

Graduation Results

The graduating results for students at the graduate level showed some improvement over the previous year. For 2015/2016, there were 84 graduate students completing their programme. These included 8 at the PhD level (2 with high commendation), 6 MAs (1 with distinction), 18 MEds, and 3 MPhils. Once again, the trend continued to show in the majority of graduate degrees conferred were in the area of Education (63%), followed by Caribbean Studies (5%), and Cultural Studies (5%). In addition, 30 Certificates were awarded in the Postgraduate Diploma in Education – Secondary. Tables 4A and 4B show statistics for the award of graduate degrees by programme and by area of study respectively for the year under review.

Table 4A: Comparative Graduation Results by Programme, 2015/2016

Award of Degrees	Nos. Graduating		
	2015/2016*	2014/2015	2013/2014
Master of Arts	6	23	13
Master of Philosophy	3	2	1
Master of Education	18	11	20
Doctor of Philosophy	8	9	5
Licentiate	0	1	0
CUTL	19	16	18
Diploma Education - Secondary	30	n/a	n/a
Total	84	62	57

*Provisional at September 23, 2016

Table 4B: Graduation Results by Area of study, 2015/2016

	PhD	MA	MEd	MPhil	Cert.	Dip. (Sec)	Total
Caribbean Studies		4 (1)					4
Creative Arts							0
Cultural Studies	2 (2)	1		1			4
Education	5		18 (9)			30 (14)	53
French							0
Heritage Studies							0
History		1					1
Linguistics	1			1			2
Literatures				1			1
Spanish							0
Theology (Lic.)							0
CUTL					19		19
Total	8	6	18	3	19	30	84

Figures in brackets () represent the number of distinctions/high commendations earned within the figure shown to the left.

Graduate Student Achievements

The Faculty recorded its heartiest congratulations to seven students awarded the Doctor of Philosophy degree. Of these, two in the area of Cultural Studies received their degree with high commendation, namely, Therese Hadchity and Elizabeth Watson. Additionally, 18 students were awarded the Master of Education with Distinction; and 1 awarded the Master of Arts with Distinction.

MILESTONES

The Faculty welcomed new members of staff Dr FAN, Rouen, Lecturer in Chinese Language; Sr. Paola Pinto Parra, Spanish Teaching Assistant under the ICETEX programme; and Sr. Paula González García, Spanish Lectora. The Faculty also extended special welcome to Mily Castro and Angélica Manjarrés, volunteers from Colombia in the inaugural UWI Heart of Change Volunteers programme.

The Faculty extended congratulations to Professor Frederick Ochieng'-Odhiambo on his appointment as Deputy Dean (Planning) for the 2015/2016 academic year. At the end of the year, the Faculty expressed thanks to outgoing Head of Department of Language, Linguistics and Literature, Dr Kahiudi C. Mabana who had served three years in this capacity. The Faculty bade farewell to retiring staff member, Dr Grisel Pujala-Soto, Senior Lecturer in Spanish and recorded its thanks for her years of service to the UWI.

WORK OF THE DEPARTMENT

The Cultural Studies Graduate Programme received its twelfth intake of students for the MA, MPhil and PhD degrees. By the end of the year, the Programme had also produced its eleventh group of graduates as four (4) students were set to be awarded their MA, MPhil and PhD degrees in Cultural Studies at the October 2016 graduation ceremony.

Consequently, during the course of 2006 – 2016, a total of forty-two (42) graduate degrees in Cultural Studies were awarded at the Cave Hill Campus. These are as follows: six (6) PhD, two (2) MPhil and thirty-four (34) MA degrees.

While the program accepted 3 candidates for the graduate program in September 2015, only 2 students registered, with one transferring programmes midway through the first semester. This resulted in an effective admission of one candidate. The reason for this can be directly attributed to the introduction of tuition fees in the 2014/15 year, which has directly affected the ability of candidates to pursue their graduate education. However, the numbers for 2016/17 indicate a substantial recovery in the graduate student cohort.

The Undergraduate Minor in Cultural Studies was offered again this year. Several students across disciplines opted to take courses in the programme. Cultural Studies courses continued to be popular with a number of exchange students who signed up for courses at the undergraduate level. A number of students adopted the Sociology with Cultural Studies Minor program, while students in History and in Philosophy continue to opt to do the Minor.

In the second semester of 2015/6, both Dr Marcia Burrowes and Dr Yanique Hume were on leave. The teaching of courses in the programme was ably assisted during this semester by Dr John Hunte, a past doctoral graduate of the programme.

With effect from August 2015, the Cultural Studies programme was headed by Dr Aaron Kamugisha, Senior Lecturer in Cultural Studies.

Kamau Brathwaite Lecture in Cultural Studies

In 2013, it was decided to inaugurate an annual Cultural Studies Lecture Series on the campus, which was named after the distinguished poet, historian and cultural theorist Professor Kamau Brathwaite. In the annual Cultural Studies lecture series, we will, through our selection of scholars, artists and cultural practitioners, honour the important range, creativity, daring and legacy of Kamau Brathwaite's contribution to Caribbean Cultural Thought and the creative intellect.

The second Kamau Brathwaite lecture in Cultural Studies was held on March 3, 2016 in the Arts lecture Theatre at the UWI, Cave Hill Campus. Professor of Literary and Cultural Studies at the UWI, Mona campus Carolyn Cooper, delivered a lecture titled "'Mek We Talk Bout the Bottom of the Sea': Submerged Narratives in Caribbean Literature and Popular Culture."

Cultural Studies Quality Assurance Review

In August 2015, the Cultural Studies programme initiated the first quality assurance review in its history. This quality review was completed successfully with the visit of the review team in February 2016. As of September 2016, the Cultural Studies faculty were preparing their action plan proceeding from the Quality Assurance Unit's review report.

RESEARCH IN PROGRESS

Marcia Burrowes

- "Flying Fish 'all-a-penny': Representations of Barbadian Culture" in *Barbados Fifty Years of Independence*, edited by Trevor Carmichael, *forthcoming*.
- "Conflicting Identities in the Early Years of Modern Crop Over" in *Reassembling the Fragments of our Shattered Histories: in honour of Bridget Brereton*, edited Rita Pemberton and Heather Cato, UWI Press, *forthcoming*.
- "The Barbados Landship" in Robert A. Hill et al, *The Marcus Garvey and Universal Negro Improvement Association Papers, Volume XII*, Durham, Duke University Press, *forthcoming*.
- *How Stands the Weather? Many Landships, Many Histories, Many Identities* edited by Marcia Burrowes, Allison Ramsay and Kathrine Murrell, *forthcoming*.
- *Collecting the Memories: Voices of the Journey: Barbados-UK Migration*, edited by Marcia Burrowes and Kenneth Walters, Ian Randle. *forthcoming*.
- "Landships in Barbados", in *Landships in Barbados: National Stamp Issue*, Barbados General Post Office (BGPO), *forthcoming*.
- *Traditional Barbadian Masquerade with emphasis on Landships in Barbados, their histories and rituals*. This research project is sponsored by the National Cultural Foundation and is in association with the Barbados Museum and Historical Society and the Barbados Government Information Service.

Yanique Hume

- Manuscript in preparation – a study of the Haitian presence in eastern Cuba.
- The Aesthetics of Death – research on the aesthetic and performative dimensions of the Caribbean and broader Afro-Atlantic mortuary complex.
- Caribbean Curative Arts – research on medicinal plants, herbal lore and indigenous healing and sacred systems.

- Began research on the Kongo religious practices in Santiago de Cuba.
- Commissioned CARICOM consultancy on the creative industries: “Regional Strategic Plan for Cultural and Entertainment Services/Cultural Industries in CARICOM and CARIFORUM States” – Focus on preparation of country profiles, financial incentive regime for member states and in particular Haiti and the Dominican Republic. Conducted Stakeholder meetings on the state of the creative/ cultural sectors in Haiti and the Dominican Republic (June 2016).

Aaron Kamugisha

- Manuscript in preparation – a study of coloniality, cultural citizenship and freedom in the contemporary Anglophone Caribbean, mediated through the social and political thought of C.L.R. James and Sylvia Wynter.
- Caribbean intellectual traditions – a series of readers on Caribbean social, political and cultural thought with Ian Randle Press.
- *The Routledge Reader in African-American Rhetoric* (co-editor).
- *Journeys in Caribbean Thought: The Paget Henry Reader* (co-editor).

TEACHING AND STUDENTS

New Cultural Studies Graduate Registration 2015-2016

Diploma	0
MA	1
MPhil	0
PhD	0
Total	1

Undergraduate Courses and Student Performance on Examinations

Course Code	Registered Students	No. Sitting	No. Passed
CLTR 1100	10	8	8
CLTR 1501	6	5	4
CLTR 2000	4	4	4
CLTR 2402	9	7	3
CLTR 2500	7	7	5
CLTR 3101	9	9	9
CLTR 3110	2	1	1
CLTR 3103	12	12	11

Post Graduate Courses and Student Performance on Examinations

Course Code	Registered Students	No. Sitting	No. Passed
CLTR 6000	2	2	1
CLTR 6010	1	1	1
CLTR 6030	2	100% coursework	2
CLTR 6100	2	100% coursework	2

GRADUATE DEGREES AWARDED 2015-2016

The following students were awarded graduate degrees in the Cultural Studies Programme:

MA in Cultural Studies: Rae Voisin

MPhil Cultural Studies: Michelle Springer

PhD Cultural Studies: Therese Hadchity
(High Commendation)
Elizabeth Watson
(High Commendation)

STAFF ACTIVITIES [awards/recognition]

Aaron Kamugisha

Invited to serve as a member of the Editorial Advisory Board of the *Journal of West Indian Literature*.

CONFERENCE PAPERS

Marcia Burrowes

- “De Mail Come! Migration, The Post and Cultural Transformation in Barbados”.
Public Lecture: Barbados General Post Office (BGPO), Lloyd Erskine Sandiford Conference Centre, October 21, 2015.
- ‘How Stands the Weather?’
Opening Address: National Exhibition on Landships in Barbados: Barbados Museum and Historical Society (BMHS) October 15, 2015
- “Shipping Communities in Landship Cosmology”
Conference Paper: ICTOP Conference: UWI Cave Hill Campus, October 14, 2015
- “Masquerade, Memories, Identities”
Conference Paper: CARIFESTA VIII Symposium: Haiti: August 25, 2015

Yanique Hume

- (2016a) “Dance is a Festival: Afro-Atlantic Funeral Processions and the Multiple Iterations of Dancing the Dead in Paramaribo, Suriname.” Paper presented at the 41st Annual Caribbean Studies Association conference, June 5-11, 2016. Marriot Hotel, Port au Prince, Haiti.
- (2016b) “Bailando por Nuestro Muertos: La Dimensión Performativa del Complejo Funerario del Caribe.” Paper presented at the 36th Festival del Caribe Symposium, July 3-9, 2016. Casa de la Cultura, Salon de Religion, Santiago de Cuba, Cuba.

Aaron Kamugisha

- (2016) “‘That Area of Experience that we term the New World’: Introducing Sylvia Wynter’s *Black Metamorphosis*.” Paper presented at the Caribbean Studies Association conference in Haiti, June 6-10, 2016.

PUBLIC PRESENTATIONS/INVITED LECTURES

Yanique Hume*Invited Roundtable Presentations*

- (2015) “Karen McCarthy Brown and the Study of Vodou at the Intersections of Anthropology and Feminist Studies.” Paper presented as part of a specially invited in memoriam panel, “Remembering the Legacy of Karen McCarthy Brown: Contributions to Studies of Anthropology, Feminist Studies and Religion. KOSANBA in conjunction with the 27th Annual Haitian Studies Association Conference, Oct. 21-22, 2016 La Maison de la Culture and Université de Montréal, Québec, Canada.
- (2016) “Dancing the Sacred: Feminist Reflections on Caribbean Ritual Dance.” Talk presented as part of artist/scholar residency roundtable, 12 April 2016, Duke University.

Invited Teaching Engagement

- (1) *Specialized tutor in religion and heritage in collaborative Postgraduate Programme in Heritage Development CARITALENTS – Heritage for Cultural Development and Resource Training.* Sponsored by the Errol Barrow Centre for Creative Imagination (UWI Cave Hill) in conjunction with the University of Florence, Italy. A training programme financed by the Italian Ministry of Foreign Affairs. Prepared and taught two 12 hr. modules on Caribbean Sacred Geographies and Religious Cultures: A Heritage Perspective for students in Barbados (Nov. 18-21) and Dominica (Dec. 17-19).

(2) *Invited lecturer and artist*

Savannah College of Art and Design (SCAD) – Invited to teach two 3hr seminars in the “Art & Spirituality” course that I helped design for 2nd year students. The focus of my classes was on the intersections of Caribbean religion/spiritualities and dance utilizing Haitian Vodou and Cuban Santería/Lucumi as case studies. Classes were geared towards undergraduate visual arts majors. Savannah, Georgia, USA (April 6 & 7).

Aaron Kamugisha

- (2016) “The Stakes of Caribbean Thought.” Lecture delivered to the Humanities Graduate Centre, University of Witwatersrand, Johannesburg, South Africa, May 25.
- (2016) “Sylvia Wynter on the Black Experience of New World Coloniality.” Lecture delivered to the Humanities Graduate Centre, University of Witwatersrand, Johannesburg, South Africa, May 24.
- (2016) “Sylvia Wynter’s *Black Metamorphosis* and the World We Live In.” Lecture delivered to the *Other Universals* collective, Centre for Humanities Research, University of the Western Cape, South Africa, May 19.
- (2016) Caribbean Thought – an *Other Universals* symposium.” University of Cape Town, South Africa, May 16.
- (2016) “Caribbean Thought: An exploration and discussion.” Lecture delivered to the Uhuru Centre, Rhodes University, Grahamstown, South Africa, May 13.
- (2016) “‘That Area of Experience that we term the New World’: Introducing Sylvia Wynter’s *Black Metamorphosis*.” Lecture delivered to the Uhuru Centre, Rhodes University, Grahamstown, South Africa, May 12.
- (2016) “Caribbean Cultural and Political Thought: A Workshop.” Lecture delivered to the Centre for Caribbean Studies, University of Warwick, April 27.

- (2016) “Caribbean Racial States: Creolization and Racism in the Anglophone Caribbean.” Lecture delivered to the Centre for Caribbean Studies, University of Warwick, April 26.
- (2016) “The Caribbean Scene: Elite Domination and post-colonial citizenship in an age of lethargy.” Lecture delivered at the symposium “Global Capitalism through the Caribbean Prism.” Radcliffe Institute for Advanced Study, Harvard University, April 14-15.
- (2016) “Sylvia Wynter’s *Black Metamorphosis* and the World We Live In.” Lecture delivered to the Institute for Social Research and Cultural Studies. National Chiao Tung University, Hsinchu, Taiwan, March 23.
- (2016) “Post-Independence Caribbean Social and Political Thought.” Seminar hosted by the Institute for Social Research and Cultural Studies. National Chiao Tung University, Hsinchu, Taiwan, March 15.
- (2016) “Caribbean Anti-Colonial Thought.” Seminar hosted by the Institute for Social Research and Cultural Studies. National Chiao Tung University, Hsinchu, Taiwan, March 22.
- (2016) “Introducing Sylvia Wynter’s *Black Metamorphosis*.” Lecture delivered to the Sir Arthur Lewis Institute of Social and Economic Studies, University of the West Indies, Cave Hill Campus, February 17, 2016.

PROFESSIONAL SERVICE

Marcia Burrowes

- Chair, Campus Lecture Series.
- Faculty Representative, Academic Board.
- Member, Task Force on the Preservation of Barbados’ Built Heritage, Government of Barbados.
- Member, National Biography Project Committee.
- Chief Examiner for CAPE Caribbean Studies for the Caribbean Association Proficiency Examinations: Caribbean Examinations Council.

- Member, Selection Committee of the Barbados Chapter of United World Colleges (UWC) Scholarships.
- Coordinator, National Research Project on Landships in Barbados.
- Chair elect, Barbados Committee, Caribbean Sabga Awards for Excellence.

Yanique Hume

- Committee Member of the UWI 50th Anniversary Planning Committee.
- Board Member of the Advisory Council of the Errol Barrow Centre for Creative Imagination.
- Introduced Professor Carolyn Cooper as the featured distinguished lecturer for the 2nd annual Kamau Brathwaite Lecture Series in Cultural Studies, March 3, 2016 Arts Lecture Theatre, UWI Cave Hill Campus.
- Featured spokesperson for the “Be the Change” Barbados chapter – featured in a series of videos as part of local Change Maker Campaign, July 6, 2016. Olympus Theatres, Sheraton Mall, Christ Church, Barbados.
- Programme Committee Co-Chair of KOSANBA – Association for the Study of Haitian Vodou and Afro-Atlantic Religions under the theme, “The Tree Takes us to the Gods,” in conjunction with the 27th Annual Haitian Studies Association conference, October 2015.
- Panel Organizer and Chair of two-part/double panel, “The Aesthetics of Death and the Power and Uses of its Image,” 41st Annual Caribbean Studies Association Marriot Hotel, Port au Prince, Haiti, June 2016.
- Consultant on a CARICOM commissioned project developing a Regional Strategic Plan for the Cultural Industries for CARICOM and CARIFORUM Member States. Focus is on preparing specific country profiles for Haiti and the Dominican Republic, March-October 2016.

- *Artist/Scholar in Residence*, April 9-13, Duke University – *Africa in Circum-Atlantic Perspective: Feminist Performance Routes – A Dialogue in Movement*. Sponsored by Duke University’s Dance Program and the African and African American Studies Program.
- Conducted three (3) two-hour dance workshops under the theme: Afro-Atlantic Sacred Epistemologies: Movement & Memory.
- Participated in dance workshops of visiting artists/scholars Léna Blou, Rujeka Dumbutshena and Jessie Knight.
- Presented a talk in a roundtable panel on my dance practice and its relationship to sacred epistemologies.
- Prepared an artist talk and response paper for publication.

Aaron Kamugisha

- Coordinator, Programme in Cultural Studies, University of the West Indies, Cave Hill Campus, August 2015-Present.
- Deputy Chair, Campus Accreditation Committee, UWI, Cave Hill Campus.
- Campus Representative, UWI, Cave Hill Campus on the Board of the UWI, Open Campus.
- Member, Faculty of Humanities and Education Executive Management committee.
- Faculty of Humanities and Education representative on Faculty of Social Sciences Board.
- Lead Coordinator of the Cultural Studies quality review assessment.
- Cultural Studies graduate student seminar coordinator.
- Member of the editorial committee, *Small Axe: A Caribbean Journal of Criticism*, July 2013 - Present.
- Member of the editorial committee, *Social and Economic Studies*, April 2010 – Present.
- Book Reviews Editor, *Social and Economic Studies*, April 2010 – Present.

OUTREACH ACTIVITIES

Marcia Burrowes

- “Culture & “the past”: Barbados @ 2015”: Independence Celebrations: Deighton Griffith School: November 25, 2015.
- “Landships a’ Callin’: Radio and Television Advertisement for ‘Community Files’ re National Landship Exhibition: Barbados Government Information Service (BGIS): Scripted and Voiced: September – October 2015.

Yanique Hume

- Faculty of Humanities and Education – Research Day Planning Committee.
- Co-Coordinator of Organizing and Planning Committee for the Inaugural Kamau Brathwaite Lecture Series in Cultural Studies.

Aaron Kamugisha

- Lead Coordinator of the Campus Lecture and visit by Dr Nicola Rollock, Senior Lecturer, University of Birmingham, October 2015.
- Co-ordinator of the second annual Kamau Brathwaite lecture in Cultural Studies, March 3, 2016.
- Organized with Lewis Gordon, Jane Gordon and Neil Roberts a symposium in honour of Caribbean philosopher Paget Henry in commemoration of his 70th birthday. Brooklyn Commons, New York, U.S.A., April 2, 2016.
- Lead Coordinator of the launch of the book *Rihanna: Barbados World-Girl in Global Popular Culture*, edited by Vice Chancellor Professor Hilary Beckles and Heather Russell (Kingston, Jamaica: University of the West Indies Press, 2015).
- Chaired the sixth George Lamming Distinguished Lecture of the Errol Barrow Centre for Creative Imagination (EBCCI), delivered by Professor Charles Mills, June 30, 2016.

GRADUATE STUDENTS – SEMINAR PRESENTATIONS

PhD Candidates:

- Philip Forde: "Stick Fighting in Dominica, Grenada and Jamaica." Graduate Studies & Research, UWI, Cave Hill Campus. June 17, 2016.
- Tricia Herman: "A Critical Study of Self-representation in Caribbean Cinema." Upgrade seminar, Graduate Studies & Research, UWI, Cave Hill Campus, May 5, 2016.

VISITORS TO THE DEPARTMENT

Nicola Rollock

In October 2015, the Cultural Studies programme hosted Dr Nicola Rollock, Senior Lecturer from the School of Education, University of Birmingham. Dr Rollock's visit consisted of three events. She held a seminar for graduate students on how to get published in academic journals which was held on Friday, October 23, and attracted 17 participants from different faculties on the campus. On Monday, October 26, she did a seminar in the Cultural Studies third year class CLTR3101 Race, Nationalism and Culture, titled "Race in Britain", and finally she conducted a public lecture titled "A Dream Realised? The Educational Experiences of the Black Middle Class in the UK" on Tuesday, October 27, in the 3Ws Oval. This lecture was jointly hosted by the programme in Cultural Studies and the School for Education of the Faculty of Humanities and Education.

NATIONAL EXHIBITIONS

Burrowes, Marcia

Lead Researcher: National Landship Exhibition in association with Barbados Museum and Historical Society (BMHS) and the Barbados Government Information Service (BGIS) entitled "How Stands the Weather? Many Landships, Many Histories, Many Identities" featuring

documents, artefacts presented at the following:

- Barbados Museum and Historical Society (BMHS): October 15, 2015 – February 28, 2016.
- The Dock*: Headquarters of Barbados Landship Association (BLSA) March 1-31, 2016.
- Tamarind Hall Library, St. Joseph: Bridgetown Public Library: Speightstown Library: April – August 2016.
- Designer and Coordinator of Exhibition with Installation entitled "Collecting the Memories: Barbados-UK Migration": featuring some of the Findings of the Migration Project including voices/ excerpts of migrant narratives, original documents and photos, presented at the following:
- "De Mail Come! Migration, The Post and Cultural Transformation in Barbados": Public Lecture: Barbados General Post Office (BGPO): Lloyd Erskine Sandiford Conference Centre: October 21.

PUBLICATIONS

Edited Books

Hume, Y. and Kamugisha A. eds., *Caribbean Popular Culture: Power, Politics and Performance*. Ian Randle Press: Kingston 2016.

Hume Y. and **Kamugisha, A.** eds., *Caribbean Popular Culture: Power, Politics and Performance*. Ian Randle Press: Kingston 2016.

Kamugisha, A. ed. with Gordon J., Gordon, L. and Roberts N., *Journeys in Caribbean Thought: The Paget Henry Reader*. Rowman and Littlefield: Lanham, Maryland. 2016.

Book Chapters

Hume, Y. and Kamugisha, A. "Caribbean Popular Culture: Power, Politics and Performance: An Introduction," in *Caribbean Popular Culture: Power, Politics and Performance*. A. Kamugisha, and Y. Hume, eds. Ian Randle Press: Kingston. 2016. xiii-xxvi.

Hume, Y. and **Kamugisha, A.** "Caribbean Popular Culture: Power, Politics and Performance: An Introduction," in *Caribbean Popular Culture: Power, Politics and Performance*. A. Kamugisha, and Y. Hume, eds. Ian Randle Press: Kingston. 2016. xiii-xxvi.

Kamugisha, A., Gordon J., Gordon L. and Roberts N. "Interview with Paget Henry," in *Journeys in Caribbean Thought: The Paget Henry Reader*. Rowman and Littlefield: Lanham, Maryland. 2016. 311-330.

Kamugisha, A., Gordon J., Gordon L. and Roberts N., "Introduction," in *Journeys in Caribbean Thought: The Paget Henry Reader*. Rowman and Littlefield: Lanham, Maryland. 2016. 1-8.

Edited Journal

Kamugisha, A. *Small Axe: A Caribbean Journal of Criticism*. Vol. 20, No. 1 49. 2016. (A special issue on Sylvia Wynter's Black Metamorphosis: New Natives in a New World).

Journal Articles

Hume, Y. "Performing Haiti: Casa del Caribe and the Popularisation of Haitian Heritage Communities in Cuba." *Caribbean Quarterly*, Smith, M. J. ed. Vol. 62, no. 1. 2016. 39-68. (Special Issue - "Turning Our Heads to Haiti" - featured article of the inaugural CQ issue with the Taylor & Francis group of journals). doi: 10.1080/00086495.2016.1157236.

Kamugisha, A. "The Black Experience of New World Coloniality," *Small Axe: A Caribbean Journal of Criticism*. Vol. 20, no.1 49. 2016. 129-144. doi: 10.1215/07990537-3481414.

Kamugisha, A. "That Area of Experience that we term the New World: Introducing Sylvia Wynter's Black Metamorphosis," *Small Axe: A Caribbean Journal of Criticism* Vol. 20 no. 1 49. 2016. 37-46. doi:10.1215/07990537-3481522.

WORK OF THE DEPARTMENT: OUR MISSION

Mission Statement: The Department seeks to empower its students through the promotion of critical and analytical skills and an appreciation for diversity. Students are encouraged, through an understanding of the world they live in, to contribute to the development of the Caribbean region and beyond. In meeting these obligations, the Department strives to continue providing students with cutting-edge research and exposure to up-to-date teaching technologies and methodologies.

Synopsis of Activities: Ever cognizant of the need to promote the disciplines of History and Philosophy within the University and wider community, and determined to tackle the decline in enrolment in both subjects at Cave Hill Campus and in secondary schools, the Department continued with the implementation of its action plan that had been developed in 2015/2016. Talks on collaborations and offering of joint programmes with other disciplines and Faculties at the Campus were on-going. The Department, working in partnership with government and the Barbados Museum and Historical Society, maintained an active outreach agenda that sought to promote awareness of History and Heritage Studies. In addition, the Department continued its efforts to promote research and scholarship in History and Philosophy by organizing the annual Cave Hill Philosophy Symposium (CHiPS), and the bi-weekly History Forum.

PUBLIC LECTURES AND OUTREACH ACTIVITIES

Barbados 50th Anniversary

The Department actively participated in the activities to celebrate the 50th Anniversary of Barbados' Independence. In addition to the Government-organised activities, members of the Department delivered lectures, seminars, workshops and public speaking.

The Dictionary of Barbadian Biography

The majority of the research on the Dictionary of Barbadian Biography was completed, with the writers left to complete their bios. Some 500-600 bios on Barbadians who lived between the 1640s and 2006 were expected. Eighty bios were received during the period.

Bussa Heritage Tour: June 16, 2016

The *Bussa Rebellion Heritage Tour*, organized and coordinated by Dr Henderson Carter, was held on June 16, 2016. The tour attracted a total of 183 persons including tour guides and volunteers, who travelled on 5 buses. Patrons visited Quaw's quest, the Barbados Museum and Historical Society, the plantations of the major battles and the District C police station. The Tour ended at Golden Grove Plantation where Bussa was killed. The Pan African Commission kindly provided the food and drinks for the tour.

Lectures, Conferences and Symposium

a) The ICOM-ICTOP Annual Conference

The ICOM-ICTOP Annual Conference took place from October 14-17, 2015. Focusing on an intensive professional development program, the conference reunited International Council of Museums (ICOM) and the International Committee for the Training of Personnel (ICTOP). Although organized by the Barbados Museum and Historical Society, the Department worked together in organizing, supporting and hosting the Conference on the campus.

b) Pan-African Colloquium

The Pan-African Colloquium was held from January 13-15, 2016, under the theme *Heroes and heroines of the back to Africa movements, Pan-Africanism, African Nationalism and global Africanism: Their philosophies, activities and legacies* was hosted by the Department of History & Philosophy and the Department of Government, Sociology & Social Work in collaboration with the Pan African Strategic Policy Research Group (PANAFSTRAG - Nigeria) and the Commission for Pan-African Affairs, Barbados. The Keynote speakers were Professor Sir Hilary Beckles, Vice Chancellor of the UWI, and Professor Horace Campbell of Syracuse University. A Round Table Panel Discussion comprised of panellists Dr The Hon. Ralph Gonsalves (Prime Minister of St. Vincent), Dr Deryck Murray (Director, Commission for Pan-African Affairs (Barbados), Mr David Comissiong (President, Caribbean Pan African Network, Sen. The Hon. Maxine McClean (Minister of Foreign Affairs - Barbados) and Mr Kyeretwie Osei (Policy Officer, African Union Commission). In general, there were more than 70 papers presented.

c) Elsa Goveia Memorial Lecture

The Department of History and Philosophy in association with the Nation Publishing Company presented the 31st Elsa Goveia Memorial Lecture on April 21, 2016. The Lecture entitled "The Revolution of General Bussa and the Making of Barbados Today" was delivered by Professor Sir Hilary Beckles, Vice Chancellor of the UWI.

d) 4th Special Graduate History Forum

This year's Graduate History Forum was held on the April 22, 2016 and continued under the topic "From the Margins to the Main: Sharing New Perspectives in Caribbean History and Heritage." There were three presenters, two from the Cave Hill and one from the Saint Augustine Campus.

e) **Annual Lecture Series**

As usual, the Department actively participated in the Barbados Museum and Historical Society Annual Lecture Series, held under the theme: “Becoming Bajan: The Evolution Of Barbadian Identity”. The program presented weekly lectures between March 15 and April 19. Members of the Department were among the organizers, chairs and the lecturers.

f) **Cave Hill Philosophy Symposium (CHiPS)**

Due to a low number of registrations, the Cave Hill Philosophy Symposium was substituted by a public lecture delivered by Professor Linda Martin Alcoff of Hunter College, CUNY, under the title *Identity: A Realistic Realism about Race and Gender*. The event took place in November 11, 2015.

g) **First International Students Forum in Nova Iguaçu, RJ, Brazil**

The First International Students Forum, “Forum Dialogues of the African Diaspora in the Americas”, was held in Brazil at the Universidade Federal Rural do Rio de Janeiro (UFRRJ), Nova Iguaçu campus, in the state of Rio de Janeiro from May 16 to 20, 2016. Sixteen students from the Department participated. The International Forum is an initiative of the Department of History and Philosophy at The University of the West Indies (UWI), and the Laboratório de Estudos Afro-Brasileiros of the Universidade Federal Rural do Rio de Janeiro (UFRRJ), campus Nova Iguaçu, as part of the cooperation agreement established between the two universities. In its first phase, the International Forum aims to promote a dialogue between undergraduate and graduate students from both Institutions to discuss issues relevant to the Black experience in the Americas, enhancing intellectual exchange among Black university students from different countries. Workshops on the local Black culture aimed at giving participants the opportunity to improve their knowledge about culture of the African Diaspora and to compare experiences and traditions.

DEPARTMENTAL RESEARCH PROJECTS AND POTENTIAL COLLABORATIONS

Departmental Research Projects

(a) Dr Rampersad made progress in the plans for the **Caribbean Heritage Institute (CHI)** being established with the support of the Organization of American States (OAS). Work conducted during the period August 2015 and May 2016:

- The basic formatting of the CHI website was completed in a wireframe format, and this included all webpage designs, menus and sub-menus, logos, and image placeholders.
- The next step is to begin inputting content (data, images, user access and protocols, etc). Research is now being conducted for the content for each of the fourteen (14) Caribbean nation webpages.
- The OAS lead a workshop at the end of June 2016 for all staff responsible for inputting data and regulating the website.
- During the months of July/August 2016, data input and testing of the website will take place, again with staff members only, before the formal launch of the site.
- The formal launch was tentatively scheduled for Semester I of the 2016/17 academic year. This event will be organized between The UWI Cave Hill Campus and the OAS.

Potential Collaborations

a) **Collaboration with the Barbados Museum and Historical Society**

The Department continued to work on collaborations with the Barbados Museum and Historic Society, in organizing events and in promoting internship opportunities for our students.

b) **Collaboration with College of Charleston**

The Department held discussions with Dr Anthonio Tillis (Dean of the School of Languages, Cultures and World Affairs) and Professor Phyllis Jestice (Chair of the Department of History, College of Charleston), in order to design a project that would promote student exchanges, research cooperation and possible partnership in projects between both Universities.

c) **Internships for UWI History Graduates at Middleton Place**

The internship program was discontinued during the summer, however, the Head of the Department met with the coordinator for the program at the Middleton Place Foundation in Charleston South Carolina to discuss possibilities. The Middleton Place is South Carolina's première heritage tourism attraction in the United States.

d) **Cross Campus Seminar Lectures**

The proposal for a Cross-Campus Seminar Series was supported by the Vice Chancellor's emphasis on creating a One-UWI platform, the History Departments on all three campuses will be at the forefront of this type of academic exchange. The Department proposed to extend the cooperation among the other departments in creating this series and to commitment of all of the campuses with requisite resources in place to facilitate the sessions.

HISTORY

Knowledge, understanding, and appreciation of the discipline of history and an awareness of historical process and change are not derived exclusively from attendance at lectures and reading of books. Though these are necessary, important supplements to the learning experience of history include formal and informal discussions, the regular exchange of the results of research and observation, the experience of field trips, and the viewing of films on historical subjects.

Field Trips

Bus tours were organised in an effort to offer a more direct experience to students. Tours were organised for students and non-students, covering the historical Bridgetown and the Bus Tour: "From Bussa to Independence – Bussa Rebellion Heritage Tour" that covered areas known to be sites of the Slave rebellion of 1816.

The History Forum

The Department's History Forum remains a natural meeting place for all those with an interest in history to learn about current research, discuss current trends in the discipline, and share ideas. Presentations are made every other Friday at 4.30 pm in the Bruce St. John Conference Room.

- **The History Forum on Facebook.** The social media forum developed by Dr Tara Inniss to interact directly with students and the public in general. Debates, news, events, historical sources like documents and photos, etc. are posted on the page. The page is quite popular among young people.
- **The History Forum Blog** also developed and maintained by Dr Tara Inniss, brings articles, news and events. It is at the same time an instrument of social media and another resource for history students.

MA in History Programme

Having revised its MA in Heritage Studies programme in 2012-2013, the Department embarked on revising its MA in History programme. The revised MA in History will continue to provide academic training for persons desirous of enhancing the skills necessary for advanced historical research and writing; to improve their capacity to effectively teach the subject within the region's schools and tertiary institutions. In addition, candidates will be exposed to a repertoire of new digital communication skills with which to enhance their own research competencies as well as their capacity to more effectively communicate the discipline across various communities and generations. A critical core consisting of three (3) compulsory courses covering fundamental areas such as historiography, theory, philosophy, contemporary debates within the discipline, as well as a range of hands-on digital techniques to enhance both research and teaching competencies, has been identified. Also identified are a number of elective courses, some of which hold great potential to empower our graduates to engage in film scripting and documentary production. Thus, the revised MA History will encourage the marriage of History with adjunct marketable skills in the kindred areas of documentary production, images and sound heritage preservation.

PHILOSOPHY

The peculiarity of Philosophy lies in the fact that its subject matter is unrestricted and, in finality, it is, therefore, an effort to understand the world, its meaning, and values in totality. Its field (subject matter) is broad and inclusive. It attempts to answer questions about the kind of universe in which we live and what the end of life may reasonably be. Philosophy, while using the facts and descriptive material presented by other fields of study, goes beyond description to inquire into the nature, the values, and the possibilities of things. In its cogitation, the goal of Philosophy points in the direction of understanding and wisdom. Philosophy, therefore,

plays an important role within the Academy and in everyday life. It is with this in mind that the Department has continued to undertake several activities in an effort to raise the profile of Philosophy as a crucial subject area to be valued and explored. The discipline of Philosophy undertook major activities, as outlined below.

Philosophy Interest Group (PHIG)

The Philosophy Interest Group is based around the practice of bi-monthly public discussions on specially selected topics, the majority of which pertain to current affairs. During 2014-2015, PHIG continued to act as a forum for discussion by staff in the Department and other persons interested in the exploration of philosophical issues. The forums have continued to attract persons who are not trained philosophers and have, therefore, not had the benefit of classroom philosophy.

Cave Hill Philosophy Symposium (CHiPS)

This is the annual flagship activity of Philosophy at Cave Hill. Started in 2005, the aim of the Cave Hill Philosophy Symposium (CHiPS) is to foster dialogue between various approaches to philosophy on a wide variety of topics in the hope that, even if resolution is not possible, it might at least be possible to encourage different traditions to converse with each other. It additionally aims to explore links between philosophy and related theoretical endeavours in such fields as politics, literature and psychology.

STAFFING CHANGES

- Dr Aviston Downes was nominated as Senior Researcher Fellow.
- Dr Elaine Rocha was appointed as Head of the Department of History and Philosophy.
- Dr Henderson Carter was promoted to Senior Lecturer.
- Dr Richard Goodridge was appointed as coordinator for Department's graduate studies programme.

Visitors to the Department

- Professor Linda Martin Alcoff of Hunter College, CUNY. Professor Martin Alcoff delivered the CHiPS Lecture.
- Dr Antonio Tillis, Dean of the School of Languages, Cultures and World Affairs at the College of Charleston. Dr Tillis met with the Head of Department about improving the exchange between Cave Hill and College of Charleston students.
- Professor Franco Barchiesi, Department of African American and African Studies, Ohio State University; and Andrews Fellow, Harvard University. Professor Barchiesi participated in the History Forum presenting a paper entitled “Liberalism and Antiracism: The Atlantic Racial Paradigm of Labor Between the Nineteenth and Twentieth Century” on April 29, 2016.

RESEARCH IN PROGRESS

Dr Elaine Rocha

- Post Abolition Blues: Brazilian struggle for racial equality at the turn of the 20th century.
- Milton Gonçalves: a biography.
- Crime and Domestic Violence in Brazil.

Dr Henderson Carter

- The Dictionary of Barbadian Biography.
- Cave Hill Campus Heritage Resources (with Tara Inniss).

Dr Tara Inniss

- *A Guide to Slave Route Sites of Memory in the Caribbean*. (with Alissandra Cummins) [forthcoming from Caribbean Studies Press].
- Barbados Demographic Study Project (with Bernd Sing and Peter Chami).
- Cave Hill Campus Heritage Resources (with Dr Henderson Carter).
- “A Leg Up or a Handout?": Philanthropy in Barbados. Eds. Aviston Downes and Tara Inniss. Barbados Museum and Historical Society.

- “A Perfect Storm: Epidemic Disease in Barbados, 1916-21.” In *Medical History and Manguinhos* (Portuguese translation) (Forthcoming in 2017).

Dr Sabrina Rampersad

- *The Tell Gabara Archeological Research Project. Egyptology: Late Second Dynasty* (circa 4000 b.C.). Eastern Delta, Egypt. (ongoing research).

Mrs Roxanne Burton

- “Personal identity formation as a process of negotiation in the novels of Jamaica Kincaid”. PhD research.

Dr Rodney Worrell

- Revising and expanding book on Pan-Africanism in Barbados

Dr Frederick Ochieng-Odhiambo

- Role of Sagacity in Educational Philosophizing.
- Césaire’s Contribution to African Philosophy.
- *Pan Africanism, African Nationalism and Global Africanism*. (Manuscript in preparation for publication).
- *Essays on some Socio-political-economic Concerns in Africa*. (Manuscript in preparation for publication).
- African sagacity and the conceptualisation of some Luo terms such as *ero kamano* (thank you), *tho* (death), *dhi tedo* (marriage of a lady).

STAFF ACTIVITIES

Ms Roxanne Burton

- Joint coordinator of the 10th Cave Hill Philosophy Symposium (CHiPS).
- Membership of university and campus committees – Faculty Representative on the Campus Library Committee.
- Membership of Professional Associations – International Society for African Philosophy and Studies and the American Philosophical Association.

- Membership of Editorial Board – Caribbean Journal of Philosophy.

Professor Frederick Ochieng-Odhiambo

Membership to Professional Associations

- Member, Philosophical Association of Kenya (PAK)
- Member, Caribbean Philosophical Association (CPA)
- Associate Member, Council for Research in Values and Philosophy (CRVP)

Membership of Editorial Board

- Member, *African Philosophy: A Journal of African Philosophy*.
- Member, *Caribbean Journal of Philosophy*.
- Member of the Advisory Board, *Confluence: Online Journal of World Philosophies*.
- Member, *Journal of Global Justice*.
- Member, *Thought and Practice: Journal of the Philosophical Association of Kenya*.

Administrative Positions Held/ Membership of Campus Committees

- Deputy Dean (Planning), Faculty of Humanities and Education, The UWI, Cave Hill Campus.
- Member, Research Commercialisation Subcommittee, The UWI, Cave Hill Campus.
- Member, Public Engagement Subcommittee, The UWI, Cave Hill Campus.

Professional (Academic) Service/ Public Service

- Chair of the LoC that organised The Inaugural Pan African Colloquium held between January 13 and 15, 2016, at The University of the West Indies, Cave Hill Campus.
- Chair of the Organising Committee that organised the 11th Cave Hill Philosophy Symposium (CHiPS) held on November 11, 2015.
- External assessor for two applications for promotion to professorship at the University of Ibadan, Nigeria.
- Gave a lecture on some aspects of African culture to students of St. George Secondary School during the Black History Month on February 19, 2016.

Dr Henderson Carter

- Member of Campus Lecture Series Committee on Barbados' 50th anniversary, 2015-2016.
- Department of History and Philosophy Representative on the Barbados Museum and Historical Society Publications Committee, 2015-16.
- Chaired Panel 6 Maritime Movements, Association of Caribbean Historians Conference, Havana Cuba, June 3-10, 2016.
- Conducted CXC CAPE orientation workshop for teachers, Ministry of Education, May 25, 2016.
- Organised and led Bussa Rebellion Heritage Tour, Department of History and Philosophy, April 16, 2016.
- Script, Bussa Rebellion Heritage Tour, April 2016
- Introduction of Prime Minister Freundel Stuart, Launch of National Monument Competition, Main Guard, Garrison, St. Michael, February 3, 2016.
- Participant CXC CAPE Syllabus Review Panel Meeting, January 25-29, 2016.
- Address at the 90th Anniversary Dinner, Beckles Road Church of the Nazarene, at the Barbados Public Workers' Credit Union, January 23, 2016.
- Historic Tour of Cave Hill Campus for Department of Government, Sociology and Social Work, February 23, 2016.
- Participant Faculty of Humanities and Education Professional Development Panel, Codrington College, January 22, 2016.
- Walking Tour of Bridgetown for students from the Université des Antilles, Martinique, November 10, 2015
- Bus Tour of Central and Northern Barbados, for UWI Exchange Students, October 24, 2015.
- Participated in two-part television documentary produced by the Barbados Government Information Service entitled: Hurricane Janet: Her Stories 60 years later.
- Lectures for CARITALENTS Students at UWI, Cave Hill, August 27 and 28 and September 5, 2015.

Dr Aviston Downes*Administrative Positions Held/ Other Staff Activities*

- Co-ordinator, Oral History Project, UWI, Cave Hill Campus.
- Chairman, Documentation Project, UWI, Cave Hill Campus.
- Co-supervisor for PhD thesis: Margareth Broomes; Afi Martin; Tennison Cummins

Dr Tara Inniss*Membership of professional associations*

- Association of Caribbean Historians Executive Committee 2014-present.

Membership of editorial boards

- Journal of Atlantic Studies (Taylor and Francis) Editorial Board.

Membership of university and campus committees.

- Strategic Planning Sub-Committee, Department of History and Philosophy, Cave Hill Campus.
- Postgraduate Planning Sub-Committee, Department of History and Philosophy, Cave Hill Campus.
- UWIHARP Steering Committee, Cave Hill Campus.
- 50th Anniversary of Barbados' Independence Planning Committee, Cave Hill Campus.
- Cave Hill Campus Heritage Committee.
- Grounds Committee, Cave Hill Campus.

Public service/other activities

- Member, Barbados Museum and Historical Society Council.
- Member, Publications and Programming Committee, Barbados Museum and Historical Society.
- Coordinator, The History Forum, Departmental Series, 2008-present.
- Member, Panama-Barbados Connection Committee, Ministry of Foreign Affairs and Foreign Trade, 2013-present.
- Member, Barbados-Carolina Connection Committee, Ministry of Tourism and International Transport.

- Member, Barbados World Heritage Committee, Ministry of Culture, Youth and Sports.
- 50th Anniversary of Barbados' Independence Planning Committee Heritage and Culture, Ministry of Foreign Affairs,, Government of Barbados.
- Technical Expert, Caribbean Action Plan for World Heritage, 2015-2019, Regional Meeting, Havana, November 26-28, 2014.
- Technical Expert, "Beyond Reparations: Strengthening the Slave Route Project in the Caribbean Region" UNESCO Slave Route Project and St. Kitts and Nevis National Commission for UNESCO , July 7-8, 2015.

Dr Sabrina Rampersad

- Archaeological Fieldwork: Egypt 2015. Director: Tell Gabbara, Sharqiya Province. Eastern Delta, Egypt, Regular season of excavations, July 2 to August 22, 2015.
- UWI Cave Hill: Postgraduate Coordinator: MA in Heritage Studies, 2014/2015 academic year.
- Caribbean Heritage Institute (CHI): Coordinator of the CHI (in initial collaboration with the Organization of American States (OAS).

Work conducted in 2015:

- Formed Interim Advisory Board of Caribbean members: Jan to March, 2015.
- Worked on formation of a governance model for the CHI: Jan. 2015 to May 2015, in consultation with all advisory board members.
- Workshop held in Barbados and attended, May 6 to 8, 2015, with representatives from across the Caribbean, including UWI St. Augustine Campus, and UWI Mona Campus. The organizational plan and directives for the CHI were decided during this workshop.
- Logo and branding for the CHI begun June, 2015, and is ongoing (in collaboration with USA consultants, Take Two Services).

Dr Elaine Rocha*Membership to Professional Associations*

- American Historical Association, AHA – USA.
- Conference of Latin American Historians, CLAH – USA.
- BRASA – Brazilian Studies Association. USA.
- LASA – Latin American Studies Association. USA.
- Associação Nacional dos Professores de História, ANPUH (Brazil).
- Barbados Museum and Historical Society (BMHS), Barbados.

Membership of Editorial Board

- Member, *Revista Outros Tempos*, Journal of the Department of History of Universidade Estadual do Maranhão, Brazil.
- Member, *Revista de História Comparada*, Journal of the Programme of the Post- Graduation in História Comparada da Universidade Federal do Rio de Janeiro, Brazil.

Memberships of University and Campus Committees

- Member of Board of Director of the UWI-Press.
- Member of the Faculty Fund Raising Committee.
- University Examiner for Latin American History, University of the West Indies

CONFERENCE PAPERS, PUBLIC SEMINARS, etc..**Tara Inniss**

- “Reaching Across the Seas: Opportunities and Challenges in Research Collaboration in the Digital Caribbean: The Caribbean Slave Route Digital Documentation and Education Project”. 48th Annual Association of Caribbean Historians (ACH) Conference, Havana, Cuba, June 5-9, 2016.
- “Freedom’s Footprints – Opportunities for Collaboration and Exchange: The Guide to Slave Route Sites of Memory in the Caribbean”. ICOM-ICTOP 2015 Conference “Winds of

Transformation: International and Caribbean Futures for Teaching Holistic, Inclusive, Tangible and Intangible Culture

and Heritage”. Bridgetown, Barbados, October 14-17, 2015.

- “Shifting Diagnoses: Epidemic Disease and Race-based Medicine in the British Caribbean” Public Health in Latin America and the Caribbean Conference, Fiocruz, Rio de Janeiro, Brazil July 1-4, 2015.
- “Isolation Road: Public Health and Sanitation 1854 and Beyond”. Barbados Museum and Historical Society and Department of History and Philosophy 2015 Lecture Series: “Of Distempers, Diagnoses and Development: The Provision of Medical Services in Barbados” April 1, Queen’s Park Steel Shed, Bridgetown, Barbados.
- “From Codrington to Cave Hill: University Heritage in Transition”. First Seminar on University Cultural Heritage, University of Havana, Cuba, March 18-20, 2015.
- “A Vision for the Future: Sustainable Tourism Development in Barbados”. Be the Change Barbados EVOLVE Meeting. The Garrison, Barbados. January 28, 2015.

Henderson Carter

- ‘Barbados’ History and Culture’ to Students of the Texas A & M University, at the Caribbean Institute of Meteorology and Hydrology, May 26, 2016.
- ‘Resisting Hegemony: Black Entrepreneurship in Colonial Barbados 1900 – 1966’, Business History Conference 2016, Portland, Oregon, April 1, 2016.
- ‘Race and Resistance in Barbados’ to students from Georgia State University, UWI Cave Hill, March 17, 2016.

Elaine Rocha

- “Historians without borders II: Extending the classroom experience across the continent”. Teaching and Technology Symposium. UWI, Cave Hill, Centre for Excellence in Teaching and Learning. June 14, 2016.
- “Historiography for Cultural Studies: Challenges of Interdisciplinarity”. Workshop for graduate students. Cultural Studies Program, Faculty of Humanities and Education. UWI-Cave Hill. Barbados, April 20, 2016.
- “Paradise is a Faraway Land. Racial representations, hierarchy and conflicts in 20th century Brazil.” Chair and organizer of conference panel. American Historical Association 130th Annual Meeting. Atlanta, January 10, 2016.
- “Barbados-Latin American Connections”. Public Lecture. Genealogy Group at the Barbados Museum and Historical Association. December 3, 2015 (with Frederick Alleyne).
- “Much more than Latin Lovers. Representations of Latin American Women”. Public seminar. Institute for Gender and Development Studies Nita Barow. University of the West Indies, Cave Hill campus, November 22, 2015.
- “O Caribe inglês: a trajetória histórica de pequenos Estados e o que eles podem ensinar ao Brasil.” Centro de Estudos Avançados Multidisciplinares, Universidade de Brasília. November 10, 2015.
- “Onda Negra, Medo Branco: Imigrantes Negros no Brasil e América Latina, Notas para pesquisa”. Lecture at the Graduate Program in Social Development and International Cooperation, Centro de Estudos Avançados Multidisciplinares, Universidade de Brasília. November 12, 2015.

Rodney Worrell

- “The elusive Pan-African Dream: Will it ever become a reality?” the Inaugural Pan-African Colloquium at the University of the West Indies Cave Hill January 2016.

- “Cricket and Pan-African Protest in Barbados 1966-1992,” at the Association of Caribbean Historian Conference in Cuba in June 2016.
- Israel Lovell Memorial 25th Anniversary Lecture entitled “Israel Daniel Lovell: Pan-Africanist, Champion of the Working Class” at the Barbados Community College Auditorium August 2015.
- “The importance of the 1816 Revolt in Barbados and other enslaved countries,” The Embassy of Venezuela, Venezuelan Institute for Culture and Cooperation of the Bicentennial of the 1816 Rebellion. May 2016.
- “The relevance of Black History Month”. Faculty of Social Sciences University of the West Indies Cave Hill Black History Month. February 2016.
- “Why Britain should Pay Reparations” Opening Ceremony for African Awareness Month by the Coalition of Pan-African Organizations at Browne’s Beach. February 2016.
- Appeared on Caribbean Broadcasting Corporation Morning Barbados “The Relevance of Marcus Garvey’s Ideas”.

PUBLICATIONS

Books

Burton, R., **Ochieng-Odhiambo, F.** and Brandon, E. eds. *Conversations in Philosophy: Knowledge and Freedom*. Cambridge Scholars Publishing, 2015.

Burton, R., **Ochieng-Odhiambo, F.** and Brandon, E. eds. *Conversations in Philosophy: Knowledge and Freedom*. Cambridge Scholars Publishing, 2015.

Book Chapters

Downes, A. “Forging Africa-Caribbean Solidarity within the Commonwealth? Sport and Diplomacy during the Anti-apartheid Campaign,” in *Diplomatic Games: Sport, Statecraft, and International Relations since 1945*. H. L. Dichter and A. L. Johns, eds. The University Press of Kentucky: Lexington. 2014. 117-150.

Rocha, E. “Prólogo”, in *Uma viva e permanente ameaça: resistência, rebeldia e fugas escravas no Amazonas provincial*. Y. O. R. Cavalcante (author). Paco Editorial: Jundiaí. 2015. 11-14.

Journal Article

Inniss, T. “American money... English money... and a few Dutch dollars’: Migration, Identity and the Saba-Barbados Connection, 1860-1920”. *Journal of the Barbados Museum and Historical Society*. No. LXI, 2015. 106-143.

Non-Refereed Publication

Rocha E. “*Nas pegadas do romantismo, as mulheres vão à luta*”. Almanaque Urupês, Taubaté. 2016. www.almanaqueurupes.com.br/portal/textos/nas-pegadas-do-romantismo-as-mulheres-vao-a-luta/

WORK OF THE DEPARTMENT

Whilst the 2015-2016 Academic Year saw continuing challenges as a result of reduced enrolment following the introduction of student fees, this spurred many members to renewed creative efforts to confront the new scenario. The Discipline coordinators, particularly – Drs Grisel Pujalá-Soto, then Desrine Bogle (Modern Languages), Janice Jules (Linguistics), Andrew Armstrong (Literatures in English) and Mr Robert Leyshon (Graduate Studies) – made tremendous efforts to keep their disciplines and areas alive, attractive and efficient. In general, members continued to explore new avenues of sustainability through marketing, alliances with other departments and the fostering of a more entrepreneurial mind-set.

Highlights

The Department inaugurated a Richard Allsopp Memorial Lecture on January 25, 2016, also the date of a renaming ceremony for the Centre for Caribbean Lexicography in honour of Richard and Jeannette Allsopp for their long dedication and immense contribution to the University and to Caribbean Lexicography. The inaugural lecture entitled “Essentials of Caribbean Being” was delivered by Professor Ian Robertson, former Dean of the Faculty of Humanities and Education, UWI St. Augustine.

In Modern Languages, a Francophonie Day was held on campus on March 14, 2016, organized by Dr Bogle and the French section, and attracted some 250 secondary school students from throughout the island. Also in French, twenty-five Martinican students and teachers were received for a cultural exchange and campus tour on November 11, 2015. The Spanish section in collaboration with EBCCI organized a special screening and Q & A with Ciro Guerra, Director of *Embrace of the Serpent*, the first Colombian film to be nominated for an Academy Award.

The Discipline of Linguistics was also very active in outreach, with a number of members presenting in

schools on various topics. After initial success last year, this Discipline also repeated its Linguistics Forum, assembling a line-up of successful graduates to present on their careers to current students.

In Literatures in English, a re-launch of the literary journal *Poui* in March was well attended, as were readings by a number of invited authors, continuing the Discipline's long tradition of providing a regular platform for creative writers to share their work. Mr Robert Leyshon assumed the role of Editor as Professor Bryce was due to retire.

The Departmental Seminar Series successfully resumed its activities under the diligent care of Drs Nicola Hunte, Hélène Zamor and Jason Siegel. A total of four presentations took place between February and March 2016.

Two members of the Department published books: *Le Robinson antillais. De Daniel Defoe à Patrick Chamoiseau* by Isabelle Constant (Paris: L'Harmattan, 2015) and *Caribbean Irish Connections: Interdisciplinary Perspectives* ed. by Evelyn O'Callaghan, Alison Donnell and Maria McGarrity (UWI Press, 2015). Research output in general was solid, given the additional demands on lecturers' time generated by the financial challenges, with publications comprising six refereed book chapters, two refereed journal articles, five non refereed papers and one book review, whilst some twenty-one papers were presented at conferences across the world.

RESEARCH IN PROGRESS

Jane Bryce pursued research on African and Caribbean speculative fiction; Nigerian journalism; cinema and trauma; and, ongoing, personal memoir.

Korah Belgrave has continued research in the field of communication studies by analyzing the rhetoric of political cartoons. She has also explored the attitudes of students to research in the discipline of Linguistics. She

has also been conducting research as part of a team of consultants responsible for the implementation of the OECS/USAID Early Learners Programme in literacy, across six OECS countries.

Isabelle Constant is working on two entries for the Dictionnaire Le Clézio: “Hai” and “Juan Rulfo”, as requested by the Association des Lecteurs de Le Clézio.

Ian Craig continued to research on study abroad and immersion for language learning, as well as development of intercultural competence as a component of internationalization in the UWI context.

Janice Jules started research in Teachers' Pedagogic Beliefs and Knowledge in Foreign Language Teaching at the UWI: Implications for Best Practices. She continued research in Exploring the Role of Teacher Quality and Context in Defining Language Pedagogy in Secondary English Classrooms: A Comparative Case of Barbados and St. Vincent and the Grenadines with Dr Sandra Robinson; Analysis of Levels I and II Linguistic Instruction at the Cave Hill Campus to determine the Correlation to Students' Competence in the Application of Knowledge of Fundamental Concepts.

Kahiudi Mabana continued work on *Les poétiques hybrides africaines et caribéennes francophones*, started with the support of Angle/Erasmus-Mundus.

Marco Schaumloeffel continued his research on Papiamentu, Papiá Kristang and Hunsrückisch languages.

Jason Sigel commenced research on the creation of a Barbadian dictionary, the etymologies of the word *mahogany*, and a dictionary education policy for Caribbean schools. Additionally, he continued research on creolization and dictionaries of linguistics.

Evelyn O'Callaghan continued collaborative research into endangered Caribbean literary archives with Professor Alison Donnell of Reading University; with

Professor Donnell and Professor Maria McGarrity of Long Island University, co-edited a volume of interdisciplinary essays on Caribbean Irish connections; continued research into Caribbean literary representations of “madness” and co-editing papers for forthcoming collection, *Altered States*, for Palgrave Macmillan (New Caribbean Studies Series).

Hélène Zamor has continued research on Haitian Konpa music, the sugar and rum industry of Haiti and Martinique, Barbadian rum shops and Martinican village shops.

TEACHING AND STUDENTS

Korah Belgrave taught COMS 1101 Introduction to Human Communication, LING 320 Caribbean Dialectology, LING 1003 Essentials of English Grammar and LING 3202 Creole Linguistics.

Jane Bryce taught LITS 3601 African Literature, LITS 3603 African Film, LITS 2604 Creative Writing and CARI 6009 Creative Writing. She co-supervised one PhD student (at St. Augustine).

Isabelle Constant taught FREN1303 Introduction to French literature, FREN2602 The Modern French Novel, FREN3502 French Caribbean Poetry and Drama, FREN2301 African Literature in French, FREN3501 The French Caribbean Novel, COCR2040 Foreign Language Theatre in Performance.

Janice Jules taught LING2099 Research Methods in Linguistics, LING 2101 Language Acquisition, LING 2301 Sociology of Language, LING 2302 Sociolinguistics, LING6102 First and Second Language Acquisition.

Evelyn O’Callaghan taught LITS3501 Advanced West Indian Literature Seminar, LITS 3502 Special Author Seminar (collaborative online digital humanities module (“Panama Silver”) taught with colleagues at University of Miami, Amherst College and University of Florida at Gainesville, February – March, 2016), LITS2502 Caribbean Women Writers and CARI6000 Caribbean Literatures Across Languages (Interdisciplinary Masters course, co-taught with colleagues from Modern Languages). She also supervised final-year students writing HUMN3099 research papers.

Kahiudi Mabana taught FREN1304 Introduction to French Literature and co-taught two graduate courses: CARI6000 Caribbean Literature Across Languages and CARI6001 Caribbean Thought.

Jason Siegel taught LING 2004 Semantics, LING1005 Introduction to Language, LING3005 Study of Caribbean Words and LING3006 Making of Caribbean Glossaries and supervised theses of five final year students. He also developed two new courses – LING 1310 Introduction to Dictionaries and LING 2410 Language, Contact and Change.

Hélène Zamor taught FREN1401 French Language IA, FREN2001 Advanced French I, FREN3003 Business French (Conversation) FREN 1402 French Language IB.

Table 1: Postgraduate Enrolment

Discipline	PhD	MPhil	MA
Linguistics	1	-	-
Literatures in English	-	2	-
Caribbean Studies	-	-	2
Total	1	2	2

Table 1(a): Postgraduate Degrees Awarded

Discipline	PhD	MPhil	MA
French	-	1	-
Caribbean Studies	-	-	6
Linguistics	-	-	4
Literatures in English	-	1	-
Total	-	2	10

Table 3: Undergraduate Courses & Student Performance on Examinations

Chinese	Course Code	Registered Students	No. Sitting	No. Passed
Semester I	CHIN 0101	7	7	7
	CHIN 0102	1	1	1
Semester II	CHIN 0101	9	8	7
	CHIN 0102	2	2	1

Portuguese	Course Code	Registered Students	No. Sitting	No. Passed
Semester I	PORT1001	5	5	5
	PORT2001	4	4	4
Semester II	PORT1002	3	3	2
	PORT2002	3	3	3

LITS in English	Course Code	Registered Students	No. Sitting	No. Passed
Semester I	LITS 1001	23	21	21
	LITS 1005	28	28	27
	LITS 2002	17	17	15
	LITS 2101	29	29	27
	LITS 2207	6	6	6
	LITS 2306	22	22	17
	LITS 2403	18	18	18
	LITS 2514	13	13	13
	LITS 2604	7	7	7
	LITS 2901	21	20	16
	LITS 3501	3	3	3
	LITS 3601	13	13	9
Semester II	LITS 1002	25	23	21
	LITS 1003	20	19	17
	LITS 2013	16	16	15
	LITS 2118	6	6	5
	LITS 2203	8	8	6
	LITS 2502	8	8	8
	LITS 2516	9	9	9
	LITS 2603	13	12	12
	LITS 3101	13	13	13
	LITS 3303	6	5	4
	LITS 3405	14	14	14
	LITS 3502	4	4	3
	LITS 3603	8	8	5

French	Course Code	Registered Students	No. Sitting	No. Passed
Semester I	FREN 0101	20	20	17
	FREN 0102	5	4	4
	FREN 1303	6	6	6
	FREN 1401	8	7	7
	FREN 2001	5	5	5
	FREN 2214	6	6	5
	FREN 2602	2	2	2
	FREN 3003	5	5	4
	FREN 3101	9	9	9
	FREN 3502	8	8	8
Semester II	FREN 0101	9	9	9
	FREN 0103	6	6	6
	FREN 1304	5	5	5
	FREN 1402	6	6	6
	FREN 2004	7	7	7
	FREN 2301	7	7	7
	FREN 3014	10	10	10
	FREN 3501	10	10	10

Linguistics	Course Code	Registered Students	No. Sitting	No. Passed
Semester I	COMS 1101	6	6	6
	COMS 2901	7	7	6
	LING 1002	26	25	24
	LING 1005	22	20	20
	LING 2001	15	15	13
	LING 2004	16	16	13
	LING 2101	10	10	8
	LING 2301	13	13	12
	LING 3005	13	13	12
	LING 3201	24	24	18

Linguistics	Course Code	Registered Students	No. Sitting	No. Passed
Semester II	LING 1001	21	21	18
	LING 1003	14	14	5
	LING 2002	16	16	15
	LING 2099	13	13	9
	LING 2302	11	11	10
	LING 3006	17	17	16
	LING 3202	26	25	13
	LING 3501	8	8	7

Spanish	Course Code	Registered students	No. Sitting	No. Passed
Semester I	SPAN 0101	22	22	19
	SPAN 0102	6	6	5
	SPAN 1001	17	17	16
	SPAN 1214	13	13	11
	SPAN 2001	15	15	14
	SPAN 2702	16	16	12
	SPAN 3001	17	17	16
	SPAN 3502	16	16	16
	SPAN 3601	2	2	2
	SPAN 3504	13	13	13
Semester II	SPAN 0101	14	14	13
	SPAN0103	7	6	6
	SPAN 1002	16	16	13
	SPAN 1205	11	11	11
	SPAN 2002	14	13	12
	SPAN 2214	3	3	3
	SPAN 2404	12	11	8
	SPAN 3002	16	16	16
	SPAN 3503	11	11	11
	SPAN 3608	14	14	14

STAFF ACTIVITIES

Belgrave, K.

- Consultant Editor for *CHILL News*.
- Literacy Specialist, Project Implementation Consultant Team OECS/USAID Early Learners Programme.
- Consultant Editor, *New Students' Handbook*.
- Chief Judge, 50th Anniversary National Essay-Writing Competition.
- Member, Cave Hill Campus Committee – Barbados' 50th Anniversary of Independence.
- Chair, Humanities Festival Committee.
- Associate Editor, *Wadabegi Journal*.
- Faculty Liaison, Undergraduate Course Evaluation.
- Dean's Representative, Campus Committee on Examinations.

Bryce, J.

- Editorial board member of: *African Literature Today*; Michigan University Press publications in the Humanities and Arts of Africa.
- African Articulations monograph series, publ. Boydell & Brewer, UK.
- Peer assessor for *Journal of Eastern Caribbean Studies*, *Journal of African Cinemas*, *Research in African Literatures*, *ariel: an international review of literature in english*, *Africa Today*, *Black Camera*.
- Editor of *Poui: Cave Hill Journal of Creative Writing*, Issue XVI, 2015. Organised launch and readings for *Poui XVI* March 11, 2016.
- Member of Collymore Literary Endowment Award committee.
- Promotion reviewer for colleagues at The Chinese University of Hong Kong and University of Bristol, UK.
- Curator of Africa World Documentary Film Festival, Cave Hill, March 6-8, 2016.
- Organised visit of speculative fiction writer Karen Lord to two seminars with LITS 2604: Creative Writing in semester I and Speculative Fiction Writing Workshop, led by Karen Lord, in conjunction with Collymore Literary Endowment Award, November 7, 2015.
- Hosted novelist Ronald Williams as visiting writer to LITS 2604: Creative Writing, November 10, 2015.
- On judging panel of Guyana Literary Prize: Caribbean section. Attended awards ceremony Sunday November 29, at Pegasus Hotel, Georgetown; read a short story of my own at Writers' Reading, Monday November 30, at the National Library, Georgetown; attended Martin Carter Lecture at the National Library, given by Dr Stewart Brown, and read a piece from *The Bowling was Superfine*, Tuesday December 1, 2015.
- Interviewed writers for 'What's that you're reading?', a series of 30 min radio programmes on CBC Q100.7 FM. Feb 8 2016: Barbadian novelist, Karen Lord;

May 16, 2016: Jamaican poet and fiction writer, Olive Senior; June 27, 2016: Bajan-Nigerian novelist, Yewande Omotoso.

- Ran lunch-time screening of two documentaries for Black History Week, February 24, 2016.
- Organized visit of Karen Lord as visiting lecturer for two seminars with graduate students of LITS 6009: Creative Writing; and launch of Ms Lord's latest novel, *The Galaxy Game*, hosted by the students April 15, 2016. Also visits of writers Stewart Brown, Ingrid Persaud and Philip Nanton.
- Attended BOCAS Literary Festival, Port of Spain, April 27 – May 1, 2016; and Calabash Literary Festival, Jamaica, June 3-5, 2016.
- As participant in BimLitFest, chaired panel discussion 'Books Over Fifty', May 12, 2016.
- Nominator for Windham-Campbell literary awards (administered by the Beinecke Library, Yale University), in category of Caribbean fiction: prizes for a body of work, and for a single text by an emerging writer: May 2016.

Constant, I.

- Co-organised "Francophone Day" Cave Hill Campus, March 14, 2016.
- Participated in the organisation of Modern Languages poetry reading October 21, 2015.
- Presented the French film "Amélie" EBCCI, October 29, 2015.

Craig, I.

- Coordinated and presented a promotional orientation event for study abroad programmes in Spain and Mexico, November 14, 2015.
- Coordinated Cave Hill-Ecuador Cultural Exchange Pro-gramme, involving ongoing tandems between Cave Hill Spanish students and visiting Ecuadorean ESL learners, February-June 2016.
- Expert Panellist in discussion with visiting Colombian film director Ciro Guerra after screening of his Oscar-nominated work *The Embrace of the Serpent*, Cinematheque, Errol Barrow Centre for Creative Imagination, March 31, 2016.
- Accompanied two students to Santander, Spain, as part of first delivery of new course HUMN3015 Immersion for Languages, July 2016.

Jules, J.

- Consultant and Reading Specialist for The Caribbean Society for the Advancement of Higher Education Research (CSAHER): Member of the Project Implementation Consultant Team for the OECS/USAID Early Learners Programme.
- Chair of Local Organising Committee of 19th Annual Islands-in-Between Conference co-organised by the University of Puerto Rico at Río Piedras; The University of the West Indies, Cave Hill Campus, and the Virgin Islands Caribbean Cultural Center, University of the Virgin Islands, 2016.

- Faculty of Humanities and Education Representative for Alumni Network of The University of the West Indies Alumni Association, Barbados Chapter.
- Faculty Representative on 50th Anniversary of Independence Scholarship' Subcommittee.
- Member of the Planning Committee for Humanities Festival, Faculty of Humanities and Education.
- Presenter of "The Lecturer's Experience" at the UWI, Cave Hill, Campus' Orientation for New Academic Staff.
- Faculty Representative for the Faculty of Science & Technology.
- The Dean's Representative on the Campus Committee for Undergraduate Awards.

Mabana, K.

- Head, Department of Language, Linguistics and Literature from August 1, 2013 – July 31, 2016
- Member, Academic Board, 2013 to the present.
- Member, Advisory Committee, EBCCI, 2015 – .
- Acted as University Examiner for UWI St Augustine for FREN 2605 The French Novel in the Nineteenth Century.
- Attended the seminar organized by the AUF (Agence Universitaire de la Francophonie), UWI Mona, Jamaica, December 2-4, 2015.
- Attended the Faculty Retreat, Codrington College, January 22, 2016.
- Attended the Naming Ceremony of the Richard and Jeannette Allsopp Centre for Caribbean Lexicography, January 25, 2016.
- Delivered opening remarks to welcome Professor Ian Robertson at the Inaugural Richard Allsopp Memorial Lecture, January 25, 2016.
- Participated in the AQAC Review, CETL Evaluation, February 23, 2016.
- Re-initiated the LLL Seminar Series, and attended its opening on March 3, 2016.
- Delivered opening remarks at *Poui* launch, March 11, 2016.
- Delivered opening remarks at Francophonie Day, March 14, 2016.
- Participated in the Focus Group of Heads of Departments for the Vice-Chancellor One UWI Project, March 15, 2016.
- Received Mr Stefani, representative of Alliance Française, Ambassade de France, Ste Lucie, March 24, 2016.
- Delivered opening remarks at the Linguistics Forum, April 1, 2016.
- Participated in the Student Award Ceremony, April 5, 2016.
- Attend the FHE Extravaganza, April 8, 2016.
- Participated in the review of Literatures in English, April 11, 2016.
- Attended the Annual Applicants' Information Seminar, April 19, 2016.
- Attended the Forum for Academic Staff moderated by PVC Barribeau, PVC Coble, Professor Landis and Mr Ken Walters, May 17, 2016.
- Organized a Farewell for retirees Victor Simpson, Grisel Pujalá-Soto and Jane Bryce, May 27, 2016.

- Participated in the Shortlisting and Appointment processes of the Lecturer/Senior Lecturer for the “Hispanic Studies” Post.

Siegel, J.

- Completed three new courses for the Linguistics major – Language Planning, Sociolinguistic Theory and Variationist Sociolinguistics.
- Member of the Organising Committees for the Department’s Research Forum.
- Member of the Local Organising Committee for the Islands-in-Between Conference scheduled for November 2016.
- Chair of the Local Organising Committee of the Dictionary Society of North America’s 21st Biennial Conference.

O’Callaghan, E.

- Internal Examiner for PhD thesis, Department of Liberal Arts, UWI, St Augustine and conducted oral exam with external examiner, Prof John Thieme, St Augustine, April 28, 2016.
- As Editor-in-Chief, *Journal of West Indian Literature*, organized new editorial and editorial advisory team, website manager, copy editor and designer and piloted this UWI publication (first published 1986) to an online platform, with the first double issue Vol 23, No. 1 & 2, appearing in November 2015. The subsequent issue Vol 24, No. 1 was published in April 2016.
- Member of Academic Board and the Faculty Subcommittee, Appointments and Promotions.
- Organized and presented at the launch of *Caribbean Irish Connections: Interdisciplinary Perspectives*, sponsored by the Vice Chancellor’s Office, the Department of LLL, the University Bookshop and FLOW, held at The Mount Restaurant, UWI, Cave Hill, Wednesday, October 14, 2015.
- Invited participant in panel on “Getting Published,” Faculty of Humanities and Education Retreat, Codrington College, January 22, 2016.

- Chaired panel discussion, “Take Two: Stories of Home,” featuring writers Olive Senior (Jamaica) and Anton Nimblett, Bocas Literary Festival, Port of Spain, Trinidad, April 29, 2016.
- Participant in Sidney Martin Library workshop on Open Access Publishing for Academics, Solutions Centre, UWI, Cave Hill, June 14, 2016.

Zamor, H.

- Directed French play for the Annual Inter-Campus Foreign Language Theatre Festival, May 2016.

OUTREACH ACTIVITIES

Belgrave, K.

- Deputy Dean, Outreach.
- Coordinator, FHE for recruitment and outreach activities.
- Member, Advisory Committee Recruitment and Marketing.
- Invited reviewer for *Caribbean Education Research Journal* (CERJ).

Constant, I.

- Participated in a promotional and recruitment visit to Queen’s College, November 2, 2015.

Jules, J.

- Delivered the feature address to the graduating class of St. Margaret’s Primary School.
- Co-presenter on the topic, “Effective Organisation Structure: The Role of Members”, Good Shepherd Primary School.
- Invited Reviewer for *Caribbean Education Research Journal* (CERJ).

Mabana, K.

- Chief Examiner, French CAPE for the initial period 2015-2016.
- Co-set the French CAPE Examination Papers, November 9-14, 2015.

- Attended, on behalf of the Dean, the BIM Literary Festival Opening at Ilaro Court, May 13, 2016.
- Attended the E-marking session for French CAPE, June – August 2016.

Siegel, J.

- Presentations on linguistics at UWI for secondary school students (both on and off campus).
- Instructor for UWI I01 Linguistics Workshop.
- Meeting with CXC to develop a School-Based Assessment based on dictionaries for English Language classes.
- Solicited and received a donation of a collection of linguistics books from Professor Emeritus Terry Pratt of the University of Nova Scotia to the Richard and Jeanette Allsopp Centre for Caribbean Lexicography.

O’Callaghan, E.

- Discussant at Book Launch of Roslyn Russell, *Maria Returns: Barbados to Mansfield Park* organized by Barbados Museum, Cin Cin Restaurant, October 23, 2015.
- Served on selection committee of the Eastern Caribbean Rhodes Scholarship Selection Committee, Government House, Barbados, November 24, 2015.

VISITORS and INTERNATIONAL LINKS

Belgrave, K.

- The Department was host to Ms Christine Stuka, a PhD student at the University of Giessen, Germany from February 01 – April 30, 2016. Ms Stuka was attached to Dr Belgrave in the Discipline of Linguistics while she collected information on Bajan phonology.

Constant, I.

- Organized the visit of 25 Martinican students and teachers for a cultural exchange and campus tour, November 11, 2015.

Craig, I.

- Cave Hill Liaison for the new UWI–Heart for Change Project, which entailed coordinating, in conjunction with Colombian Assistant and Co-Coordinator Paola Pinto, all aspects of the sojourn of two Colombian intern/volunteers September–December 2015. The interns taught Survival Spanish courses to over 120 members of the campus community (both staff and students), as well as offering invited cultural presentations and blogging about their experience for the ongoing Caribbean Study Abroad Project. Four more intern/volunteers are due to arrive in September 2016.

Jules, J.

- Coorganised the linguistics students' interactive sessions with Professor Emeritus Peter Roberts and Professor Hubert Devonish.
- Coordinated the Linguistics Forum with graduate linguistics students: Wayne Jordan, Kerry Belgrave, Tirshatha Jeffrey Asan Hoyte, Kathy-Ann Waithe Gibson, Stefan Lorde and Lisa Yarde.

Siegel, J.

- The Richard and Jeannette Allsopp Centre for Caribbean Lexicography was host to Cristiano Furiassi of the University of Turin, Italy from September to December, 2015. Dr Furiassi conducted research on Barbadian English and rum terminology.

O'Callaghan, E.

- Professor Stewart Brown, Birmingham University, visited the Department as guest lecture to LIT5502: Caribbean Women Writers on Caribbean Women's Poetry, February 1, 2016.

PAPERS PRESENTED AT CONFERENCES

Belgrave, K. and J. Jules. "Students' Attitudes Towards Research on Caribbean Linguistic Problems: Perceptions of The Application of Research Findings." Presented at the Caribbean Island Cultures Conference, St Kitts, November 5-7, 2015. Address.

Bryce, J. "'April is the cruellest month': time, myth and trauma in the Rwandan Genocide Film." Panel on Projecting Trauma in African Cinema. Presented at The 42nd Annual African Literature Association Conference: Justice and Human Dignity in Africa and the African Diaspora, Atlanta, Georgia, April 6-9, 2016. Discussant.

---. 'Desperate Optimism: Biodun Jeyifo and Talakawa Journalism.' Panel On (Radical) Theory and Society: The Courier for the Poor Carries A Hammer. Presented at The 42nd Annual African Literature Association Conference: Justice and Human Dignity in Africa and the African Diaspora, Atlanta, Georgia, April 6-9, 2016. Address.

Constant, I. « Le Robinson antillais de Patrick Chamoiseau: poursuite d'une humanisation » Presented at The International Colloquium on « Quel 'nouvel humanisme' francophone contemporain ? » Université Paris-Sorbonne CIEF – CELLF, June 16-18, 2016. Address.

Craig, I. "Translation and the Contemporary Anglophone Caribbean Higher Education Space". Presented at The Caribbean Philosophical Association Conference, Storrs, Connecticut, June 16-18, 2016. Address.

Jules, J. and K. Belgrave "Students' Attitudes Towards Research on Caribbean Linguistic Problems: Perceptions of the Application of Research Findings". Presented at The Caribbean Island Cultures Conference, St Kitts, November 5-7, 2015. Address.

Mabana, K. «Ecrire en situation postcoloniale: la francophonie en question.» Presented at What is Postcolonial Thought? Conference, Université des Antilles, Martinique, November 23-25, 2015. Address.

---. "Patrice Emery Lumumba in Caribbean Literature, Music and Film." Presented at the Heroines and Heroes of the Back to Africa Movements, Pan Africanism, African Nationalism and Global Africanism: Their Philosophies, Activities and Legacies Conference. Cave Hill Campus, January 12-15, 2016. Address.

O'Callaghan, E. "Bringing up the Bodies." Roundtable, "Rethinking Postwar Anglophone Caribbean Literature: Nation, Gender, and Genre." Presented at The 34th Annual Conference on West Indian Literature. University of Puerto Rico, Río Piedras Campus Oct. 1-3, 2015. Address.

---. With Alison Donnell, "Collaborative Skills, Recovery Research and Material Encounters: Caribbean Literary Culture Before the 1950s Boom." Presented at The ICOM-ICTOP 2015 Conference, UWI Cave Hill and Barbados Museum, October 14-16, 2015. Address.

---. "Black Irish, White Jamaican: Real and Imagined Irishness in Caribbean Literature." Presented at The 40th Annual Conference of the Society for Caribbean Studies, Newcastle University Centre for Latin American and Caribbean Studies, July 6-8, 2016. Address.

---. Invited participant, Roundtable on "Irish Caribbean Co-ordinates: Remapping the Black and Green Atlantic," Irish Caribbean Connections: An Interdisciplinary Conference, University College, Cork, July 22-23, 2016. Discussant.

Zamor, H. "The Popularity of Haitian Konpa Music in Guadeloupe and Martinique." Presented at The Annual Caribbean Studies Association Conference, Haiti, June 5-11, 2016. Address.

PAPERS AND PRESENTATIONS

Belgrave, K. "Linguistics: Myths, Metaphors and Idioms and the Challenges of Translation". Presented at The United States Virgin Islands Literary Festival and Book Fair 2016, St. Croix, April 21-23, 2016. Address.

Bryce, J. "'My story is not a nice story': Raoul Peck's 'African' films." Presented at The Caribbean Cinema Now Symposium to mark the 10th Anniversary of Trinidad and Tobago Film Festival, September 24-26, 2015. Address.

---. 'Something old, something new: Caribbean speculative fiction.' Joint seminar with Karen Lord. Presented at the Department of Language, Linguistics and Literature Seminar Series, March 17, 2016.

Constant, I. "Patrick Chamoiseau: the Baroque in Texaco." Presented at Utah Valley University, 3 Feb. 2016 and High Point University, February 25, 2016.

Mabana, K. "Rapport sur l'enseignement du Français à Cave Hill." Presented at the Association Universitaire de la Francophonie Workshop, December 1, 2015.

O'Callaghan, E. "Wide Sargasso Sea by Jean Rhys: 50 Years On." Presented to the Bim Lit Fest panel, National Library of Barbados, May 12, 2016.

Siegel, J. Workshop presentation on "El trabajo del Centro de Lexicografía caribeña: pasado, presente y futuro." Centro de Lingüística Aplicada, Santiago de Cuba, August 2015.

---. "Teaching Lexicography to Increase Language Awareness: Toward a Caribbean Educational Policy." Presented at the Department of Language, Linguistics and Literature Seminar Series, March 2016.

Zamor, H. "The History of the Rum Industry in Martinique." Presented at the Department of Language, Linguistics and Literature Seminar Series, March 3, 2016.

---. "The East Indian Population of Guadeloupe and Martinique." Presented at Black History Month celebrations, Faculty of Social Sciences, February 26, 2016.

FORTHCOMING

Bryce, J. 'Popular fiction in Africa and the Caribbean', for *Oxford History of the Novel in English 11: The Novel in Africa and the Atlantic World*, ed Simon Gikandi. Oxford University Press.

---. 'Roses and Bullets: Intimate Violence in the Biafran Heartland.' In *Emerging Perspectives on Akachi Adimora-Ezeigbo*, eds Rose Sackeyfio and Blessing Dialla-Ogamba.

---. 'Desperate Optimism: Biodun Jeyifo and Talakawa Journalism.' Special Issue of *Journal of the African Literature Association (JALA)*, ed Tejumola Olaniyan.

---. 'African Futurism: Speculative Fiction and "Rewriting the Great Book":' *Research in African Literatures*.

Constant, I. Rev. of *Teaching Anglophone Caribbean Literature*. Supriya M. Nair Ed. New York: The Modern Language Association, 2012. 461 *NEF: Nouvelles Etudes Francophones* 30.2

---. Rev. of François, Cyrille. *Aimé Césaire, Cahier d'un retour au pays natal, étude critique*. Paris: Editions Honoré Champion *NEF: Nouvelles Etudes Francophones* 30.2(2015):125. Print.

Craig, I "Overseas Sojourning as a Socioeconomic and Cultural Development Strategy: A Context Study of the University of the West Indies", *Study Abroad Research in*

Second Language Acquisition and International Education, Vol.1, no.2 (2016), 277-304.

---. "Student-Centered Second Language Study Abroad for Non-Traditional Sojourners: An Anglophone Caribbean Example", in *Second Language Study Abroad Programming, Pedagogy, and Participant Engagement*, ed. by John Plews and Kim Misfeldt. London: Palgrave Macmillan (2017).

Jules, J. "The Marry of Strategies and Technology in Grammar Instruction in Foreign Language at the UWI."

---. "Teachers' Pedagogic Beliefs and Knowledge in Foreign Language Teaching at the UWI: Implications for Best Practices."

---. "Dis Language is Ours'- The Link between Cultural Identity and Language: A Contrastive Case Study of the Preservation of Bajan Dialect in Atlanta, Georgia and Brooklyn, New York."

---. Exploring the Role of Teacher Quality and Context in Defining Language Pedagogy in Secondary English Classrooms: A Comparative Case of Barbados and St. Vincent and the Grenadines. Co-research with Dr Sandra Robinson.

Siegel, J. and Cristiano Furiassi. "On a Barbadian Dictionary: Lessons from Noah Webster."

Allsopp, Jeannette and **Jason F. Siegel**. "El trabajo del Centro de Lexicografía Caribeña: pasado, presente y futuro." *Káñina*.

Siegel, J. "Valdman, Albert. 2015. *Haitian Creole: Structure, Variation, Status, Origin*." *The French Review*, vol. 90, No. 1.

Siegel, J. and Krista St Juste. *CariCheck*. Barbados: Richard & Jeannette Allsopp Centre for Caribbean Lexicography.

Siegel, J. Ed. *Caribbean Lexicons*. Berlin: Language Science Press. Studies in Caribbean Linguistics.

Siegel, J. "Teaching lexicography to increase language awareness: Toward a Caribbean educational policy." *Caribbean Lexicons*. Ed. Jason F. Siegel. Berlin: Language Science Press.

Roksandic, I. and **Jason F. Siegel**. *Dictionary of Pre-Columbian Place-Names of the Caribbean*. Mona, Jamaica: UWI Press.

O'Callaghan, E. With Bénédicte Ledent, "Caryl Phillips's *The Lost Child*: A Story of Loss and Connection," *Ariel* (Special Issue on Caryl Phillips).

PUBLICATIONS

Edited Book

O'Callaghan, E., Donnell, A. and McGarrity, M. eds. *Caribbean Irish Connections: Interdisciplinary Perspectives*. The University of the West Indies Press: Jamaica. 2015. 1-16.

Refereed Book Chapters

Bryce, J. " 'My story is not a nice story': Sometimes in April and the Rwandan Genocide Film." *Raoul Peck: Power, Politics and the Cinematic Imagination*. T. Pressley-Sanon, and S. Saint-Just, eds. Lexington Books: London, 2015. 61-86.

Bryce, J. "What is the Country? Reimagining National Space through Women's Writing on the Biafran War." *Writing the Nigeria-Biafra War*. T. Falola, and O. Ezekwem, eds. James Currey: United Kingdom. 2016. 423-453.

Mabana, K. "Francophone Caribbean Writers and the Legacy of Negritude: A Critical Evaluation." *Caribbean Dynamics: Recon-figuring Caribbean Culture*. B. Boufoy-Bastick, and S. Chinien, eds. Ian Randle Publishers: Jamaica. 2015. 20-35.

O'Callaghan, E., Donnell, A. and McGarrity, M. "Introduction." *Caribbean Irish Connections: Interdisciplinary Perspectives*. The University of the West Indies Press: Jamaica. 2015. 1-16.

Edited Journal

O'Callaghan, E. ed. *Journal of West Indian Literature* Vol. 23. No. 1, 2. 2015. www.jwilonline.org.

Refereed Journal Article

Bryce, J. " 'Poetry and Fish on the East African Coastline.' Review of Jeroen van Velzen, Wavumba: Those Who Smell of Fish. 2012. And Ron Mulvihill, Poetry in Motion: 100 Years of Zanzibar's Nadi Ikhwan Safaa. 2012." *African Studies Review* Vol. 58, no. 3. 2015. 271-277.

Peer Reviewed Papers in Conference Proceedings

Constant, I. "Les objets de transmission de Dany Laferrière dans *L'Enigme du retour*." *Cultures et Valeurs* P. Marillaud and R. Gauthier eds. CALS/CAMS Université Jean Jaurès : Toulouse. 2015. 165-69.

Constant, I. "L'art de devenir heureux dans L'Empreinte à Crusoé de Patrick Chamoiseau," in *Quête du Bonheur*. B. Kędzia-Klebeko, P-F Weber, A. Kricka et al. eds. Éditions scientifiques de l'Université de Szczecin : Szczecin. 2016. 217-224.

Jules, J. "Dis Language is Mine: A Case Study of the Preservation of Bajan Dialect in Atlanta, Georgia." *Envisioning the Greater Caribbean: Transgressing Geographical and Disciplinary Boundaries – Proceedings of the 17th Annual Eastern Caribbean Island Cultures Conference*. N. Faraclas, R. Serving, C. Weijer and E. Ehteld, eds. Universitat di Kòrsou (University of Curaçao): Willemstad. 2015. 321-328.

Mabana, K. "Des littératures-mondes aux francophonies péri-phériques: une réévaluation critique." *Les littératures en langue française. Histoire, mythe et création*. P. Samba Diop and A. Vuillemin, eds. Presses Universitaires de Rennes: Rennes. 2015. 171-185.

Book Review

Constant, I. "Review of *Le Raconteur* by Dominique Deblaine." *Nouvelles Etudes Francophones* Vol. 30, no. 1. 2015. 174-175. doi: 10.1353/nef.2015.0026.

Other Publications

Bryce, J. "Foreword." *Medicine Man*. I. Liedstrand-Nwokocha. Hatch Publishers: Norway. 2016. ii-iii.

Constant, I. "Review of *Le Raconteur* by Dominique Deblaine." *Nouvelles Etudes Francophones* Vol. 30, no. 1. 2015. 174-175. doi: 10.1353/nef.2015.0026.

WORK OF THE DEPARTMENT

The Academic Year 2015-2016 began with a new Principal at Codrington College, in the person of the Reverend Dr Michael Clarke, and an additional full-time member of faculty, Dr Stephen Black whose area of expertise is Biblical Studies.

Activities during the course of the year under review included: a Codrington Community Festival on September 12, which marked the 171st Anniversary of Codrington College; three week-long Silent Retreats –December 13-18, March 21-26 and July 17-22, respectively; two Quiet Days –November 22-23 and May 7; a public lecture on The Spiritual Tradition in Islam by Shaykh Faid Muhammad Said, the attendees to which included a number of High School students, on January 19; an AQAC meeting on June 7; and a Caribbean Theology Symposium on July 25-27 hosted by Codrington College, and sponsored by the Caribbean Association of Theological Schools.

The Master of Arts Degree in Theology programme is being revised. Designing postgraduate courses in Caribbean Theology is taking longer than expected.

RESEARCH IN PROGRESS

Codrington College is engaged in a joint project with UWI, Cave Hill, and the local resident community in exploring the ways in which plants, which have been used traditionally for medicine in Barbados can be commercialized.

TEACHING AND STUDENTS

Number of students in the
MPhil Theology programme: 3

Number of students in the 3rd year
BA Theology programme: 6

Number of students in the 2nd year
BA Theology programme: 1

Number of students in the 1st year
BA Theology programme: 5

Number of students in the 1st year
LTh Theology programme: 1

Number of students who graduated with
First Class Honours: 2

Number of students who graduated with
Upper Second Class: 3

STAFF ACTIVITIES

Dr Stephen Black attended the Society of Biblical Literature Conference in Atlanta Georgia on November 21-24 and presented a paper.

Black, S. "The Meta-Historical Jesus." Presented at the Society of Biblical Literature Conference, Atlanta, Georgia, USA, November 21-24, 2015

Dr Kirkley Sands attended his annual Yale-Edinburgh Group of Scholars Conference at Edinburgh University on June 23-25 and chaired a group session on "The Christian Black Atlantic."

OUTREACH ACTIVITIES

Early in the year under review, the Principal of the College, Dr Clarke convened a meeting with the adults in the local communities. A result of this meeting was the launch of an Easter Monday fun day, involving parents and children alike.

During the summer of 2015, all the seminarians were attached to institutions such as Her Majesty's Prisons, the Government Industrial School, the Substance Abuse Treatment Centre and Parent Education in Barbados. Seminarians were released to these institutions two days per week, and were involved in an ongoing Theological Reflection on their experiences.

The College has been used by the Probation Department as a venue for its Community Service Programme. The Barbados Youth Service has also been involved in a de-bushing programme at the College.

VISITORS AND INTERNATIONAL LINKS

During the year under review, St. John's College, Durham University, contacted Codrington College with a view to redeveloping a link between Durham University and Codrington College. An affiliate relationship between these two institutions was effected in 1867.

During the weeks of February 9 – April 24, the College was host to Archdeacon David Selzer who has responsibility for the Discernment Process in the Diocese of Ottawa, Canada. Archdeacon Selzer was accompanied by his wife, Anne, a nurse physician. They both held organized meetings with the students every other Saturday.

During the week beginning March 20, Dr Mark Chapman, professor of Anglican Studies and Vice Principal of Ripon College, Oxford, was a guest at Codrington College. He strongly recommended a relationship between the two Colleges, involving an exchange of students.

BENEFACTIONS

With reference to the aforementioned joint project between UWI, Cave Hill, Codrington College and the local community, a Planning Grant of \$10,000.00 was received from the UNDP – GEF Small Grants Programme.

In an effort to reach out to areas of the province that have challenges with the cost of attending the College funds were received from the Joe Forte Trust (\$25,000.00) and the New England Company (\$9,000.00US) of the purpose of installing multimedia equipment in the two chapels and the major lecture room.

As part of the redevelopment of the College a grant of \$25,000.00 was given by SOL Barbados Inc for the upgrading of the external facilities with the view toward the creation of an area for meditation – (a labyrinth).

SOL Barbados Inc. also contributed to the Caribbean Theology Symposium. Assistance was also received from the United Society for the Propagation of the Gospel to assist persons to attend. This allowed for one person each from Belize, Trinidad and Guyana. The latter missed their flight.

PUBLICATION

Book

Sands, K. C. *Early Anglican Bishops in Bahamian History*. Blessed Hope Publishing: Saarbrücken, Germany. 2015. ISBN – 978-3-639- 50957-1.

In academic year 2015/16, the EBCCI organized the Inaugural Conference of CSEC and CAPE Performing Arts, April 4-6, 2016, with the theme, “Transforming Society through the Arts”. The Conference was a collaborative effort between the EBCCI, the Caribbean Examinations Council (CXC) and the Barbados Community College (BCC). Keynote Speaker of the Conference was Principal of the Edna Manley College of the Visual and Performing Arts, Dr Nicholeen DeGrasse-Johnson who spoke on the topic “Shifting Paradigms: Arts (Dance) Education in Jamaican Schools”.

Ms Yvonne Weekes served as chair of the Organizing Committee. Approximately 40 participants from across the region participated in the three-day conference. The conference was organized around panels and workshops focusing on CAPE Performing Arts and CSEC Theatre Arts (Drama, Dance and Stagecraft) and CSEC Music. The EBCCI technical staff led by Ms Paula Mascoll provided technical services and the Conference was streamed live compliments of CXC. Based on requests received from teachers for the conference to become an annual event, the EBCCI has been asked by CXC to submit a proposal for sponsorship to host the conference again in 2017.

The EBCCI also hosted the Second International Conference and Season of Dance under the theme “Caribbean Fusion Dance Works: Rituals of Modern Society” from May 19-21, 2016. Chaired by Ms Neri Torres, Lecturer in Dance, the conference attracted persons from the US, Japan, Jamaica, Suriname, India, Bahamas, Virgin Islands, Spain and, the UWI St. Augustine Dance programme as well as teachers and students from local dance schools, tertiary and secondary institutions. Dr L. Antoinette Stines, Artistic Director and Founder of L'Acado: A United Dance Force, Jamaica was featured as the keynote speaker together with local choreographer Gene Carson.

The Honourable Stephen Lashley Minister of Culture, Sports and Youth delivered a speech at the opening

ceremony in which he urged the continued development of the model of cultural sustainability presented by the Conference.

Strategic Planning Retreat

Under the direction of the Office of Planning, a Staff Retreat was held on February 19, 2016 to begin the process of developing a new five year Strategic Plan 2016-2020 for the EBCCI taking into consideration initiatives from the EBCCI Management Audit (2014) and the Quality Assurance Review (2015). The retreat was attended by academic and ATS staff as well as four final year BFA students.

Curriculum Review

In accordance with the decision taken by the Board of Undergraduate Studies (BUS) that a market research study be presented prior to the approval of its revised curriculum, the EBCCI, with the assistance of the Office Planning, commenced preparation of the study in March 2016.

Collaborations/Partnerships

From November 25 to December 20, 2015 the Institute for Gender and Development Studies: Nita Barrow Unit partnered with UN Women and the Errol Barrow Centre for Creative Imagination (EBCCI) to host a Human Rights Film Festival entitled *Step It Up*. The film festival, which was located primarily at EBCCI, offered patrons the opportunity to be part of the ongoing dialogue about gender equality.

A certificate course, which is a central action of the CARITALENTS international cooperation project between Italy and the Caribbean, which began June 5, 2015 was scheduled to end on June 30, 2016. The 90 credit hours “CARITALENTS, Heritage, Cultural and Human Resources” Training Course, is organized by a partnership of the University of Florence, Department

of Architecture, (UNIFI/DIDA) and The University of the West Indies, Cave Hill, Errol Barrow Centre for Creative Imagination (EBCCI). The partnership offers the UWI Open Campus Certificate – CARITALENTS: Heritage for Cultural and Human Resources Training and Development – in Barbados and Dominica. The course is financially supported by MAECI (Italian Ministry of Foreign Affairs and International Cooperation).

Annual George Lamming Distinguished Lecture

The Sixth George Lamming Distinguished Lecture was presented by Professor Charles Mills, the John Evans Professor of Moral and Intellectual Philosophy at Northwestern University on June 30, 2016 at the Walcott Warner Theatre. The lecture entitled “Defending the Castle of our Skins; George Lamming Anti Colonialism and Anti Racism, drew on the body of George Lamming’s fiction and essays. The Honourable Stephen Lashley, Minister of Culture Sports and Youth delivered the welcome address. This lecture was included in the Ministry’s calendar of events to celebrate National Heritage Month as well as the calendar of National 50th Anniversary Independence Celebrations, managed by the 50th Anniversary of Independence Celebrations Secretariat.

The event was chaired by the Coordinator of Cultural Studies, Dr Aaron Kamugisha, with approximately 100 persons in attendance.

Imagine Youth Summer Arts Programme

The Summer Arts Programme for youth was held from July 4 to 29, 2016 with 77 participants ages 11 to 16 years involved in Dance, Theatre, Film and Animation. The Camp Tutors comprised eight students of the EBCCI BFA Creative Arts programme complemented by two junior counsellors who were previous participants of the programme. Ms De Carla Applewhaite, EBCCI Producer served as the Programme Director.

Research and Creative Work

CARIFESTA XIII is scheduled to take place in Barbados from August 17-27, 2017. The EBCCI is proposing to host a conference – *CARIFESTA: New Horizons in Caribbean Arts and Heritage* – in partnership with the Ministry of Culture, Sports and Youth. This conference will present a diverse programme that will include papers and presentations from a cross section of regional and international artists, scholars and professionals.

TEACHING AND STUDENTS

BFA Creative Arts

Five new students were admitted to the BFA programme in September 2015; 12 graduated with the Bachelor of Fine Arts degree at the October 2015 Graduation Ceremony.

MA Creative Arts

Three students graduated with the Master of Arts degree in September 2015, including Ms Susan Alleyne-Forde who obtained a distinction.

Current students and graduates of the EBCCI continue to showcase their skills in the performing arts by participating in a number of campus and national arts events.

Independence Celebrations

EBCCI dance students Remington Forde, Makeda Lowe and Courtney Walker performed at *Codrington College on Friday, November 27 as part of the College's Independence Day celebrations*. Led by Dr Yvonne Weekes, the students also presented an independence concert for the campus community and the wider public in the Arts Lecture Theatre on Friday, November 27, 2015.

Nine members of the cast of the 50th Anniversary of Barbados' Independence theatrical production, *From Bussa to Barrow*, who played leading roles were graduates of the EBCCI BFA programme.

Operation Triple Threat

Two BFA students participated in the musical theatre production "Into the Woods" at Frank Collymore Hall, April 8-10, 2016. The production was presented by Operation Triple Threat, which produces musical theatre featuring youth who are skilled in the three performance skills of singing, dancing and acting.

Fresh Milk Residency

EBCCI graduates Renelde Headley and Matthew Murrell were awarded the Fresh Milk Emerging Director's Residency in partnership with the National Cultural Foundation for the periods June 20 – July 1 and Sept 5-16, 2016 respectively.

Students Engaging the CSME through Field Promotion

Two EBCCI students, Ms Reyda Gaye and Ms Melanie Grant, were among six students from the Faculty of Humanities and Education chosen to represent The University of the West Indies and Barbados on a mission to Jamaica entitled "Students Engaging the CARICOM Single Market and Economy (CSME) through Field Promotion". This CARICOM project seeks to mobilise and train tertiary students on how to identify and develop responses to CSME opportunities.

Schools Tours

The EBCCI continued its recruitment and outreach efforts through visits to various secondary schools across the island. Performance examinations in the course THEA 2210 Acting for Stage and Screen were held at Lester Vaughan and Parkinson Memorial on November 23; and at the Foundation and St. Michael's Schools on November 25, 2015. The schools selected were those which offer CSEC Theatre Arts. The EBCCI team was accompanied by Dr Sonya Gift of the Marketing Office.

End of Semester Examinations

The "Kaleidoscope" End of Semester Season took place from April 11 to May 14, 2016. The work of 12

final-year students in Dance, Film and Theatre was showcased in the Walcott Warner Theatre and was open to the general public for a nominal fee to assist with offsetting production costs.

Community Outreach

- Students Remington Forde and Courtney Walker participated at the Cuban Embassy celebration of the Cuban independence, which took place at the EBCCI in October last year.
- Remington Forde and Makeda Lowe performed at Providence School in November last year as part of the school activities for Independence Day.
- Morgan Forde was referred to Providence to carry work/study practice November last year.
- Makeda Lowe participated at the International Day of Dance, in collaboration with NCF performing at the local TV in April.

STAFF ACTIVITIES

Gladstone Yearwood

Publications – Other Media (Film)

- Writer/Producer/Director: Sweet Bottom, (94 mins. Feature Film, Pelican Films/Imagination Films, Barbados, 2015)
- (Screening) Creatively Speaking Film Series, MIST/ Madiba Harlem, New York City, September 11, 2015.
- (Screening) Errol Barrow Centre for Creative Imagination UWI Cave Hill, September 26, 2015.

Conferences/Meetings Attended and Papers Read

- "The Caribbean Perspective, Caritalents: Youth and Territory", February 11, 2016, University of Florence, Italy, School of Architecture; funded by the Government of Italy Ministry of Foreign Affairs and Italian Cooperation.
- "Creative Arts Education in the Caribbean Community (CARICOM)", CSEC CAPE Performing Arts Conference, April 5, 2016.

Academic

- Member: Review Team, The University of the West Indies, St. Augustine Campus, Department of Creative and Festival Arts Quality Assurance Review, September 2015.

Harclyde Walcott*University Ceremonies/Events:*

Co-Producer/Artistic Director: “The Induction of the Campus Principal V. Eudine Barriteau”, The University of the West Indies, Cave Hill Campus. December 2015.

Conferences Attended

- “The Inaugural Pan African Colloquium: “Heroes and heroines of the back to Africa movements, Pan Africanism, African nationalism and global Africanism: Their philosophies, activities and legacies”. The University of the West Indies, Cave Hill Campus, Barbados, January 13-15, 2016.
- The Inaugural Conference of CSEC and CAPE Performing Arts “Transforming Society through the Arts: Pedagogy and Research”: EBCCI, The University of the West Indies, Cave Hill Campus, Barbados, April 4-6, 2016.
- “Caribbean Dance Fusion Works: Rituals of Modern Society”. EBCCI, The University of the West Indies, Cave Hill Campus, Barbados, May 19-21, 2016.
- “Paradigm Shifts in African Theatre and Performance”, 2016 African Theatre Association, Annual International Conference. University of Abuja, Nigeria, July 21-24, 2016.

Professional/Academic/Community Committees/Boards

- Co-Convener: 2017 Annual International Conference of the African Theatre Association, to be hosted at Errol Barrow Centre for Creative Imagination, University of the West Indies, Cave Hill Campus, July 6-9, 2017.
- Member: Cave Hill Campus-Committee to plan for the installation of the Pro Vice-Chancellor and Principal of the Cave Hill Campus.

- Deputy Dean (EBCCI Affairs): Faculty of Humanities and Education, The University of the West Indies, Cave Hill Campus.
- Member: Executive Management Committee, Faculty of Humanities and Education, The University of the West Indies, Cave Hill Campus.
- Member: Advisory Board, Errol Barrow Centre for Creative Imagination, The University of the West Indies, Cave Hill Campus.
- Member: Executive Committee: International Council of Museums (Barbados).
- Member: African Theatre Association.
- Member: International Council of Museums.
- Member: International Federation for Theatre Research.

Yvonne Weekes*Academic*

- Oral defense of PhD and submission to Graduate Studies May 30, 2016 & August 15 respectively.

Conferences Attended and Papers Read

- “Utilising the Arts and Arts Related Strategies to Promote Positive Behaviours: Barbadian Student Perspectives, Inaugural CSEC and CAPE Performing Arts Conference, April 2016.

Professional

- Master of Ceremonies: Fifth Annual George Lamming Distinguished Lecture, September 2015.
- Conference Chair: Inaugural CSEC and CAPE Performing Arts Conference, April 4-6, 2016.
- Conducting of market research for EBCCI May 2016.
- External Examiner for BCC Theatre Arts performance examinations, Barbados Community College August 1, 2015 to July 31, 2016.
- Chief Examiner CSEC Theatre Arts August 1, 2015 to July 31, 2016.
- Reading at Waterstones, Piccadilly in London for Peepal Tree Press June 16, 2016.

- Facilitator of Memoir Writing Workshop in Leeds for Inscribe Writers June 18, 2016.
- Reading at Conference Jamaica Pulse in Bristol.
- Four week film-making training at the MET London July 4 to 29, 2016.

Outreach

- Writer, Director of new Play “The Memories Project” for Secondary Schools Tour in November 2015.
- Judge for Hometown Queen of the Festival Pageant – February 16 and 21, 2016.
- Drama teacher for Gentle Steps Arts Academy – September – December, 2015.
- Artistic Director and Producer of Independence Concert held in LTI November 27, 2015.
- Writer, Director and Producer for CSME Student Engagement Performance – October 2, 2015.
- Executive Member for CARIBNET (Caribbean Organization of Arts Presenters) August 1, 2015 to July 31, 2016.
- Coordinator of Actors/Role playing scenarios for Faculty of Medical Sciences Oral Examinations May, 2016.

Carla W. Springer Hunte*Administration*

- Oversight of the EBCCI Administration Office for the periods:
September 9-14, 2015
October 25-31, 2015

Conferences Attended and Papers Read

- “Business of the Arts: Key elements of a successful production”. Presented at the Inaugural CSEC/CAPE Performing Arts Conference 2016 “Transforming Society through the Arts: Pedagogy and Research”, April 4-6, 2016, EBCCI, UWI Cave Hill Campus.
- “The Therapy of Drama: An Analysis of Strategies Developed in Dramatherapy to Influence Change”. Presented at the 2016 African Theatre Association

(AfTA) International Conference, “Paradigm Shifts in African Theatre and Performance” – July 21-24 2016, University of Abuja, Nigeria.

Professional/Academic/Community Committees/Boards

- Co-convenor: 2017 African Theatre Association (AfTA) Annual International Conference “Many People, Many Cultures, One Humanity: Re-Centering the Poet, Poetry and Performance.” July 6-7, 2017, at the EBCCI, UWI Cave Hill Campus.
- Member of the Campus Planning Committee for the 50th Anniversary Celebration Lecture Series, responsible for the entertainment/performance aspects of the Lectures, as well as the management of the Walcott Warner Theatre for the final five lectures.
- Member: Programme Advisory Committee for the Bachelor of Arts Degree in Arts and Entertainment Management (BA-AEM) in the Division of Fine Arts, Centre for Visual and Performing Arts at the Barbados Community College. Advised, drafted and submitted syllabi for Level 2 Course - Finance and Entrepreneurship I, and Level 3 Course – Event Management: Theory & Practice – May to September 01, 2016.
- Committee Member: Caribbean Festival of Creative Arts – CARIFESTA XIII Oversight Committee, Ministry of Culture, Sports and Youth (representing UWI/EBCCI on the behalf of Professor Gladstone Yearwood)
- Judge: 2015 National Independence Festival of Creative Arts (NIFCA) – Drama/Speech – September to November 2015
- Member: Barbados Cancer Society, 2010 to present.
- Parent Volunteer: St. Gabriel’s School Parent Teacher Association.

Membership of Academic/Professional Institutes, Associations and Organizations

- Member: International Federation for Theatre Research (IFTR).
- Member: African Theatre Association (AfTA).

Andrew Millington

Academic/Professional/Community

- UFVA (University Film & Video Association) Conference: Juried Script Competition – Second Place Prize for John Crow Paradise, by Andrew Millington August 2015.
- Script Reviewer: UFVA (University Film & Video Association) Conference, August 2015.
- Statement of Competence – Caribbean Vocational Qualification (CVQ) in Assessment Level 4 Awarded July 15, 2016.

Conferences/Festival Attended and Papers Read

- “Creativity and Education: The Digital Film Image and what it means for the future of education” for the Panel: Mapping the future of Arts Education in the Caribbean: Challenges for the twenty-first century. Presented at the Inaugural CSEC/CAPE Performing Arts Conference 2016 “Transforming Society through the Arts: Pedagogy and Research”, April 4-6, 2016, EBCCI, UWI Cave Hill Campus.
- Delivered keynote Address – World Emergent Cinema Film Festival, UWI, St. Augustine, Trinidad entitled “Inward Stretch Outward Reach – Unlearning the Global”, June 2015.
- Consultant: Directing for Film and Television, TVET - Caribbean Vocational Qualification.

Neri Torres

Academic/Professional/Community

- Ms Neri Torres was part of the Quality Assurance Review Committee for St Augustine in February.
- Attended a Higher Education Conference in Cuba in February.
- Presented at Caribbean Studies Association conference in Haiti (and also was the chair of the panel) in June.
- Choreographed “City of Orichas” featuring Afro-House singer Frank Oba Lords in Miami in August.
- Submitted a dance for camera film to the international festival Screen Dance Miami

De Carla Applewhaite

Academic/Professional/Community

- Curriculum Review, April 2014 to Current.
- National Heritage Month Celebrations, Curator Movie Night In The City, June 2016.
- George Lamming Distinguished Lecture, September 2015.
- EBCCI Theatre School Tours, November 2015.
- Graduation Ceremony Motion Picture Arts Certificate.
- Coordinator UWI Open House. January 2016.
- Deputy Chair CSEC Cape Conference, April 2016.
- End Of Semester Student Productions, April to May 2016.
- George Lamming Distinguished Lecture, June 2016.
- Programme Director-Summer Arts Programme, July 4 to 29, 2016.
- Press Launch Motion Picture Arts Certificate, June 2016.
- EBCCI Film Club, September 2014 to April 2015.
- Deputy Chair Second International Dance Conference & Season Of Dance, May 2016.
- BFA Internship.
- MC Creative Arts Professional Practice.

Outreach

- Badge Tester – St. Michael School, October 2015.
- Frank Collymore Literary Endowment Committee, Perennial.
- National Committee for the Celebration of National Heritage Month, Perennial.
- Barbados Coalition Of Service Industries National Steering Week Creative Sector Steering Committee.

Conferences Attended and Papers Read

- Inaugural CSEC CAPE Conference On Pedagogy & Research.
- The Performing Arts Curriculum: Catalyst For Establishing The Creative Industry, 2016.

Association of Arts Administration Educators

- Teaching Innovation Through Strategy: Preparing For Innovation, What’s In Your Toolkit?, 2016.

WORK OF THE DEPARTMENT

By virtue of its mandate, the School of Education (SOE) at Cave Hill continued in 2015/2016 to serve the Eastern Caribbean Region in the following areas:

- Undergraduate teaching and research supervision on Campus in the BEd and the BA Psychology programmes.
- Service teaching on campus for students pursuing Minors in Education and Psychology, and for students in the BSc Psychology programme as well as Science and Technology students. Postgraduate teaching and research supervision on Campus in the MEd, MPhil and PhD programmes
- Planning, Administration and Moderation of all Examinations for the Eastern Caribbean Joint Board of Teacher Education (ECJBTE), including the Associate Degree in Education currently being offered by colleges in eight (08) countries.
- Planning, Administration and Moderation of Examinations of the BEd. at the St. Vincent and the Grenadines Community College and the Sir Arthur Lewis Community College in St. Lucia.
- Academic responsibility for the Franchised BEd Programmes in both St. Vincent and the Grenadines and St. Lucia.
- Administration and Moderation of Examinations in the Diploma in Education (Primary) and Diploma in Education (Secondary) at Erdiston Teachers' Training College, Barbados; Antigua and Barbuda; and St. Kitts and Nevis.
- Regular site visits to Teachers' Training Colleges throughout the Eastern Caribbean to monitor the delivery of courses, assess teaching practice of student teachers, provide developmental advice, and by other means provide quality assurance.
- Initiation and delivery of research projects on aspects of Education in Barbados and the Eastern Caribbean.

The SOE serves as the Secretariat for ECJBTE and holds a meeting every year. The annual ECJBTE meeting for the year 2016 was held from January 13-14, 2016 at

the Cave Hill Campus in Barbados and was attended by the Principals and Deans of the Teachers Colleges and Ministries of Education Officials from Antigua and Barbuda, Barbados, St. Kitts & Nevis, Anguilla, Grenada, St. Lucia, and St. Vincent & the Grenadines. Productive discussions were held and relevant decisions were made towards survival of fair competitions as well as maintaining the viability of our programmes in light of the other educational opportunities. It is interesting to note that UNICEF sponsored the transportation, accommodation and feeding of Chief Education Officers that attended the meeting.

The functions of the SOE are somehow tripartite and the school continued to make progress all of the three which are research, teaching and community development as mandated by the University's strategic plan for 2012-2017. In the past year, the SOE continued to build on the success of the past year in the areas of collaborating and accessing funds from international organizations such as Organization of Eastern Caribbean States (OECS), United Nations Children Fund (UNICEF) to carry out research studies and offering workshops towards enhancing the development of education in the Eastern Caribbean. For instance, using UNICEF fund, faculty are able to engage in the following research projects:

- Out of School Children Initiative – this research project was carried out in six OECS countries. The report has been submitted to UNICEF
- Child Friendly Schools Monitoring Project – This has reached advanced stage and report is about to be submitted.
- Monitoring of Progress of Implementation of Education Sector Strategy – This project is on-going and reports are consistently submitted.
- Early Childhood Education Project – Various studies and trainings in the area of Early Childhood Education are being undertaken all over the OECS.
- Gender and Educational Outcomes Project – This is on-going and entails collection of data in some locations in the OECS.

During the session 2015/2016, the SOE recorded success in the following academic/teaching and community development areas also:

- Diploma in Education for Primary Teachers was reviewed and changed from being an undergraduate programme and accepted or approved by the School of Graduate Studies and Research (SGSR).
- Bachelor of Education in Early Childhood Development Programme was written up and currently going through the process of AQAC approval.
- Some undergraduate programme courses were reviewed to attract more students to take them.
- The two issues of the SOE's Journal - Caribbean Educational Research Journal for September 2015 and April 2016 were published released, fulfilling the promise of releasing twice in an academic year. The journal is becoming a stable and consistent publication of the SOE
- An edited book by Dr Babalola Ogunkola and Dr Stacey Blackman titled *Transforming Learning: International Perspectives* published by Cambridge Scholars Publishing, Newcastle Upon Tyne, UK was released – It was a fulfilment of the promise made by the Director during the 2015 Biennial Conference of the UWI Schools of Education
- The SOE participated in the Consultative Forum organized by the Caribbean Development Bank (CDB) and made meaningful contributions to the Caribbean Education Agenda formulated.
- The Board of Studies for Associate Degree in Education Programmes met to review some of the teaching or course outlines in order to reposition the courses to deliver and meet the expectations of providing 21st skills for students.
- Faculty facilitated many professional development workshops for teacher trainers and teachers in the areas of critical thinking and school positive behaviour support principles.
- Member, Faculty Management Team.
- Member, Academic Board, UWI Cave Hill Campus.
- Supervision of all activities of the School of Education.

TEACHING AND STUDENTS

Dr Stacey Blackman

Graduate & Undergraduate Programmes

- Supervised 5 BEd Theses.
- Supervising 5 PhD students.

Undergraduate Programme

- EDSE 3100 Working with Exceptional Learners.
- EDSE 3901 The Education of Children with Physical and Health Impairments.
- EDSE 2924 Introduction to Special Education.

Graduate Programme

- EDSE 6000 Foundations in Special Education: Theories of Inclusive Education.
- EDSE 6020 Assessment of Children in Inclusive and Special Education Classrooms.

Dr Mia Jules

Semester I: Three (3) undergraduate courses:

- PSYC2014: Statistics and Research Design II (60 students).
- PSYC 2003: Physiological Psychology (140 students).
- PSYC3011: Research Paper in Psychology (11 students).

Semester II: Four (4) undergraduate courses:

- PSYC3011: Research Paper in Psychology (11 students).
- PSYC 2008: Cognitive Psychology (74 students).
- PSYC 1013: Introduction to Research Methods in Psychology (49 students, 2 TLI students).
- PSYC 3018: Forensic Psychology (86 students).

Dr Verna Knight

Graduate Level

- EDEP 6000: Advanced Sociology of Education (1 student).

- EDEP 6001: Caribbean Ideologies and Policies in Education Reform (3 students).
- EDEP 6002: Citizenship Education, Democracy and Global Trends (2 students).

Undergraduate Level

- EDSS 2910: Teaching Social Studies in the Primary/ Secondary School (6 students).
- EDSS 3200: Issues in Social Studies Curriculum and Instruction (4 students).
- EDSS 2113: The Structure and Nature of Social Studies (3 students).

Thesis Supervision:

- Graduate Students: two (2) completed.
- Undergraduate: One (1) completed.

Dr Donna-Maria Maynard

Semester I (181 students):

- PSYC2004: Personality Theory (117 students).
- PSYC3011: Research Paper in Psychology (31 students).
- PSYC3028: Theory and Practice of Counselling (33 students).

Semester II (98 students):

- PSYC3011: Research Paper in Psychology (11 students supervised).
- PSYC 3017: Personality Theory II (61 students).
- PSYC 3030: Introduction to Clinical Psychology (25 students).
- EDPS6302: Social Psychology of Education (1 postgraduate student).

Supervised/Supervising: Nineteen (19) in total, the breakdown is as follows:

Six (6) doctoral students:

- Shara Zoe – Contextualising psychologists' experiences with intelligence testing in Barbados. Completed.

- Mia Jules (awarded with high commendation) – Susceptibility to online peer influence and offline health behaviour among university students from Barbados and the United Kingdom.
- Nicora Stubbs (awarded with high commendation) – Family Functioning and adolescent academic success among sixth form and community college students in Barbados and St. Lucia.
- Allison Sugrim (co-supervising with Public Health in Med. Sciences) continuing.
- Patricia Welch continuing.
- Roberta Springer-Proverbs continuing.

Two (2) M.Ed. / M.Phil. Research Projects:

- Trudy Alleyne (MPhil.) continuing
- Sherika Hope (MEd.) continuing

Eleven (11) BA Psychology Research Papers.

Dr Babalola Ogunkola

Semester I:

- EDFA 6010: Current Issues in Education – 22 students.

Semester II:

- EDME 6010: Evaluation of Educational Programmes – 5 students
- Supervised/Supervising: Nine (9) Research Students – Master's and PhD.

STAFF ACTIVITIES

Dr Stacey Blackman

- School of Education representative Joint Board of Teacher Education January 15, 2016.
- 2015-now Vice Chancellor's representative on Open Campus Academic Board.
- 2015-now Lecture Series Sub-Committee of the 50th Anniversary of Barbados Independence Day Committee.

- 2015-now Cross Campus Representative on the 2017 Inclusive Education Conference Committee.

Conferences Attended and Papers Presented

Blackman, S., Conrad, D. A., & Philips, L. (2016.). The Pre-University Experiences of Adults with Disabilities in Barbados and Trinidad. A paper presented at the American Education Research Association “Public Scholarship to Educate Diverse Democracies” Washington, DC. April 8-12, 2016.

Williams, K., **Blackman, S.**, Abo-Deeb, T., & Conrad, D.A. (2016). Effective School Leadership in the Eastern Caribbean: Perspectives of Teachers, Principals, Parents and Pupils. A paper presented at the “NZEALS Leading for Social Justice in Education Conference, University of Otago NZ, April 20-22, 2016.

Mahon, E. & **Blackman, S.** (June 1, 2015). Parental teacher partnerships in special education in Barbados. A conference paper presented at Transforming Learning: New Frameworks and Alliances, The Schools of Education Biennial Conference, University of the West Indies, Cave Hill Campus

Dr Mia Jules

- *UWI School for Graduate Studies and Research Student Award Recipient.* Received for the Institutional Honours of High Commendation for the PhD in Education. The University of the West Indies, Cave Hill Campus; April, 2016.
- *UWI School for Graduate Studies and Research Staff Research Award Co-Recipient,* The University of the West Indies, Cave Hill campus; January, 2016.
- *Workshop Participant:* Mixed Methods Data Analysis Workshop: The UWI Regional Headquarters Building Mona Campus, Kingston, Jamaica
- *Guest Speaker,* “Morning Barbados” on the Caribbean Broadcasting Corporation (CBC) channel 8; June 20-29, 2016. Participated in two live televised discussions/forums on the issues of adolescents in a

digital world: Dangerous or Developmental and the Psychological Effects of Cyberbullying on Youth.

- *Workshop Facilitator,* Workshop for Secondary School Counsellors and other youth experts; June 8, 2016; United Nations House, Barbados.
- *External Course Moderator,* Moderation of the Course: Introduction to Research Methods in Psychology at the Antigua State College; March, 2016.
- *Guest panellist,* “The People’s Business” on the Caribbean Broadcasting Corporation (CBC) channel 8; February 28, 2016. Participated in a live televised discussion/forum on the issue of cyberbullying in Barbados.
- *Committee Member,* The Rotary Club of Barbados Anti-cyberbullying Campaign Advisory Committee; February 2016 to present.
- *University and Faculty representative,* St. Winnifred’s Parent Teachers Association Meeting, February 24th, 2016. Spoke to the parents of secondary school students about the courses offered in the Faculty of Humanities and Education at UWI and marketed UWI 101 and distributed interest forms to parents.
- *Non-Author Contributor,* to the editor of the Nation Newspaper to discuss the psychological impact of cyber bullying on youth and young adults. Robinson, M. (February 21, 2016). Docs: Online abuse just as damaging. The Sunday Sun.
- *Committee Member,* The School of Education, Education and Psychology Lecture Series, February 2016 to April 2016.
- *University and Faculty representative* at the 11th National Career showcase, the University of the West Indies, Cave Hill Campus; January 13-14, 2016. Spoke to secondary school students about pursuing studies at UWI and marketed the UWI 101 and the BA Psychology Programmes.
- *Exam Invigilator,* University of the West Indies, Cave Hill Campus; December 2015.
- *Research Committee Chair,* University Project on Drug Demand Reduction, The University of the West Indies, Cave Hill Campus. Responsible for overseeing

the development of the research proposal re: the integration of drug prevention educational material in undergraduate course syllabi at the University of the West Indies Cave Hill Campus.

- *Programme Coordinator,* UWI 101 Summer Programme. Faculty of Humanities and Education, The University of the West Indies, Cave Hill Campus; February 2016 to present. Planned and developed the programme for the 2015 – 2016 academic year.
- *Research and Evaluation Committee Chair,* UWI 101 Summer Programme, Faculty of Humanities and Education, UWI Cave Hill Campus; February, 2015 to present. Responsible for overseeing the development of the research proposal, collection and analysis of programme data.

Visitors and International Links

- *International Affiliate Member,* The American Psychological Association, 2016.
- *Regular Member,* Mixed Methods International Research Association; 2016.
- *Full Member,* The Association for Psychological Science (APS); September, 2015-2016.
- *Full Member,* Caribbean Alliance of National Psychological Associations (CANPA); 2014-2016.
- *Full Member,* Caribbean Studies Association (CSA); 2015-2016.
- *Commonwealth Scholar Alumni,* The Commonwealth Scholarship Commission; March, 2014-2016.

Dr Verna Knight

Conferences

- Attended BERA Conference, Ireland in September 2015.
- Part of the Planning Committee for the UWI Schools of Education Biennial Conference 2015, held in Barbados, June 2015.
- Also served as a Discussant Leader at the UWI Schools of Education Biennial Conference 2015.

Workshop

- Coordinated the Eastern Caribbean Teacher Educators' Workshop on Positive Behaviour Management Coordinated (Sponsored by UNICEF), The Courtyard Marriott Hotel, Barbados, August 10-12, 2016.

Professional Development Activities/Courses

- Completed Postgraduate Certificate in University Teaching and Learning, June, 2016.
- Completed the following additional workshops:
- Recruitment Training – coordinated by Marketing Office/UWI, Cave Hill Campus. (November 5, 2016).

External Assessor (January – April, 2016)

- Associate Degree in Education – Teaching Practicum for students at Erdiston Teachers' College.
- Associate Degree in Education – Teaching Practicum for students at Clarence Fitzroy Bryant Community College, St. Kitts & Nevis.
- Diploma in Education (Primary) – Teaching Practicum for students at Erdiston Teachers' College.
- Diploma in Education (Secondary) – Teaching Practicum for students at Erdiston Teachers' College.

Other Work

- Faculty representative – worked with the UWI Marketing Team in Outreach activities at the St. Michael School (November 3, 2016);
- Co-planned and co-coordinated UWI 101, July 25-30, 2016. Also presented one Session: Introduction to Sociology course.

Benefactions

- UNICEF funded (Positive Behavior Management Workshop for Eastern Caribbean Teacher Educators) – BDS \$143, 999.65 (inclusive of UWI 12% contributory fees).
- OESS Monitoring and Evaluation Project – BDS \$37, 000 (inclusive of UWI 12% contributory fees).

Dr Donna-Maria Maynard

- Jules, M. A. & **Maynard, D-M.** *The youth online social networking health-risk model: Applications for new drug use prevention strategies in Barbados* Paper presented at the Division of Economic Affairs 9th Annual Lecture Series Seminar “Economic Recovery: A Reality Through Growth, Productivity and Reform” Warrens, Barbados, September 25, 2015.
- Interviewed on Good Mornin' Barbados on the Caribbean Broadcasting Corporation (CBC) Channel 8; July 4, 2016. Participated in a live televised interview on childhood depression based on my research portfolio and expertise as a Psychologist.
- Served as Workshop presenter for secondary school counsellors and other youth experts; the Rotary Club of Barbados: Barbados Anti-cyberbullying Campaign at United Nations House, Barbados. (June 8, 2016).
- Served as moderator for panel discussion “Spare the rod and spoil the child?” Catholic Formation Institute. St. Patricks Catholic Church (March 3, 2016).
- Non-Author Contributor, to the editor of the Nation Newspaper to discuss the psychological impact that cyber bullying could have on youth and young adults. Robinson, M. (February 21, 2016). Docs: Online abuse just as damaging. The Sunday Sun.
- Non-Author Contributor, to the editor of the Sunday Sun Newspaper to discuss the “Face Depression” social media created by Adaeze (Camille Evelyn) to help young people with depression. Robinson, M. (December 2015). Docs: Depression.

Visitors and International Links

Dr Yvonne Larrier, Associate Professor and Department Chair of Counselling & Human Services, School of Education, Indiana University South Bend, USA. – We are engaged in collaborative research on school counselling in the English-Speaking Caribbean. I am also the Vice

President for the Caribbean Region of The Global Center for School Counseling Outcome Research Evaluation & Development (GCSCORED) for which Dr Larrier is the Founder/Director.

Dr Chrisa Pornari, Lecturer in Forensic Psychology at Birmingham City University, UK. visited – We are going to collaborate on some cross-cultural research in the role of self-compassion and self-esteem in intimate partner aggression.

Merry Bullock, Senior Director, Office of International Affairs, American Psychological Association, Washington DC, USA. visited – We are working together on the Caribbean Alliance of National Psychological Associations (CANPA) Executive Council. Requested by Psychological Services Bureau (PSB), Charlottesville, Virginia, US to administer a psychological test to a UWI graduate.

Benefactions

BDS\$ 15,000 from the University of the West Indies, School for Graduate Studies and Research. Funding secured for the assessment of children with learning disabilities in Barbados project.

Dr Babalola Ogunkola**Papers Presented**

Babalola J. Ogunkola (2016). *Addressing Issues of Access, Equity & Participation: Increasing Access to Post-secondary, Tertiary & Higher Education*. Paper Presented at the Stakeholders' Consultation Forum Organized by the Caribbean Development Bank from July 25-27, 2016.

Babalola J. Ogunkola (2016). *Linking Education Systems to Labour Markets and the World of Work: Evidence from Tertiary Institutions*. Paper Presented at the Stakeholders' Consultation Forum Organized by the Caribbean Development Bank from July 25-27, 2016.

RESEARCH IN PROGRESS

Dr Stacey Blackman

Research Interest

Specific Learning Difficulties, Inclusion, Teacher Preparation, Behavioural Challenges, Parental Involvement in Special Education, Inclusive Education.

- Dyslexia Project: Pupil Perspective Research in Barbados.
- Inclusive Practices Project - Teacher Preparation for Inclusion.
- Parental Involvement in Special Education.
- Principal Practices and Behaviours Projects in the Caribbean and USA.

Dr Mia Jules

Research Interests

Caribbean Adolescent and Emerging Adulthood Psycho-social Development, Gender, Sexuality, Social Media Effects, Peer Influence, Youth Risk Taking Behaviour and Prevention, Psycho-educational Assessment Issues within the Caribbean Context.

1. The assessment of children with learning disabilities in Barbados.
2. Exploring the integration of drug prevention educational material in undergraduate course syllabi at the University of the West Indies Cave Hill Campus.
3. Research exploring gender and educational outcomes among secondary school students in five Caribbean territories.

Dr Verna Knight

Research Interests

1. Access to Education in the Caribbean:
 - Part of the Eastern Caribbean team which completed the UNICEF “Out-Of-School Children Study in the Eastern Caribbean” (March, 2016);

- Presented the Draft report on “Out-Of-School Children Study in the Eastern Caribbean” to the OECS Chief Education Officers, Directors and Education Planners, in St. Lucia, October 2015.
- 2. OECS Education Policy Development & Implementation:
 - Part of a two-member team providing monitoring support for OECS Education Policy Implementation 2012-2021 (participation sponsored by UNICEF Research Funding);
 - Attended and presented a report on the OESS Implementation progress 2012-2015 at the OECS Annual Planning Meeting for Chief Education Officers, Directors of Education and Education Planners 2015, held in St. Lucia, October 2015.
- Official visits to selected OECS Countries to collect qualitative data on progress in the area of Teacher Professional Development (Visits completed to St. Lucia – February, 2016/St. Kitts & Nevis – May 2016).
- 3. Social Studies Education in the Eastern Caribbean:
 - Partnered with CXC Specialist for Social Studies to collect data on student performance in CSEC Social studies across the Caribbean.
 - Obtained data files and are in the process of analysing.
- 4. Consultancy work to assess the status of School Support Services in the OECS Member States:
 - Completed draft and final reports (February 26, 2016 - May 30, 2016).

Dr Verna Knight

Research in Progress

1. Social Studies Collaboration with CXC:
 - Currently analysing data received from CXC to begin drafting research paper.
2. Monitoring and Evaluation Support for the OESS Implementation 2012-2021: preparing to travel to present an updated report at the following meeting:
 - Annual OECS Chief Education Officers, Directors, and Education Planners’ meeting 2016, Antigua, September 27-28, 2016.

- Annual Ministers of Education Meeting, St. Vincent & the Grenadines, October 16-19, 2016.
- Official visits to selected OECS Countries to collect qualitative data on progress in the area of Teacher Professional Development (upcoming visit to Dominica – October, 2016).

Dr Donna-Maria Maynard

Research in Progress

- Pre-service teacher training in Barbados.
- Psycho-educational assessment in the Caribbean.
- School Counselling in the Eastern Caribbean.
- Self-concept and intimate partner violence.

Dr Babalola Ogunkola

Research in Progress

- Nature and structure of science.
- Assessment of Scientific Literacy.
- Learning outcomes in science.

PUBLICATIONS

Edited Books

Ogunkola, B. and **Blackman, S.** eds. *Transforming learning: International perspectives*. Cambridge Scholars Publishing: Newcastle Upon Tyne. 2016.

Ogunkola, B. and Blackman, S., eds. *Transforming learning: International perspectives*. Cambridge Scholars Publishing: Newcastle upon Tyne. 2016.

Refereed Journal Articles

Blackman, S. “Barbadian students’ attitudes towards including peers with disabilities in regular education.” *International Journal of Special Education*. Vol. 31, no. 1. 2016. 135-143.

Blackman, S. “Principals’ roles in managing assessment, curriculum and instruction in mainstream and special education in Barbados.” *Journal of Development and Education in the Caribbean*. Vol. 14. no. 2, 2015. pp. 72-96.

Garner-O’Neale, L. and Ogunkola, B. J. “Effects of Interest in Science, Study Habits, Sex and Level of Study on the Nature of Science Literacy Level of Undergraduate Chemistry Students of the University of the West Indies, Barbados”. *Journal of Educational and Social Research*. Vol. 5, no. 2. 2015. 267-274. doi:10.5901/jesr.2015.v5n2p267.

Garner-O’Neale, L and **Ogunkola, B. J.** “Effects of Interest in Science, Study Habits, Sex and Level of Study on the Nature of Science Literacy Level of Undergraduate Chemistry Students of the University of the West Indies, Barbados”. *Journal of Educational and Social Research*. Vol. 5, no. 2. 2015. 267-274. doi:10.5901/jesr.2015.v5n2p267.

Jules, M. A., Maynard, D-M., and Coulson, N. “The Susceptibility to Online Peer Influence - Sexual Risk Scale: Preliminary Evidence of Validity.” *Caribbean Journal of Psychology*. Vol. 7, no. 1. 2015. 64 – 82. <http://ojs.mona.uwi.edu/index.php/cjpsy/issue/view/364/showToc>.

Maynard, D-M., and **Jules M. A.** “From reactive to proactive discipline in schools: implications for transforming the future workforce.” *The Journal of Public Sector Policy*. Vol. 8. 2015. 52 - 65. <http://www.economicaffairs.gov.bb/archive-detail.php?id=424>.

Jules, M. A., **Maynard, D-M.** and Coulson, N. “The Susceptibility to Online Peer Influence - Sexual Risk Scale: Preliminary Evidence of Validity.” *Caribbean Journal of Psychology*. Vol. 7, no. 1. 2015. 64 – 82. <http://ojs.mona.uwi.edu/index.php/cjpsy/issue/view/364/showToc>.

Maynard, D-M. and Jules, M. A. “From reactive to proactive discipline in schools: implications for transforming the future workforce.” *The Journal of Public Sector Policy*. Vol. 8. 2015. 52 - 65. <http://www.economicaffairs.gov.bb/archive-detail.php?id=424>.

FORTHCOMING

Blackman, S. From charity education towards inclusion: The development of special and inclusive education in Barbados, in S. Blackman & D. A. Conrad, Caribbean Discourse in Inclusive Education: Historical and Contemporary Issues. Information Age Publishing.

Blackman, S. Barbadian school culture and the inclusion of students with special needs, in S. Blackman & D. A. Conrad, Caribbean Discourse in Inclusive Education: Historical and Contemporary Issues. Information Age Publishing.

Faculty of Law 2015 – 2016



- Faculty of Law
- Law Library

DEAN

Dr David S Berry

BA (UT), LLB (UBC), LLM (Queen's), PhD (Edin)
Legal Ed Cert, Attorney-at-Law

DEPUTY DEAN

(Academic and Student Affairs)

Mr Jefferson O'B Cumberbatch

LLB (UWI), Leg Ed Cert, Attorney- at-Law

DEPUTY DEAN

(Post-Graduate and Research)

Mr Westmin James

LLB (UWI), LLM (Cantab), Leg Ed Cert,
Attorney-at-Law

LAW LIBRARIAN

Officer in Charge

Captain Junior Browne

ED, BSc, LLB, MA, (LIS)

HIGHLIGHTS

During the period under review the Faculty continued and improved upon some of its innovations, including the system of paperless teaching and a revised timetabling methodology. The Faculty also successfully implemented for the first time its discretionary powers in relation to supplemental examinations. All three developments led to benefits for both students and academic staff.

The Faculty's IMPACT Justice Project, a CDN \$19 million project directed by the Caribbean Law Institute Centre (CLIC), engaged in a wide range of activities in a number of areas including: drafting of model laws, enhancing competence in legislative and treaty drafting, training for consolidation of laws, improving gender sensitivity, surveying the needs of regional legal education and enhancing legal databases and online publications. IMPACT Justice also provided legal materials and training to law libraries across the region, sponsored legal conferences and public education, and enhanced ADR training, including training in mediation, arbitration and restorative practices. These activities reached twice the targeted audience, impacting close to 8,000 persons.

Perhaps as a continued response to the implementation of tuition fees for Barbadian students, the Faculty's LLB admissions numbers dropped slightly from last year's figure, to 145 students. Nevertheless, the Faculty's undergraduate student body remains at an appropriate size (504 students), and continues to reflect the diversity of the region in terms of age and national origin. Students in the LLB programme hailed from 14 Caribbean states and territories and 5 international locations. This regional diversity, combined with a regional curriculum, remains one of the Faculty's greatest strengths.

Undergraduate student academic performance has remained strong, and was reflected in a large number of students making the Dean's list. Solid academic performance was also reflected in the graduation data. The Faculty has continued to improve its curriculum through course revision and the creation of new courses, as well as has continued its comparative law summer courses in collaboration with the Washburn School of Law.

New postgraduate registration dropped slightly, but remained at acceptable levels. Four students were registered in the PhD programme and 69 in the LLM programmes. Regional and international diversity was well reflected in the student body, comprising students from 11 Caribbean states and territories and one international jurisdiction. Graduation statistics were good, with 46 successful LLM graduates, three of whom achieved Distinction, and 1 successful PhD graduate. The University LLM grew in terms of course offerings as St Augustine increased its collaboration with Cave Hill.

The Faculty's fifteen full time academic staff members produced high quality publications and engaged in a range of academic and professional activities over the course of the year, including the presentation of over 34 papers to conferences and other gatherings.

In terms of outreach the Faculty attracted several guest speakers who presented in areas as diverse as capital punishment, public procurement law, and the interaction of trade and health law. A number of activities were undertaken to build stronger links with Chinese legal bodies, including the China Law Society, the China University of Political Science and Law, the Collaborative Innovative Centre of Judicial Civilisation, and the Hanban (the headquarters institution of all Confucius Institutes globally). The Faculty hopes to capitalise upon these activities by starting a China-Caribbean Moot Court Competition and by inviting Chinese legal academics to visit the Cave Hill Campus.

The Caribbean Commercial Law Workshop, now in its 15th year, staged another exciting legal gathering at the Hilton Barbados Resort in July 2016. Linking the Workshop theme to Barbados' Independence celebrations, the Faculty hosted an opening ceremony attended by the Governor General, Ministers (including a representative from the Prime Minister's Office), the Chief Justice and other legal luminaries. The Workshop comprised seven panels on which speakers presented 21 papers on a wide range of commercial and corporate law topics. The Workshop was well attended, attracting 94 persons from across the regional and internationally, and remained profitable. During the same week as the Workshop the Faculty seized the opportunity to co-sponsor two other events: an Offshore Law Roundtable presented by the Caribbean Branch of the International Law Association and an expert arbitration course by the Barbados Branch of the Chartered Institute of Arbitrators. By combining these three activities the Faculty provided increased opportunities for all attendees and enhanced the value of the Workshop.

The Faculty continued its assistance of the Department of Law of the University of Guyana, but wound down its relationship with the College of the Bahamas. In terms of benefactors, the Faculty was grateful to receive the Dr Joseph S Archibald QC Memorial Scholarship and was able to offer four Students' Trust Fund – Law bursaries (one donated by two members of academic staff). The Faculty also expressed its gratitude to the widow of Mr Stan Michellini who further supported the Michellini Family Prizes.

ii. WORK OF THE FACULTY

A. Academic staff

The Faculty comprised fifteen full time academic staff members for the 2015-16 academic year:

Dr David S Berry
Dean of Law

Mr Jefferson O'B Cumberbatch
Deputy Dean (Academic and Student Affairs)

Mr Westmin James
Deputy Dean (Postgraduate and Research)

Prof Alina Kaczorowska-Ireland
Professor of International and European Union Law

Prof Velma Newton
Officer-in-Charge, Caribbean Law Institute Centre

Prof Eddy Ventose
Professor of Law

Senior Lecturers
Mr Calvin A Hamilton
Dr Asya Ostroukh
Mrs Lesley Walcott

Lecturers
Dr Corlita A Babb-Schaefer
Ms Taneisha Brown
Mrs Nicole Clarke-Foster
Mr Tom Durbin
Ms Alana Lancaster
Dr Hans Mahncke

B. Administrative, Technical and Support Staff

Ms Karen Primus ably served as Administrative Assistant (Law) and Ms Lorna Payne as Administrative Assistant (Projects).

C. Law Library

Please see the Report of the Law Library.

D. Faculty Review

During the 2014-15 academic year the Faculty of Law was subject to a review in compliance with the University's quality assurance systems. That review resulted in a report distributed to the Faculty in October 2015. The review report was broadly favourable and made a number of constructive recommendations for improvement.

The Faculty of Law adopted the majority of the recommendations of the review report, and outlined the steps it would take to implement them in an Action Plan. This latter document was submitted to the Campus Academic Quality Assurance Committee on March 18, 2016 and Academic Board on April 22, 2016. The Faculty will attempt to implement these recommendations, in accordance with its Action Plan, over the coming year.

E. Timetabling

In an effort to improve efficiency, the Faculty introduced two fundamental changes to rationalise its teaching timetable:

- *Parallel lecture slots on four days of the week* – lectures are scheduled at parallel times for one hour periods on Mondays and Wednesdays, and Tuesdays and Thursdays. Two hour classes are scheduled on Fridays. This change dramatically improves our ability to spot and prevent course clashes, as well as makes the timetable more predictable for students and staff.

- *Lecture/tutorial 'time zones'* – with the exception of those lectures which were specifically scheduled in the evening to accommodate the remaining Part Time cohort, the vast majority of lectures were scheduled in the mornings, and the majority of tutorials in the afternoons. This change was intentional. It should help encourage students to stay awake both for their lectures (in which they play a more passive role) and tutorials (in which they have a greater chance of active engagement).

I. Fiscal Constraints and Paperless Teaching

In 2014-15, the Faculty began to implement its 'paperless' model of teaching. Under this model academic staff ceased to hand out paper materials to students. Likewise, students were no longer required to submit paper copies of their course work to lecturers.

This system remained in place for the 2015-16 academic year. As a result all course materials have been made available to students on the Campus' eLearning websites. Almost all course work also moved to online format, with students submitting essays electronically. Staff members also voluntarily reduced their own printing and instead relied upon electronic filing wherever possible.

These measures were introduced to save the Faculty, and Campus, funds. They are complemented by 24/7 online access to course materials for students, as well as availability of printed copies of materials on Reserve in the Law Library.

An additional benefit became apparent when the Faculty admitted its first visually challenged student. This student cannot read books and must have all materials uploaded to a computer in order for her software to read it out loud to her. The online teaching system utilised by the Faculty has proved tremendously helpful to this student, since she can easily upload electronic course materials

to her software, without requiring any photocopying or scanning assistance from the library or Faculty members.

As a result the Faculty's paperless teaching model has brought the Faculty closer to universality of access, a goal of most modern teaching institutions.

J. Supplemental Exams

Under the revised Faculty of Law Regulations, adopted in the 2014-15 academic year and approved by the Board of Undergraduate Studies to be effective from August 2015, the availability of supplemental examinations was greatly restricted. The new Regulation 27 provides:

'27. A candidate who fails a course may, with the permission of the Board of the Faculty, be permitted to sit a supplemental examination in that course.'

This Regulation, adopted by consensus by all three Faculties of Law, makes supplemental examinations depend upon the discretion of the Board of the Faculty of Law.

Faculty Board had unanimously decided to restrict supplemental examinations after analysing data covering five years of exam performance. This data demonstrated conclusively that students were performing very poorly in supplemental exams. Those failures might have been manageable under a system that did not employ averaging. But following the University's adoption of the Grade Point Average (GPA) system, which averages all grades including failures and passes, any large number of failures became untenable. In fact, the data suggested that poor performance in supplemental examinations was terminally affecting the degrees of a number of students. In such circumstances Faculty Board agreed that a student should be required to repeat a course and thereby have a second opportunity to learn the material, before being permitted to write the exam.

In order for the Board's discretion to be exercised fairly, Faculty Board also adopted a Policy Guideline in relation to supplemental examinations. This Guideline generally restricts supplemental exams to cases where: (1) a student has failed no more than two courses, (2) both in their final year, and (3) with both failures being in the highest failure band (at the FI level).

It should be noted that the above Regulation is complemented by other forms of examinations available under the University Examination Regulations 2011-12. Regulation 16, for example, makes provision for 'special examinations' and 'substitute examinations', which may be allowed in addition to supplemental examinations.

As a result, under the Examination Regulations, and in conformity with the above Policy Guideline, the Faculty may offer supplemental, special and substitute examinations.

II. RESEARCH IN PROGRESS

A. Caribbean Law Institute Centre – IMPACT Justice Project – Report on Activities and Results, 2015-2016

I. Overview of Activities

During Year 2 of the Improved Access to Justice (IMPACT Justice) Project, funded by Canada in the amount of CDN \$19 million, 62 activities were undertaken. Of these, 21 or (34%) were held in Barbados, 6 in Jamaica, 5 in St. Kitts and Nevis, 5 in Trinidad and Tobago, 4 in St. Vincent and the Grenadines, 3 in St. Lucia, 3 in Dominica and Guyana, and one each in Anguilla and The Bahamas and Suriname.

Barbados continued to be heavily used because of the ease with which travel arrangements from most parts of the region to Barbados can be made, the availability of more hotels with conference facilities and the ease of obtaining per diems for Project activities in Barbados.

A number of activities and outputs, each summarized under the relevant Project component, are described below.

2. Immediate Outcome 1100: Increased access by CARICOM Member States to gender equitable and environmentally sensitive model laws and new or amended national laws.

This Immediate Outcome is expected to have the greatest impact on CARICOM economies and societies and therefore the one to which most programme funding was allocated in the Year 1 budget and again, in Year 2. Indeed, in Year 2, the budget was increased to \$356,000 because most

of the preparatory work undertaken in Year 1 was expected to be brought to fruition, thus contributing further to realisation of Immediate Outcome II00.

The outputs expected to lead to this outcome were:

a. WBS III0: Gender equitable and environmentally sensitive model CSME and other laws drafted and presented to the CARICOM Legal Affairs Committee for approval.

It was expected that during Year 2 model legislation would be drafted or steps taken to draft such legislation in the areas of: Arbitration, Financial Crimes, Mediation, Sexual Harassment and Business Names. It was also expected that reports would be prepared on: OECS Accreditation, Rationalising OECS Legislative Procedures, Company Law Reform, the Status of Business Names legislation, and on judicial pension schemes in the ECSC.

The following Model laws were completed during Year 2 and distributed to individual Attorneys General and to the CARICOM Secretariat for the Legal Affairs Committee.

Model Major Organised Crimes Bill

Financial crimes have been assessed as a Tier 1 threat to stability and prosperity in the Caribbean. Acting on the instructions of a regional meeting held in December 2014, during Year 2 IMPACT Justice sought an opinion on whether Proceeds of Crime and Anti- Money Laundering legislation should be amalgamated, and whether new stand-alone legislation was needed to meet other criminal activities, or whether the provisions could be included in existing legislation.

The Legal Opinion was completed by the end of March 2015 and was circulated to those who represented their Governments at the various meetings and others including the representative of DFID. Comments were received from the Attorney General of Montserrat, the Minister of Legal Affairs of St. Lucia, the Solicitor General of Belize, the FIUs of Guyana, Jamaica and Mr Fergusson of DFID. Some of the respondents agreed with the suggestions in the Legal Opinion and DFID indicated that it was already updating legislation which could be used in any attempt to consolidate the legislation of CARICOM countries in the areas of anti-money laundering and confiscation of the proceeds of crimes. IMPACT Justice discussed follow-up work with DFID but by the end of Year 2 no action had been taken. In fact, DFID has been working directly with several countries and IMPACT Justice will again write to CARICOM Member States to find out if they wish assistance from the Project and how they would like to proceed.

A Model Major Organised Crimes Bill was drafted as a part of the Financial Crimes legislation sub-project during 2015. The Bill was accepted by the Ministries of Justice and National Security of Jamaica and was to have been sent to the House of Representatives in March 2016. IMPACT Justice is seeking information from the new administration on the future of the Bill. A copy of the Bill was also requested by the Governments of Guyana and Trinidad and Tobago.

Model Sexual Harassment Legislation

The IMPACT Justice Legislation and Treaty Drafting TAG recommended, at its meeting in 2015, that based on the recommendations of a report on a 1996 CARICOM Sexual Harassment Bill, that a new Model Bill be drafted. The Bill was first discussed on November 25 to 26 in St. Lucia by a group of stakeholders from around the region including drafters and gender specialists. Then, a committee

was established to give further consideration to the Bill. This committee met in Grenada on February 8 and 9, 2016 to agree on the final draft of the Bill. The meeting concluded with a discussion between Committee members and His Excellency Richard Hanley, High Commissioner for Canada to Barbados and the Eastern Caribbean who was on a visit to Grenada, about the main features of the Bill. The final draft of the Bill was submitted to IMPACT Justice on March 31, 2016 and circulated to committee members for approval.

Model Mediation Bill

A committee was established to discuss draft legislation at meetings held in St. Lucia on December 17, 2015, in Barbados on January 11, 2016 and in Guyana on March 7-9, 2016. The final draft was submitted to IMPACT Justice on March 15, 2016.

b. In progress at year-end

Model Arbitration Legislation Project: During Year 2, a Model Arbitration Legislation Drafting Committee met on September 11 and December 12, 2015. On March 9, 2016 the recommendations of the Committee, along with pertinent documents, were submitted to a legislative drafter who was given three months to produce a draft bill.

Reports Completed:

- *OECS Accreditation:* This activity required a diagnostic review of accreditation in the OECS and the submission of proposals for a framework for mutual recognition and accreditation and the development of regional standards for professions. The report was sent to the Director General of the OECS Commission in September 2015. No feedback was received by the end of Year 2.
- *Rationalising OECS Legislative Procedures:* A report prepared by Prof Duke Pollard Report was submitted to the Director General of the OECS Commission on July 3, 2015. On August 3, 2015, the Director General acknowledged receipt of the

Report and stated that it would be shared with decision makers in the OECS. By the end of Year 2 no further correspondence had been received.

- *Report on Status of Business Names legislation.*
- *Recommendations for Company Law Reform.*
Of these reports, it is only the Business Names report that is likely to result in model legislation. The Company Law report which highlights where there could be reform in country regimes based on best practices, shows that company law reform in the region would be a time-consuming and complicated undertaking. The report will be presented to Governments for their information.

Report not completed: OECS Judicial Pension Scheme. A preliminary meeting was held and work is to be undertaken in Year 3.

Commentary: In relation to the completed model Bills, the indicator in the PMF was the number of new or amended model laws presented to and approved by the LAC and Attorneys General by year end, and the target was 70% of the laws. Since these Bills were only completed at the end of Year 2, every effort will be made to encourage at least some governments to pass them as soon as possible, but new indicators and targets have been suggested by the Monitor for Year 3 and these will apply. The same indicators and targets for model Bills will apply to reports and their recommendations.

- c. **WBS 1120: Gender-sensitive online and other courses on legislation and treaty drafting in UWI, U.G. and other programmes supported**
No online courses in legislation and treaty drafting were offered by the University of Guyana, and the courses for which students would have received support were those offered by UWI, Cave Hill Campus and the University of Athabasca.

LLM in Legislative Drafting –during Year 2, IMPACT Justice provided financial assistance to a total of 12 students (8F/4M) ten who were accepted into Post Graduate Diploma or LLM Programmes in Legislative Drafting at the Cave Hill Campus from Antigua and Barbuda (2); Barbados (1); Belize (2); Dominica (2); St. Lucia (2); St. Vincent and the Grenadines (1) and two (one each from Guyana and Jamaica) who were enrolled in the Legislative Drafting programme of Athabasca University in Alberta, Canada. In the selection of students for financial assistance, priority was given to those who are already working in offices of Parliamentary Council, but have received no formal training. IMPACT Justice pays the tuition, while the sponsoring Government pays the economic cost. According to reports received from the course director of the Cave Hill programme and from Athabasca, the students were all performing well at the end of Year 2. In the PMF, the indicator was number of graduates from the UWI and Athabasca legislation drafting training programmes, and the target was at least 6 females and 4 males per year. This means that with 12 students receiving assistance, 8 of whom were female, the target was met.

LLB Introductory Course to introduce participants to legislative drafting as a career at UWI, Cave Hill Campus. Again the indicator was the number of male and female students receiving financial assistance from IMPACT Justice. The target was at least 15 females and 10 males per year completing the introductory course during years 2 to 5 of the Project. With 63 students in this position, the target was met.

Consolidation of Laws Programme - 6 persons (2M/4F) already working in offices of Parliamentary Counsel in Dominica, Grenada, St. Lucia and St. Vincent and the Grenadines received training in the consolidation of laws at Regional Law Revision Centre in Anguilla. The number of students to be trained was 6, so

the target was met. This programme is of great assistance to legislative drafters, especially if they are involved in law revision. It teaches how to incorporate amendments to keep the statute book up to date. IMPACT Justice sponsored the participation in this programme.

- d. **WBS 1130: Manuals on (1) treaty drafting; (2) drafting instructions for legislative drafters and (3) procedures for legislation drafters prepared and distributed to CARICOM Member States**

With regard to these outputs, the indicator was the number of persons attending meetings and/or receiving manuals, and the target was 100 persons. During Year 2, nearly 100 copies of the drafting instructions and drafting procedures manuals were distributed to persons who attended the meetings at which the content was discussed and later to Attorneys-General, Chief Parliamentary Counsel, students and law libraries. So, the target was almost met.

Two workshops were to be held, with a general treaties manual emanating. One meeting on the drafting of Oil and Gas treaties was held at the end of September 2015. Participants were provided with a manual by the facilitators.

However, a general treaty drafting course, to be co-hosted with the CARICOM Secretariat, was not held. Most regional governments did not respond to the invitation to nominate representatives. The target of 100 copies of a general treaty drafting manual distributed to persons attending the workshops and other users was therefore not met.

With regard to the drafting instructions and drafting procedures manuals, these were revised and copies distributed to Permanent Secretaries, Chief Parliamentary Counsel, the Course Director and students enrolled in the LLM Legislative Drafting Programmes. Copies are being made for students enrolled in the Programme for the duration of the IMPACT Justice Project. The Year 2 target of 100 copies of each manual distributed to persons attending the workshops and other users has been met.

e. **Progress towards Intermediate Outcome 1000 – Increased access by CARICOM Member States to gender-equitable and environmentally-sensitive regional model laws and new or amended national laws**

The 3 model laws drafted and the status reports on legislation, or reports pinpointing the need for legislation, as well as the courses either introducing students to the drafting of legislation as a career, or the LLM and diploma courses teaching them how to draft and consolidate laws all contribute towards the Intermediate Outcome of increased access by CARICOM Member States to gender-equitable and environmentally-sensitive regional model laws. It should be noted in particular that if the UWI LLM course and the Athabasca University Advanced Diploma programme continue to attract applicants for IMPACT Justice funding, by the end of year 5 about 50 new drafters would have been added to the regional pool by the Project. That will be a substantial infusion of new drafters.

3. **Immediate Outcome 2100: An enhanced gender-responsive accountability framework which includes the upgrade of skills of the legal profession in CARICOM Member States.**

The activities expected to contribute to the above Immediate Outcome in the Year 2 AWP were:

a. **WBS 2110: A gender-sensitive model Legal Profession Act with a Revised Code of Ethics, Disciplinary and Accounting procedures drafted in consultation with national and regional bar associations and CARICOM Member States**

At a meeting of the IMPACT Justice Legal Profession and Education Technical Advisory Group (TAG) held on May 29, 2015 it was agreed that a model Legal Profession Bill and subsidiary legislation should be drafted, in consultation with the Attorneys General and Chief Parliamentary Counsel of the region. This Bill, for adoption across the region, would contain a revised Code of Ethics, revised disciplinary and accounting procedures, provision for continuing legal professional development, either professional liability insurance or a compensation fund, and, to set an example for the wider society, guidelines on sexual harassment in the profession. A consultant drafter was identified, but she was unable to meet the deadline agreed to and another was engaged. Drafting of the legislation is expected to commence in August 2016.

b. **WBS 2120: Gender-sensitive continuing legal professional development (CLPD) courses designed and delivered in association with national and regional bar associations**

The PMF Year 2 indicators were the number of courses delivered to attorneys-at-law and the number of attorneys-at-law engaging in continuing legal education. The targets were 13 courses per year delivered to male and female attorneys-at-law and at least 450 female and 300 male attorneys-

at-law accessing continuing legal education. While representatives of most bar associations expressed support for CLPD at IMPACT Justice meetings, some of them made it clear that IMPACT Justice could provide support in sensitizing the general membership as to the benefits of CLPD while it drafted model Legal Profession legislation including a structure for CLPD. Consequently, IMPACT Justice, as part of its Public Legal Education Programme, sponsored lectures by Hon. Michael Hylton, O.J., Q.C., the Chairman of the General Legal Council of Jamaica on 'Continuing Legal Professional Development; the Jamaica Experience' in various countries. A report on these activities is provided under the WBS 2230 (Legal education programmes and courses for the public). IMPACT Justice will not be designing and drafting courses but will continue working with Bar Associations and others to sensitize attorneys-at-law and the public of its benefits for all parties. This will be done as part of the Project's Public Legal Education Programme. IMPACT Justice will also provide for it in Model Legal Profession legislation, lobby for Governments to adopt the provisions at the national levels, and support any regional structure proposed by the CARICOM LAC.

c. **WBS 2130: The recommendations of a regional legal education survey provided to CARICOM Member States to inform policy making on legal education**

In 2014, IMPACT Justice responded to a request from the Council of Legal Education to conduct a review of the Council's operations by indicating that it would widen the scope of the study to include all legal education programmes currently available in the region. The proposed Terms of Reference were approved by the IMPACT Justice Legal Profession and Education TAG at its meeting of June 2, 2015 and by the CARICOM Legal Affairs Committee on 18 June 2015. The meeting, chaired by the Attorney General of Grenada, was attended by

representatives of the CARICOM Secretariat, the CSME Unit, Barbados, Belize, Guyana, Jamaica, St. Lucia and Trinidad and Tobago.

The survey looks, inter alia, at how the law programmes are structured and funded; whether the original concept of the West Indian System of Legal Education is still relevant; how it relates to the actual and projected need for attorneys-at-law in the region and how the legal education system contributes to the overall objective of the Project which is enhanced access to justice benefiting men, women, youth and businesses in the region. Work on the Survey, which was expected to last for one year, commenced during the first quarter of Year 2.

With regard to results under Immediate Outcome 2100, the necessary preparatory work for an enhanced gender-responsive accountability framework which includes the upgrade of skills of the legal profession in CARICOM Member States has been laid, and results are expected in Year 3 when the legislation will have been drafted and the Survey completed.

d. Intermediate Outcome 2000: Improved legal services, including legal education and information, for women, men, youth and businesses at the national and regional levels

The main output in terms of longevity expected to lead to this intermediate outcome is the establishment or expansion of legal databases. This is expected to translate into tangible benefits for the justice sector, the business sector and anyone needing to conduct legal research by providing greater access to the region's primary legal materials and increasing the speed and efficiency of the research process.

e. WBS 2210.1- 2210.5 Case law and other legal databases established or expanded

WBS 2210.1: Expand CariLaw database

During Year 2, IMPACT Justice continued to provide assistance to the Faculty of Law Library for editing and indexing cases to be uploaded to the CariLaw database. It funded two clerks to edit cases between April and June and one from June to September 2015. It also paid for 12 attorneys-at-law to classify cases on a part-time basis. The results were:

- 1026 cases edited for the CariLaw database between 1 April and 31 March 2016;
- 4743 cases classified for the CariLaw database between 1 April 2015 and 31 March 2016 from most of the 13 CARICOM Member States in which the IMPACT Justice Project is being implemented as well as from the British Overseas Territories of Anguilla, Bermuda, the Virgin Islands and the Cayman Islands.

Most of these were cases were received prior to the reporting period. Indeed, only 649 or 13% of them were received during the reporting period and of these, some 466 or 72% were added to the database. Since the target is 80% of decisions received uploaded within 6 months of receipt, the target was almost met. IMPACT Justice recommends that work on CariLaw continue for a four month period during Year 3, after which the Officer-in-Charge of the Faculty of Law Library will be expected to continue using Law Library funds or he may seek alternative funding for the project.

Another indicator in relation to CariLaw was the number of subscriptions, and the target was 343 per year from Years 2-5. With work on updating the database not moving as fast as expected, which means that the launch of the upgraded product was delayed, only 12 new subscriptions were placed during the year. The target was therefore not met.

f. WBS 2210.4: Establish WILIP Online

WILIP Online will be a database of indexes to the laws of CARICOM Member States which are in force. Work on the database was to have commenced during Year 1 of the Project but was delayed because of issues regarding the entry of records. In early September 2015 IMPACT Justice sought the assistance of LEXUM and was introduced to Zoupio, one of their products, for creating the database. By the end of January 2016 LEXUM submitted samples of the databases for approval, but the target of it being available for use by the end of Year 2 of the Project was not met. However, at the end of March 2016, a session for LEXUM staff to train Law Library staff in inputting data and using the database was scheduled for 18 and 19 July 2016.

g. WBS 2210.5. Establish Caribbean Law Review Online (CLR Online)

By the end of Year 1 the articles published in volumes 1 to 19 of the Caribbean Law Review had been added to the newly created database with search features. The new database will consist of two main components: (i) a public-facing website with static content about CLR, a search interface to content and back issues and a cart to allow users to select articles and submit a request to order them; (ii) an authentication system to restrict access to CLR to authorised subscribers, with a back-end management tool for UWI staff to manage subscribers. Work on this sub-activity continued during the reporting period with input from the IMPACT Justice Project and the Faculty of Law Library. By the end of Year 2, this sub-project, like the upgraded CariLaw was awaiting work on the server by the UWI IT Department and some minor adjustments to content by Andornot. This Project is now expected to continue into Year 3.

h. WBS 2210.6 Establish West Indian Law Journal Online

The target of the West Indian Law Journal Online being established by the end of Year 2 was not met. In fact it had not even commenced by the end of Year 2. The difficulty was obtaining a cost for updating the database which the Norman Manley Law School could afford to upkeep after it was established.

i. WBS 2220 – Upgrading regional law libraries by provision of staff training and legal materials

- *WBS 2220.1: Provision of staff training*
IMPACT Justice provided assistance to the Caribbean Association of Law Libraries (CARALL) in hosting their 30th Annual Conference in Barbados at the Accra Beach Hotel from July 3-5, 2015. The Hon. Attorney General of Barbados, the Chief Justice of Barbados, the Regional Director of the IMPACT Project, the President of CARALL, the Vice President of the Barbados Bar Association and the Dean, Faculty of Law, UWI, Cave Hill Campus all spoke at the Official Opening of the Conference, which was attended by 30 persons of whom 20 were female.

The project also hosted a workshop for untrained law library assistants from libraries across the region in Jamaica from January 25-27, 2016. A number of persons from the Caribbean and Canada presented. The indicator for this workshop was the number of law library staff members trained, and the target was 13 males and 39 females from CARICOM countries trained (at least 4 per country). Altogether 56 persons attended, of whom 48 were trainees (37 females and 11 males) – just four persons short of the target. Also, participants were from 11 countries, the majority being from Jamaica where the workshop was held. None came from St. Vincent and the Grenadines, Suriname or Trinidad and Tobago.

This was the first workshop ever held in the region for untrained law library assistants and they were encouraged to keep in touch with each other and with the presenters who promised assistance if asked, to subscribe to CariLaw and to CARALLTALK, a discussion group established by law libraries in the region to share information and keep abreast of legal developments of interest to their clients. Most of the participants stated that they benefitted tremendously from the workshop. One stated that initially, she feared that she would be lost because she had not been working in the law library for very long, but found that she was able to follow the presentations and had a better understanding of what she was supposed to do as a library assistant working without the supervision of a trained librarian. A number of others stated that there should have been more practical exercises and visits to law libraries in Jamaica.

WBS 2220.1: Provision of legal materials

One of the activities approved by the Legal Databases TAG at its meeting of June 1, 2015 was the purchase of legal materials for the libraries of the three UWI Faculties of Law, the University of Guyana and the University of Suriname. This was actually earmarked to commence during the third quarter of Year 2, but the lists having been received, were sent to the book dealers who all responded early. The decision was also taken to purchase materials requested by the libraries of the Council of Legal Education in Jamaica and Trinidad and Tobago provided funds from the original allocation were sufficient. The latter libraries did not submit requests when asked. By the end of the reporting period most of the books ordered for the UWI and University of Suriname libraries had been paid for by the suppliers and despatched. At the Legal Databases TAG meeting held on May 3, 2016 the Dean of the Faculty of Law, UTECH asked for assistance in obtaining materials for the Law Library at that institution with funds not used by the Law

School Libraries. By the end of Year 2, a total of 2,343 titles had been provided to all the libraries except UTECH, the order for which will be filled during Year 3.

j. WBS 2230 – Legal education programmes and courses for the public (women, men, youth and businesses) designed and delivered

The approved Year 2 programme for public legal education programmes and courses was an ambitious miscellany of activities. According to the PMF (Annex B) the indicators were the number of males and females participating in courses for the public and the number of males, females and businesses receiving legal educational material. The targets were 200 males and 300 female participants enrolling in legal courses for the public annually and 150 males, 300 females and 50 businesses receiving legal educational material from the Project annually.

The audiences for the first three activities were sections of the public:

Barbados National Conference on Juvenile Justice at the Lloyd Erskine Sandiford Conference Centre, from April 21 to 23, 2015.

The theme of the Conference was 'Redefining Juvenile Justice ... Towards a Better Future'. Juvenile justice stakeholders and representatives of interest groups both from within and outside Barbados presented papers on and discussed pertinent policy and procedural issues associated with the development of a modern system of juvenile justice in Barbados. IMPACT Justice funded the participation of the Children's Advocate of Jamaica, assisted with venue costs; the Regional Project Director chaired a session and provided information on the Project. Some 312 persons attended this conference (234 females and 78 males) out of which a draft for a modern system of juvenile justice for Barbados was to be the output.

Annual Judicial Conference, Eastern Caribbean Supreme Court, July 27-31, 2015

In July the IMPACT Justice Project partnered with the Judicial Education Institute (JEI) of the Eastern Caribbean Supreme Court to sponsor the first ever comprehensive training of Judicial Officers of the Eastern Caribbean in 'The Criminal Trial' and 'Criminal Practice and Procedure'. While IMPACT Justice was the major sponsor, assistance was also provided by UNICEF, the Governments of St. Kitts and Nevis, St. Lucia and the United Kingdom. The IMPACT Justice Regional Project Director was unable to attend, but her speech was delivered by Prof Eddy Ventose, Graduate Studies Coordinator, UWI, Cave Hill Campus. The Conference was attended by all the judges of the Eastern Caribbean Supreme Court from the nine Member States and British Overseas Territories served by the Court. Altogether 58 persons (43 females and 18 males) attended.

- *OECS Bar Association Regional Law Conference*
IMPACT Justice was an exhibitor at the 12th OECS Bar Association Regional Law Conference which was held in Grenada from September 11 to 13, 2015. The booth was supervised by Capt. Junior Browne, the Officer-in-Charge, and Ms Sheldine Greene, Public Services Librarian, Faculty of Law Library, UWI, Cave Hill Campus. They distributed fliers on CariLaw and other online projects being established with IMPACT Justice funding and offered one-week free subscriptions to CariLaw. Ten new subscriptions to CariLaw were placed as a result of this exposure.
- *Public Legal Education Lectures*
Public lectures on 'Know the Law! Know your Rights!' were delivered on behalf of IMPACT Justice by retired Justice W. Leroy Inniss, Q.C. author of 'The Constitution and You: Barbados' at the St. Mark's Resource Centre, St. Philip, the Rockfield Community Centre, St. Lucy and the Deacons

Resource Centre, St. Michael on August 8, 15 and 22 respectively. The lectures, announcements of which were made on radio, television and in the newspapers, were attended by 45 persons of whom 25 or 60% were female and 20 or 40% were male. Forty persons completed evaluation forms and most were of the view that their rights under the Barbados Constitution had been clearly explained and expressed a desire for more sessions. Other suggestions were that the circumstances under which individual rights were curtailed should have been explained more fully, that the series deal with other areas of the law and that the lectures be available on podcast for wider circulation. IMPACT Justice plans to make the lecture available on its website.

Lectures on 'Continuing Legal Professional Development: the Jamaica Model' delivered by Hon. Michael Hylton, Q.C., O.J. were held in conjunction with the Bar Associations as follows:

- St. Kitts and Nevis on June 5, 2015 attended by 30 persons of whom 20 (67% were women);
- Guyana on August 11, 2015 attended by 55 persons of whom 36 (65%) were women;
- Antigua and Barbuda on November 5, 2015 attended by 32 persons of whom 21 (65%) were female;
- Dominica on November 7, 2017 (as part of a public legal education day sponsored by IMPACT Justice and the Dominica Bar Association) attended by 27 persons of whom 16 (59%) were female.

The 144 persons (65% female) who attended these sessions were mainly attorneys-at-law. All the sessions were lively, with the presenter speaking candidly of the good and not so good features of the Jamaican model and advocating the adoption in the region of continuing legal professional development on the ground that 'it is good for lawyers; it is good

for clients; it is good for the public perception of lawyers and bar associations and it is international best practice.'

- *Educational leaflets*
During the reporting period more of the Project's educational leaflets were produced and circulated to the offices of doctors, Faculties of Law and organisations in and outside of Barbados. In addition, copies, especially of those prepared for individual countries in the region were taken to each IMPACT Justice activity and visitors to the office were invited to help themselves to copies. The Project received several compliments on the usefulness of the materials from conference/workshop participants and others. By the end of the reporting period 500 brochures, which were the Year 2 target, had been distributed.

Caribbean Impact Justice – the Official Newsletter of the IMPACT Justice Project

Several volumes of Caribbean Impact Justice were produced during Year 2. Copies were distributed to stakeholders electronically and some in hard copy. These issues will all be placed on the website.

- *IMPACT Justice Website*
Relaunch of the IMPACT Justice website www.caribbeanimpact.org as a central repository and channel for dissemination of information and updates on Project activity for stakeholders was not mentioned in the Year 2 AWP as a specific objective. However, from December 2015 reorganisation of the website commenced to make it more attractive and useful to as wide a variety of users as possible. The objective was to relaunch the website at the end of March 2016, but the service provider did not meet many of the deadlines to which he agreed and the new date was given as the end of July 2016. That date was not met.

k. Progress towards Intermediate Outcome 2000 – Improved Legal Services, including legal education and information for women, men, youth and businesses at the national and regional levels

The activities under 2210-2220 were not completed by the end of Year 2 as planned and therefore the targets were not met. However, the groundwork for increasing access to regional primary legal materials both of case law and legislation by legal researchers has been laid and should be completed in Year 3. For instance, the activities undertaken to update the Carilaw database facilitated the addition of 4743 cases to which researchers now have access. When Carilaw is joined by WILIP Online, the Caribbean Law Review Online and eventually the West Indian Law Journal Online, powerful research tools would have been made available to the legal profession and other legal researchers in easily accessible format for the first time and it would be due to the sensitivity of the IMPACT Justice Project to gaps in legal information provision in the CARICOM region.

Under WBS 2230, in Year 2 some 701 persons (242 males and 459 females) attended legal education seminars, workshops and courses for the public, some of which were organised by IMPACT Justice; others to which it made contributions and disseminated information on the Project. These numbers far exceeded the 2230 target of 220 males and 300 female participants attending legal education programmes and courses for the public annually. From the large conference on juvenile justice at which presentations were made by scholars and practitioners from within and outside the region on many aspects of the subject to the discussions in Dominica with secondary school children on cyber bullying and their rights under the Constitution, many members of the public ought to have had a better understanding of their rights and legal issues affecting them. The 'Know the Law, Know

Your Rights' pilot series in Barbados showed the difficulty of trying to organise these afternoon sessions in rural communities and was discontinued after 3 sessions, but it was well received by the small numbers who journeyed from various parts of the island to attend. Therefore, these activities would all have contributed towards improved legal information at the national and regional levels in CARICOM.

In addition, a total of 500 persons received legal education material. The distribution of leaflets on 20 topics will lead or have led to an increase in the understanding by ordinary persons of their rights and the legal processes addressed in the leaflets. The Year 2 target of 200 males and 300 females attending legal education programmes and courses for the public has been exceeded. The target of 500 males, 300 females and 50 businesses receiving legal education material was met.

4. Immediate Outcome 3100: Increased training of ADR practitioners and increased equitable access by women, men, youth and businesses to ADR, RJ and community-based peace-building services in CARICOM Member States.

a. WBS 3120: The establishment of ADR service points and networks

The Year 2 AWP provided for the establishment of ADR service points and networks commencing in the fourth quarter of the year after training and the formation of local associations. The target was at least one gender and youth sensitive network or service point established in every CARICOM Member State by the end of Year 5 of the Project in addition to the 41 which the IMPACT Funded ADR Survey had reported were in existence in the region.

The objective was to assist persons trained in community mediation to establish service points in both urban and rural areas in conjunction with NGOs and community development agencies so that new mediators could start using their skills as soon as possible after training ceased. However, this was not a realistic objective for Year 2 because while trained community mediators could practice their skills on friends and family, a legislative framework was needed if they were to operate outside this narrow area. Therefore, IMPACT Justice completed a Model Mediation Bill which would provide such a framework and it was completed at the end of the Year. The Bill has been distributed to Attorneys General and a public awareness campaign is now to be launched.

b. WBS 3130: Provide gender-sensitive ADR training courses for women, men, youth and businesses in association with ADR service providers in CARICOM Member States.

The training contemplated under this WBS was in relation to Arbitration, Mediation, Restorative Practices and community-based peace-building. There is a dearth of trainers and accreditation bodies in the region – to be exact, only 2 of the latter exist. During Year 2, IMPACT Justice used these and trainers from Canada to increase the pool of trained persons in the region. The objective is to move during Year 3 to training at a higher level and establish service points for sustainability.

• *WBS 3130 (1) Arbitration Training*

From Year 1 the IMPACT Justice Project had decided to assist Government employed attorneys who might be involved in arbitrations on behalf of their Governments to acquire basic training in arbitration. Consequently, the Project sponsored the following training:

- 6 persons from NIDCO (Trinidad and Tobago) - training offered in Trinidad for Associateship of the Chartered Institute of Arbitrators (3 females and 3 males) May 28-29, 2015 by the Caribbean branch of the Institute;
- 6 attorneys from the Barbados Public Service for advanced training offered in Jamaica by the Caribbean branch of the Chartered Institute of Arbitrators, July 6-11, 2015.

• *WBS 3130 (2) Mediation*

Training in mediation and Restorative Practices was held, as shown below:

Mediation training (Community or non-court connected mediation). These sessions were all 40 hours:

- Barbados – 43 persons (28 female and 15 male community development officers, Probation Officers, Justices of the Peace and community

leaders trained at sessions held April 6-10 and August 17-21 2015);

- Dominica – 22 persons (16 female and 6 male community leaders including leader of the Kalinago Community) trained at sessions held on August 23-25 (aborted because of bad weather). Training completed on November 23-24, 2015;
- St. Kitts and Nevis – 25 persons trained (22 females and 3 males) at session held on October 5-9, 2015;
- St. Vincent and the Grenadines – 29 persons (22 female and 7 male community development officers, probation officers, welfare officers, child care officers) trained between November 30 and December 4, 2015;
- Grenada – 32 persons (23 female and 9 male community leaders, police officers, NGO representatives, youth workers and social workers) trained between February 29 – March 4, 2016.

- *Mediation Training for Resident Magistrates in Jamaica:* The first part of this two-part training course designed and delivered by the Dispute Resolution Foundation took place from January 29 to 31, 2016. It was attended by 43 persons, of whom 29 were female and 14 male.

Business persons – Many of the participants did not provide background information on the registration forms and so, only 5 female registrants who attended mediation training in Barbados (3 in April and 2 in August) could clearly be identified as businesswomen. The registration form has now been changed to capture this information.

Altogether, during Year 2 some 151 persons completed the basic 40 hour mediation training, and the Jamaican 43 Resident Magistrates, completed about 20 hours, the rest to be done early in Year 3. Of the 151 who completed the training 98 or 64 % were female.

Some of the community mediation training which was included in the Year 2 AWP did not take place. For instance, the Project was unable to arrange training in Antigua and Barbuda, Guyana, and St. Lucia, and the Regional Project Director was informed that no mediation training was needed in Jamaica.

Also, for various reasons, a meeting for mediation trainers to agree on a common regional training programme; the retraining of mediators who were trained more than 5 years earlier in Antigua and Barbuda, St. Kitts and Nevis and St. Vincent and the Grenadines, and community mediation training for 'boys on the block' did not take place. Firstly, with regard to the meeting to agree on a common regional training programme IMPACT Justice found that the training manuals of the two Caribbean training institutions – the Dispute Resolution Foundation of Jamaica and the Dept. of Behavioural Sciences, UWI, St. Augustine were not very different in organisation and substance. Secondly, some of the mediators trained several years ago were intended to or were actually working in court connected schemes and IMPACT Justice and the JURIST Project had not concluded discussions on how court connected mediation training should be handled. Thirdly, IMPACT Justice just did not get around to discussing a training programme for the 'boys on the block' with groups already working with them.

• *WBS 3130 (3) Restorative Practices Training*

- Barbados – 99 Barbadian educators (63 females and 36 males) trained in Restorative Practices between May 19 to 22 and November 17-21, 2015;
- St. Vincent and the Grenadines – 63 Vincentians trained in Restorative Practices between September 21 and 24, 2015 (48 females and 15 males);
- St. Kitts and Nevis – 52 educators (40 females and 12 males) trained in Restorative Practices between October 19-22, 2015.

Altogether, during Year 2, 214 educators completed Restorative Practices training, of whom 151 or 71% were female.

Total number trained under WBS 3130

Total number of persons trained in Arbitration, Mediation and Restorative Practices was 377 of which 119 were males and 258 females. These numbers exceeded the targets of 'at least 120 females and 80 males' by far.

The target for WBS 3130 of at least 13 gender responsive ADR courses/seminars annually was met during the reporting period. However, for reasons which will be discussed under the section 'Progress towards outcomes' below, the target of at least 1 course/seminar in each of the CARICOM Member States was not.

c. WBS 3140: Deliver regional gender equitable workshops and gender-sensitive public education, in association with the JURIST Project and other stakeholders, to share knowledge about ADR, RJ and community-based peace-building benefits and training initiatives.

No community-based peace-building (CBPB) activities were undertaken during Year 2, the focus being on Mediation, Restorative Practices and to a lesser extent on Arbitration training. Similarly, no regional conferences/workshops were held in conjunction with partners such as the JURIST Project. However, 50 public legal education flyers on mediation were distributed to males, females and businesses. Additionally, a newspaper article on ADR was produced by IMPACT Justice in collaboration with Crime Stoppers in commemoration of Conflict Resolution Day. The article was published in 16 online media outlets, and 2 printed newspapers. With 2,340 reads on CaribbeanNewsNow alone, it is modestly estimated that 3,000 persons (m/f/b) accessed this information.

d. Progress towards Intermediate Outcome 3000 – Strengthened gender-responsive alternative dispute resolution (ADR), restorative justice (RJ) and community-based peace-building services for women, men, youth and businesses in CARICOM Member States

The activities and outputs reported under WBS 3100 have contributed to the Intermediate Outcome by providing training for a wide cross section of persons in most CARICOM Member States during Year 2. In these countries, the foundation would have been laid on which advanced training and a train the trainer programme can be built during late Year 3 and certainly Year 4 of the Project. During this time also the plan is to establish national and regional associations to ensure sustainability of Project results.

Under WBS 3130, the target for Year 2 was at least 13 gender-responsive ADR courses/seminars held annually with at least one course/seminar per CARICOM Member State. This target was not easily achievable for two reasons: firstly, the amount of planning involved made it difficult to have one ADR session per month in different States; secondly, where Restorative Practices training is concerned, because the sessions are 2 days each, and each State needs at least 2 sessions, it is more cost effective to conduct the 2 sessions in one State and then move on; thirdly, problems in obtaining per diem for training activities in countries outside Barbados which have plagued the Project from its inception have not gone away. No activity was held in relation to community-based peace-building during Year 2.

The activities contemplated under WBS 3140 are an important part of the ADR programme in that they are expected to provide information region-wide on the benefits of ADR and allow both service providers and recipients of ADR to share experiences. However, with the emphasis on

conducting basic training in as many countries as possible, no regional workshops or other activities were conducted during the first half of Year 2. However, the target of 1,500 persons (900 females and 600 males) attending workshops or accessing information on ADR benefits was met by the distribution of 50 public education flyers and the publication of an article which focussed on ADR in 16 online media outlets and two printed newspapers which could have reached about 3000 persons.

e. Project Beneficiaries

In terms of direct beneficiaries for Year 2 (being those males, females, youth and representatives of businesses who actually attended training sessions and other Project activities or were recipients of Project materials), the target set in the PIP was 4150. The number of beneficiaries including those who received materials on ADR and its benefits under WBS 3140 could have been about 7940, or nearly twice the target.

iii. TEACHING AND STUDENTS

A. Undergraduate Student Matters

I. Admissions

In the 2015-16 academic year 145 students were admitted into the Faculty of Law LLB programme, comprising 103 new students, 16 transfer students from other Faculties, and 26 returning or re-entering students. When combined with the continuing students, the total undergraduate law population totalled 504 students. Approximately 71% of those students were female, 29% were male.

a. Table 1.0 Undergraduate Registration Status

Student Type	M	F	T
Continuing	109	246	355
Exams Only	0	0	0
Exchange (Foreign)	1	3	4
New First Time	22	81	103
New First Time Transfer	7	9	16
Returning/Re-Entry	5	21	26
Specially Admitted	0	0	0
Totals	144	360	504

The total law student population, both undergraduate and graduate, amounted to 577 students. This represented approximately 9.5% of the Campus' student body.

2. Registration

Table 2.0 illustrates undergraduate registration in terms of programme and full and part time status. Tables 3.0 and 4.0 set out student population statistics by age and country of origin/nationality. Although a majority of students fall within the '24 and under' age bracket, mature students also make up a significant proportion of the Faculty.

This data demonstrates the continued strength of the Faculty, which attracts the majority of its students from across the entire Caribbean. Although the Faculty serves a strong Barbadian student population, approximately 52% of Law students come from outside of the country. Since Cave Hill Law has retained the regional diversity of its student population – which remains unique in the UWI system – it has continued to teach in a comparative manner the legal systems of the entire region. This is one of its great, continuing strengths.

Table 2.0 Undergraduate Registration 2015-16¹

PROGRAMME	Full-Time			Part-Time			Total		
	M	F	T	M	F	T	M	F	T
Bachelor of Laws	133	321	454	10	36	46	143	357	500
Non-Degree	1	3	4	0	0	0	1	3	4
	134	324	458	10	36	46	144	360	504

1 - This data includes foreign exchange students.

Table 3.0 Undergraduate Law (LLB) Registration by Age

24 & under			25 to 34			35 to 44			45 to 54			55 & over		
M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
81	231	312	27	68	95	18	32	50	14	21	35	3	5	8

Table 4.0 Total Undergraduate Law Students by Country (No of Students)¹

Country	M	F	T
Anguilla	0	0	0
Antigua and Barbuda	4	3	7
Barbados	81	160	241
Belize	11	18	29
British Virgin Islands	0	5	5
Canada	0	1	1
Commonwealth of Dominica	1	10	11
Grenada	2	9	11
Guatemala	1	0	1
Guyana	1	3	4
Jamaica	7	29	36
Nigeria	1	0	1
Norway	0	0	0
Panama	0	0	0
St Kitts and Nevis	2	4	6
St Lucia	1	4	5
St Vincent & the Grenadines	5	10	15

Country	M	F	T
Sweden	0	1	1
The Bahamas	7	17	24
Trinidad & Tobago	20	84	104
Turks & Caicos Islands	0	1	1
United Kingdom	0	1	1
GRAND TOTAL	144	360	504

I - This data includes foreign exchange students.

3. Undergraduate Student Performance

Please see Appendix I, below. Student performance remained consistent with previous academic years.

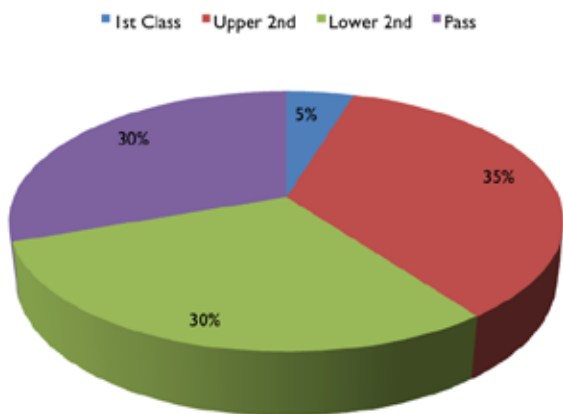
4. Undergraduate Graduation Data

A total of 148 students graduated with the LLB degree. Table and Chart 5.0 classify graduates according to degree standing.

Table and Chart 5.0: Faculty of Law Graduates 2015-16

First Class Honours	Second Class Honours (Upper)	Second Class Honours (Lower)	Pass	Grand Total
7	52	44	45	148

Faculty of Law Graduates 2015-16



These figures reveal similar performance to that obtaining in previous years, although with a lower number of graduates overall (148 compared to 206). The similar grade distribution demonstrates consistency in the overall quality of the Faculty's graduates.

5. Revision of Syllabus

In addition to continuing its process of converting old courses into the new format as required by the Board for Undergraduate Studies (BUS), the Faculty introduced a new course during the 2015-16 academic year: LAW 3905 – Comparative Labour and Employment Law.

6. International Mooting

In an effort to conserve funds the Faculty of Law decided not to offer the International Mooting course during the 2015-16 academic year. It is expected to be offered next year.

7. Washburn Programme

In the UWI-Washburn Summer programme the Faculty was able to offer two comparative law courses: Comparative Legal Systems: Comparative Constitutional Law, and Comparative Legal Systems: Labour and Employment Law. The first course was co-taught by Westmin James, Deputy Dean, Cave Hill Law and David Rubenstein, Professor of Law, Washburn University School of Law. The second course was co-taught by Jefferson Cumberbatch, Deputy Dean, Cave Hill Law, and Joseph Mastrosimone, Associate Professor of Law at Washburn University School of Law. Both courses attracted large cohorts of Washburn and Cave Hill students, leading to dynamic and active interaction. These courses not only added innovative and topical comparative materials for study; they also enabled several students to complete their LLB degree in a timely manner.

Since Cave Hill offered the courses as summer school courses, students paid fees at the usual summer school rate, thus introducing an additional income stream for the Faculty. The summer programme continues to be accredited by the American Bar Association.

8. Dean's List

In Semester II, 2015-15, the Faculty of Law had an informal ceremony to provide certificates to honour those students who had made the Dean's List by achieving a GPA of 3.60 or above in the previous semester. It is hoped that the Faculty will be able to host similar ceremonies every semester to honour student achievements.

B. Law Graduate Programmes

I. Registration

As illustrated by Table 6.0, a total of 30 new first time students were admitted, 39 continued their studies and 4 completed. Of those students 75% were female and 25% were male.

a. Table 6.0 Registration in Law Graduate Programmes

Student Type	M	F	T
Graduate			
Completed	2	2	4
Continuing	12	27	39
New First Time	4	26	30
Withdrawn	0	0	0
	18	55	73

Table 7.0 shows registration by major and Table 8.0 shows the nationality of our postgraduate students.

b. Table 7.0 Graduate Registration by Major

Programme and Major		Full-Time			Part-Time			Totals		
		M	F	T	M	F	T	M	F	T
PhD	Law	0	2	2	2	0	2	2	2	4
LLM	Corporate & Commercial Law	1	3	4	5	3	8	6	6	12
	Law (General)	4	20	24	5	21	26	9	41	50
	Legislative Drafting	1	1	2	0	0	0	1	1	2
	Public Law	0	1	1	0	4	4	0	5	5
	Totals	6	27	33	12	28	40	18	55	73

c. Table 8.0 Total Graduate Law Students by Country (No of Students)

Nationality	M	F	T
Antigua and Barbuda	1	3	4
Barbados	3	6	9
Belize	2	2	4
British Virgin Islands	0	3	3
Commonwealth of Dominica	0	2	2
Germany	1	0	1
Guyana	0	2	2
Jamaica	2	1	3
St Lucia	0	3	3
St Vincent & Grenadines	0	2	2
The Bahamas	1	2	3
Trinidad and Tobago	8	29	37
GRAND TOTAL	18	55	73

2. Graduation

A total of 47 students graduated from the Faculty's postgraduate programmes. See Tables 9.0 and 10.0, below.

a. Table 9.0 Graduates from Postgraduate Law Programmes

LLM			PhD			Total
M	F	T	M	F	T	
13	33	46	0	1	1	47

b. Table 10.0 Graduate Degrees Awarded by Programme

Programme	Major	M	F	T
Doctor of Laws		0	1	1
Master of Laws	Public Law	2	3	5
	Corporate & Commercial Law	8	14	22
	Legislative Drafting	3	15	18
	Public Law	0	1	1
Totals		13	34	47

The Faculty is pleased to announce that two women in the LLM in Corporate and Commercial Law and one woman in the LLM in Legislative Drafting achieved Distinctions.

3. The University LLM (Offered Jointly by all Three Faculties of Law)

The University LLM programme strengthened during the 2015-16 academic year as a result of increased course offerings from both the Cave Hill and St Augustine Campuses. Mona has yet to join the programme but is hoped to do so within the next year.

Several students chose the option of doing a Supervised Internship as part of the LLM in Legislative Drafting. These internships provided useful hands-on experience to students and valuable assistance to governments in the region.

iv. STAFF ACTIVITIES

Academic staff of the Faculty of Law continued their strong participation in conferences and other academic and professional activities, as evidenced in the list below.

Dr Corlita Babb-Schaefer

Papers/Lectures

- Presented a paper entitled 'The Fundamental Importance of Offshore Legislation' at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, at the Hilton Barbados Resort, July 26, 2016.
- Presented a paper entitled 'Inflicting Greater Damage on the Offshore Sector: International Agreements or Hacks and Leaks?' at the *Offshore Law Roundtable* hosted by the Faculty of Law and the ILA Caribbean Branch, Faculty of Law, Cave Hill Campus, Barbados on July 27, 2016.

Activities

- Moderated Panel V: Innovations in Corporate and Commercial Litigation at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, at the Hilton Barbados Resort, July 26, 2016.

Dr David S Berry

Papers/Lectures

- Presented a paper entitled 'Harmonisation of Alternative Dispute Resolution Regimes in CARICOM', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015 [PowerPoint, 25 pages].
- Presented a paper entitled 'The Caribbean Court of Justice: Seven Heads, Two (Enormous) Hats', at the Queen's University Faculty of Law, Kingston, Ontario, October 26, 2015 [PowerPoint, 41 pages].
- Presented a paper on 'The Caribbean Court of Justice' at the 1st China-Barbados Legal Exchange Seminar, held in coordination with the China Law Society, on March 4, 2016, Cave Hill Campus.
- Presented a paper on 'International Treaties and Legal Drafting' to the LLM class in Legislative Drafting on April 15, 2016 (PowerPoint, 35 pages).
- Delivered a Keynote speech on 'Integration and Small States' at the *Integration and International Dispute Resolution in Small States Conference*, jointly hosted by the British Institute of International and Comparative Law, the Centre for Small States, The Open University Law School, Queen Mary University of London and Wilmer Hale, in London, England, on May 19, 2016.
- Presented a paper on 'Enforcement of Regional Economic Integration: The Potential of the Caribbean Court of Justice' at the *Integration and International Dispute Resolution in Small States Conference*, jointly hosted by the British Institute of International and Comparative Law, the Centre for Small States, The Open University Law School, Queen Mary University of London and Wilmer Hale,

in London, England, on May 19, 2016 (PowerPoint, 12 pages).

- Presented a paper on 'Individual Community Rights and Their Enforcement' as part of the *Jean Monnet Module on Comparative European and Caribbean Integration Law: CARICOM and the Caribbean Court of Justice*, in Aula, at the University of Aruba, on June 3, 2016 (PowerPoint, 26 pages).
- Delivered the 'Welcoming Remarks' for the Opening Ceremony at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, at the Hilton Barbados Resort, July 25, 2016 (5 pages).

Activities

- Moderated Panel V: Moving Commercial Regulation into the 21st Century at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Participated in fund raising activities in Toronto, Ontario, on October 29, 2015, for the Robert Sutherland Fellowship (Queen's University). The fellowship seeks to honour Sutherland, a Jamaican, who was the first graduate of colour at a Canadian university (Queen's University, 1852) and the first black man to study and then practice law in British North America. The Fellowship prioritizes students from Caribbean nations, including Jamaica, Barbados and Trinidad & Tobago.
- Chaired the Second Annual General Meeting of the International Law Association (Caribbean Branch), at the Cave Hill Campus on November 4, 2015.
- Represented the ILA Caribbean Branch at the International Law Association Executive Council Meeting on November 14, 2015, in London, England. This is the first time the Caribbean has been represented at the Executive Council.
- Appointed to the International Commercial Arbitration Committee of the International Law Association.
- Participated in a panel discussion entitled 'Stay ah Yuh Yaad - Exploring Xenophobia in the Caribbean',

organized during the Guild of Students' Caribbean Integration Week, on January 28, 2016, in the Law Faculty Moot Court Room.

- By special invitation attended the 'Oral Judgments' Programme of the National Judicial Institute, from March 9-11, 2016, at the Hôtel Château Laurier Québec, Québec, Canada. This programme trains members of the Canadian judiciary to give oral judgments.
- Attended the *110th Annual General Meeting of the American Society of International Law: Charting New Frontiers in International Law*, from March 30-April 2, 2016, in Washington, DC.
- Visited the University of Aruba and met with Professor Jona Israel, Vice Dean of the Faculty of Law, from June 1-4, 2016, to explore potential further relations and an MOU between our two institutions.
- Met with Professor Dr Jörg Terhechte, Vice President and Dean of Law of the University of Leuphana, Lüneburg, Germany, in Barbados to explore potential further relations and an MOU between our two institutions on July 14, 2016.
- Convened a meeting of the ILA Caribbean Branch and hosted a Roundtable on Offshore Law in the Faculty of Law, Cave Hill Campus, Barbados on July 27, 2016. This meeting was held simultaneously in face-to-face and online mode (via Zoom) and was therefore open to regional participation.
- Attended the CI Arb Accelerated Route to Membership course, in the Faculty of Law, Cave Hill Campus, Barbados from July 28-29, 2016.
- Met with Dean Claudio Grossman, Dean Emeritus of the Washington College of Law, American University, Washington, DC, USA, in Barbados to explore potential further relations and an MOU between our two institutions on July 30, 2016.

Taneisha Brown

Papers/Lectures

- Presented a paper on 'Commercial Law in the Commonwealth Caribbean' at the 1st China-Barbados Legal Exchange Seminar, held in coordination with the China Law Society, on March 4, 2016, Cave Hill Campus.
- Presented a paper entitled 'Creditor interests and directors' duties in the Commonwealth Caribbean' at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, at the Hilton Barbados Resort, July 26, 2016.

Activities

- Moderated Panel IV: Critical Issues for Offshore Financial Centres at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, at the Hilton Barbados Resort, July 26, 2016.

Jeff Cumberbatch

- Re-appointed Deputy Dean (Academic and Student Affairs) in the Faculty of Law.

Papers/Lectures

- Presented a paper entitled 'The Regulation of Consumer Transactions: The Barbados Reforms', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Presented a paper entitled 'Imposing Liability on Internet Intermediaries of User-Generated Defamatory Content...' at the OECS Bar Association Annual Conference on September 11, 2015, in St Georges, Grenada.
- Presented a paper entitled 'An Analysis of the Employment Rights Act 2012' to the Human Resources Management Association of Barbados on December 10, 2015, in Barbados.
- Presented a paper entitled 'Defamation in the context of Media Law' at the IMPACT Media Law Seminar, February 23-25 2016, Barbados.

- Presented a paper entitled 'Wrongful Dismissal: a dual system' at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, at the Hilton Barbados Resort, July 25, 2016.

Activities

- Moderated Panel III: Transforming Tax and other Regulatory Regimes at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Served as Master of Ceremonies for the Opening Ceremony at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, at the Hilton Barbados Resort, July 25, 2016.
- Moderated Panel III: International Influences and Caribbean Commercial Practices at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, at the Hilton Barbados Resort, July 25, 2016.

Tom Durbin

Papers/Lectures

- Presented a paper with Jill St George entitled 'The HIPCAR project in the Caribbean – what lessons can be learnt from the sister project in Sub-Saharan Africa', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Presented a paper on 'The Public Prosecution System in the Commonwealth Caribbean' at the 1st China-Barbados Legal Exchange Seminar, held in coordination with the China Law Society, on March 4, 2016, Cave Hill Campus.

Activities

- Moderated Panel I: The Shifting Commercial Landscape in the Caribbean at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

Nicole Foster*Papers/Lectures*

- Presented a paper entitled 'Restructuring CARICOM Intellectual Property Laws: The Push For Harmonisation', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Presented a paper entitled 'Flipping the Classroom: Method or Madness?' at CETL's Research Circle on November 23, 2015 (by invitation).

Activities

- Moderated Panel II: Revolutionising Caribbean Competition Law – Issues of Applicability and Enforcement at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Represented the Faculty of Law, Cave Hill at WIPO Sub-Regional Roundtable on IP Teaching on November 2-3, 2015.
- Participated in the PAHO Drafting Working Group Meeting on Marketing of Alcohol on November 11-12, 2015 (on behalf of the Healthy Caribbean Coalition).
- Prepared a policy brief on trade and health on behalf of Healthy Caribbean Coalition (for CARICOM Trade Ministers).
- Represented the Healthy Caribbean Coalition at a Thematic Session of the UN InterAgency Task Force on Non-Communicable Diseases on NCDs and the Law, on February 9, 2016.
- Organised a visit by Dr Jan Yves Remy and Claude Chase, two lawyers formerly of the WTO Appellate Body Secretariat, to the UWI Cave Hill Campus. As part of the visit, Claude and Jan Yves guest lectured the international Trade Law class and also conducted a simulation of a WTO dispute settlement panel proceeding.
- Conceptualised and organised a seminar on International Trade & Health, and presented on one of the panels, on March 23, 2016. Dr Jan Yves Remy and Claude Chase (both alumni) were among the

featured speakers. My presentation focused on the regional perspective on the impact of international trade rules on the region's fight against NCDs. The seminar was attended by a range of stakeholders from the public and private sectors and also received coverage on the CBC Evening News. It is hoped that this will be an annual activity showcasing an issue of national significance on the international trade agenda.

- Presented a paper on the impact of trade agreements on what we / our governments can do to promote healthier food choices / combat the growing NCDs epidemic within the region at the HCC World Health Day Webinar: 'Trade Policies and NCDs - Challenges and Opportunities for the Caribbean', on April 7, 2016.
- Presented a paper on 'Active Learning: Wrestling with the Problem of Course Content and Student Engagement' as part of the 2016 Teaching and Learning Symposium hosted by the Centre for Excellence in Teaching and Learning, on June 14, 2016.
- Participated in the CARICOM Public Health Agency's (CARPHA) Stakeholder's Dialogue on 'Improving the Healthiness of Food Environments in the Caribbean' in the Turks & Caicos Islands (held as part of CARPHA's Annual Caribbean Health Research Conference), on June 22, 2016.
- Attended a conference on 'Ending Childhood Obesity: A Challenge at the Crossroads of International Trade and Human Rights Law' hosted by the NCDs & the Law Unit of the University of Liverpool in London, on July 7-8, 2016.
- Represented Healthy Caribbean Coalition and the Faculty of Law Cave Hill at PAHO Regional Meeting on Strategy for Health-Related Law Sensitisation, on July 18-19, 2016.
- Represented Healthy Caribbean Coalition and the Faculty of Law Cave Hill at PAHO Regional Meeting on Implementing Fiscal and Regulatory Policies to Prevent Obesity in Children and Adolescents in

English-speaking Caribbean Countries, on July 20-22, 2016.

- Participated as part of research network team (University of Liverpool NCDs & the Law Unit/ UWI - CDRC/International Development Law Organisation/Healthy Caribbean Coalition) working on a bid for a grant of up to £150,000 from the UK Economic Social Research Council for work on implementation of the 2007 Port of Spain Declaration on Chronic Non-Communicable Diseases (decision on bid due October/November 2016), from July 22-30, 2016.

Calvin Hamilton*Papers/Lectures*

- Presented a paper entitled 'Reflections on the Panama Papers: Lessons to be learned' at the *Offshore Law Roundtable* hosted by the Faculty of Law and the ILA Caribbean Branch, Faculty of Law, Cave Hill Campus, Barbados on July 27, 2016.

Westmin James

- Re-appointed Deputy Dean (Postgraduate and Research) in the Faculty of Law.
- Appointed to the International Human Rights Law Committee of the International Law Association.

Papers/Lectures

- Presented a paper entitled 'Debt or Death: The nexus between Financial Restructuring and Human Rights in the Caribbean Region', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

Activities

- Moderated Panel VI: Paradigm Shifts in Energy Regulation at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

Professor Alina Kaczorowska-Ireland*Papers/Lectures*

- Presented a paper entitled 'Effective enforcement of CSME Competition Law – an Impossible Mission for the CARICOM Competition Commission?', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

Alana Lancaster*Papers/Lectures*

- Presented a paper entitled 'Energy Law In The CARICOM & OECS Regions : Lessons and Linkages with the Energy Law of the European Union', at the First Annual Event of the UK Energy Law and Policy Association, Oxford, UK, September 9-11, 2015.
- Presented a paper entitled 'Business as Usual, or Moving Towards a Green Economy? Prospects and Pitfalls in Restructuring the Approach of Commercial Law to Renewable Energy and Oil & Gas Contracts in the Caribbean Region', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

Activities

- Moderated Panel VIII: Harmonising ICT Policies, Legislation and Regulatory Procedures in the Caribbean at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Appointed Regional Advisor on Heritage Law: legislation component of the OAS Project for Expanding the Socio-Economic Impact of Cultural Heritage in the Caribbean.
- Appointed to the Sustainable Development and the Green Economy in International Trade Law Committee of the International Law Association.

Belinda Mahncke*Papers/Lectures*

- Presented a paper with Hans Mahncke entitled 'The HIPCAR Model Legislative Text on Electronic Transactions – Has it done more harm than good?', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

Dr Hans Mahncke*Papers/Lectures*

- Presented a paper with Belinda Mahncke entitled 'The HIPCAR Model Legislative Text on Electronic Transactions – Has it done more harm than good?' at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Presented a paper entitled 'Protecting Personal Data in the Caribbean: Moving Toward International Best Practice', at the *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, Hilton Barbados Resort, July 25, 2016.

Activities

- Moderated Panel VII: Re-Structuring Dispute Resolution in the Caribbean at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.
- Moderated Panel I: New Directions for the CARICOM Single Market and Economy, *15th Annual Caribbean Commercial Law Workshop: Celebrating Caribbean Commercial Law*, Hilton Barbados Resort, July 25, 2016.

Professor Velma Newton*Activities*

- Appointed to the Disciplinary Committee of the Institute of Chartered Accountants of Barbados in July 2015.

- Appointed the CLIC representative on the Caribbean Public Health Agency (CARPHA) Health Law Advisory Committee in February 2015.

Dr Asya Ostroukh*Activities*

- Participated in the XXVII World Congress of the International Society for the Philosophy of Law and Social Philosophy and presented a paper on Simeon McIntosh's contribution to the solution of the chattel-house problem, in August 2015.
- Participated in the Louisiana Law Review Symposium 'More than a Tradition: The Future of the Civil Law in Louisiana and Abroad' and presented a paper entitled 'Challenges and Rewards of Teaching Comparative Law in the Commonwealth Caribbean'. This paper has been accepted for publication in the forthcoming issue of *Louisiana Law Review*.

Ms Jill St George*Papers/Lectures*

- Presented a paper with Tom Durbin entitled 'The HIPCAR project in the Caribbean – what lessons can be learnt from the sister project in Sub-Saharan Africa', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

Activities

- Moderated Panel IV: Global Financial Crisis – Has the Storm Been Weathered? at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

Professor Eddy Ventose*Papers/Lectures*

- Presented a paper on 'One of Kind' – Protecting your Brand in Food Product Development' at Barbados Food, Law and Industry Conference and Workshop under the theme 'Harmonizing Food

Law and Science', Divi Southwinds Beach Resort, Barbados, 11 August, 2015.

- Presented a paper entitled 'Commercial Judicial Review in the Commonwealth Caribbean', at the *14th Annual Caribbean Commercial Law Workshop*, Montego Bay, Jamaica, August 23-25, 2015.

V. VISITORS AND INTERNATIONAL LINKS

Lunchtime Guest Lecture Series

The Faculty was pleased to host Carmelo Campos-Cruz, Deputy Chair of Greater Caribbean for Life, and Bill Pelke, President and Co-founder of Journey of Hope – From Violence to Healing, on November 9, 2015. Both spoke for the abolition of the death penalty in the Caribbean. The talk was very well attended and students were exposed to passionate views of the cruelties of capital punishment under the theme 'Stop Crime, Not Lives!' A lively discussion followed the talk.

Conferences and Outreach

Public Procurement Law

The Faculty held its second Public Procurement Law Workshop on the topic of 'Major Procurement Projects' at the Savannah Beach Hotel on December 1-2, 2015. The workshop, led by procurement law expert Paul Emanuelli, was open to lawyers and non-lawyers. It attracted participants from across the region, both from the public and private sectors, and was an outstanding success.

Trade & Health Seminar

The Faculty of Law was very pleased to be able to co-host with the Shridath Ramphal Centre and the Faculty of Social Sciences a 'Trade & Health Seminar' on March 23, 2016. This seminar was organised primarily by Neil Paul of the Shridath Ramphal Centre and Nicole Foster of the

Faculty of Law. The event was a great success, bringing together a wide range of experts on trade law and health, and members of academia, government and regional organisations.

Panel I, which focussed on 'The Challenges of the Intersection of Trade and Health' involved presentations by:

- Dr Jan Yves Remy, Sidley Austin LLP, Washington DC.
- Mr Claude Chase, formerly of the WTO Appellate Body Secretariat.
- Mrs Nicole Foster, Law Lecturer, Cave Hill Faculty of Law.
- Mr Neil Paul, Shridath Ramphal Centre (Chair).

Panel II, which focussed on 'The Opportunities of the Intersection between Trade and Health' involved presentations by:

- Ms Allyson Francis, Services Specialist, Caribbean Export.
- Mr Joel Richards, Technical Advisor, Investments and Private Sector, CARICOM Office of Trade Negotiations.
- Ms Meshia Clarke, Program Officer, Trade Policy & Advocacy, Barbados Coalition of Service Industries.
- Dr David Berry, Dean, UWI Cave Hill Faculty of Law (Chair).

The plenary session, with concluding comments, was moderated by Neil Paul. The Seminar was a great success and the Faculty will certainly consider participating in future seminars.

China Law Society

Meetings at Cave Hill

Members of the China Law Society, a legal body similar to a Bar Association and which represents over 300,000 Chinese lawyers, judges, and legal officials, made contact with the Faculty of Law through the Cave Hill Confucius Institute. On March 4, 2016, a delegation from the China Law Society visited Cave Hill.

During their visit a short Legal Exchange Seminar was held. Welcome remarks were made by the Dean of Law and by Mr Gu Zhaomin Director-General of the China Law Society. A number of members of the China Law Society and the Cave Hill Faculty of Law made presentations on topics of mutual interest:

- Legal Diplomacy (by Gu Zhaomin).
- The Procuratorate System in China (by Lin Guoping).
- The Judicial Systems in China (by Li Siming).
- The Legal Education in China (by Zhou Jiepu).
- The Caribbean Court of Justice (by Dr David S. Berry).
- The Public Prosecution System in the Commonwealth Caribbean (Mr Tom Durbin).
- Commercial Law in the Commonwealth Caribbean (Ms Taneisha Brown).

Following these presentations there was a brief exchange of views and a tour of the Law Faculty.

Meetings in Beijing

A second meeting was held with the China Law Society during a visit by a Cave Hill delegation to Beijing, China, on March 17, 2016. During this meeting the Principal on behalf of the Cave Hill Campus signed a MOU with the China Law Society.

It is hoped that the Faculty of Law will benefit through this MOU and other activities with the China Law Society, such as by hosting visiting lecturers from China and cooperating more closely in China-Caribbean legal exchanges. The Director-General, Mr Gu Zhaomin, suggested that we could form a China Caribbean Legal Forum which would allow increased interaction between lawyers in China and the Caribbean.

Hanban and the China Caribbean Legal Studies Centre

During the same visit to China, as part of the Cave Hill delegation, the Dean was able to put the case for closer cooperation between the Cave Hill Faculty of Law

and various Chinese legal bodies, for the purposes of increased exchanges and cooperation.

At the meeting with Ms Xu Lin, Director General of the Hanban (the headquarters institution of all Confucius institutes globally), the possibility of creating a China Caribbean Legal Studies Centre through the Confucius Institute was raised. This centre would aim to promote further contacts and cooperation between Caribbean and Chinese legal academics, including members of the Faculty of Law of the China University of Political Science and Law and other universities in China. A goal of such a Centre would be to enable visiting professors from China to come to Cave Hill and teach courses on aspects of law and China throughout the year. It would also promote student and academic exchanges.

The Cave Hill delegation was very pleased that Director General Xu indicated an interest in this proposal. She also indicated an interest in helping with a China-Caribbean Moot Court Competition.

Collaborative Innovative Centre of Judicial Civilisation

The Cave Hill delegation also met with the Collaborative Innovative Centre of Judicial Civilisation, a state-supported body tasked with promoting legal development in China and legal exchanges internationally. This Centre has experience in developing Chinese legal studies centres internationally and was interested in the idea of a China Caribbean Legal Studies Centre at Cave Hill.

China University of Political Science and Law (CUPL)

The Cave Hill delegation raised the possibilities of creating a China Caribbean Legal Studies Centre at the Board Meeting of the Confucius Institute on March 18, 2016, and at earlier meetings with the staff of the China University of Political Science and Law. This idea was greeted with some enthusiasm.

China-Caribbean Moot Competition

Following conversations with Professor Li, the Director of the CUPL moot program, the CUPL moot coaches and moot students, the Cave Hill Faculty of Law agreed to host the first China-Caribbean Moot Court Competition at the Cave Hill Campus near the end of Semester II, 2016-17. At its initial stages this competition will be limited to UWI and CUPL, with each side providing two teams of three students, and up to two coaches. Cave Hill also proposed to invite additional CUPL lecturers to attend, to serve as judges and to participate in other academic activities. It was agreed that the first moot fact pattern would involve a general question of public international law, with later fact patterns focusing on more specialised areas, such as international trade law. The 2017-18 competition will be held in Beijing, China.

Caribbean Commercial Law Workshop

The 15th Annual Caribbean Commercial Law Workshop was held at the Hilton Barbados Resort from July 24-26, 2016.

Since part of the Workshop theme was linked to the Barbados 50th Independence celebrations, the Faculty held its first Opening Ceremony and invited dignitaries from the Government, Judiciary and Bar. We were honoured to have join us His Excellency Sir Elliot Belgrave, Governor General of Barbados, Senator the Hon. Darcy Boyce, Minister in the Prime Minister's Office with responsibility for Energy, Telecommunications, Immigration and Invest Barbados (Representing the Prime Minister), The Honourable Sir Marston Gibson, Chief Justice of Barbados, and The Honourable Donville Inniss, Minister of Industry, International Business, Commerce and Small Business Development.

The Workshop theme focused on 'Innovations in Caribbean Commercial Law'. To celebrate Barbados' 50th Independence Anniversary, we focused on several areas of innovation pioneered by Barbados, as well as those created throughout the region. During the two

days of the workshop delegates were treated to seven panels of speakers, presenting a total of 21 papers.

Opening Ceremony – Opening addresses were made by:

- Dr David S Berry, Dean, Faculty of Law, University of the West Indies, Cave Hill Campus, 'Welcoming Remarks'
- The Hon. Donville Inniss, MP, Minister of Industry, International Business, Commerce and Small Business Development, 'Remarks'
- Mr Jefferson Cumberbatch, Deputy Dean, Faculty of Law, University of the West Indies, Cave Hill Campus, 'Closing Remarks'
- Master of Ceremonies: Mr Jefferson Cumberbatch.

Panel I: New Directions for the CARICOM Single Market and Economy

- Chantal Ononaiwu, 'The CARICOM E-commerce Regime: Further Unleashing the Potential of the CARICOM Single Market'.
- Gladys Young, 'Continuing to chart new areas in Caribbean Commercial Law: The Caribbean Community – Liberalisation of the Public Procurement Market'.
- Moderator: Hans Mahncke.

Panel II: Caribbean Legal Landscapes and Emerging Social Norms

- Thomas Roe, QC, 'Recent Developments in the Interpretation of Commercial Contracts'.
- Martin Sybblis, 'Global Governance, Indicators and the Legal Complex: Commercial Law Practice in the British Post-Colonies of Barbados, Jamaica and Trinidad and Tobago'.
- Jeff Cumberbatch, 'Wrongful Dismissal: a dual system'.
- Moderator: Chantal Ononaiwu.

Panel III: International Influences and Caribbean Commercial Practices

- Debbie Ann Patrice Fraser, 'Take overs and Amalgamations – Recent Methods used for Mergers and Acquisitions in Barbados'.
- Marc Morgan, 'The New Stall in the Financial Marketplace: A Look at the Regulation of Repurchase Agreements in Jamaica'.
- Hans Mahncke, 'Protecting Personal Data in the Caribbean: Moving Toward International Best Practice'.
- Moderator: Jeff Cumberbatch.

Panel IV: Critical Issues for Offshore Financial Centres

- Corlita Babb-Schaefer, 'The Fundamental Importance of Offshore Legislation'.
- Sade Neisha Jemmott, 'Through legislation, guidance or naked pressure...' – A Caribbean Perspective on the Push to have Offshore Financial Centers establish Registers of Beneficial Interests'.
- Jivaan Bennett and Kelly Stricklin-Coutinho, 'Taxation in the Caribbean in the 21st century – Innovative approaches to a shifting global landscape'.
- Moderator: Taneisha Brown.

Panel V: Innovations in Corporate and Commercial Litigation

- Jivaan Bennett, 'Tax Law in Non-Tax litigation – Innovative ways to use taxation in commercial litigation'.
- Taneisha Brown, 'Creditor interests and directors' duties in the Commonwealth Caribbean'.
- Moderator: Corlita Babb-Schaefer.

Panel VI: Perspectives from Caribbean Commercial Leaders – Legal Issues and Legal Needs of Caribbean Businesses

- Mr David Noel, Managing Director, Caribbean East, The Bank of Nova Scotia.
- Mr Terry Hanton, Managing Director, Property Consultancy Services.
- Mr Christopher Sambrano, Managing Partner, Transaction Advisory Services, EY Caribbean.
- Moderator: Andrew Ferreira.

Panel VII: Corporate Counsel Roundtable – Legal Issues and Needs of Corporate Counsel in the Caribbean

- Ms Sasha Shillingford, Corporate Secretary/General Counsel, Republic Bank.
- Mrs Frances Bain-Cumberbatch, Group Head of Legal and Corporate Secretary, ANSA McAL Group of Companies.
- Mr Brian Clarke, General Counsel/Corporate Secretary, CIBC First Caribbean International Bank.
- Moderator: Debbie Fraser.

The latter two panels were new to the Workshop and proved very successful.

Several members of the Faculty of Law participated and presented in the workshop. All of papers were well received. Almost 100 persons attended from across the region and globe:

Territory	Delegates	Speakers	Sponsors	Exhibitors	Total
Antigua	2				2
Barbados	49	14	5	1	69
Jamaica	4	1			5
St Kitts Nevis	1				1
The Bahamas	1				1
T & T	7	1			8
Turks & Caicos Island	1				1
United Kingdom	1	4	1		6
USA		1			1
Total	66	21	6	1	94

In sum, the Workshop was a resounding success. The results of the evaluation form distributed at the end of the workshop reveal very high levels of satisfaction, with 'Excellent' or 'Good' being the overwhelming responses to questions about Workshop organisation and facilities, and each paper being primarily rated as 'Useful' or 'Relevant'. Speakers were rated 'Excellent' or 'Good' and 100% of the thirty respondents indicated that they would attend again.

The Workshop was also a financial success. The Faculty thanks its generous sponsors: the IMPACT Justice Project, LexisNexis, Chancery Chambers, Clarke Gittens Farmer, Thomson Reuters, and FedEx. The Faculty also thanks our two co-hosts, the International Law Association Caribbean Branch, and the Chartered Institute of Arbitrators, Barbados Branch.

Co Hosting of Offshore Law Roundtable and CI Arb Accelerated Route to Membership course

The Faculty of Law was pleased to be able to co-host two events which took place during the week of the 15th Annual Caribbean Commercial Law Workshop, namely

- the *Offshore Law Roundtable* - with the ILA Caribbean Branch on July 27, 2016, and
- the *CI Arb Accelerated Route to Membership course* – with the Chartered Institute of Arbitrators, Barbados Branch, on July 28-29, 2016.

By joining these three events together the Faculty was able to attract more participants to its activities and to provide enhanced opportunities to persons travelling to attend the CCLW.

Relations with Other Institutions

University of Guyana

Following negotiations with the University of Guyana (UG) and the Council of Legal Education, the Cave Hill Faculty of Law agreed to continue to work under a good faith agreement with respect to UG for the 2015-16 academic year. This unwritten agreement exactly paralleled the terms of the last signed UG/UWI/CLE Agreement.

As a result Cave Hill academic staff members continued to provide guidance on examination questions to UG examiners, and second-marked all UG Law scripts. The Dean also continued to play the role of moderator in cases of disagreement between UG and UWI marks.

College of the Bahamas (COB)

Following discussions with the College of the Bahamas (COB) the Faculty of Law agreed to wind down the cooperative arrangement. As a result in the 2015-16 academic year all existing UWI/COB students were provided with the right to register at the Cave Hill Campus to finish their degrees. A number of students took up this opportunity. Others deferred it for a later date.

vi. BENEFACTIONS

The Faculty was pleased to receive funds from the family of Dr Joseph S. Archibald QC, enabling the award of a **Dr Joseph S. Archibald QC, Memorial Scholarship**. This scholarship will be tenable at the Cave Hill Campus and provides recipients US \$2000 per year.

The Faculty was able to provide three (3) bursaries in the amount of \$3,000 BDS each under the **Students' Trust Fund – Law**. Following a short-listing exercise the final candidates were interviewed on March 23, 2016. All 11 short list candidates faced considerable financial hardship and the members of the interviewing committee were saddened that the Faculty is unable to provide bursaries for more students.

Following the selection of the three recipients, two academic staff members of the selection committee donated additional funds to allow for disbursement of a fourth bursary, in the amount of \$3,000 BDS. The Faculty also expresses its heartfelt thanks to the widow of Mr Stan Michelini who generously donated all contributions from the memorial ceremony honouring Mr Michelini, held on October 12, 2015, to the Faculty of Law to support the Michelini Family Prizes.

The Faculty applauds its donors for these enabling gifts.

vii. APPENDIX I: Undergraduate Law Student Performance

Notes on the UWI Grading System

Under the current Grade Point Average Regulations (effective August 2014) the following letter grades and GPA scores are awarded for each percentage band:

GRADE	GPA	MARKS
A+	4.30	90-100
A	4.00	80-89
A-	3.70	75-79
B+	3.30	70-74
B	3.00	65-69
B-	2.70	60-64
C+	2.30	55-59
C	2.00	50-54
F1	1.70	45-49
F2	1.30	40-44
F3	0.00	0-39

Letter grades below the minimum passing average – a 'C' or a GPA of 2.0 – are divided into three categories of failure, F1, F2 and F3.

Table Key

AM:	Absent Medical	FNP:	Failed no penalty
DNS:	Did not submit	NG:	No grade
FA:	Failed absent	LW:	Late withdraw

Cave Hill Campus, University of the West Indies

Semester I, 2015-16

LAW CODE	TITLE	A+	A	A-	B+	B	B-	C+	C	F1	F2	F3	FA	LW	AM	ANP	DNS	NO STUDENTS	NO FAIL	% FAIL
1010	Law & Legal Systems	3	11	11	24	23	23	24	23	7	6	19		1				175	32	18%
1110	Criminal Law I			23	31	39	26	14	11	4	2	3	5		1			159	14	9%
1231	Legal Methods, Research I	1	12	26	32	30	35	18	4								6	164	0	0%
2010	Law of Torts II		4	2	20	11	60	25	27	7	11	1	5	2	3			178	24	13%
2110	Law of Contract II	1	16	31	27	34	29	15	13	2	2	5	3	2	3			183	12	7%
2210	Real Property I		10	14	44	37	30	20	13	4		14	5	2	4			197	23	12%
2310	Public Int'l Law I		9	22	37	32	35	24	24	10	9	11		2	3			218	30	14%
2510	Jurisprudence	7	21	15	22	21	21	24	21	9	11	11	4	2	6			195	35	18%
3020	Employment Law	1	3	5	27	18	49	11	15	3	1		4	1	1			139	8	6%
3110	Company Law		7	7	18	34	24	17	5	8	4	2	4	1				131	18	14%
3120	Law of Corp Management	7	16	8	30	5	7				1		1	1				76	2	3%
3140	Law of Corp Insolvency	1	2	9	5	5						1						23	1	4%
3170	Law of Trusts	2	3	14	28	31	14	7	2	1	4		3	1				110	8	7%
3210	Family Law I (Husband & Wife)		1	8	15	27	47	10	13	9	6	6	3	2	3			150	24	16%
3290	Sup Independent Research		3	1	3		1											8	0	0%
3360	Caribbean Energy & Gas Law		2	2	4	3	5	3	4		2	1			1			27	3	11%
3460	Int'l Environ. Law		9	3	2	1	4	1	5		1	2						28	3	11%
3550	Gen Prin. of Private Int'l Law		3	2	2	3	1	1	2		1	2						17	3	18%
3630	Caribbean Integration Law	1	7	10	7	3	1	1		1	1	1	2			1		36	5	14%
3760	Intellectual Property	4	13	7	7	11	12	8	9	1		3	1					76	5	7%
3840	Alt. Dispute Resolution		5	8	16	11	15	9	5			1		1				71	1	1%

Semester II, 2015-16[illegible]

Summer/Supplemental, 2015-16

LAW CODE	TITLE	A	A-	B+	B	B-	C+	C	FI	F2	F3	FA	AM	NO STUD	NO FAIL	% FAIL
1020	Constitutional Law			1										1	0	0%
2310	Public Int'l Law I				1									1	0	0%
2710	Administrative Law				1			2			1	1	1	6	2	33%
2810	Equitable Remedies							1						1	0	0%
2910	Cwth. Carib Human Rights		1		1									2	0	0%
3030	Discrim. in Employment										1			1	1	100%
3110	Company Law												1	1	0	0%
3130	Law of Corporate Finance							1						1	0	0%
3140	Law of Corporate Insolvency			1										1	0	0%
3180	Admin of Trusts & Estates			2				1			1			4	1	25%
3210	Family Law I (Husb & Wife)						1							1	0	0%
3330	Int'l Trade Law							1						1	0	0%
3760	Intellectual Property			1										1	0	0%
3840	Alt Dispute Resolution						1							1	0	0%
3901	Comp Const'l Law	1			4	2	2	3						12	0	0%
3905	Comp Labour & Employ Law				1	5	3	3		2				14	2	14%

PUBLICATIONS

Book

Kaczorowska-Ireland, A. *European Union Law*. 4th ed. Routledge: London. 2016.

Non-Refereed Book Chapters

Lancaster, A. and St. George, J. "The Organisation of Eastern Caribbean States" *Latin American & Caribbean Institutional Law*. Marco Odello and Francesco Seatzu, eds. T.M.C. Asser Press: The Hague. 2015. 231-250. doi: 10.1007/978-94-6265-069-5.

Lancaster, A. and **St. George, J.** "The Organisation of Eastern Caribbean States" *Latin American & Caribbean Institutional Law*. Marco Odello and Francesco Seatzu, eds. T.M.C. Asser Press: The Hague. 2015. 231-250. doi: 10.1007/978-94-6265-069-5.

Refereed Journal Articles

Ostroukh, A. "Simeon McIntosh's Contribution to the Solution of the Chattel-House Problem in the Commonwealth Caribbean." *Zeitschrift für Rechtsphilosophie*. No. 4. 2015. 393-402.

Ventose, E. "Constitutionality of Transfer of Teachers in the Commonwealth Caribbean." *West Indian Law Journal*. Vol. 38., no. 1. 2013. 15-45.

Ventose, E. "Copyright Protection for Technical Drawings in the Commonwealth Caribbean." *Journal of Intellectual Property Law and Practice*, Vol. 9, no. 5, 2015, pp. 665-667.

Ventose, E. "Judicial Review of the Constituency Boundaries Commission in the Commonwealth Caribbean." *Commonwealth Law Bulletin*. Vol. 40, no. 4. 2014. 631-656. doi: 10.1080/03050718.2014.974637.

Ventose, E. "Patent Protection for Isolated Genes in Australia." *Journal of Intellectual Property Law and Practice*. Vol. 10, no. 3, 2015, pp.148-150.

Journalism

Cumberbatch, Jeff. 'The essential service and the right to strike', *Barbados Advocate*, July 20, 2015.

STAFF

Professional Staff

Captain Junior Browne continued as officer in charge during this period. The other senior officers of the Law Library are Miss Waveney Webster, Head, Technical Services, Miss Sheldine Greene, Head, Public Services Division and Mrs Erene Knight, Acting Administrative Assistant.

Staff Activities

A list of professional staff activities is recorded at the end of the report. The Officer in Charge also attended meetings of various Campus Committees throughout the year.

Miss Sheldine Greene was promoted to Librarian I effective 1 August 2015. Miss Waveney Webster completed the MSc Library and Information Studies at Robert Gordon University and was subsequently promoted to Librarian I effective 1 August 2016. Congratulations to these two members of staff for their achievements.

Clerical Staff

Five members of staff attended a training seminar for Library Assistants in Jamaica sponsored under the IMPACT Justice Project. These persons were: Mr Larry Craig, Miss Joyann Roach, Miss Lyn-Marie Bovell, Miss Stephanie Clarke and Miss Phonsea Millington. This training was held from January 24-27, 2015. Staff also benefited from online courses run by the American Library Association. These included the Fundamentals of Acquisitions, The Fundamentals of Preservation and the Fundamentals of Collection Development.

DIVISIONAL ACTIVITIES

ADMINISTRATION AND PROJECTS

The Administration and Projects Division continued to be responsible for the overall management of the Law Library and for projects such as WILIP and CARILAW.

Staff

The Division was staffed as follows:- Capt. Junior Browne, Officer in charge; Mrs Erene Knight, Administrative Assistant (Temp); Miss Lyn-Marie Bovell (Grade II clerk), Miss Ann-Marie Beckles (Grade III/II clerk) and Mr Michael Griffith (Grade II clerk). Miss Beckles and Mr Griffith were primarily assigned to the CARILAW project. Mr Terry Jones (Office Assistant), Bernadette Grant and Miss Carol-Ann Wilkinson (Office Attendants) made up the remainder of the staff. Miss Wilkinson joined the staff on the retirement of Mrs Carmenta Clarke-Bynoe.

Building Maintenance

The Law Library was closed for an additional three days in January 2016 in order to facilitate industrial cleaning. It is hoped that this will be scheduled for twice per year going forward. The air condition vents were also cleaned during the second.

Once again, work was done on the roof as well as other areas of concern. There is a need to develop a maintenance plan going forward to have the roof checked and gutters cleaned on a quarterly basis. Rentokil also carried out pest control treatment in the Law Library during the Christmas semester break.

A plan for the repurposing of the basement level of the Law Library was approved by Campus Administration. This would see the development of a learning commons which would include 2 group study rooms, seating for collaborative work, and a training room which could be used to conduct training sessions for staff or students. It

is intended that the group study rooms and the training rooms will be outfitted with the latest classroom technology in order to complement the Law Faculty's paperless teaching drive and the expansion of online teaching. Lecturers would also be able to use the facility to deliver classes. This would be especially useful for the LLM programme. The modular study rooms and furniture were ordered near the end of the period under review and it is hoped that Phase I of the project will be completed early in the new academic year.

As part of an effort to reduce the cost of electricity bills on the Campus, a bulb replacement project was implemented. This saw the fluorescent tubes being replaced by LED tubes. The Faculty of Law Library was one of the early beneficiaries of the project. The work within the library commenced in July 2016 and it is hoped that it will conclude early in the next academic year.

WILIP

The main focus of the Division during the period was the production of the WILIP Index and the continued updating of CARILAW. The Consolidated Index of Statutes and Subsidiary Legislation 2016 was completed for the following countries:

- Antigua & Barbuda
- The Commonwealth of the Bahamas
- Barbados
- Belize
- British Virgin Islands
- The Commonwealth of Dominica
- Grenada
- St. Lucia
- St. Vincent and The Grenadines
- The Republic of Trinidad and Tobago

As was the case during the previous year, this year represented an increase in the number of Indexes produced. With the assistance of the IMPACT Justice Project, plans are being put in place to move the Index to an online environment. A Canadian firm, LEXUM, which has extensive expertise in producing legal products, has

assisted with the development of an online database. A representative from the company visited Barbados to train some members of the Law Library staff on the software. It is hoped that this will be completed sometime early in the new academic year.

CARILAW

Mr Michael Griffith and Miss Ann-Marie Beckles continued to work diligently with the CARILAW project. *Table 1* shows the CARILAW activities for the year under review. It should be noted that over 4,000 judgments were added to the database during the year under review. This follows on from the classification of judgments that was done in the previous year and represents a tremendous achievement thanks in no small part to the funding provided through the IMPACT Justice Project.

The provisioning of the new CARILAW server was not completed by the Campus IT Services during the academic year as was hoped. In addition, the new CARILAW search engine was not completed by the end of the review period.

Accounts

Tables 2 and 3 show the income and expenditure of the Law Library during the period under review.

TECHNICAL SERVICES DIVISION

ACQUISITIONS

Staff

The Division was supervised by Ms Waveney Webster. The two clerical officers in this section were Mrs Janice Lovell and Mrs Nicole Glasgow. They worked well during the period in review.

Orders

Orders were placed for 77 titles and 43 were received. The orders were for books recommended for the various law courses. The library continued to concentrate on payments for standing orders. Though there was some improvement in the payment of invoices by the Bursary, there were queries from some vendors concerning invoices that have gone over more than 100 days without payment. The dire financial position of the Campus, led to the suspension of accounts at some periods by various vendors. It is hoped that the situation will improve in the new academic year.

Claims

Claims for textbooks, legislation and judgments continued with much success, using email to the various vendors every 3 months. Their quick responses enabled good record keeping.

Binding

During the period August 2015 – July 2016, a total of 587 items were sent to the binders, while 447 were returned. The majority of these items were periodicals. (See *Table 5*).

Gifts

The Law Library received a total of 783 gifts from individuals and organizations. Of those items received, 770 were donated by the IMPACT Justice Project. (*Table 6*) This gift was very significant as the reduction in the budget in recent years, meant that the Law Library had to concentrate its purchases mainly on those required

for teaching. The selection of materials which were donated from the IMPACT Justice project included updates to practitioners' texts, new reference material and monographs on various areas of law including water, sports, agriculture, renewable energy and oil and gas among others.

Legislation

A total of 3912 items of legislation and Official Gazettes were received from all Commonwealth Caribbean countries except from the Turks and Caicos Islands (*Table 7*). Attempts to obtain legislation from Turks and Caicos had been met with a positive response and the library has paid for the yearly online subscription. There was an increase of 146 items of legislation over the preceding year of 3766. The Department continues to claim the missing material on an ongoing basis.

Judgments

A total of 2,389 judgments were received or downloaded from websites. There was an increase of 219 judgments over the period 2014/2015. (*Table 8*).

Cataloguing

Waveney Webster is supported by Joy-Ann Roach who worked well during the period under review.

During the period under review a total of 1720 items were processed and added to the library's collection. Materials processed by the Cataloguing Division are shown in (*Table 9*). There was an increase of 922 items from the previous reporting period.

Aleph

Mrs Janice Lovell, Mrs Nicole Glasgow and Miss Joy-Ann Roach continued to download records to Aleph, the library's database for the library's OPAC. A total of 2699 records were downloaded for the period August 2015 to July 2016.

PUBLIC SERVICES DIVISION

Members of the Public Services Division continued to provide service to the Law Library's patrons in an efficient manner.

During the summer holidays some refitting of shelving was undertaken within the General Collection. This was necessary in order to provide space for the acquisition of items gifted to the library by the IMPACT Justice Project and generally to reorganize the space in that area.

The Public Services Division benefited from the beautification project conducted within the library. There is a major issue with the level of visibility especially within the Circulation Area and the Public Services Librarian's desk. Some students complained of their inability to see clearly due to the change from cool white to daylight LED bulbs within the library and the minimum access to the Campus WIFI. These issues were raised with the Maintenance Department and Campus IT respectively.

During the summer holidays some refitting of shelving were undertaken within the General Collection. This was necessary in order to provide space for the acquisition of items gifted to the library by the IMPACT Justice Project.

Inventory

During the end of the Semester II the weeding process commenced within the Reference and Bibliography section in an additional effort to create space. This process will be continued in the new academic year.

Visitors

The library was visited by – the Honorary Mr Jacob Wit, Justice of the Caribbean Court of Justice and Dr Jona Isreal, Vice Dean, Faculty of Law, University of Aruba.

Statistics

Table 12 has shown a decrease of 30% in the borrowing of reading room materials when compare to last year's (2015/2016) usage. This can be attributed to the

increased usage of the Law Library's online media and content. Table 10, which records Overnight Loans, has shown a significant decrease of 43% in comparison to the same time frame in 2014/2015. This year's photocopying and fax request, shown at Table 11, has decreased dramatically when compared to the same period last year for both the Commonwealth Caribbean and international countries. Our monthly requested which is displayed at Table 12 shows that compare to same periods saw an increase of 20% overall. Additionally, a new table has been introduced which shows the borrowing statistics of Open Shelf material.

PROFESSIONAL STAFF ACTIVITIES

Captain Junior Browne ED (Officer in Charge, Librarian III)

Professional Activities

- Joint presentation with Mrs Sherri Michaels (Indiana University Bloomington) at the Charleston Conference from Nov 4 -7, entitled "Is Inventory Management worth it? Two case studies".
- Attended the seminar for Law Library Assistants "Commonwealth Caribbean Law Librarianship in the Digital Age" Kingston Jamaica, January 25-27, 2016. Conducted the following presentations:
 - (1) Primary Sources of Law II: CARILAW.
 - (2) Primary Sources of Law III: Legislation and the WILIP Project. |
 - (3) Law Libraries in the Digital age: coping with new practices and services (with Yemisi Dina, Osgoode Hall Law Library, York University).
- Attended meeting of IMPACT Justice Databases Technical Advisory Group, Belize, May 2016.
- Selected for International Visitors Leadership Programme. *Librarians and Archivists as Defenders of Intellectual Property Rights*. Washington DC June 11 – July 2, 2016. This programme was funded by the US Department of State and brought together nine librarians and archivists from Barbados and

the OECS to explore the theme. The programme included meetings with numerous persons involved in intellectual property across four states and included attendance at the American Library Association Annual Conference in Orlando Florida.

- Attended the Caribbean Commercial Law Workshop, Barbados Hilton, July 25-27, 2016.

Membership of Professional Associations

- Member, Caribbean Association of Law Libraries.
- Member, ACHEA.
- Member, American Library Association.
- Member, Library Leadership and Management Association.
- Member, Association of College and Research Libraries.

Public Service

- Officer, Barbados Regiment (Reserve Element) 1997 -.
- Member, Football Committee, Barbados Football Association 2016-18.

Waveney Webster (Senior Library Assistant) Head, Acquisitions and Cataloguing Divisions)

Professional Activities

- Attended the Caribbean Association of Law Libraries Annual Conference at the Knutsford Court Hotel, Kingston, Jamaica, from July 24-28, 2016.

Sheldine Greene (Librarian I) Head, Public Services Division

Professional Activities

- Attended the Caribbean Commercial Law Workshop, Barbados Hilton, July 25-27, 2016.

STAFF LIST

Professional Staff

Captain Junior Browne, *ED, MA, BSc, LLB (Hons)*
Miss Sheldine Greene *MSc, BSc.*
Miss Waveney Webster *BEcon.*

Clerical Staff (Full time)

Miss Ann-Marie Beckles
Miss Lyn-Marie Bovell
Mrs Stephanie Clarke
Mr Larry Craig
Miss Leeandra Gilkes
Mrs Nicole Glasgow
Mr Michael Griffith
Mrs Erere Knight
Mrs Janice Lovell
Mrs Phonsea Millington
Miss Joy-Ann Roach
Mr Henderson Waithe (on secondment to CLIC from March 24, 2014)
Mr Nicholas Hunte

Clerical Staff (Part time)

Mr Phillip Alleyne (full-time Jan – Apr 16)
Mr Kimah Bayne
Miss Alesha Bourne*
Miss Kanisha Harford
Miss Cheriah Holder
Miss Kalifa Holligan
Miss Katherine Jones
Miss Pamela Phillips
Mrs Suzanne Richardson-Bailey
Mr Omar Small
Mr Craig Tuckett*
Miss Risa Walrond
Miss Khadisha Wickham

*Semester 2 only

Office Assistant

Mr Terry Jones

Office Attendants

Miss Bernadette Grant (full-time)
Miss Carol Ann Wilkinson (part-time)

Table 1

CARILAW STATISTICS 2012-2016

Activity	2012/2013	2013/2014	2014/2015	2015/2016
Cases Edited	1554	2745	2333	2026
Cases Scanned	1470	2584	2048	887
Cases Uploaded	969	1940	979	4120
Headnotes Typed	655	1871	1425	3556

Table 2

WILIP EXPENDITURE AND RECEIPTS AUGUST 2015 – JULY 2016

Date	Amount (Expenditure)	Amount (Income)
August		13,924.00
September		3,508.00
October	1,120.95	1,266.00
November		148.00
December		1,120.00
January		72.00
February	3,967.00	56.00
March	1,093.00	2,286.00
April	480.00	13,508.00
May	750.00	706.00
June	1,080.00	3,607.00
July	-	9,794.00

Total Receipts for the year = \$49,995.00
Less Total Expenditure for the Year = \$8,490.95

Net Income = \$49,995.00 - \$8,490.95 = \$41,504.05

Table 3
XEROX EXPENDITURE AND RECEIPTS, AUGUST 2015 – JULY 2016

Date	Particulars	Amount (Expenditure)	BBM (Rentals)	Xerox Receipts (for month end)
15-08-31	- -	- -	- -	- 2,220.10
15-09-25 15-09-30	Cartridges -	240.00 -	-	- 4,778.90
15-10-16 15-10-21 15-10-31	paper. Toner -	1,120.96 2,539.62 -	- - -	- - 5,503.49
15-11-04 15-11-05 15-11-30	Toner Toner -	1,888.61 643.90 -	- - -	- - 4,757.67
15-12-31	-	-	-	5,247.95
16-01-31	-	-	-	10,788.28
16-02-04 16-02-05 16-02-10 16-02-11	Cartridge Fuser Toner Paper	3,296.21 1,483.44 363.15 1,120.95	- - - -	- - - 12,599.55
16-03-31				7,441.25
16-04-31	-	-	-	6,790.50
16-05-25 16-05-26 16-05-31	Paper Toners -	1,120.95 2,103.37 -	- - -	- - 2,286.25
16-06-30	-	-	-	2,585.04
16-07-31	-	-	-	2,402.70

Receipts for Student Copying = \$17,494.45

Total Xerox Receipts for the Year=\$67,401.68

Less Total Expenditure for the year = \$15,921.16

Net Income = \$17,494.45 + 67,401.68 – \$15,921.16 = \$68,974.97

Table 4
MATERIAL RECEIVED DURING THE YEAR 2015/2016

TITLE	TOTAL
BIB/REF	10
CD-ROM	6
LAW COMMISSION REPORTS	35
MICROFILM/FICHE	123
PERIODICALS (Bound & Loose)	550
LAW REPORTS (Bound & Loose)	426
XEROXED ARTICLES	3
LEGISLATION	2
TEXTBOOKS/TREATIES	35
W.I GOVERNMENT REPORTS	3
LOOSE LEAF SUPPLEMENTS	84
TOTAL	1274

Table 5
ITEMS PROCESSED TO THE BINDERY DURING THE YEAR 2015/2016

TITLE	NO. OF ITEMS SENT	NO. OF ITEMS RETURNED
LAW REPORTS	23	64
PERIODICALS	215	235
JUDGMENTS	138	32
LEGISLATION	128	105
REPAIRS		
TEXTBOOKS	60	10
REPORTS	20	1
OTHER	3	-
TOTAL	587	447

Table 6
MISCELLANEOUS 2015/2016

GIFTS RECEIVED	783*
ORDERS PLACED	77
ORDERS RECEIVED	43

*- 770 (Caribbean Justice improvement Project)

Table 7
LEGISLATION RECEIVED DURING 2015/2016

TERRITORY	ACTS/ ORDINANCES	SI'S/ SRO'S/ LEGAL	GAZETTES/ BILLS/OTHER	TOTAL
		NOTICE		
Anguilla	6	9	11	26
Antigua & Barbuda	20	54	68	142
Bahamas	44	94	48	186
Barbados	32	129	155	316
Belize	20	97	93	210
Bermuda	78	151	-	229
BVI	6	85	7	98
Cayman Islands	65	102	213	380
Dominica	15	50	90	155
Grenada	71	98	65	234
Guyana	33	174	39	246
Jamaica	32	360	572	964
Montserrat	24	81	-	105
St. Kitts & Nevis	6	5	16	27
St. Lucia	26	108	74	208
St. Vincent & the Grenadines	31	37	77	145
Trinidad & Tobago	9	232	-	241
Turks & Caicos Islands	-	-	-	0
TOTAL	518	1866	1528	3912
Total Legislation received for 2014/2015		3,766		
Total Legislation received for 2015/2016		3,912		

Table 8
JUDGMENTS RECEIVED BY TERRITORY AND COURT 2015/2016

	Privy Council/ CCJ	Court of Appeal	High Court	Tax Appeal	Ind. Court	FTC	Total
Anguilla	1	5	5	-	-	-	11
Antigua & Barbuda	2	11	7	-	-	-	20
Bahamas	1	211	290	-	-	-	502
Barbados	-	45	64	-	-	-	109
Belize	-	21	77	-	-	-	98
Bermuda	3	40	130	-	-	-	173
B.V.I.	2	14	22	-	-	-	38
Cayman Islands	-	-	-	-	-	-	0
Dominica	1	4	60	-	-	-	65
Grenada	-	9	17	-	-	-	26
Guyana	-	12		-	-	-	12
Jamaica	5	170	176	-	18	-	369
Montserrat	2	1	14	-	-	-	17
St. Kitts and Nevis	-	7	25	-	-	-	32
St. Lucia	1	14	15	-	-	-	30
St. Vincent & The Grenadines	-	3	105	-	-	-	108
Trinidad & Tobago	2	66	544	55	112	-	779
Turks & Caicos Islands	-	-	-	-	-	-	0
TOTAL	20	633	1551	55	130	0	2389
Total Judgments received for 2014/2015			2,170				
Total Judgments received for 2015/2016			2,389				

TABLE 9
MATERIALS PROCESSED IN THE CATALOGUING DEPARTMENT
A. Statistics of Material Processed by Type of Material between
August 2015-July 2016

CATEGORIES	New Items	New Editions	Addit'l Copies	Re-Classified Items	Continuations	Items Returned From the Bindery	Total No. of Items Processed in each Category
Bibliographic/Reference	55		12				67
CD-ROM	4	45					49
Law Commission Reports	18				8		26
Periodicals					28	250	278
Photocopied Articles Including Analytic Entries							
Legislation (Revised eds. of Acts & S.I.s)							
Legislation (Individual Statutes or S.I.s)	1					65	66
Textbooks & Treatises	652	123	128	115		10	1028
Theses							
W.I. Government Reports							
Law Reports	1		11		156	38	206
TOTAL	731	168	151	115	192	363	1720

TABLE 10
B. Statistics of Materials Processed by Location between
August 2015 – July 2016

CATEGORIES	Reserve	Open Shelf	Rare Books	Tax Law	Total Number
Bibliographic/Reference	18	49			67
CD-ROM	45	4			49
Law Commission Reports	18	8			26
Periodicals		275		3	278
Photocopied Articles Including Analytic Entries					
Legislation (Revised eds. of Acts & S.I.s)					
Legislation (Individual Statutes or S.I.s)		66			66
Textbooks & Treatises	144	884			1028
Theses					
W.I. Government Reports					
Law Reports		199		7	206
TOTAL	225	1485		10	1720

Total number of items processed for 2014-2015 = 798

Total number of items processed for 2015-2016 = 1720

Table 11
Reading Room Material

MONTH	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
August	33	22	50	62	16	21
September	1681	1003	1296	1446	1152	657
October	1549	1332	1642	1785	1098	979
November	1635	1330	1368	1441	954	684
December	530	573	475	524	329	206
January	258	213	337	301	314	182
February	1979	1053	1346	1040	783	578
March	2334	1638	1986	1416	1091	645
April	1173	836	1255	1011	628	496
May	323	192	415	296	156	120
June	42	47	38	20	33	15
July	50	69	66	24	33	13
TOTAL	11587	8308	10070	9366	6567	6567

Table 12
OVERNIGHT LOANS

MONTH	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
August	8	1	4	6	9	7
September	899	387	489	555	712	260
October	654	593	604	632	612	341
November	825	554	573	655	663	368
December	249	43	261	259	219	113
January	124	84	100	147	163	87
February	588	325	336	467	349	247
March	598	437	494	541	552	341
April	400	396	537	615	439	361
May	151	114	202	96	87	75
June	4	4	7	0	3	1
July	14	29	14	8	13	2
TOTAL	4514	2967	3600	3981	3821	2203

Table 13
OPEN SHELF LOANS

MONTH	2015/2016
August	-
September	95
October	208
November	186
December	77
January	51
February	141
March	162
April	100
May	23
June	-
July	-
TOTAL	1043

Table 14

PART A**Photocopying and Fax Requests Commonwealth Caribbean**

COUNTRY	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Anguilla	4	13	19	0	1	1
Antigua	3	2	13	3	0	0
Bahamas	18	21	62	12	18	21
Barbados	443	1414	1182	637	772	318
Belize	7	0	0	0	0	0
Bermuda	0	1	0	0	0	0
B.V.I.	4	6	11	0	2	0
Cayman Islands	0	1	0	0	0	1
Dominica	38	51	58	21	11	6
Grenada	73	136	85	64	66	36
Guyana	14	61	23	20	22	7
Jamaica	28	83	48	25	14	11
Montserrat	6	11	7	14	56	22
Nevis	0	0	0	0	0	0
St. Kitts	6	18	0	6	0	11
St. Lucia	17	2	4	3	5	5
St. Vincent	14	41	3	29	13	9
Trinidad & Tobago	53	78	78	47	79	30
Turks and Caicos Islands	0	0	0	0	0	2
TOTAL	728	1939	1590	883	1059	480

Table 14

PART B**Photocopying and Fax Requests Non-Commonwealth Caribbean**

COUNTRY	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
Australia	0	0	0	0	0	0
Canada	2	47	45	7	91	33
Guadeloupe	0	0	0	0	0	0
Netherlands	0	9	0	0	0	0
South Africa	0	0	0	0	0	0
Suriname	0	0	0	0	0	0
Sweden	0	0	0	0	0	0
U.K.	7	0	0	0	0	0
U.S.A.	9	8	1	0	20	0
TOTAL	18	64	46	7	111	33

Table 15
REQUESTS PER MONTH 2015/2016

COUNTRY	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Total
Anguilla	0	0	0	0	0	0	0	3	0	0	0	0	3
Antigua	0	0	0	0	0	0	0	0	0	0	0	0	0
Bahamas	0	2	5	2	0	6	3	3	3	1	1	0	26
Barbados	90	71	62	68	26	81	117	73	31	95	117	59	890
Bermuda	0	0	0	0	0	0	0	0	0	0	0	0	0
B.V.I.	0	0	0	0	0	0	0	0	0	0	0	0	0
Canada	19	8	19	23	0	0	0	13	5	15	2	4	108
Cayman Is.	0	0	0	0	0	1	0	0	0	0	0	0	1
Dominica	0	0	0	0	0	0	1	5	2	1	3	0	12
Grenada	12	1	36	4	9	1	4	9	4	4	3	3	90
Guyana	0	3	0	2	0	0	0	4	6	0	0	0	15
Jamaica	0	5	1	5	0	0	4	12	1	0	0	0	28
Montserrat	11	6	2	15	7	14	10	1	9	0	0	7	82
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0
Nevis	0	0	0	0	0	0	0	0	0	0	0	0	0
New York	0	0	0	0	0	0	0	0	0	0	0	0	0
St. Kitts	1	6	1	0	0	0	0	6	8	4	3	0	29
St. Lucia	0	0	0	0	0	1	0	4	1	0	1	0	7
St. Vincent	0	0	0	0	0	0	3	1	0	11	0	9	24
Sweden .	0	0	0	0	0	0	0	0	0	0	0	0	0
Trinidad	0	12	3	17	4	4	2	23	4	8	4	2	83
Turks and Caicos	0	0	0	0	4	0	0	0	1	0	0	0	5
TOTAL	133	114	129	136	50	108	144	157	75	139	134	84	1403

Faculty of Medical Sciences 2015 – 2016



- Faculty of Medical Sciences
- Chronic Disease Research Centre, Tropical Medicine Research Institute

DEAN

Dr O. Peter Adams

BSc (Lond), MBBS, MSc, DM (Fam. Med) (UWI)

Deputy Dean (Research)

Dr Alafia Samuels

BSc (Birmingham), MSc (Chicago), PhD (Chicago)

Deputy Dean (Pre-Clinical)

Dr Kenneth Connell

MBBS DM (UWI), PhD (KCL), FACP, FRCP (Lond)

Deputy Dean (Clinical)

Dr P. Michele Lashley

MBBS (UWI), DCH, DM (Paed) (UWI), FRCP (Edin)

Director, Chronic Disease Research Centre

Dr Alafia Samuels

BSc (Birmingham), MSc (Chicago), PhD (Chicago)

Administrative Officer

Ms Christianne Walcott

BA (Syracuse), MA (Monash)

Director of Medical Education

'Currently Unfilled'

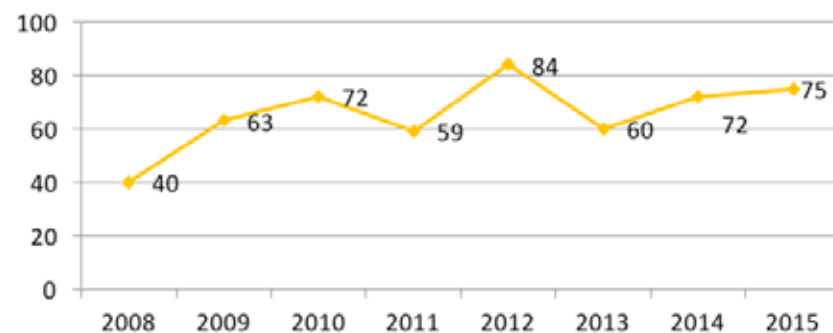
DEAN'S OVERVIEW

This was a busy year for the Faculty of Medical Sciences (FMS). Applications for the MBBS programme remained strong and a new undergraduate degree was started. There were 2 reviews – a Clinical Review conducted by the Quality Assurance Unit and an accreditation visit by CAAM-HP. Much effort was spent preparing for these reviews. The Principal set up a Think Tank for the FMS and also met with associate lecturers to discuss their concerns.

The MBBS Undergraduate programme

The majority of students are from Barbados, Trinidad and Tobago and The Bahamas. The number of qualified applicants continued to be in excess of the Faculty's capacity to accept students. Despite a reduction in the number of students sponsored by the Trinidad and Tobago government, the number of students admitted was slightly in excess of the previous year.

Admission to MBBS Programme at Cave Hill by Year



MBBS graduation rates

The fourth cohort of students to enter the full five-year MB BS degree programme wrote their final examinations in May-June 2016. Forty-six students successfully passed their final examinations during the academic year. Nineteen students took the final examinations in November/December 2015 with 17 graduating, and thirty-four students took the final examinations in May-June 2016 with 29 students graduating.

Internship

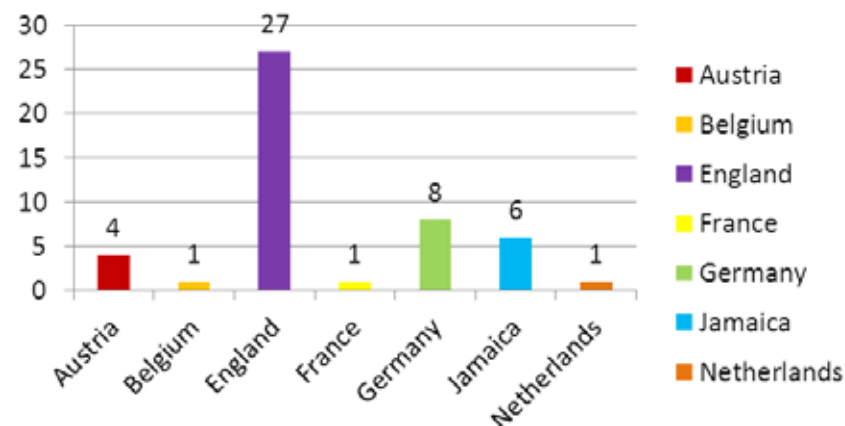
Internship posts continued to be at a premium at the Queen Elizabeth Hospital. However, internship posts were available in other Caribbean islands in July 2016 allowing all students to get internship posts.

Overseas Student Elective Programme

The Faculty of Medical Sciences continues to coordinate the elective programme for clinical students from international medical schools. While elective placements are in demand only 48 students were accepted during the year in review compared to 72 the year before and 102 two years ago. Elective students typically spend between 4 and 12 weeks in a variety of clinical rotations.

The increasing number of our own students has reduced the capacity to accept international students. Our students have two 4-week elective periods during which they have the opportunity to travel overseas if they wish. The money received from international elective students has been used in the past to help defray the cost of our students travelling overseas to do their electives. The drawback of a reduced number of international elective students is that less money is available to subsidise electives for our undergraduate students.

Overseas Students Electives



Facilities

Clinical students now have a lounge and sleeping facilities located within the Queen Elizabeth Hospital. This is in addition to the lounge within the ER Walrond Clinical Skills building.

Clinical Quality Assurance Review

A review was conducted in November 2015 by a team headed by Dr Lenworth Jacobs. This review was generally favourable with recommendations concerning student numbers, the curriculum and student advising and career guidance made.

CAAM-HP accreditation

An institutional self-study took place with respect to accreditation of the MBBS programme. Seven databases were completed by FMS, Cave Hill. These were collated with those from Mona, Nassau and St. Augustine and submitted in January 2016 to the accrediting authority. UWI is accredited as one Medical Faculty. Much work was done to prepare Cave Hill for the visit.

An accreditation visit to Cave Hill Campus was conducted between April 8 and 11, 2016. Accreditors visiting Cave Hill were Emeritus Professor Samuel Leinster (Team Leader) of the University of East Anglia, Professor Mary Coleman of Louisiana State University, Professor Anne Garden of Lancaster University and retired Professor Penelope Hansen of Memorial University, Newfoundland. The team met with Faculty, members of campus administration, support staff and students and they visited the various FMS teaching sites and clinical locations. An exit conference reporting a summary of the findings of the visit to the Vice-Chancellor, Campus Principals and Medical Deans was held on April 12 at Cave Hill.

A written report noted the quality of the leadership at the campuses; the quality of the students and graduates; the enthusiasm and commitment of staff; the good practice of requiring new staff to undertake the Certificate in University Teaching and Learning; the vision for regionalisation; the quality and improvement of facilities since the last visit with the Errol Walrond Clinical Skills building being mentioned; the wide range and volume of clinical material available to students; the contribution of staff and graduates to the health of the region; and the delivery of some world class research with the Chronic Disease Research Centre being specially mentioned. It recommended a review of student numbers as this could affect quality, of the assessment process, student support and guidance, the promotion process for staff, the harmonisation of the curriculum delivered by the various campuses and a review of certain aspects of the DM programmes.

Memorandum of Understanding (MOU) with Bayview Hospital

A MOU with Bayview Hospital allowing medical students to rotate through that institution was prepared and was due to be signed at the end of the period under review.

Visit by Dr Gary Gibbons

Dr Gary Gibbons the director of Director of the National Heart, Lung, and Blood Institute (NHLBI) at the National Institutes of Health (NIH) visited the faculty on January 22, 2016. During the visit presentations of several projects being conducted by the FMS and CDRC, including some with NIH funding, were made. Dr Gibbons also delivered a lecture and discussed potential funding opportunities for research.

FMS Think Tank

A Think Tank was set up as an initiative of the Principal with an aim to develop new undergraduate and postgraduate programmes. The first meeting occurred on February 26, 2016.

Bachelor of Health Sciences

The Bachelor of Health Sciences a 3-year programme with concentrations in Community Health, Biomedicine Ethics Humanities and Society, Healthcare Administration and Management, Nutrition and Society and Environmental Health began in the 2015 to 2016 academic year. This programme trains and develops professionals who want to establish careers in health promotion, administration and para-clinical services. The Faculties of Medical Sciences, Humanities, Science and Technology and Social Sciences deliver courses in this programme. This is only the second undergraduate degree being offered by the Faculty of Medical Sciences. The academic programme coordinator is Dr Damian Cohall. Five students completed the first year.

Postgraduate Programmes

Postgraduate students made up a small proportion total student enrolment in the Faculty of Medical Sciences. A little under half of these were in one of the 4 to 6 year professional residency DM degree training programmes at the Queen Elizabeth Hospital. The taught Masters in Public Health made up about half of the registered postgraduate students, with only a small number reading for research degrees (PhD/MHIL). The Faculty DM programmes continue to attract high quality applicants but places are limited by the lack of designated training posts at the Hospital and at the Polyclinics.

In the 2014-2015 academic year the following persons successfully completed postgraduate training and were awarded higher degrees.

Postgraduate Diploma (Family Medicine)

Renee Boyce

MSc (Family Medicine)

Sonita Alexander (Distinction)

Keisha Carrington

Master in Public Health (MPH)

Alphonsa Adjodha

Eldorna Armstrong

Peter Best

Derek Catlyn

Delon Fergus (Distinction)

Peaches Hayles-Beckles

Tecla Jn Baptiste

Harmonie Massiah (Distinction)

Terrilia Ravalieri

Fabian Sargeant Barry

Barry Ward

Stacia Whittaker

DM (Anaesthesia and Intensive Care)

Sherry-Anne Lashley

Alexander McLaren-Blades

Stefan Sobers

DM (Family Medicine)

Ashana Marshall-Clarke

DM (General Surgery)

Natacha Paquette

DM (Internal Medicine)

Danielle Dottin

DM (Obstetrics and Gynaecology)

Felix Gittens

Tamica Lawrence

Kamara Odle-Cummins

DM (Psychiatry)

Ronald Chase

Tonya Holder

FACULTY/STAFF

Appointments and Promotions

- Dr Peter Adams, Senior Lecturer in Family Medicine was appointed Dean, replacing Professor J. Michael Branday.
- Dr Alafia Samuels, Senior Lecturer in Public Health was appointed Deputy Dean Research and Graduate Studies replacing Dr Peter Adams.
- Dr Damian Cohall was promoted to Senior Lecturer in Pharmacology with effect from August 1, 2015.
- Dr Natalie Greaves was appointed Temporary Lecturer in Public Health in January 2016 to fill the vacancy left by Dr Samuels moving to the CDRC.
- Dr Michael Campbell, Lecturer in Clinical Psychology was admitted to the British Psychological Society as a Chartered Psychologist and Associate Fellow. He has also been appointed to the CARPHA Research Ethics Committee representing Barbados, and has also been elected as President of the Barbados Psychological Association.
- Dr Kenneth Connell was appointed Interim Governor of the American College of Physicians Caribbean Chapter.
- Dr Nkemcho Ojeh was been appointed Adjunct Assistant Professor of Dermatology and Cutaneous Surgery with the University of Miami, Miller School of Medicine for a period of three years, beginning September 1, 2015.
- Dr Joseph Herbert and Dr Colin Alert were appointed part-time lecturers in Family Medicine. These appointments became necessary with the Dr Adams assuming the Deanship.

Post Graduate Diploma in University Teaching and Learning (PGCUTL)

The following persons were awarded the PGCUTL:

- Dr Uma Gaur, Senior Lecturer in Anatomy.
- Dr Reginald King, Senior Lecturer in Emergency Medicine.
- Dr Joanne Paul Charles, Lecturer in Family Medicine.

Eighteen current and former FMS academic staff members have now successfully completed PGCUTL.

Staff Movements

Professor J. Michael Branday left the FMS and returned to Mona at the end of October 2015 where he took up the post of Director of Medical Education. In 1979 he was the 2nd graduate of the postgraduate training programme in Surgery at Mona. In 2010 with the new Faculty of Medical Sciences with its 5 year MBBS programme only 2 years old, he took over as the 2nd Dean of the faculty. He served as Dean until August 2015.

Dr Ramesh Jonnagaladda, Senior Lecturer in General Surgery and former Deputy Dean Phase-I retired at the end of August 2016. Dr Jonnagaladda received his medical education in Madras, India. He first arrived in Barbados in 1981. Between 1981 and 1988 he worked as a Registrar and Senior Registrar at the Queen Elizabeth Hospital. From 1992 until his retirement he has worked in various capacities for UWI. In all he has worked for 36 years as a General Surgeon.

Dr Jacqueline Vigilance, Lecturer in Physiology left the faculty at the end of the academic year. Dr Vigilance joined the FMS in 2008 when the full 5 year MBBS programme was established.

Dr Alafia Samuels moved from her post as Senior Lecturer in Public Health with the FMS to the CDRC where she became the Director.

Deaths

Dr Charles G. Taylor Jr., Senior Lecturer in Medicine who joined the faculty in September 2011 died on 17 May 2016. Dr Taylor was a Diabetologist and Endocrinologist. He remained a very active researcher despite his debilitating illness. It is noteworthy that he published 4 papers in refereed journals in the year of review for this report, and he has other papers in review.

Professor Emeritus and former Dean George D. Nicholson died on July 17, 2016. He was a pioneer in the treatment of chronic renal disease both at Mona where he was director of the Haemodialysis Unit between 1970 when he arrived and 1979 when he left, and at Cave Hill where he developed the Haemodialysis Unit at the Queen Elizabeth Hospital (QEH) and was its Director from 1979 until his retirement in 2002.

50th Anniversary Independence Celebrations

Public lectures and panel discussions

The faculty planned a series of public lectures and panel discussions to be held throughout 2016. The following were held during the current period under review.

- February 4, 2016 – “Obesity: Prevalence, Perception and Personalised care” lecture by Dr Peter Adams.
- February 25, 2016 – “Hypertensive at 50 Years – Blood, Salt & Tears?” lecture by Dr Kenneth Connell.
- March 10, 2016 – “Glaucoma: The Silent Thief of Sight.” Lecture by Miss Dawn Grosvenor.
- April 21, 2016 – “Children with Diabetes: The ‘Sweet Dilemma – is it Diet or DNA” lecture by Dr Michele Lashley.
- April 27, 2016 – “The Nurturing Pelican: The Origins and Development of the UCWI/UWI Medical School” lecture by Professor Emeritus John Stewart, of McGill University and of the UWI class of 1969.

- May 19, 2016 – “Medical Marijuana: Medical Breakthrough or Further Hindrance to the Development of Caribbean Youth” – a panel discussion hosted by Dr Damian Cohall, Senior Lecturer in Pharmacology, FMS.
- June 15, 2016 – “Accelerating the NCD Agenda – Towards a Better Caribbean, Stronger Together” – by Dr Alafia Samuels, Director – CDRC
- July 7, 2016 – “Physical Activity: Why we all Plan to Start Tomorrow” – a panel discussion hosted by Ms Christina Howitt, Lecturer – CDRC and Ms Miriam Alvarado, Research Assistant – CDRC.

Poster Display

In addition to the public lectures there was a poster display organised by Dr Pamela Gaskin in the lobby of the Sydney Martin Library at Cave Hill from May 9-23, 2016. The display was entitled “Disease Transition 1966 – 2016” and highlighted many diseases, including vector borne diseases which continue to be problematic in the region. It also looked at some of the interventions used to combat these diseases.

Postgraduate Research Symposium

The fourth annual FMS PhD Research Symposium was held on January 18, 2016 at the Shell Suite of the Solutions Centre. The symposium provides an opportunity for the candidates to present their research and get feedback. It also sensitizes the general faculty to the research that is being undertaken by the graduate research students. There were eight presentations by students.

Journal Club

The journal club and research update meetings also continued and are open to all Faculty members. It provides another useful forum for generating research ideas and for developing locally relevant research projects.

Continuing Professional Education

The Faculty continued to partner with the Barbados Association of Medical Practitioners in putting on major medical conferences each May and November, and to promote the annual E R Walrond Symposium at the Queen Elizabeth Hospital. In addition, the Faculty continued to host regular CME conferences in St. Lucia and St. Vincent. The 3rd paediatric intensive care BASIC workshop also took place in 23 and 24 April 2016.

These conferences are part of extensive programme of continuing professional development which constitutes an important part of the work of the Faculty.

78th and 79th UWI/BAMP CME conference

- The 78th UWI/BAMP conference took place on November 14 and 15, 2015 at the Lloyd Erskine Sandiford Centre. A variety of topics were covered. These included Respiratory Diseases, Diabetes and Mental Health, Haematology, Consultation Skills. A number of breakout practical sessions were held. This conference was preceded on November 12 with a public lecture by Professor Graham Serjeant on “Newborn screening in Sickle Cell Disease”.
- The 79th BAMP/UWI CME conference took place on May 21 and 22, 2016 at the Hilton Barbados resort with the theme “NCD and Barbados: Moving Forward”.

Paediatric Neurology Meeting

This conference took place on March 3, 2016 at the E R Walrond Clinical Skills Complex. It was held in conjunction with the International Child Neurology Association and Pediatric Neurology Society. A number of presentations were made by leading academics from the USA.

Teaching the Teachers workshop

This workshop held in conjunction with the ophthalmological Society of the West Indies (OSWI), CETL and FMS was held on July 11 and 12, 2016 at the E R Walrond Clinical Skills Complex. The target audience was educators teaching ophthalmology and other surgical residents, but much of the content was also relevant to those teaching residents in other specialities.

Professor ER Walrond scientific symposium

This 16th annual symposium held in conjunction with the Queen Elizabeth Hospital took place on July 16, 2016 in the auditorium of the QEH. There were 11 scientific presentations. The winner of the best scientific presentation was Dr Ashana Marshall-Clarke for “Female Sexual Dysfunction in Barbados”. At the end of the conference the medical students performed, as is the custom now, a highly entertaining skit.

PRE-CLINICAL DEPARTMENT – PHASE I

STAFF LISTING

Cave Hill

Administrative, Technical & Service Staff

K. Suzanne Archer, *BSc (Hons)*,
Administrative Assistant

Nicole Johnson, *BSc. (Hons), MSc.*,
Stenographer Clerk

Donna Sisnett, *BSc. (Hons), MSc.*,
Stenographer Clerk

Susan Phillips, *CPS*,
Stenographer Clerk

Wesley Moore, *BSc.*,
Stenographer Clerk

Kiana Hall, *BSc., MSc.*,
Medical Laboratory Technologist

Keisha Mascoll, *BSc., MPhil*,
Medical Laboratory Technologist

Jamal Inniss, Office Assistant

Academic Staff

Anatomy

Uma Gaur, *MBBS (Delhi), MS Anatomy*,
Senior Lecturer

Keerti Singh, *MBBS, MSc*,
Lecturer in Anatomy

Biochemistry, Molecular Biology

Nkemcho Ojeh, *BSc (Wales), MRes (Manchester)*
PhD (Lond),

Lecturer in Biochemistry, Molecular Biology & Genetics

Pharmacology

Damian Cohall, *BSc (UWI), PhD Pharmacology (UWI)*,
Lecturer in Pharmacology

Kenneth Connell, *MBBS DM (UWI), PhD (KCL)*,
FACP, FRCP (Lond)

Lecturer in Clinical Pharmacology

Physiology

Subir Gupta, *BSc, MSc, PhD (Calc)*,

Lecturer in Physiology

Jacqueline Vigilance, *BSc (UG), Dip Ed (UT), PhD*,
Lecturer in Physiology

Meshelle Carrington, *MSc, RD*
Part Time Lecturer (Nutrition)

Public Health & Epidemiology

T. Alafia Samuels, *MBBS, MPH, PhD*,
Senior Lecturer in Public Health & Epidemiology

Heather Harewood, *BSc, MBBS, MPH*,
Lecturer in Public Health

Madhuvanti Murphy, *BSc, MPH, Dr PH.*,
Lecturer in Public Health

Natasha Sobers-Grannum, *MBBS, MPH*,
Lecturer in Public Health

W. Austin Greaves, *MPH*,
Part time Lecturer (Public Health)

Fatimah Jackson-Best, *BA, MA, PhD*,
Part time Lecturer (Public Health)

Selvi Jayaseelan *BSc, PhD*,
Part Time Lecturer (Public Health)

Wendy Sealy *RN, PhD*,
Part time Lecturer (Public Health)

Walter Alleyne, BSc, MBBS, MPH,

Assoc. lecturer (Public Health)

Heather Armstrong BSc, MBBS, MPH

Assoc. Lecturer (Public Health)

Natalie Greaves, MBBS, PhD,

Assoc. Lecturer (Public Health)

Elizabeth Ferdinand, MBBS, MPH,

Assoc. lecturer (Public Health)

Cheryl McCollin, MBBS, MPH,

Assoc. lecturer (Public Health)

Erwin Arthur Phillips, MBBS, BSc, MPH, MSc,

Assoc. Lecturer (Public Health)

Steve Daniel, MSc -

Part Time Lecturer (Public Health)

MBBS Phase I Courses and Clerkships

Year 1

MDSC1000	Fundamentals of Disease and Treatment
MDSC1103	Meiosis to Man – An Introduction to Embryology and Histology
MDSC1104	Introduction to Molecular Medicine
MDSC1105	The Locomotor System
MDSC1201	Cell Biology
MDSC1202	Introduction to Medical Practice (Unit 1)
MDSC1203	Health Care Concepts
MDSC1205	The Respiratory System
MDSC1206	Neuroscience in the Peripheral Nervous System

Year 2

MDSC2103	The Cardiovascular System
MDSC2104	The Digestive System
MDSC2105	Health and the Environment
MDSC2201	The Endocrine System and the Skin
MDSC2202	Introduction to Medical Practice (Unit 2)
MDSC2203	Neuroscience II – The Central Nervous System
MDSC2204	Renal, Urinary and Reproduction I

Year 3

MDSC3101	Clinical Haematology
MDSC3102	Renal/Urinary & Reproduction II
MDSC3103	Human Nutrition
MDSC3104	Health Services Management
MDSC3200	Understanding Research
MDSC3201	Junior Medicine Clerkship
MDSC3202	Junior Surgery Clerkship
MDSC3203	Aspects of Family Medicine – Child Health

WORK OF THE DEPARTMENT

Following is a synopsis of the work performed throughout the Faculty by Academic staff in Phase I of the MBBS programme:

Dr Subir Gupta

The major departmental activity in the academic year 2015-2016 was to teach MBBS students of years 1, 2, and 3. Teaching DM Psychiatry and BSc Medical Electronics students was among other teaching responsibilities. A Physiology curriculum for the recently started Bachelor of Health Sciences programme was developed. Working on a research project and presenting a research paper in an international conference were the major research activities.

TEACHING AND STUDENTS

Dr Damian Cohall

Teaching

1st Year

MDSC1000

MDSC1104

MDSC1206

2nd Year

MDSC2103

MDSC2104

MDSC2201

MDSC2203

MDSC2204

3rd Year

MDSC3200

Administrative Roles

- **Proposer & Coordinator**, Bachelor of Health Sciences, BUS approved 2015.
- **Programme Director**, MPhil/PhD in Pharmacology
- **University Examiner**, MPhil/PhD in Pharmacology
- **Course Coordinator and First Examiner** for the following:
 - Fundamentals of Disease and Treatment – MDSC1000
 - Basic Research Skills in Pharmacology – PHAL 6013
 - Basic and Integrated Pharmacology – PHAL 6012

Students Supervised

- Mr Danladi Husaini: PhD in Pharmacology
Role: Postgraduate Supervisor
- Mr Quincy Edwards: MPhil/PhD in Analytical Chemistry
Role: Postgraduate Research Advisor
- Department of Biological and Chemical Sciences Summer Project
Students (two students)
Role: Mentor & Research Supervisor

Dr Subir Gupta

- **MBBS (First, Second, and Third Years)**
 - Lecture = 91 hours
 - Review = 10 hours
 - Tutorial = 12 hours
 - Practical = 30 hours
- **DM Psychiatry**
 - Lecture = 28 hours
- **BSc in Medical Instrumentation** (Under Faculty of Pure and Applied Sciences)
 - Lecture = 4 hours

Dr Nkemcho Ojeh*Teaching***1st Year**

MDSCI005
MDSCI104
MDSCI201
MDSCI202

2nd Year

MDSC2201

Administrative Roles

Course Coordinator and First Examiner for the following:

- Structure and Function I – (Cells & Tissues).
- Introduction to Molecular Medicine – MDSCI104.
- Cell Biology – MDSCI201.

Students Supervised

- On the Advisory Committee for the Master of Philosophy Biochemistry programme for the candidate Ms Virgil Bideau at the Faculty of Science and Technology (2013-2016).

RESEARCH IN PROGRESS

Listed below are Research Projects being participated in or coordinated by Academic staff in Phase I of the MBBS programme:

Dr Damian Cohall

- **Title:** Cardio-Protective Effective of a Non-Thiosulfinate Extract from Garlic by the Inhibition of 15-Lipoxygenase.
Investigators: Damian Cohall, Thea Scantlebury-Manning and Fabian Clarke.
Aim: Lipoxygenases play an important role as mediators of inflammation and have been implicated in vascular diseases. The aim of this study is to extract bioactive components of garlic which are not volatiles and hence may play an important and more prolonged role in preserving the cardio-protective effects of garlic.
- **Title:** Inadequate Weight, Sodium and Potassium Intake Perceptions among University Students in Barbados: Preliminary Results from a Health Perception Survey Conducted at UWI Cave Hill Campus.
Investigators: Damian Cohall, Thea Scantlebury-Manning and Krystyna Wang.
Aim: The study aims to evaluate the Sodium and Potassium intake, as well as the participants' perceptions toward these parameters and their health among a sample of University of West Indies' Cave Hill campus Undergraduate Students.
- **Title:** RENO Vascular function Ethnicity Renin Endothelial Dysfunction – Barbados Observational Study (REVERED-BOS).
Investigators: Damian Cohall and Carlos Ferrario.
Aim: The project examines Renin Angiotensin Aldosterone System (RAAS) biomarkers and their effect on arterial function and cardiovascular risk in an Afro-Caribbean Population. It also investigates

the possible link between salt sensitivity, diet and RAAS activation which may account for the high prevalence of cardiovascular disease in the region.

- **Title:** Drug – Herb Interaction: Database of Medicinal Plants of the Caribbean and Possible Interactions with Conventional Medication.
Investigators: Damian Cohall and Curtis Gittens.
Aim: The aim of this project is to identify medicinal plants used to treat common ailments observed in the Caribbean. A database of these plants will be created outlining their taxonomy, folklore uses, bioactive compounds, documented or possible drug-herb interactions and toxicity.
- **Title:** Factors Affecting Academic Performance of First Year Medical Students.
Investigators: Damian Cohall, Ashlia Lovell and Desiree Skeete.
Aim: This project entails coordinated studies are investigating the factors, inclusive of matriculation, attendance and assessment strategies, which impact academic performance of students in the first year of medical school.
- **Title:** Medical School at UWI Cave Hill: is it a Living Nightmare or a Blissful Day-DREAM?
Date: September 2012 – Present.
Investigators: Damian Cohall and Desiree Skeete.
Aim: The aim of this study is to evaluate the educational environment across all five years of the medical undergraduate, MBBS programme at UWI, Cave Hill, to identify areas for improvement.
- **Title:** Barbadian Medicinal Plants: Development of College Land, St. John into a Health and Wellness Tourism Destination.
Date: January 2016 – Present.
Investigators: Damian Cohall and Reverend Michael Clarke.
Aims: 1) Establish a collaborative team between UWI and Codrington College to archive preserve

and cultivate medicinal plants historically and currently used to treat ailments in Barbados.

2) To develop value added products for social inclusion, establishment of medicinal agro-parks and tourism heritage landmarks to assist in community development in College Land, St. John, Barbados.

Dr Subir Gupta

Aerobic-anaerobic contribution in junior field hockey players during competitive match play. In collaboration with Sports Authority of India, NIS Eastern Centre, Kolkata, India.

Dr Nkemcho Ojeh

- Factors affecting chronic diabetic wound healing (Collaborative research work with the department of Dermatology and Cutaneous Surgery, University of Miami).
Start date: January 2016.
- A randomized control study to investigate the effect of Mobile technology (mHealth) on response to warfarin treatment based on INR measurements.
Start date: September 2014.
- Investigating the cellular mechanisms of keloid and hypertrophic scar formation in the Barbadian population.
Start date: May 2009.

STAFF ACTIVITIES INCLUDING PUBLIC SERVICE

Conferences / Workshops Attended and Papers Read

Following is a listing of conferences and workshops attended by Phase I Faculty:

Dr Damian Cohall

- Oral presentation entitled "Establishing a Venous Disease Registry". Vein Act Scientific Meeting – Servier Caribbean Ltd. Miami Marriott Dadeland (Marriott Hotel), Florida, USA (February 27-28, 2016).
- Consortium of Southeastern Hypertension Control (COSEHC) 2016 Scientific Meetings, South Carolina, USA (March 02-05, 2016).
- Panelist and Moderator. "Medical Marijuana: Medical Breakthrough or Hindrance to Development of Caribbean Youth". The Faculty of Medical Sciences' Lectureship Series for the 50th Anniversary of the Independence of Barbados, The University of the West Indies, Cave Hill Campus. St. Michael, Barbados (May 19, 2016).

Dr Nkemcho Ojeh

Attended the Annual Meeting of the Wound Healing Society SAWC Spring/WHS Joint Meeting, Georgia, Atlanta, USA, April 13-17, 2016. A paper was read – "Skin Metabolite, Farnesyl Pyrophosphate, Regulates Epidermal Response to Inflammation, Oxidative Stress and Migration".

Dr Subir Gupta

Heart rate response and lactate accumulation in junior handball players during selection trial match play. Paper by Subir Gupta and Asis Goswami. Presented at the 21st Annual Congress of the European College of Sports Science (ECSS), July 6-9, 2016, Vienna, Austria.

PUBLIC SERVICE AND SERVICE TO THE UNIVERSITY

Listed below are the civic, professional and other services and achieved awards by Phase I staff:

Dr Damian Cohall

Public Service

- Member, Queen Elizabeth's Hospital's Drug and Therapeutic Monitoring Committee (DTC). The committee continues to make strides in addressing the access of formulary and non-formulary drugs to the patients of the hospital and wider community.
- Auditor and Team Secretary, Caribbean Accreditation Authority for Medicine and other Health Professional.
- University Student Outreach.
 - Barbados Association of Guidance Counsellors' Annual Showcase.
 - St. Michaels School.
 - Springer Memorial Secondary School.
 - Harrisons College.
 - Queens College.
 - Reviewer for Scientific Journals.
 - West Indian Medical Journal.
 - Journal of Ethno-pharmacology.
 - Ethnicity & Disease.

Associations, Honours and Memberships

- Trustee, Crystal Heights Neighbourhood Watch Association.
- Editorial Board Member, West Indian Medical Journal.
- Cochrane Author, Cochrane Collaborations & Systematic Reviews.
- Member, Queen Elizabeth Hospital Drug and Therapeutics Monitoring Committee, St. Michael, Barbados.
- Associate Member, Caribbean Cardiac Society (2009 – Present)

Extra-Departmental Service

- Member, Faculty of Medical Sciences' MB BS and BHSc Student Admissions Committee
- Member, Faculty of Medical Sciences' Postgraduate and Research Committee.
- Member, Faculty of Medical Sciences' Doctorate of Philosophy (PhD) Committee.
- Member, UWI Staff Lounge Committee.
- Chair, UWI Cave Hill's Health Week.
- WIGUT Representative, Faculty of Medical Sciences.
- Member, University's Undergraduate Student Awards Committee.

Dr Nkemcho Ojeh*Special Leave for Scholarly Purposes*

Collaborative research project on "Factors affecting chronic diabetic wound healing" carried out in USA with the Dermatology and Cutaneous Surgery department, University of Miami, Miller School of Medicine, Miami, Florida (January 17 – August 22, 2016).

Professional Society Membership

- Member of International Society of Stem Cell Research (ISSCR)
- Member of the Wound Healing Society (WHS)

Service to faculty/university

- Member of the Curriculum Committee for BHSc Health Sciences programme.
- Chair of the Library/Resource Committee for the faculty.

Member of the CAAM-HP Task Force for the faculty.

- Member of the University ICT Steering Committee.
- Member of the University Learning Resource Centre Advisory Committee.
- Member of Medical Education Interest Group.
- Member of the Academic Advising Committee for medical students
- Member of the FMS Research and Postgraduate Committee and Chair of the FMS Laboratory Section.

- FMS coordinator for the Laboratory Sciences journal club.
- Faculty of Medical Sciences representative on the Board of Studies, Faculty of Science and Technology.
- Co-Chair, Planning Committee, Faculty of Medical Sciences Research Activities.

VISITORS AND INTERNATIONAL LINKS

Following are collaborative links and visits facilitated by Academic staff in Phase I of the MBBS programme:

Dr Nkemcho Ojeh

- Adjunct Assistant Professor of Dermatology and Cutaneous Surgery, University of Miami, Miller School of Medicine, Miami, Florida (September 2015 – current).
- Forged research collaborations with the Dermatology Department, University of Miami, Florida (June 2012 – current).
- Forged research collaborations with the Dermatology Department, Queen Mary University of London (August 2008 – current).

GRANTS

Listed below are research grants received by Phase II staff of the MBBS programme:

Dr Damian Cohall

- The Campus Research Awards Committee, The University of West Indies, Cave Hill Campus.
Date Awarded: September 16, 2015.
Amount Awarded: BBS \$ 13,056.52.
Project Title: Identifying Drug-Herb Interactions between Anti-hypertensive Drugs and Popular Local herbal Remedies using Quantitative Structure Activity Relationships (QSAR).
- The UNDP GEF Small Grants Programme
Date Awarded: January 2016
Amount Awarded: BBS \$ 10,000.00
Project Title: Barbadian Medicinal Plants: Development of College Land, St. John into a Health and Wellness Tourism Destination.

CLINICAL DEPARTMENT

– PHASE 2

STAFF LISTING**Queen Elizabeth Hospital / Errol Walrond
Clinical Skills Building**

Judy Best, *BSc. (Hons).*

Administrative Assistant

Janelle Nurse, *BSc (Hons).*

Stenographer Clerk

Pamela Alleyne,

Stenographer Clerk

Cheryl Charles,

Stenographer Clerk

Esther Harrison,

Stenographer Clerk

Kirk Marshall,

Stenographer Clerk

Jason Jordan, *Phd,*

Medical Laboratory Technologist

Juann Ward, *FMT*

Medical Laboratory Technologist

Emerson Haynes,

Clinical Photographer/Audiovisual IT

Alan Barrow, *BSc.,*

IT Support Technician

Cedric Alleyne,

Laboratory Technician

Academic Staff by Area of Specialisation**Anaesthesia & Intensive Care**

Yasodananda Kumar Areti, *MBBS, Dip (Anaes), MD (Anaes),*

Professor of Anaesthesia

Curtis Alleyne, *BSc (Hons), MBBS, DM (Anaes),*

Assoc. Lecturer (Anaesthesia)

Michael Fakoori, *MBBS (UWI), DM (Anaes),*

Assoc. Lecturer (Anaesthesia)

Philip Gaskin, *MBBS, DM (Anaes & Intensive Care),*

Assoc. Lecturer (Anaesthesia)

Tamara Greaves, *MBBS, DM (Anaes & Intensive Care),*

Fellowship in Intensive Care, Assoc. Lecturer

(Anaesthesia)

Karisha Hinkson-LaCorbinère, *MBBS, DM (Anaes & Intensive Care),*

Assoc. Lecturer (Anaesthesia); (on fellowship leave)

Kumar Mahadevappa, *MBBS, DA, MD,*

Assoc. Lecturer (Anaesthesia)

Erol Marshall, *MBBS, DM (Anaes & Intensive Care),*

Assoc. Lecturer (Anaesthesia)

Keisha Thomas-Gibson, *MBBS, DM (Anaes & Intensive Care),*

Fellowship in Simulation, Assoc. Lecturer (Anaesthesia)

Child Health

Alok Kumar, *MBBS (India), DCH (India), MD (India),*

Senior Lecturer in Child Health

P. Michele Lashley, *MBBS (UWI), DCH, DM (Paed) (UWI), FRCP (Edin),*

Lecturer in Child Health

M. Anne St John *MBBS (UWI), FRCPC, FAAP, Hon.*

Professor in Child Health

Jennifer Campbell, *MBBS (UWI), DCH, DM (UWI),*

Assoc. Lecturer (Child Health)

Clyde Cave, *MBBS (UWI), DCH, FRCP (Can),*

Assoc. Lecturer (Child Health)

Angela Jennings, *MBBS, DM (UWI) (Paed),*

Assoc. Lecturer (Child Health)

Ranita Jhagroo, *MB BCh, BAO, MRCPCH,*

Assoc. Lecturer (Child Health)

Kandamaran Krishnamurthy, *MBBS, DM (Paed),*

Assoc. Lecturer (Child Health)

Gayle Medford, *MBBS, DCH, DM (Paed),*

Assoc. Lecturer (Child Health)

M. Sajeev, *MBBS, DCH, MRCP(Paeds), MRCPCH,*

Assoc. Lecturer (Child Health)

Julianne Steel-Duncan, *MBBS, DM (Paed),*

Assoc. Lecturer (Child Health)

Emergency Medicine

Harold Watson, *MBBS (UWI), MSc (Emer Med), DM (Emer Med) (UWI),*

Senior Lecturer in Emergency Medicine

Reginald King, *MBBS (UWI), MSc, DM (Emer Med) (UWI),*

Lecturer in Emergency Medicine

David Byer, *MBBS, DM,*

Assoc. Lecturer (Emergency Medicine)

Anne-Marie Cruickshank, *MBBS (UWI), MSc, DM (Emer Med) (UWI),*

Assoc. Lecturer (Emergency Medicine)

Rawle Springer, *MBBS, DM (Emer Med) (UWI),*

Assoc. Lecturer (Emergency Medicine)

Haresh Thani, *MBBS (Ind), FRCS (Glas),*

Assoc. Lecturer i(Emergency Medicine)

Dr Chaynie Williams, *MBBS, DM, MHA,*

Assoc. Lecturer (Emergency Medicine)

Family Medicine

Peter Adams, *BSc (Lond), MB BS, MSc, DM (Fam. Med), (UWI),*

Dean and Senior Lecturer in Family Medicine

Euclid Morris, *MB BS, MSc, MRCPGB,*

Lecturer in Family Medicine

Joanne Paul-Charles *MB BS, MSc, DM (Fam. Med), (UWI)*,
Lecturer in Family Medicine

Colin Alert, *MB BS, MSc, DM (Fam. Med), (UWI)*,
Part-time Lecturer (Family Medicine)

Joseph Herbert, *MB BS, MSc, DM (Fam. Med), (UWI)*,
Part-time Lecturer (Family Medicine)

O. N. DaCosta Thompson, *MB BS, MSc, DM (Fam. Med), (UWI)*,
Assoc. Lecturer (Family Medicine)

Adrian Lorde, *MBBS MSc. (UWI) (Fam Med)*,
Assoc. Lecturer (Family Medicine)

Michael Hoyos, *MBBS (UWI), Dip Anaesthesia (UWI)*,
Hon. Fellow, (UWI)

Medicine and Medical Sub-Specialities

Charles Taylor, *MBBS, MRCP, MSc.*,
Senior Lecturer in Internal Medicine

Colette George, *MBBS (UWI), MRCP (UK)*,
Lecturer in Internal Medicine

Arianne Harvey, *MBBS, ABIM*,
Temporary Lecturer in Medicine

Henry S. Fraser *GCM, BSc Lond, MBBS (UWI), PhD (Lond.)*,
Emeritus Professor of Medicine &
Clinical Pharmacology

George Nicholson, *MA (Oxon); DM (Oxon); MRCP(UK); FACP*;
Emeritus Professor of Medicine and Nephrology (UWI)

David Corbin, *BA, MB BChir Camb, MRCP (UK)*,
Hon. Professor in Neurology

Timothy Roach, *BA (Camb), MA (Lond), MB BChir (Cantab), MRCP*,
Hon. Professor in Medicine and Infectious Diseases

Rudolph Delice, *MBBS, DM Medicine (UWI), FACP*,
Senior Assoc. Lecturer in Internal Medicine

Sean Marquez, *MBBS (UWI), FRCP (Can)*,
Senior Assoc. Lecturer (Neurology)

Raymond Massay, *BSc McM, MBBS, (UWI), FRCP (UK)*,
Senior Assoc. Lecturer (Cardiology)

Dawn Alleyne, *MB BS (UWI), FCCP*,
Assoc. Lecturer (Medicine)

Lisa Belle, *MBBS DM (Internal Medicine)*
Assoc. Lecturer (Medicine)

Suleman Bhamjee, *MBBS (UWI), Dip Derm*,
Assoc. Lecturer (Dermatology)

Wayne Clarke, *BSc, MBBS (UWI) DM (Internal Med)*
Assoc. Lecturer (Medicine)

Cindy Flower, *MBBS, DM (UWI)*,
Assoc. Lecturer (Rheumatology)

Andrew Forde, *(M) BSc, MBBS (UWI), Dip Derm (Lond), SAAD*,
Assoc. Lecturer (Dermatology)

Corey Forde, *MBBS, DM*,
Assoc. Lecturer (Infectious Diseases)

Graham Griffith, *MBBS (UWI), DM (Internal Med) (UWI)*,
Assoc. Lecturer (Medicine)

Anne-Marie Hassell, *BS, MDCM*,
Assoc. Lecturer (Medicine)

Richard Ishmael, *MBBS (UWI), FAAP, FACC, FRCP (Can), FCCP*,
Assoc. Lecturer (Cardiology)

Michael Krimholtz, *MBBS, MRCP, MSc., MD*,
Assoc. Lecturer (Medicine)

Stephen Moe, *MBBS (UWI), Dip (Internal Med)*,
Dip, Assoc. Lecturer (Cardiology)

Harley S L Moseley, *MBBS, Cert. Physical Medicine and Rehabilitation*,
Assoc. Lecturer (Rehab Medicine)

Ambrose Ramsay, *BSc. (Hons) MBBS, Dip. Gerontology*, Assoc.
Lecturer (Geriatrics)

Obstetrics & Gynaecology

Garth McIntyre *MBBS FRCOG*,
Lecturer in Obstetrics and Gynaecology

Hugh Thomas, *MBBS (UWI), MRCOG*,
Temporary Lecturer in Obstetrics and Gynaecology

Tracy Archer, *MBBS, DRCOG, MRCOG*,
Assoc. Lecturer (Obstetrics and Gynaecology)

Damian Best, *MBBS, MRCOG, DM*,
Assoc. Lecturer (Obstetrics and Gynaecology)

Carlos Chase, *MBBS, DGO, CLM DM (UWI)*,
Assoc. Lecturer (Obstetrics and Gynaecology)

Vikash Chatrani, *MBBS, DM (OBGYN), FACOG, FICS*,
Assoc. Lecturer (Obstetrics and Gynaecology)

Ibikunle Adebayo Ogunbiyi, *MBBS, FRCS (Ed.), MRCOG (UK), DFFP*,
Assoc. Lecturer (Obstetrics and Gynaecology)

NaTisha Robinson, *MBBS, MRCOG, Fellowship Maternal & Fetal Medicine*,
Assoc. Lecturer (Obstetrics and Gynaecology)

Wayne Welch, *MBBS (UWI), MRCOG*,
Assoc. Lecturer (Obstetrics and Gynaecology)

Pathology, Microbiology & Haematology

Cheryl Alexis, *MBBS (UWI), Dip (Child Health), MSc (Haematology, UK), MRCP(UK)*,
Senior Lecturer in Haematology

Jacqueline William, *BS, MD, PhD*,
Senior Lecturer in Pathology

Marquita Gittens-St. Hilaire, *BSc, PhD*,
Lecturer in Microbiology

Desiree, Skeete, *MBBS, DM (Path)*,
Lecturer in Anatomical Pathology

Patsy Prussia, *MBBS*,
Part Time Lecturer (Pathology)

David Gaskin, *MBBS (UWI), DM Path (UWI)*,
Assoc. Lecturer (Pathology)

Theresa Laurent, *BSc (Hons), MBBS, DM (Haem)*,
Assoc. Lecturer (Haematology)

Delores Lewis, *BSc, MSc (Micro) MBBS (UWI)*,
Assoc. Lecturer (Microbiology)

Psychiatry & Psychology

Maisha Emmanuel, *MBBS (UWI), DM (Psych) (UWI), MSc. (Birm)*,

Lecturer in Psychiatry

Michael Campbell, *BA, MS, PhD*,
Lecturer in Behavioural Science/Psychology

Shirley Alleyne
Assoc. Lecturer (Child & Adolescent Psychiatry)

Gajapathy Asokan, *MBBS, DM (Psych)*,
Assoc. Lecturer (Psychiatry)

Cyralene Bryce, *BSc (Hons.) MBBS, DM (Psych)*,
Assoc. Lecturer (Psychiatry)

Sharon Harvey, *MBBS (UWI), MRCPsych*,
Assoc. Lecturer (Psychiatry)

Radiology & Radiotherapy

Peter Jolly, *MBBS (UWI), DM (Rad) (UWI), FRCR*,
Assoc. Lecturer (Radiology)

Latha Kandamaram, *MBBS, DMR (Fellowship in oncology Imaging)*
Assoc. Lecturer (Radiology)

Cecil Rambarat, *MBBS, DM (Rad) (UWI)*,
Assoc. Lecturer (Radiology)

Radhakanth Shenoy, *MBBS, DMRT, DM*
Assoc. Lecturer (Radiotherapy)

Suzanne Smith-Connell, *MD (Diplomat American Board of Radiology), Board Certified in Radiation Oncology, Board Certified in Hospice and Palliative Medicine*,
Assoc. Lecturer (Radiation Oncology)

Graeme Thomas, *MBBS, DM Rad) (UWI)*,
Assoc. Lecturer (Radiology)

Surgery & Surgical Sub-Specialties

Ramesh Jonnalagadda, *MBBS, MS Madr, FAIS, FCCS, FRCS*,
Senior Lecturer in Surgery

Sean Bernstein, *MB BS (UWI), DM (Surgery) FCCS*,
Temporary Lecturer in Surgery

Tamara Nanchoo, *MA (Cantab), MBBChir, PGDip (SEM), FRCS (Tr&Orth)*,
Lecturer in Orthopaedics

Alan Smith, *MB BS (UWI), DM (Cardiothoracic), FCCS*,
Lecturer in Surgery

D. Clive Gibbons, *MA, MB BCh (Camb), LRCP, DO (Lond), MRCS, MRCP, FRCS (Edin)*,
Hon Lecturer (Ophthalmology)

Errol Walrond, *CHB, FRCS, FACS, FCCS*,
Emeritus Professor of Surgery

David Callender, *MBBS, FRCOphth*,
Assoc. Lecturer (Ophthalmology)

Randy Carrington *BSc (Hons), MBBS, FRCS (Edin), FRCS*,
Assoc. Lecturer (Orthopaedics)

Prasad Chode, *MBBS, Dip., MS (Orthopaedics)*,
Assoc. Lecturer (Orthopaedics)

Selwyn Ferdinand, *MBBS (UWI), FRCS (Edin), FCCS*,
Assoc. Lecturer (Surgery)

Philip Griffith, *MBBS, DM (Surg), Cert. Minimally invasive and Bariatric Surgery*,
Assoc. Lecturer (Surgery)

Anthony Harris, *MBBS (UWI), FRCS (Edin)*,
Assoc. Lecture (Surgery)

Halstead Howell, *MD, FACS*,
Assoc. Lecturer (Surgery)

Selma Jackman, *MBBS (UWI), FRCS (Edin), FCCS*,
Assoc. Lecturer (Paediatric Surgery)

Jerome Jones, *MD*,
Assoc. Lecturer (Orthopaedics)

Mohammed Kazi, *BSc, MBBS (UWI), FRCS*,
Assoc. Lecturer (Ophthalmology)

Vijay Kumar, *MBBS, MS General Surgery, FCCS, AUA*,
Assoc. Lecturer (Urology)

Margaret O'Shea, *MBBS, DM (Gen Surg) (UWI), FCCS*,
Assoc. Lecturer (Surgery)

Natalie Roberts-Farnum, *MBBS, MSc, MFSEM*,
Assoc. Lecturer (Orthopaedics)

Gita Sajeev, *MBBS, Dip. (Ophth), MRCOphth, FRCS*,
Assoc. Lecturer (Ophthalmology)

Roger Thomas, *MBBS (UWI), FRCOphth*,
Assoc. Lecturer (Ophthalmology)

Michelle Vincent, *MBBS, MRCS, DM (Paed Surg)*,
Assoc. Lecturer (Paediatric Surgery)

Maurice Walrond *MBBS (UWI), DM (Gen Surg)*,
Assoc. Lecturer (Surgery)

Judy Ward, *MBBS, FRCSC*,
Assoc. Lecturer (Plastic Surgery)

Christopher Warner, *MBBS (UWI), FRCS (Edin), FCCS*,
Assoc. Lecturer (Surgery)

National Health Research

Pamela Gaskin, *BSc, PhD*,
Lecturer in Essential National Health Research

MBBS Phase II Courses and Clerkships

Year 4

MEDC 4345	Anaesthesia & Intensive Care
MEDC 4344	Ophthalmology
MEDC 4343	Otolaryngology I (ENT)
MEDC 4330	Obs & Gyn I
MEDC 4320	Orthopaedic Surgery I
MEDC 4314	Pathology & Microbiology
MEDC 4313	Cardiothoracic Surgery
MEDC 4312	Dermatology
MEDC 4311	Radiology
MEDC 4310	Radiotherapy
MEDC 4309	Social & Preventative Medicine
MEDC 4308	Medical Ethics & Humanities
MEDC 3303	Family Medicine
MEDC 4303	Psychiatry

Year 5

MEDC 5321	Medicine & Therapeutics II
MEDC 5341	Surgery II
MEDC 5320	Obs & Gyn II
MEDC 5301	Child Health II
MEDC 5346	A & E Medicine
MEDC 5302	Community Health II

WORK OF THE DEPARTMENT

Following is a synopsis of the work performed throughout the Faculty by Academic staff in Phase II of the MBBS programme:

Anaesthesia and Surgical Intensive Care

Dr Yasodananda Kumar Areti

The Department of Anaesthesia and Surgical Intensive Care continued to function in a somewhat pressured environment at a high level of efficiency. The department provided anaesthetic care for over 7000 surgeries in 2015-16 with no deaths directly attributable to poor or improper anaesthesia. The department also manages 6 bed Surgical Intensive Care Unit (SICU) and provides consultancy services to a 6 bed High Dependency Unit (HDU).

A lack of human resources caused challenges in the establishment of an obstetric analgesia unit and a multidisciplinary unit to manage patients with chronic pain. One of the senior residents (Dr Judith Nicholls) was sent to Toronto on a chronic pain fellowship to address the latter area of concern. Another senior resident (Dr Kimberley Johnny) went to Bristol, England, to train in Obstetric analgesia and intensive care.

Dr Keisha Thomas-Gibson a sessional consultant completed a fellowship in simulation in Toronto and has been taking an active role in establishing simulation based training.

Child Health

Dr P. Michele Lashley, Dr Alok Kumar

The Paediatric Department continued with the 6-week third year clerkship (November – March) and the 9-week final year clerkship (repeated over the course of the entire year). New changes this year were the incorporation of a weekly visit to the Derrick Smith school supervised by Mrs Cheryl Rock (Principal) as part of the 5th year programme as well as enhanced blended learning on Moodle platform. All final year students now have their written examinations on the e-learning platform through collaboration with CETL.

Curriculum Revision and Review of DM Paediatrics programme, UWI, 2016

Revision of the curriculum for the DM Paediatrics is being undertaken in conjunction with similar exercise being undertaken at the Mona and St. Augustine campus.

Audit of the DM Programs at the Cave hill, UWI, 2015-16

As DM coordinator, FMS, Cave Hill, Dr Kumar is leading the process of internal review of all the DM programs at the Cave Hill. This is first such exercise at the Cave Hill.

Basic Assessment and Support in Intensive Care (BASIC) course, March 2016 was organized by the FMS, UWI (co-ordinator Dr PM Lashley & Dr K Krishnamurthy) in association with the Queen Elizabeth Hospital. Dr Kumar participated in this course as an instructor. This course trained health care personnel including doctors from the department of Paediatrics, Anaesthesia and Accident and Emergency.

Dr Alok Kumar was a CAAM-HP Accreditation preparation: Group Leader – Clinical teaching report preparation December 2015 – February, 2016 and a Member, Research and Postgraduate Committee,

Emergency Medicine

Dr Harold Watson and Dr Reginald King

Dr Harold Watson is the Coordinator of the Emergency Medicine DM and the Emergency Medicine Clerkship for medical students. He is also the University examiner for the UWI Emergency Medicine DM and the St. Augustine Campus Emergency Medicine Diploma.

Dr Reginald King leads bi-weekly tutorials and weekly clinical sessions for years 1 and 2 Emergency Medicine DM residents. He supervises the preparation of case books for DM residents. He prepares formative and summative questions for DM residents and prepares and coordinates the Data paper for Emergency Medicine DM part I examinations.

Dr Chaynie Williams, Associate Lecturer is Head of Queen Elizabeth Hospital, Accident and Emergency Department. She is involved in assessment and evaluation of the undergraduate and postgraduate students. She is a local and regional examiner for the Emergency Medicine Diploma and DM examinations. She contributes to postgraduate teaching of Emergency Department Administration, Resuscitative medicine and Physician/Resident Wellness. She is also a Mass Casualty Management – Instructor (PAHO) providing on-going training to first responders, the American Heart Association (AHA) Advanced Cardiac Life Support (ACLS) Course Co-coordinator and an Instructor Trainer for the Barbados Heart Foundation on-going training.

Dr David Byer, Associate Lecturer is the Medical Director of the Emergency Ambulance Service and Supervisor of the postgraduate students during their year 3 Emergency Ambulance Service (EAS) rotation and medical students for the EAS day exposure during the Emergency Medicine clerkship. He is a local examiner for the emergency Medicine DM examinations.

Mr Haresh Thani, Associate Lecturer is involved in on the floor training, evaluation of medical students and postgraduate students. He is a local examiner for the emergency Medicine DM examinations, and a Mass Casualty Management – Instructor – (PAHO) providing on-going training to first responders.

Dr Rawle Springer, Associate Lecturer is involved in the training of undergraduate and postgraduate students and with their on the floor evaluations. He is a local and regional examiner for the emergency Medicine Diploma and DM examinations.

Dr Anne-Marie Cruickshank, Associate Lecturer is the Medical Coordinator of Heart and Stroke foundation. She conducts Basic and Advanced Life support course training for undergraduate and postgraduate students. She is a local examiner for the emergency Medicine DM examinations.

Medicine

The academic department of medicine comprised the following persons:

Dr Charles Taylor
Senior Lecturer in Medicine
(Deceased May 17, 2016)

Dr Colette George
Lecturer

Dr Arianne Harvey
Temporary Lecturer

Dr Kenneth Connell
Lecturer in Clinical Pharmacology (Phase-I)

The academic department is fully responsible for one medical team at the Queen Elizabeth Hospital (QEH) and in so doing covers 25% of the in-patient and general

medical out-patient services for the QEH. It co-ordinates all the medical clerkships and runs the postgraduate programme (DM Internal Medicine)

The members of the department are part of the specialty board in Internal Medicine, a body that oversees the DM Internal Medicine programme.

Obstetrics and Gynaecology

Dr Garth McIntyre and Dr Hugh Thomas

Pathology, Microbiology and Haematology

Pathology

Dr Desiree Skeete and Dr Jacqueline William

Clinical service activities include full consultant anatomical pathology duties at the Queen Elizabeth Hospital.

Dr Skeete participated in the College of American Pathologists' cytology quality assurance and continuing medical education programme. The immuno-histochemistry unit acquired an instrument which provides automated Immuno-histochemistry testing for pathology specimens.

Haematology

Dr Cheryl Alexis

One of the highlights of the academic year was a visit from CAAM (Caribbean Accreditation Authority for Medicine) in April 2016. For my department the Clinical Haematology course was voted by the students the best preclinical course and the accreditors had commended the teaching effort. This has given more drive to keep improving the lecture delivery.

The Sick Kids Caribbean Initiative (SCI) continues to be a very beneficial partnership to us. This initiative is now in its fifth year and continues its collaboration with Toronto Sick Kids Hospital and the islands of Jamaica, Bahamas, St. Lucia, St. Vincent, The Republic of Trinidad and Tobago and Barbados. It is building capacity to assist children with cancer and blood diseases.

For the SCI the Shaw Family Telemedicine Room in the Errol Walrond Clinical Skills Building hosts the monthly case conferences between the aforementioned countries. There were 102 cases discussed since the beginning of the initiative (15 from Barbados). Conferences are usually multidisciplinary and eligible for Barbados Medical Council Continuing Professional Development credits. There were 12 patient care rounds that were attended by nurses and medical students and these covered topics in Paediatric Haematology and Oncology.

The Local registry for paediatric cancers now has 5 years' worth of data and this will be presented and the Barbados National Registry annual conference in October.

The education arm of SCI has funded a Paediatric DM student to do a two-year fellowship at Toronto Sick Kids in Paediatric Haematology/Oncology and 2 nurses have started Paediatric haematology/Oncology training at UWI, St Augustine campus.

Teaching is at the both the undergraduate and postgraduate level. The curriculum is largely unchanged but varying delivery mechanisms are used to impart knowledge. The year 3 undergraduate haematology course done in the summer semester prepares the undergraduate students for their clinical rotations. The postgraduate exams in all specialties include haematology knowledge and topics are discussed with the postgraduate students based on the specialty.

Psychiatry

Dr Maisha Emmanuel

Psychiatry is an integral part of medical training as patients usually present to their general practitioner first with signs and symptoms of psychiatric disorders. In addition, physical disorders can present with signs and symptoms of mental illness.

The undergraduate 4th year clerkship allows MBBS clinical students to develop the clinical skills necessary to assess and manage patients with psychiatric symptoms. Students attend and participate on ward rounds, psychiatric clinics and tutorials; clerk patients on the psychiatric wards; make case presentations and submit written case reports. During this eight – week rotation, Ethics is taught with Psychiatry.

Students are supervised in areas such as Child Guidance Clinic, General Adult Psychiatry, Consultation Liaison Psychiatry and Occupational Therapy. Tutorials are held on medical and professional ethics, spirituality in medicine and history of medicine.

Each end of clerkship exam includes an MCQ paper and an OSCE conducted as per final MBBS examination regulations.

Postgraduate students rotate between the Psychiatric Hospital and the Queen Elizabeth Hospital in full time attachments.

Clinical Service

Dr Emmanuel is an Associate Consultant at Queen Elizabeth Hospital. Her duties include -

- Providing daily supervision to junior staff.
- Managing Psychiatric ward in-patients.
- Providing consultation liaison to patients on all other wards.
- Managing a weekly outpatient clinic.
- Providing on-call emergency cover on alternate months for inpatients, outpatients and general public.

Surgery and the Surgical Sub-Specialties

General Surgery

Dr Ramesh Jonnalagadda, Dr Alan Smith and Dr Sean Bernstein

Service activities included managing two General Surgery Firms at the Queen Elizabeth Hospital (Dr Jonnalagadda and Dr Bernstein). Dr Ramesh Jonnalagadda retired at the end of the Academic year. Dr Alan Smith provides the cardiothoracic and vascular surgical services to the QEH. Activities include weekly conferences, monthly audit meetings, ward rounds, surgical lists and on call surgeries, ward rounds and tutorials for undergraduate and postgraduate students in General Surgery. End of clerkship exams for third and final year students were held at the end of each rotation. The Polyclinic outreach programme established by Dr Ramesh Jonnalagadda continues.

The 16th Annual Professor ER Walrond Surgical Symposium was held in July 2016 at the Queen Elizabeth Hospital. The Organizing Committee for 2016 comprised Dr Maisha Emmanuel, Dr Margaret O'Shea and Dr Alan Smith. The meeting was successful and well attended by nurses, medical staff, medical students, consultants and non QEH practitioners. Medallions and prizes were awarded for the top three presentations as adjudged by a select panel. The hope is to expand the number of original research papers presented, both by local and regional health care professionals, as the number of presentations was reduced as compared to previous years.

Ophthalmology

Miss Dawn Grosvenor

The Department of Ophthalmology is based at the Queen Elizabeth Hospital and receives students at both the undergraduate and postgraduate levels. There is one Lecturer in Ophthalmology, appointed in December 2013, and four Associate Lecturers who have been

with the department for many years. The work of the department is conducted in the Ophthalmology Outpatients' Department, the Eye Ward (Ward C3), and the Operating Theatre at the Queen Elizabeth Hospital. Ophthalmology is the busiest outpatient department at the Queen Elizabeth Hospital, receiving approximately 20,000 outpatient visits per year.

This affords the students a wealth of opportunity to gain the required experience in the discipline. The department has also been able to attract overseas elective students, and receives elective students throughout the year.

Undergraduate Students

Medical students go through a 4-week Ophthalmology clerkship (MEDC4344) in the fourth year of training, and are exposed to all aspects of Ophthalmology.

Postgraduate Students

Postgraduate students enrol in the DM Ophthalmology programme. This is a 6 year programme, divided into 3 parts: Part I - MEDC666I, Part II – MEDC 6662 and Part III – MEDC 6663.

Elective Students

The department receives overseas elective requests throughout the year, for elective periods from 4 weeks to 8 weeks. In 2015-2016, overseas elective students hailed from North America, the UK and Europe. Internal Faculty of Medical Sciences students who request to spend their elective period in Ophthalmology are also accommodated.

During the year 2015-2016, one Associate Lecturer was promoted to Senior Associate Lecturer, and the department received one application for the post of Associate Lecturer.

Orthopaedics

Miss Tamara Nancoo

Miss Tamara Nancoo, Clinical Lecturer in Orthopaedics, is one of three consultant Orthopaedic surgeons at the Queen Elizabeth Hospital (QEH). Together, they share the responsibility for the surgical management of all musculoskeletal diseases and injuries at the QEH. On a weekly basis, each consultant conducts one outpatient clinic and one elective operating list in addition to emergency on-call work every third day.

Clinical Teaching of orthopaedic residents, residents from other surgical departments rotating through the departments as well as 4th year medical students on orthopaedic clerkship is an integral part of the service care delivery of the department.

The undergraduate medical student and postgraduate (DM Orthopaedic) teaching curricula and method of delivery and assessments were overhauled, updated and are now aligned with orthopaedic training in USA and the UK.

New department initiatives in 2016 included the introduction of the Hip Fracture Protocol which is a multidisciplinary programme aimed at optimizing the hospital "journey" of the hip fracture patient from emergency department through to theatre and onto rehabilitation after surgery. This initiative is in keeping with evidence based best practice measures that have already been instituted in developed countries.

Essential National Health Research

Dr Pamela Gaskin

Dr Pamela Gaskin carries the office of Essential National Health Research. She is the coordinator and main teacher for the post graduate foundation course "Essential Health Research Skills" and acts as a supervisor for students,

completing their research studies, for the Doctor of Medicine (DM) degree. The aim of the department is building research capacity in Barbados and the main research focus is Childhood Obesity and associated risks. This year the mounting of a follow up study to the Barbados Children's Health and Nutrition Study (BCHNS) was a major undertaking. This phase of the study incorporates interdisciplinary collaboration with the department of mental health. In terms of curriculum development, Dr Gaskin has led on development and will coordinate a new course "Practical Research for Medical & Health Sciences" specifically devised for 4th year medical students. The department also continued its focus on mentoring individuals with projects and papers over the course of the year.

TEACHING AND STUDENTS

Anaesthesia and Surgical Intensive Care

Dr Yasodananda Kumar Areti

Undergraduates:

All MBBS student have a 4-week Anaesthetics and Intensive Care rotation in the 4th year. Because of the number of clinical students, 4-8 students are on each clerkship rotation. All members of QEH Anaesthetics Department continue to participate fully in the undergraduate training programme. The students prepare case reports on Surgical Intensive Care Unit (SICU) patients and Anaesthesia cases. An end of clerkship exam is conducted.

Medical students from Germany, UK, and Australia continue to visit our department as elective students in the department.

Postgraduates:

Three residents successfully completed the DM

(Anaesthesia and Intensive Care) and will be graduating in October, 2016. One candidate appeared for the Part II exam and unfortunately unsuccessful.

Five candidates are currently in the programme:

- Johanna Cho Fuckunle, Jenelle Alphonse – in training (DM Part II)
- Corey Evelyn – in training (DM Part I)
- Tiffany Atrobus – in training (DM Part I)
- Kyesha Murrell – in training (DM Part I)

They have three scheduled teaching postgraduate seminars every week. Web based “Blackboard” technology is routinely used for post-graduate training. Absence of protected time for research and attending seminars continues to be a challenge.

The exams for DM (Anaesthesia and Intensive Care) for all three campuses for Nov/Dec 2016 were held in Barbados as per the usual rotation.

Child Health

Medical students in the final year and 3rd year of the MBBS course rotate through the paediatrics department in batches. The DM Paediatrics is a four-year postgraduate course for the doctors specializing in Paediatrics. There are currently 6 candidates enrolled in DM Paediatrics at the Queen Elizabeth Hospital and they are at different years of the programme.

Current DM Students

Candidate Name	Year of Completion (Expected)
Dionne Grannum	2016
Shonell Birch	2017
Kerry Ann Pereira	2017
Kim Morris	2018
Christine Best	2018
Anja Greave	2019

Clinical Supervision & Training of Doctors in Paediatric Department at the QEH

- Supervised training of the Senior House Officers and the Interns (House Officers) at the QEH in the medical managements and the various diagnostic and therapeutic procedures undertaken at the QEH to ensure learning while maintaining a high standard of medical care delivery to the patients attending the QEH.

Supervising the Overseas Elective Medical Students/Doctors

- On an average 10 to 12 overseas medical graduates choose to undertake elective rotation in Paediatrics at the SCMR and QEH annually.
- Supervision of elective medical students from overseas and the postgraduate resident doctors from other departments who rotate through the department of Paediatrics.

The department continues to train students who were in the Emergency Medicine programme.

Dr Paula Lashley

- Dr Lashley taught one lecture in MDSC 1201 Year 1- class 2020.
- Year 3 class 2018- MDSC 3203- coordinator (70 students October 2015 – April 2016).
- Year 5 class 2016/17.MDEC 5301- coordinator (70 students in yearlong rotating nine-week rotations).

Dr Alok Kumar

MBBS

- Final and 3rd year MBBS students.
- Teaching MBBS students during the preclinical years through guest Lectures and case based tutorials. MDSC1205 (Respiratory system) – a single lecture MDSC 2204 (Renal, Urinary system) – a single lecture

- Teaching the undergraduate (MBBS) medical students is done through classroom lectures, small group problem based tutorials, case discussions on clinical ward rounds, follow up case review in the paediatrics outpatient settings and presentations in seminars.
- Demonstration of clinical skill at the patient's bed side and of the various diagnostic and therapeutic procedures is an important aspect of medical teaching.
- Dr Kumar is the MBBS final examination (Medicine & Therapeutic) Campus coordinator.

DM Paediatrics

- Dr Kumar is the University Examiner for both the undergraduate MBBS exams and the Postgraduate DM (Paediatrics) Examination across all the campuses of the University of the West Indies. He is DM Paediatrics programme Coordinator for the FMS, Cave Hill.

Teaching MPH Students

- A single Lecture covering the paediatrics related modules and supervision of the project work in the area of child health.

Emergency Medicine

Dr Harold Watson and Dr Reginald King

All 5th year students do a 4-week Emergency Medicine clerkship. In addition, there is 4-year DM Emergency Medicine programme.

Medicine

**Dr Colette George, Dr Arianne Harvey,
Dr Kenneth Connell**

Dr Sean Marquez Senior Associate Lecturer

Year 3

- Members are involved on teaching year 3 student on their junior clerkship, which is coordinated by Dr Kenneth Connell.

Year 5

- Manages the year 5 clinical clerkship. Teaching involves tutorials and bedside teaching. Dr Charles Taylor was the official coordinator of this clerkship, however, due to his illness and subsequent demise, for the period August 2014 to August 2015 to July 2016 it was coordinated by temporary lecturer, Dr Arianne Harvey with oversight from Dr Colette George. There was brief period (November 2015 to February 2016) when Dr Taylor was back at work and provided oversight.

DM Programme

This programme is coordinated by Dr Colette George.

Candidates for the academic year were as follows:

Danielle Dottin (year 4)
Rogeolle Morris (year 4, deemed to have withdrawn)
Ria Edghill (year 4)
Michelle Ince (year 3)
Andre Lovell (year 3)
Lynden Brooks (year 3)
Aylwin Benjamin (year 3)
Dr Simeona Jacinto (year 2, repeating)
Melissa Boyce (year 1)
Christopher St. Hill (year 1)

New Candidates

Dr Melissa Boyce
Dr Christopher St. Hill

Exam Results

Dr Danielle Dottin took her Part 2 exam and passed. She has been awarded the doctor of Medicine DM degree in Internal Medicine.

Dr Simeona Jacinto took the part 1 of the DM exam and passed. She has progressed to part 2 of the programme.

Dr Colette George

Academic Roles

- Program director for the Doctor of Medicine in Internal Medicine and coordinator of the clinical exam.
- First examiner for Cave Hill DM Internal Medicine exam.
- Section coordinator for the MBBS clinical examination.
- Second examiner in phase 1 course MDSC 2201 (The Endocrine system and skin).
- Second examiner in phase 2 course MEDC 5321 (Year 5 Internal Medicine clerkship).
- Examiner in MBBS and DM exams in Trinidad and Jamaica.
- Supervisor for research project for Dr Danielle Dottin who completed her DM in Internal Medicine in June 2016.
- Chairman of Internal Medicine specialty board.

Dr Ariane Harvey

Academic Roles

- Coordinator of Introduction to Medical Practice II for academic year 2016-2017 and 2017-2018.
- Coordinator of year 5 Internal Medicine clerkship (MEDC 5321).
- Member of Internal Medicine specialty board.
- Examiner in DM and MMBS final exams in other UWI campuses.

Dr Sean Marquez

Clinical neurology teaching sessions for final year medical students of the Faculty of Medical Sciences, University of the West Indies, Cave Hill.

- Cranial nerve examination Part 1 (September 20, 2015) – 4 hours.
- Cranial nerve examination Part 2 (October 17, 2015) – 5 hours.
- Motor system examination (November 21, 2015) – 5 hours.
- Sensory system examination (February 20, 2016) – 4 hours.
- Examiner for final MBBS examinations (OSCE) in Clinical Medicine and Pharmacology for the Faculty of Medical Sciences, University of the West Indies, Cave Hill Campus on May 27, 2016.

Pathology, Microbiology and Haematology

Haematology

Dr Cheryl Alexis

Undergraduate

Year 3 Clinical Haematology: 79 students

Year 4 Pathology and Microbiology clerkship: 56 students

Postgraduate

DM Internal Medicine: 8 students

Pathology

Dr Desiree Skeete

Teaching

- Lectures and tutorials to preclinical and clinical undergraduate medical students in years 1, 2, 3 and 4 of the MBBS programme and students in the postgraduate DM Surgery programme. Examiner in the OSPE final MBBS Surgery examination.

- Second Examiner in the MDSCI000 and MEDC 4314 courses.

Psychiatry

Dr Maisha Emmanuel

Teaching

- Co-ordinator/lecturer of undergraduate students in Psychiatry Clerkship.
- Co-ordinator/lecturer of Ethics and Medical Humanities Clerkship.
- Co-ordinator/lecturer post graduate students in DM Psychiatry programme.
- Appointed Phase 2 Curriculum coordinator (effective August 2013).

Duties of Curriculum Coordinator:

- Oversee day-to-day management of the Phase 2 clerkship programme, including the preparation and distribution of rosters, schedules and student handbooks.
- Monitor student assessment
- Facilitate and coordinate end-of-clerkship and final examinations.
- Chair the Phase 2 Committee.
- Report to the Dean through the Deputy Dean, Clinical.

Examiner

Local and Regional for MBBS OSCE; DM Psychiatry.

Students:

- 74 students in 4th year, 33 students in 5th year. 32 students were successful in final MBBS exam, May 2016.
- 7 postgraduate students – one student successfully completed year 2 Part 1 exams and progressed into year 3; five students continue in year 3; one student successfully completed year 4 Part 2 exams and completed the DM.

Graduate Student Supervision

- Holder, T (2016). Personality disorders in the inpatient forensic psychiatric population of the Psychiatric Hospital of Barbados: A prevalence study. DM (Psychiatry) project, Faculty of Medical Sciences, University of the West Indies – Cave Hill. Completed.
- Perkins, F. The Prevalence of Post CVA depression in Neurology Outpatients department in QEH. In progress.
- Catwell, C. Depression and medication adherence. A study of patients with HIV/AIDS attending the Ladymeade Reference Unit in Barbados. In progress.
- King, T. Adverse childhood experiences among adult psychiatric patients attending the outpatient clinic at the Psychiatric Hospital, Barbados. In Progress.
- Douglin, K. Bipolar Disorder and Comorbid Diabetes Mellitus Type 2 among patients attending the Psychiatric Hospital, Barbados. In progress.
- Forde, K. The prevalence of substance use among adolescent patients attending the Child Guidance Clinic at the Psychiatric Hospital, Barbados. In Progress.

Surgery and Surgical Sub-Specialties

General Surgery

Dr Ramesh Jonnalagadda, Dr Alan Smith and Dr Sean Bernstein

Forty-nine Junior clerkship undergraduate students and (53) final year students rotated through general surgery department during the year. Forty-four students sat the MBBS Surgery examination in May/June 2016, with all lecturers and associates in the department serving as examiners. Elective students also rotated through the department.

One candidate was examined and awarded the DM General Surgery degree in Nov/Dec 2015. There are currently eight DM General Surgery Residents in the programme.

The American Board of Surgery in Service (ABSITE) examination was administered in February 2016 utilising the Computer Lab in the Errol Walrond Clinical Skills building.

Ophthalmology

Miss Dawn Grosvenor

Undergraduate Students

The number of students rotating through Ophthalmology varies depending on the size of the fourth year class, but in the 2015-2016 academic year there were 73 students from the Class of 2017 assigned to rotate through the Ophthalmology clerkship.

Postgraduate Students

We continue to receive a steady stream of applications to the DM Ophthalmology programme, and have accepted one candidate per year since the programme's revival in 2014. The third candidate was accepted effective July 1, 2016.

Elective Students

In 2015-2016, overseas elective students hailed from Germany, Austria and the UK. The department hosted 5 overseas elective students, and 2 internal Faculty of Medical Sciences students.

Orthopaedics

Miss Tamara Nancoo

- The UWI Lecturer teaches Phase I Pre-clinical medical students on the following topics:
- MDSCI202 – Introduction to Medical Practice – Casts and Splints Workshop

- MDSCI105 – Locomotor System
- Nerve Injuries of the Upper Limb/Clinical Conditions;
- Nerve Injuries of the Lower Limb/Clinical Conditions
- Diseases of the Musculoskeletal System
- All fourth year medical students (30 to 80 students per year) spend a four-week clerkship in the Orthopaedic Department. They are taught by a combination of didactic lectures, tutorials, and through direct patient contact in the outpatient and theatre setting. Consultants at QEH and Associate Lecturers deliver the teaching, following the basic format:
 - Week1: Introduction to Clinical Orthopaedics, Fracture Management principles, Knee examination, Paediatric Hip Pathology
 - Week 2: Osteoarthritis, Infections, Tumours, Shoulder Examination, Upper Limb Fractures, Scoliosis, Paediatric fractures and paediatric knee pathology.
 - Week 3: Common Upper Limb Elective Conditions, Hip Examination, Spine Fractures, Paediatric Foot problems.
 - Week 4: Back Pain, Spine Examination, Lower Limb Injuries.
- The University Lecturer is also in charge of the DM Orthopaedics Residents Teaching Program. In 2015–2016, there were 2 residents in the program.
 - Dr Andre Yusuff – Year 2 (started January 2015)
 - Dear Steve Sandiford – Year 1 (started January 2016).
- In 2016, the DM Orthopaedic syllabus was re-structured such that it is “competency-based” and in keeping with UK and USA syllabi. It now comprises three (equally-weighted) sub-sections on which the residents will be assessed:
 - A Knowledge Syllabus,
 - A Skills Syllabus and
 - A Professional Behaviour and Leadership Syllabus.

- In addition, a comprehensive DM teaching schedule was designed such that it covered the whole syllabus in two years, thereby exposing each resident to each syllabus item at least twice during their training. Teaching is being delivered by tutorials, journal clubs, grand rounds and audit meetings.
- DM Orthopaedic assessments now include yearly international written examinations (OITE and/ or UKITE) and work-based assessment.
- Miss Nancoo received the Medical Students’ Association (MSA) Teaching award for the “Most Interactive Teacher – 2015-2016”.

Essential National Health Research

Dr Pamela Gaskin

The Department coordinates the post graduate foundation course **MEDC6900** “Essential Health Research Skills”. Eight DM students successfully completed the course (2015-2016).

Dr Gaskin has led on development and will coordinate a new course “Practical Research for Medical & Health Sciences” specifically devised for 4th year medical students. It should be noted that this course is already approved for the Bachelor Health Sciences students in the FMS. The major focus is to build research capacity in the FMS.

Dr Judith Nicholls published a manuscript from her DM thesis this year having presented at the regional level. She is a past student who has demonstrated clearly the role of the desk of the Essential National Health Research in building research capacity in Barbados. She, like previous students, successfully utilized all of the services of the department, which include proposal development, thesis writing, presentation at scientific meetings and peer reviewed publication.

Co-Supervision of DM students’ theses:

Currently enrolled (2014-2015):

- Adverse Childhood Experiences among Adult Psychiatric Patients in Barbados. **Dr Tara King.** (Department of Psychiatry). 2014 – Present.
- Bipolar Disorder and Comorbid Diabetes Mellitus type 2 Among Patients Attending the Psychiatric Hospital in Barbados. **Dr Kedisha Douglin.** (Department of Psychiatry). 2014 – Present.
- The Prevalence of Substance Use among Adolescents attending the Child Guidance Clinic at the Psychiatric Hospital Barbados. **Dr Keo Forde.** (Department of Psychiatry). 2014 – Present.

Evaluation of Changes in Nutritional Status of Patients Admitted for Major, Elective, Intra - Abdominal Surgeries, to Determine the Incidence of Iatrogenic Induced Malnutrition and its Impact on Morbidity and Mortality.

Dr Jeannelle Alphonse. (Department of Anaesthesia & Intensive Care). 2013 – Present. **Graduating DM Students (2015 - 2015):**

- Patient Satisfaction with Anaesthesia for Caesarean Section in Barbados. **Dr Stefan Sobers.** (Department of Anaesthesia & Intensive Care). 2015.
- Mortality and Outcomes in Patients Undergoing Hip Surgery at the Queen Elizabeth Hospital. **Dr Kimberly Johnny.** (Department of Anaesthesia & Intensive Care). 2015.
- Personality Disorders in the Inpatient Forensic Psychiatric Population of the Psychiatric Hospital of Barbados: a prevalence study. **Dr Tonya Holder.** (Department of Psychiatry). 2016.
- Assessment of Prevalence of Microbes and Multi-drug Resistant Organisms on the Surgical Intensive Care Unit at the Queen Elizabeth Hospital, Barbados. **Dr Sherry-Anne Lashley.** (Department of Anaesthesia & Intensive Care). 2016.

RESEARCH IN PROGRESS

Listed below are Research Projects being participated in or coordinated by Academic staff in Phase II of the MBBS programme:

Dr Cheryl Alexis

- The Paediatric Oncology Registry now has collected five years of data to be presented at the BNR conference.
- The Haemophilia Project has started and out of this was born the support group which has now been registered with the World Haemophilia Federation. We are working closely with Jamaica in this project.
- Genetic risks in Breast cancer in Caribbean women; expanded project looking at different mutations in the *brca* gene.

Yasodananda Kumar ARETI

- Dr Tiffany Antrobus is planning to study the usefulness of capnography in elderly patients undergoing hip surgery as part of her DM research project.

Dr Maisha Emmanuel

Manuscripts Submitted

- **Emmanuel, M.K., & Campbell, M.H.** (2015). Commentary: Approaches to involuntary admission of the mentally ill in the People's Republic of China: Changes in legislation from 2002 to 2012. *Journal of the American Academy of Psychiatry and the Law*, 43(1), 45–7.

Other Research/Manuscripts in Progress

- Ethics Challenges for Forensic Psychiatry Practice in a Context of Limited Resources. With M.H. Campbell.
- Research Ethics in Small Island States: The Development of Ethics Review in Barbados. With M.H. Campbell.

- Consequences of chronic cannabis use. Co-PI with D. D'Souza (Yale) and M.H. Campbell (UWI).

Dr Pamela Gaskin

Research Projects

- *Phase 3 of The Barbados Children's Health and Nutrition Study (BCHNS)* was started in June, 2016. Dr Pamela Gaskin conceptualized this prospective country wide study and is the Principle Investigator. This study was initiated in 2009 and its findings have been used by PAHO to help draft childhood interventions for children in Barbados. This third leg of the study includes new methodologies for data collection and an adjunct study of parenting and mental health. Collaborators include Prof. Maria Jackson, of Mona UWI, Dr Peter Chami and Dr Bernd Sing of the Faculty of UWI Cave Hill. Dr Maisha Emmanuel and Mr JaDon Knight (psychologist) will lead on the parenting and depression sub-study.

The BNCHS is done under the aegis of the Ministry of Education and Youth Affairs. Three peer reviewed papers have been published, that for the first time establish baseline estimates of overweight and elevated blood pressure for Barbadian children. Important manuscripts from the food intake studies among children are under preparation. Manuscript production has led to several collaborations both in the Faculty of Medical Sciences (FMS) and wider University population as well as with international colleagues. Early findings were presented at the 2011 Scientific Meeting of the Obesity Society, and the 2012 Scientific Meeting of the Caribbean Health Research Council, the Caribbean Obesity Forum and to PAHO and the Ministry of Health Barbados.

- *Project Eat F.R.E.S.H. (University of the West Indies). 2016.*

This is a community level nutrition education program focused on increasing knowledge about healthy eating as a preventive mechanism in order for participants to adopt and sustain healthy eating habits. Under the auspices of the current Memorandum of Understanding between the University of California Irvine and the University of West Indies Ms Jacquelyn Boone will conduct an MPH practicum project with the Dr Pamela Gaskin. Ms Boone will pilot her developing program at the University of West Indies.

- *Identification of the Levels of Vascular Disease Biomarkers in the Barbadian Population: Risk differences with respect to obesity and Type II Diabetes Mellitus – Dr Thea Scantlebury-Manning (PI). 2006-present.*

Dr Pamela Gaskin is Co-Investigator on this study and it is currently in manuscript development phase.

Manuscripts under Preparation:

Gaskin PS, Bernales-Goodman, Jackson Maria, Broome H, Sing B, Chami P. School Food Environment in Barbados.

Gaskin PS, Knight J, Ward J, Broome H. Parenting, Relationships to Physical Activity and Overweight among Minority Children.

Gaskin PS, Sargeant L, Allamani J, Campbell MH. Weight Bias among Barbadian Medical Practitioners: Implications for Obesity Management in a High Risk Afro-Caribbean Population.

Knight JA, Gaskin PS, Dash STC. The parent-child dyad: A platform for launching childhood physical activity interventions in Barbados.

Dr Dawn Grosvenor

- *Prevalence of Proliferative Diabetic Retinopathy amongst new referrals at the QEH*
Authors: Holmes W, Grosvenor D, Highland K, Carter B.
Summary: This study examined the prevalence of proliferative diabetic retinopathy among routine referrals to the Ophthalmology outpatients' department at the QEH. This was a resident-led project, and the resident (Dr W. Holmes) presented his preliminary findings at the OSWI conference in July, 2016. Final results are now being prepared for publication.
- *Causes of registration as blind in Barbados.*
Authors: Griffith K, Grosvenor D.
Summary: This study aimed to identify the causes of disabled registrations due to blindness over a five year period 2011 to 2014. Preliminary findings were presented at the OSWI conference in July, 2016 by Dr Kendi Griffith.

Dr Alok Kumar

- *Serotype distribution and vaccine relatedness of pneumococci carried in pediatric and adult populations in Jamaica, Barbados and Trinidad & Tobago.*
Year 2015-16
- **Aim 1.** To identify currently carried prevalent serotypes of *Streptococcus pneumoniae* among Caribbean adults and children.
- **Aim 2.** To determine whether there any differences in serotype prevalence among children of varying geographic and socio-economic backgrounds.
- **Aim 3.** To determine the antimicrobial susceptibility of isolates, overall and by serotype.

- *Clinical Audit of Dengue cases among children hospitalized to the QEH.*
2015 - ongoing
Investigators – Dr Alok Kumar, Dr S Birch, Dr K Krishnamurthy.
To compare the clinical and the laboratory findings in children with and without Dengue, with the objective of demonstrating their utility in the early detection and predicting severe form of dengue among children.
- *Diarrheal diseases among children in Barbados – clinical and epidemiological study.*
2011- ongoing
Investigators – Dr Alok Kumar, Dr K Morris, Dr K Krishnamurthy.
To compare the clinical findings and the laboratory findings in children who were admitted with Acute Gastro-enteritis with the objective of demonstrating their utility in the early detection of AGE of likely etiology.
- *Chikungunya virus infection among children in Barbados.*
2014-18.
Investigators – Alok Kumar, Marquita Gittens, Dr K Krishnamurthy.
To study the epidemiology, presenting features, clinical course and the outcome of Hanta virus infections in children hospitalized with febrile illness.
- *Epidemiology of Dengue in Barbados.*
2013-14
Investigators – Dr Alok Kumar, Dr Marquita Gittens, Dr K Krishnamurthy.
The aim is to study the epidemiology of Dengue in Barbados and how it differs from those of the south-east Asia.

Miss Tamara Nancoo

- Hip Fracture Management Audit – Prospective ongoing audit of the Barbadian patient journey in comparison to established protocols in UK.
- Open Fracture Audit – Retrospective review of lower limb open fracture outcomes.

Dr Desiree Skeete

Triple negative breast cancer in women of African ancestry. A Canadian funded project, multi-site collaborative project which is investigating the prevalence and gene abnormalities of triple negative breast cancer, an aggressive type of cancer which has a predilection for women of African ancestry. The work of the Barbados arm of the project was featured in the April 2016 issue of the Bulletin, the magazine of the Association of Commonwealth Universities, in an article by the principal investigator, Dr Juliet Daniel.

STAFF ACTIVITIES INCLUDING PUBLIC SERVICE

Listed below are the civic, clinical, professional and other services and achieved awards by Phase II staff:

ACADEMIC CONFERENCES / WORKSHOPS ATTENDED AND PAPERS READ

Following is a listing of conferences and workshops attended by Phase II Faculty:

Child Health

Dr Paula Lashley

Conferences attended:

- Developing EM 2015 – Cuba: September 14-17, 2015.
- AAP – National conference and Exhibition- Washington October 24-27, 2015
- 5th North American Regional Caribbean Congress on Epilepsy (NARCCE) – Barbados – March 4-6, 2016.
- 61st Annual CARPHA Health Research Conference- Turks and Caicos Islands June 23-25, 2016.
- 31st Caribbean Cardiology Conference Barbados July 26-29, 2016.

Conferences/ Workshops organized:

- 3rd Barbados Paediatric BASIC Course – Barbados – April 23-24, 2016.
- “PAEDIATRIC NEUROLOGY UPDATES “First ICNA-CNS Caribbean Pediatric Neurology Meeting – Barbados March 3, 2016.

Staff development workshops attended:

- Teaching the Teacher Workshop – A Training Course for Residency Program Directors - July 11-12, 2016.
- Simulation lecture series: March 7-10, 2016.

1 – hour webinars through CETL

- 1) Active Learning: How To Improve Critical Thinking, Motivation & Engagement.
- 2) Developing Multiple Choice Tests That Assess Higher Order Thinking Skills.

- 3) Designing Effective Rubrics: How To Align Learning Outcomes, Instructional Activities & Course Assignments.
- 4) Creating an Effective Faculty Advising Program: How To Improve Student Success.
- 5) Creating An Effective Orientation For Adjunct Faculty: How To Increase Participation, Engagement & Success.

Papers read at conferences

Lashley P M. “Paediatric Screening- is there a role for this in Barbados” presented at Diabetes Foundation 2nd Annual Multidisciplinary Diabetes Conference, Barbados June 18, 2016.

Lashley P M. “Children with Diabetes – The “Sweet Dilemma” – is it diet or DNA?” presented at the UWI 50th Independence anniversary public Lecture series – UWI Barbados April 21, 2016.

Lashley PM. “The Impact of a basic Assessment and Support in Paediatric Intensive Care Course in Barbados (BASIC)” presented at 61st Annual CARPHA Health Research Conference- Turks and Caicos Islands June 23-25, 2016.

Lashley PM. “Morbidity and Mortality of extremely low birth-weight infants in a developing country: experience from the sole neonatal intensive care unit in Barbados.” Presented at 61st Annual CARPHA Health Research Conference - Turks and Caicos Islands June 23-25, 2016.

Dr Alok Kumar

Workshops attended

- Systematic review author training workshop CARPHA & Caribbean Cochrane, September 9-11, 2015.
- Psychometric evaluation and standard setting workshop UWI, Centre for Excellence in Teaching and Learning, February 25, 2016.

- Invited faculty on the Basic Assessment and Support in Intensive Care Course, April 15-16, 2016.

Emergency Medicine

Conference presentations

Dr Harold Watson

- Developing Emergency Medicine (EM) conference in Havana Cuba September 13-17, 2015: Moderator -Global EM Panel Discussion - the Way Forward for EM Development in the Region.
- 1. Introductory overview of where we are and how we can establish improved links of communication, sharing of resource materials, and local protocols expertise in certain areas where there are deficiencies.
- 2. Discussion around sustainable processes by which this can be achieved.
- 3. Establishment of a diverse multi-lingual EM body to coordinate/oversee the process.
- Delivery of Approach to the Poisoned patient at Triage and Triage of the Trauma, patient, poison and environmental injuries lectures to Nurses and EMT/ Paramedics in QEH A&E Department Triage course June 2016.
- Involved as Expert witness for Trinidad Supreme Court.

Dr C Williams

- Acute Management of Acute Coronary Syndromes; Audit and presentation at the BNR Continuing Education Seminar Series entitled “AMI Management: Initial Care, On-going Treatments and Lifestyle Adjustments” – October 2016.
- First Annual Mental Health CME Conference – emcee and presenter Oct 2015 – Management of the Aggressive patient.
- International Federation of Emergency Medicine (IFEM) Emergency Medicine Conference in South Africa April 2016.

- Member of the IFEM working group in Triage.
- Emergency Ultrasound training course.

Dr Reginald King

- December 3, 2015; Emergency Medicine Grand Rounds UWI St. Augustine Campus EWMSC A Bajan Potpourri of Emergency Medicine Cases.

Medicine

Dr Colette George

- August 20, 2015 – Co-ordinated insulin initiation workshop for Ministry of Health. Presented two topics at the workshop.

Presentations

- February 19, 2016 – “Latest updates in the Medical management of diabetes” at the conference “Latest updates in ophthalmology” held in February 2016.
- June 18, 2016 – “Diabetes updates, a local perspective” in May 2016 at a conference hosted by the Barbados Diabetes Foundation.

Attended courses as follows:

- January 27, 2016 – Basic Life support (received certification).
- March 18-19, 2016 – Advance Cardiac Life support (received certification).
- January 27, 2016 – Basic Life support (received certification).
- March 18-19, 2016 – Advance Cardiac Life support (received certification).

Attended staff development workshops as follows:

- February 26, 2016 – “Assessment in Medical Education” hosted by Centre for excellence in teaching and learning (CETL).
- March 23, 2016 – “Respondus” workshop by CETL.

- June 16, 2016 – Teaching and technology workshop on “Creating Instructional videos” by CETL.
- July 11-12 2016 – “Teaching the teachers” a workshop sponsored by the International congress of ophthalmology in conjunction with UWI and Ophthalmic society of the West Indies.

Dr Arianne Harvey

Presentations

- Harvey, A.M. “Chronic Kidney Disease: The Role of the Community Physician”. Presented at the 79th BAMP / UWI CME Conference, Barbados, May 21–22, 2016.
- Harvey, A.M. “Introducing the topic of Advanced Care Planning in the General Practitioner’s Office”. Presented at the 79th BAMP / UWI CME Conference, Barbados.
- May 21-22, 2016 – Harvey, A.M. “Ethics Conference Case Presentation”. Presented at Ethics Conference, Queen Elizabeth Hospital, Barbados, September 12, 2015.
- Harvey, A.M. “Ethics Conference Case Presentation”. Presented at Ethics Conference, Queen Elizabeth Hospital, Barbados, March 6, 2016.

Conferences/Workshops attended

- ICO’s “Teaching the Teachers” Workshop, Clinical Skills Building, Bridgetown, Barbados. July 11-12, 2016.
- “Assessment in Medical Education Workshop, University of the West Indies, Cave Hill, Barbados. February 25-26, 2016.
- Instructor in the Neurological Exam, Family Medicine Diploma Clinical Workshop, Clinical Skills Building, Bridgetown, Barbados. January 13, 2016.
- “Palliative Care Education Intensive Training Course” (PALLIDUM - Canada), Barbados. October 12-15, 2015.

Dr Sean Marquez

- Successful completion of the online module: “Teaching with patients” offered by the Centre for Excellence in Teaching and Learning (CETL), University of the West Indies, Cave Hill Campus – February 11, 2016.
- Attendance at lectures from visiting neurologists from the Faculty of the University of Toronto, under the sponsorship of the University of the West Indies, Cave Hill Campus, Faculty of Medical Sciences on July 28, 2016. Dr Alfonso Fasano, Associate Professor and Movement Disorder Specialist, presented on “Parkinson’s Disease and deep brain stimulation”, while Dr Hans Katzberg, Assistant Professor at the University of Toronto, a Neuromuscular Specialist, presented on “The neurological manifestation of Zika virus”.
- Associate Faculty of Medical Sciences Associate Lecturers’ Meeting with the Principal, Professor Eudine Barriteau on December 14, 2015.
- Associate Faculty of Medical Sciences Associate Lecturers Meeting with the Principal, Professor Eudine Barriteau on July 29, 2016.
- Attendance at the International Conference on Alzheimer’s Disease and other Dementias, under the auspices of Alzheimer’s Disease International (ADI) and the Barbados Alzheimer’s Association (BAA) on February 26, 2016.
- Attendance at the First Caribbean Paediatric Neurology Meeting, under the auspices of Faculty of Medical Sciences, University of the West Indies, Cave Hill Campus, The International Child Neurology Association and the Paediatric Neurology Society, held on March 3, 2016.
- Attendance at the 5th North American Regional Caribbean Conference on Epilepsy (NARCCE) under the auspices of the Epilepsy Society of the Caribbean, the American Epilepsy Society and the International League Against Epilepsy on March 4-5, 2016.

- Moderator of the program session entitled Epileptic Encephalopathies and other Progressive Epilepsy Syndromes, held as part of the 5th North American Regional Caribbean Conference on Epilepsy (NARCCE) on May 4, 2016.
- Continued enrolment in the American Academy of Neurology Continuing Medical Education program “Continuum: Lifelong Learning in Neurology”. 60 hours of category I CME credits are obtained per year.
- Continued enrolment in the American Academy of Neurology Quintessential continuing medical education self-audit program that allows assessment of a benchmark of personal practice, processes and knowledge base. Thirty hours of CME credits are obtained per year.
- Continued enrolment in the American Board of Electro-diagnostic Medicine Maintenance of Certification (MOC) Program.
- Continued enrolment in The Royal College of Physicians and Surgeons of Canada Continuing Professional Development (CPD) programs for maintenance and certification.
- Attendance at the ICO Teaching the Teachers Workshop: a training course for residency program directors, held by the International Council of Ophthalmology (ICO), the Ophthalmological Society of the West Indies (OSWI) and the Faculty of Medical Sciences, University of the West Indies, Cave Hill on July 11-12, 2016.

Pathology Microbiology and Haematology

Haematology

Dr Cheryl Alexis

Conference Attendances:

CARPHA Scientific Conference 2016, Turks and Caicos Islands.

Conference Presentations:

- Alexis, C; Odle-James T; Family study of the effect of Haemophilia B on a family in Barbados; Poster presentation.
- Alexis C Childhood Cancer in Barbados: BNR conference.

Pathology

Dr Desiree Skeete

Attended the Teaching the Teachers Workshop in Bridgetown, July 2016, a 2-day workshop for clinical teachers given by the International Council of Ophthalmology.

Psychiatry and Psychology

Dr Maisha Emmanuel

Papers read

Best practice training guidelines for undergraduates and residents in Psychiatry. Paper presented at the 1st Annual Mental Health CME Conference. Barbados (October 2015).

Conferences/Workshops attended

- 16th ER Walrond Symposium, 15 July 2016.
- Faculty of Medical Sciences and International Child Neurology Association and Paediatric Neurology Society – First Caribbean Paediatric Neurology Meeting – Paediatric Neurology Updates, March 2016.
- Centre for Excellence in Teaching and Learning and Faculty of Medical Sciences, UWI – Assessment in Medical Education Workshop, February 2016.
- 78th BAMP/UWI CME Conference – Nov. 2015.
- 1st Annual Mental Health CME – Dignity in Mental Health, October 2015.

Surgery and Surgical Sub-Specialties

General Surgery

The third annual Caribbean Society of Endoscopic Surgeons (CaSES) conference was held October 22 to 25, 2015. The conference included live surgical sessions from the Queen Elizabeth Hospital. Professor Rosin and Dr P Sahle Griffith were instrumental in the planning and execution of this conference.

The Caribbean College of Surgeons annual conference was held in St. Lucia from June 16 to 18, 2016. Dr Ramesh Jonnalagadda was the outgoing president of the organisation. Several members of staff including Mr Warner, Dr Smith and Dr O'Shea chaired sessions at the conference. Original papers and CME presentations by staff members are listed below:

- Dr Alan Smith: Single Incision Video Assisted Thoroscopic Surgery in Barbados.
- Mr Christopher Warner: Management of Upper Gastrointestinal Bleeding (CME).
- Mr Selwyn Ferdinand: A Low Cost Solution to Manage Chronic Wounds in the Caribbean.
- Professor ER Walrond: *Ethics Case Conferences: A Twenty-Year Experience* (CME).
- Dr Greg Padmore (DM resident): Determining the worldwide epidemiology of surgical site infections after gastrointestinal surgery.

Dr Alan Smith attended the International Symposium on Lung and Esophageal Surgery at the Miami Anatomical Research Center (M.A.R.C.) from November 2-3, 2015, and the Houston Aortic Surgery Symposium from March 3-6, 2016.

Dr Margaret O'Shea attended the Antibiotic Stewardship conference in August 2015, the Medical Protection Society conference in October 2015, the Caribbean Society of Endoscopic Surgeons Conference October 2015.

Ophthalmology

The Lecturer and Associate Lecturers in the department regularly attend continuing medical events both locally and internationally: members attended the Ophthalmology Society of the West Indies (OSWI) Conference (Barbados, July 2016), Bascom Palmer Eye Institutes's Inter-American Course in Clinical Ophthalmology (Miami, October 2015), Latest Updates in Subspecialty Conference (Barbados, February 2016). Department members presented as Faculty and Session chairs at the local conferences as indicated below.

The Ophthalmology Society of the West Indies (OSWI) Conference held in Barbados July 13th to 16th 2016 was the flagship continuing medical education event. The postgraduate students also participated and presented their recent research work. One student was awarded a prize in the poster competition. This was held in conjunction with an International Council of Ophthalmology (ICO) workshop entitled Educating the Educators, which was facilitated by the Campus' Centre for Excellence in Teaching and Learning. The workshop was well attended and focussed on improving postgraduate teaching and assessment.

The Ophthalmology Microsurgical Wet Laboratory was officially opened in early 2016, with the aid of donations to the QEH from Lenstec Barbados Inc., Silverline Systems and Alcon Pharmaceuticals. This will be important in facilitating surgical teaching of postgraduate students.

Department members hold subscriptions to an assortment of Ophthalmology journals including Eye (UK), Ophthalmology (USA), and Vision Pan-America. The department plays an active role in the Glaucoma Awareness outreach work in March annually, in which free public screenings for glaucoma are conducted.

Conference Presentations:

- Grosvenor, D. Glaucoma Symposium – Case presentation and Panel Discussion. OSWI Conference Barbados, July 15, 2016.
- Grosvenor, D. "Tonometry". Presented at Caribbean Association of Ophthalmic and Technical Personnel Meeting at OSWI Conference in Barbados, July 15, 2016.
- Grosvenor, D. "Diabetes Mellitus and Glaucoma" Presented at Latest Updates in Subspecialty Conference in Barbados, February 19, 2016.
- Grosvenor, D. "Glaucoma Management in Trauma Patients" Presented at Latest Updates in Subspecialty Conference in Barbados, February 20, 2016.

Other:

- Grosvenor, D. "Glaucoma – The Silent Thief of Sight" Faculty of Medical Sciences 50th Anniversary of Independence Lecture Series. March 10, 2016.

Orthopaedics

Miss Tamara Nancoo

Invited Faculty on ATLS (Advanced Trauma Life Support Course in Trinidad – May 2015, December 2015, March 2016. This course is conducted at St. Augustine Campus five times per year. Trinidad is currently the only course venue in the Caribbean. As the only qualified ATLS Instructor in Barbados, Miss Nancoo is currently working with the Trinidad Team to set up the course in Barbados with the ultimate aim of training local doctors not only as Providers of trauma care but also as Instructors in this field.

- Thermal Injuries lecture and skills station.
- Musculoskeletal Injuries Lecture and Skill Station.
- Practice Moulage Scenarios.

Miss Nancoo is a member of the BayView Hospital Infection Control Committee.

Essential National Health Research

Dr Pamela Gaskin

Papers Presented at Conferences

Gaskin, P.S.; Chami, P.; Jackson, M.; Sing, B; Ward J. "Unfavorable Diet Related Chronic Disease Risk Profile despite High Dietary Adequacy -An Exploration of Diet Quality among Barbadian Children". Presented at the 4th Annual Caribbean Obesity Forum (COF) Conference. Barbados. October 23-24 2015.

Nicholls J.; Gaskin P.S.; Areti Y.K. "Guidelines for Preoperative Investigations for Elective Surgery at Queen Elizabeth Hospital: Effects on Practices, Outcomes and Costs". Presented at 60th Annual Health Research Conference, hosted by CARPHA. Grenada. June 25-27, 2015.

Academic Conferences Attended:

Invited Speaker – The 4th Annual Caribbean Obesity Forum (COF) Conference, Barbados. October 23, 2015. Gave a lecture on "Early Childhood Nutrition in the Caribbean".

Specially Invited Participant – First Annual Mental Health Continuing Medical Education (CME) Conference "Dignity in Mental Health". Barbados, October 17, 2015.

Participant – Cardio Vascular Disease (CVD) Prevention International Symposium and Miami Cardiac and Vascular Institute Cardiovascular Summit, Miami. February 17-20, 2016. Sponsored by Baptist Health.

Online Participant – Baptist Health South Florida Obesity Summit International Webcast, New York, January 21, 2016.

PUBLIC SERVICE AND SERVICE TO THE UNIVERSITY

The below list details services rendered by Phase II staff to the Faculty and/or University

Child Health

Medical Consultancy Services at the Queen Elizabeth Hospital, Barbados.

As Associate Consultants in Paediatrics the university lecturers in Paediatrics spend six months on ward service, run a Paediatric outpatient clinic and do on call work.

The on service consultant supervises the clinical duties of all the house officers, senior house officers and registrars on the university team, has to do daily ward rounds, take part in departmental administrative/audit meetings whenever time permits and we admit patients to the university team on alternate days.

Both the in service and off service consultants provide on call (4 pm to 8 am next day) service for the department which is by rotation every sixth day on an average along with weekend calls (Saturday and Sunday) every six or seven weeks.

Both the University consultants fulfil these QEH commitments while still fulfilling their primary academic obligations to the UWI (teaching, faculty development, research, mentoring, supervising graduate students, meetings, exam planning and execution).

Dr Alok Kumar

Public Service on Local Government Committees & Faculty

- Member
- HIV/AIDS Commission Research Advisory Committee,
- National HIV/AIDS Commission, Government of Barbados.
- 2013 to this date.

Invited Faculty Member on Regional Training programs/ Courses

- BASICS (Basic training course in Intensive Care in Children) – Multi-national network of intensive care physicians and paediatricians.
- Faculty member as Instructor on the local chapter of this network. Since 2014

Panel member on Regional and Expert Committees

- Member, Institutional Review Board/Ethics Committee, UWI/Ministry of Health, Govt. of Barbados.

Pathology, Microbiology and Haematology

Pathology

Dr Desiree Skeete

Outreach Activities: Held a workshop, Using Technology in Sunday Schools for Sunday School Teachers, Anglican Diocese of Barbados.

Psychiatry

Dr Maisha Emmanuel

Public service

Academic

2013-2016 – Member, Editorial Board, Journal of the American Academy of Psychiatry and the Law.

2011-Present – Lecturer, Yale School of Medicine, Department of Psychiatry.

2009-Present – Ad-hoc reviewer: The Journal of the American Academy of Psychiatry and the Law.

Civic

2011- Present – Member, Barbados Medical Council.

2009–Present – Member, National Advisory Committee on Chronic Pain Management.

Professional

2012 - Present – Member, Medical and Health Services Committee, UWI.

2010 - Present – Co-Chair, Prof. E. R. Walrond Scientific Symposium Committee.

2008 - Present – Chairperson, Ethics Conference, QEH.

Current Membership in Professional Organisations:

- Barbados Association of Psychiatrists – Secretary/ Treasurer (2006- present).
- Barbados Association of Medical Practitioners, full member.
- Caribbean Association of Psychiatrists, full member.
- World Psychiatric Association, full member.

Surgery and the Surgical subspecialties

Ophthalmology

Dr Dawn Grosvenor

Public Service

- Organiser – World Glaucoma Week of Activities March 6-12, 2016. Participated in segment on Mornin' Barbados CBC TV programme highlighting Glaucoma Awareness and the Week of Activities March 2016; Participated in a radio segment on GIS radio programme highlighting Glaucoma Awareness and the Week of Activities March 2016.
- Coordinator of Glaucoma Testing at Health Fair for the National 50th Anniversary of Independence Celebrations Secretariat. Jubilee Gardens, Bridgetown, Barbados, Sunday, March 20, 2016.

Extra-departmental Service:

- UWI FMS Continuing Medical Education Committee – Member.

Professional Memberships & Organisations:

- Barbados Association of Medical Practitioners – Member, Continuing Medical Education (CME) Committee.
- WINGS (West Indian Society of Glaucoma Surgeons) – Vice-President.
- Ophthalmological Society of the West Indies – Member of Constitutional Review Committee.
- National Eye Care Committee Ministry of Health, Barbados – Invited Participant to Policy Meetings.
- American Academy of Ophthalmology – Member.
- Pan-American Association of Ophthalmology – Member.

National Health Research

Dr Pamela Gaskin

- **Coordinator of Library Display** – “Disease Transition 1966 – 2016”. This display highlighted Infectious Disease, Childhood Health and Nutrition, Mental Health and Substance Abuse, and Chronic Cardiovascular Disease. It was mounted in the lobby of the Sydney Martin Library. May 9-23, 2016.
- **Consultant** – Pharma Wellness International Inc. © June 2015. This is a community based organization aimed at improving self- management among people with chronic disease in the workplace. I provide expert advice and guidance on studies. In addition, I correlate and present the anonymous data provided by the Pharma Wellness International for use in feedback to members. 2015–Present.
- Committee member of Women and Development's (WAND) Curriculum Review Committee. 2015–Present.
- Member of the Research & Postgraduate Committee of the Faculty of Medical Sciences. 2014– Present.

VISITORS AND INTERNATIONAL LINKS

Following are collaborative links and visits facilitated by Academic staff in Phase II of the MBBS programme:

Child Health

Dr Paula Lashley established the following international links

- I) **Faculty who visited to participate in a Child Health department organized Neurology conference March 3, 2016:**
 - Dr Jorge Vidaurre: Director of the Clinical Neurophysiology Program and EEG laboratory at Nationwide Children's Hospital - The Ohio State University Medical Center in Columbus, Ohio, USA.
 - Dr Christopher Oakley: Assistant Professor - Child Neurology, Department of Child Neurology. Johns Hopkins Hospital, Baltimore, Maryland, USA.
 - Dr Eric Kossof: Professor of Neurology and Paediatrics at Johns Hopkins University in Baltimore, Maryland, USA .
 - Dr Harry Chughani: Division Chief, Division of Pediatric Neurology, Department of Pediatrics. Nemours Neuroscience center and Nemours / Alfred I DuPont Hospital for children, Delaware, USA.
 - Dr Kenneth Mack: Professor of Neurology and Pediatrics, Mayo Clinic, Rochester, Minnesota, USA.
 - Dr Morris Scantlebury: Assistant Professor, Neurology and Clinical Neuroscience, Faculty of Medicine, University of Calgary, Canada
 - Dr Dave Clarke: Associate Professor of Pediatric Neurology-UTSW, Austin, Director, Dell Children's Comprehensive Epilepsy Program Dell Children's Medical Center of Central Texas, Austin, Texas, USA

2) Visiting Faculty Instructors for the BASIC course:

- Dr Peter Skippen: Senior Medical Director, Acute Care Clinical Services BCCH/Clinical Professor/ University of British Columbia, Vancouver BC Canada.
- Dr Simon Parsons: Section Chief of Critical Care at Alberta Children's Hospital (ACH) Department of Paediatrics University of Calgary Canada.
- Dr Paula Lister: Consultant in Paediatric & Neonatal Intensive Care Great Ormond Street Hospital Great Ormond Street, London UK.
- Dr Mary Bennett: Clinical Associate Professor Pediatric Critical Care, Medical Director, Simulation Program BC Children's Hospital, Associate Head, Education Department of Pediatrics, University of British Columbia, Vancouver BC ,Canada.

Dr Alok Kumar

Follow up visit to the Gajra Raja Medical College, Gwalior, MP, India. July 2-4, 2016.

Visit to this facility to forge collaborative study in the management of the cases of Dengue fever. I also used this occasion to discuss the other dengue research opportunity and collaboration in future.

Editorial and peer Reviewer for medical journals

- Editorial Board Member
- International Archive of Microbiology & Immunology 2014 to date.
- *International Journal of HIV/AIDS and Clinical Research* 2014 to date.
- *Global Journal of Gastroenterology & Hepatology*, 2012 to date.
- *World virology Journal*, 2011 – to date.
- *The Open Demography Journal*, 2009 – to this date.

- Peer Reviewer –
- AIDS Care, 2015
- BMC Women's Health, 2016
- World Journal of Virology, 2014
- *Global Journal of Gastroenterology & Hepatolog* 2014

Other Public Services

- Lead Author. Your Questions My Answers (Quarterly Health Magazine on child health for parents). Editor Dr K Singh, Vol. 4, July 2016.

Emergency Medicine

- Jennifer Bushelle-Edghill and Dr Lee Brown from School of Business and Economics, Fayetteville State University, North Carolina. US-Barbados collaboration examining patient flow and the quality of care delivered within urgent care facilities and QEHA&E department in Barbados. Students from Fayetteville State University, North Carolina were scheduled for a 2-week visit from July 16 to 30, 2016 to observe the processes in the delivery of patient care in Urgent care centers and QEHA.
- Professor of Emergency Medicine Sam Kini now retired from Georgia Regents University expressed an interest in assisting in the training of DM EM postgraduate students here at UWI Cave Hill campus and participating as an External Examiner in the DM part 2-exit examination.

Medicine

Outreach Activities of Department

- The Department hosted Dr Martin Samuels, visiting neurologist from Harvard Medical School. Dr Samuels facilitated an interactive case presentation on a patient with a movement disorder at the Henry Fraser Lecture theatre. February 8, 2016.

- The Department hosted two visiting neurologists from the University of Toronto: July 28, 2016.
- Dr Hans Katzburg presented on “Neurologic manifestations of Zika virus”.
- Dr Alfonso Fasano presented on “Movement disorders”.

Pathology, Microbiology and Haematology

Haematology - Dr Cheryl Alexis

- Hosting of the annual Sickle Cell Initiative conference.
- Links with 21st Century Oncology in Miami.
- Formation of a Haemophilia support group and hosting an awareness campaign on World Haemophilia Day.

Pathology - Dr Desiree Skeete

- Dr Juliet Daniel, Professor Dept. of Biology, McMaster University, Ontario, Canada, principal investigator of the triple negative breast cancer (TNBC) project, visited to continue work on the TNBC breast cancer project.
- Expansion of the TNBC project to Trinidad due to a link from with Dr Michael “Jimmy” Ramdass, vascular surgeon and Lecturer, St. Augustine Campus, UWI.

New Collaborative Project

Comparative genomics in prostate cancer in men of African descent, with Dr Simone Badal, principal investigator, Lecturer, Department of Basic Medical Sciences, Mona Campus, UWI.

Surgery and Surgical Sub-Specialties

General Surgery

Dr Margaret O'Shea established a link with the Transplant Link Charity in October 2015, to restart kidney transplants in Barbados, with the recommencement of transplants scheduled for the week of November 14, 2016.

Ophthalmology

Dr Dawn Grosvenor established links with Dr Karl Golnik, Dr Gabriella Palis, Dr Eduardo Mayorga – members of the International Council of Ophthalmology. Course directors and Faculty for the Educating the Educators course, in conjunction with CETL, held at the Faculty of Medical Sciences Clinical Skills Complex, ERW Building, Bridgetown. July 2016.

Orthopaedics

Miss Tamara Nancoo, Clinical Lecturer in Orthopaedics initiated a number of overseas collaborations including:

- Collaboration with Dr Kenneth Jeffers, Paediatric Orthopaedic Surgeon in Florida to provide much needed specialist paediatric orthopaedic surgical care to disabled children attending the Ministry of Health's Albert Cecil Graham Children's Development Centre. Dr Jeffers performed surgeries with Miss Nancoo at QEH in November 2015 and August 2016. Dr Jeffers also held tutorials and demonstrations for Year 4 medical students and DM Residents.
- Collaboration with the World Paediatric Project Charity to re-start a scoliosis (spine) surgery program in Barbados and also to send more complex paediatric orthopaedic cases for surgery overseas (partly funded by donations from the Sandy Lane Charitable Trust).

National Health Research

Dr Pamela Gaskin

- **Prof. Maria Jackson**, (University of the West Indies, Mona) – Collaborator on articles (both editing and writing).
- **Dr Suzanne Soares Wynter**, (University of the West Indies Mona) – Currently in discussions regarding study proposals.
- **Maria Ingram**, (Ministry of Health, Barbados) – collaborated on aspects of "Burden of Illness" study.
- **Dr Ralph LaForge**, Duke University Medical Center, Endocrine Division Indian Health Service Division of Diabetes Treatment and Prevention.
- **Joseph Daniels**, PhD, Faculty, Program in Public Health, University of California Irvine.

GRANTS

Listed below are research grants received by Phase II staff of the MBBS programme:

Dr Cheryl Alexis

- Sickle Cell Initiative funding for Haemophilia project in Barbados

Dr Pamela Gaskin

- **Graduate Studies Award, (2015)** – Awarded nine thousand dollars (\$9000.00) which is currently in use for the BCHNS Phase 3 study.

FAMILY MEDICINE

WORK OF DEPARTMENT

Following is a synopsis of the work performed by Academic staff teaching Family Medicine:

Dr Peter Adams, Dr Euclid Morris, Dr Joanne Paul-Charles, Dr Colin Alert and Dr Joseph Herbert

The work Family Medicine section of the Faculty of Medical Sciences included MBBS teaching both at Phase I (year -I MDSC 1202 Introduction to Medical Practice as well as years 1 and 2 Case Based Learning) and Phase-2 (years 4 and 5 Family Medicine clerkships), as well as the postgraduate Family Medicine Diploma, MSc and DM. Dr Joanne Paul-Charles is the coordinator of MDSC 1202, Case Based Learning and the 4th year clerkship, while Dr Euclid Morris is the coordinator of the 5th year clerkship and postgraduate programme.

During the year under review the postgraduate Diploma was extended to Antigua where several students were enrolled. Overall 10 students were enrolled in the Diploma in Antigua, Barbados and St. Lucia. Teaching is done online via Blackboard Collaborate and Moodle and clinical supervision is arranged at the various sites.

Four students were enrolled in the fulltime 4-year DM residency programme. One attached to the Brandford Taitt Polyclinic and 3 at the General Practice Unit, Edgar Cochrane Polyclinic. Discussions about expanding the DM programme is ongoing with the Ministry of Health.

A weeklong face-to-face clinical skills workshop was held in Barbados in January for all year1 and 2 Diploma students and DM residents. This ended with a mock clinical examination (OSCE).

Monthly case conference for postgraduate students, associate lecturers and polyclinic doctors continues to be a success and persons can now receive a CME credits (C award) from the Barbados Medical Council for attending these sessions.

During the past year Dr Peter Adams was appointed Dean and Drs. Colin Alert and Joseph Herbert joined the department as part-time lecturers. Dr Alert is based at the Branford Taitt Polyclinic (BTPC) and Dr Herbert at the General Practice Unit (GPU), Edgar Cochrane Polyclinic. Both lecturers assist with undergraduate and post-graduate teaching and clinical supervision.

TEACHING AND STUDENTS

Teaching responsibilities included lectures and clinical tutorials delivered across four undergraduate years and four postgraduate years.

Dr Euclid Morris

Work during the year has involved the delivery of undergraduate lectures in Family Medicine, Introduction to Medical Practice and Occupational Health according to the Lecture schedule for undergraduates. It has also included the organisation and delivery of clinical tutorials and clinical supervision for 4th and 5th year undergraduate students.

Dr Morris coordinates the 4-week 5th year Community Health clerkship at the GPU, Edgar Cochrane Polyclinic. The post-graduate work involved the preparation of modules in the post-graduate Family Medicine programme as well as the clinical supervision and mentoring of post-graduate Family Medicine and Emergency Medicine Residents as they rotate through the General Practice Unit.

This past year I have attended as an examiner in the final MBBS examinations at Cave Hill and also in the post-graduate Family Medicine Diploma, MSc and DM examinations at the Trinidad and Jamaica campuses.

Dr Joanne Paul-Charles

Undergraduate Students:

- Year 1 (68 students) Introduction to Medical Practice MDSCI202. Coordinate the lecture series and lab/practical and Case Based Tutorials CBL tutorials.
- Year 2 (58 students) CBL tutorials in semester 1. Coordinate and source tutors for CBL tutorials in the first semester.
- Year 4 (67 students) Family Medicine Junior Clerkship. Coordinate and clinical teaching for year 4 Family Medicine 4 - weekly Clinical rotation, which runs yearlong. Clinical teaching is done at the BTPC.
- Year 5 (55 students) Family Medicine – Community Health Clerkship. Organize and coordinate an OSCE every 9 weeks throughout the academic year. Examiner at Final MBBS Medicine and Therapeutics OSCE at Cave Hill Campus and St. Augustine Campus and November exams at St. Augustine.

Postgraduate Students:

- 8 Diploma students in year 1, 2 diploma students in year 2 and 2 full time residents in year 2. The 2 full time students completed DM part I and 1 distance student satisfactorily completed the diploma. 2 MSc and 1 DM resident were successful this year.
- Responsibility for teaching of modules: Teaching & Learning, Evidence Based Medicine, Mental Health & Counselling, Human Sexuality & STDs and assist with Chronic Disease in Primary Care.
- Supervised one Postgraduate year 2 fulltime resident and distance diploma students.

- Examiner for postgraduate exams across all campuses.
- Dr Paul-Charles continues to supervise the Family Medicine residents at the Brandford Taitt Polyclinic – both fulltime and distance candidates. Residents in the Distance Family Medicine Programme can visit this clinic to undergo their supervised clinical sessions.

RESEARCH IN PROGRESS

Listed below are Research Projects being participated in or coordinated by Academic staff in the Fam. Med. programme:

Dr Peter Adams

- *Eastern Caribbean Health Outcomes Network (ECHOEN)*. Dr Adams continues as the site Principal Investigator of the project which entered its 5th year. Over 1000 persons have been enrolled in the cohort which is being conducted in collaboration with Yale University and is funded by a National Institutes of Health grant.
- *Barbados Insulin Matters study*. Dr Adams continued to collaborate with Dr Charles Taylor and other investigators on this study. Data collection was completed and the first paper was submitted for publication. Funded by a staff research awards grant.
- *Peak flow rate sitting vs. standing study*. Dr Adams is a Principal Investigator for this study. Data collection was completed during the year. Funded by a staff research awards grant.
- *Female sexual disorders*. Dr Adams supervised a DM student.

Dr Euclid Morris

- The department is involved in the Eastern Caribbean Health Outcomes Research Network (ECHORN) which is a collaborative effort between Yale University and the Family Medicine department of the University of the West Indies at Cave Hill. It is a community-based prospective cohort study across four Eastern Caribbean sites: Trinidad and Tobago, Barbados, the United States Virgin Islands, and Puerto Rico.

During the past year I have continued as Junior Faculty of the Barbados chapter of ECHORN.

- Serotype distribution and vaccine relatedness of pneumococci carried in pediatric and adult populations in Jamaica, Barbados and Trinidad & Tobago – a collaborative research project with the department of Paediatrics.
- Caribbean Diabetic Retinopathy Knowledge Attitudes and Practice Study – a collaborative research project with the department of Ophthalmology.
- Peak flow measurement study investigating whether or not the peak expiratory flow rate measured sitting, differs from that measured standing.

Dr Joanne Paul-Charles

The following research project is near completion:

- Does peak expiratory flow measured sitting differ from that measured standing?
Principal investigators: O.P. Adams, J.L. Paul-Charles
Co-investigators: E.H. Morris, A. Marshall-Clarke
Data entry is now complete and the next step is analysis.

STAFF ACTIVITIES**CONFERENCES / WORKSHOPS ATTENDED AND PAPERS READ**

Following is a listing of conferences and workshops attended by staff in the Fam. Med. programme:

Dr Peter Adams

- Ministry of Health insulin initiation workshop, PAHO office, August 20, 2015. Invited presentation on “Changing Behaviour”.
- BAMP/UWI Continuing Medical Education 79th CME conference, Hilton Hotel Barbados, May 21, 2016. Invited presentation delivered - “Why hypertensive patients do not comply with treatment?”
- BAMP/UWI Continuing Medical Education 79th CME conference, Hilton Hotel Barbados, May 22, 2016. Invited practical demonstration - “Foot examination in people with diabetes?”
- Caribbean Public Health Agency Annual meeting, Turks and Caicos Islands, June 23, 2016. Paper read - “Peripheral arterial disease prevalence in a population-based sample of people with diabetes in Barbados”.
- Attended the 16th Annual Professor ER Walrond scientific symposium held on July 15, 2016 at the Queen Elizabeth Hospital auditorium. Family Medicine DM student Ashana Marshall-Clarke presented a paper “Female sexual dysfunction in Barbados” and won the prize for the best paper presented.

Dr Euclid Morris

- The 78th UWI / BAMP CME Conference held at Lloyd Erskine-Sandiford Centre, Saturday, November 14, 2015.
- The 79th BAMP/UWI CME Conference held at the Hilton Barbados Resort, Saturday, May 21, 2016.

- 15th Annual Prof E.R Walrond Scientific Symposium held at the Queen Elizabeth Hospital, July 15, 2016.

Dr Joanne Paul-Charles

Academic conferences, presentations, outreach activities and professional training.

- Presenter at workshop in UWI/BAMP CME conference in November 2015 “Pitfalls in Consultation”.
- Organized and coordinated monthly postgrad case conferences, which include continuing education for Ministry of Health polyclinic doctors.
- Attend Elcourt clinic monthly GP case conferences. Did presentations on: “A Difficult Encounter” Feb 2016.
- Presenter at Women’s Health Conference on “Screening Guidelines for Women for Common Chronic Conditions” Sept 2015.
- Completed the Postgraduate Certificate in University Teaching and Learning.

Dr Joseph Herbert

- “An overview of behavioural interventions for lifestyle diseases” presented at the 78th BAMP/ UWI CME Conference, Bridgetown Barbados on November 15, 2015.
- “There’s an ‘app’ for that! Using technology in consultations” presented at the 79th BAMP/UWI CME Conference, Bridgetown Barbados on May 22, 2016.
- Facilitator of discussions regarding the end of life at the 79th BAMP/UWI CME Conference, Bridgetown Barbados on May 22, 2016.

PUBLIC SERVICE

Listed below are the civic, clinical, professional and other services and achieved awards by Fam. Med. staff:

Dr Peter Adams

- Panellist on “Achieving sustainable Healthcare Financing – Can we wait?”. Ministry of Health, Health Care Financing seminar, Lloyd Erskine Sandiford Centre, October 9, 2015 (invited by the Minister of Health).
- University of the West Indies 50th Anniversary of Independence, Faculty of Medical Sciences, Public Lecture. Obesity: Prevalence, Perceptions and Personalised Care. Henry Fraser Lecture Theatre, Cave hill Campus; February 4, 2016.
- Panellist on Ministry of Health Town Hall meeting on Health Care Financing. Ministry of Health Town Hall meeting, Lloyd Erskine Sandiford Centre, February 29, 2016 (invited by the Ministry of Health)
- Reengineering of Diabetes Primary Health Care Services in Barbados. Dr Adams lead a team to the Global Health Leadership Institute (GHLI), Yale University in July 2015. The team which included the Chief Medical Officer, The CEO of the Queen Elizabeth Hospital, Dr Mike Krimholtz endocrinologist and Ms Krystal Boyea have subsequently set up clinics for people with diabetes in 2 polyclinics delivering care efficiently and according to evidence based guidelines. It is hoped that outcomes will improve.

Dr Euclid Morris

- Member of the National Advisory Committee on Occupational Health and Safety (NACOSH) for the Ministry of Health.
- Member of the Technical Advisory Committee of the Barbados National Disease Registries.
- Board Member of the Cancer Society of Barbados.

VISITORS AND INTERNATIONAL LINKS

Following are collaborative links and visits facilitated by Academic staff in Fam. Med. programme:

There were visits to the Family Medicine Department during the 2015 – 2016 academic year from members of the ECHORN Coordinating Center based at the Yale University School of Medicine.

Dr Peter Adams

Member of the International Advisory Board of the British Journal of General practice.

Research links established with Yale University, University of Puerto Rico, University of the USVI and St. Augustine Campus through the ECHORN project.

GRANTS OR BENEFACTIONS

Dr Peter Adams

Research grants: Eastern Caribbean Health Outcomes Research Network (ECHORN) research grant US \$137,326 for period June 01, 2015 to May 31, 2016.

PUBLIC HEALTH

Following is a synopsis of the work performed by Academic staff in the teaching of Public Health.

Work of the Department

Curriculum Changes

Two courses in the MPH programme were offered fully online for the first time (Qualitative Research Methods (2 credits) and Social and Behavioural Sciences (3 credits). The online offerings received a favourable response from students.

Quality Assurance

The department continued to work towards implementing the recommendations of Prof Liam Smeeths May 2012 MPH External Review. Specifically,

- Implementing a formal approach to considering the results of students evaluation of each course, with an annual action plan for the coming year based on that evaluation.
- For courses where the leader is not Faculty staff, allocate at least one Faculty staff to help support the organizational aspects and help ensure quality.

Staffing

- Dr Heather Harewood assumed the position of Lecturer of Public Health on August 1, 2016
- Dr Natalie Greaves previous Associate Lecturer assumed the position of Temporary Lecturer of Public Health on January 18, 2016
- Dr Alafia Samuels left the PHG to assume duties as the Director of the CDRC.

BHS Teaching

Drs Heather Harewood and Natalie Greaves delivered lectures and conducted tutorials on the BHS Health Care Systems course

Assistance with Other Courses**Dr Harewood**

Examiner/ Reviewer:

- Examiner on the undergraduate Child Health ICE examinations (3rd year).
- Reviewer of proposed Occupational Health certificate, Open Campus, Cave Hill.

Core topic tutorial/ lecture

- Case based learning tutorials for the undergraduate Family Medicine programme.

Dr Greaves

Examiner:

- Research Project - Msc in Palliative Care - St Augustine.
- MPhil/PhD upgrade panel - 1 student-area Diabetes self- management and social media.
- Undergraduate Family Medicine OSCE examination - 5th year-Communication skills.

Core topic tutorial/ lecture:

- Doctor of Medicine in Internal Medicine programme- pain management 1 tutorial session.
- Doctor of Medicine in Paediatrics programme- the role of palliative care and public health - 1 lecture.

Functional Merger of the Public Health Group (PHG) and the Chronic Disease Research Centre (CDRC)

In September 2015 an MOU was signed between the PHG and CDRC. The two groups have worked well together since at least 2010, with the former helping to support teaching on the MPH, and the latter contributing to CDRC research and it was decided that there could be benefits of closer, more formal, cooperation between

these two small academic groups. This move was initiated by the then Director of CDRC, Professor Landis, and the then Head of the PHG, Dr Samuels, and endorsed by the Director of the Tropical Medicine Research Institute, Professor Walker, the then Dean of FMS, Professor Branday, and by the Academic Board of Cave Hill Campus. Two retreats have been held thus far where the merged group decided and revised aims and goals, and bi-monthly meetings are held between the two groups to discuss research projects and teaching.

TEACHING AND STUDENTS**MB BS**

Year 1 – 60

Year 2 – 85

Year 3 – 70

Year 4 – 50

(Generally no Public Health teaching in year 5)

Bachelors in Health Sciences

MDSC 1006 – Health Care Systems

Masters in Public Health

Full-time Students – 13

Part-time Students – 3

Exchange Students – 2 from Denmark

Graduates – 12

PhD

Number of PhD Students – 8

DrPH Supervision

3 Students

The 4th Annual MPhil/PhD symposium was held on January 18, 2016 with presentations from registered candidates, including two DrPH students conducting field work in Barbados.

RESEARCH IN PROGRESS

Listed below are Research Projects being participated in or coordinated by Academic staff teaching Public Health:

Research Projects at Departmental Level

Descriptions of research projects/studies:

Title: Evaluation of the POS NCD Summit Declaration

Dates: April 2014 – July 2016

Investigators: Nigel Unwin (Principal Investigator), Alafia Samuels (Co-Principal)

Collaborators:

Funding: International Development Research Centre, 800,000 CAD

Objective: In April 2014, the IDRC (International Development Research Center, Canada) approved a proposal for the formal evaluation of the 2007 CARICOM Heads of Government Non-Communicable Diseases Declaration. This project is being led by the UWI Cave Hill Public Health group – Nigel Unwin is PI and Alafia Samuels is co-PI, and includes collaborators at UWI St. Augustine, Health Economics Unit and Institute of International Relations, UWI Mona Faculty of Medical Sciences, Caribbean Public Health Agency (CARPHA), Pan American Health Organization (PAHO), Caribbean Community Secretariat (CARICOM), University of Toronto, Healthy Caribbean Coalition (HCC). The objective is to evaluate, seven years on, the implementation of the POS Declaration in order to learn lessons that will support and accelerate its further implementation and inform the attainment of the UNHLM NCD commitments.

Data collection is just about complete. A Multi-sectoral Implementation workshop is scheduled for February 2016 which will write a Multi-Sectoral CARICOM NCD Plan of Action 2016 – 2025. Findings will be presented to Ministers of Health in May 2016 in Geneva and to Heads of Government at their July 2016 caucus.

Title: US-Caribbean Alliance for Health Disparities Research

Dates: June 1, 2014 – May 31, 2016

Investigators: Prof. Ian Hambleton, Prof. Nigel Unwin, Dr Madhuvanti Murphy, Ms Christina Howitt, Dr Natasha Sobers-Grannum.

Funding: NIMHD/NIH Cooperative Agreement.

Hypothesis or Aims: To explore the disparities in health between African-descent populations in the Caribbean and the US.

Methods: The analyses will be based on systematic review of Literature and use of secondary data analysis

Impact/Expected Impact:

- **Generating further health disparity evidence by conducting secondary analyses of available datasets.** In year 3, Prof. Ian Hambleton produced three major ecological analyses on health disparities in the Caribbean, focusing on comparisons between African-descent populations in the Caribbean and the US. In year 4, the team will continue this work, producing further secondary analyses of available datasets.
- **Direct comparison of Barbados and US evidence.** The Cave Hill team will utilize information from the recently completed 'Health of the Nation' risk factor survey in Barbados to produce a direct health disparities comparison of Barbados with African-Americans using the NHANES database.
- **Systematic reviews.** The Cave Hill team will produce for publication systematic reviews of the health and health disparities situation in the Caribbean.

Title: Feasibility of implementing the very low calorie diet to reverse type 2 diabetes in a Caribbean setting (N Unwin Principal Investigator with Professor Roy Taylor, Newcastle University, UK, Dr Madhuvanti Murphy Co-Investigator).

It has been shown in small studies in the UK that it is possible in those with Type 2 diabetes of up to 6 years duration to reverse the disease process, with glucose and insulin function returning to normal, through an 8 week very low calorie diet. This is associated with loss of ectopic fat from the liver and pancreas diabetes. Diabetes UK has recently funded (with a grant of 2 million pounds) a randomised controlled trial of this intervention in primary health care in the UK, with Professor Taylor as co-PI. This small study (25 individuals) to be conducted in Barbados will evaluate for the first time the metabolic impact of this intervention in people of African origin and the feasibility delivering it within the health system. If successful it will be basis of fully powered trial.

Funding awarded in June 2014 for the feasibility study: 116,000 USD from Virgin Unite, all funding through Cave Hill. Planned start date is December 1, 2014 to run to November 30, 2015. Start date to fit in with other commitments and avoid piloting the intervention in the run up to Christmas.

Title: Development of a cardiovascular disease policy model in Barbados

Dates: January 2013 – July 31, 2017

Investigators: Dr Natasha Sobers-Grannum, Prof. Nigel Unwin, Prof. Julia Critchley, Dr Alafia Samuels, Prof. Ian Hambleton.

Funding: Graduate Studies Staff Award

Hypothesis or Aims: To explain the trends in ischaemic heart disease mortality in Barbados for the years 1990-2012.

Methods: Analyses will be based on development and modification of the IMPACT model for Barbados.

Impact/Expected Impact: The following publications are anticipated from this work:

- Systematic review of social determinants of diabetes and related CVD risk factors in the Caribbean (published).
- Trends in CVD(IHD/Stroke) for the Barbados 1990 to 2009.
- Development of IHD policy model for Barbados-IMPACT.
- Estimating the changes in CHD mortality for predicted changes in risk.

Title: Cancer Awareness Realities and Experiences-Phase I

Dates: August 4th 2016 – December, 2016

Investigators: Drs Heather Harewood, Natalie Greaves and Jacqueline Vigilence.

Funding: Health Caribbean Coalition.

Aims: To explore the perceptions and experiences of adult patients with a diagnosis of cancer regarding their access and referral to services and continuity of care.

Method: Qualitative Methodology using face - to face semis structured interviews analyses with thematic analysis with constant comparison.

Impact/Expected Impact: It is expected that this work will inform the patient advocacy work of the healthy Caribbean coalition and cancer support services in Barbados in addition to informing cancer control policy in Barbados.

- Barriers and facilitators of access to cancer services.
- After hours care for cancer survivors.
- Development of an integrated cancer care service in Barbados.
- Fostering patient advocacy through research.

Study Title: Strengthening Health Systems for Chronic Care: Intersection of Communicable and Non-Communicable Diseases in the Caribbean and South Africa (A. Samuels, PI).

Dr Murphy is responsible for management of the research process across Barbados, Trinidad and Jamaica while Dr Greaves is Qualitative researcher with responsibility for data collection in Barbados.

Title: The Acute Myocardial Infarction (AMI) Mortality Study

This is a mixed methods study:

Qualitative portion: Natalie and Heather.

Aim: This is divided into parallel arms arm one focusses on the health professional experience and arm two focusses on the experiences of patients who are post STEMI.

Arm 1 – This sub- study aims to explore barriers and facilitators of using the new [I] STEMI thrombolysis protocol as perceived and experienced by health care providers in the accident and emergency department of the Queen Elizabeth Hospital. A secondary outcome is to explore the perceptions of health care professionals on the use of the protocol and its effects on patient outcome.

Arm 2 – This sub-study seeks to explore the experiences and perceptions of patients regarding their health seeking behaviour around their STEMI event.[2].

Quantitative portion: Natasha

Aim: To determine the social factors associated with use of thrombolysis in persons diagnosed as STEMI at the Queen Elizabeth Hospital.

Funding Source: Nil.

Collaborators: Ms Angela Rose, Barbados National Registry.

STAFF ACTIVITIES INCLUDING PUBLIC SERVICE

Listed below are the civic, clinical, professional and other services and achieved awards by Public Health staff:

Papers Presented

“Explaining the trends in coronary heart disease mortality in Barbados: 1990–2012.” NP Sobers-Grannum, J Critchley, TA Samuels, AMC Rose, S Capewell, M O’Flaherty, N Unwin.

“Social determinants of prostate cancer in the Caribbean: A systematic review and meta-analysis”. CR Brown, SM Hercules, N Sobers-Grannum, MM Murphy, N Unwin, C Howitt, M Alvarado, IR Hambleton

“Determinants and correlates of unintended pregnancy in polyclinic patients in Barbados: patient and provider insights and the implications for health policy, service design and delivery.” H Harewood, N Unwin.

Posters and Presentations

Murphy MM, Atherley A, Taylor C. “Towards optimising inpatient diabetes care: Benefits of a student-generated curriculum to facilitate ward-based learning”. Presented at the World Diabetes Congress, November 2015, Vancouver, Canada.

“Barriers and facilitators to reversing diabetes Type 2: Keeping on target during a low-calorie diet”. L Bartholomew, K Bynoe, C Taylor, R Taylor, N Unwin, MM Murphy (CARPHA 2016).

“Reversing Type 2 Diabetes in the Caribbean: Preliminary findings from a feasibility study in Barbados”. A Greenidge, K Bynoe, C Taylor, M Murphy, M Abed, R Taylor, N Unwin (CARPHA 2016).

Social determinants of prostate cancer in the Caribbean: A systematic review and meta-analysis CR Brown, SM Hercules, N Sobers-Grannum, MM Murphy, N Unwin, C Howitt, M Alvarado, IR Hambleton.

“Level of patients’ satisfaction with medical student’s involvement in care at Queen Elizabeth Hospital”. SL Brade, PM Lashley, **NP Sobers-Grannum**.

Dr Sobers-Grannum attended the Steering Committee meeting of the US-Caribbean Alliance for Health Disparities Research and presented the following papers:

“Explaining the trends in coronary heart disease mortality in Barbados: 1990–2012.” **NP Sobers-Grannum**, J Critchley, TA Samuels, AMC Rose, S Capewell, M O’Flaherty, N Unwin.

“Social determinants of prostate cancer, breast cancer and depression in the Caribbean: A series systematic reviews and meta-analyses”. CR Brown, SM Hercules, **N Sobers-Grannum**, **MM Murphy**, N Unwin, C Howitt, M Alvarado, IR Hambleton

Greaves, N.S.,2016. Cancer Control in Barbados - Cancer Information Seminar - Errol Walrond Building, Clinical Skills Building, Barbados. June 16th (pm).

Greaves, N.S. 2016. “A plant based diet: Is there a role in Cancer Control?”- Inaugural Plant based nutrition Conference, Hilton Hotel, Barbados.

Public Service

Dr Harewood: Member of CARICOM consultation group for Prevention of violence against children and Adolescent pregnancy reduction strategy

Dr Greaves: Dr Greaves continues to be chair of the National Advisory Committee on Chronic Pain management – Ministry of Health Barbados and is Lead for the Palliative care component of the Barbados National pre Cancer Control plan. In addition she was active in the following:

Jan 2016-Present – Scientific Advisor to the Hands of Hope Initiative – The Hands of Hope initiative is aimed at rapidly increasing the capacity to deliver palliative care services in the Caribbean through intense interdisciplinary short courses – Main Collaborator – University for the Southern Caribbean – Contact: Mr George Greaves.

April 2016-Present – Planning Committee Member International Association of Hospice and Palliative Care Opioid Availability Workshop- Scheduled for Oct 13-14, 2016 Hilton Barbados

May 11-12, 2016 – University of the West Indies Representative- Pan American Health Organization/ World Health Organization Forum on Women's Cancers in the English Speaking Caribbean Caribbean, University of Miami, Miami.

Outreach Activities

Dr Sobers-Grannum was a panelist at the Ministry of Health "Finding a Sustainable Solution to Healthcare Financing" Town Hall Meetings

Dr Harewood was the co-presenter at the Barbados Association of Office Professionals (BAOP)/FMS inaugural public lecture (April 2015)

CONFERENCES / WORKSHOPS ATTENDED

Following is a listing of conferences and workshops attended by staff teaching Public Health:

Workshops

POSDEVAL multi-sectoral workshop in Trinidad, February 2016 (Dr Murphy, Dr Samuels).

Conferences

CARPHA Annual Meeting, Turks and Caicos June 23-25, 2016 attended by Drs. Murphy, Sobers-Grannum and Harewood.

PUBLICATIONS

Edited Book

Areti, Y. K. and Kodali, B. S. eds. "*Principles of Anesthesia Equipment*." Bhavani S. Kodali. Jaypee Brothers Medical Pub: New Delhi. 2016.

Book Chapters

Areti, Y. K. "Medical Gas Supply, Vacuum, and scavenging." *Principles of anesthesia equipment*. Y. K. Areti and B. S. Kodali, eds. Jaypee Brothers Medical Pub: New Delhi. 2016. 23-32.

Areti, Y. K. "Anesthesia Machine or Workstation." *Principles of anesthesia equipment*. Y. K. Areti and B. S. Kodali, eds. Jaypee Brothers Medical Pub: New Delhi 2016. 33-45.

Areti, Y. K. "Anesthesia Breathing Systems." *Principles of anesthesia equipment*. Y. K. Areti and B. S. Kodali, eds. Jaypee Brothers Medical Pub: New Delhi 2016. 46-59.

Areti, Y. K. "Anesthesia Ventilators." *Principles of anesthesia equipment*. Y. K. Areti and B. S. Kodali, eds. Jaypee Brothers Medical Pub: New Delhi. 2016. 60-71.

Areti, Y. K. "Preuse check of Anesthesia Equipment." *Principles of anesthesia equipment*. Y. K. Areti and B. S. Kodali, eds. Jaypee Brothers Medical Pub: New Delhi. July 2016. 138-143.

Hinkson-LaCorbinère, K. "Disinfection and Sterilization." *Principles of anesthesia equipment*. Y. K. Areti and B. S. Kodali, eds. Jaypee Brothers Medical Pub: New Delhi. 2016. 180-188.

Refereed Journal Articles

Adler, E., **Alexis, C.**, Ali, Z., Allen, U., Bartels, U., Bick, C., Bird-Compton, J., Bodkyn, C., Boyle, R., De Young, S., Fleming-Carroll, B., Gupta, S., Ingram-Martin, P., Irwin, M., Kirby-Allen, M., McLean-Salmon, S., Mihelcic, P., Richards-Dawson, M. A., Reece-Mills, M., Shaikh, F., Sinqee-Brown, C., Thame, M., Weitzman, S., Wharfe, G. and Blanchette, V. "Bridging the Distance in the Caribbean: Telemedicine as a means to build capacity for care in paediatric cancer and blood disorders." *Studies in Health Technology and Informatics*. Vol. 209. 2015. 1-8. PubMed PMID: 25980698.

Banydeen, R., Rose, A. M., Martin, D., Aiken, W., **Alexis, C.**, Andall-Brereton, G., Ashing, K., Avery, J. G., Avery, P., Deloumeaux, J., Ekomaye, N., Gabriel, O., Hassell, T., Hughes, L., Hutton, M., Jyoti, S. K., Layne, P., Luce, D., Patrick, A., Prussia, P., Smith-Ravin, J., Veronique-Baudin, J., Blackman, E., Roach, V. and Ragin, C. "Advancing Cancer Control Through Research and Cancer Registry Collaborations in the Caribbean." *Cancer Control*. Vol. 22, no. 4. 2015. 520-530. PubMed PMID: 26678981.

Taylor, C. G. Jr., Bynoe, K., Worme, A., Hambleton, I., Husbands, A., Unwin, N. and **Atherley, A.** "A checklist that enhances the provision of education during insulin initiation simulation: a randomized controlled trial." *Diabetics Medicine*. Vol. 33, no. 9. 2016. 1204-1210. doi: 10. 1111/dme. 12956. PubMed PMID: 26337285.

Taylor, C. G. Jr, **Atherley, A.** and Murphy, M. M. "Towards an inpatient diabetes curriculum: medical student-generated aims, objectives and methods for ward-based learning of non-critical, non-perioperative inpatient diabetes care." *Diabetes Medicine*. Vol. 33, no. 6. 2016. 827-834.

Atherley, A. E., Hambleton, I. R., Unwin, N., George, C., Lashley, P. M. and Taylor, C. G. Jr. "Exploring the transition of undergraduate medical students into a clinical clerkship using organizational socialization theory." *Perspectives on Medical Education*. Vol. 5, no. 2. 2016. 78-87. doi: 10. 1007/s40037-015-0241-5. PubMed PMID: 26951164.

Atherley, A. E. and Taylor, C. G. Jr. "This thing called life." *Perspectives on Medical Education*. Vol. 4, no. 4. 2015. 200-202. doi: 10. 1007/s40037-015-0201-0. PubMed PMID: 26179675.

Taylor, C. G. Jr., **Bynoe, K.**, Worme, A., Hambleton, I., Husbands, A., Unwin, N. and Atherley, A. "A checklist that enhances the provision of education during insulin initiation simulation: a randomized controlled trial." *Diabetics Medicine*. Vol. 33, no. 9. 2016. doi:10. 1111/dme. 12956. PubMed PMID: 26337285. 1204 -1210.

Piot P., Aerts A., Wood D. A., Lamprey P., Oti S., **Connell K.**, Dorairaj P., Boufford J. I., Caldwell A. and Perel P. "Innovating healthcare delivery to address noncommunicable diseases in low income settings: the example of hypertension." *Future Cardiology*. Vol. 12, no. 4. 401-403. doi: 10.2217/fca-2016-0032. PubMed PMID: 27291058.

Gaskin, P. S., Hall, R. V., Chami, P., St. John, M. A., Gaskin, D. A., Molaodi, O. R and Harding, S. "Associations of blood pressure with body composition among Afro-Caribbean children in Barbados." *PLoS One*. 2015. Vol. 10, no. 3 . 2015. e0121107. doi: 10. 1371/journal. pone. 0121107. PubMed PMID: 25815726.

Fernandez, M. A., Kubow, S., Gray-Donald, K., Knight, J. and **Gaskin, P. S.** "Drastic increases in overweight and obesity from 1981 to 2010 and related risk factors: results from the Barbados Children's Health and Nutrition Study." *Public Health Nutrition*. Vol. 18, no. 17. 2015. 3070-3077. doi: 10. 1017/S1368980015002190. Epub 2015 Jul 31. PubMed PMID: 26228380.

Atherley, A. E., Hambleton, I. R., Unwin, N., **George, C.**, Lashley, P. M. and Taylor, C. G. Jr. "Exploring the transition of undergraduate medical students into a clinical clerkship using organizational socialization theory." *Perspectives on Medical Education*. Vol. 5, no. 2. 2016. 78-87. doi: 10. 1007/s40037-015-0241-5. PubMed PMID: 26951164.

Kumar, A., Best, C. and Benskin, G. "Epidemiology, clinical and laboratory features and course of chikungunya among a cohort of children during the first Caribbean epidemic." *Journal of Tropical Pediatrics*. Vol. 62, No. 4. 2016. 261-267. doi: 10. 1093/tropej/fmw051 PubMed PMID: 27516419.

Singh, K., Johnson, W. M. S., Archana, R and **Kumar, A.**, "The prevalence and pattern of neural tube defects and other major congenital malformation of nervous system detected at Birth in Barbados." *Journal of the Anatomical Society of India*. Vol. 65, suppl. 1. 2016. S20-S24. doi: 10. 1016/j. jasi. 2016. 08. 001.

Atherley, A. E., Hambleton, I. R., Unwin, N., George, C., **Lashley, P. M.** and Taylor, C. G. Jr. "Exploring the transition of undergraduate medical students into a clinical clerkship using organizational socialization theory." *Perspectives on Medical Education*. Vol. 5, no. 2. 2016. 78-87. doi: 10. 1007/s40037-015-0241-5. PubMed PMID: 26951164.

Marshall, C. A., **Morris, E.**, and Unwin, N. "An epidemiological study of rates of illness in passengers and crew at a busy Caribbean cruise port." *BMC Public Health*. Vol. 16 no. 314. 2016. n. pag. doi: 10. 1186/s12889-016-2991-3. PubMed PMID: 27067392.

Alvarado, M., **Murphy, M. M.**, and Guell, C. "Barriers and facilitators to physical activity amongst overweight and obese women in an Afro-Caribbean population: A qualitative study." *International Journal of Behavioral Nutrition and Physical Activity*. Vol. 12, no. 97. 2015. n. pag. doi: 10. 1186/s12966-015-0258-5.

Taylor, C. G. Jr, Atherly, A. and **Murphy, M. M.** "Towards an inpatient diabetes curriculum: medical student-generated aims, objectives and methods for ward-based learning of non-critical, non-perioperative inpatient diabetes care." *Diabetes Medicine*. Vol. 33, no. 6. 2016. 827-834.

Rivka, S., Pastar, I., **Ojeh, N.**, Chen, V., Liu, S., Garzon, K. and Tomic-Canic, M. "Epithelial-Mesenchymal Transition in Tissue Repair and Fibrosis." *Cell Tissue Research*. Vol. 365, No. 3. n. pag. 2016. doi: 10. 1007/s00441-016-2464-0. PubMed PMID: 27461257.

Pastar, I., Stojadinovic, O., Sawaya, A. P., Stone, R. C., Lindley, L. E., **Ojeh, N.**, Vukelic, S., Samuels, H. H. and Tomic-Canic, M. "Skin Metabolite, Farnesyl Pyrophosphate, Regulates Epidermal Response to Inflammation, Oxidative Stress and Migration." *Journal of Cellular Physiology*. Vol. 231, No. 11. 2016. 2452-2463. doi: 10. 1002/jcp. 25357. PubMed PMID: 26916741.

Ojeh, N., Pastar, I., Tomic-Canic, M. and Stojadinovic, O. "Stem cells in skin regeneration, wound healing and their clinical applications." *International Journal Molecular Science*. Vol. 16, no. 10. 2015. 25476-25501. doi: 10.3390/ijms161025476. PubMed PMID: 26512657.

Singh K., Johnson, W. M. S., Archana, R. and Kumar, A. "The prevalence and pattern of neural tube defects and other major congenital malformation of nervous system detected at Birth in Barbados." *Journal of the Anatomical Society of India*. Vol. 65, suppl. 1. 2016. S20-S24. doi: 10.1016/j.jasi.2016.08.001.

Powlett, C. L., Smith, A. I., Harris, A and **Skeete, D. H.** "Primary Cardiac Angiosarcoma with Adrenal Metastasis." *West Indies Medical Journal*. Vol. 64, no. 4. 2015. 441-443. doi: 10.7727/wimj.2014.129.

Powlett, C. L., **Smith A. I.**, Harris, A. and Skeete, D. H. "Primary Cardiac Angiosarcoma with Adrenal Metastasis." *West Indies Medical Journal* . Vol. 64, no. 4. 2015. 441-443. doi: 10.7727/wimj.2014.129.

Crooks, V and **Sobers-Grannum, N. P.** "Achieving Health Equity in Barbados: Setting Priorities for Change." *WIMJ Open*. Vol. 3, no. 1. 2016. doi: 10.7727/wimjopen.2015.001.

Gaskin, P. S., Hall, R. V., Chami, P., **St. John, M. A.**, Gaskin, D. A., Molaodi, O. R and Harding, S. "Associations of blood pressure with body composition among Afro-Caribbean children in Barbados." *PLoS One*. Vol. 10, no. 3. 2015. e0121107. doi: 10.1371/journal.pone.0121107. PubMed PMID: 25815726.

Taylor, C. G. Jr., Bynoe, K., Worme, A., Hambleton, I., Husbands, A., Unwin, N. and Atherley, A. "A checklist that enhances the provision of education during insulin initiation simulation: a randomized controlled trial." *Diabetics Medicine*. Vol. 33, no. 9. 2016. 1204-1210. doi: 10.1111/dme.12956. PubMed PMID: 26337285.

Atherley, A. E., Hambleton, I. R., Unwin, N., George, C., Lashley, P. M. and **Taylor, C. G. Jr.**, "Exploring the transition of undergraduate medical students into a clinical clerkship using organizational socialization theory." *Perspectives on Medical Education*. Vol. 5, no. 2. 2016. 78-87. doi: 10.1007/s40037-015-0241-5. PubMed PMID: 26951164.

Atherley, A. E. and **Taylor, C. G. Jr.** "This thing called life." *Perspectives Medical Education*. Vol. 4, no. 4. 2015. 200-2. doi: 10.1007/s40037-015-0201-0. PubMed PMID: 26179675.

Taylor, C. G. Jr., Atherley, A. and Murphy, M. M. "Towards an inpatient diabetes curriculum: medical student-generated aims, objectives and methods for ward-based learning of non-critical, non-perioperative inpatient diabetes care." *Diabetes Medicine*. Vol. 33, no. 6. 2016. 827-834.

Taylor, C. G. Jr., Bynoe, K., **Worme, A.**, Hambleton, I., Atherley, A., Husbands, A., and Unwin, N. "A checklist that enhances the provision of education during insulin initiation simulation: a randomized controlled trial." *Diabetics Medicine*. Vol. 33, no. 9. 2016. 1204-1210. doi: 10.1111/dme.12956. PubMed PMID: 26337285.

Non-Refereed Journals Articles

Alert C. V. "The Business of being a Primary Care Physician in Barbados in 2015." *BAMP Bulletin* Vol. 186. July/August. 2015. 11-12.

Greaves, N. S. "Celebrating World Hospice and Palliative Care Day - A first for Barbados." *Newsletter of the International Association of Hospice and Palliative Care*. Vol. 16, no. 11. 2015. <http://hospicecare.com/about-iahpc/publications/newsletter/2015/11>.

Greaves, N. S., Sobers-Grannum, N. and Harewood, H. "Palliative Care: Advancing the cause through evidence based advocacy." *Newsletter of the International Association of Hospice and Palliative Care*. Vol. 17, No. 8. 2016. <http://hospicecare.com/about-iahpc/publications/newsletter/2016/08/featured-article/>

Greaves, N. S., Sobers-Grannum, N. and **Harewood, H.** "Palliative Care: Advancing the cause through evidence based advocacy." *Newsletter of the International Association of Hospice and Palliative Care*. Vol. 17, No. 8. 2016. <http://hospicecare.com/about-iahpc/publications/newsletter/2016/08/featured-article/>

Herbert, J. R. "Caribbean Region Palliative Care Conference 2015: Participant perspective." *BAMP Bulletin*. No. 186. 2015. 25.

Murphy, M. M. "Sun, sea and sand: Therapeutic tourism in Barbados." *Business Barbados* 2016 Edition.

Murphy, M. M. "The effect of diet on NCDs." *M People Barbados*. No. 24. Summer 2016.

Sobers-Grannum, N. P. "Financing Health Care in Barbados." *BAMP Bulletin*. No. 186. 2015. 12-13.

Greaves, N. S., **Sobers-Grannum, N.** and Harewood, H. "Palliative Care: Advancing the cause through evidence based advocacy." *Newsletter of the International Association of Hospice and Palliative Care*. Vol. 17, No. 8. 2016. <http://hospicecare.com/about-iahpc/publications/newsletter/2016/08/featured-article/>

Sobers-Grannum, N. P. "Opportunities for Health Equities Research in the Caribbean." *Chrysalis Research Magazine*. No. 1. November 2015.

Journal Articles - Published Ahead of Print

McPherson, A. and **Adams, O. P.** "Metered-dose inhaler technique and asthma control in patients attending an urgent care clinic in Barbados." *West Indian Medical Journal* 2015. doi: 10.7727/wimj.2015.584.

Lashley P. M., Emmanuel M. and **Campbell M.** "Psychological stress and burnout among medical students at the University of the West Indies." *West Indian Medical Journal*. 2015. pii: wimj.2014.311. doi: 10.7727/wimj.2014.311. PMID:27399051.

Lashley, P. M., **Emmanuel M.**, and Campbell M. "Psychological stress and burnout among medical students at the University of the West Indies." *West Indian Medical Journal*. 2015. pii: wimj.2014.311. doi: 10.7727/wimj.2014.311. PMID:27399051.

Lashley, P. M., Emmanuel M. and Campbell M. "Psychological stress and burnout among medical students at the University of the West Indies." *West Indian Medical Journal*. 2015. pii: wimj.2014.311. doi: 10.7727/wimj.2014.311. PMID:27399051.

Nelson, O. J., Ward, J., Forde, A. L. and **Ojeh, N.** "Keloids: Current Therapies in Barbados." *West Indian Medical Journal*. 2016. doi: 10.7727/wimj.2015.322. PMID: 27618292.

Abstracts

Adams, O. P. and Herbert, J. R. and Unwin, N. "Peripheral arterial disease prevalence in a population-based sample of people with diabetes in Barbados." *West Indian Medical Journal*. Vol. 65, Suppl 3. 2016. 28.

Adams, O.P. and **Herbert, J.R.** and Unwin, N. "Peripheral arterial disease prevalence in a population-based sample of people with diabetes in Barbados." *West Indian Medical Journal*. Vol. 65, Suppl. 3. 2016. 28.

Krishnamurthy, K., **Lashley P. M.** and Morris K. "The impact of a paediatric basic assessment and support in intensive care (BASIC) course in Barbados." *West Indian Medical Journal*. Vol. 65. Suppl. 3. 2016. 33.

Browne, C. Birchwood, G., and **Lashley. P. M.** "Morbidity and mortality of extremely low birthweight infants in a developing country: Experience from the sole neonatal intensive care unit in Barbados." *West Indian Medical Journal*. Vol. 65. Suppl. 3. 2016. 34.

Grannum, D., **Lashley, P. M.** "The morbidity pattern of children with sickle cell disorders admitted to the Queen Elizabeth Hospital, Barbados (2009–2013)." *West Indian Medical Journal*. Vol. 65. Suppl. 3. 2016. 62.

Brade, S., **Sobers-Grannum, N.** and Lashley P. M. "Level of patients' satisfaction with medical student's involvement in care at Queen Elizabeth Hospital" *West Indian Medical Journal*. Vol. 65. Suppl. 3. 2016. 60.

Brade, S., Sobers-Grannum, N. and **Lashley, P. M.** "Level of patients' satisfaction with medical student's involvement in care at Queen Elizabeth Hospital." *West Indian Medical Journal*. Vol. 65. Suppl. 3. 2016. 60.

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Brown, C. R., Hercules, S. M., **Sobers-Grannum, N.**, Murphy, M.M., Unwin, N., Howitt, C. Alvarado, M. and Hambleton I. R., " *Social determinants of prostate cancer in the Caribbean: A systematic review and meta-analysis.*" *West Indian Medical Journal*. Vol. 65. Suppl. 3. 2016. 1- 76.

Bartholomew, L., Bynoe K., **Taylor C.**, Taylor, R., Unwin, N. and **Murphy, M.M.** "Barriers and facilitators to reversing diabetes Type 2: Keeping on target during a low-calorie diet" *West Indian Medical Journal*. Vol. 65. Suppl. 3, 2016. 1-79.

Taylor, C., Murphy, M., Abed, M., Taylor, R. Unwin, N. "Reversing Type 2 Diabetes in the Caribbean: Preliminary findings from a feasibility study in Barbados." Greenidge, A. K Bynoe, *West Indian Medical Journal* Vol. 65. Suppl. 3, 2016. 1-79.

WORK OF THE DEPARTMENT: OVERVIEW OF THE YEAR

Staff Changes

Professor Clive Landis demitted office as Director of CDRC in mid-September to take up the post of Deputy Principal at UWI, Cave Hill campus. Professor Nigel Unwin served as Acting Director of CDRC from mid-September to November 2015. Dr T. Alafia Samuels was appointed to the position of Director of CDRC effective December 01, 2015.

Professor Nigel Unwin demitted his post as Chair, Population Health Sciences effective March 31, but has retained an active role at the CDRC as a visiting Professor where he continues to participate in ongoing and proposed research studies and to mentor PhD students. His current position is Strategic Lead for Global Health Research, MRC Epidemiology Unit, University of Cambridge, where he is developing their global health work. Part of that role is to maintain and build on current links with CDRC/Caribbean Institute for Health Research (CAIHR).

Mrs Tanya Martelly assumed duties in the new post of Research Manager on February 1, 2016. This post was created as part of CDRC's plan to streamline its research processes by implementing a more centralised system of management, similar to that of the CAIHR.

On March 01, 2016, Mrs Lauren Maul took up the position of Registrar of the BNR project while Ms Coreen Smith and Mrs Shelly-Ann Forde were promoted to Senior Data Abstractor for the BNR-CVD and BNR-Cancer registries respectively.

Dr Dominic Trepel, Health Economist, has been on administrative leave since March 15.

Closer working with Public Health

The CDRC and the Public Health Group held a Strategy Retreat on Friday, June 10 to review the first year of the Memorandum of Understanding (MOU) signed in 2015 to form a functional merger between the 2 entities. This meeting was to review the experiences of the past year, to modify the MOU if necessary and to plan a way forward for the next year. It was agreed that the establishment of this 'functional CDRC/Public Health merger' has fostered greater research collaboration across the groups. This has been facilitated through fortnightly research meetings and a greater focus on translation and interventions for new research grants.

The aims for the second year are to continue such research collaborations and, for the CDRC group to continue to assist the Public Health group with their teaching load for the Masters in Public Health and MB BS programmes including the supervision of MPH students for their research projects.

Supporting the response to the Zika outbreak globally

Ms Angela Rose, Senior Lecturer, CDRC was nominated to be a member of the UWI Caribbean Regional Zika Task Force (ZTF), by the Deputy Principal and Convenor of the ZTF, Professor Landis. This was because of Ms Rose's prior experience in outbreak response as an infectious disease epidemiologist, in particular her deployment to Guinea in 2014 during the Ebola outbreak and her subsequent membership of the World Health Organisation Global Outbreak Alert & Response Network (GOARN). The Task Force hosted a public Zika seminar titled "One Environment, One Health" at the Barbados Hilton on March 4-5, 2016, with a wide range of topics including scientific approaches to mosquito control, surveillance, environmental health, clinical case monitoring and economic impact assessment. Ms Rose's presentation focused on lessons learned from the Ebola epidemic in Guinea, West Africa which could inform us here in the Caribbean to better prepare for the Zika outbreak.

Ms Rose was also invited in her capacity as both GOARN UWI Focal Point and UWI Caribbean ZTF member to the GOARN/PAHO meeting in Washington, DC: "Towards the development of a research agenda for characterizing the Zika virus outbreak and its public health implications in the Americas" to identify and characterise current gaps in research to be addressed in order to guide evidence-based public health interventions.

As the GOARN's UWI Focal Point, Ms Rose also contributed to WHO's surveillance guidelines on Zika virus, microcephaly and Guillain-Barré Syndrome.

The Caribbean Institute for Health Research (CAIHR) Quinquennial Review and Strategy Retreat

Subsequent to the Quin-Quintennial Review (QQR), which was held at CAIHR, Mona, on November 16 & 17, 2015, the External Reviewers submitted their report to the office of the PVC for Research and to CAIHR. The review focused on research quality, coherence and impact. The reviewers were particularly interested in the regional and international translation of research findings into policies and other types of interventions that improve health.

A follow up to this report was done in the form of a two-day strategy retreat on April 18 & 19, 2016 in Jamaica. At the retreat, new vision and mission statements were created, as well as five strategic goals and corresponding objectives. Following the retreat, all CAIHR staff worked in groups to fine-tune the goals and objectives and identify key initiatives, indicators and timelines for each objective. An organization-wide meeting was held on June 29 to discuss the strategic plan with a final document pending.



RESEARCH IN PROGRESS

The description of the research in progress is organized under three of the four strategic goals that CDRC and Public Health agreed in 2014/15. The three goals are:

1. To conduct research in support of national and regional disease prevention and control policies and programmes.
2. To investigate systems and pathways related to chronic disease.
3. To identify and contribute to the reduction in disparities in health outcomes.
4. To contribute towards education and capacity building to strengthen disease prevention and control.

Goal 4 is not given a separate heading but is incorporated in the research projects described below.

STRATEGIC GOAL 1:

To conduct research in support of national and regional disease prevention and control policies and programmes

PROGRAMME: SURVEILLANCE OF HEALTH OUTCOMES AND THEIR DETERMINANTS

The Barbados National Registry for Chronic Non-Communicable Disease (BNR).

CDRC Investigators: Ms Angela Rose (Principal Investigator), Ms Tanya Martelly and Ms Lauren Maul.
Other UWI Investigator: Patsy Prussia.

External Investigators: Kenneth George, Ministry of Health; David Corbin, Rudolph Delice, Queen Elizabeth Hospital.
Funding Obtained: 2014–2017 BDS \$ 1,863,762 (Ministry of Health of Barbados)

Start Date: April 2007 *End Date:* March 2017

This population-based surveillance system comprises three registries: stroke (start date 2008), acute myocardial infarction (acute MI; start date 2009) and

cancer (start date 2010). The aim of the BNR is to collect timely and accurate national data on the occurrence of these three NCDs in order to contribute to their prevention, control and treatment in Barbados. Over the past year, the 2014 BNR report on stroke and acute myocardial infarction (BNR-CVD) was completed and disseminated to stakeholders; two Continuing Medical Education Seminars in Death Certification (August 2015) and Management of Cancers of the Female Genital System (October 2015) were held. In addition, The BNR-CVD data collection process was changed from a paper-based to a fully electronic data capture system.

As of March 2016, the BNR commenced an evaluation of its surveillance systems. The evaluation lasted three weeks during which interviews led by Dr Helen Crabbe were conducted with key participants in the BNR's surveillance systems. A complete evaluation report is expected at the end of August 2016.

Levels of sodium intake and dietary patterns in adults in Barbados.

CDRC Investigators: Nigel Unwin (Principal Investigator), Rachel Harris.

Funding Obtained: BDS 10,000 from UWI School of Graduate Studies and research.

Start Date: October 2015 *End Date:* January 2016

Barbados has some of the highest rates of chronic non-communicable diseases (NCDs) in both the Caribbean and the Americas. Specific aspects of diet, such as sodium (typically from sodium chloride i.e. salt) and overall dietary patterns are known to be major determinants of NCDs. Salt, for example, is a major contributor to raised blood pressure, stroke and heart disease. However, to date there are no robust published population based data on sodium intake and other aspects for adults in Barbados. The funding sought here is to analyse dietary data that have been collected as part of the Barbados Health of the Nation Study. This collection of the dietary data was funded by the Ministry of Health, but did not include funding for analysis. These data are required to target health promotion measures aimed improving diet and reducing the burden of NCDs.

Determining the lower extremity amputation rate at the Queen Elizabeth Hospital (2004 – 2014).

CDRC Investigators: Ian R. Hambleton (Principal Investigator), Christina Howitt and Catherine Brown.

Funding Obtained: BDS 15,000 from UWI School of Graduate Studies and research.

Start Date: October 2015 *End Date:* June 2017

Using data from the Barbados amputation study of 2004, staff at the Chronic Disease Research Centre estimated that every year in Barbados 1 in 100 people with diabetes will have an amputation, one of the highest rates reported worldwide. Among amputees, prognosis was poor. This new project primary goal to update this original study by a retrospective review to “fill in the evidence gap” between 2004 and 2014 with respect to amputation rates in Barbados. A secondary goal is to begin a process of coalescing – through collaboration – the various research groups involved in ulceration/wound and amputation research in Barbados. The study is one step towards launching a national Barbados amputation registry. A feasibility study is currently under way.

PROGRAMME: DEVELOPING AND EVALUATING INTERVENTIONS

Implementation of a very low calorie diet to reverse type 2 diabetes in Barbados: a feasibility study.

CDRC Investigators: Nigel Unwin (Principal Investigator) and Andre Greenidge.

Other UWI Investigators: Clive Landis, Karen Bynoe, Charles Taylor Jr, and Madhuvanti Murphy.

External Investigators: Roy Taylor, University of Newcastle, UK

Funding Obtained: 115,000 USD from Virgin Unite.

Start Date: January 2015 *End Date:* February 2016

There is a high prevalence of type 2 diabetes resulting in a high burden of complications and premature mortality. Recently it has been shown that a short (2 or 3 month) very low calorie diet, followed by weight maintenance, is able to induce remission of type 2 diabetes and

restore normal insulin and glucose metabolism, if this intervention is done within six years following diagnosis. This aim of this study is to determine the acceptability and transferability of a very low calorie diet plus structured long-term support in Barbados. The results of the Barbados Diabetes Reversal Study were featured in Box 8 on page 52 of the Global report on Diabetes on the occasion of World Health Day 2016. The full report can be found on <http://www.who.int/diabetes/global-report/en/>.

The investigators are in dialogue with Virgin United, who funded this feasibility study, about ongoing funding for a bigger study in Barbados in order to explore facilitators of success when the study is translated into a real world situation.

Evaluating and guiding policy decision-making in the Caribbean on taxation of Sugar Sweetened Beverage

CDRC Investigators: Nigel Unwin (Principal Investigator), T. Alafia Samuels and Miriam Alvarado.
Funding obtained: BDS 107,350 from the Canadian International Development Research Centre. USD 12,000 from the US Center for Disease Control and Prevention, secured for the Sugar Sweetened Beverage tax evaluation in collaboration with Professor Hassell.
Start Date: December 2015 *End Date:* April 2017

There is increasing international interest in using fiscal measures on food and non-alcoholic beverages as preventive measures for NCDs. A specific recommendation is to increase the tax on sugar sweetened beverages (SSBs), so that they are more expensive than non-sugar sweetened beverages. In the June Budget Statement in 2015 the Government of Barbados announced a 10% tax on SSBs, and this came into effect on September 1, 2015. The aims of the study are to document the process of implementation of this tax; evaluate the impact of the tax of SSBs in Barbados; develop methods that can be applied in other Caribbean countries to evaluate the impact of a tax on SSBs; and

inform policy decision making on SSB taxes within the Caribbean region.

Systems science for Caribbean Health: Development of a Diabetes Policy Model

CDRC Investigators: Nigel Unwin and Ian Hambleton (Principal Investigators), T. Alafia Samuels, and Leonor Guariguata.
Funding Obtained: 115,000 USD from MRC Wellcome
Start Date: January 2016 *End Date:* June 2017

Diabetes is a serious and growing health concern in the Caribbean Region. The Caribbean Community, agreed on a broad range of policy objectives in 2007 aimed at curbing the impact of diabetes and other non-communicable diseases. The 2007 Heads of Government NCD summit in the Caribbean helped to initiate the UN High Level Meeting on NCDs in 2011. In response to the UN meeting, the World Health Organization's Global Action Plan on NCDs (2013-2020) incorporates voluntary targets and indicators to be met by 2025, and lists policy measures to help achieve them. However, the feasibility and effectiveness of many policy measures are unclear, and even if the measures were implemented it is uncertain that the targets would be met. The aim of this study is to develop and evaluate system dynamics modelling to engage with and assist policy makers in the Caribbean in setting priorities for diabetes prevention and control. The utility of the whole modeling process will be evaluated from the perspectives of the policy makers. The lessons learnt will be used to refine the process of using systems modeling to help guide policy decision-making and goal setting.

Integrating places of worship (PoWs) into the primary care pathway to prevent and control non-communicable diseases (NCDs) in the Caribbean.

CDRC Investigator: T. Alafia Samuels.
Other UWI Investigators: S. Macfarlane, R Wilks (CAIHR), A Abdulkadri (Dept of Economics).

External Investigators: S Harding, U Read, K Cruickshank, Kings College London, United Kingdom; R Gobin, M Rambaran, P Mohamed, T Thomas, School of Medicine, University of Guyana; P Ricketts, D Johnson, Ministry of Health, Dominica; Shamdeo Persaud, Ministry of Health, Guyana; M Bullock DuCasse, T Davidson, Saddler, Ministry of Health Jamaica; D Simeon, J Hospedales, Caribbean Public Health Agency.

Funding Obtained: UK-MRC Health Systems Strengthening (HSS) Project, amount unknown.

Start Date: April, 2016 *End Date:* March, 2019

In face of the high NCD burden in the Caribbean and the huge pressure on its fragile health systems, this study was proposed using an asset-based approach to support NCD prevention and control in the Caribbean. The ability for Health advocates (HAs) in places of worship (PoWs) to be successfully integrated into the primary health care (PHC) pathway will be assessed during this 3-year study. If the intervention is successful, a toolkit will be developed for up-scaling across the Caribbean as part of the region's NCD Action Plans.

The impact of changes to the Barbados Drug Service drug provision on medication costs, population coverage of key drugs, medication adherence, and on the burden of cardiovascular disease: a secondary analysis of administrative data.

CDRC Investigators: T. Alafia Samuels (Principal Investigator), Angela Rose and Ian R. Hambleton.
Other UWI Investigators: Natasha Sobers-Grannum.
Funding Obtained: none
Start Date: February 2016 *End Date:* January 2017

Uncontrolled high blood pressure is a strong predictor for incident acute myocardial infarction (acute MI) and stroke (cerebrovascular accident, CVA); poor hypertensive control would be expected to lead to an increased incidence of acute MI and CVA. In 2011, The Barbados Drug Service, prompted by financial restrictions, replaced combination hypertensive drugs



with cheaper generic formulations, which require people with hypertension to manage the additional burden of a multiple drug regime. This study will investigate the effect of this change in the drug formulary on drug adherence, using record linkage to the Barbados National Registry for Chronic Non-communicable Disease (BNR), with subsequent acute MI and CVA incidence and mortality.

PROGRAMME: INFORMING EVIDENCE-BASED POLICY & TRANSLATION

The CARICOM political declaration on non-communicable diseases, seven years on: An evaluation to accelerate further multi-sectoral implementation.

CDRC Investigators: T. Alafia Samuels and Nigel Unwin (Principal Investigators).

Other UWI Investigators: Madhuvanti Murphy, Faculty of Medical Sciences, Cave Hill Campus; Karl Theodore, Health Economics Unit, St Augustine Campus; Andy Knight, Institute for International Relations, St Augustine Campus; Michelle Harris, Faculty of Medical Sciences, Mona Campus.

External investigators: John Kirton, G8 Group, University of Toronto; James Hospedales, Caribbean Public Health Agency; Godfrey Xuereb, Pan American Health Organization, Eastern Caribbean Office; Rudy Cummings, Caribbean Community Secretariat; Sir Trevor Hassell, Healthy Caribbean Coalition.

Funding Obtained: 795,000 Canadian Dollars, from the Canadian International Development Research Centre.

Start Date: April 2014 *End Date:* March 2017

The Caribbean Community (CARICOM) of 20 countries and territories led the world in holding the first Heads of Government Summit on Non-Communicable Disease (NCD) prevention and control in September 2007. The Port of Spain Declaration, "Uniting to Stop the Epidemic of NCDs" paved the way to the United Nations High Level Meeting (UMHLM) in 2011.

The over-arching objective is to evaluate, seven years on, the implementation of the CARICOM NCD Summit Political Declaration in order to learn lessons that will support and accelerate its further implementation and will inform the attainment of the UNHLM NCD commitments. The research team from 6 institutions has completed the research component of the project and the focus is now on disseminating the findings in order to accelerate the implementation of the Declaration. Over the next 5 to 10 years it is expected that the result will have a substantial impact on policy within the Caribbean; in addition to contributing to the understanding of the determinants for successful policy development and implementation within a middle income region. The Evidence Briefs from the Evaluation and the recommendations from the workshop can be found at: <http://www.onecaribbeanhealth.org/more-facts-figures-and-implementation-ideas/>

Development of an IMPACT model for assessing the relative contribution of risk factors and treatment coverage to trends in mortality from Ischaemic Heart Disease.

CDRC Investigators: T. Alafia Samuels, Nigel Unwin and Ian Hambleton.

Other UWI Investigators: Natasha Sobers-Grannum (Principal Investigator).

External Investigators: Julia Critchley, St Georges, London University.

Funding Obtained: Supported by small grants from the University of the West Indies, Cave Hill Campus.

Start Date: June 2012 *End Date:* June 2016

IMPACT is an epidemiological model that was developed originally to understand why mortality from ischaemic heart disease (IHD) was falling in the countries of Western Europe and North America, and in particular the relative contribution of changes in risk factors and the coverage of medical and surgical interventions. It has also been used in settings in which IHD mortality is increasing. Once developed for a specific population it can be used for 'what if' analyses, examining the potential

impact of different interventions and thus assist in policy decision making. The aim of this work is to develop an IMPACT model initially for Barbados, followed by use in the wider Caribbean, which will provide for the first time in the Caribbean, realistic estimates of the relative contribution trends in risk factors and treatment coverage to trends in IHD mortality, and estimates of the most effective approaches to reducing mortality in the future.

STRATEGIC GOAL 2: To investigate systems and pathways related to chronic disease.

The Wound-healing Study (WHY) in people with diabetes.

CDRC Investigators: Andre Greenidge (PhD thesis), Kim Quimby, Angela Rose and Ian Hambleton.

Other UWI Investigators: Clive Landis, Cave Hill Campus (Principal Investigator).

External Investigators: DK Harrison DK, University of Durham; Anselm Hennis, Pan American Health Organization.

Funding Obtained:

- Barbados Diabetes Foundation/Medicor Foundation "Diagnostic testing for hemoglobin-mediated risk in diabetic vascular disease" US \$ 192,555 (5.2007 – 11.2010).
- Mr Edmund Cohen – Laboratory Core Support US \$ 99,200 (11-2007 – 12.2012).
- Peter D. Cohen Charitable Trust – Laboratory Core Support US \$ 9,213 (02-2015 – 02.2016).
- Destiny Group of Companies, Ontario, Canada US \$ 120,000 (7.2010).

Start date: 2007 *End date:* 2016

The Barbados studies of amputation in people with diabetes (1999-2003) revealed an amputation rate in women second only to the Navajo Indians in Arizona and 55% mortality five years post-amputation, the worst in the recorded medical literature. The high rate

of amputation and mortality following lower extremity amputations identified in the Barbados studies of amputation highlights the need to mount more effective prevention programmes in our population. The high rate of amputation and mortality following lower extremity amputations identified in the Barbados studies in persons living with diabetes highlights the need to mount more effective prevention programmes in our population.

The WHY study aims to investigate novel diagnostic approaches to estimating risk of developing foot ulcers, based on genetic and vascular predisposing factors. The underpinning idea is that while persons with diabetes can mount a good inflammatory response, this response is not resolved in the normal way and this persistent inflammatory response deters wound healing. The hypothesis investigated is that in addition to conventional socio-demographic and lifestyle factors, genetic and vascular traits in the population may predispose Barbadians to persistent inflammation and cytotoxic oxidative radical production in the bloodstream and tissues.

The completed WHY study will establish whether inherited genetic risk factors and vascular abnormalities detected with scanning devices are associated with non-healing foot wounds in persons living with diabetes. It is envisaged that better and earlier identification of patients at risk of diabetic foot ulcers will result in health benefits for Barbadians in particular and the diaspora generally.

Clinical impact of the haemoglobin scavenging mechanism in Sickle Cell Disease (SCD).

CDRC Investigators: Kim Quimby ((Principal Investigator & PhD thesis) and Ian Hambleton.

Other UWI Investigators: Clive Landis, Cave Hill Campus.

External Investigators: S Moe, I Sealy, C Nicholls, Queen Elizabeth Hospital, Bridgetown.

Funding Obtained: Cave Hill Postgraduate Research Award Fund – 10.2013 – BDS \$29,283.20.

Start Date: Jan 2013 *End Date:* Jan 2015.

Following intravascular haemolysis, free Hb binds to Hp and the complex is internalized via CD163 on monocytes. Subsequent mechanisms culminate in the release of anti-oxidant molecules and autocrine up-regulation of monocyte CD163. CD163 up-regulation increases Hb-scavenging capacity thereby limiting the vascular insult caused by the pro-oxidant free heme. CDRC investigators have shown that this mechanism is inhibited in SCD, in particular; there is a depletion of serum Hp. A deficiency in Hp is associated with worsening renal disease in SCD. Replacement of Hp may therefore be a viable therapeutic prospect aimed at restoring the positive feedback loop and conferring vascular protection. The next steps are to investigate a cause – effect relationship between reduced Hp bioavailability and clinical status in a birth cohort and investigate the possibility of therapeutic Hp infusions.

STRATEGIC GOAL 3: To identify and contribute to the reduction in disparities in health outcomes.

US-Caribbean Health Disparities Research Consortium.

CDRC investigators: Ian R. Hambleton (Principal Investigator, Barbados site), Christina Howitt, Nigel Unwin.

Other UWI investigators: Madhuvanti M. Murphy, Natasha Sobers-Grannum (Cave Hill Campus), Rainford Wilks (Principal Investigator, Jamaica site), Nadia Bennett, Trevor Ferguson, Damian Francis, Novie Younger-Coleman (Caribbean Institute for Health Research); E. Nigel Harris (Co-PI), Brigitte Collins (Mona Campus). *External Investigators:* Louis Sullivan (Sullivan Alliance), Marlene MacLeish (Sullivan Alliance), Anselm J. Hennis (Pan-American Health Organization), Aurelian Bidulescu (Indiana State Univ).

Funding Obtained: National Institute on Minority Health and Health Disparities (NIMHD) (Award value: USD 5 million over 5 years).

Start Date: June 01, 2011 *End Date:* May 31, 2016

The US National Institute on Minority health and Health Disparities has funded a 5-year programme to explore and compare for the first time health inequalities among African-descent populations in the Caribbean and the US. This partnership between the Sullivan Alliance and The University of the West Indies is using published work, Caribbean health databases, and open-access data to build an evidence-based picture of regional variations in Caribbean health. An overall goal in comparing inequalities between populations is to help identify places to intervene to improve health.

Investigating regional inequalities in cognitive status, functional status, and depression among the Elderly in the Americas: a secondary analysis of the international survey data.

CDRC Investigators: Ian R. Hambleton and Angela Rose (Principal Investigators); Christina Howitt, and Catherine Brown.

Funding Obtained: BDS 10,000 from UWI School of Graduate Studies and research.

Start Date: January 2016 *End Date:* December 2016

Understanding inequalities is a first step towards evidence based policy responses. The Survey on Health, Well-Being, and Ageing in Latin America and the Caribbean (Project SABE) was conducted during 1999 and 2000 to examine health conditions and functional limitations of persons aged 60 and older in the countries of Argentina, Barbados, Brazil, Chile, Cuba, Mexico, and Uruguay. Using this survey, this study will provide, for the first time, prevalence of functional status, cognitive status, and depression among the elderly of Latin America and the Caribbean, highlight vulnerable, and investigate the social infrastructure available to the elderly with these functional and cognitive limitations by analyzing the social groups available to survey participants.



Strengthening Health Systems for Chronic Care: Intersection of Communicable and Non-communicable Disease Services in the Caribbean and South Africa.

CDRC Investigator: T. Alafia Samuels (Principal Investigator, Barbados site).
Other UWI Investigators: Madhuvanti Murphy, Natalie Greaves, (Cave Hill Campus), Rainford Wilks (Principal Investigator, Jamaica site), Marshall Tulloch-Reid, (Caribbean Institute of Health Research), Michelle Harris, Mona Campus; Shalini Pooransingh (Principal Investigator, Trinidad site), St Augustine Campus.
Funding Obtained: USD 20,000 from Pan University Network for Global Health (Penn State University).
Start Date: May 2016 *End Date:* April 2017

Africa and the Caribbean have the highest prevalence of HIV/AIDS in the world, concurrent with high prevalence of chronic non-communicable diseases (CNCD). Through a collaboration between The University of Limpopo, The University of Cape Town, Penn State University, and the University of the West Indies, the aim of the study is to examine patient workload and capacity for managing HIV/Diabetes co-morbidity in three diverse countries in the Caribbean, namely Trinidad, Barbados and Jamaica. It is expected that the factors related to workload and capacity are likely to be contextual and strongly influenced by socio-cultural factors, thereby making their identification crucial to inform interventions within the context of Caribbean communities and the health care system.

Burden and determinants of frailty, multimorbidity and decreased physical performance in the Barbados HIV-infected population.

CDRC Investigators: T. Alafia Samuels (Principal Investigator).
Other UWI Investigators: Clive Landis (Cave Hill Campus).
Other Investigators: Anton Best (Ministry of Health), Gregory Kirk and Damani Piggott, John Hopkins University.
Funding Obtained: USD 50,000 from John Hopkins University Center for Global Health.
Start Date: June 2016 *End Date:* December 2017

With increased access to combination antiretroviral therapy (cART), HIV-infected persons are living longer. The Caribbean region has the second highest prevalence of HIV worldwide. Survival gains have been accompanied by a rise in chronic non-communicable disease (NCD) burden among HIV-infected persons, and an incipient burden of key geriatric syndromes – frailty, multimorbidity, and diminished physical performance syndromes which lead to increased hospitalization and premature death. Recent data suggests a rising proportion of older HIV-infected persons in the Caribbean region. Superimposed on the HIV epidemic is a growing chronic NCD epidemic, with the Caribbean confronting the highest NCD burden in the Western Hemisphere today. Epidemiologic and pathophysiologic studies suggest that HIV itself may increase the incidence of NCDs and deleterious geriatric syndromes, potentially fueling the devastating intersection of the HIV and NCD epidemics in the region. This study seeks to characterize the burden and determinants of frailty, multimorbidity, and diminished physical performance in the context of the colliding HIV and NCD epidemics in the Caribbean, through a prospective study in Barbados, laying the foundation for a sustained collaborative research programme directed at promoting healthy aging outcomes for HIV-infected persons in Barbados and the larger Caribbean region.

TEACHING AND STUDENTS

Postgraduate Teaching

Lectures in the following courses, part of the MPH programme, FMS.

T. Alafia Samuels

PBHE 6110: Epidemiology of Priority Diseases.
 PBHE6200: Epidemiology I.
 PBHE 6300: Family Health.
 PBHE 6500: Lectures on Primary Health Care, part of the Masters in Public Health (MPH) programme, FMS.

Angela Rose

PBHE6230: Infectious Disease Epidemiology, part of the Masters in Public Health (MPH) programme, FMS.

Christina Howitt

PBHE6105: MPH Quantitative Data Analysis.
 PBHE6900: Quantitative Research Methods.

Ian Hambleton

PBHE6100: Course Coordinator and taught thirteen workshops for 'Biostatistics for Public Health'.
 PBHE6105: Course Coordinator for and developed expanded course on 'Quantitative Data Analysis'.
 PBHE6200: Systematic reviews and meta- analyses for Epidemiology.

Nigel Unwin

PBHE6200: Course coordinator and one of two main lecturers for Epidemiology I.

Undergraduate and Other Teaching

Christina Howitt

Lectures on Psychiatry and Humanities Clerkship (Research Ethics).

Kim Quimby

MDSC 1000: Course co-coordinator for the Immunology module of Fundamentals of Disease and Treatment, taught to preclinical students of the Faculty of Medical Sciences.

MEDC 4313: Course co-coordinator for the Immunology module of the Pathology Clerkship for the clinical students.

Other Teaching Responsibilities, including student mentoring

André Greenidge

UWI Open Campus. CXC Human and Social Biology, September 2015–May 2016.

Angela Rose

Assistance with supervision of analysis/preparation of dataset for DM (Dr Luxberg Maxwell), Sep–Dec 2015.

Ian Hambleton

Student supervision and statistical support to a large number of students, including Christina Howitt, Rachel Harris, Kim Quimby, Andre Greenidge, Natalia Paris, Natasha Sobers-Grannum, DM ophthalmology students (Warren Holmes, Wannise Jones & Kendi Griffith) and Ministry of Health.

UNICEF / ESCAP Technical Working Session on Profiling Child-Focused Equity Statistics and Information: a 3-day workshop Bangkok, 26-30 Aug 2015; a 2-day workshop Kathmandu, Nepal, Oct 27-28, 2015.

MPhil / PhD Students

PhD Students (Epidemiology MPhil-PhD programme, FMS-CDRC):

Angela Rose, MPH (CDRC Supervisors: Ian Hambleton & Alafia Samuels)

Christina Howitt, MSc (CDRC Supervisor: Nigel Unwin)

Leonor Guariguata (CDRC Supervisors: Alafia Samuels & Nigel Unwin)

PhD Students (Immunology MPhil-PhD programme, FMS-CDRC):

Kim Quimby, MBBS (CDRC Supervisor: Clive Landis)

Andre Greenidge, BSc (CDRC Supervisor: Clive Landis)

PhD Students (Microbiology MPhil-PhD programme, FMS-CDRC):

Kirk Douglas (CDRC Supervisor: Alafia Samuels)

PhD Students (Pharmacology MPhil-PhD programme, FMS-CDRC):

Danladi Husaini (CDRC Supervisor: Alafia Samuels)

PhD Students (Public Health MPhil-PhD programme, FMS-CDRC):

Natasha Sobers-Grannum

(CDRC Supervisors: Alafia Samuels & Nigel Unwin)

Latoya Bartholemew

(CDRC Supervisor: Nigel Unwin)

Rachel Harris

(CDRC Supervisor: Nigel Unwin)

DrPH Students (UWI, Mona lead, DrPH programme)

Arthur Philips (CDRC Supervisor: Nigel Unwin)

Carmeta Douglin (CDRC Supervisor: Alafia Samuels)

Heather Harewood (CDRC Supervisor: Nigel Unwin)

Leslie Rollock (CDRC Supervisor: Alafia Samuels)

STAFF

Centre Staff

Centre Director

T. Alafia Samuels, MB BS (UWI) MPH (John Hopkins), PhD (John Hopkins).

Deputy Dean for Research and Graduate Programmes, Faculty of Medical Sciences, UWI, Cave Hill Campus.

Professors

Ian Hambleton, BA (Brunel), MSc (Reading), PhD (Southampton).

Professor of Biostatistics and Informatics.

Head of Research Resource Centre

Nigel Unwin BA (Oxford), BM BCh (Oxford), MSc (Manchester), DM (Oxford), FRCP (Edinburgh), FFPH (UK).

Visiting Professor

Senior Lecturer

Angela Rose, BA (Texas), PGCE (Oxford) MSc (London). Epidemiology and Public Health.

Lecturers

Christina Howitt, BSc (Bristol), MSc (London). Data Science.

Kim Quimby, MB BS (UWI), MSc (KCL). Immunology.

Senior Administrative

Tanya Martelly, BSc (British Columbia), MPH (UWI). Research Manager.

Project Funded Staff

Project: Barbados National Registry for Chronic NCD

Lauren Maul, BSc (Illinois), MSc (Illinois). Registrar.



Coreen Smith.
Senior Data Abstractor, BNR-CVD.

Shelly-Ann Forde, *BSc (UWI)*.
Senior Data Abstractor, BNR-Cancer

Jacqui Campbell.
Quality Control Co-ordinator.

Stewart-Andre Wilkinson, *BSc (UWI)*.
Assistant Quality Control Co-ordinator.

Ashley Henry, *AS (BCC), BSc (UWI)*.
Assistant Quality Control Coordinator.

Abigail Robinson, *BSc (UWI)*.
Data Abstractor, BNR-CVD

Kirt Gill.
Data Abstractor, BNR-Cancer.

Marissa Chandler, *BSc (UWI)*.
Data Abstractor.

Martinette Forde, *RN*.
Data Abstractor, BNR-CVD

Nicolette Roachford, *BSc (UWI)*.
Data Abstractor.

Karen Greene.
Stenographer Clerk III

Clinical Directors

David Corbin, *MA, MB, BChir (Cantab), FRCP (London)*.
Professor of Neurology and Clinical Director,
BNR- Stroke.

Patsy Prussia, *MB BS (UWI), DM (Path) (UWI), FIAC*.
Professor of Oncology and Clinical Director,
BNR- Cancer.

Rudolph Delice, *MB BS (UWI), DM (Int Med), FACP*.
Clinical Director, BNR-Heart.

Project: Data Analysis Group

Catherine Brown, *BSc (Waterloo), MPH (UWI)*.
Research Assistant.

Project: ECOVAR Laboratory

André Greenidge, *BSc*.
Research Assistant.

Project: Evaluation of the Sugar Sweetened Beverage Tax

Miriam Alvarado, *BA (Berkley), MPH (Washington)*.
Research Assistant.

Project: Hyperglycemia and Adverse Pregnancy Outcome Follow-Up Study

Desiree Walcott.
Project Co-ordinator.

ATS Staff

Alan Barrow, *BSc (UWI)*.
IT support (joint appointment with
Faculty of Medical Science)

Sandra Holder.
Office Attendant.

Sherry-Anne Hutson.
Administrative Assistant.

Stephanie McConney.
Clerk/Stenographer.

Wayne Brathwaite.
Security Officer.

STAFF ACTIVITIES

T. Alafia Samuels

- Member: Campus Committee for Graduate Studies and Research.
- Member: Postgraduate Scholarship Committee.
- Member: Campus Research Awards Committee.
- Member: Campus Appointments Committee.
- Convene ongoing collaboration with Deputy Dean for Graduate Studies at Mona and St Augustine campuses.
- Co-Chair: PAHO Foundation Technical Advisory Group meeting.
- Member: Barbados National NCD Commission.
- Member: International Diabetes Federation (IDF) Committee for Epidemiology and Public Health.
- UWI representative: The Caribbean Cooperation in Health 4 Steering Committee.
- UWI representative: Pan University Network for Global Health – project proposal Exploring multi-morbidity with NCDs in HIV patients.
- UWI representative to the CARPHA Annual Scientific Meeting .
- UWI representative to the Annual meeting of Chief Medical Officers.

Presentations

Samuels, T.A., “New findings, and evidence gaps, on recent trends on the burden of NCDs”. Presented at the Evaluation of the 2007 Port-of-Spain Declaration on NCDs Implementation Workshop, Trinidad, February 24, 2016.

Samuels, T.A., “On-going arrangements for surveillance and monitoring”. Presented at the Evaluation of the 2007 Port-of-Spain Declaration on NCDs Implementation Workshop, Trinidad, February 24, 2016.

Samuels, T.A., “Emerging and Priority Health Issues”. Present at The American Chamber of Commerce for Barbados and the Eastern Caribbean AMCHAM BEC’S Travel and Tourism Committee Launch, Barbados, March 3, 2016.

Samuels, T.A., “Evaluation of the CARICOM Heads of Government 2007 NCD Summit Declaration – Time to Accelerate Action”. Presented to Ministers of Health and officials from CARICOM at a side event at the World Health Assembly, Geneva, May 25, 2016.

Samuels, T.A., “Evaluation of the CARICOM Heads of Government 2007 NCD Summit Declaration – Time to Accelerate Action”. Presented to Chief Medical Officers, CMO Annual Meeting, Turks and Caicos, June 21, 2016.

Samuels, T.A., “Evaluation of the CARICOM Heads of Government 2007 NCD Summit Declaration – Time to Accelerate Action”. Presented to Civil Society and Private Sector representatives, Jamaica, June 28, 2016.

Samuels, T.A., “Social and structural determinants of non-communicable diseases- lessons from the evaluation of the 2007 CARICOM Heads of Government NCD Summit Declaration”. Presented to the Trinidad & Tobago Medical Association (TTMA), Trinidad, July 24, 2016.

Samuels, T.A., “Evaluation of the CARICOM Heads of Government 2007 NCD Summit Declaration – Time to Accelerate Action”. Presented to Civil Society and Private Sector representatives, Trinidad, July 28, 2016.

Ian Hambleton

- Member: Statistical Advisory Group, focus on measurement of inequalities. UNICEF ROSA and ESCAP.
- Member: International Diabetes Federation (IDF) methodological working group for the production of global, regional, and country-level diabetes prevalence estimates. For the IDF Diabetes Atlas (6th edition, 7th edition).
- Statistical Editor: The Cochrane Collaboration (Cystic Fibrosis and Genetic Disorders Group). Full editorial duties for this global network for systematic reviews of randomised clinical trials. The Cochrane Library has an impact factor of 5.912 – 6th out of 100 “General Medicine” journals (quarterly meetings).

- Haemoglobinopathies Editor: Cochrane Collaboration. Also haemoglobinopathies editor for the same Cochrane Collaboration (Cystic Fibrosis and Genetic Disorders Group).
- Statistical and subject-matter (haemoglobinopathies) reviewer for six journals: British Medical Journal, Journal of Epidemiology and Community Health, Pan-American Journal of Public Health, Diabetes Care, Prevention and Control, West Indian Medical Journal. Reviewed approximately 1 manuscript per month during 2013-2014.
- Caribbean representative: Data management and statistical advisor. PAHO / WHO committee on development of Human Resources for Health (HRH) resources in the Caribbean.
- Caribbean representative: Data management and statistical advisor. PAHO / IARC committee on cancer information network.
- Caribbean representative: Data management and statistical advisor. PAHO/Ministry of Health, Barbados working group on dengue monitoring & prevention.
- Member: Collaborative Working Group (BNR-Cancer).
- Member and statistical expert: The Barbados National Ethics Committee (Institutional Review Board) of the University of the West Indies and the Barbados Ministry of Health.
- Member: Evaluations and Promotions Committee, Faculty of Medical Sciences, The University of the West Indies.
- Member: Dean's Advisory Committee, Faculty of Medical Sciences, The University of the West Indies.
- Member: Institutional Review Board (monthly meetings).
- Participant: National Institutes of Health Think Tank. Understanding Health Disadvantages across High-Income Countries. Center for Translation Research and Implementation Science (CTRIS). National Heart Lung and Blood Institute. National Institutes of Health, Bethesda, Maryland, Apr 5-6, 2016.

- Participant: UNICEF meeting on health inequalities in the first 1000 days of life, Feb 8, 2016.

Presentations

Hambleton, I. R., “Creating health inequality profiles”. Presented at UNICEF / ESCAP Workshop, Kathmandu, Nepal, October 27-28, 2015.

Hambleton, I. R., “Creating health inequality profiles”. Presented at UNICEF / ESCAP Workshop, Bangkok, Thailand, Aug 26-30, 2015.

Angela Rose

- Member: The UWI Caribbean Region Zika Task Force.
- Member: The WHO Global Outbreak Alert & Response Network (GOARN).
- Member: Abstract Reviewer Team of the annual European Scientific Conference on Applied Infectious Disease Epidemiology (ESCAIDE; sponsored by the European Centre for Disease Prevention and Control)
- Member: Professional Advisory Board and Technical Advisory Committee for the Barbados National Registry for Chronic NCD (the BNR).
- Member: Barbados Ministry of Health Notifiable Disease System Committee.
- Member: African–Caribbean Cancer Consortium (AC3).
- Member: Healthy Caribbean Coalition (HCC).

Presentations

Rose, A.MC., “Outbreak preparedness: lessons from Ebola”. Presented at The UWI Caribbean Regional Zika Task Force seminar, Barbados, 05 March.

Rose, A.MC., “The BNR: Solutions for small-island developing states”. Presented (via ZOOM) at the International Symposium on Cardiovascular Health in Mona, Jamaica, March 8, 2016.

Rose, A.MC., “Presentation Skills”. Presented to fellow CDRC colleagues, September, 2015.



Rose, A.MC., "The BNR". Presented to Dr Gibbons, Director of the NHLBI / NIH and fellow CDRC colleagues, January 22, 2016.

Christina Howitt

- Coordinator: monthly FMS research update and journal club meetings.
- Coordinator: monthly department research meetings.

Kim Quimby

- Coordinator & Chair: Faculty of Medical Sciences, UWI CME committee.
- Chair & Curriculum coordinator: Caribbean Cytometry and Analytical Society.
- Chair (Ag): UWIHARP.
- Member: Barbados Medical Council CME committee.
- Member: Barbados Association of Medical Practitioners CME committee.
- Editor: UWI CME Conference Document and Highlights.
- Lecturer: 12th CCAS HIV / AIDS International Workshop.
- General Practitioner: Jireh Medical Centre.

Andre Greenidge

- Organiser: 12th CCAS HIV Workshop, St Kitts & Nevis, W.I. (August 23-27, 2016).
- Organiser: Inaugural CCAS Cutting Edge, World Aids Day Lecture, Grand Salle, Tom Adams Financial Centre (December 2015).

Presentations

Greenidge, A., "Reversing Type 2 Diabetes in the Caribbean: Preliminary findings from a feasibility study in Barbados". Presented at CARPHA conference, Turks & Caicos, June 22, 2016.

Greenidge, A., "WHY SINBAD: Describing Diabetic Foot Ulcers in a Barbados Population". Presented at CARPHA conference, Turks & Caicos, June 22, 2016.

Nigel Unwin

- Member: The Wellcome Trust/MRC/UK Aid Global Trials Funding committee, and reviewed around 20 applications for meeting in November (participated via skype, as was attending TMRI QQR).
- Reviewer: ad hoc applications for Medical Research Council, UK, and for Wellcome Trust.
- Reviewer: papers for the journal Implementation Science.
- Member: University Board of Graduate Studies, and attended meeting at St Augustine, September 24.
- Member: Academic Board, UWI Cave Hill.
- Faculty member: The Cambridge Diabetes Seminar, August 23-29, 2015 representing UWI (<http://www.mrc-epid.cam.ac.uk/cds2015/faculty/>). Three of the participants at this international seminar were from the Caribbean.
- Member: The editorial group for the 2017 World Health Report, the theme of which is diabetes.
- Member: The editorial advisory committee for the 2016 World Health Report on diabetes.
- Trustee: The International Insulin Foundation: participated in its annual general meeting in December.

Presentations

Unwin, N. "The Barbados National Salt Study: Findings from a Health of the Nation sub-study", Presented at the Ministry of Health, Barbados, August, 2015.

Unwin, N. "The Barbados Diabetes Reversal Study: Preliminary Results". Presented at the Barbados Association of Medical Practitioners, CME Conference, November 14, 2015.

Tanya Martelly

- Member: UWI Research Funding Sub-committee.
- Member: Professional Advisory Board and for the Barbados National Registry for Chronic NCD (the BNR).
- Participant: IARC Caribbean Regional Registry Hub, Basic Training Hub. Turks & Caicos, June 2016.

Presentations

Martelly T.N.P., "Economic Assessment of the BNR: Results from the CAT pilot study". Presented to the Ministry of Health, July 5, 2016.

Martelly T.N.P., "Data Quality in a Registry Setting: The Barbados Experience". Presented at the BAR-BHIMA conference, Barbados, November 21, 2015.

Martelly T.N.P., "Cancer in Barbados: first year of data from the BNR-Cancer". Presented at the BNR Continuing Education Seminar Series, Barbados, October 22, 2015.

Martelly T.N.P., "Cost Assessment Tool (CAT) Pilot Study: Implications from the Barbados National Registry". Presented at the IACR conference, Mumbai, India, October 7, 2015.

Martelly T.N.P., "Incidence of and Deaths from Cancer in Barbados: First Year". Poster presentation at the IACR conference, Mumbai, India, October 9, 2015.

Lauren Maul

- Member: Professional Advisory Board and for the Barbados National Registry for Chronic NCD (the BNR).

Stewart-Andre Wilkinson

Presentations

Wilkinson SA.C., "Non-communicable Diseases". Central Bank of Barbados staff wellness programme, Oct 29, 2015.

Wilkinson SA.C., "Data Security and Confidentiality in NCD Surveillance: The Barbados Experience". Presented at the BAR-BHIMA conference, Barbados, November, 21 2015.

OUTREACH ACTIVITIES

T. Alafia Samuels

- Presentation: “Accelerating the NCD Agenda- Towards a better Caribbean stronger together”. Part of the UWI FMS 50th Anniversary of Independence Lecture Series. June 15, 2016.

Ian Hambleton

- Development of Factsheets and KABP toolkit for HIV surveys and education with Barbados National HIV Commission.
- Development of data repository for public access to Caribbean health information.
- Statistical advice and support to the Jamaican Sick Cell Trust.
- Public engagement work related to sickle cell disease through the Cochrane Collaboration.

Christina Howitt

- Panel Discussion: “Physical Activity – Why we all plan to start tomorrow”. Part of the UWI FMS 50th Anniversary of Independence Lecture series. July 7, 2016.

Kim Quimby

- “So you are getting older”. Presented to church group, Mount of Praise Wesleyan, St Michael, June 15, 2016.
- UWI Career Day fair: introduced sixth form students to the Med Sci programme offered at Cave Hill. Jan 14, 2016.

CDRC VISITORS

Dr Selina Smith, Director, Institute of Public & Preventive Health, Georgia Augusta University, Atlanta: explored and discussed collaborative opportunities (NCD research and training) between CDRC and the Institute of Public & Preventive Health (June 2016).

Dr Damail Martin, Lead Coordinator Caribbean Cancer Registry Hub Working Group, National Cancer Institute/ National Institutes for Health (NCI/NIH); Dr Brenda Edwards, Senior Advisor, Office of the Director, NCI; Dr Mona Saraiya, Associate Director, Office of International Cancer Control, US Centers of Disease Control; Ms Betsy Kohler, Executive Director, North American Association of Central Cancer Registries (NAACCR); Dr Glennis Andall-Brereton, Senior Technical Officer/PI Cancer Registry Hub, (CARPHA: assessed BNR’s methods of data collection and provided guidance and technical assistance as part of the newly established IARC Caribbean Regional Hub’s goal to improve cancer surveillance in the Region (April 2016).

Ms Helen Crabbe, FETP Fellow from the HPA Southeast, UK: conducted a surveillance evaluation of the BNR (March to April 2016).

Dr Gary Gibbons, Director of the NHLBI / NIH: accompanied by VC Emeritus Professor E. Nigel Harris, reviewed the work of the Centre and explored further collaboration between the NIH and The UWI (January, 2016).

Professor Graham Serjeant, Emeritus Professor of Medicine and ex-Director, MRC Sick Cell Unit, Kingston, Jamaica: discussed the logistics of starting a newborn screening programme for Sick Cell Disease in Barbados (November 2015).

Dr Merlies Wegener: met with other project collaborators in Barbados on the “Workplace attitudes to HIV” study (November, 2015).

GRANTS or BENEFACTIONS

These are described under each of the research projects.

PUBLICATIONS

Refereed Book Chapter

Unwin, N. and Oni, T. “Chronic Non-communicable Diseases and Infectious Diseases.” *Chronic Non-communicable Diseases in Low and Middle Income Countries*. A. de Graft Aikins and C. Agyemang eds. CABI : Boston. 2016. 30-49.

Refereed Journal Articles

Hambleton, I. R. and NCD Risk Factor Collaboration (NCD-RisC) (Includes HOTN contributors: I. R. Hambleton, C. Howitt). “A century of trends in adult human height.” *eLife*. 2016. n. page. doi: 10.7554/eLife.13410.

Taylor, C. G. Jr., Bynoe, K., Worme, A., **Hambleton, I.**, Atherley, A., Husbands, A. and Unwin, N. “A checklist that enhances the provision of education during insulin initiation simulation: a randomized controlled trial.” *Diabetics Medicine*. Vol. 33, no. 9. 2016. 1204-1210. doi: 10.1111/dme. 12956. PubMed PMID: 26337285.

Atherley, A. E., **Hambleton, I. R.**, Unwin, N., George C., Lashley P. M., and Taylor, C. G. Jr. “Exploring the transition of undergraduate medical students into a clinical clerkship using organizational socialization theory.” *Perspectives on Medical Education*. Vol. 5, no. 2. 2016. 78-87. doi: 10.1007/s40037-015-0241-5. PubMed PMID: 26951164.

Unwin, N. and **Hambleton, I. R.** “Neighbourhood of residence and the risk of type 2 diabetes.” *Lancet Diabetes & Endocrinology*. Vol. 4, no. 6. 2016. doi: 10.1016/S2213-8587(16)30056-0.

Mason, K., Gibson, F., Gardner, R., Warren, L., Fisher, C., Higgs, D., Happich, M., Kulozik, A., **Hambleton, I. R.**, Serjeant, B. E., and Serjeant, G. R. "Newborn Screening for Sickle Cell Disease: Jamaican Experience." *West Indian Medical Journal*. Vol. 65, no. 1. 2015. 492. doi: 10.7727/wimj. 2015.

Hambleton, I. R., Estcourt, L. J., Fortin, P. M., Hopewell, S., Trivella, M. and Cho, G. "Regular long-term red blood cell transfusions for managing chronic chest complications in sickle cell disease." *Cochrane Database of Systematic Reviews* 2016. No. 5. 2016. doi: 10.1002/14651858. CD008360. pub4.

Howitt, C., Rose, A. M. C., Samuels, T. A., Unwin, N., **Hambleton, I. R.**, Rose, A. M. C., Hennis, A. and George, K. S. "Social distribution of diabetes, hypertension and related risk factors in Barbados: a cross-sectional study." *BMJ Open*. Vol. 5, no. 12. 2015. doi:10.1136/bmjopen-2015-008869.

Taylor Jr., C. G., Bynoe, K. A., Worme, A., Whittington, A., **Hambleton, I.**, Atherley, A., Husbands, A., and Unwin, N. "The effect of a checklist on the education of simulated patients during insulin initiation: a randomized controlled trial." *Diabetes*. 2015. Vol. 64, Suppl. 1. A187-A235. 2015.

Hambleton, I. R., Flower, C., Campbell, M. and Edghill, R. "The effect of psychosocial and neuropsychiatric factors on medication adherence in a cohort of women with systemic lupus erythematosus." *Journal of Clinical Rheumatology*. Vol. 22, No. 8. 2016. 411-417. doi: 10.1097/RHU. 0000000000000470.

Hambleton, I. R., Nolan, S. and Dwan, K. "The use and reporting of the cross-over study design in clinical trials and systematic reviews: a systematic assessment." *PLoS One*. Vol. 11, No. 7. n. pag. doi: 10.1371/journal.pone. 0159014.

Hambleton, I. R. and NCD Risk Factor Collaboration (NCD-RisC). Includes HOTN contributors: I. R. Hambleton, C. Howitt. "Worldwide trends in diabetes since 1980: a pooled analysis of 751 population-based studies with 4. 4 million participants." *Lancet*. Vol. 387, no. 10027. 2016. 1513-1530. doi: 10.1016/S0140-6736(16)00618-8.

Howitt, C. and NCD Risk Factor Collaboration (NCD-RisC) (Includes HOTN contributors: I. R. Hambleton, C. Howitt). "A century of trends in adult human height." *eLife*. 2016. n. page. doi: 10.7554/eLife. 13410.

Howitt, C., Rose, A. M. C., Samuels, T. A., Unwin, N., Hambleton, I. R., Rose, A. M. C., Hennis, A. and George, K. S. "Social distribution of diabetes, hypertension and related risk factors in Barbados: a cross-sectional study." *BMJ Open*. Vol. 5, no. 12. 2015. doi:10.1136/bmjopen-2015-008869.

Howitt, C. and NCD Risk Factor Collaboration (NCD-RisC). Includes HOTN contributors: I. R. Hambleton, C. Howitt). "Worldwide trends in diabetes since 1980: a pooled analysis of 751 population-based studies with 4. 4 million participants." *Lancet*. Vol. 387, no. 10027. 2016. 1513-1530. doi: 10.1016/S0140-6736(16)006188.

Banydeen, R., **Rose, A. M. C.**, Martin D., Aiken W., Alexis C., Andall-Brereton, G., Ashing, K., Avery, J. G., Avery, P., Deloumeaux, J., Ekomaye, N., Gabriel, O., Hassell, T., Hughes, L., Hutton M., Jyoti, S., Layne, P., Luce, D., Patrick, A., Prussia, P., Smith-Ravin, J., Veronique-Baudin, J., Blackman, E., Roach, V., and Ragin, C. "Advancing cancer control through research and cancer registry collaborations in the Caribbean." *Cancer Control Journal*. Vol. 22, no. 4. 2015. 520-530.

Howitt, C., Hambleton, I. R., **Rose, A. M. C.**, Hennis, A., Samuels, T. A., George, K. S., and Unwin, N. "Social distribution of diabetes, hypertension and related risk factors in Barbados: a cross-sectional study." *BMJ Open*. Vol. 5, no. 12. 2015. doi: 10.1136/bmjopen-2015-008869.

James, C., Seixas, A. A., Harrison, A., Jean-Louis, G., Butler, M. and Zizi, F. and **Samuels, T. A.** "Childhood Physical and Sexual Abuse in Caribbean Young Adults and Its Association with Depression, Post-Traumatic Stress, and Skin Bleaching." *Journal of Depression and Anxiety*. Vol. 5, no. 1. 2016. 214. PubMed PMID: 27019771.

Samuels, T. A., Branche, T. and Hariharan, S. "Non-communicable Diseases Risk Factors Survey 2014 among University of the West Indies Staff, Trinidad and Tobago". *West Indian Medical Journal*. Vol. 64, Suppl. 2. 2015. n. pag. doi: 10.7727/wimj. 2015. 051.

Howitt, C., Rose, A. M. C., **Samuels, T. A.**, Unwin, N., Hambleton, I. R., Rose, A. M. C., Hennis, A. and George, K. S. "Social distribution of diabetes, hypertension and related risk factors in Barbados: a cross-sectional study." *BMJ Open*. Vol. 5, no. 12. 2015. doi: 10.1136/bmjopen-2015-008869.

Wright, M, Adair, L., James, C., Amuleru-Marshall, O., Peltzer, K. Pengpid, S. and **Samuels, T. A.** "The association of nutrition behaviors and physical activity with general and central obesity in Caribbean undergraduate students." *Revista Panamericana de Salud Pública*. Vol. 38, no. 4. 2015. 278-285. PubMed PMID: 26758218.

Unwin, N., **Samuels, T. A.**, Hassell, T., Brownson, R. and Guell, C. "The development of public policies to address non-communicable diseases in the Caribbean country of Barbados: the importance of problem framing and policy entrepreneurs." *International Journal of Health Policy and Management*. Vol. 6, no. 2. 2016. 71-82.

Winchester, M. S., BeLue, R., Oni, T., Wittwer-Backofen, U., Deobagkar, D., Onya, H., **Samuels, T. A.**, Matthews, S. A., Stone, C. and Airhihenbuwa, C. "The Pan-University Network for Global Health: framework for collaboration and review of global health needs." *Globalization and Health*. Vol. 12, no. 13. 2016. doi: 10.1186/s12992-016-0151-2. PubMed PMID: 27097634.

Atherley A. E., Hambleton, I. R., **Unwin, N.**, George C., Lashley P. M., and Taylor, C. G. Jr. "Exploring the transition of undergraduate medical students into a clinical clerkship using organizational socialization theory." *Perspectives on Medical Education*. Vol. 5, no. 2. 2016. 78-87. doi: 10.1007/s40037-015-0241-5. PubMed PMID: 26951164.

Unwin, N. and Hambleton, I. R. "Neighbourhood of residence and the risk of type 2 diabetes." *Lancet Diabetes & Endocrinology*. Vol. 4, no. 6. 2016. doi: 10.1016/S2213-8587(16)30056-0.

Unwin, N., Howitt, C., Hambleton I. R., Rose, A. M. C., Hennis, A., Samuels, T. A. and George, K. S. "Social distribution of diabetes, hypertension and related risk factors in Barbados: a cross-sectional study." *BMJ Open*. Vol. 5, no. 12. 2015. doi: 10.1136/bmjopen-2015-008869.

Unwin, N., Samuels, T. A., Hassell, T., Brownson, R. and Guell, C. "The development of public policies to address non-communicable diseases in the Caribbean country of Barbados: the importance of problem framing and policy entrepreneurs." *International Journal of Health Policy and Management*. Vol. 6, no. 2. 2016. 71-82.

Taylor Jr., C.G., Bynoe, K. A., Worme, A., Whittington, A., Hambleton, I., Atherley, A., Husbands, A. and **Unwin, N.** "The effect of a checklist on the education of simulated patients during insulin initiation: a randomized controlled trial". *Diabetes*. 2015. Vol. 64, Suppl. 1. A187A235.

Technical Reports

Rose, A. M. C., Craig, L. S., Martelly, T. N., Maul, L., **Hambleton, I. R.** and the BNR-CVD Surveillance Team. *BNR-CVD 2014 Annual Report*. Chronic Disease Research Centre, The University of the West Indies: Barbados. 2016.

Hambleton, I. (Analyst). *Global Standardized Hypertension Protocol: Barbados pilot study. Analysis report*. v. 3. 0. 2016.

Hambleton, I. (Atlas Committee Member, International Diabetes Federation.) *IDF Diabetes Atlas*. 7th ed. Belgium: International Diabetes Federation: Belgium. 2015. www.idf.org/diabetesatlas.

Hambleton, I. (Analyst). *Inter-Personal Violence and Aggression (IPVA) in relationships in three Caribbean countries: Barbados, Jamaica and Trinidad. Analysis report*. v. 4. 0. 2016.

Harris, R., Rose, A. and Unwin, N. *The Barbados National Salt Study: Findings from a Health of the Nation sub-study*. Chronic Disease Research Centre, the University of the West Indies and the Barbados Ministry of Health: Barbados. 2015.

Rose, A. M. C., Craig, L. S., **Martelly, T. N.**, Maul, L., Hambleton, I. R. and the BNR-CVD Surveillance Team. *BNR-CVD 2014 Annual Report*. Chronic Disease Research Centre, The University of the West Indies: Barbados. 2016.

Rose, A. M. C., Craig, L. S., Martelly, T. N., **Maul, L.**, Hambleton, I. R. and the BNR-CVD Surveillance Team. *BNR-CVD 2014 Annual Report*. Chronic Disease Research Centre, The University of the West Indies: Barbados. 2016.

Harris, R., **Rose, A.**, and Unwin, N. *The Barbados National Salt Study: Findings from a Health of the Nation sub-study*. Chronic Disease Research Centre, the University of the West Indies and the Barbados Ministry of Health: Barbados. 2015.

Rose, A. M. C., Craig, L. S., Martelly, T. N., Maul, L., Hambleton, I. R., and the BNR-CVD Surveillance Team. *BNR-CVD 2014 Annual Report*. Chronic Disease Research Centre, The University of the West Indies: Barbados. 2016.

Samuels, T. A. *2nd Annual Technical Report from the POS NCD Declaration Evaluation*, April 2016.

Samuels, T. A. and Yearwood, A. C. *Evidence Brief - Improving the Healthiness of Food Environments in the Caribbean*. (Presented at CARPHA Stakeholder Dialogue on Improving the Healthiness of Food Environments in the Caribbean.) CARPHA. June 22, 2016.

Unwin, N. *2nd Annual Technical Report from the POS NCD Declaration Evaluation*, April 2016.

Harris, R., Rose, A. and **Unwin, N.** *The Barbados National Salt Study: Findings from a Health of the Nation sub-study*. Chronic Disease Research Centre, the University of the West Indies and the Barbados Ministry of Health: Barbados. 2015.

Abstracts

Greenidge, A. "Reversing Type 2 Diabetes in the Caribbean: Preliminary findings from a feasibility study in Barbados." *West Indian Medical Journal*. Vol. 65, Suppl. 3. 2016. 17.

Greenidge, A. "WHY SINBAD: Describing Diabetic Foot Ulcers in a Barbados Population." *West Indian Medical Journal*. Vol. 65, Suppl. 3. 2016. 21.

Unwin, N., Adams, O. P., and Herbert, J. R. "Peripheral arterial disease prevalence in a population-based sample of people with diabetes in Barbados." *West Indian Medical Journal*. Vol. 65, Suppl. 3. 2016. 28.

Bynoe, K., Murphy, M., Taylor, C. Greenidge, A., Abed, M. and **Unwin, N.** *The Barbados Diabetes Reversal Study: Preliminary Results*. Barbados Association of Medical Practitioners, CME Conference, November 14, 2015.



- Department of Biological & Chemical Sciences
- Department of Computer Sciences, Mathematics & Physics
- Centre for Resource Management & Environmental Studies (CERMES)

DEAN

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BSc, MPhil (UWI), PhD (Sheffield Hallam)

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DEAN'S OVERVIEW

Science for ALL: Dare to be Different Series

The Faculty continued the development and expansion of its *Science for ALL* strategy with the commencing of the *Dare to be Different* Series or D2D. This purpose of this series is to enhance the Faculty's interaction with stakeholders by challenging them to think out of the box. The overall theme is:

Be different, dare yourself to try something new.

Generally, the initiatives under this series seek to fill in the gaps that the current STEM (Science, Technology, Engineering and Mathematics) development mechanisms are not handling well or are missing entirely.

The first initiative in this series looked at the area of Mathematics performance in pre-tertiary education as well as its use in non-educational areas. The primary emphasis was the challenging of the members, within the Mathematics community, to look at unique and innovative ways of resolving the issues surrounding the teaching and learning of Mathematics. It is hoped that these initiatives will move the country and the Region towards the successful resolution of some of those issues.

The first activity was a Mathematics Symposium with the theme, *Dare to be Different: Revitalizing Mathematics*, which focused on the creation and development of actionable items that will assist in the solving of a number of Mathematics related issues. Full details about the symposium are provided later in this report.

REGISTRATION AND GRADUATION

At the end of the academic year 2015-2016, there were 842 undergraduate students registered, a decline of 77 students when compared to the previous year. Of that number 498 (approximately 59%) belonged to the Department of Computer Science, Mathematics and Physics. The most popular majors continue to be Computer Science and Information Technology with a combined total of 317 (approximately 38%). At the end of the academic year, 162 undergraduate students had graduated, with 14 first class honours (approximately 9% of the graduating total). Figure 1 shows the percentage of the total enrolment across the disciplines and figure 2 shows the number of graduates per honours level.

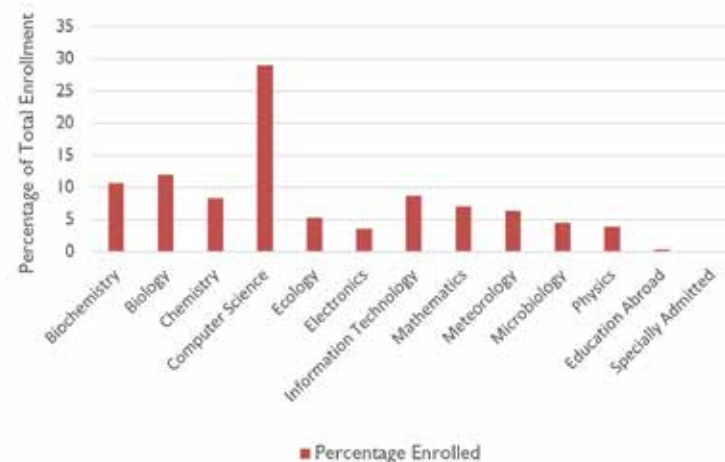


Figure 1: Percentage of Total Enrolment per Discipline

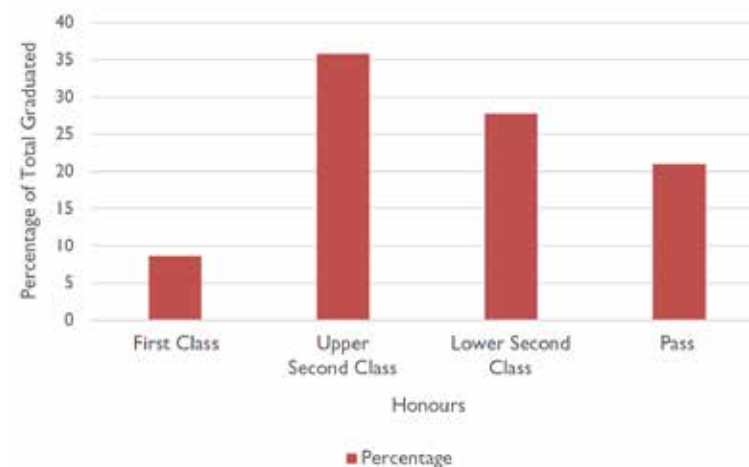


Figure 2: Undergraduate Graduation Statistics by Honours Level

The discipline of Computer Science, which has been experiencing declines in its new student numbers over the last three years, registered an increase this year of ten students when compared to the previous year (see figure 3).

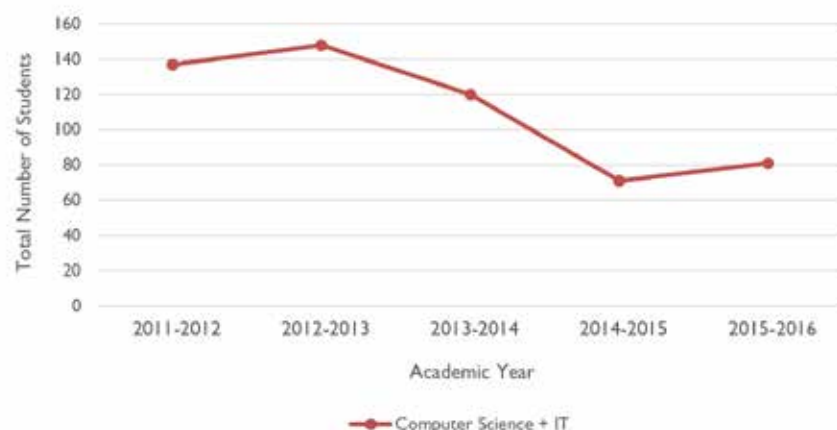


Figure 3: New Undergraduate Registration for Computer Science per Academic Year

The Faculty continued its tradition of a strong research output, across all disciplines, with a number of postgraduate students completing their programme of study. At this level there were 1 Ph.D. graduate in Chemistry and, 6 MPhil. graduates; 1 Biochemistry, 2 Chemistry, 1 Computer Science, 1 Electronics and 1 Mathematics. Within the taught masters programmes, there were 24 graduates; 10 MSc. Biosafety, 5 MSc. Renewable Energy Management and 9 MSc. Natural Resource & Environmental Management. It should also be noted that this year marked the first set of graduates from the MSc. Biosafety programme. Figure 4 shows the postgraduate graduation statistics by degree type.

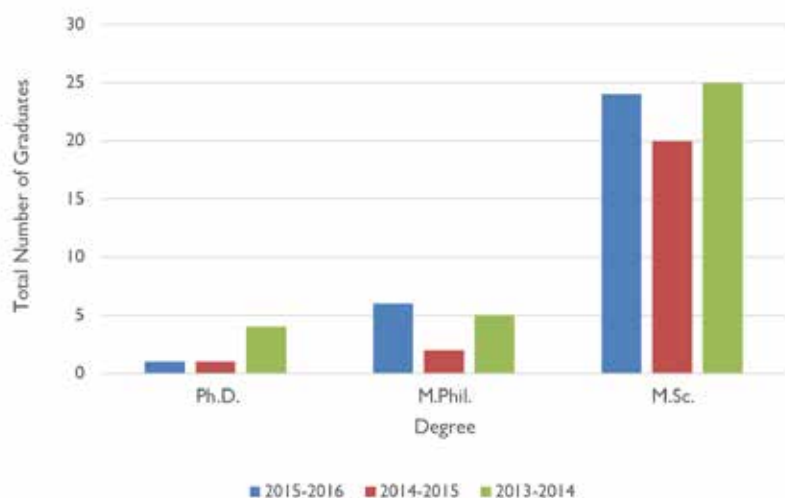


Figure 4: Graduation Statistics for Programmes per Academic Year

Ms Tonia Arthur graduated with an MPhil. in Computer Science, becoming only the second female to graduate with a research degree in Computer Science within the Faculty. The previous female graduate, Ms Brenda Davis, graduated 23 years ago, in 1992, with an MPhil. There are currently 4 female students in the PhD. programme and 2 in the MPhil. programme of Computer Science.

RESEARCH

Sargassum Symposium

On August 17 2015, CERMES held a Regional Symposium on the Sargassum Seaweed issue (see figure 5). The symposium invited presentations from researchers from the UWI and across the Region. It was successfully organized by Dr Janice Cumberbatch of CERMES. The symposium was the campus's initial response to the ongoing threat of Sargassum seaweed accumulation on the coastal areas of the Region's island states. Discussed was its possible origins, possible commercial use and its damaging effects on the ecosystems of the islands affected.



Figure 5: Sargassum Symposium Flyer

Students with Dyslexia

The Faculty hosted Dr Felicity Crawford from Wheelock College in Boston, USA who conducted studies on “*The Academic Experiences of Adults with Dyslexia in Tertiary Institutions*” in collaboration with the Ministry of Education, Science, Technology and Innovation and the Faculty of Science and Technology, Cave Hill Campus. This section of the study documented the success of tertiary level students with dyslexia in Barbados. It forms part of an overall study of dyslexia across the Eastern Caribbean. One of the major outcomes of the study will be recommendations on needed policy changes at the level of Government and the Tertiary Level Education institutions to assist students, with dyslexia, progress through the education system.

FINANCE

Launch of Photovoltaic System

The official launch of the installation of the 12kW Solar Photovoltaic System took place on November 13, 2015. This system was donated, during the previous academic year, by the Division of Energy in the Prime Minister's Office and paid for by the IDB as part of the “*Sustainable Energy Framework*”. The launch was held in the Henry Fraser Lecture Theatre and a short presentation on the operation and maintenance of the system was also given.

HRD Funding for STEM Education Research

The Faculty received funding from the Ministry of Labour, Social Security and Human Resource Development, under its Human Resource Development (HRD) initiative, for two key research initiatives. The HRD initiative is funded by the European Union. The two initiatives received BDS \$25,000 each and are described below.

1. **Mathematics Symposium:** As stated earlier in this report, the Faculty began a process of investigating the issues associated with the teaching and learning of Mathematics. The first action was

the Mathematics Symposium which invited all stakeholders together to begin the initial discovery process. Members of the education, public and private sectors attended.

The primary purpose of the symposium was to determine those major areas of concern with respect to the teaching and use of Mathematics in Barbados and the wider Region. It covered topics relating to the foundation and use of Mathematics in Science, Technology, Engineering and Mathematics (STEM), Entrepreneurship and Commercialization. The outcomes of the symposium included:

- a. An overall view of the current issues affecting Mathematics performance within the education system.
- b. Key issues affecting Mathematics performance, including areas of teaching, research and public opinion.
- c. Recommendations on how to resolve these issues, which included policy changes, development of new education frameworks, improvements in the education system and human capacity development.
- d. The gaps in the human resource requirements for Mathematics such as disparities in the teaching capacity from primary to tertiary levels as well as missing mathematics-based careers required for the development of STEM and other commercial sectors such as finance.

The symposium was held on March 17, 2016 at the 3Ws Oval, under the title *Dare to be Different: Revitalising Mathematics* and was streamed online. A Sign-Language Interpreter was also provided for the online audience. A summary of the symposium can be found at <http://www.cavehill.uwi.edu/fst/science-for-all/conferences/maths-2016.aspx> (see figure 6).



Figure 6: Top of the Mathematics Symposium Banner

2. Enhancing Teacher Readiness for STEM

Education: This project is a continuation of the Faculty's effort to engage Nursey and Primary schools in the area of STEM with an emphasis on content creation and delivery. The investigators are Dr Leah Garner-O'Neale (Principle Investigator) and Dr Colin Depradine.

The project is ongoing and is focused on carrying out research in the area of teacher preparedness for teaching Science at Primary Schools, as well as hosting training sessions for teachers in the area of Science.

Regional Workshop on Laboratory Detection of GMOs

In 2013, The UWI along with several countries in the Region began the process of providing training in Biosafety. The training forms part of a USD \$13 million Regional project funded by the United Environmental/Global Environmental Programme (UNEP/GEF) and is comprised of a Masters in Biosafety (taught by the Cave Hill Campus), workshops in Biotechnology and Biosafety and short courses. As part of this Regional effort, the Department of Biological and Chemical Sciences at the Cave Hill Campus, the Programme Unit at the St. Augustine Campus and the American Association of Cereal Chemists (AACC) co-hosted a workshop for GMO detection in the food chain, on December 1-4, 2015. The workshop was facilitated by the Plant

Pathology Unit of the Ministry of Agriculture, Barbados. The workshop welcomed its facilitators, Professor Pathmanathan Umaharan, Head Cocoa Research Centre/Technical Lead, Regional Biosafety Project; Dr Michelle John, Regional Biosafety Project Officer; Dr Anne Bridges, Dr Raymond Shilito (AACC); Dr Clara Alarcon, Research Director, Analytical and Genomics Technologies Department, Pioneer Hi Bred, and Mr. E. Pearce Smith, Laboratory Manager, Eurofins and GeneScan to Barbados. There were also twenty participants consisting of Biosafety Laboratory scientific personnel from Barbados, St. Vincent, The Bahamas, Antigua, Grenada, St. Vincent, St. Lucia and Dominica. The four day workshop included a number of topics such as:

- An overview of the Cartagena Protocol (CBP) in the Caribbean.
- Sampling methods.
- Testing options and modalities.
- International laboratory standards.
- Gene editing technologies and their impact on GMOs /LMOs and current biotechnologies.

The afternoon sessions were dedicated to laboratory practice in protein extraction and detection methods, and DNA extraction and subsequent detection methods from a GMO. Members of the Barbados Government Analytical Services (GAS) laboratory, who participated in the workshop, were able to get hands-on training and practice in protein detection methods of GMOs/LMOs. As a result, the GAS laboratory was able to put into service a new piece of laboratory equipment, called an *analytical plate reader*, which was sourced through the Regional Project for these types of diagnostic services.

The ultimate goal of the project is the building of capacity in Biosafety and Biotechnology applications, as well as the strengthening of the legal and policy frameworks within the Region.

TEACHING, LEARNING AND STUDENT DEVELOPMENT

Harmonization

The Faculty continued its efforts to convert its 4-credit courses to 3-credit courses as part of the process to harmonize the academic programmes of the three Science Faculties. At the end of this academic year, all level I courses had been converted and all level II and III courses in the Biological Sciences had been completed. These courses are to be introduced in the Academic year 2016-2017.

A new minor in Environmental Sciences was created and will replace the minor in Earth Sciences. This enables the Faculty to meet the rising demand for training in this area.

Project FUSE-IT

Under this initiative, a mobile app development workshop was held for students in the Faculty's Computer Science Society. The workshop was conducted by developers from ExtensionEngine (www.extensionengine.com), a software development company out of Boston who build and modify online educational software.

The aim of the workshop was to expose students to the skills necessary to build and deploy a mobile application using open source, industry standard platforms. Open source systems were chosen because they are free and therefore, would be affordable to the students who are unable to purchase the expensive app development environments and software. In addition to the prizes and instruction students received, they also had the opportunity to interact with industry professions and to present their apps to a panel of judges at the end of the workshop.

It should be noted that the local technology company, Promotech, matched the society's toolkit purchase and presented the toolkits to the students of the Computer Science Society on Friday, February 5, 2016 in the Faculty Conference Room.

Also within the FUSE-IT initiative, members of the Faculty's Student Guild Committee worked with the Faculty staff on the orientation day for new students at the start of the academic year. The students provided chaperon services for new students, taking them to the correct room for academic counselling and then taking them to the computer lab where the new students received help in registering for courses. All new students left the orientation fully registered.

The students also worked with the Faculty Office and the Public Relations Office during the Sargassum and Mathematics Symposiums in the managing of the social media streams that were used during these events. This included uploading of photos and comments to Twitter and Facebook. They also collected questions posed by the online audience.

OUTREACH

Visit by Astronaut

A visit to the Faculty by Astronaut Dr Kenneth C. Cheung was arranged by the U.S. Embassy to Barbados, the Eastern Caribbean and the OECS on Monday, March 21st, 2016. Dr Cheung is a member of the Ames Center Chief Technologist staff where he helps to identify, define, develop and integrate new and emerging technologies for application towards Agency and national goals through the NASA Space Technology Program. He also serves as an advisor on matters concerning rapid prototyping processes and materials.

Dr Cheung offered a perspective on NASA's approach to STEM education initiatives, as well as that of the 'Global Fab Lab Education Movement' (which he has been very closely involved with for many years). Fab Labs focus on digital fabrication and computation and are used for public prototyping with an aim on stimulating innovation and invention within the local STEM community.

As a result of this visit, the Faculty has begun a project to source funds for the creation of its own Fab Lab with the aim of supporting the Faculty's efforts on increasing innovation and commercialization internally.

Summer Events

Towards the end of June 2016, two secondary schools, the Foundation School and Queens College, participated in the Faculty's annual summer in-reach activity. As with previous years, the Faculty took the opportunity to showcase exhibits from most of the disciplines. The Faculty was then asked to extend the in-reach activity to the Open Campus CSEC Summer School 4th Form students in July. Overall, approximately 150 students came through to visit the exhibits.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

Staff Training

The Faculty Office began an initiative to engage Junior Academic staff about their research. The first meeting took place in January 2016 and looked at scheduling, workload management, selection of journals, collaboration and creating a positive work environment. The next meeting will focus on the defining of specific measurable actions, via developed performance indicators, that will enable staff to monitor their research progress and determine what steps are needed to stay on track.

Staff Appointments, Promotions and Awards

During the academic year, a number of staff members were appointed to new positions, won awards and completed programmes of study.

Appointments:

- Dr Francis Lopez was appointed as the new Head of the Department of Biological and Chemical Sciences.
- Dr Adrian Als was appointed as the new Deputy Dean.
- Dr Jeanese Badenock was appointed as the new Chair of the Academic Board Sub-Committee on Quality Assurance (AQAC).

Two staff members were recipients of the Principal's Award for Excellence 2015/2016, in the following categories.

- Outstanding Research Accomplishments – Dr Srinivasa Popuri.
- Outstanding Contribution to Public Service – Dr Janak Sodha.

Dr Popuri was also nominated as a TED speaker for the "Crafting Our Fate" theme by TEDx Bridgetown, Barbados.

Five staff members completed the Campus's Postgraduate Certificate in University Teaching and Learning:

- Mrs Tessa King-Inniss
- Dr Isabelle Gouirand
- Dr Patrick McConney
- Dr Srinivasa Popuri
- Dr Ramon Sargeant.

STAFF

Head of Department

Francis B. Lopez, BSc., PhD. (UWI) - Sports Agronomy

Professors

C.M. Sean Carrington, BSc (Edin.), DPhil. (York - UK) – Plant Biology
(Biological Sciences coordinator)

Julia Horrocks, BSc. (Reading), PhD. (UWI) – Conservation Ecology

Wayne Hunte, BSc., PhD. (UWI) – Ecology & Environmental Sciences
PVC Research, UWI

Sean McDowell, BSc. (UWI), PhD. (Cantab.) – Professor of Theoretical and Computational Chemistry

Winston F. Tinto, BSc., PhD. (UWI), CSci, CChem, FRSC – Organic Chemistry

Senior Lecturers

Sergei M. Kulikov, MS. (Novosibirsk State Univ.), PhD (Inst. of Catalysis of Russian Academy of Sciences), D.Sc. (Russian Academy of Sciences)

Sarah L. Sutrina, BA (Colorado), PhD (John Hopkins)

Avril Williams, BSc, PhD (UWI)
(Chemistry coordinator)

Lecturers

Angela Alleyne, BSc, MPhil., PhD (UWI)

Jeanese Badenock, BSc (UWI), PhD (Dartmouth)

Steven Corder, BSc (Open U.), MRES, PhD (Lanc.)

Angela Fields, BSc, PhD (UWI)

Leah Garner-O'Neale, BSc, PhD (UWI)
(Graduate coordinator)

Isabelle Gouirand, Lic., PhD (Aix-Marseille I)

Bidyut Mohapatra, BSc (Orissa, India)
MSc (Calcutta, India), PhD (Kochi, Japan)

Marilaine Mota-Meira, Ing. (Curitiba, Brazil), MSc, PhD (Laval)

Srinivasa Popuri, BSc (Nagarjuna), MSc (DAVV), PhD (SVU)

Thea Scantlebury-Manning, BSc PhD (Concordia)

Emma Smith, BSc (Liverpool), MSc (Heriot-Watt), PhD (Plym.) (Earth Science coordinator)

Henri Vallès, Licenciatura (Oviedo, Spain).
MSc (UWI), PhD (McGill)

Lyndon Waterman, BSc, PhD (UWI)

Suzanne Workman, BSc (Manchester), MPhil., PhD (UWI)

Administrative Assistant

Shirley Jones, BSc (London)

Departmental Secretaries

Pauline Moore, BSc (UWI)

Toni Russell

Cynthia Spooner, APS

Senior Technicians (Graduate)

Jeff St. A. Chandler, BSc, MPhil. (UWI)

Michelle Mendes, BSc (Miami)

Joanne Simmons-Boyce, BSc, PhD (UWI)

Lionel Sobers, BSc (UWI)

Justin Sue, BSc, MPhil. (UWI)

Ryan Weekes, BSc (UWI)

Technicians

Kim Ashby, BSc (UWI)

Nicole Atherley, BSc (UWI)

Jason Crawford, BSc (UWI)

Kenville Grimes,

Kirk Mayers, BSc (UWI)

Junior Technician

Bonzil Armstrong

Laboratory Attendants

Darlene Savoury

Kareen Wilson

Gardener/Animal House Attendants

Andrew Harewood

Devon Slater

I. WORK OF THE DEPARTMENT

Dr Angela Alleyne

Dr Alleyne coordinated the MSc Biosafety programme. The Department successfully hosted a Regional Workshop on Laboratory Detection of GMOs with Dr Angela Alleyne as the local coordinator.

Prof. Carrington

As coordinator of the Biological Sciences discipline, Prof. Carrington took the lead in the conversion of biological sciences courses to 3-credits and in the process for approval of new programmes. He was assisted by sub-discipline coordinators in Ecology (Prof. Horrocks), Biochemistry (Dr Scantlebury-Manning) and Microbiology (Dr Mota-meira). All courses in the Biological Sciences were converted to 3-credits and approval was obtained for the new programmes.

Dr Badenock

Dr Badenock was reappointed as Deputy Dean of the Faculty of Science and Technology (Outreach and Research) and chair of the Faculty Sub-Committee for Graduate Studies and Research. She organized a number of outreach activities including the science exhibits at the Guidance Counsellors' career showcase held in January 2016 and visits by third form students of the Christ Church Foundation Secondary School and Queen's College in June 2016 and UWI Open Campus CSEC summer school participants in July 2016.

She was also appointed as Chair of the Academic Quality Assurance Committee (AQAC) in November 2015. She also continues to chair the Campus Library Committee and the Faculty Committee for Graduate Studies.

Dr Smith

Dr Smith coordinated the conversion of Earth Sciences courses to 3-credits and the process for the approval of the new Environmental Science programme. A new Minor in Environmental Science was approved to replace the Earth Sciences Minor.

Dr Williams

Dr Williams coordinated the process for approval of new programmes in Chemistry.

2. RESEARCH IN PROGRESS

Dr Alleyne

- The research project "SNP genotyping of Uterine leiomyoma in Barbados" continued with a look at molecular biology assays for the SNP marker CYP 1B1.
- Research project "Quantification of Super-elongation disease in *Manihot esculenta*". Dr Alleyne continued testing of a Polymerase Chain Reaction (PCR) assay for detecting the pathogen in diseased tissue by using gibberellic acid (GA). She continued collaboration with colleagues at UWI St. Augustine and Carleton University on identifying antifungal targets for disease management of super-elongation in cassava.
- The research project "Identification of the viruses in the virus complex of sweet potato virus disease" continued into 2015/2016. In this project Dr Alleyne works with colleagues from CIP (the International Potato Center) in Peru and the Ministry of Agriculture in Barbados (Plant Pathology Unit). High throughput genomic sequencing of samples was conducted with the assistance of CIP and the data have been analyzed.
- Dr Alleyne also continued to work on the GAP-Yam research project, in collaboration with colleagues from Institut National Recherches Agronomique (INRA) in Guadeloupe. Anthracnose sample collection was conducted for another year.

Dr Lopez

- Effects of Sargassum Seaweed mulches on Soil Properties and Plant Growth (with undergraduate student Ms Kaeiron Saunders).

- Agro-ecological considerations for hedgerow cultivation of *Leucaena leucocephala* (with postgraduate student Mr. Jabarry Belgrave).
- Diversity Studies of Barbadian Sweet Potato (*Ipomoea batatas*) Cultivars: Towards the Development of a Core Collection (with postgraduate student Ms Jacklyn Broomes).
- Agroecological approaches in the production of sweet potato (with postgraduate student Ms Andrea Veira).
- Optimization of fertilizer use in sugar cane in Barbados (with postgraduate student Mr. Jason Gibson).
- Biochar from recycled organic waste as a soil amendment for the Barbados turf grass industry (with postgraduate student Ms Aprajita Kulshrestha).

Professor Carrington

Prof. Carrington continued his research on the conservation status of endemic plants of the Lesser Antilles, carrying out field work in St. Vincent in conjunction with this in August 2015. Related to this, and assisted by FST technician Mr Damian Greaves, the entire Barbados Herbarium was re-organised to conform to the APGIV classification system and the scientific names of all the specimens were updated.

Professor Horrocks

Mapping of coastal development and climate change threats to nesting beaches and assessment of behavioural responses of hawksbills to loss of nesting habitat.

Monitoring of nesting and foraging populations of hawksbill, leatherback and green turtles in Barbados and Tobago (with D. Browne, UWI, M. Cazabon, UWI, St. Augustine).

Professor McDowell continued his research on noncovalent forces in molecular complexes, with special attention being paid to the mutual influence of competing intermolecular forces, mainly involving hydrogen, halogen and beryllium bonding. The cooperative effect of these interactions, as well as pnictogen and tetrel bonding, in model ternary complexes, is of continuing interest.

One area of current interest (which involves collaboration with Professor Emeritus David Buckingham FRS CBE) is the computational study of strong ion binding in highly polar fluorinated cyclopropane compounds, which may provide useful insights into the solvation of ions by these and related hydrocarbon species.

Dr Kulikov

Monitoring of pollutants in aqueous Environment, GC-MS analysis.

Dr Williams

The thriving collaboration with the SensorLab at the University of the Western Cape on the preparation of nanocomposite electrode materials for use in the development of sensors (biological and chemical) for the detection and quantification of causative agents continued during the academic year. Unfortunately, research into the design and synthesis of [3] and [4]-suitanes, members of a new class of interlocked molecules, has slowed as a result of a lack of instrumental resources.

Dr Badenock

Dr Badenock continued her interest in the synthesis of cyclopenta[b]indoles and their derivatives even though this work has been severely impacted by the lack of access to a functioning Nuclear Magnetic Spectrometer (NMR) for the past three years. As a result, her PhD student Ms Green was granted a change in registration

back to an MPhil and submitted her thesis. This significant challenge has necessitated the creation of greater linkages with overseas collaborators; a path she continues to explore.

Dr Fields

Research is being conducted on the behaviour of *Pleurodonte isabella* and the morphology of its reproductive system and on the effects of mites parasitic on the giant African snail and other molluscs. Ms Anaita Lashley and Ms Nadeshinie Parasram, worked as research assistants in Summer 2016 on aspects of this research. Both students were funded by a Caribaea Initiative Summer Project grant.

Dr Mota-Meira

Biogas production by anaerobic digestion:

Nikolai Holder, PhD candidate presented a poster and gave an interactive show case on his work at the UWI research week. He also participated in several local events, including a science fair at Trinity Academy in March of this year 2016 (Nation News March 2016). He gave an interactive demonstration of his work for the secondary students at the UWI in the summer. He is also writing a manuscript on the design of a high through-put mini-digester, which should be submitted for publication within the next few weeks.

'Salmonella mississippi' and drink water in Bermuda:

- Shervon De Leon, PhD candidate presented three posters of his work at the 3rd International One Health Congress in Amsterdam and he is writing a manuscript on the highly prevalent contamination with faecal bacteria in Bermudian drinking water. His work is having a positive impact in the communities in which they are done, and made the news Bermuda's "The Royal Gazette", March 11, 2016.

Food safety and tourism in Barbados:

- Carol Hull-Jackson, PhD candidate is conducting the second microbiological analysis of food in several restaurants in Barbados.

Evolutionary relationship between viruses and prokaryotes:

- Orville Roachford, MPhil candidate is conducting the proteogenomic analysis of viruses and prokaryotes.

Dr Popuri

Constructed pressure membrane filtration set up for wastewater treatment and pervaporation membrane process for liquid-liquid mixtures separation

Developed new green biopolymeric blend membranes for the treatment of distillery wastewater and ethanol/water mixtures separation.

Dr Scantlebury-Manning

Dr Scantlebury-Manning continues her research on vascular disease and collaborative research with Dr Damian Cohall. She co-supervises an Mphil student with Dr Adrian Als in the area of diagnostic tools who have submitted his thesis for examination. She also supervises another Mphil student in the biochemistry area of biofilm growth. Student in the process of finalizing corrections for thesis examination.

Dr Smith

Research in Progress:

Dr Smith is carrying out research on mercury in marine organisms, including turtles from Barbados, as well as collaborative work on mercury speciation in marlin with Dr Phillipe Rouja, Bermuda, and in cetacean species caught in St Vincent with Dr Russel Fielding, USA.

Dr Smith is also carrying out analysis of POPs/emerging contaminants in turtle eggs from beaches in St Kitts with differential hatching success rates

in collaboration with Dr Michelle Denis, Ross University, and is involved in UNEP-GEF “Global Monitoring Programme on Persistent Organic Pollutants (POPs) in the Latin American and Caribbean Region.

Dr Vallés

Dr Vallés is currently undertaking research with his post-graduate student, Holly Trew, on the abundance and prevalence of marine excavating sponges on Barbados’ reefs. He has also supervised research from undergraduate students that has shed light onto the natural history of the Atlantic trumpetfish, a common fish predator on Barbados reefs.

Through his usual collaboration with Prof Hazel Oxenford from CERMES, Dr Vallés has continued working on the identification of indicators of the status of exploited coral reef fish communities in Barbados and the Caribbean. They have also jointly published a study on the effect turbid water of South American origin on coral bleaching in Barbados.

Dr Vallés has also been working with Dr Iris Monnereau, a research fellow at CERMES, on the use of indicators to assess the vulnerability of small island states to climate change.

A total of 13 students graduated with higher degrees from the Department for the 2015-16 academic year, one with Doctor of Philosophy – Chemistry, ten with Master of Science – Biosafety (two achieving distinctions) and two with Master of Philosophy – Chemistry.

3. TEACHING AND STUDENTS

A total of 61 students graduated with majors from the Department after examinations during the 2015-16 academic year. The following lists their major and minor combinations by class of degree.

Class of Degree MAJOR(S), minor(s)

First (6)

BIOCHEMISTRY with Chemistry
BIOLOGY
CHEMISTRY with Biochemistry (3)
ECOLOGY with Biology

Upper Second (25)

BIOCHEMISTRY
BIOLOGY DOUBLE
BIOLOGY
BIOLOGY with Biochemistry
BIOLOGY with Education
BIOLOGY with Microbiology (2)
BIOLOGY AND COMPUTER SCIENCE
CHEMISTRY (4)
CHEMISTRY with Biochemistry (2)
CHEMISTRY with Biology
CHEMISTRY with Earth Science
CHEMISTRY with Education
CHEMISTRY with Psychology
ECOLOGY with Biology
ECOLOGY with Chemistry
ECOLOGY with Microbiology
MICROBIOLOGY (2)
MICROBIOLOGY with Biology

Lower Second (19)

BIOCHEMISTRY (6)
BIOCHEMISTRY with Biology
BIOLOGY
BIOLOGY with Microbiology

BIOLOGY and PSYCHOLOGY
BIOLOGY and COMPUTER SCIENCE
CHEMISTRY with Education
ECOLOGY (2)
ECOLOGY with Earth Science
MICROBIOLOGY (4)

Pass (11)

BIOCHEMISTRY (3)
BIOLOGY (3)
CHEMISTRY (3)
CHEMISTRY with Biochemistry
MICROBIOLOGY with Biology

The Graham Gooding Biology Prize was awarded to Miss Danielle Forde (Biology, GPA 3.88, First class honours), the Louis Chinnery Ecology Prize was awarded to Miss Holy Trew (Ecology with Biology, GPA 3.78, First class honours) and the R.L. Seale & Co. Ltd. Chemistry Prize to Miss Kenesha Foster (Chemistry with Biochemistry, GPA 3.99, also First class honours).

Dr Alleyne

Ms Virgil Bideau successfully completed her MPhil. and was awarded the degree MPhil. Biochemistry in July 2016. Ms Rontia Critchlow began working as a part-time MPhil student on disease surveys and impacts of super-elongation disease on cassava in Barbados. Dr Alleyne continued to work with 10 graduate students in the MSc Biosafety on their regional survey projects in Biosafety. These 10 students are graduating with the MSc Biosafety degree as part of the Caribbean Regional Biosafety project funded by GEF/ UNEP.

Dr Mota-Meira

- Shervon De Leon – PhD Microbiology thesis supervision. (from September 2014).
- Nikolai Holder – PhD Environmental Studies thesis supervision. (from September 2014).

- Carol Hull-Jackson – PhD Veterinary Public Health thesis, supervision and advisory committee member. (from June 2014).
- Orville Roachford– M.Phil in Microbiology thesis co-supervision (from January 2016).

Dr Vallés

Student supervision

- Three undergraduate students (Georgina Trew, Shawn Simpson and Sherilyn Patrick) were successfully supervised for biology/ecology undergraduate projects.
- One MPhil student (Holly Trew) is currently being supervised.

4. STAFF ACTIVITIES

Dr Alleyne

- Dr Alleyne served as a member of the Research and Development sub-committee for scholarships, on the board of Barbados Society of Technologists in Agriculture (BSTA). Nov (2015)
- Dr Alleyne organized a Real Time PCR (qPCR) training session in my research laboratory for postgraduate students and faculty with the Bioanalytical Technical Specialist (Ms Ana Literas), representative for Molecular Biology from Puerto Rico (Nov. 19, 2015)
- In collaboration with members of the Regional Biosafety project, Dr Alleyne facilitated and co-hosted a workshop on “Detection Methods for GMOs in the Food Chain” a UWI, GEF, UNEP and American Association of Cereal Chemists (AACC) collaboration. (Dec 1-4, 2015)
- Dr Alleyne attended meetings as a local Biosafety expert under the auspices of the Ministry of Environment in Barbados on National Biosafety, Biosafety Policy and Biosafety sensitization.

- Dr Alleyne represented the Cave Hill Campus as the Cave Hill representative to Mona Council in 2015-2016, and participated in the Mona Council meeting. (March, 2016).
- Dr Alleyne served as a committee member of the School for Graduate Studies, Sub-Committee on Research commercialization (April 2016).
- Dr Alleyne presented two papers at the International Conference on Integrated Disease Management in Tropical Vegetables IDTV conference at St. Augustine, Trinidad. (June 16-17, 2016) and also served as a session chair during the meeting.
- Dr Alleyne was invited by the CARICOM Secretariat to serve on panel to comment on the draft policy framework for the cassava industry funded by the 10th EDF, Agriculture Policy Programme, in Grenada (Jan 19, 2016).
- Dr Alleyne was invited to attend the Thematic Group for Research and Human Resource Development meeting, Chaired by Mr Barton Clarke (CARDI) at UWI St. Augustine. (March 23, 2016). She has subsequently participated in several online meetings of this group on matters of regional agriculture policy regarding human resource development.

Dr Lopez

- Attended the 52nd Caribbean Food Crops Society (CFCS) Conference, July 10-16, 2016, Guadeloupe, French West Indies.
- F. Lopez made a Workshop Presentation at the Teaching and Technology Symposium held during Teaching and Learning week 2016, June 13-17, Cave Hill Campus, UWI. Topic: Service Learning in ECOL3453: Better the Second Time Around?

Papers presented at conferences – authors/titles

Robinson, Z., J. Chandler and F. B. Lopez. 2016. “Development of a phytotoxicity bioassay for soil amendment products from organic waste recycling.”
Saunders, K., J. Belgrave and F. B. Lopez. 2016. “Mulching

effects of fresh Sargassum seaweed on soil properties and plant growth.”

Veira, Andrea K. and Francis B. Lopez. 2016. “Potential for use of Sargassum mulch in sweet potato production.”

Veira, Andrea K. and Francis B. Lopez. 2016. “Organic Mulch and Pesticide Inputs for Sweet Potato Production under Normal Farm Practice Conditions.”

Refereeing scientific papers

Reviewer for the journal: *Tropical Agriculture*

Public service activity in Barbados

- Assistant Chief Examiner, CAPE Biology, Caribbean Examinations Council, Barbados.
- Served as a judge at the Annual Flower and Garden Show, January 2016, Barbados Horticultural Society.
- Voluntary advisory services to local organizations and grounds staff with regard to the development and maintenance of sports grounds.

Professor Carrington

Professor Carrington accepted the Principal's invitation to chair a committee to look at developing and renewing the Science Facilities on the Campus. The Committee submitted its report in April 2016 and, as a follow-up to this, in June 2016 Prof. Carrington lead a 3 member team from the Campus to inspect Science facilities at the University of Miami and Florida International University. He also played a pivotal role in leading the transformation of the Biological Science programmes to conform to a 3-credit format which was approved by BUS in May 2016. Professor Carrington attended the Green Energy Workshop, The Renewable Energy Sector: Understanding, Building Collaboration” on November 17, 2016, organised by the Central Bank of Barbados and the Barbados Renewable Energy Association. Professor Carrington continues to serve as Chair of two charities, the Graham Gooding Trust and the Peter Moores Barbados Trust.

Professor Horrocks

- **Ecology Discipline Co-ordinator**, Department of Biological and Chemical Sciences, UWI Cave Hill.
- **Director**: Barbados Sea Turtle Project; national research, conservation and monitoring of sea turtle populations.
- **Regional Coordinator**: WIDECAST Marine Turtle Tagging Centre; supporting NGOs and regional Governments in sea turtle monitoring projects in the Wider Caribbean with training, equipment and database management.

Service on the following committees

- **Invited expert**: Scientific Committee of the Inter-American Convention for the Protection and Conservation of Sea Turtles (IAC).
- **Member**: Wider Caribbean Sea Turtle Conservation Network Scientific and Technical Advisory Board.
- **Chair**: CITES Scientific Authority, Ministry of Environment and Drainage.
- **Chair**: Biodiversity Working Group, Ministry of Environment and Drainage.

Invited speaker/media interviews

- **Nesting habitat loss in Barbados** BBC Natural History Unit, UK (September 23, 2015).
- **Conservation of Sea Turtles in Barbados** (Barbados Field Course; Centre College, Kentucky, USA) (June 13, 2016).
- **The Barbados Sea Turtle Project: Sea turtle conservation in Barbados**. Ross School of Veterinary Medicine, St Kitts (June 16, 2016)

Conferences/meetings attended

- 12th Meeting of the **Scientific Committee of the Inter-American Convention for the Protection and Conservation of Sea Turtles** (Vina del Mar, Chile; October 26-29, 2015)

- 36th **International Symposium on Sea Turtle Biology and Conservation of Sea Turtles** (Lima, Perú; Feb 29-Mar 4, 2016)
- Workshop on the development of a **National Plan of Action for the conservation and management of Sharks** (NPOA - Sharks) for Barbados. FAO/Fisheries Division (April 14, 2016)

Workshops hosted

Co-hosted the **Atlantic Flyway Shorebird Harvest Workshop: towards a region-wide sustainable harvest of migratory shorebirds** (March 21-23, 2016). Department of Biological and Chemical Sciences, UWI Cave Hill, Birdlife International, Environment and Climate Change Canada, US Fish & Wildlife Service, National Fish and Wildlife Foundation).

Advisory services

- **Advisor: BBC Natural History Unit**. For documentary in new One Planet series (Urban Wildlife), part of which was filmed in Barbados (the month of September 2015).
- **Advisor: Minister of Environment**. Site visit to Turner's Hall Woods and Morgan Lewis Beach (February 10, 2016).
- **Advisor: Barbados Light and Power Company Ltd**. Impacts on sea turtles of changing streetlights to white LEDs (March 8, 2016).
- **Advisor: Coastal Zone Management Unit (CZMU)**. Regulation of "Swim with Turtles" sites (ongoing).
- **Advisor: Baird & Associates/CZMU**. Proposal to extend the South Coast Boardwalk (February 4, 2016)
- **Advisor: Barbados Tourism Investment Inc**. Biodiversity at Sam Lord's Castle (June 2, 2016).

Reviewer

Behavioural Processes; PLOS One.

Professor McDowell

Professor McDowell was inducted in the Cariscience Hall of Fame at the Opening Ceremony of the Cariscience AGM and Conference which took place at the St. Augustine Campus of the University of the West Indies on November 26, 2015.

Dr Kilikov

Visited research institutes in Russia.

Dr Williams

Dr Williams represents the UWI on the Government-mandated Risk Analysis and Monitoring Committee for Industrial Development (RAMCID), which operates under the aegis of the Barbados Investment and Development Corporation, which monitors the health and safety status of workplaces and factories associated with the use and manufacture of hazardous materials in Barbados. She is also a member of the investigative committee, in collaboration with OFS Laboratories – a global centre of excellence that combines the rich heritage of Bell Labs (winner of eleven Nobel awards) with the experience of Furukawa research – looking at the feasibility of producing optical fibres using sand indigenous to Barbados.

Dr Williams contributed to the science outreach activities, hosted by the Faculty, which saw secondary school students as well as the general public actively participating in the Chemistry interactive station.

Dr Williams is the current chemistry coordinator and is spearheading the curriculum review required for the conversion of courses to 3-credits. She also continues to chair the subcommittee for Maintenance and Working Conditions and the Social Activities subcommittee, is a member of the Projects subcommittee and represents the Department on the Faculty IT Working Group.

Dr Badenock

- Member of the newly constituted National Advisory Committee on Chemicals Management – Ministry of the Environment, Water Resources and Drainage.
- Member of the National Ozone Steering Committee - Ministry of the Environment, Water Resources and Drainage
- Member of Governing Council of the Caribbean Science Foundation (CSF).
- Treasurer of the Caribbean Diaspora for Science, Technology & Innovation (CADSTI).

Conferences Attended

Attended and moderated the opening session at the: The Mona Symposium – Natural Products and Medicinal Chemistry; The University of the West Indies, Mona, Jamaica, January 3-7, 2016.

Dr Fields

Prepared a report “Update on the Giant African snail in the region” for the Caribbean Plant Health Directors Forum 2016.

Conferences attended – name and date

1st Caribaea Initiative research and Conservation Workshop. Animal Invasive Species in the Antilles: the relevance of scientific research to conservation. March 22-24 2016, Martinique.

Papers presented at conferences – authors/titles

Fields, A. The giant African snail and other invasive molluscs in the Caribbean. Presented at the 1st Caribaea Initiative research and Conservation Workshop. Animal Invasive Species in the Antilles: the relevance of scientific research to conservation. March 22-24 2016, Martinique.

Public service activity in Barbados

- Member of (1) the CITES Scientific Authority and (2) the Biodiversity Working Group of the National Heritage Department, Ministry of Environment, Water Resources and Drainage.

Dr Mota-Meira*Public Service Activity in Barbados and in the Region*

- The University representative on several National (CODEX and BNSI) and Regional (CRSQ) Committees for Food Safety as following:
- The CODEX Technical Sub-Committee I (TSCI) - General Subject, Joint FAO/WHO Food Standards Programme (from 2005).
- The Barbados National Standard Institute (BNSI) Technical Committee – Processed Foods (from 2010).
- The Regional Technical Committee III A (RTC3A) – Processed Foods for Human Consumption, CARICOM Regional Organisation for Standards and Quality (CROSQ), (from 2012).
- Representing Barbados on the Board of Directors of the Pan American Marine Biotechnology Association (PAMBA), (from 2013).

Contribution to University Life

- Microbiology coordinator (from August 2015).
- Contribute to the major revision to existing Biological sciences programmes (conversion of 4-credits courses to 3-credits courses and development of new 3-credit courses).
- Coordinate the major revision of the Microbiology Major and Minor Programme which started 2016/17. A new level II course was developed
- Departmental Instruments sub-committee (from 2010).
- Participation in the Faculty Board meeting, Departmental meetings, Biology meetings and the sub-discipline Microbiology meetings.
- Participation in the University Research week 2016.

Poster Presentation

Holder N, S Sutrina, **M Mota-Meira**. *Improving the Anaerobic Digestion of Fish Offal for Biofuel Production: An Understanding of the Microbial Community*, The National Council for Science and Technology (NCST) Symposium, Bridgetown, Barbados March 24-25, 2015.

De Leon, S., C. Pirkle, P. Rouja, **M. Mota-Meira**. *Not the Usual Suspect: S. Mississipi and Gastroenteritis in Bermuda*. The 3rd International One Health Congress (IOHC), Amsterdam, The Netherlands March 15-18, 2015.

De Leon, S, C. Pirkle, P. Rouja, **M. Mota-Meira**. *Highly prevalent contamination with bacterial faecal indicator species in Bermudian drinking water*. The 3rd International One Health Congress (IOHC), Amsterdam, The Netherlands March 15-18, 2015.

De Leon, S, C. Pirkle, P. Rouja, **M. Mota-Meira**. *Environmental Reservoirs contributing to the high prevalence of Salmonella Mississipi infections in Bermuda*. The 3rd International One Health Congress (IOHC), Amsterdam, The Netherlands March 15-18, 2015.

Holder, N.D., S.L. Sutrina, **M. Mota-Meira**. *Microorganisms in Anaerobic Digestion*. The UWI Research Day, Cave Hill, Barbados, February 2015.

Dr Popuri*Staff activities*

- Scientific Reviewer for many Journals.
- Participated in Cave Hill Campus Research Day activities.
- Participated in Graduate Ceremony.

Awards and Achievements

- **Principal's Award for Excellence** in Recognition of **Outstanding Research Accomplishments** for the year 2015 by The University of the West Indies, Cave Hill Campus.
- **CAS-TWAS Young Scientist Award for the year 2015** by Caribbean Academy of Sciences, Trinidad.
- Nominated as a **TED** speaker for '**Crafting Our Fate**' by TEDx Bridgetown, Barbados (May 14, 2016)

Conferences Attended

- Cariscience conference and annual general meeting, Trinidad & Tobago, November 25-27, 2015.

Papers Presented at Conferences

- **Srinivasa R Popuri**, Sustainable Materials and Technologies for Sludge Management, Resource Recovery and Energy Applications, Cariscience conference and annual general meeting, Trinidad & Tobago, November 25-27, 2015.
- Alex J.T. Harewood and **Srinivasa R Popuri**, The Effect of Variants within a Microbial Fuel Cell on Bio-electricity Production, Cariscience conference and annual general meeting, Trinidad & Tobago, November 25-27, 2015.

Invited Talks

- *Extraction of biopolymers/biodegradable polymers from natural sources and its applications*, January 05, 2016, Department of Environmental Engineering and Science, Chia-Nan University of Pharmacy and Science, Tainan, Taiwan.
- *Synthesis of biopolymers for Environmental applications*, January 07, 2016, Department of Environmental Engineering, Da-Yeh University, Changhua, Taiwan.

Labs/Institutions visited

- Department of Earth and Environmental Sciences, National Cheng Chung University, Taiwan. January 11, 2016.
- Membrane Application & Bioenvironmental Engineering laboratories, Chia-Nan University of Science and Pharmacy, Taiwan, January 5, 2016.

Dr Scantlebury-Manning

- Dr Scantlebury-Manning continues to be an active member of the Institutional Review Board (IRB) that reviews all human-subject oriented research across Barbados.
- As Coordinator of Biochemistry discipline, Dr Scantlebury-Manning was responsible for the harmonized efforts of the biochemists in the

development of the new major and minor in Biochemistry that was approved for academic year 2016-2017.

- She is an active member of the Biological Sciences teaching committee, Student-Staff Liaison committee for undergraduates, Departmental projects committee, the departmental maintenance committee, and the departmental social committee.

Dr Smith*Staff activities*

- Simcock, A., Halpern, B., Hossan, M., Kirubakaran, R., Lohmann, R., Martin, G., Polette, M., **Smith, E.**, Wang, J. (2016) Chapter 20. Coastal, riverine and atmospheric inputs from the land, World Ocean Assessment, UNEP.
- Barbados Representative at UNEP-GEF Inception Regional Workshop for supporting the Global Monitoring Programme on Persistent Organic Pollutants (POPs) in the Latin American and Caribbean Region, Uruguay, Dec 2015.
- Attended the 13th International Coral Reef Symposium in Honolulu, Hawaii (19-24, June) and invited to special session on the future impacts of personal care product pollution on coral reefs.
- Reviewer for Science of the Total Environment (Impact Factor 3.976).

Dr Vallès*Staff activities*

- As a Member of the Board of Directors of the Gulf and Caribbean Fisheries Institute (GCFI) (since November 2013), Dr Vallès was part of several committees involved in a number of important activities of the GCFI. Notably, he was involved in the evaluation of students applying for travel awards to attend the annual meeting.
- As a member of the Scientific Council of the Caribaea Initiative (since March 2014), Dr Vallès has played an important role in liaising between the Caribaea Initiative and UWI and has facilitated the

signing of a Memorandum of Understanding between both institutions to formalize their collaboration. In that regard, Dr Vallès has also played a key role in facilitating the establishment of the Caribaea Initiative Post-graduate Scholarship for the benefit of UWI students interested in biodiversity conservation in the Caribbean.

- In July 2015, Dr Vallès was invited to be part of a mission in Haiti aimed at identifying lines of collaboration between the UWI at Cave Hill and a large fisheries project funded by the Inter-American Development bank.
- Dr Vallès has also reviewed scientific articles for important international scientific journals such as Marine Ecology Progress Series and PeerJ.
- Dr Vallès has recently been appointed Ecology coordinator for the 2016-2017 academic year. Furthermore, he has also developed two new ecology courses for the new Ecology major.

Papers presented at conferences /workshops:

Vallès, H. "How big are your parrotfish? The value of simple size-based parrotfish metrics for coral reef management". 1st Caribaea Initiative Research and Conservation Workshop, Fort-de-France, Martinique, Mar 22-24, 2016.

Vallès, H., "A snapshot view of the moored Fish Aggregating Device (FAD) fishery in the south of Haiti". 68th Conference of the Gulf and Caribbean Fisheries Institute, Panama City, Panama, Nov 9-13, 2015.

Vallès, H., H. A. Oxenford, A. Brathwaite A., R. Roach, R. Goodridge and S. Warren-Gittens. "What saved the corals in 2010? A comparison of the two worst mass bleaching events in Barbados". 37th Annual Meeting of the Association of Marine Laboratories of the Caribbean, Curacao, May 18-22, 2015.

Vallès, H. and H. A. Oxenford "Do fishpot catches and underwater visual fish surveys tell the same story along a gradient of fishing pressure in a small Caribbean island?" 37th Annual Meeting of the Association of Marine.

5. VISITORS AND INTERNATIONAL LINKS

Dr Alleyne

- Mr Eric Francius from INRA (Guadeloupe) GAP/ YAM project (visited in October 2015).
- Ms Ana Laura Literas, Field Application Specialist & Technical Sales Specialist, Bioanalytical Instruments, Puerto Rico (visited in November 2015).

Visitors in December 2015:

- Dr Michelle John, Regional Project Manager, Regional Biosafety Project.
- Dr Anne Bridges, Technical Director, AACC International (formerly American Association of Cereal Chemists).
- Dr Raymond Shillito, Bayer Research and Development Fellow.
- Dr M^a Teresa Iglesias López, Prof. Pharmacology, Nutrition & Dietetics Universidad Francisco de Vitoria, Madrid, Spain (visited in June 2016).

Professor Horrocks

There were numerous visitors as a consequence of the Atlantic Flyway Harvest Workshop. They included David Wege – BirdLife International, Brad Andres – USFWS, Eric Reed - Canadian Wildlife Service, several representatives from ONCFS, Guadeloupe and from the Ministry of Energy and Environment, Barbados Government.

Dr Popuri

- Dr Erika Merschrod, the Memorial University of Newfoundland, Canada (Visited).
- Prof. C-Y Chen, National Cheng Chung University, Taiwan (not visited).

Dr Smith

Visitors and International Links

A group from EXXpedition visited Dr Smith and gave a presentation to the department (February 2016) on their mission to explore the issue of plastics, chemicals, endocrine disruptors and carcinogens in our personal and global environment that can cause disease. EXXpedition are an all-female crew on scientific research missions exploring the world's ocean whilst creating inspiring narrative of female leadership and personal and environmental exploration. The group also took samples of student's hair for determination of mercury, one such global pollutant.

In June 2016 Dr Russell Fielding, from the University of the South accompanied by 2 students, visited the lab of Dr Smith. The purpose of this visit was for the analysis of mercury in whale tissue samples collected in St Vincent. The outcomes of this work will be presented at the American Cetacean Society Meeting in November in California.

In January 2016 Ms Fatima Patel and her environmental science students from Queens College visited the department on two consecutive days to work with Dr Smith on analyzing water quality parameters as part of their studies. The visit was a success with many students expressing their interest to attend UWI after the visit. As such it is planned to repeat this collaboration each year to assist the students from Queens College with their studies and expose them to the opportunities that exist at UWI in the department.

6. Benefactions

Dr Alleyne

\$4,900 USD in research supplies for the GAP-Yam project.

Prof Horrocks

USFWS – Marine Turtle Conservation Fund

“Enhancing recovery of the regionally significant nesting hawksbill population in Barbados” US\$ 32,000.00.

Dr Smith

Ross University. \$5,000 USD for Analysis of POPs/ emerging contaminants in turtle eggs from beaches in St Kitts with differential hatching success rates. Ross Intramural Funding Dr Michelle Denis.

PUBLICATIONS

Refereed Book Chapters

Jayaraman, J. and **Alleyne, A. T.** "Biocontrol agent formulations for sustainable disease control of plants." *Sustainable crop disease management using natural products*. S. Ganeesan, K. Vadivel and J. Jayaraj, eds. CABI Scientific Publishing: UK. 2015. 223-243.

Badenock, J. C. and Gribble Gordon, W. "Metal-Catalyzed Coupling with Heterocycles". *Advances in Heterocyclic Chemistry, Heterocyclic Chemistry in the 21st Century: A Tribute to Alan Katritzky*. E. F. A. Scriven, C. A. Ramsden, eds. Elsevier: United States. Vol. 120. 2016. 99-136.

Refereed Journal Articles

Penet L., Barthe E., **Alleyne, A. T.** and Blazy, J. M. "Disease risk perception and past disease influence on agronomic practices: the case of anthracnose caused by *Colletotrichum gloeosporioides* on Water Yams (*Dioscorea alata*) in Guadeloupe." *Crop Protection*. Vol. 88. 2016. doi:10.1016/j.cropro.2016.05.005.

Bideau V. S. and **Alleyne, A. T.** "Leu/Val SNP polymorphism of CYP1B1 and risk of uterine leiomyoma in a black population." *Tumor Biology*. Vol. 37, no. 3. 2015. 4035-4040. doi:10.1007/s13277-015-4239-8.

Vallès, H and **Carrington, C.M.S.** "Permanent forestry plots: A potentially valuable teaching resource in undergraduate Biology programs for the Caribbean". *Caribbean Naturalist* (Special Issue no.1). 2016. 52-62.

Breure, A.S.H., Hovestadt, A., **Fields, A.** and Robinson, D.G. "The land Mollusca of Saint Kitts and Nevis (Lesser Antilles), with description of a new species". *The Nautilus*. Vol. 130, no. 2. 2016. 27-52.

Stewart, K., Norton, T., Mohammed, H., Browne, D., Clements, K., Thomas, T., Yaw, T. and **Horrocks, J. A.** "Effects of 'Swim with the Turtles' tourist attractions on green sea turtle (*Chelonia mydas*) health in Barbados, West Indies". *Journal of Wildlife Disease*. Vol. 52, no. 2 (Supplement). 2016. S104-117. doi: 10.7589/52.2S.S104.

Horrocks, J. A., Stapleton, S., Guada, H. et al. "International movements of adult female leatherback turtles in the Caribbean: results from tag recovery data (2002-2013)". *Endangered Species Research*. Vol. 29, no. 3. 2016. 279-287. doi: 10.3354/esr00718.

Bjorndal, K.A., Chaloupka, M., Saba, V.S., Diez, R.P., Van Dam, B.H., Krueger, B.H, **J. A. Horrocks et al.** "Somatic growth dynamics of West Atlantic hawksbill sea turtles: a spatio-temporal perspective". *Ecosphere*. Vol. 7, no. 5. 2016. 1-14. doi: 10.1002/ecs2.1279.

Edwards, Q. A., Lunat, I., Garner-O'Neale, L. D., and **S. M. Kulikov.** "Distribution of Caffeine between Selected Water-Organic Solvent Media." *International Journal Chemical Science*. Vol. 13, no. 3. 2015. 1218-1226.

McDowell, S. A. C. "Cooperativity and bond breakage in model $X^-\dots PH_3\dots YZ$ ($X = F, Cl$; $Y = HF, ClF, LiF, BeH_2$) complexes." *Chemical Physics Letters*. Vol. 658. 2016. 12-19.

McDowell, S. A. C. and Maynard, S. J. "A Computational study of model hydrogen-, halogen-, beryllium and magnesium-bonded complexes of aziridine derivatives." *Molecular Physics*. Vol. 114, no. 10. 2016. 1609-1618. doi: 10.1080/00268976.2016.1142128.

Mingxiu L., Li, Q., Li, W., Cheng, J. and **McDowell, S. A. C.** "Comparison of hydrogen, halogen, and tetrel bonds in the complexes of $HArF$ and YH_3X ($X = \text{halogen}, Y = C \text{ and } Si$)." *RSC Advances*. Vol. 6, no. 23. 2016. 19136-19143. doi: 10.1039/C5RA23556A.

McDowell, S. A. C. and Fiedler, C. S. "A computational study of beryllium-bonded $H_2Be\dots FNgH/FKrCl$ ($Ng = Ar, Kr$) dyads and their intermolecular interactions with the model nucleophiles F^- , NH_3 and NCH ." *Computational and Theoretical Chemistry*. Vol. 1084. 2016. 150-156. doi: 10.1016/j.comptc.2016.03.028.

Wei, Y., Li, Q., Li, W., Cheng, J. and **McDowell, S. A. C.** "Influence of the protonation of the pyridine nitrogen on pnictogen bonding: Competition and cooperativity." *Physical Chemistry Chemical Physics*. Vol. 18, no. 16. 2016. 11348-11356. doi: 10.1039/C6CP00551A.

McDowell, S. A. C. and Holder, Z. L. "Computational study of non-covalent interactions in oxirane...XF complexes ($X = H, F, Cl, Br, Li$) and their F-/Li-substituted analogues." *Molecular Physics*. Vol. 113, no. 23. 2015. 3757-3766. doi: 10.1080/00268976.2015.1061152.

Holder, S. L., Lee, C. H., **Popuri, S. R.** and M. S. Zhuang, "Enhanced surface functionality and microbial fuel cell performance of chitosan membranes through phosphorylation". *Carbohydrate Polymers*. Vol. 149. 2016. 251-262. doi: 10.1016/j.carbpol.2016.04.118.

Lee, C. H., Lin, H. Y., Cadogan, E. I., **Popuri, S. R.** and Chang, C. Y., "Biosorption Performance of Biodegradable Polymer Powders for the Removal of Gallium(III) ions from Aqueous Solution." *Polish Journal of Chemical Technology*. Vol. 17, no. 3. 2015. 124-132. doi: 10.1515/pjct-2015-0060.

Cadogan, E. I., Lee, C. H., **Popuri, S. R.** and Lin, H. Y., "Characterization, Fouling and Performance in Bacterial Removal of Synthesized Chitosan-Glycerol Membranes." *Desalination and Water Treatment*. Vol. 57, no. 38. 2016. 17670-17682. doi: 10.1080/19443994.2015.1089192.

Zhaorong-Wang, K., Cohall, D. and **Scantlebury-Manning, T.**, “Weight, Sodium and Potassium Intake Perceptions among University Students in Barbados: Results from a Cardiovascular Health Perception Survey”. *West Indian Medical Journal*. 2016. pii: wimj.2015.396. doi: 10.7727/wimj.2015.396. PMID: 27618298. (electronic publication ahead of print).

Delmas, L. C.; Payne, N. A. and **Williams, A. R.** “Bromopyrido-24-crown-8: a versatile building block for the construction of interlocked molecules.” *Tetrahedron Letters*. Vol. 57, no. 5. 2016. 513-516. doi:10.1016/j.tetlet.2015.11.105.

Masikini, M., **Williams, A. R.**, Sunday, C. E., Waryo, T. T., Nxusani, E., Wilson, L., Qakala, S., Bilibana, M., Douman, S., Jonnas, A., Baker, P. G. L. and Iwuoha, E. I. “Label free poly(2,5-dimethoxyaniline)-multi-walled carbon nanotubes impedimetric immunosensor for Fumonisin B₁ detection.” *Materials*. Vol. 9, no. 4. 2016. 273. doi:10.3390/ma9040273.

Oxenford, H. A. and **Vallès, H.** “Transient turbid water mass reduces temperature-induced coral bleaching and mortality in Barbados”. *PeerJ*. e2118. 2016. doi:10.7717/peerj.2118. PubMed: 27326377.

Vallès, H., and Carrington, C. M. S. “Permanent forestry plots: a potentially valuable teaching resource in undergraduate biology programs for the Caribbean.” *Caribbean Naturalist*. (Special Issue no.1). 2016. 52-62.

Peer Reviewed Conference Presentations

Alleyne, A. T. and Cummins, C., “Deep sequencing of the small RNAs of sweet potato leaf Phytobiome reveals potentially new virus disease-causing complexes in Barbados”. *Virus Evolution*. Vol. 2, Suppl. 2. 2016. S3-S20. doi: 10.1093/ve/vev024.

Satney, W., Als, A., Carrington, A., and **Scantlebury-Manning, T.** “A Composite DSP Approach to De-Noising Arterial Signals”. *10th International Symposium on Communication Systems, Networks and Digital Signal Processing (CSNDSP)(2016)*. New York: IEEE Publishing. 2016. 1-4. doi: 10.1109/CSNDSP.2016.7573956.

Satney, W., Als, A., Carrington, A. and **Scantlebury-Manning, T.**, “Towards the Development of an Automated Blood Vessel Classification System”. *10th International Symposium on Communication Systems, Networks and Digital Signal Processing (CSNDSP)(2016)*. New York: IEEE Publishing. 2016. 1-4. doi: 10.1109/CSNDSP.2016.7573956.

Marcano-Vega, H., Roberts, C., **Vallès, H.**, Andre, J., Boswell, K., Lemen, D., Liburd, F., and López, C. “Communication from the National Forest Inventories Working Group of the 16th Caribbean Foresters Meeting: Proposal for a Regional Workshop”. *Caribbean Naturalist*. Special Issue 1. 2016. 25-29.

Non-Refereed Conference Proceedings

Veira, A. K. and **Lopez, F. B.**, “Organic Mulch and Pesticide Inputs for Sweet Potato Production under Normal Farm Practice Conditions.” *Paper presented at the World Congress on Root and Tuber Crops*. Nanning, China. 18-22, January, 2016.

Vallès, H. “A snapshot view of the moored Fish Aggregating Device (FAD) fishery in the south of Haiti.” *Proceedings of the Gulf and Caribbean Fisheries Institute*. No. 68. Gulf and Caribbean Fisheries Institute: Panama City, Panama. N. pag. 2015.

Oxenford, H.A., and **Vallès, H.** “Transient turbid water mass reduces temperature-induced coral bleaching and mortality in Barbados.” *PeerJ*. No.4. 2016. doi:10.7717/peerj.2118.

Monnereau, I., R. Mahon, P. McConney, L. Nurse, R. Turner, and **H. Vallès**. “Vulnerability of the fisheries sector to climate change in Caribbean small island developing states”. *Proceedings of the Gulf and Caribbean Fisheries Institute*. No. 68. Gulf and Caribbean Fisheries Institute: Panama City, Panama. 427-435. 2015.

Technical Report

Horrocks, J.A. *Mitigation strategies to reduce the impact of climate change on nesting beaches*. (CIT-CC12-2015-Tec. 10-Technical document of the Inter-American Convention for the Protection and Conservation of Sea Turtles.) 2015.

Non-refereed Publications

Horrocks, J. A. and Browne, D. *Protecting beaches: turning the tide for sea turtles*. Barbados Sea Turtle Project: Barbados. 2015.

McDowell, S. A. C. *No More Uniforms (2012 – 2016 Poems)*. CreateSpace Independent Publishing Platform: USA. 2016.

STAFF**Head of Department**

Upindranath Singh, BSc, MPhil (UWI), MSc, PhD (Delaware)
Professor of Condensed Matter Physics

Professors

Jayaram Chillumuntala, MSc (Andra), PhD (Madras) (Prof)

Smail Mahdi, BSc, MSc (Constantine), PhD (Montreal)
Professor of Mathematical Statistics

Tane Ray, BSc (Illinois), PhD (Boston)
Professor of Physics

Professor Emeritus

Leslie Leo Moseley, BSc, MSc (UWI), PhD (Wales) –
Professor of Physics

Senior Lecturer

Janak Sodha, BSc, PhD (Manchester)

Lecturers

Adrian Als, BSc, MPhil (UWI), PhD (U.K.)

Sujit Bag, B.Tech.(Hons.)(India), PhD (U.K.), FIE (India), FISTE (India), C.Eng. (India)**

Bernd Sing, Dipl. Physics (Tubingen), Dr. (Bielefeld)

Peter Chami, BS, PhD (UWI)

Dwaine Clarke, S.B., M.Eng., PhD (MIT)

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Thomas Edward, BSc, PhD (UWI)

Jeffrey Elcock, BSc (UWI), MSc (Oxon.), PhD (UWI)

Curtis Gittens, BSc (UWI), MSc, PhD (W. Ont.)

Mechelle Gittens, BSc (UWI), MSc, PhD (W. Ont.)

Carlos Hunte, BSc, MPhil, PhD (UWI)

Ramon Sargeant, BSc, MPhil (UWI), MSc (City, U.K.)

Roger Thomas, BEng, (Warwick, UK),
MSc (Loughborough, UK), PhD (Nottingham, UK)

Hussein Thompson, BSc, PhD (UWI)

Paul Walcott, BSc, MPhil (UWI), PhD (City, U.K.)

Temporary/Part-time Lecturers

Stephen Mendes, BSc (UWI)

Dale Franklyn, BSc, Dip. Ed. (UWI)

Tessa King-Inniss, BSc (Hons.) (UWI), MBA (Distinction)

Desiree Jordan, BSc (Hons.) (UWI), MPhil (UWI)

Kyffin Bradshaw, BSc (Hons.), MPhil (UWI)

Duaine Clarke, BSc, MPhil (UWI)

Piere Rock, BSc (UWI)

Xavier Caddle, BSc, MPhil (UWI)

Tutors/Demonstrators

Karel Connolly, BSc (Hons.), MPhil (UWI)

Maria Belgrave, BSc (Hons.) (UWI)

**On Leave

Departmental Secretaries

Wavney Weekes, CIT (UWI)

Geniveve Harris, CPS, CIT (UWI)

Deidre Gibbes-Jemmott

Tanya Taylor

Senior Laboratory Technicians

Charles Clarke, BSc (UWI)

Petra McCollin, BSc (UWI)

Allison Williams, BSc (UWI), MSc (University of Glamorgan, Wales)

David Garner, BSc (UWI)

Jeremy Watson, BSc (UWI)

Lynette Maloney, BSc, MSc (UWI)

RESEARCH IN PROGRESS**Dr Colin Deparadine**

- Human-Computer Interaction – Focus on universal user interface design with special emphasis on software solutions for blind and deaf users, as well as the creation and use of specialized software for science education.

Dr Ramon Sargeant

- Development and programming of Remotely Operated Vehicles (ROV) for the investigation of marine environments.
- Embedded programming of assistive actuator and sensor technology for limb rehabilitation.

Dr Janak Sodha

Dr Sodha continues to focus on the latest error-control coding techniques, specifically, on Low Density Parity

Check (LDPC) codes for a digital communication system. The focus is to investigate if the joint probability of select check nodes within the decoder can be used to reduce the average number of iterations at low signal-to-noise ratios. I was awarded the Principal's Award for Excellence, December 14, 2015.

TEACHING AND STUDENTS

Dr Peter Chami

- My first MPhil student Kerry Cox, has completed his research and is currently writing up his thesis.
- Currently jointly supervising one MPhil student, Mr Kerry Cox, (together with Dr Bernd Sing) who started in the academic year 2014-2015.
- MPhil Thesis topic: *"Modelling Tourism Using (Stochastic) Differential Equations"*
The focus of this research is to explore mathematical models that describe tourism. These models will be in terms of (stochastic) differential equations, and will then allow prediction of selected aspects of the future behaviour of the system under consideration qualitatively or even quantitatively). Mr Kerry Cox received funding through the "Graduate Student Research Award" to attend the Joint Mathematics Meetings of the AMS (American Mathematical Society) and the MAA (Mathematical Association of America) in San Antonio, TX, USA, from January 10-13, 2015, as well as the conference EquaDiff 2015 in Lyon, France, from July 6-10, 2015.
- My Doctor of Public Health student, Carmeta Douglin, completed her thesis and submitted it in June, 2016. Carmeta was supervised jointly with Dr Alifia Samulas (Director of the CDRC) and Professor Peter Figueiroa.
- PhD thesis topic: *"NCDs in HIV-Infected Patients in Barbados, Prevalence and Management."*
This research will be the first study in Barbados that will investigate the prevalence of NCDs (such as elevated blood pressure, dyslipidemia, and

disordered glucose metabolism) in HIV-infected patients, and the association between their management, treatment and control. The difference in prevalence of NCDs in HIV-infected patients compared to persons in the general population in Barbados will also be investigated.

- My new MPhil student, Mr Patrick Barrett. Currently jointly supervising together with Dr Mechelle Gittens. Patrick started in the academic year 2015-2016.
- MPhil thesis topic: *"Air Pollution in Barbados: Using Real-Time Air Quality Monitoring via Mobile Technology and Implementing a Statistical Heuristic Model: To Create a Mobile Application that Provides Air Quality and Particulate Warnings for those with Respiratory Diseases."*
The focus of this research is to ascertain the air quality across Barbados using readings obtained from the implementation of numerous air quality monitoring systems. Then applying a machine learning algorithm to data mine and generate a dynamic model of the influence of the different air pollutants against multiple climate variables and recorded cases respiratory illnesses for Barbados. Mr Barrett was the recipient of a 2015 Postgraduate Sport Scholarship.

Dr Colin Depradine

- Total Number of Postgraduate Students being supervised: 4 (1 MPhil and 3 PhD).

Dr Carlos Hunte

- Continued supervision of PhD student Karel Connolly in:
PhD Thesis Topic: *"Improving the Efficiency of Organic Photovoltaic Cells."*

Dr Ramon Sargeant

- ELET 1110 – Digital Electronics (Semester I)
- 62 students
- ELET 1120 – Basic Electronics (Semester I)
- 27 students

- ELET 2100 – Microprocessors I (Semester I)
- 12 students
- ELET 2150 – Automation Technology (Semester II)
- 4 students
- ELET 304I – Microcontroller and Applications (Semester II) – 5 students
- 1 MPhil Student, Ms Maria Belgrave, completed the programme.

Dr Bernd Sing

- MPhil student Kerry Cox, has completed his research and is currently writing up his thesis.
- Currently jointly supervising one MPhil student, Mr Kerry Cox, (together with Dr Peter Chami) who started in the academic year 2014-2015.
- MPhil thesis topic: *"Modelling Tourism Using (Stochastic) Differential Equations"*.
The focus of this research is to explore mathematical models that describe tourism. These models will be in terms of (stochastic) differential equations, and will then allow prediction of selected aspects of the future behaviour of the system under consideration qualitatively or even quantitatively). Mr Kerry Cox received funding through the "Graduate Student Research Award" to attend the Joint Mathematics Meetings of the AMS (American Mathematical Society) and the MAA (Mathematical Association of America) in San Antonio, TX, USA, January 10-13, 2015, as well as the conference EquaDiff 2015 in Lyon, France, from July 6-10, 2015.
- PhD student, Duaine Lewis, is continuing his part-time studies.
PhD thesis topic: *"Wavelets and Aperiodic Tilings"*
The focus of this research is to explore the interaction between wavelets and aperiodic tilings: How can we construct appropriate wavelets to explore aperiodic structures? Can such wavelets be used to detect physical properties (e.g., the nature of the dynamical spectrum, the diffraction spectrum,

or the spectrum of the associated Schrödinger operator) of aperiodic tilings?

Mr Duaine Lewis received funding through the “*Graduate Student Research Award*” to attend the Joint Mathematics Meetings of the AMS (American Mathematical Society) and the MAA (Mathematical Association of America) in Baltimore, MD, USA, from January 15-18, 2014, and present the result of his MPhil thesis there.

- MPhil student, Nadeana Reece, has completed her MPhil degree at University of the West Indies, Cave Hill Campus, 2016 and went to University of Western Ontario, Canada, to pursue further graduate studies in mathematics. MPhil thesis title: “*Exploring Typical Numbers*”. While Borel’s *Normal Number Theorem* is well-known, the focus of this research is its topological counterpart where the set of “extremely non-normal numbers” turns out to be of second category. Miss Nadeana Reece received funding through the “*Graduate Student Research Award*” to facilitate a month-long academic stay in August 2014 in Germany. She attended a summer school (giving a poster presentation), at a conference where she gave a talk and stayed at a university to further her research and interact with other mathematicians. She also received funding to attend the Joint Mathematics Meeting of the AMS (American Mathematical Society) and the MAA (Mathematical Association of America) in Baltimore, MD., U.S.A., January 15-18, 2014. Miss Nadeana Reece was selected as one of 100 mathematics students worldwide to attend the prestigious *Heidelberg Laureate Forum* in September 2014. A three page article about Miss Nadeana Reece appeared in the CHILL Magazine, Issue No. 16, December 2014.

Dr Janak Sodha

- PHYS 1101 – Electricity and Magnetism – 29 students.
- ELET 2110 – Circuit Simulation – 6 students.
- ELET 2130 – Digital Communications I – 7 students.
- ELET 3130 – Digital Signal Processing – 2 students.
- ELET 3151 – Digital Communications II – 3 students.
- ELET 3160 – Research Project (I): Symbol Error Rate Performance of Orthogonal Frequency-Division Multiplexing.

Semester I, December 2015-2016

Pass/Failure Rates

COURSE	NO. SAT	NO. PASSED	PASS RATE %
COMP0001	21	16	76
COMP1105	111	89	80
COMP1115	26	17	65
COMP1125	52	39	75
COMP2105	24	20	83
COMP2115	31	20	65
COMP2125	38	32	84
COMP2145	34	28	82
COMP2150	42	37	88
COMP2155	40	34	85
COMP2160	24	20	83
COMP3100	48	32	67
COMP3140	36	32	89
COMP3180	41	34	83
COMP3210	14	13	93
COMP3260	28	27	96
COMP3910	2	2	100
COMP3930	7	7	100

COURSE	NO. SAT	NO. PASSED	PASS RATE %
MATH0101	83	46	55
MATH1101	111	35	32
MATH1110	17	15	88
MATH1120	66	30	45
MATH2110	21	16	76
MATH2120	22	10	45
MATH2140	11	6	55
MATH3170	2	2	100
MATH3190	5	1	20
MATH3300	1	1	100
ELET1110	60	34	57
ELET1120	25	14	56
ELET2100	12	11	92
ELET2110	6	4	67
ELET2130	7	7	100
ELET3110	7	6	86
ELET3130	2	2	100
PHYS0070	29	26	90
PHYS1100	21	17	81
PHYS2100	25	18	72
PHYS2101	17	16	94
PHYS2102	6	3	50
PHYS2106	15	10	67
PHYS2107	2	2	100
PHYS3100	12	9	75
PHYS3102	9	8	89

Semester 2, April/May 2016

Pass/Failure Rates

COURSE	NO. SAT	NO. PASSED	PASS RATE %
COMP0002	20	14	70
COMP1105	24	17	71
COMP1115	84	47	56
COMP1125	21	12	57
COMP1130	50	39	78
COMP2105	30	28	93
COMP2115	28	22	79
COMP2125	27	19	70
COMP2145	38	35	92
COMP2150	24	21	88
COMP2160	23	20	87
COMP3115	9	9	100
COMP3125	22	17	77
COMP3155	55	54	98
COMP3160	63	57	90
COMP3165	12	12	100
COMP3170	24	19	79
COMP3230	29	29	100
COMP3920	5	5	100
MATH0102	80	48	60
MATH1101	45	28	62
MATH1102	22	16	73
MATH1110	36	22	61
MATH1130	40	26	65
MATH2100	24	10	42
MATH2130	32	14	44
MATH2150	2	2	100
MATH3100	3	3	100
MATH3400	1	1	100

COURSE	NO. SAT	NO. PASSED	PASS RATE %
ELET1100	13	11	85
ELET1110	41	27	66
ELET2120	6	6	100
ELET2140	8	7	88
ELET2150	4	4	100
ELET3041	5	5	100
ELET3120	6	4	67
ELET3151	2	2	100
ELET3210	4	4	100
ELET3160	1	1	100
ERSC2004	51	45	88
PHYS0071	24	21	88
PHYS1101	26	12	46
PHYS1102	24	19	79
PHYS2103	17	15	88
PHYS2105	8	8	100
PHYS2106	7	4	57
PHYS2107	9	9	100
PHYS3101	19	12	63
PHYS3105	12	12	100

	FTE
Undergraduate	
Computer Science	151
Mathematics	78
Electronics	33
Physics	35
Total Undergraduate	297
Postgraduate	
PhD	16
MPhil	26
MSc	11
Head of Departmental Allowance	5
Total Postgraduate FTE	58
TOTAL DEPARTMENTAL (undergraduate and postgraduate combined)	355

STAFF ACTIVITIES

Dr Colin Depardine

- Member of the Pre-Selection Committee for OAS Scholarships.
- Member of Panel Discussion, “What Can be Done to Increase the Number of Young Innovators?” for National Conference for Entrepreneurship and STEM, Facilitated by the Ministry of Labour, Social Security and Human Resource Development as part of their Human Resource Development Strategy Programme, Pillar 5, February 2-3, 2016.
- Judge for the PitchIT Caribbean CodeSPRINT and was organized and facilitated by the BCSI and the UWI Consortium. It was a Mobile App Development Competition.

Paper Presented at Conference

- Crawford, F., Garner-O’Neale, L., Browne, C., Depardine, C., Champagne-Williams, W., & Rowe, P., “Academic experiences of adults with Dyslexia in tertiary institutions in the Eastern Caribbean,” AERA, Washington D.C., U.S.A., April 8-12, 2016.

Dr Peter Chami

- Statistical Consultant to the Barbados National Trust for a three year patron marketing study.
- Served as Discipline Coordinator of Mathematics (for 2 years), until August 1, 2016.

Dr Mechelle Gittens

Conference Attended:

- Ward, Shamar, Akio, & Gittens, Mechelle, “A Real-time Application to Predict and Notify Students about the Present and Future Availability of Workspaces on a University Campus. In Proceedings of the 2015 ACM Annual Conference on SIGUCCS(SIGUCCS ’15). ACM, New York, N.Y., U.S.A., November, 2015, pp 67-74. DOI=<http://dx.doi.org/10.1145/2815546.2815563>.

Dr Ramon Sargeant

- Successfully converted two 4-credit courses (ELET 1110 and ELET 1120) to their 3credit equivalent.
- Developed a new 3credit course ELET 1205 – Computer-Aided Design.
- Served as the Robotics Instructor in the Caribbean Science Foundation (CSF) Student Programme for Innovation in Science and Engineering (SPISE 2016).
- Successfully completed and graduated from the Certificate in University Teaching and Learning (CUTL) programme.

Dr Janak Sodha

- Ongoing efforts to develop the website *UwiTube.com* for the benefit of our students throughout the Caribbean resulted in the completion of videos which cover CSEC Mathematics and Common Entrance Mathematics syllabus. Also created the *Caribbean Teachers Series.com* with aim to produce a series of textbooks that capture and present the knowledge and experience of our teachers. Currently working on a revision guide in Mathematics for the CSEC level.
- I was awarded the Principal’s Award for Excellence, December 14, 2015.

Papers Presented At Conferences

Sodha, J., “LDPC Decoder LLR Stopping Criterion,” International Conference on Innovative trends in Electronics Communication and Applications, Indian Institute of Technology (IIT) Madras, Research Park, Chennai, India, December 19-20, 2015, pp. 1-8.

Dr Bernd Sing

- Attended a short course at the American Mathematical Society (AMS) on Rigorous Numerics in Dynamics in Seattle, WA., USA, January 4-5, 2016.
- Currently Discipline Coordinator of Mathematics, effective August 1, 2016.

Conferences Attended

- PhD Summer School in Discrete Mathematics in Rogla, Slovenia, June 26 – July 2, 2016.
- Seventh European Congress of Mathematics in Berlin, Germany, July 18-22, 2016.

Papers Presented At Conferences

Sing, B., “Kempner series, their associated power series and logarithmic means.” Presented at the Joint Mathematics Meetings of the AMS (American Mathematical Society) and the MAA (Mathematical Association of America) in Seattle, WA., USA, January 9, 2016.

Sellami, T., & **Sing, B.,** “Exploring the Intersection of the Pieces of Rauzy Fractals” presented at Numeration 2016 in Prague, Czech Republic, May 26, 2016.

DEPARTMENTAL REPORT

Despite the financial crisis currently faced by the university, the Computer Science, Mathematics and Physics department with the aid of several part-time staff members has carried out its day to day activities so as not to negatively impact the present students. In an effort to attract more students, the department has embarked on the introduction of an undergraduate programme in Engineering Physics. This programme is not offered on the other two campuses and graduates from this programme will be attractive from an industrial perspective. A computer aided design (CAD) course which will teach the fundamentals of 3-D printing is now being offered. Several members of the department continue to publish in International Refereed Journals while others make contributions at International Conferences.

DEPARTMENTAL SEMINARS AND PRESENTATIONS

Post Graduate Seminars 2015-2016

- “Genetic Algorithms and Optimization in Fresh Produce Distribution” by Mr Jacob Hunte, October 2015, supervisor – Dr Mechelle Gittens.
- “IAMM-Imagination Autobiographical Memory Model” by Mr Shamar Kellman, December, 2015. Supervisor – Dr Curtis Gittens.
- “Investigation into the Potential for Vehicle-to-Grid Services in Barbados” by Mr Destine Gay, December, 2015. Supervisor – Dr Thomas Rogers.
- “Post-Diagnosis Management of Diabetes: Changing Behaviour Using a Mobile Health consultation Application” by Mr Reco King, November, 2015. Supervisor – Dr Mechelle Gittens.
- “Promoting an Enabling Environment to Address the Impacts of Future Climate Change and Variability on Energy Demand: A Caribbean Community Case Study” by Mrs Adanna A. Robertson-Quimby, December, 2015. Supervised by Dr Thomas Rogers. Seminar Coordinator: Dr Mechelle Gittens

Graduate Students Seminars

- “Applying an Effective Data Search Model on a Data Lake to Provide Developed Applications for Analytics Supporting Climate Services and Multi-Sectoral Data Development and Delivery” by Mr Daison Lowe, June, 2016.
- “Towards the Development of an Automated Atherosclerosis Detection System” by Mr Wendell Satney, June, 2016.
- “Modelling the Interaction between Visitors and the Environment” by Mr Kerry Cox, May, 2016.
- “Constrained Continuation Modelling: The Length of Stay of Tourists in Barbados” by Mr Kerry Cox, May, 2016.
- “An Architecture for Simulating Classical and Operant Conditioning in Virtual Agents” by Mr Alexander Patrick, February, 2016.

Presentation Outside of the University

- “A Real-time Application to Predict and Notify Students about the Present and Future Availability of Workspaces on a University Campus. Association for Computing Machinery” (ACM) Special Interest Group on University and College Computing Services. SIGUCCS 2015:67-74, November 10, 2015, St. Petersburg, Florida. <https://siguccs2015.sched.org/speaker/shamar.ward>

PUBLICATIONS

Book Chapter

Gittens, M. “Standing Alone in Computer Science Education: A Story of Black Women in Academia.” *Critical Research on Sexism and Racism in STEM Fields*. IGI Global: Hershey, Pennsylvania. 2016. 87-114. doi:10.4018/978-1-5225-0174-9.ch005.

Referred Journal Articles

Sodha, J. “Check node LDPC decoder synchronization.” *International Journal of Electronics Letters*. Vol. 4, No. 3. 2016. 287-295. doi: 10.1080/21681724.2015.1034190.

Singh, U. Spink, M., Davis, F., & Mitchell, G. “Morphology of Polymer Networks formed in the Chiral and non-Chiral Phases of an antiferroelectric liquid crystal.” *Chemical Physics Letters*. Vol. 641. 2015. 80-83. doi: 10.1016/j.cplett.2015.10.047.

STAFF

Director

Cashman, Adrian *BSc (Eng.) London, MSc. (EEEM) (York, UK), DIC (Imperial College, London), PhD (Sheffield), C. Eng., (MCIWEM)*

Professor Emeritus

Mahon, Robin, *BSc (UWI), MSc., PhD (Guelph)*

Professor

Oxenford, Hazel, *BSc (Exeter), PhD (UWI)*

Senior Lecturers

McConney, Patrick, *BSc (Bangor), MES (Dalhousie), PhD (UBC)*

Nurse, Leonard, *BSc (UWI), MSc. (MUN), PhD (McGill)*

Lecturer

Cumberbatch, Janice, *BSc (UWI), MES (York), PhD (UWI)*

Programme Coordinator

Selliah, Neetha, *BSc (Surrey), MSc. (UWI)*

Project Assistant

Pena, Maria, *BSc, MSc. (UWI)*

Senior Laboratory Technician

Goodridge, Renata, *BSc (Calgary), MSc. (UWI)*

Information Technology Technician

Benskin, Dale, *BSc (UWI)*

Research Assistant

Jehroum Wood, *BSc, MSc. (UWI)*

Administration

Hurley, Jennifer (*LCCL*), *APS, BA (Hons), PhD (UWI)*

Rollins, Lisa-Ann *Cert. Comm. Stud (SJPP), Cert. Bus Admin; BSc Man Stud (UWI)*

Affiliated Academic Staff

Baldwin, Kimberly, *BSc (UCSB), MSc, PhD (UWI)*

Browne, Darren *BSc, PhD (UWI)*

Headley, Anthony, *BSc (UWI), MSc. (Manchester)*

Inniss, Vernese, *BA (UWI), Med (Toronto), MA, PhD (Delaware)*

Joyette, Antonio, *MSc. (UWI)*

Mahdi, Smail, *BSc, MSc. (Constantine), PhD (Montreal)*

Moore, Rawlestone, *BSc (UWI), MSc. (Wye)*

Payne, Karl, *BSc, MPhil (UWI), MEng (Toronto)*

Pounder, Cherie, *BSc (UWI), MSc. (Birmingham)*

Roth, Michael *BSc, MSc. (Waterloo), PhD (Victoria)*

Schuhmann, Peter, *BSc (U North Carolina), ME (North Carolina SU), PhD (U North Carolina)*

WORK OF THE DEPARTMENT

Sargassum Symposium

On Monday August 17, 2015 CERMES coordinated the regional Sargassum Symposium at the 3Ws Pavilion, on behalf of The Cave Hill Campus of The University of the West Indies. The Symposium brought together natural and social scientists from across the University with key stakeholders in the Caribbean's tourism, business and fisheries sectors to discuss the Sargassum seaweed phenomenon invading our region's beaches and threatening key economic sectors.

Vice-Chancellor's Award for Excellence

The Department received the Vice-Chancellor's Award for Excellence in October 2015.

Coral Reef Monitoring

Maria Pena co-organised the first integrated coral reef monitoring workshop of the Caribbean node of the Global Coral Reef Monitoring Network (GCRMN-Caribbean) – *GCRMN-Caribbean Guidelines Capacity Building Workshop: Towards Comprehensive Coral Reef Monitoring*. The workshop was held under the framework of the UNEP-Caribbean Environment Programme (UNEP-CEP) in collaboration with the SPAW Regional Activity Centre (SPAW-RAC) at the Discovery Bay Marine Lab, UWI, Jamaica, April 18-22, 2016. The objective of this five-day training workshop was to increase capacity for effective integrated coral reef monitoring among GCRMN-Caribbean countries through the use of bio-physical and socio-economic data in coastal management decision-making for improved standardized and strategic reporting at the regional level.

MSc. Renewable Energy Management

The Department took over the delivery of the MSc. Renewable Energy Management Programme.

RESEARCH IN PROGRESS

Department Research

CERMES started a project entitled “Activities to sustain dialogue, partnership and organizational strengthening among fisherfolk organizations” with grant funding of 50,000 USD from FAO Rome for the period January–December 2016. It is being implemented in partnership with CANARI, CNFO and CRFM.

CERMES started a project for provision of an assessment study of opportunities and development of project concept notes for the “Enhancement of the Fisheries Sector contribution to Blue Growth in the Caribbean region” with grant funding of 78,000 BBD from FAO Barbados for the period December 2015 to June 2016.

CERMES has been contracted by The Nature Conservancy’s (TNC) Climate Resilient Eastern Caribbean Marine Managed Areas Network (ECMMAN) project to build additional capacity in socio-economic monitoring and implement socio-economic assessments using the SocMon methodology at five ECMMAN project sites – The Northeast Marine Managed Area (NEMMA, Antigua); Cabrits National Park, Dominica; Grand Anse Marine Management Area, Grenada; The Narrows, St. Kitts and Nevis; and Praslin, St. Lucia. Training and assessments will be conducted by Maria Pena and Jehroum Wood from September 2016 through to January 2017. (Contract value: USD 37,000).

The consultancy for the GEF Small Grants Programme Barbados to develop the Country Programme Strategy under Operational Phase 6 was completed.

The project “Activities to Initiate Dialogue, Partnership and Organizational Strengthening among Fisherfolk Organizations” with FAO, Rome, was completed.

The project “Implementation of the Project Development Phase of the GEF SCCP Adaptation Project- Climate Change Adaptation in the Eastern Caribbean Fisheries Sector” with the FAO Sub-regional office was completed.

The three-month internship of Elsa Tokunaga with CERMES SocMon programme was completed.

The contracted collaboration with CANARI on its project “Enhancing Food Security from the Fisheries Sector in the Caribbean: Building the Capacity of Regional and National Fisherfolk Organisation Networks to Participate in Fisheries Governance and Management” entered its third year with another contract.

The CERMES contract for the “Baseline Survey and Monitoring of National Intersectoral Committees (NICs) in CLME+ Countries and Dependent Territories” was started.

The project for “Coordination of a Global Socioeconomic Monitoring Initiative for Coastal Management” with grant funding from the National Fish and Wildlife Foundation passed its mid-term in June.

The Water-aCCSIS research project continued with good progress being made in the two work packages under CERMES control. The project was granted a no cost extension of a further year.

The CERMES-IRI Columbia University Partnership officially came to an end in June. However, work is still continuing on two fronts. Three CERMES student research projects are being funded through the partnership and a short-term research project looking at information sharing networks is being conducted by a former CERMES student, Ms Jamilla Sealy.

In respect of the AusAID Grant, contact has been made with Griffiths University with a view to establishing an exchange under the terms of the grant. The position of Post-doctoral Fellow has been filled to replace

Dr Aladenola, for a period of 2 years and a Researcher also funded under the grant will be joining CERMES for one year.

CERMES continues to host and collaborate with the International Union for the Conservation of Nature (IUCN) Regional Observatory for Protected Areas and Biodiversity for the Caribbean under the Biodiversity and Protected Areas Management Programme (BIOPAMA).

STAFF RESEARCH

Dr Adrian Cashman

Director & Senior Lecturer – Water Resources Management.

Dr Cashman’s research focuses on the impact of climate change on Caribbean water resources and on water availability in conjunction with colleagues at the Mona and St Augustine Campuses, development of water policy and institutional governance in Caribbean SIDS, the governance of community rainwater harvesting, leakage and non-revenue water studies, and water consumption patterns.

Dr Janice Cumberbatch

Lecturer in Social and Environmental Management.

Dr Cumberbatch continues to focus on participatory processes in policy, project and programme development and implementation.

Dr Patrick McConney

Senior Lecturer in Marine Resource Management Planning.

Dr McConney focused on ecosystem stewardship, socio-economic monitoring and governance aspects of coastal and marine resource management planning through research and outreach in fisheries and marine protected areas.

Dr Leonard Nurse

Senior Lecturer in Coastal Zone Management.

Dr Nurse's ongoing research focuses on human impact on coastal dynamics, integrated coastal management and the impact of climate change on small island environments. His current work focuses on the identification of vulnerability reduction and climate change adaptation strategies suitable to the needs of small islands, based on the outputs of downscaled global and regional climate models. He is also working on an ongoing analysis of downscaled global climate models in collaboration with Dr John Charlery of the Department of Computer Science, Mathematics and Physics, UWI.

Dr Hazel Oxenford

Professor of Marine Ecology and Fisheries.

Professor Oxenford continues to focus on applied research in fisheries and coral associated communities of small island developing states. Current research includes assisted restoration of corals, coral responses to successive bleaching stress and examining simple indicators of fishing pressure.

TEACHING AND STUDENTS**Natural Resources Management Programme****MPhil/PhD Natural Resources Management**

CERMES continued to offer the MPhil/PhD (Environmental Studies). 6 PhD Candidates and 1 MPhil candidate were registered during the reporting period. 2 PhD candidates were on leave of absence.

CONFERENCES ATTENDED, HONOURS AND AWARDS**Antonio Joyette**

August, 2015: Served as Reviewer for *Disaster Journal*.

Tara Mackey

- August 24-28, 2015: Attended the 24th Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.
- August 27, 2015: Received the award for best poster at the Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.

MSc. NATURAL RESOURCES MANAGEMENT

Initially, there were 14 MSc. students registered for the academic year 2015/16, however, by semester two the number had been reduced to 11 as 3 students were required to withdraw.

Research in Progress**MSc. Natural Resources Management Candidates**

Bachew, D. "Description of the Spear Fishery in Trinidad."

Supervisor: Professor Hazel Oxenford.

Daniels, E. "The Suitability of Giant Reed (*Arundo donax*) as a Potential Bagasse Substitute for Cogeneration in Belize."

Supervisor: Dr Leonard Nurse.

DiCintio, A. "Investigation of the Potential for Eco-labelling in Shrimp Fisheries of REBYC-II LAC Project Countries."

Supervisor: Professor Hazel Oxenford.

Felix, J. "Supply and Demand for Lionfish in St. Lucia." Supervisors: Dr Owen Day, Professor Hazel Oxenford.

Jean-Francois, Angelique. "An Assessment of the Availability and Accessibility of International Climate Funds to Saint Lucia and Caribbean SIDS." Supervisor: Mr. Crispin D'Auvergne.

Jobe, K. "Introducing the Ecosystem Approach to Fisheries in Tobago: An Investigation of Two Sites." Supervisor: Dr Patrick McConney.

Kalicharan, L. "By-Catch Composition of the Artisanal Fishery Sector with a Focus on the Chinese Seine in the Demerara." Supervisor: Professor Hazel Oxenford.

McPherson, N. "An Analysis of Water Consumption Trends in Dominica." Supervisors: Dr Adrian Cashman, Mr. Magnus Williams.

Mandeville, S. "The Intended Nationally Determined Contribution Submitted by St. Vincent and the Grenadines to the UNFCCC: A Critical Assessment and Recommendations for an Implementation Strategy." Supervisors: Dr Leonard Nurse, Dr Vernese Inniss, Mr Reynolds Murray.

Prowell, S. "Investigation of the Potential Effects of Climate Change and Aspects of Climate Variability on Water Supply from the John Compton Dam, Saint Lucia." Supervisors: Dr Adrian Cashman, Dr Leonard Nurse, Dr John Charlery.

Spencer, R. "An Investigation of Water Quality Trends in the McKinnon's Pond and Cashew Hill Watersheds in Antigua." Supervisors: Dr Adrian Cashman, Dr Linroy Christian, Mr Jason Williams.

Stoddard, K. "Assessing the Need for the Formalisation and Mainstreaming of the Environmental Impact Assessment Process in St. Vincent and the Grenadines."

Supervisors: Dr Janice Cumberbatch and Dr Adrian Cashman.

Sullivan, R. "An Evaluation of the Knowledge Attitudes and Practices on the use of Renewable Energy in Guyana."

Supervisor: Dr Leonard Nurse.

MSc. Natural Resources Management Results 2015/16

Course Code and Title	No. of Students	Pass Rate (%)
ENVT6000 Concepts and Issues for Environmental Managers	14	93
ENVT6001 Introduction to Environmental Planning and Management	14	79
ENVT6002 Professional Skills for Environmental Management	15	100
ENVT6100 Environmental Impact Assessment	15	67
ENVT6101 Geoinformatics for Environmental Managers	11	100
ENVT 6102 Resource Economics	11	82
ENVT6120 Measurement and Analysis in Natural Resource Management	15	73
ENVT6122 Fisheries Biology and Management	5	100
ENVT6123 Sustainable Tourism in the Coastal Zone	5	100
ENVT6126 Coastal Dynamics and Management	5	100

Course Code and Title	No. of Students	Pass Rate (%)
ENVT 6127 Ecology and Management of Coral Reef Ecosystems	5	100
ENVT6130 Climate Dynamics and Modeling	4	100
ENVT6131 Policy Response to Climate Change	4	100
ENVT6132 Vulnerability to Climate Change and Impact Assessment	4	100
ENVT6133 Climate Change Impacts: Mitigation and Adaptation	4	75
ENVT6200 Hydrology	2	100
ENVT6210 Groundwater Resources	2	100
ENVT6220 Water and Wastewater Management	2	100
ENVT 6230 Water Management and the Environment	2	100
ENVT 6900 Research Project	13	In Progress

Degrees Awarded – (October 2015)

Natural Resources Management
14 MSc. degrees and 1 MPhil degree were awarded in October 2015 in respect of the Natural Resources Management Programme.

RENEWABLE ENERGY MANAGEMENT PROGRAMME

There were 24 MSc. students registered at the beginning of the academic year 2015/16, 3 were new and the rest were continuing.

Research in Progress – MSc. Renewable Energy Management Candidates

Bourne, N. "An Investigation into Understanding the Public's Perceptions of the Use of Large-Scale Wind Turbines in Barbados for Wind Energy Generation."
Supervisor: Dr Janice Cumberbatch.

Brathwaite, O. "Scenarios for a 100% Renewable Electricity Supply for Barbados by 2036."
Supervisor: Dr Thomas Rogers.

Dottin, A. "The Motivation for the Purchase of Solar PV Owners: A Barbados Case Study."
Supervisor: Dr Janice Cumberbatch.

Harewood, A. "Implementation of a Bioenergy Waste Management Programme for Banks Breweries Ltd (Newton Site)."
Supervisor: Dr Carlos Hunte.

Jones, S. "Performance of Solar Photovoltaic Systems at Geographic in Barbados Based on the Solar Energy Received."
Supervisor: Mr. William Hinds.

Maughan, J. "Battery Storage Options for Barbados: An Analysis of Battery Storage Technologies for Residential and Commercial Solar PV Systems."
Supervisor: TBA.

Saunders, C. "Exploring a 100% Clean Renewable Electricity Generation Scenario for Trinidad and Tobago."
Supervisor: Dr Thomas Rogers.

MSc. Renewable Energy Management Results 2015/16

Course Code and Title	No. of Students	Pass Rate (%)
RNEM6015 Energy Sources and Clean-Energy Systems	3	100
RNEM6010 Energy Economics	2	100
RNEM6020 Energy Use and Energy Auditing	3	100
RNEM6025 Shaping Sustainable Energy Systems	3	100
RNEM6030 Occupational and Environmental Safety and Health and Renewable Energy Public Policy	4	75
RNEM6045 Wind Energy I	5	80
RNEM6055 Solar Energy Conversion	7	86
RNEM6060 Innovation, Implementation and Entrepreneurship	3	100
RNEM6090 Research Project		In Progress

Degrees Awarded – (October 2015) – Renewable Energy Management

7 MSc. degrees were awarded in October 2015.

STAFF ACTIVITIES

Academic Conferences Attended and Papers Read

Cashman, A. “Urban Water Management, Barbados.” The Organisation of American States Workshop on Sustainable Cities, Accra Beach Hotel, Bridgetown, Barbados, Aug. 13, 2015.

Cashman, A. “Building a Climate Resilient Water Sector in the Caribbean.” Inter-American Development Bank, Caribbean Development Bank, Caribbean Water and Sanitation Association Inc., Caribbean Water and Wastewater Association Workshop on Building a Climate Resilient Water and Sanitation Sector in the Caribbean, Miami, Florida, Aug. 23-24, 2015.

Cashman, A. “The Water-Food-Energy Nexus: Is it relevant to Barbados?” Slow Food Movement Barbados Green Summit, Four Square Factory, Barbados, Sep. 3, 2015.

Cashman, A. “Sargassum: 2011, 2015” Council of Ministers of the Caribbean Tourism Organisation, World Trade Centre, Curaçao, Oct. 21, 2015.

Cashman, A. “The Importance of an Integrated Water Resources Management Approach to Building Climate Resilience.” CARPHA Caribbean Environmental Health Officers Conference, Coco Palm Hotel, Rodney Bay, St Lucia, Nov. 18-20, 2015.

Cashman, A. “Water Resources Management under Climate Change in Small Island States: The Case of Carriacou”. Development and Climate Days Conference, Paris, Dec. 5-6, 2015.

Cashman, A. “Water Quality and Availability: Connecting with Vector-Borne Diseases.” Regional Task Force on Zika Symposium, Hilton Hotel, Barbados. Mar. 4, 2016.

Cashman, A. “Research Funding – A Personal Perspective”. Pan-American Health Organisation, Bridgetown, Barbados, Jun. 15, 2016.

Cumberbatch, J. “Quality of the Environment: Impact on Caribbean Tourism.” Regional Task Force on Zika Symposium, Hilton Hotel, Barbados, Mar. 4, 2016.

Drakes, C. “A Multi-Scalar Approach to Scenario Development, the Caribbean Experience.” The International Congress of Environmental Modeling and Software Society Conference 2016, France, Jul. 10-14, 2016.

Fanning, L., and **R. Mahon**. “Comparison of Governance Assessments Conducted by the Five Transboundary Waters Assessment Programme Components.” GEF Transboundary Waters Assessment Programme (TWAP) Programme Launch, Organisation of American States, Washington DC. Jul. 12, 2016 and The World Bank, Washington DC, Jul. 13, 2016.

Gohar, A., and Cashman, A. “Modeling the Impacts of Climate Change and Variability on Water Scarcity and Economic Welfare: Example from Tropical Island.” 24th Caribbean Water and Wastewater Association (CWWA) Conference, Miami, Florida, Aug. 24-28, 2015.

Knowles, L.E., **K. Baldwin** and **H. Oxenford**. “Marine Habitat Mapping in Barbados: Ground-truthing Survey and Analysis in Support of Remote Sensing.” 68th Annual Meeting of the Gulf & Caribbean Fisheries Institute, Panama City, Nov. 9-13, 2015.

McConney, P. “Caribbean Connections between the MSc. and Small-scale Fisheries (SSF) Guidelines.” Meeting of the Marine Stewardship Council (MSC) Stakeholder Council, Madrid Jan. 8-14, 2016.

McConney, P., I. Monnereau, B. Simmons and **R. Mahon**. “Report on the Survey of National Inter-Sectoral Coordination Mechanisms.” The First CLME+

Project Steering Committee Meeting and Inception Workshop of the Caribbean Large Marine Ecosystem and North Brazil Shelf (CLME+) Project. Cartagena, Colombia Jan. 25-29, 2016.

Maharaj, A., Payne, K., and Cashman, A. "Quantifying the Available Groundwater Resource in the Speightstown Catchment, Barbados." 24th Caribbean Water and Wastewater Association (CWWA) Conference, Miami, Florida, Aug. 24-28, 2015.

Maharaj, A. "Advancing the Application of Climate and Hydrological Information and its Translation into Policy." IDRC workshop, Panama, Oct. 5-10, 2015.

Mahon, R. and L. Fanning, "Governance Considerations for LMEs." Keynote Presentation, Session on LME Governance - Links to ICM and MPA Efforts, 17th Annual Large Marine Ecosystem Meeting, Paris, Sep. 29 – Oct. 2, 2015.

Mahon, R. "Progress in Transboundary Ocean Governance in the Wider Caribbean Region." Pew Fellows Conference, Puerto Rico, Oct. 16-19, 2015.

Mahon R. "The Emerging Institutional Context for Connecting Science and Policy at the Wider Caribbean Regional Level." Pew Fellows Conference, Puerto Rico, Oct. 16-19, 2015.

Mahon, R. and P. McConney. "Lessons Learned from National Inter-Sectoral Consultative Mechanisms (NICs) in LME Projects." Global Environment Facility (GEF) International Waters Conference (IWC8). Negombo, Sri Lanka, May 9-13, 2016.

Manuel Sanchez, M., **H. Oxenford**, O. Gros, J. Mateo, G. García-Moliner, A. De Jesús Navarrete and D. Aldana Aranda. "Distribution and Abundance of Veliger Larvae of *Strombus gigas* (Linnaeus, 1758) in the Caribbean Sea." 68th Annual Meeting of the Gulf & Caribbean Fisheries Institute, Panama City, Nov. 9-13, 2015.

Nurse, L., J. Charlery, L. Pologne and A. Joyette. "Characterizing the December 2013 Extreme Rainfall Event in the Eastern Caribbean." 96 Annual Conference of the American Meteorological Society, New Orleans Jan. 10-14, 2016.

Oxenford, H.A. and J. Franks, "Sargassum: ecological aspects and source of the influx." Sargassum Symposium, University of the West Indies, Cave Hill Campus, Aug 17, 2015.

Oxenford, H.A., and N. Simpson. "Overview of WECAFC Expert Working Groups and Relevant Research 2012-2015." 7th Session of the Scientific Advisory Group of FAO-WECAFC, Nov. 7-8, 2015.

Oxenford, H.A., J. Franks and D. Johnson. "Facing the Threat of Sargassum Seaweed." ACS Caribbean Sea Commission 1st Scientific Symposium 'Challenges, Dialogue and Cooperation Towards the Sustainability of the Caribbean Sea'. Port of Spain, Nov. 23-24, 2015.

Pena, M. "SocMon Caribbean and Comprehensive Integrated Monitoring." 13th International Coral Reef Symposium (ICRS), Honolulu, Hawai'i. Jun. 19-24, 2016.

Talaue McManus, L. and **R. Mahon**. "Transboundary Waters and Contemporary Risk." GEF Transboundary Waters Assessment Programme (TWAP) Programme Launch. Organisation of American States, Washington DC, 12 Jul. 2016 and The World Bank, Washington DC, Jul. 13, 2016.

OTHER CONFERENCES ATTENDED, HONOURS AND AWARDS, AND PUBLIC SERVICE

Dale Benskin

November 4, 2015: Attended the Caribbean Agribusiness Forum Workshop on ICT for Fisheries, UWI Cave Hill Campus, Barbados.

Adrian Cashman

Reviewer for *Nature Climate Change; Environment, Environment and Development; Water Policy, Water Research, Water Supply Journal; Foresight, Climate and Development; Flood Risk Management; Water Science; Environmental Innovations and Societal Transitions; Environmental Science and Ecology; West Indian Journal of Engineering; and, Water Science and Technology, Water Resources Management Journal.*

- August 17, 2015: Attended the Sargassum Symposium, Cave Hill Campus, Barbados.
- August 23-24, 2015: Attended a workshop on Building a Climate Resilient Water and Sanitation Sector in the Caribbean, Miami, USA.
- August 25, 2015: Attended the 24th Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.
- August 27-28, 2015: Attended the Global Water Partnership Technical Committee meeting as a member of the committee, Stockholm, Sweden.
- September 3, 2015: Attended the Slow Food Movement Barbados Green Summit, Four Square Factory, Barbados.
- October 15, 2015: Attended Vice Chancellors Award's Ceremony, Cave Hill Campus to receive Most Outstanding Department award to CERMES.
- October 19, 2015: Meeting with BWA to assist them in writing a funding submission to the Green Climate Fund.

- October 21, 2015: Attended the Council of Ministers of the Caribbean Tourism Organisation, World Trade Centre, Curaçao.
 - October 30, 2015: Invited panellist at the Climate Change (COP21) Symposium, hosted by the European Union Delegation to Barbados and the Eastern Caribbean, OECS & CARIFORM, Savannah Hotel, Bridgetown, Barbados.
 - November 17, 2015: Attended Global Local Caribbean Climate Mitigation and Adaptations Scenario research project Technical Steering committee meeting (virtual).
 - November 19, 2015: Attended the CARPHA Caribbean Environmental Health Officers Conference, Coco Palm Hotel, Rodney Bay, St Lucia.
 - November 23-25, 2015: Attended the “Dialogue on Water Governance”, organized by UN Water, United National University-Institute for Water Environment and Health and UN ECLAC, Ceara Convention Centre, Fortaleza, Brazil.
 - November 26, 2015: Rapporteur for “UN Water Regional Expert Consultation on Water Security: Latin America and the Caribbean” organized by UN Water, United National University-Institute for Water Environment and Health and UN ECLAC, Ceara Convention Centre, Fortaleza, Brazil.
 - December 5-6, 2015: Attended the Development and Climate Days Conference, Paris, France.
 - January 7, 2016: Attended the Green Energy Group meeting at the Barbados Central Bank.
 - February 17, 2016: Attended a virtual meeting of the Global Water Partnership’s Technical Committee.
 - March 4, 2016: Attended the Zika Symposium at the Hilton Hotel, Barbados.
 - March 24, 2016: Attended the discussion of the National Action Plan on Desertification hosted by the Ministry of Environment and Drainage.
 - April 11-12, 2016: Attended the Global Local Caribbean Mitigation and Adaptation Scenarios research project workshop on Scenarios, held at St Augustine Campus, Trinidad.
 - April 13-27, 2016: Delivered the face to face component of the training course on Water Resources Management and Climate Change to 70 officials from the OECS Countries (Grenada, St Vincent, St Lucia, Antigua and Barbuda, St Kitts and Nevis, Dominica, Montserrat, Anguilla, British Virgin Islands).
 - April 28, 2016: Attended the second meeting of the Regional Coordinating Committee on Climate Change held in St Lucia.
 - May 30, 2016: Attended and facilitated stakeholder consultation meeting at the invitation of the Jamaican Ministry of Agriculture and the IDB at Hill Run Irrigation Project, St Catherine’s, Jamaica.
 - June 01, 2016: Catholic Formation Institute; “Is it too late to save the planet?” St Patrick’s Cathedral, Bridgetown.
 - June 05, 2016: Ministry of Environment and Drainage: Stakeholder dialogue concerning Barbados Nationally Determined Contributions to the UNFCCC.
 - June 07, 2016: Attended Small Grants Programme Barbados National Steering Committee meeting.
 - June 08, 2016: Attended Virtual Meeting of the Global Water Partnership Organisation Technical Committee.
 - June 21, 2016: Meeting with Barbados Water Authority, University of South Florida and Caribbean Community Climate Change Centre to discuss development of grant proposal to the Green Climate Fund.
 - June 22 and July 22, 2016: Sustainable Water Management under Climate Change (Water-aCCSIS): On-going project coordination meetings.
 - June 28, 2016: Attended Virtual Meeting of the Japan-Caribbean Climate Change Partnership Technical Advisory Group.
 - 30 June, 2016: Attended the donor coordination meeting of the EU sponsored Eastern Caribbean Development Partners on Climate Change and Disaster Risk Reduction, Bridgetown.
 - July 06, 2016: At the invitation of the US Embassy, attended US Independence celebrations.
 - July 11, 2016: Meeting with the EU Delegation and advisor Dr A. Zervos organising the Caribbean Energy Conference in Barbados, along with Prof. W. Hunte.
 - July 12, 2016: Fair Trading Commission; Consultation on the introduction of standards of service by the BWA, Solidarity House, Bridgetown.
 - July 26, 2016: Barbados Chamber of Commerce and Industry, Lunchtime address.
- Janice Cumberbatch**
- August 17, 2015: Planned and implemented the regional Sargassum Symposium
 - October 7, 2015: Facilitated a session for members of the service learning community and others from the campus who attended a webinar on Service Learning at Cave Hill Campus.
 - November 4, 2015: Attended the EKACDM Initiative’s Technical Committee meeting, via teleconference at Cave Hill Campus.
 - November 5, 2015: Attended the National Consultation on Climate Change at UN House. Hosted by the Caribbean Policy Development Centre, Pinelands Creative Workshop and the Global Environment Facility.
 - March 3, 2016: Attended a meeting on the update of the Barbados Physical Development Plan which was facilitated by Ecoisle Consulting in the CERMES conference room.
 - March 15, 2016: Participated in a conference call meeting of the Public Education and Communication Working Group of the Zika Task Force.
 - March 17, 2016: Participated in a Symposium on Mathematics hosted by the Teaching and Learning Committee of the Faculty of Science and Technology
 - June 21-23, 2016: Participated in the Regional Training of Trainers Workshop on the Use of Integrated Environmental Assessment Tools for Enhanced MEA Implementation, Georgetown, Guyana. Hosted by CARICOM Secretariat.

- July 6, 2016: Participated in the Adaption Measures to Counter the Effects of Climate Change (AMCECC) Stakeholder Meeting at Trents Community Centre, Trents, Holetown.
- July 12, 2016: Caribbean Policy Development Centre, Validation Meeting for the National Assessment of the Social Development Contribution of the NGO Sector. Convened at the Community Development Department, Barbados.

Crystal Drakes

- June 29 - July 3, 2015: Attended the annual Executive Course on Foresight Methodology at the University of Manchester Business School.
- August 24-28, 2015: Attended the 24th Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.
- April 8-12, 2016: Facilitated a Scenario workshop for the project "Global-Local Climate Change and Adaptation and Mitigation Scenarios" held in Trinidad at UWI St. Augustine Campus in collaboration with Stockholm Environmental Institute.

Jeanel Georges

- August 24-28, 2015: Attended the 24th Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.

Abdelaziz Gohar

- August 24-28, 2015: Attended the 24th Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.

Renata Goodridge

- April 18-22, 2016: Attended the GCRMN-Caribbean Guidelines Capacity Building Workshop: Towards Comprehensive Coral Reef Monitoring, Discovery Bay Marine Lab, Jamaica.

Candi Hosein

- August 24-28, 2015: Attended the 24th Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.

Timothy Laing

Reviewer for *Extractive Industries and Society Journal* and *International Journal of Climate Change Strategies and Management*.

- December 11, 2015: Attended CReWSIP meeting on Climate-proofing water investment in the Caribbean: Stakeholder consultation on Regional Framework for Investment, St Lucia.
- December 17, 2015: Attended CI-Guyana workshop on development of Sustainable Development Agreements for Indigenous Communities in Guyana, Georgetown, Guyana.
- February 15-16, 2016: Attended Water-aCCSis project meeting at UWI-Cavehill, Barbados.
- March 2-3, 2016: Attended CI-Guyana workshop on development of Sustainable Development Agreements for Indigenous Communities in Guyana, Georgetown, Guyana.
- April 11-12, 2016: Attended GoLoCarSce scenario workshop at UWI-St Augustine, Trinidad.

Patrick McConney

Reviewer for *Tropical Conservation Science*; *Aquatic Conservation*; *Marine and Freshwater Ecosystems*; *Environmental Management* and *Ocean & Coastal Management*.

- August 19, 2015: Organised and attended Leading Fisherfolk Training on Negotiation and Networks, CERMES, UWI Cave Hill Campus.
- August 24-25, 2015: Attended the Regional Validation Workshop for Model Legislation, Protocols, Guidelines and Institutional Framework; Environmental Monitoring Programmes; and, Mechanisms for Coordination of Issues at National and Regional Levels for Sanitary and Phyto-Sanitary (SPS) Measures relevant to the Fisheries Sector Bridgetown, Barbados.
- September 2-5, 2015: Attended the IUCN Regional Conservation Forum 2-5 Sep 2015 in Panama that included the launch of the Caribbean Protected Areas Gateway.
- September 09-12, 2015: Attended the FAO Sustainable management of bycatch in Latin America and Caribbean trawl fisheries (REBYC-II LAC) Work Planning Workshop I, United Nations House, Barbados.
- October 5-8, 2015: Resource person at the CANARI 3rd Action Learning Group workshop in fulfillment of the CERMES contract as a project partner, Antigua.
- October 26-28, 2015: CERMES representative at the Project Executive Group meeting of the Caribbean Large Marine Ecosystem and North Brazil Shelf (CLME+) Project, Miami.
- November 4, 2015: Participated in the Caribbean Agribusiness Forum Pre-event Workshop on ICT for Fisheries: Towards Replicating and Scaling Up, Bridgetown, Barbados.
- November 8-12, 2015: Attended the 68th Annual Meeting Gulf and Caribbean Fisheries Institute (GCFI), Panama City, Panama.

- December 1-2, 2015: Attended the 2nd Western Central Atlantic Fishery Commission (WECAFC) Strategic Reorientation Workshop, Port of Spain, Trinidad.
- January 8-14, 2016: Attended a meeting of the Marine Stewardship Council (MSC) Stakeholder Council, MaDrid, Spain.
- March, 17-18 2016: Attended Expert Working Group Meeting to Review and Validate the Draft Reports on Linkages between Fisheries and Tourism, Bridgetown, Barbados.
- April 5-6, 2016: Attended StewardFish Project Validation Workshop, Georgetown, Guyana.
- April 7-8, 2016: Attended Fourteenth Meeting of the Caribbean Fisheries Forum Georgetown, Guyana.
- May 5-6, 2016: Expert Working Group Meeting to agree on the methodology of the Study on Impacts of Rising Cost Factors such as Capital, Labour, Maintenance and energy Costs on Fishing Operations, Bridgetown, Barbados.
- May 9-13, 2016: The Global Environment Facility (GEF) International Waters Conference (IWC8), Negombo, Sri Lanka.
- May 31, 2016: IUCN Caribbean Regional Meeting conference call.
- June 8-10, 2016: FAO sustainable management of bycatch in Latin America and Caribbean trawl fishing project (REBYC-II LAC) Regional Workshop on Data Collection and Analysis, Governador Celso Ramos, Brazil.
- June 20-24, 2016: Sixteenth session of the Western Central Atlantic Fishery Commission (WECAFC), Le Gosier, Guadeloupe.
- July 4-7, 2016: UNDP/GEF CLME+ Communications Strategy Workshop, Miami, USA.
- July 23, 2016: Barbados National Union of Fisherfolk Organisations (BARNUFO) Board Orientation Workshop, CERMES, UWI.

Anuradha Maharaj

- August 24-28, 2015: Attended the 24th Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.
- October 5-10, 2015: Attended an IDRC workshop “Advancing the application of climate and hydrological information and its translation into policy”, Panama.
- February 15-16, 2016: Attended and presented at the Water_aCCSIS meeting in Barbados.
- April 11, 2016: Attended Day 1 of the GoLoCarSe meeting at the St. Augustine Campus Trinidad.

Robin Mahon

Reviewer for *Environmental Conservation and Lakes & Reservoirs: Research and Management*.

- Invited to be a member of the Caribbean Community Secretariat ‘Advisory Group to support CARICOM Member States on Advancing Paragraphs 53-58 - Oceans and Seas - of the Samoa Pathway’.
- September 2-3, 2015: Invited participant, Expert Group Meeting on “Integrated Approaches for the Implementation of the SAMOA Pathway and the Post-2015 Development Agenda: Linkages between SIDS, Climate Change, and Oceans and Seas”, Organized by the SIDS, Oceans, and Climate Branch of the Division for Sustainable Development, United Nations Department of Economic and Social Affairs, United Nations Headquarters, New York.
- October 16-19, 2015: Coconvener, Session on ‘Connecting Ocean Science and Policy at the Regional Level in the Wider Caribbean’, Pew Fellows Conference 2015, Puerto Rico.
- October 26-27, 2015: Attended the Caribbean Large Marine Ecosystem Project, Project Executive Group Meeting, Miami, Florida.
- October 28, 2015: Attended the Caribbean Large Marine Ecosystem Project, Interim Strategic Action Plan Coordination Mechanism meeting, Miami, Florida.

- May 6, 2016: Participated in the First Meeting of the Scientific and Technical Sub-commission of the Caribbean Sea Commission (CSC), Association of Caribbean States Headquarters, Port of Spain, Trinidad and Tobago.
- May 11, 2016: Attended ‘Parliamentary Evening: A Sustainable Future for Oceans and Coasts – Implementing the 2030 Agenda Wednesday, GIZ, Berlin, Germany.
- May 12-13, 2016: Attended the Institute for Advanced Sustainability Studies workshop ‘Sustainable Development Goals for the Ocean: Turning Commitment into Action’, IASS Potsdam, Potsdam, Germany.

Iris Monnereau

- July 27-29, 2016: Technical Meeting on Migration, Displacement and Human Mobility of the Executive Committee of the Warsaw International Mechanism (WIM Excom) in Casablanca, Morocco.

Leonard Nurse

Reviewer for the *Journal of Hydrometeorology* and the *Journal of Environmental Studies and Sciences*.

- August 24-25, 2015: Invited as a co-editor to participate in discussions with Henry Bokuniewicz, Distinguished Professor, School of Marine and Atmospheric Sciences, Stony Brook University, Long Island, New York to commence planning for the publication of a special issue on the impact of submarine groundwater discharge on island coastal subsystems, in an international journal in early 2017.
- September 16, 2015: Participated in the ‘National Stakeholder Validation Workshop on Barbados Intended Nationally Determined Contribution (INDC) to the United Nations Framework Convention on Climate Change’, Hilton Hotel.

- October 21-23, 2015: Attended the annual meeting of the Advisory Board of the 'Virgin Islands Experimental Program to Stimulate Competitive Scientific Research Program' (VI-EPSCoR), USVI.
- December 6-11, 2015: Participated in the UNFCCC CoP 21 negotiations, Paris, in the dual capacities of advisor, delegation of Barbados and member of the Caribbean Community Climate Change Centre.
- December 18, 2015: Gave remarks on behalf of the Caribbean Community Climate Change Centre at the handing over ceremony for the 170 KW photovoltaic power generation system, Carlton Pumping Station, St. James, Barbados.
- January 10-14, 2016: Participated in the 96 Annual Conference of the American Meteorological Society, New Orleans, Louisiana.
- March 21, 2016: Participated in a seminar on CDB's approach to allocation of funding for climate change-related programmes, and the methodology used to mainstream climate change considerations into infrastructure projects, CDB, Barbados.
- March, 31 2016: Attended a meeting of the Evaluation Committee for the Barbados offshore petroleum exploration programme, Division of Energy, Country Rd, St. Michael.
- April 8-10, 2016: Attended the IDB Annual Board of Directors meeting, Nassau, Bahamas.
- June 29-July 1, 2016: Invited by United Nations Conference on Trade and Development (UNCTAD), Geneva, to serve on Panel of Expert Reviewers for the Draft Technical Reports on the Vulnerability of Caribbean Air and Sea Ports to the impacts of climate change: Case Studies of the Ports of Kingston, Montego Bay, Castries and View Fort. Palais de Nations, Geneva.

Hazel Oxenford

Reviewer for *Royal Society Open Science*; *PlosONE*; *Gulf and Caribbean Research*; *Aquatic Biology*; *Caribbean Journal of Science*; *American Geophysical Union*; and *Journal of Shellfish Research*.

- Passed training in the DAN (Divers Alert Network) Diving Emergency Management Provider course which includes: Emergency Oxygen for Scuba Diving Injuries; Basic Life Support: CPR and First Aid (skill review); Neurological Assessment; First Aid for Hazardous Marine Life Injuries.
- Invited Member of the Interim Advisory Group to CARICOM Member States during the negotiation sessions of the Preparatory Committee established by General Assembly resolution 69/292 "Development of an international legally binding instrument under the United Nations Convention on the Law of the Sea on the conservation and sustainable use of marine biological diversity of areas beyond national jurisdiction".
- Invited Lead Author on the 'Impacts of climate change on fish and shellfish in Caribbean Small Island Developing States' for the Commonwealth Marine Economies Programme (CMEP) to develop a 'Caribbean Marine Climate Change Report Card'.
- Expert Member of a GCFI/NOAA advisory group to help Caribbean marine protected area (MPA) managers on issues related to bio-physical monitoring.
- August 17, 2015: Gave key note presentation at UWI Sargassum Symposium, Cave Hill Campus.
- August 28, 2015: First committee meeting for the 2nd National Biodiversity Strategy and Action Plan / 5th National Report Project, Ministry of Environment and Drainage, Warrens.
- September 15, 2015: Presentation (with K. Baldwin) of Barbados habitat mapping ground-truthing results to meeting of Baird & Assoc. and Coastal Zone Management Unit, CERMES, UWI Cave Hill Campus.

- October 5, 2015: Invited participant to site visit for discussion of Inter-American Development Bank (IDB) Coral Gardening Project, Bellairs Research Institute, Holetown.
- November 7-8, 2015: Invited Member to 7th Session of the Scientific Advisory Group (SAG) of FAO-WECAFC, Panama City, Panama.
- November 9-11, 2015: Invited Member to 2nd Regional Workshop on Billfish Management and Conservation of the WECAFC/OSPESCA/CRFM/CFMC Working Group on Recreational Fisheries, Panama City, Panama.
- November 6-13, 2015: Attended the 68th Annual Meeting of the Gulf and Caribbean Fisheries Institute conference, Panama City, Panama.
- November 23-24, 2016: Invited participant and key speaker at the African and Caribbean States (ACS) Caribbean Sea Commission 1st Scientific Symposium on 'Challenges, dialogue and cooperation towards the sustainability of the Caribbean Sea', Port of Spain, Trinidad and Tobago.
- December 5, 2015: Assisted at weigh-in station for national lionfish derby.
- December 10, 2015: Attended the Fisheries Advisory Committee meeting.
- March 21-22, 2016: Expert Speaker and panelist at Government of the British Virgin Islands Regional Sargassum Conference: assessing the problems, finding solutions, harnessing the economic benefits. Moskito Island, BVI.
- March 24, 2016: Invited participant to review 4th Barbados National Action Plan to Prevent Land Degradation. Ministry of Environment and Drainage.
- March 31– April 3, 2016: Official Biologist for the BGFA International Game Fishing Tournament, Port St Charles, Barbados. Overseeing identification of catch and release species from photographs.
- June 20-24, 2016: 16th Session of the Western Central Atlantic Fishery Commission (WECAFC). Guadeloupe, FWI.

Maria Pena

- October 19-23, 2015: Coordinated and facilitated the South Coast Marine Management Area (SCMMA) Training Workshop on Socio-economic Monitoring for Coastal Management (SocMon) workshop for Coastal Zone Management Unit (CZMU) staff.
- November 8-13, 2015: Attended the 68th Annual Meeting Gulf and Caribbean Fisheries Institute (GCFI), Panama City, Panama.
- April 18-22, 2016: Co-facilitated the SocMon training component at the GCRMN-Caribbean Guidelines Capacity Building Workshop: Towards Comprehensive Coral Reef Monitoring, Discovery Bay Marine Lab, Jamaica.

Neetha Selliah

Continued as mentor to the Barbados National Union of Fisherfolk Organisations (BARNUFO), and along with the CERMES team, continued to work with the organisation on restructuring and strengthening their capacity.

- August 7, 2015: Attended and assisted with the regional Sargassum Symposium.
- October 13, 2015: Co-facilitated and arranged a national workshop for fisherfolk in collaboration with CANARI and BARNUFO through the project Strengthening Caribbean Fisherfolk to Participate in Governance.
- February 26, 2016: Represented CERMES at a meeting on the World Climate Challenge (WCC) to discuss UWI's broad research areas on natural resource management, risk management and adaptation in relation to climate change, hosted by the Division of Economic Affairs, Ministry of Finance and Economic Affairs.
- April 19, 2016: Attended BARNUFO's General Election for a new Board of Directors, Fisheries Division, Bridgetown, Barbados, April 19, 2016.

Jehroum Wood

- August 24-28, 2015: Attended the 24th Caribbean Water and Wastewater Association (CWWA) Annual Conference, Miami, Florida.
- October 19-23, 2015: Co-facilitator of the South Coast Marine Management Area (SCMMA) Training Workshop on Socio-economic Monitoring for Coastal Management (SocMon) workshop for Coastal Zone Management Unit (CZMU) staff.
- April 18-22, 2016: Co-facilitated the SocMon training component at the GCRMN-Caribbean Guidelines Capacity Building Workshop: Towards Comprehensive Coral Reef Monitoring, Discovery Bay Marine Lab, Jamaica.

VISITORS AND INTERNATIONAL LINKS

International Links

- CERMES continued to collaborate with the CARICOM Caribbean Regional Fisheries Mechanism (CRFM) under an MOU between CRFM and UWI for which CERMES is liaison.
- CERMES continued extensive collaboration with the Caribbean Community Climate Change Centre under an MOU. This included serving as the Chair of the Board of Governors.
- CERMES continued to contribute to the work of the Association of Caribbean States in establishing the Caribbean Sea Commission and pursuing the Caribbean Sea Initiative. CERMES is liaison with the ACS under a MOU signed between the ACS and UWI in 2011.
- Collaboration with the Global Environment Facility (GEF) Small Grants Programme (SGP) continued.

Visitors

- July 9, 2015: John Vaughn and Kimberly Hamilton, Integra, Washington DC.
- July 21, 2015: Darlene Middleton, Winrock International Virginia, and Yolanda Alleyne, Ecoisle Barbados.
- October 29, 2015: David Smith, Coordinator, Institute for Sustainable Development (ISD), UWI / Chairperson.
- November 5, 2015: Dr Kim Mallalieu and Mr. Kyle DeFreitas of the Caribbean ICT Research Programme (CIRP) in the Department of Electrical and Computer Engineering, UWI St Augustine Campus.
- November 5, 2015: Ms Iliganao Matuu from the National University of Samoa, recipient of the Caribbean-Pacific Mobility Scheme Staff Award.

- November 16, 2015: Professor Thomas Meredith, McGill University, Canada.
- November 16, 2015: Ms. Carolyn Heaps and Mr Michelet Fontaine of Chemonics, Washington DC.
- November 18, 2015: Bill Chislett and Marlene Power Simba of the Marine Institute of Memorial University of Newfoundland.
- November 19, 2015: Maurice McNaughton, director of the Center of Excellence for IT-enabled Innovation, Caribbean Open Institute at Mona, UWI.
- June 9– July 25, 2016: Professor Slobodan Djordjevic joined CERMES as a Visiting Professor.
- June 27 – July 1, 2016: Dr Rafaelle Lafortezza, who had been offered the position of Senior Lecturer in CERMES. He gave a public lecture on 30 June in CERMES.
- July 7-9, 2016: Dr AlejanDro Gutiérrez, Director, International Ocean Institute (IOI), Universidad nacional de Costa Rica, and Eduardo Marone, International Ocean Institute -Brazil Operational Centre Director, Parana Federal University, Brazil to explore options for delivery of a 15-day IOI course on 'Ocean Science, Ocean Governance and Geoethics' in the insular Caribbean.
- July 25 – September 23, 2016: Ms Christal Benjamin joined CERMES as a CCRIF sponsored intern. She worked on the development of a geographically referenced, searchable database of CERMES research projects to be accessible via the CERMES website.

BENEFACCTIONS

Professor Hazel Oxenford was awarded a US\$5,750 grant from the Mohamed bin Zayed Species Conservation Fund for research towards assisting the recovery of elkhorn corals on Barbados' fringing reefs.

PUBLICATIONS

Refereed Book Chapters

Chuenpagdee, R., **McConney, P.**, Munro, G., Ferreira, B., Marschoff, E., Rice, J. and Rosenberg, A. "Social and Economic Aspects of Sea-Based Food and Fisheries." *The First Global Integrated Marine Assessment. (First World Ocean Assessment)*. L. Inniss and A. Simcock, eds. United Nations: New York. n. pag. 2016.

Cox, S. and **McConney, P.** "Exploring Adaptive Co-management as a Pathway to Enhance the Governability of Sea Urchin Fisheries in Barbados and Saint Lucia." *Interactive Governance for Small-Scale Fisheries*. S. Jentoft and R. Chuenpagdee, eds. Springer International Publishing: Switzerland. 2015. 583-604.

Monnereau, I. and **McConney, P.** "Governability of Small-Scale Lobster Fisheries in the Wider Caribbean." *Interactive Governance for Small-Scale Fisheries*. S. Jentoft and R. Chuenpagdee, eds. Springer International Publishing: Switzerland. 2015. 223-241.

Idrobo, C. J., Asselin, H., Davidson-Hunt, I. J., **McConney, P.**, Meijer, S. S., Olsen, N. and Suich, H. "Mixed methodology for PiN landscape assessments." *People in Nature: Valuing the Diversity of Interrelationships between People and Nature*. I. J. Davidson-Hunt, H. Suich, S. S. Meijer, and N. Olsen, eds. IUCN: Switzerland. 2016. 35-50.

Davidson-Hunt, I. J., Asselin, H., Berkes, F., Brown, K., Idrobo, C. J., Jones, M. A., **McConney, P.**, O'Flaherty, R. M., Robson, J. P. and Rodriguez, M. "The Use of Biodiversity for Responding to Globalised Change." *People in Nature: Valuing the Diversity of Interrelationships between People and Nature*. J. Davidson-Hunt, H. Suich, S. S. Meijer, and N. Olsen, eds. IUCN: Switzerland. 2016. 19-34.

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Dean's Overview

Academic year 2015/2016 was another challenging year for the Faculty of Social Sciences at the Cave Hill Campus of the University of the West Indies. The faculty celebrated forty years of existence with a range of celebratory and developmental activities, and continued to play a central role in the advancement of the Cave Hill campus and UWI. However, the faculty again faced significant declines in student enrolment as the Caribbean region wrestles with modalities of funding higher education. Despite these challenges, the faculty made a number of improvements in the area of teaching, learning and student development and recorded a significant increase in its research and publication output as well as the global impact of that research. The faculty also maintained the traditionally high level of outreach and public service, with an increased.

Teaching, Learning & Student Development

In the face of a new reality where students with the exception of those from Trinidad and Tobago, now finance their own tuition fees, the faculty continued to focus on marketing the value of a university education to students, and promoting and expanding the range of financing opportunities. These are yet to bear fruit as student enrolment continued to decline in 2015/2016. Table 1 provides an overview of student enrolment trends over the period 2009/2010 to 2015/2016.

Table 1. Faculty of Social Sciences Undergraduate Students Enrolment 2009 to 2015

	2009	2010	2011	2012	2013	2014	2015
Total Faculty Enrolment	4481	4667	4694	4666	4549	3469	2925
Department of Economics	824	945	864	823	737	519	
Department of Government, Sociology & Social Work	898	881	908	945	979	763	
Department of Management Studies	2081	2048	2003	2090	2169	1788	
Faculty Office	518	725	934	814	672	397	
Cave Hill School of Business	137	132	86	71	76	56	

The efforts of the faculty, campus, university and the corporate community will be greatly assisted by the introduction of Higher Education Grants by the Ministry of Education in Barbados. Whilst the scheme was under-utilized during the 2015/2016

academic year, the grants offer the best short term solution to student financing, and the faculty is committed to vigorously promoting the grants in 2016/2017.

The faculty is extremely grateful for the continued support from the corporate community in Barbados, especially Barbados Public Workers Credit Union which responded with scholarship fund for credit union members that disbursed in excess of \$1,000,000 over the academic year. We continue to be extremely grateful to the City of Bridgetown Credit Union, Courts Barbados and Royal Bank of Canada who responded with new scholarships valued at \$75,000, \$30,000 and \$15,000 respectively. We are also pleased to report that over seventy five percent (75%) of academic staff continue to provide a part of their book grant to assist needy students.

The faculty also continued with its efforts to increase the throughput of research students. A critical effort in this regard, has been the successful implementation of a new workshop/seminar course, offered to all MPhil and PhD students in the Faculty of the Social Sciences. In addition to its workshop/seminar component which covers several aspects of the PhD/ MPhil experience as well as presentations on the history, philosophy and methods of the Social Sciences, an important aspect of the course is a one-year report which allows the students to make significant headway with the writing of their final theses.

In an extremely important development for our students, the Campus signed a Memorandum of Understanding with the Association of Chartered Certified Accountants (ACCA) under the (ACCA's) Accelerate Initiative. The MOU allows for early registration to the ACCA's professional accounting programme with discounted pricing to eligible UWI students. Whereas the initial agreement is for one year, consideration for renewal will be granted thereafter. As well as discounted pricing, the MOU gives students the benefit of accelerating both their careers towards the accounting profession, and also their path to membership with a prestigious accounting body such as the ACCA.

The faculty has largely completed the revising and updating the course outlines for the various courses offered across the faculty. To date, 92% of our courses have been successfully reviewed by the Centre for Excellence in Teaching and Learning (CETL). In 2015/2016 the Economics Department launched new and important courses Transport Economics and Management, Industrial Organisation and Health Economics as a means of addressing many key challenges facing the Caribbean and providing students with a greater of course offerings to illustrate the applicability of economic tools and techniques. Also, collaboration with the Caribbean Regional Technical Assistance Centre (CARTAC) saw students in the faculty being exposed to guest lectures from experts working on Caribbean economic problems.

Research & Innovation

During academic year 2015/2016, the Faculty of Social Sciences at Cave Hill published 43 refereed articles and book chapters (see Table 2). The faculty is pleased with the continued improvement in the faculty's research and publication output. The 43 refereed articles and book chapters published in 2015/2016 represents a 10% increase over the 2014/2015 period, following a 35% increase over the 2013/2014 period. However, despite these improvements we are still well short of the benchmark of 1.5 papers per staff member, and we remain committed to enhancing the level of research productivity.

In terms of research impact, the faculty is especially pleased with the increased number of citations in 2015/2016 and the improvement in the average I 10 index for faculty members. The strategy of registering our work on widely used academic sharing networks such as Google Scholar, Social Science Research Network and Research Gate, appears to be paying dividends. The faculty also continued a monthly feature of the work of a faculty member publication on the "Faculty of Social Sciences Cave Hill Online Research Portal" established in 2012/2013.

Table 2: Faculty of Social Sciences Research & Publication Output

Metric	Faculty	Department of Economics	Department of Government, Sociology and Social Work	Department of Management Studies
# of Refereed Publications	45	20	7	18
Refereed Publications Per Capita	0.86	2.2	0.58	0.80
# of Citations Since 2010	1,492			
I 10 Index Since 2010	56			

Outreach and Public Service

The Faculty continued to engage with a variety of external stakeholders. Many faculty members, engaged in an active programme of public service, serving as Chairpersons, members of committees, or advisors to a variety of Governments, Statutory Corporations, Private Corporations, International Organizations, NGO's and community groups. Of note is the number of faculty who wrote newspaper articles, gave public lectures, and acted as panellists and/or discussants in the public media. The Department of Government, Sociology and Social Work continued to have an especially active and

high profile outreach program and the Department of Economics continued its impactful series of panel discussions of matters of national import.

Through the PROCEED (Promotion of Capacity and Energy Education Development in the Caribbean Region) project the faculty continued its training in relation to energy modelling. These sessions were attended by members of Faculty, graduate students as well as colleagues within the energy community. These training activities provide participants opportunities to model the incorporation of renewable energy into national and smaller community grids.

The faculty saw a number of high profile public lectures during 2015/2016 these included:

- The 10th Patrick A. M. Emmanuel Memorial Lecture, "*An Unfinished Business: Patrick Emmanuel and Caribbean Political Thought*". Professor V. Eudine Barriteau, (Pro Vice Chancellor of the UWI and Principal of the Cave Hill Campus).
- "*Societies Thrive When the Dignity and Rights of all People are Respected*." Dr Annicia Gayle-Geddes, (Social Policy Consultant, Caribbean Development Bank).
- "*Tropical Storm Erika: Psychosocial Consequences and First Respondents*." Dr Griffin Benjamin (Consultant Psychologist, Dominica).
- "EU Migration Crisis", Professor Lino Briguglio (Director, Islands and Small States Institute, University of Malta).
- "The Fed's Forecast" Dr Neil Ericsson (US Federal Reserve).
- Barbados between Growth and Development" Professor Jay Mandle, (W. Bradford Wiley Professor of Economics at Colgate University).
- "Digital Currencies...Technology and Macroeconomics Professor Simon Johnson (Former, IMF Chief Economist, Professor of Entrepreneurship, MIT).

The Student Entrepreneurial Economic Development program (SEED), continued the work towards establishing a SEED/Small Business Development Centre (SBDC). Under this public/private/academic partnership project, SEED will be able to streamline technical and managerial assistance to small businesses. Being part of the SBDC Network provides access to NeoSerra Software to measure the *economic impact* of support to businesses whether through employment generation, retention, foreign exchange earning etc.. A proposal for a Hot Desk Facility for the SEED SBDC has been prepared and submitted for funding consideration by private sector collaborators.

Employee Engagement

The Faculty and departmental Offices continued to ensure that annual performance reviews were undertaken for all academic and administrative staff and timely feedback provided to staff members. In the most recent employee engagement exercise this had

been identified as a major area of weakness. The faculty continued to seek to foster greater collegiality among colleagues through a regular program of social events including hikes and a Christmas party for the children of members of the faculty.

Internal Operational Processes

The faculty engaged in a comprehensive review of the student application and admission process. The exercise saw a number of tangible recommendations aimed at improving access for students. Specifically, recommendations were made and accepted in terms of exemptions for CAPE and students with Associate Degrees and a more stream lined process for students with Associate Degrees from recognized Community Colleges.

Summary

Academic year 2014/2015 has been an extremely successful year for the Faculty of Social Sciences at UWI, Cave Hill. I am pleased to report that we have refused to be defined by the current financial circumstances, we have increased our research output and enhanced the impact of our research, we have maintained our engagement with the wider society while enhancing the scholarly content of that engagement, we continue to make strides in enhancing the academic quality of our programs and enhancing the quality of the student experience. The successes are due to the efforts of our dedicated academic and administrative staff, working in partnership with the rest of the campus. I am satisfied that the faculty has succeeded in maintaining a high level of teaching, research and publication, outreach and public service. The faculty remains committed to such and seeks to build a culture of continuous improvement as we seek to create graduates of competence, compassion and conscience.

WORK OF THE DEPARTMENT

During the academic year, the Department continued its work in relation to implementing the recommendations of the quality assurance review report by focussing on the issues of curriculum reform, enhancing the quality of its research output and working to increase its impact on the community. This work involved the revision and update of a number of courses, the continuation of its panel lecture series as well as efforts to increase the dissemination of our research through the working paper series.

Former Head and Senior Lecturer in the Department of Economics Dr Stephen Harewood retired during the year. Stephen joined the Department of Economics in 1978 as a Temporary Assistant Lecturer and rose through the ranks to end his career as senior lecturer. He also held the position of Deputy Dean in the Faculty of Social Sciences and more recently the Head of the Department of Economics from 2013 to 2015. In the Department, Stephen was mainly responsible for teaching quantitative courses. He has taught such courses as Mathematics for Social Sciences I, Mathematics for Social Sciences II, Elementary Econometrics, Basic Mathematics for Social Scientists, Mathematics and Statistics, Mathematics for Economists I, Introductory Mathematics, MSc Econometrics, MSc Advanced Econometrics and MSc Quantitative Methods I.

During the year, Dr Brian Francis also resigned from the University of the West Indies to take-up the position of Director of Economic Affairs and Regional Integration at the Organisation of Eastern Caribbean States Commission. Dr Francis was a member of the Department for over 10 years, where he was a coordinator of the MSc Financial and Business Economics programme and supervisor for many graduate students. He was mainly responsible for teaching our courses in International Trade and Finance at both the undergraduate and graduate level. We would like to

thank our colleagues for their service to the Department and the University.

Teaching, Learning and Student Development

Staff members have been involved in revising and updating the course outlines for their programmes. To date thirty-two (32) courses have been submitted to the Centre for Excellence in Teaching and Learning (CETL) for review. In addition, the Department also developed new courses in Transport Economics and Management, Industrial Organisation and Health Economics as a means of addressing many of the challenges facing the Caribbean and providing students with a greater variety of course offerings and illustrate the applicability of economic tools and techniques.

To reduce the burden of mid-semester exams on students, these exams were consolidated into a single week (mid-semester week). It was hoped that this would reduce the levels of student absence (to attend mid-semester exams in other courses), enhance student performance, and result in an improved learning experience for students.

Through a collaboration with the Caribbean Regional Technical Assistance Centre (CARTAC), students taking economics and finance courses have also been exposed to guest lectures from experts working on Caribbean economic problems. In addition, CARTAC continues to work with the Department to place our MSc in Financial and Business Economics students in internships at various central banks and research institutes throughout the region. These internships provide a practical learning experience for our students and have also resulted in employment opportunities.

The Department also held its first open day/week for students during the year. The goal of the open day was to encourage students to visit their lecturers to receive academic counselling as well as career advice. The week of activities culminated in a 'Friday evening lime' where

students could speak to their lecturers in a more relaxed environment on various issues. The Department intends to continue with this initiative in the upcoming academic year.

Research and Innovation

Regional development continues to be the main focus of the research effort of Faculty in the Department. While many of these research papers have been published in international peer-reviewed journals, the Department is also trying to ensure that as much of this research is available through its working paper series as possible. This provides a wider reach for the Department's research.

Through the PROCEED (Promotion of Capacity and Energy Education Development in the Caribbean Region) project the Department continued its training in relation energy modelling. These sessions were attended by members of Faculty, graduate students as well as colleagues within the energy community. These training activities provide participants to model the incorporation of renewable energy into national and smaller community grids.

Outreach

The Department attempts to reach out to the community to engage in discussions that are of relevance to the community. During the year, the Department hosted two (2) panel discussion sessions and (4) visiting professorial lectures. The panel discussions examined issues related to "Housing over the Next 20 Years: Potential Problems and Solutions" and "Paying for the Cost of Health Care in Barbados: The Great Dilemma." These sessions were attended by Faculty, students and other stakeholders of the Campus and received wide coverage in the local press. In addition to the panel discussion series, four (4) visiting professors conducted lectures on Campus organised by the Department: Professor Lino Briguglio, Professor Jay Mandle, Dr Neil Ericsson and Professor Simon

Johnson. Professor Briguglio investigated the topic “EU Migration Crisis”, Professor Mandle lectured on the topic “Barbados between Growth and Development”, Dr Ericsson lectured on the topic “The Fed’s Forecast” while Professor Johnson lectured on the topic “Digital Currencies...Technology and Macroeconomics Associated with these Currencies and the Vast Opportunities.”

In addition to these sessions aimed at our wider stakeholder community, the Department (along with others in the Faculty of Social Sciences) have also been engaging potential students by conducting guest lectures at various secondary schools and business places around the island. These sessions allow us to interact with potential students and also peak the interest of those students who have never considered studying in the area of economics or finance.

Members of staff have continued to engage the media over the year, by writing articles and participating in various public discussion forums in both Barbados and other Eastern Caribbean countries.

Winners of student prizes for the year were:

Wendell McClean Memorial Prize

- ... in Economic Theory:
Mr Sheldon Shepherd
- ... Sir Arthur Lewis Memorial Prize:
Mr Ijahlon Butler
- ... Llewyn Rock:
Ms Franny Monroe
- ... Charles M. Kennedy Prize:
Mr Kion Taylor
- ... Roland Craigwell Finance Prize:
Ms Tia Morris

MEMBERS OF THE DEPARTMENT AND TEACHING ASSIGNMENTS

PROFESSORS

Michael Howard, BA, MSc, PhD (UWI) – *Emeritus*
ECON 3010 – Finance and Development
ECON 6032 – Economic Development

Nlandu Mamingi, Lic. (UNAZA-Kinshasa),
MA (ISS – The Hague), MA (SUNY), PhD (SUNY)
ECON 2026 – Statistical Methods II
ECON 3034 – Environmental Economics
ECON 3049 – Econometrics I
ECON 3050 – Econometrics II
ECON 6033 – Econometric Methods

Winston Moore, BSc (UWI), MSc (Warwick), PhD (Surrey)
ECON 2016 – Mathematics for Economists III
ECON 3001 – Industrial Economics
ECON 6050 – Mathematical Methods

LECTURERS

Michael Brei, Diploma MSc. (Bonn, Germany),
PhD (Bonn, Germany)
ECON 2000 – Intermediate Microeconomics I
ECON 2022 – International Business Environment
ECON 3007 – International Finance
ECON 3075 – Advanced Financial Economics
ECON 6043 – Financial Economics

Prosper Bangwayo-Skeete, BSc (Zimbabwe),
MSc (Norway), PhD (Siena, Italy)
ECON 1004 – Maths for Social Sciences II
ECON 2002 – Intermediate Macroeconomics I
ECON 3011 – Economics of Financial Institutions
ECON 6031 – Macroeconomic Theory
MGMT 2020 – Managerial Economics

Troy Lorde, BSc (UWI), MA (York, Canada), PhD (Surrey)
ECON 2025 – Statistical Methods
ECON 2029 – Research Methods for Economists
ECON 3006 – International Trade Theory & Policy
ECON 3043 – Economics of Tourism
ECON 3051 – Development Economics
ECON 6036 – International Business Economics

Ankie Scott-Joseph, BSc (UWI), MSc (Manchester),
PhD (UWI)
ECON 2001 – Intermediate Microeconomics II
FINA 2001 – Regulatory Environment of Banking
& Finance
FINA 3001 – Caribbean Business Environment
ECON 6030 – Microeconomic Theory
FINA 6050 – Treasury, Foreign Exchange & Trade Finance
FINA 6080 – Risk Management of Financial Institutions

Anthony Wood, BSc (UWI), MSc (UWI),
MPhil (Cambridge)
ECON 2004 – Public Policy Analysis
ECON 6044 – Financial Markets & Institutions
FINA 6030 – Quantitative Methods
FINA 6110 – Investment Analysis & Portfolio Management
FINA 6130 – Advanced Corporate Finance

TEMPORARY LECTURERS

Anderson Elcock, BSc (UWI)
ECON 1001 – Introduction to Microeconomics
ECON 1002 – Introduction to Macroeconomics

Tracey Broome, BSc, MSc (UWI)
FINA 1001 – Elements of Banking and Finance
FINA 2002 – Quantitative Methods for Banking and Finance
FINA 2003 – Information Technology for Banking and Finance

Clyde Mascoll, BSc (UWI), MA (Queens), PhD (UWI)
ECON 2003 – Intermediate Macroeconomics II

ECON 3008 – History of Economic Thought
 ECON 3016 – Public Finance I
 ECON 3017 – Public Finance II
 ECON 3029 – Labour Economics
 ECON 3051 – Development Economics

Jeremy Stephen, BSc (UWI) MSc (Imperial College)

FINA 2004 – Portfolio Management
 FINA 2005 – Risk Analysis and Management
 FINA 3005 – Bank Financial Management
 FINA 6170 – Bank Financial Management
 MGMT 2020 – Managerial Economics

PART-TIME LECTURERS

Carl Chapman, BSc (UWI)

ECON 1005 – Introduction to Statistics

Eustace Edwards, BA (UWI)

ECON 1003 – Maths for Social Sciences I

Marlene Griffith, BA, MPhil, PhD (UWI)

ECON 1005 – Introduction to Statistics

Stephen Harewood, BA (UWI), MA (Manchester), PhD (UWI)

ECON 3037 – Operations Research I

RESEARCH IN PROGRESS

Dr M. Brei

- Bank Intermediation Margins and Regulation in the Caribbean and Central America.
- De-Risking in the Caribbean: The Unintended Consequences of International Regulation.
- Perceived Credibility, Cost of Regulation and De-Risking: A Theoretical Model.
- The Fight for Deposits During Banking Crises.

Ms T. Broome

- Perceptions, Drivers and Consequences of Whistleblowing in Barbados.
- Perceptions of Accounting Requirements by Students and Recruiters in Barbados.
- The Decision to Invest in R&D and the Financial Constraints Affecting this Choice.
- Financing Constraints, R&D and Firm Performance.

Dr T. Lorde

- Financial Literacy, Financial Decisions and the Demand for Financial Services among the Young: Evidence and Implications for Consumer Policy.
- An Assessment of Barbados' Trade Potential.

Professor N. Mamingi

- The Economics of Welchman Hall Gully.
- Finance and Development.
- Determinants of Health Expenditure in Latin America and the Caribbean.
- Foreign Direct Investment and Economic Growth: The Case of the Countries of Organisation of the Eastern Caribbean States.

Professor W. Moore

- News and Green Companies.
- Macroeconomic Impact of Greening Small Business in the Caribbean.
- The Return on Green Incentives in Barbados.

Dr A. Scott-Joseph

- Does the Composition of Government Expenditure in the ECCU and Jamaica Matter for Long-run Sectoral Output Growth? An ARDL Bound Test Approach.
- Fiscal Sustainability Tool for Small Open Economies.
- A Debt Vulnerability Index: A Caribbean Approach for Estimating Debt Sustainability.

Mr J. Stephen

- Bank Supervision Framework for Cryptocurrencies.
- An Index of Leading Economic Indicators for the Eastern Caribbean Countries.
- Economic Applications of Blockchain Technology in Small Open Economies.

Mr A. Wood

- Privatization in the Caribbean Financial Sector.
- Risk Management in Financial Institutions .
- Corporate Governance in the Caribbean.
- The Incidence of Secured Debt in Barbados.
- Innovative Activities within the Barbadian Manufacturing Sector.

PUBLICATIONS FORTHCOMING AND IN PROGRESS

Brei, M., (Forthcoming) “Financial Structure and Inequality”, L. Gambacorta (BIS) and G. Ferri (Lumsa University), completed in August 2016.

Brei, M., (Forthcoming) “Risk-taking of Bank Branches and Subsidiaries in Emerging Markets”, C. Winograd (Paris School of Economics), completed in June 2016.

Brei, M., (Forthcoming) “The Distance Effect in International Banking and Trade”, G. Von Peter (BIS), completed in August 2016.

Lorde, T., (Forthcoming) “Trade and Revenue Impacts on Barbados of the European Union-CARIFORUM Economic Partnership Agreement”, *The International Trade Journal*, July 28, 2016. (Antonio Alleyne)

Lorde, T., (Forthcoming) “A Structural Model of Risk-Taking Intentions in Barbados”, *Aids and Behavior*, August 20, 2016. (Kimone Phillips and Dwayne Devonish)

Mamingi, N., (Forthcoming) “Public Expenditure Determinants: A Case Study of Barbados”, The University of the West Indies, Cave Hill Campus, Department of Economics Working Paper Series, #2016-2, June 2016. (Ms Nikita Bishop)

Mamingi, N., (Forthcoming) “Estimation of Fiscal Multipliers in a Small Open Economy: The Case of Barbados”, Central Bank of Barbados Working Paper, WP/15/15, November 2015. (Allan Wright, Shaiiede Kallicharan and Tracey Maynard)

Mamingi, N., (Forthcoming) “Re-examining Wagner’s Law with Caribbean Countries”, The University of the West Indies, Cave Hill Campus, Department of Economics Working Paper Series, #3-15, September 2015.

Wood, A., (Forthcoming) “Exploring the Use of Digital Currencies as a Form of Payment in Barbados”, Journal of Payment Strategy and Systems. (Runako Brathwaite).

STAFF ACTIVITIES

Conferences/Seminars Attended and Papers Presented

Brei, Michael. “Are Capital Ratios Pro-Cyclical: New Evidence and Perspectives.” In *Caribbean Centre for Money and Finance Annual Conference*. Central Bank of Guyana, 2015.

_____, “Bank Margins and Regulation in the Caribbean and Central America.” In *SALISES Annual Conference*. Hilton, Barbados, 2016.

Broome, Tracey. “The Decision to Invest in R&D and the Financial Constraints Affecting This Choice.” In *The 7th Global Conference for the Forum for Economists International*. Amsterdam, 2016.

_____, “Financing Constraints, R&D and Firm Performance.” In *Identifying and Capitalising on the Engines of Economic Prosperity in the Caribbean*. Accra Beach Resort & Spa, Hastings, Christ Church, 2016.

Scott-Joseph, Ankie. “The Foreign Tax Compliance Act – Is This the Ultimate Tax-Sneeze?” In *47th Annual Monetary Studies Conference titled Financial Development and Economic Growth*. Bank of Guyana, Georgetown, Guyana, 2015.

_____, “Status of the Integration Process in Latin America and the Caribbean – the Caribbean Viewpoint” In *Forum the Regular Meeting of the Latin American Council of SELA*. (SELA) Caracas, Venezuela.

_____, “Harmonization of Regulatory Frameworks in the Caribbean Community (CARICOM).” In *Regulatory Meeting* (SELA) Caracas, Venezuela.

_____, “Fiscal Sustainability Tool for Small Open Economies” In *Central Bank of Barbados 36th Annual Review Seminar* Accra Beach Hotel, Barbados 2016.

_____, “Fiscal Rules: Towards a New Paradigm for Fiscal Sustainability in the Caribbean.” Paper presented at the Dynare Conference Proceeding

_____, “Tax Buoyancy and Revenue Performance in Barbados”, 2015.

Mamingi, Nlandu, and Nikita Bishop. “Public Expenditures Determinants: A Case Study of Barbados, 1980-2013.” In *Colloque ATOM* Campus of Fouillole, Guadeloupe, 2016.

_____, “Introducing Lumumba’s Country: The Democratic Republic of the Congo” In *Black Month History*. Cave Hill Campus, Barbados, 2016.

Moore, Winston. “Identifying Inconsistencies in Long-Run Development Plans: The Case of Barbados’ Vision for Energy Development.” In *International Conference on Economic Modelling*. Lisbon, Portugal, 2016.

_____, “Identifying Inconsistencies in Long-Run Development Plans: The Case of Barbados’ Vision for Energy Development.” In *International Convention of Technical Sciences*. Santiago, Cuba, 2016.

Bangwayo-Skeete, Prosper. “Semi-Strong Form Market Efficiency in Thinly Traded Markets: Evidence from Stock Price Reaction to Major News Events in Six Thinly Traded Stock Markets.” In *2016 Costa Rica GCBF Conference*. Wyndham San Jose Herradura Hotel and Convention Center, San Jose, Costa Rica, 2016.

Wood, Anthony. “An Examination of the Financial Performance of Commercial Banks in Barbados During the 2005 to 2013 Period.” In *Academy of World Business, Marketing and Management Development 7th Biennial Conference*. Cracow, Poland, 2016.

PUBLIC SERVICE

Dr M. Brei

- Research Associate at the Central Bank of Barbados.
- Research Fellowship at the Bank for International Settlements (Mexico City).
- Research Fellowship at the Bank for International Settlements (Basel).

Dr T. Lorde

- Member, Commonwealth Specialist Pool of Consultants on Small States and Climate Finance.
- Assistant Chief Examiner in Economics. Caribbean Advanced Proficiency Examination (CAPE).
- Member, National Union of Public Workers (NUPW) Salaries, Wages and Allowances Committee.

Professor N. Mamingi

- Advisory Board Member, National Centre for Inclusive Growth and Development Research, Karnataka, India.
- Reviewer, Global Business Review.

Professor W. Moore

- Member, Oversight Committee for State-Owned Enterprises.
- Advisory Committee, Electric Light and Power Act.
- Research Associate, Central Bank of Barbados.
- National Taskforce on Energy.
- Panellist, Euro Money Country Risk Experts Panel.

Dr A. Scott-Joseph

- Research Associate, Central Bank of Barbados.
- Ministry of Finance and Economic Planning Youth in Agriculture forum St Vincent, July 2016.
- Preparation of Youth in Agriculture Policy and Action Plan for St. Vincent and the Grenadines Technical Workshop.
- Technical Workshop, Modelling Economic Relationships Using Auto-Regressive Distributed Lag (ARDL) Regression Models for Central Bank of Barbados (July 2016).

Mr J. Stephen

- President, Barbados Economic Society.
- Co-Chair, Habitat 3 Committee, Ministry of Housing.
- Guest, Local and Regional Media Programmes.
- Television Correspondent, Caribbean Broadcast Corporation.

Mr A. Wood

Justice of the Peace.

DEPARTMENT AND UNIVERSITY SERVICE

Dr M. Brei

- Chair, Sub-Committee for Publication Strategies.
- Member, Sub-Committee on Working Papers and the International Outreach.
- Academic Advisor, 3rd Year BSc Banking and Finance.

Ms T. Broome

- Academic Advisor, 3rd Year BSc Banking and Finance.
- Chair of Website Sub-Committee.

Dr T. Lorde

- Programme Coordinator, MSc Financial and Business Economics.
- Non-Professorial Member, Academic Board.
- Member, Assessment and Promotions Sub-Committee, Faculty of Social Sciences.
- Faculty of Social Sciences Representative, Faculty Board for the Faculty of Science and Technology.
- Academic Student Advisor, 3rd Year BSc Economics.

Professor N. Mamingi

- Chairman, Sub-Committee for the Harmonization and Revision of all courses/programmes in the Department of Economics.
- Editor, Cave Hill Department of Economics Working Papers Series.
- Member, Faculty of Social Sciences Steering Committee.
- Member, Faculty of Social Sciences Sub-Committee on Assessment and Promotion.
- Coordinated teaching of ECON 2026 (Statistical Methods II) at Antigua State College.

- Coordinated teaching of ECON 2026 (Statistical Methods II) at St. Lucia Community College.
- Editor-in-Chief, The University - wide Department of Economics Working Paper Series.
- Research Associate, Central Bank of Barbados, January 2016 – December 2016.

Professor W. Moore

- Head, Department of Economics.
- Zika Task Force.
- Academic Board.
- Member, Campus Disciplinary Committee.
- Member, Assessment Committee, Open Campus.

Dr A. Scott-Joseph

- Member, Faculty of Social Sciences 40th Anniversary Committee.
- Supervision of MSc Students in the Financial and Business Economics Programme.

Mr J. Stephen

- Marketing Committee, Faculty of Social Sciences.
- Member, Outreach Committee.
- Member, Departmental Website Committee.

Mr A. Wood

- Coordinator of the MSc Banking and Finance Programme.
- Supervisor and Examiner, MSc Banking and Finance Programme.
- Examiner, MSc Financial and Business Economics Programme.
- Member, Faculty of Social Sciences Sub-committee on Graduate Studies and Research.
- Referee, Croatian Economic Survey.

OTHER ACTIVITIES/HONOURS/ ACHIEVEMENTS

Dr M. Brei

- BIS Research Fellowship 2016, Bank for International Settlements, Basel, Switzerland.

Ms T. Broome

- Proposal chosen in the IDB, Compete Caribbean Call for Papers under the theme: Productivity, Technology and Innovation in the Caribbean.

Dr T. Lorde

- Chairman, Faculty of Social Sciences 40th Anniversary Celebrations Committee.
- Chairman, Faculty of Social Sciences and The University of the West Indies Credit Union Joint Multi-Faith Service (January 24, 2016).
- Chairman, Faculty of Social Sciences 40th Anniversary Special Guest Lecture (January 25, 2016).
- Chairman, Faculty of Social Sciences 40th Anniversary Conference (January 27-29, 2016).
- Chairman, Faculty of Social Sciences 40th Anniversary Retreat (April 21, 2016).
- Launch Faculty of Social Sciences Development Fund (June 10, 2016).
- Oral History Project.

Professor N. Mamingi

- Vice President, Organisation for the Advancement of Scientific and Commercial Agriculture (OASCA).
- Visited the Université des Antilles, Campus de Fouillol, Guadeloupe.
- External Examiner, PhD. Thesis from National Institute of Technology, Argatala, India, 2015-2016.
- Reviewer, Journal of Eastern Caribbean Studies.
- Editorial Committee Member, Journal of Eastern Caribbean Studies.

Professor W. Moore

- Editorial Committee Member, Journal of Eastern Caribbean Studies.
- Editorial Committee Member, Journal of Public Sector Policy Analysis.
- Editorial Committee Member, Central Bank of Barbados.

Mr A. Wood

- Associate Fellow, Academy of World Business, Marketing and Management Development.
- Awarded a Certificate of Commendation for the paper entitled "An Examination of the Financial Performance of Commercial Banks in Barbados During the 2005 to 2013 Period" which was presented at the Conference in Poland.

VISITORS AND INTERNATIONAL LINKS

Prof N Mamingi

- Visited the Université des Antilles, Campus de Fouillol, Guadeloupe. Conducted Research.

EXAMINATION RESULTS**MSc FINANCIAL & BUSINESS ECONOMICS****SEMESTER ONE**

COURSE	STUDENTS SITTING EXAM	STUDENTS PASSING EXAM	
		No.	%
ECON 1001 - Introduction to Microeconomics	314	209	67
ECON 1003 - Maths For Social Sciences I	243	174	72
ECON 1005 - Introduction to Statistics	242	173	72
ECON 2000 - Intermediate Microeconomics I	123	96	78
ECON 2002 - Intermediate Macroeconomics I	123	96	78
ECON 2004 - Public Policy Analysis	29	20	69
ECON 2022 - International Business Environment	24	22	92
ECON 2025 - Statistical Methods I	68	42	62
ECON 2026 - Statistical Methods II	17	10	59
ECON 2029 - Research Methods for Economists	25	23	92
ECON 3006 - International Trade Policy	20	16	80
ECON 3008 - History of Economic Thought	19	19	100
ECON 3010 - Finance and Development	11	9	82
ECON 3016 - Public Finance I	31	29	94
ECON 3029 - Labour Economics	32	29	91
ECON 3034 - Resource and Environmental Economics	7	7	100
ECON 3037 - Operations Research I	11	7	64
ECON 3049 - Econometrics I	28	16	57
FINA 1001 - Elements of Banking and Finance	107	84	79
FINA 2001 - Regulatory Environment of Banking And Finance	205	201	98
FINA 2003 - It for Banking and Finance	48	41	85
FINA 2004 - Portfolio Management I	20	11	55
FINA 2005 - Risk Analysis and Management	49	40	82
FINA 3001 - Caribbean Business Environment	32	30	94

COURSE	STUDENTS SITTING EXAM	STUDENTS PASSING EXAM	
		No.	%
FINA 3005 - Bank Financial Management	11	10	91
FINA 3010 - Supervised Research Project	1	1	100

MSc FINANCIAL & BUSINESS ECONOMICS**SEMESTER ONE**

COURSE	STUDENTS SITTING EXAM	STUDENTS PASSING EXAM	
		No.	%
ECON 3049 - Econometrics I	1	1	100
ECON 6030 - Microeconomic Theory	4	4	100
ECON 6044 - Financial Markets & Institutions	9	8	89
ECON 6046 - Research Paper	4	4	100
ECON 6050 - Mathematical Methods	6	5	83

MSc BANKING AND FINANCE**SEMESTER ONE**

COURSE	STUDENTS SITTING EXAM	STUDENTS PASSING EXAM	
		No.	%
FINA 6030 - Quantitative Methods	14	14	100
FINA 6900 - Research Paper	14	14	100
FINA 6990 - Practicum	12	12	100

SEMESTER TWO

COURSE	STUDENTS SITTING EXAM	STUDENTS PASSING EXAM	
		No.	%
ECON 1001 - Introduction to Microeconomics	176	114	65
ECON 1002 - Introduction to Macroeconomics	153	100	65.3
ECON 1003 - Maths for Social Sciences I	140	116	83
ECON 1004 - Maths for Social Sciences II	77	57	74
ECON 1005 - Introduction to Statistics	141	65	46
ECON 2001 - Intermediate Microeconomics II	87	76	87
ECON 2003 - Intermediate Macroeconomics II	113	79	70
ECON 2016 - Maths Methods for Economists III	21	17	81
ECON 2026 - Statistical Methods II	54	32	59
ECON 3001 - Industrial Economics	24	21	88
ECON 3007 - International Finance	42	40	95
ECON 3011 - Economics of Financial Institutions	55	50	91
ECON 3017 - Public Finance II	26	22	85
ECON 3043 - Economics of Tourism	22	21	95
ECON 3050 - Econometrics II	7	6	86
ECON 3051 - Economic Development I	24	22	92
ECON 3075 - Advanced Financial Economics	11	11	100
FINA 1001 - Elements of Banking and Finance	65	53	82
FINA 2002 - Quantitative Methods of Banking	53	34	64
FINA 2004 - Portfolio Management I	37	29	78

MSc FINANCIAL & BUSINESS ECONOMICS**SEMESTER TWO**

COURSE	STUDENTS SITTING EXAM	STUDENTS PASSING EXAM	
		No.	%
ECON 6031 - Macroeconomic Theory	6	6	100
ECON 6032 - Economic Development	3	3	100
ECON 6033 - Econometric Methods	6	6	100
ECON 6036 - International Business Economics	4	4	100
ECON 6043 - Financial Economics	3	3	100
ECON 6046 - Research Paper	3	3	100

MSc BANKING AND FINANCE**SEMESTER TWO**

COURSE	STUDENTS SITTING EXAM	STUDENTS PASSING EXAM	
		No.	%
FINA 6050 - Treasury, Foreign Exchange & Trade Finance	17	16	94
FINA 6080 - Risk Management of Financial Institutions	6	6	100
FINA 6090 - Derivatives	20	19	95
FINA 6110 - Investment Analysis & Portfolio	8	6	75
FINA 6130 - Advanced Corporate Finance	7	7	100
FINA 6170 - Bank Financial Management	4	4	100
FINA 6900 - Research Paper	12	12	100
FINA 6990 - Practicum	8	8	100

PUBLICATIONS

Book

Scott-Joseph, A., Worrell, D., Belgrave, D., Arana, R., Croes, E., Dorinnie, H., Grenade, K., Jhinkoo, J., LaCorbiniere, J., Matos-Pereira, E., Langrin, B. M., McKenzie, S., Roberts, L., Smith, L., Smith, R. and Wright, A. *Fiscal Sustainability and Debt in Small Open Economies: An Application to the Caribbean*. Caribbean Centre for Money and Finance: Barbados. 2015. <https://ssrn.com/abstract=2759391>.

Book Chapters

Moore, W. "The Caribbean 2050: Cone of Possibilities." *Achieving a Resilient Future for Small States*. D. Lewis-Bynoe, ed. Commonwealth Secretariat: London. 2016. 31-53. doi: 10.14217/9781848599406-en.

Moore, W. "The Caribbean Development Context." *Achieving a Resilient Future for Small States*. D. Lewis-Bynoe, ed. Commonwealth Secretariat: London. 2016. 13-30. doi: 10.14217/9781848599406-en.

Moore, W. "The Road to 2050: The Caribbean We Want." *Achieving a Resilient Future for Small States*. D. Lewis-Bynoe, ed. Commonwealth Secretariat: London. 2016. 54-70. 2016. doi: 10.14217/9781848599406-en.

Refereed Journal Articles

Bangwayo-Skeete, P. F., and Skeete, R. W. "Who Travels Visa-Free? Insights into Tourist Hassle-Free Travel." *Journal of Travel Research*. April. 2016. 0047287516643410.

Bangwayo-Skeete, and Moore, W. "Entry into Export Markets and Quality Certifications: Evidence from Developing Countries." *Applied Econometrics and International Development*. Vol. 15. No. 2. 17-34.

Brei, M. and Gambarcalo L. "Are Capital Ratios Pro-Cyclical: New Evidence and Perspectives." *Economic Policy*. Vol. 30, No 86. 2016. 357-403.

Brei, M. and Pere-Barahona, A. "Environmental Pollution and Biodiversity: Light Pollution and Sea Turtles in the Caribbean." *Journal of Environmental Economics and Management*. Vol. 77. 2016. 95-116.

Brei, M. and Buzaushin A. "International Financial Shocks in Emerging Markets." *Journal of International Money and Finance*. Vol. 58. 2015. 51-74.

Brei, M. and Schclarek A. "A Theoretical Model of Bank Lending: Does Ownership Matter in Times of Crisis?" *Journal of Banking and Finance*. Vol. 50 (C). 2015. 298-307.

Lorde, T., Li, G. and Airey, D. "Modelling Caribbean Tourism Demand: An Augmented Gravity Approach." *Journal of Travel Research*. Vol. 55. No. 7. 2016. 946-56.

Lorde, T. and Alleyne, A. "An Assessment of International Competitiveness in CARICOM Services Exports." *Global Economy Journal*. Vol. 15. No. 4. 2015. 525-58.

Mamingi, Nlandu, and Borda, P. "The Determinants of Economic Growth in the Countries of the Organisation of Eastern Caribbean States." *Journal of Eastern Caribbean Studies*. Vol. 40. No. 2. 2015. 63-98.

Bangwayo-Skeete, and **Moore, W.** "Entry into Export Markets and Quality Certifications: Evidence from Developing Countries." *Applied Econometrics and International Development* Vol. 15. no. 2. 2015. 17-34.

Moore, W. and Glean A. "Foreign Exchange Reserve Adequacy and Exogenous Shocks." *Applied Economics*. Vol. 48. No. 6. 2015 1-12.

Moore, W. and Stephen, J. "Should Crypto Currencies be Included in the Portfolio of International Reserves Held by Central Banks." *Cogent Economics and Finance*. Vol. 4. 2016. (1147119).

More, W. Elliot, J. and Lorde, T. "Climate Change, Atlantic Stock Activity and the Regional Socio-Economic Impacts on the Caribbean." *Environment Development and Sustainability*. DOI: 10.1007/s10668-016-9763-.

Stephen, J. "Should Crypto Currencies be Included in the Portfolio of International Reserves Held by Central Banks." *Cogent Economics and Finance*. Vol. 4. (2016) (1147119).

Wood, A. and DaSouza, D. "Privatization of the National Commercial Bank of St. Vincent and the Grenadines: An Empirical Analysis Using the Tarcsimel Framework." *International Journal of Arts and Commerce*. Vol. 4. no. 7. 2015. 1-34.

Wood, A. and Clement, K. "A Review of the Financial Regulatory Framework of Barbados." *Monetaria*. Vol. 1. No. 1. 2015. 111-45.

Wood A. and R. Brewster. "An Examination of the Financial Performance of Commercial Banks in Barbados during the 2005 to 2013 Period." *7th Biennial Conference of the Academy of World Business, Marketing and Management Development Conference Proceedings*, 18-21 July, 2016 Cracow, Poland, edited by Gabriel Ogunmukun and Rony Gabbay, Academy of World Business, Marketing and Management Development. 2016.

Technical Report

Hinds, Kristina and **Scott-Joseph, A.** *Harmonization of Regulatory Frameworks in the Caribbean Community (CARICOM) in Regulatory Frameworks in the Sub-regional Integration Mechanisms of Latin America and the Caribbean: Harmonization and Convergence*. Latin American and the Caribbean Systems (SELA), 2015. 54-75.

INTRODUCTION

In the year under review, the Department of Government, Sociology and Social Work continued its wide delivery of degree Programs and courses through the four disciplines for which it has responsibility, namely Political Science, Sociology, Social Work and Psychology.

PROGRAMMES AND COURSES

Post-Graduate

The MSW in Social Work, MSc in Sociology and Applied Psychology had to be postponed due to insufficient enrollment numbers, and in the case of the Applied Psychology, to undertake internal review and strengthening exercises. The existing MSc Counselling Psychology Programs continues to register success. In addition, the Department was given responsibility for overseeing the MSc Labour and Employment Relations in Academic Year 2015/16.

Twenty-three (23) students enrolled in the MSc Counselling in Academic Year 2015/2016, and, eleven (11) students from earlier cohorts are expected to graduate in the October 2016 Graduation Ceremony. In Addition, two (2) students from the MSc Applied Psychology, one (1) student from the MSc Integration Studies, six (6) students from the MSc Labour and Employment Relations and three (3) students from the MSW (Social Work) have met the requirements for graduation in the October 2016 ceremony.

In Academic Year 2015/16 the Faculty-led effort at streamlining post-graduate courses continued in order to avoid duplication of content, to effect savings and to discontinue courses whose enrolment numbers rendered them uneconomical. As a result, the MSc Integration Studies and the MSc e-Governance were not offered. It should be noted that some of the courses in the MSc

Integrations Studies have been continued to facilitate students in other MSc Programs in the Faculty of Social Sciences.

In addition to rationalizing the existing Taught Masters Programs, efforts in the Department continued towards the development of a PhD Clinical Psychology, and MSc Electoral Studies.

The Department also continued with its efforts in seeking to raise the throughput of research students. A critical effort in this regard, has been the successful implementation of a new workshop/seminar course, spearheaded and jointly coordinated by the Head of Department, Dr Tennyson Joseph and Senior Lecturer in Management Studies, Dr Dion Greenidge, and offered to all MPhil and PhD students in the Faculty of the Social Sciences. In addition to its workshop/ seminar component which covers several aspects of the PhD/ MPhil experience as well as presentations on the history, philosophy and methods of the Social Sciences, an important aspect of the course is a one-year report which allows the students to make significant headway with the writing of their final theses. In academic Year 2015/16, the first year of implementation of the course, five (5) students from the Department registered for the course with four (4) successfully completing.

In the year under review two (2) research students – One (1) MPhil and one (1) PhD successfully completed and one (1) other PhD student submitted and is currently awaiting examination.

Undergraduate

Alongside its effort in developing MSc and PhD Programs, and its wider internal rationalization of its course offerings, the Department continued with the development of its under-graduate Programs. In addition to the establishment of the full degree in

International Relations in the last two academic years, the department's next major goal for under-graduate studies is the establishment of the full degree in Criminology to build upon its ongoing successes with the minor. To this end, in the last academic year a full-time post has been devoted to a criminology lecturer whose mandate is to undertake the task of establishing the major in criminology. The long-term intent is to establish the post of professor of criminology, the holder of which will undertake all the necessary tasks entailed in fully establishing the major and to spearhead a MSc in Criminology.

More specific details of the undergraduate Programs will be offered in the relevant sections of this report.

OUTREACH

As part of the continued outreach efforts, the Department continued to engage in public activities. The 10th Patrick A. M. Emmanuel Memorial Lecture was presented on November 18, 2015 by Professor V. Eudine Barriteau, Pro Vice Chancellor and Principal of the Cave Hill Campus. The lecture was entitled, "An Unfinished Business: Patrick Emmanuel and Caribbean Political Thought".

In celebration of World Social Work Day, the Department hosted the following activities:

- i. Luncheon lecture on March 15, 2016 presented by Dr Annicia Gayle-Geddes, *Social Sector Division, Caribbean Development Bank*. The theme of the lecture was *Societies Thrive When the Dignity and Rights of all People are Respected*.
- ii. Public lecture on March 15, 2016 presented by Dr Griffin Benjamin, Consultant Psychiatrist, Ministry of Health and Clinical Director, Commonwealth of Dominica. The theme of the lecture was *Tropical Storm Erika: Psychosocial Consequences and First Respondents*.

Relatedly, two members from the Social Work and one from the Psychology disciplines were part of a UWI Team to offer counselling services to the people of Dominica following the passage of Tropical Storm Erika.

In addition, the Department in conjunction with the Department of History and Philosophy successfully hosted a major Pan-African Colloquium in January 2016 in which over 80 papers were presented. More than 40 international visitors from Africa, Europe and North America attended and participated.

The Head of Department also served as co-Chair of the Faculty of Social Sciences 40th Anniversary Conference Committee and the department played a key role in the organizing of a Social Sciences 40th Anniversary Conference and Public Lecture in January 2016.

The members of the Department continued their public activities as newspaper columnists, public commentators and consultants to local, regional and international agencies. Illustrative of our public engagement activities was the appointment of Dr Alana Griffith, a lecturer in Sociology, to a CARICOM Marijuana Task Force.

STAFF

During the period under review the Department had a staff complement of sixteen (16) full-time faculty; three of whom held one year temporary full-time positions and one being a research assistant. Nine (9) part-time lecturers and seven (7) part-time tutors assisted in the delivery of the undergraduate Programmes. During the last academic year all of the disciplines in the department had at least one person at Senior Lecturer rank. This is in keeping with the strategic vision of the department to encourage staff to publish in order to grow the number of Senior lecturers and eventually professors and to raise the profile of the Faculty as a whole.

During the period under review, two (2) staff members enrolled in the UWI Certificate in Teaching and Learning Programme, further sharpening the pedagogical skills within the department, and signifying the commitment of both permanent and temporary staff to improving their instructional tools for better service to the student population, as well as to their own personal development.

The Department continued to follow the performance management operational plan which was redeveloped in line with the UWI wide strategic plan 2012-2017, and in 2016/17 will begin the process of engaging in the UWI's development of a new –year strategic plan.

In the traditional areas of academic engagement, the department gave a fairly sound account of itself. Faculty members attended various Conferences/Seminars and Workshops and delivered papers at many of these events. They also engaged in research and the writing of articles, books and book chapters for publication.

STUDENTS

The Department saw a reduced number of students from the previous year. During the year under review 765 undergraduate and 69 graduate students were enrolled in programs in the Department.

Four (4) undergraduate students enrolled in the Department participated in the UWI Education Abroad Programme.

OUTGOING EXCHANGE 2015-2016			
NAME		HOST UNIVERSITY	PROGRAMME
1	EVERSLEY, Kenya	University of Calgary	Social Work
2	LOVELL, Dominique	University of Calgary	Social Work
3	PETERS, Janessa	University of Calgary	Social Work
4	BRANCH, Janise	York University	Socio & Psych

RESEARCH IN PROGRESS

Ms Cynthia Barrow-Giles

- Prominent Women in Caribbean Politics: Ongoing.
- General Elections in Guyana, St. Kitts-Nevis, Antigua and Barbuda and Dominica.
- Gender and Constitutional Reform in the Commonwealth Caribbean.
- Term Limits: The Case of the Commonwealth Caribbean.
- The National Integrity System in Barbados.

Dr Pearson Broome

- "ICT Conceptual Frameworks and their application to Public Sector Reform in the Caribbean".

Dr Cheryl Cadogan-McClean

- The Role of Wellness in the Relationship between Sedentary Behaviour and Work Stress, Illness and Job Satisfaction among Barbadian Employees.

Dr Sharon Gopaul-McNicol

- New Caribbean Politics: A Ground / Bottom up Model of Governing.
- *Caribbean Psychology: Assessment, Treatment, Training, Teaching and Policy*. Jamaica: UWI Press.

Dr Wendy Grenade

- Comparative Regionalisms.
- Multi-dimensional Security threats and the implications for Caribbean development.
- The Grenada Revolution: Lessons for Caribbean Politics and Society.

Dr Alana Griffith

- Social Capital & Welfare in Developmental Contexts of Barbados & Jamaica.
- Social Expenditure Targeting in Barbados (2003 – 2008). With M. Howard.
- Attitudes to Homosexuality: Barbados Then and Now 2004 and 2013 (With Peter Wickham).

Dr Kristina Hinds-Harrison

- Civil Society Organizations, Governance and the Caribbean Community. (Book proposal under review).

Dr Debra Joseph

- Natural Hazards/ Disasters and Social Work – A Case for Crisis Intervention in the Caribbean (With Dr Letnie Rock).
- Climate Change and Environmental Sustainability: A case study of Barbados (With Dr Letnie Rock).
- UWI/OAS/CICAD research on Drug Demand Reduction Programme and Curriculum Infusion of Drug Abuse
- Action Research – “Jumping Jacks, from Classroom to Classroom: learning from each Other”.
- Qualitative research: “Attitudes and Perceptions of Students to HIV/AIDS”.

Dr Tennyson Joseph

- Ongoing work on Peasant Revolts and Political Change in St. Lucia.
- The conversion of Weekly Newspaper articles into a book Manuscript. The manuscript has been completed and feedback from prospective publishers remains pending.

- Preparing article for publication on the “The Westminster Model and the Collapse of the Post-Colonial Order”. It is expected that article will be published in 2017.

Dr Letnie Rock

- Joint research (with Ailsa Watkinson) on: The Attitude and perceptions of undergraduate Social Work students to corporal punishment.
- Joint (team) research on: Perceptions of Seventh Day Adventists to Education in Adventist Schools in Barbados.

MEMBERS OF THE DEPARTMENT AND TEACHING ASSIGNMENTS

The members of the Department and teaching assignments during the year were as follows:

FULL TIME STAFF**Dr Emmanuel Adugu**

SOCI 1001 Introduction to Social Research.
SOCI 1005 Introductory Statistics for the Behavioural Sciences.
SOCI 2006 Qualitative Research Methods.
SOCI 2007 Survey Design and Analysis.
SOCI 3000 Supervised Research Study.
SOCI 3009 Industrial Sociology.

Ms Cynthia Barrow-Giles

GOVT 1011 Introduction to Caribbean Politics.
GOVT 2010 Politics of Developing Nations.
GOVT 2024 Contemporary Political Democracy.
GOVT 3017 Caribbean Governance I.
GOVT 3018 Caribbean Governance II.
Supervised one (1) MPhil candidate.

Dr Pearson Broome

FOUN 1301 Law, Governance and Society
GOVT 1000 Introduction to Political Analysis
GOVT 2057 eGovernance for Small Island Developing States I
EGOVT 6020 eGovernance in Developing

Dr Cheryl Cadogan-McClean

PSYC 2007 Psychometrics
PSYC 3013 Contemporary Issues in Social Psychology
PSYC 3014 Industrial and Organisation Psychology
PSYC 3024 Applied Psychology Research Methods
PSYC 3050 Research Project in Applied Psychology
Supervised students

Ms Joan Cuffie

PSYC 1003 Introduction to Psychology
PSYC 1004 Introduction to Social Psychology
PSYC 2012 Developmental Psychology
PSYC 2026 Gender and Psychology
PSYC 3021 Research Thesis in Applied Psychology

Dr Sharon Gopaul-McNicol

PSYC2015 Culture and Psychology
COSY 6000 Foundation/Principles in Counselling Psychology
COSY 6010 Counselling Skills and Techniques
COSY 6020 Ethical and Legal Issues in Counselling
PSYC 6130 Ethical and Legal Issues in Psychology

Dr Wendy Grenade

GOVT 3014 Theories and Concepts of International Politics
GOVT 3015 International Politics and Political Economy
GOVT 3049 Caribbean International Politics
GOVT 2062 Introduction to International Security

Dr Alana Griffith

SOCI 2001 Modern Social Theory
SOCI 3012 Caribbean Social Planning
SOCI 3013 Caribbean Social Policy
SOCI 3033 Drugs & Society

SOCI 3035 Caribbean Social Problems
 SOCI 3037 Social Dimensions of Inequality
 and Marginalisation
 Supervised 2 MPhil Students

Ms Gina Griffith

PSYC 2001 Counselling I
 PSYC 3003 Community and Environmental Psychology
 PSYC 3008 Elements of Counselling and Psychotherapy
 COSY 6991 Integrative Internship and Seminar I
 COSY 6992 Integrative Internship and Seminar II

Dr Kristina Hinds Harrison

GOVT 2021 Socialist Political Economy
 GOVT 3025 International Environmental Politics
 GOVT 3046 Introduction to International Organisations
 GOVT 3076 International Development in Global Politics
 GOVT 3077 Caribbean Regionalism and World Affairs
 INRL 1000 Introduction to International Relations
 Supervised one (I) MPhil and one (I) PhD student

Mrs Therese James

SOWK 3004 Field Instruction I
 SOWK 3005 Field Instruction II
 SOWK 3006 Field Instruction Integrative Seminar I
 SOWK 3008 Field Instruction Integrative Seminar II

Dr Debra Joseph

SOWK 1000 Human Behaviour
 SOWK 1001 Introduction to Social Work
 SOWK 1002 Individuals and Families
 SOWK 3031 Bio-Psychological Challenges
 SOWK 4005 Crisis Intervention
 Supervised 1 MPhil Social Work Student
 Co-facilitated an International Pilot course on HIV/
 AIDS with Howard University School of Social Work
 and The College of Bahamas via Blackboard Course sites
 and Open Campus video Conferencing facility. Funds
 obtained from IASSW

Dr Tennyson Joseph

Head of Department
 GOVT 2014 Western Political Thought
 GOVT 2015 Modern Political Thought
 GOVT 2016 Caribbean Political Philosophy
 GOVT 3000 African Political Philosophy in Antiquity
 Supervised 2 PhD Students
 Supervised 2 MPhil Students

Dr Joan Phillips

SOCI 2000 Classical Social Theory
 SOCI 2014 Caribbean Kinship
 SOCI 3004 Sociology of Tourism
 SOCI 3027 Gender and Development

Dr Letnie Rock

SOWK 2000 Social Work Theory and Practice with
 Groups
 SOWK 2007 Disability Studies
 SOWK 2010 Interpersonal Relation and Skills Laboratory
 SOWK 3009 Theory and Practice of Social Work:
 Community Organisation
 SOWK 3034 Children and Family Services
 SOWK 6990 Social Work Research Project
 Supervised 1 PhD Social Work Student
 Supervised 1 MPhil Student

PART TIME STAFF

Mr Bertie Hinds

SOCI 3036 Criminology II: Police and Society

Ms Vernee Sobers

SOCI 1000 Introduction to Sociology II
 SOCI 1002 Introduction to Sociology I
 SOCI 2013 Caribbean Social Development
 SOCI 3017 Criminal Justice
 SOCI 3026 Sociology of Development
 SOCI 3047 Sociology of Penal Practice

Mr Peter Lorde

SOWK 3032 Substance Abuse Management in
 Caribbean Society

Dr George Mahy

PSYC 2002 Abnormal Psychology

Ms Lisa McClean-Trotman

PSYC 2025 Communications Psychology

Mr Gregory Nicholls

GOVT 2047 Principles of Public
 International Law

STAFF ACTIVITIES

**Academic Conferences/Seminars/
 Workshops Attended**

Ms Cynthia Barrow-Giles

- Guest Speaker: The Nevis Island Administration, The Ministry of Social Development – Government of St. Kitts-Nevis in Collaboration with UN Women, November 23, 2015. “*Women’s Political Partnership in the Policy Development Process, St. Kitts and Nevis Context: Advancing Women’s Needs: Form and Content of Politics in St. Kitts-Nevis*”.
- Panelist ‘Should Barbados Become a Republic: “A crown to bear or a cross to wear?” organised by the Ellerslie Secondary School in celebration of 50 years, March 1, 2016.

Dr Cheryl Cadogan-McClean, CWWS

- Panelist – Plenary on ‘Caribbean Challenges and Triumphs: Identifying Psychology’s Role in our History and Future.’ Mona Psychology Conference 2016 — Caribbean Challenges and Triumphs: Identifying Psychology’s Role in our History.
- Participated in the 41st Annual National Wellness Conference ‘Spotlight on Sustainability: Setting the Stage for a Lifetime of wellness. June 27-29, 2016. St. Paul Minnesota.

Dr Sharon Gopaul-McNicol

- October 5, 2015 – Keynote Speaker for Local Chapter in Trinidad of the Steering Committee on the Ground / Bottom Up Model of Governing.
- October 19, 2015 – Keynote Speaker for Local Chapter in Barbados of the Steering Committee on the Ground / Bottom Up Model of Governing.
- January 15, 2016 – Panel speaker for NGO – St. Joseph Community for Social Development on the Ground / Bottom Up Model Of Governing.
- January 21, 2016 – Keynote Speaker for Regional Steering Committee on the Ground / Bottom Up Model of Governing.
- January 29, 2016 – Panel Speaker on the Ground / Bottom Up Model of Governing for FSS 40th Anniversary.
- February 10, 2016 – Ethics Training for MPhil and PhD Students in FSS.
- May 20, 2016 – Keynote Speaker at graduation of the Gang Violence Youth program in St. Joseph Community for Social Development NGO in Trinidad.
- June 24, 2016 – Keynote Speaker at graduation of the Aranguez Hindu Primary School Trinidad.
- July 8, 2016 – Keynote Speaker at graduation of the Poverty Eradication and Restructuring Lost Societies (PEARLS) NGO in Trinidad.

Dr Alana Griffith

- Attended the Sir Arthur Lewis Institute for Social & Economic Studies (SALISES) Conference, January 14, 2015, Hilton Hotel, Barbados.
- “The Feasibility of Flipping: An Exploratory Analysis of the Flipped Class in Caribbean Sociology”. Paper presented at The University of the West Indies Cave Hill Centre for Excellence in Teaching & Learning (CETL) Teaching and Technology Symposium, June 13, 2016.
- Panelist on Medical Marijuana: Medical Breakthrough or Further Hindrance to the Development of Caribbean Youth Panel Discussion. University of the West Indies Cave Hill Campus, Faculty of Medical

Sciences, May 19, 2016.

- Presented Feature Address at The Lodge School Graduation “Not to be Less than our Fathers were”, Lloyd Erskine Sandiford Complex, June 25, 2016.
- Presented to CUTL5106 – Advancing Teaching and Learning with Technology Course Participants – on My Use of Technology in Teaching, August 28, 2015.
- **Kristina Hinds Harrison**
- Co-organised and rapporteur: The Global South Dialogue at the 57th Annual Convention of the International Studies Association. Atlanta Georgia, USA. March 16, 2016,
- Round Table Speaker “Caribbean International Relations: Current and Future Trends” at the Caribbean Studies Association’s Annual Conference. Port-au-Prince, Haiti, June 6-11, 2016.
- “The Politics of Freedom in Daily Life” on the panel entitled “How Caribbean Politics has influenced our Writers”. Barbados Literary Festival. May 12, 2016. Barbados Public Library, Independence Square, Bridgetown, Barbados.

Dr Debra Joseph

- Attended a lunch-time lecture “Disability and Inequality: Socioeconomic Imperatives and Public Policy in Jamaica” presented by Dr Annicia Gayle-Geddes, UWI, Cave Hill Campus.
- Attended a public lecture, “Tropical Storm Erika: Psychosocial Consequences and First Respondents. Presented by Dr Griffin Benjamin (Consultant Psychiatrist), Commonwealth of Dominica. Cave Hill Campus, March 15, 2016.
- “Natural Hazards/ Disasters and Social Work – A Case for Upscaling Crisis Intervention Methods in the Caribbean”. Poster presented at The Joint World Conference on Social Work, Education and Social Development 2016, Seoul, South Korea. Main Theme: “Promoting the Dignity and Worth of People,” Sub-Theme: 11 Sustainability; 16 Social Work Practice & 17 Disaster and Environmental Change. June 2016.

- Poster Presentation – Child- “Help me Understand my HIV/AIDS Status...Please”.

Dr Tennyson Joseph

- Delivered remarks at a book launch/panel discussion on the book “The Grenada Revolution: Reflections and Lessons” by Wendy Grenade, organised by the Open Campus (Grenada) UWI, St. George’s Grenada, August 6, 2015.
- Delivered remarks on the occasion of the 10th Patrick Emmanuel Memorial Lecture delivered by Eudene Barriteau, “An Unfinished Business: Patrick Emmanuel and Caribbean Political Thought”, organised by the Department of Government, Sociology and Social Work, UWI, Cave Hill, November 19, 2015.
- Delivered remarks at a Panel Discussion on Cuba-CARICOM Relations: “Challenges and Opportunities in the New Global Scenario” Organised by the Cuban Embassy of Barbados on the Occasion of Cuba-CARICOM day, Bridgetown Barbados, December 8, 2015.
- Chaired and delivered remarks at a Round Table Panel Discussion Organised by the UWI, PANAFSTRAG (Nigeria) and the Commission for Pan-African Affairs (Barbados), as part of the Inaugural Pan-African Colloquium: “Heroines of the back to Africa Movements, Pan-Africanism, African Nationalism and global Africanism: Their philosophies, activities, and legacies” Cave Hill UWI, Barbados, January 14, 2016.
- Chaired and delivered remarks at a Public Lecture delivered by Professor Pedro Welch, “The Making of Bimshire/Little England: Perceptions of Special Status in the Colonial Hierarchy Framework”, organised by the Barbados Museum and Historical Society and the National Cultural Foundation (Barbados), Bridgetown Barbados, March 22, 2016.
- “Are We No Longer Allowed to Be Trade Unionists? Mobilisation, Creative Resistance, Solidarity and Consciousness: Trade Unionism Now More Than Ever”, Feature Address Delivered to the 19th Annual John

Cumberbatch Lecture: "Building the Capacity of Unions through Partnership, Innovation, Networking and Education", Organised by the Barbados Union of Teachers, Christ Church, Barbados, October 28, 2015

Dr Letnie Rock

- Attended the 32nd International Symposium on Child Abuse, Von Braun Center, Huntsville, Alabama (April, 2016).
- Attended a public lecture, "Tropical Storm Erika: Psychosocial Consequences and First Respondents. Presented by Dr Griffin Benjamin (Consultant Psychiatrist), Commonwealth of Dominica. Cave Hill Campus, March 15, 2016.
- "The Indignity of Environmental Injustice: International Perspectives". Workshop co-presented at the Joint World Conference on Social Work, Education and Social Development. COEX, Seoul, Korea, June 27-30, 2016.
- "Natural Hazards/Disasters and Social Work – A Case for Upscaling Crisis Intervention Methods in the Caribbean" Poster co-presented at the Joint World Conference on Social Work, Education and Social Development. COEX, Seoul, Korea, June 27-30, 2016.
- Co-presented a workshop on "The Indignity of Environmental Injustice: International Perspectives"
- Co-presented a poster "Natural Hazards/Disasters and Social Work – A Case for Upscaling Crisis Intervention Methods in the Caribbean" (June 27-30, 2016).
- "Safeguarding our children, Safeguarding our future: Child abuse and neglect". Paper presented at the National Societal Consultation of the Government of Barbados. Held at the Lloyd Erskine Sandiford Conference Centre, Barbados. July 15, 2015.

PAPERS PRESENTED AT CONFERENCES

Broome, P.

- "Leveraging Technology for Development: Overcoming the Implementation Deficit." Paper presented at Conference on Management Institute for National Development, Caribbean Leadership Project, and the Commonwealth Association for Public Administration and Management. Sponsored by Cave Hill School of Business, September 21-22, 2015.
- "e-Government in the Caribbean Public Service, Progress and Challenges." Paper presented at Conference Sponsored by CARICAD, and Latin America Centre for Development (CLAD). Trinidad and Tobago, July 16-17, 2015.

Barrow-Giles, C.

- "Governance Challenges in the Commonwealth Caribbean". Paper presented at 40th Anniversary Conference of the Faculty of Social Sciences, Cave Hill Campus, UWI, January 28-29, 2016.

Grenade, W. C.

- "North-South 'Partnerships' in a Complex World: The Caribbean and EU." Paper presented at the conference: European/EU Development Policy in a Global Context: approaches, issues & results. Florida International University, Miami. Florida. February 22, 2016.
- "Tracking Discourses on the Grenada Revolution: Toward Balanced Perspectives." Paper presented at: Grenada Country Conference Perspectives on the Grenada Revolution 1979-83. UWI, Open Campus, St. George's, Grenada. March 10, 2016.

Hinds Harrison, K.

- "Does Civil Society Make Sense in Caribbean Contexts?" Paper presented at the 17th Annual Conference of the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES). Bridgetown, Barbados, March 30 – April 1, 2016.

- "The Coloniality of Civil Society in Caribbean Contexts". Paper presented at the Caribbean Studies Association's Annual Conference. Port-au-Prince, Haiti, June 6-11, 2016.

Joseph, D. D.

- "Climate Change and Environmental Sustainability: A case study of Barbados". Paper presented at The Joint World Conference on Social Work, Education and Social Development 2016, Seoul, South Korea. Main Theme: "Promoting the Dignity and Worth of People," Sub-Theme: 11 Sustainability; 16 Social Work Practice & 17 Disasters and Environmental Change. June 2016.
- "The Impact of Climate Change on Children: A look at the Implications for the Caribbean". Paper presented at the 17th Annual Sir Arthur Lewis Institute of Social and Economic Studies Conference, 2016. Mar 30 to Apr 1, 2016. Theme: "Revolution, Socio-economic Change and Freedoms" Commemorating 50 Years of Independence in Barbados and the Bicentennial of the 1816 Rebellion (Bussa Revolt, Barbados). Sub-Theme: Green Futures: Climate Change and Social Development.
- "Children who acquired HIV from their Mothers: Living Day to Day". Paper presented at the 10th Annual Caribbean Child Research Conference, Kingston, Jamaica. November 4-6, 2015. Theme: "Beyond 2015: Equality and Equity for all Children".
- Working in an NGO as a Clinical Social Worker with HIV/AIDS Clients- Development of a Filing system and Organisation of Files"- 50 min conversation on Best Practices. Paper presented at the 27th Annual National Conference on Social Work and HIV/AIDS, Hyatt Regency New Orleans - May 21-24, 2015. Theme: "Staying relevant in an era of great change – challenges and opportunities for HIV/AIDS social work".
- "Climate Change and Sustainable development in the Caribbean: A Community Social Work Response". Paper presented at the 16th Annual SALISES Conference, January 14-16, 2015, Rodney Bay, Castries

St. Lucia. January 2015. Theme: “Towards Caribbean Prosperity & Happiness in an Equitable & Sustainable World”.

Joseph, T.S.D.

- “Beyond the 7th: Applying CLR James’s Critique of the 6th Pan-African Conference of the 6th Pan-African Conference to the Present”. Paper presented at the Inaugural Pan-African Colloquium: “Heroines of the back to Africa Movements, Pan-Africanism, African Nationalism and global Africanism: Their philosophies, activities, and legacies”, Organised by the UWI, PANAFSTRAG (Nigeria) and the Commission for Pan-African Affairs (Barbados), Bridgetown Barbados, January 15, 2016
- “Defending Social Democracy – Yesterday, Today and Tomorrow”, Feature Address delivered at the Opening Ceremony of the Annual General Conference of the National Union of Public Workers (NUPW) of Barbados. Bridgetown, Barbados, March 17, 2016.
- “1952/1956 and 1992/1997: Peasant revolts and political change in St. Lucia”. Paper Presented at the 17th Annual SALISES Conference 2016, *Revolution, Socio-economic change and Freedom*, Organised by SALISES (UWI), Bridgetown Barbados, March 30, 2016.
- “Loyalty and Commitment to Trade Union: A Gateway to a Brighter Future”, Feature Address delivered to the 19th Annual Biennial Conference, of the St. Vincent and the Grenadines Teachers’ Union, Kingstown, St. Vincent, April 5, 2016
- “Neo-Liberalism and the Caribbean Existential Challenge: Threats to Democracy and Governance”. Paper Presented to the 41st Caribbean Studies Conference: “Caribbean Global Movements: People, Ideas, Culture, Arts and Economic Sustainability”, Port-Au Prince Haiti, June 9, 2016.
- “In Defence of Caribbean Sovereignty: A Reply to Linden Lewis et al”. Paper Presented to the 41st Caribbean Studies Conference: “Caribbean Global Movements: People, Ideas, Culture, Arts and Economic Sustainability”, Port-Au Prince Haiti, June 9, 2016.

Rock, L.

- Co-presented two posters: “Social Work Students’ Attitudes, Perceptions and Potential Work Decisions Regarding Perpetrators of Child Abuse” (with T. James) and : *The Attitude and perceptions of Canadian and Caribbean undergraduate Social Work students to corporal punishment* (with A. Watkinson) at the 21st International Conference of the International Society for the Prevention of Child Abuse and Neglect (ISPCAN) held at the Telus Convention Centre, Calgary Canada, August 28 – September 1, 2016.
- “Climate Change and Environmental Sustainability: A Case Study of Barbados” co-presented at the Joint World Conference on Social Work, Education and Social Development. COEX, Seoul, Korea, June 27-30, 2016.
- “How to use Innovation and Creativity to Generate New Directions in Social Work Research”. Paper presented at the 40th Anniversary Conference of the Faculty of Social Sciences, Cave Hill Campus on the Theme: Innovation and Change in the Social Sciences: Pushing the Frontiers of Epistemology – New Directions for Social Science Research. Held at the Cave Hill School of Business. January 27-29, 2016.

PUBLIC SERVICE

Cynthia Barrow-Giles

- “Imagine That! Reflections”. Weekly column from March to July 2016, (16). *Barbados Today*.
- “Imagine that! Reflections on the National Integrity System Indicators. Published under, In the Diaspora. . *Starbroke News*, April 18th 2016.
- “A Public Good: Great Expectations”. Publisher under, In the Diaspora. *Starbroke News*, May 2, 2016.

Cheryl Cadogan-McClean, PhD, CWWS

- Presenter in ‘Following the Dream.’ Future Leaders Schools Outreach Programme. Barbados Week of Excellence, February 26, 2016. Organized by the

Social Partners, in conjunction with the Central Bank of Barbados, the Office of Public Sector Reform, the National Initiative for Service Excellence and the Barbados Productivity Council.

Sharon Gopaul-McNicol

- Spearhead National Campaign – Trinidad:
 - Ground Bottom UP Model of Governing.
 - Save Our Children – Preventing Child Abuse.
 - Racial / Socio-economic and Intellectual Equity.

Wendy Grenade, PhD

- “Inter-generational Dialogues – Bridging Time and Distance.” Keynote address presented on the occasion of the Centennial celebrations of the Anglican High School, July 23, 2016. St. George’s Grenada.
- “Locating the Present in the Past and Future.” Feature Address Delivered to the Grenada Students’ Association at Cave Hill (GRENSAC) on the occasion GRENSAC’s Handing Over Ceremony and Farewell Dinner. UWI Cave Hill Campus, April 9, 2016.
- “Unleashing the Spirit of Overcoming.” Public lecture on the occasion of The Tenth Dame Eugenia Charles Distinguished Memorial Lecture, Fort Young Hotel, Dominica, November 26, 2015.

Alana Griffith, PhD

- CARICOM Commissioner on Marijuana.
- Participated in National Independence Festival of Creative Arts (NIFCA) Culinary Arts. Awarded One Silver Medal.

Kristina Hinds Harrison, PhD

- Goalkeeper for Barbados National Women’s Hockey Team at the Pan American Challenge Cup, Chiclayo, Peru September-October 2015 (Silver Medal Winners).
- Vice President (Female) of the Barbados Hockey Federation.

- Goalkeeping and assistant coach for Combermere School's Hockey Team.

Tennyson Joseph, PhD

- Regular Contributor to Public Discussion on Caribbean Political Issues with Various media houses (Print and Electronic) in the Caribbean: Barbados, St. Lucia, Jamaica and Trinidad and Tobago.

Letnie Rock, PhD

- Led a three member team from the Faculty of Social Sciences on a visit to Dominica, October 9-12, 2015 to provide voluntary psychosocial support to persons in Dominica Post Tropical Storm Erika on August 27, 2015.
- Member of the Board of Management of the Seventh Day Adventist Primary School.
- Member of the Executive Committee of the Barbados Association of Palliative Care.

VISITORS AND INTERNATIONAL LINKS

- David Ellis, Veteran Journalist "Down to Brasstacks".
- Professor Ailsa Watkinson – Faculty of Social Work, University of Regina, Saskatchewan, Canada.
- Senator Kerry-Ann Ifill – President of the Senate of the Government of Barbados.
- Dr Errol Bolden – Coppin State University – USA.
- Dr Griffin Benjamin, Consultant Psychiatrist, Ministry of Health and Clinical Director, Commonwealth of Dominica.
- Dr Annicia Gayle-Geddes, Caribbean Development Bank.
- Professor Horace Campbell of Syracuse University.
- Prime Minister Ralph Gonzalves of St. Vincent and the Grenadines.

PROFESSIONAL AND UNIVERSITY SERVICES

Dr Pearson Broome

University Services

Peer Reviewed the Following Journal Manuscripts:

- **Cogent Social Sciences** "Sources of inequality in two Americas: Economic Development, Income Type, and Occupational Structure in Brazil and the US." Manuscript No: COGENTSOCSCI - 2016 - 0033, **(47 pages)**
- **Cogent Social Sciences** "Perspectives on Cyber Threats to the Retail Sector. A Case Study of Eastgate Shopping Mall, Zimbabwe." Manuscript No. COGENTSOCSCI - 2016 - 0001 **(16 pages)**
- **Cogent Social Sciences** "Gender, Storytelling and Peace Construction in a Divided Society: A Case Study of the Ife/Modakeke Conflict." Manuscript No. COGENTSOCSCI - 2015 - 0021RI **(29 pages)**
- **Cogent Psychology** "Moderating Role of Personality Traits on Emotional Intelligence and Cognitive Styles of University Students" Manuscript No. COGENT PSYCHOLOGY - 2015 - 0099 **(44 pages)**
- **Journal of Information Technology and Development:** "Does Public Service Delivery through New Channels Promote Citizen Trust in Government? The Case of Smart Devices." Manuscript ID 05-15-0057-ITD-R.RI **(25 pages)**

Professional Services

- Chairman of the Project Steering Committee for the 10th EDF/CSME Programme Cycle to develop the policy, legal, institutional and Operational Arrangements for a CSME e-Commerce Regime.
- Chairman of the National Advisory Commission on Education II.
- Chairman of the Coleridge and Parry Secondary School Board of Management.

- Reviewed, Assessed and Evaluated the Associate Degree in Political Science Programme at the Barbados Community College in the following courses:

- GOVT 203 International Politics.
- GOVT 103 Caribbean Political Thought.
- GOVT 202 Caribbean Political Economy.
- GOVT 101 Introduction to Political Theory.

Ms Cynthia Barrow-Giles

University Services

- Chair: Faculty of Social Science Committee on Non Tenured Academic Staff Research Fund
- Member; Faculty of Social Science, Sub-committee, Assessment and Promotions.
- Member, Steering Committee Faculty of Social Sciences.
- Cave Hill Academic Board Representative, Open Campus.

Professional Services

- Member, International Advisory Board, The Round Table.
- Member V-Dem. Regional Co-ordinator and Country Expert for Barbados.
- Advisory/Executive Board Member, Caribbean Institute for Women in Leadership, (CIWiL).
- Commonwealth and Democracy Network (Founding Member).
- Member of the Editorial Board of the Journal of Eastern Caribbean Affairs.
- Chair: Travel Grants Committee Caribbean Studies Association.
- Member core group of the OAS Observation Mission for the December 2015 Parliamentary Elections in St. Vincent and the Grenadines. Expert on political party and elections campaign financing. Report submitted on, – *The Political Finance System in St. Vincent and the Grenadines.*

Dr Cheryl Cadogan-McClean*University Service*

- Coordinator, BSc Psychology Programme.
- Coordinator, MSc Applied Psychology Programme.

Professional Service

- Ad Hoc Reviewer for the peer reviewed International Journal of Stress Management (An American Psychological Association Publication).
- Member of the National Wellness Institute –U.S.A.
- Member of the American Psychological Association.

Dr Sharon Gopaul-McNicol*University Service*

- Coordinator of MSc Counseling Psychology Program.
- Submitted 27 page Proposal for Accreditation of the MSc Counseling Psychology Program. 27 pages February 2016.
- Ethics Training for MPhil and PhD Students in FSS. February 10, 2016.
- Chair the FSS Grants Committee from October 2014 to the present.
- Contribute to the Response to the Psychology Auditors of the Self-Assessment Report (SAR) for Psychology.
- Presented as a panelist at FSS 40th Anniversary.

Professional Service

- Chair of the Regional Steering Committee for the Ground/Bottom Up Model of Governing Consultant to the government of St. Kitts / Nevis.
- Training on Ground/Bottom Up Model of Governing for the Opposition of St. Lucia.
- Recognised by Prime Minister of St. Kitts/Nevis for work in the context of solutions to the region's social problems via Ground Bottom Up Model and expertise in the formation of coalition in the region.
- Received US\$15,000 grant from MEPS to conduct workshops in the region on the Ground/Bottom Up Model of Governance.

Dr Wendy Grenade*University Service*

- Co-Chair of Vice Chancellor's Task Force on One-UWI, 2015-2016.
- Vice Chancellor's nominee the University's Finance and General Purposes Committee, 2014 to 2016.
- Chair, Campus Undergraduate Awards Committee, Cave Hill Campus, 2013-present.

Professional Service

- Member of a Commonwealth Advisory Group on a Strategic Vision for the Caribbean.
- Member of the Caribbean Studies Association.
- Member of the Grenada Association of Barbados.
- Reviewer of Canadian Journal of Latin American Studies.

Dr Alana Griffith*University Service*

- Member of the University Teaching & Learning Committee.
- Member of Faculty of Social Sciences Marketing & Outreach Committee.
- Member of Faculty of Social Sciences 40th Anniversary Celebrations Committee.
- Member of Faculty of Social Sciences 40th Anniversary Celebrations Conference Sub-Committee.
- Chair of Faculty of Social Sciences 40th Anniversary Celebrations Interfaith Service Committee.
- Coordinator of 40th Anniversary Interfaith Service.
- Member of the University Interfaculty Committee on Summer School.
- Member of The University 50th Anniversary of Independence Sub-Committee on the Contribution of The University to the Development of Post-Independence Barbados.
- Participated in review of Centre for Excellence in Teaching and Learning, February 2016.

- Represented Deputy Dean Faculty of Social Sciences at University of the West Indies Cave Hill Campus Bachelor of Health Sciences Review, June 21, 2016.

Professional Service

- Member of Social Policy Association.
- Member of Caribbean Studies Association.

Dr Kristina Hinds Harrison*University Service*

- Vice Chancellor's Nominee for Academic Board, Open Campus.
- Academic Board Representative, Cave Hill, for the Campus Council, St. Augustine.
- Faculty of Social Sciences Representative on the Faculty Board of the Faculty of Humanities and Education, UWI, Cave Hill Campus.
- Acting head of Department of Government, Sociology and Social Work, 25-30 July, 2016.
- Member of the Faculty of Social Sciences 40th Anniversary Organising Committee
- Speaker in the Cave Hill weekly radio segment on Voice of Barbados (VOB) 92.9FM (along with Dr Troy Lorde) highlighting the 40th Anniversary of the Faculty of Social Sciences at Cave Hill.

Professional Service

- Representative for Latin America and the Caribbean in the International Studies Association's Global South Caucus.
- Appointed to serve on the International Studies Association's Global South Presidential Task force for 2016-2017 SUBCOMMITTEE 3: Long-range Issues: Scholarship, Scholarly Engagement and Mutual Understanding of Scholars from Global South and Global North.
- Reviewed articles for the Journal of Eastern Caribbean Studies.

Dr Debra Joseph*University Service*

- Member (life) of The Alumni Society of The UWI St. Augustine.
- Member of The Alumni Society of The UWI Cave Hill.
- Faculty Representative of the Safety Committee, UWI Cave Hill.
- Outreach Team member from GSSW to Dominica in the aftermath of Tropical Storm Erika.
- External academic for the review of The UWI Mona's Social Work Programme.

Professional Service

- Principal analyst in the EU 'None in Three Domestic Violence' initiative for Men and Youth, Offenders and Non-Offenders in Grenada and Barbados using the NVivo software.
- Member of The International Federation of Social Workers (IFSWS).
- Member of The International Schools of Social Work (IASSW).
- Member of The International Aids Society
- Member of the International Environmental Lit. Serv for Social Workers and Social Work Academics.

Dr Tennyson Joseph*University Services*

- Head, Department of Government, Sociology and Social Work.
- Member of the Appointments and Promotions Advisory Committee, UWI, Cave Hill.
- Member of the FSS 40th Anniversary Planning Committee.
- Member, Steering Committee, Faculty of the Social Sciences.
- Member of the Entrance Committee, Faculty of the Social Sciences.
- Member of the Faculty Board, Faculty of the Social Sciences.
- Member of the Academic Board of the Cave Hill Campus.

- Cave Hill Campus Academic Board Representative on the Cave Hill Campus Council.
- Member of the Organizing Committee for the Inaugural Pan-African Colloquium: "Heroines of the Back to Africa Movements, Pan-Africanism, African Nationalism and global Africanism: Their philosophies, activities, and legacies", Organised by the UWI, PANAFSTRAG (Nigeria) and the Commission for Pan-African Affairs (Barbados), Bridgetown Barbados, January 12-15, 2016.
- Member of the Organizing Committee for the Faculty of Social Sciences 40th Anniversary Conference "40 Years of Social Sciences at Cave Hill: Epochs, Chaos, and Crisis – Providing Blueprints for a Modern Caribbean Society", Organised by the Faculty of the Social Sciences, Cave Hill, Barbados, January 27-29, 2016.
- Organiser of the Annual Patrick Emmanuel Memorial Lecture, Department of Government Sociology and Social Work, Faculty of the Social Sciences.
- Member of the Campus Lecture Series Fund Committee, and served as Acting Chair.
- Participated in the Review of the Centre for Excellence and Teaching and Learning (CETL). UWI Cave Hill Campus.

Professional Service

- Member of a team to prepare a Comprehensive Election Report and Strategic Plan for the St. Kitts Labour Party (2016-2021).
- Special Invitee to a Conference of Latin American Activists, Intellectuals and Artistes entitled: "Venezuela at the Crossroads: New Times, New Challenges" Organised by the Minister of Culture of the Bolivarian Republic of Venezuela, Caracas Venezuela, April 1-10, 2016.
- Reviewed forthcoming book "Brand Jamaica": Re-Imagining Jamaica's National Image and Identity" on behalf of University of Nebraska Press.
- Reviewed Journal articles for the Journal of Eastern Caribbean Studies.

Dr Letnie Rock*University Services*

- Coordinator of Graduate and Undergraduate Social Work Program.
- Coordinator of OAS/UWI/CICAD Project on drug demand reduction in the Caribbean.
- Participated in the Review of the Centre for Excellence and Teaching and Learning (CETL). UWI Cave Hill Campus.
- Member of the Quality Assurance Review Team to review the programs of the Consortium for Social Development and Research, UWI Open Campus. Engaged as the internal examiner for review of the programs of the Social Welfare Training Centre, Mona Campus Jamaica.
- Co-leader of a pilot course (Semester II, 2015-2016) in which social work students and faculty of Cave Hill Campus collaborated with students and faculty from the College of the Bahamas and Howard University, Washington D.C. to deliver an international social work course entitled Addressing the Complexities of HIV-AIDS in the Caribbean and United States. The course was delivered in blended mode (online and face to face) and exposed students to the impact of HIV in the two regions. The course was made possible through a joint grant from the IASSW. The Cave Hill campus received \$1,000.00 USD for the project.
- Reviewed The BSc in Social Work and Youth Development Programs for Open Campus.

Professional Service

- Member of the Dissertation Committee for PhD Social Work Student, School of Social Work, the University of Connecticut, USA.
- Reviewed manuscripts for 6 professional journals:
 - The Caribbean Journal of Social Work.
 - The Journal of Social Work Education.
 - Social Work Education – the International Journal.
 - Children and Society.
 - Child and Family Social Work.
 - Affilia – Journal of Women and Social Work.

- Member of the Editorial Boards of 2 Journals
- The Caribbean Journal of Social Work.
- Social Work Education – the International Journal.

Membership in International Organizations

- Actively served as member of 3 committees of the International Association of Schools of Social Work:
- Disaster Management and Climate Change.
- Human Rights
- International Projects.

STAFF DEVELOPMENT WORKSHOPS/COURSES

Cheryl Cadogan-McClean, PhD, CWWS

- National Wellness Institute Certified Worksite Wellness Specialist Certification (CWWS).
- Health and Wellness Coaching Training Programme – Wellcoaches Corporation, Massachusetts, U.S.A.

Debra Joseph, PhD

- Graduated from the PGCUTL, The UWI Cave Hill.
- Research Supervision Development Course with facilitator Dr Sylvia Henry.

Sharon Gopaul-McNicol

- Completed Course II of the PGCULT at UWI Cave Hill.

Alana Griffith

- Completed the Post-Graduate Certificate in University Teaching & Learning.

Table I: Distribution by Class of Honours and Programmes 2015-2016

Programmes	First Class	Upper Second	Lower Seconds	Pass	Total
Labour and Employment Relations	-	1	1	4	6
Political Science (Special)	-	-	1	-	1
Political Science & Economics	-	-	-	1	1
Political Science & History	-	1	-	-	1
Political Science & Law	1	-	1	-	2
Political Science & Psychology	-	-	-	1	1
Political Science & Spanish	1	1	-	-	2
Political Science with Gender and Development Studies	-	1	1	-	2
Political Science with International Relations	-	3	8	2	13
Political Science with Law	1	-	3	-	4
Political Science with Public Sector Management	-	1	-	-	1
Political Science with Sociology	-	-	-	-	1
Psychology (Special)	1	10	11	4	26-
Psychology with Management	-	7	9	5	21
Psychology with Political Science	-	-	-	2	2
Psychology with Sociology	-	7	3	5	15
Social Work (Special)	3	10	13	5	31
Sociology (Special)	-	2	-	3	5
Sociology & Law	-	-	2	1	3
Sociology & Political Science	-	-	2	-	2
Sociology & Psychology	-	1	6	6	13
Sociology with Criminology	-	4	4	3	11
Sociology with Cultural Studies	-	1	1	-	2

Programmes	First Class	Upper Second	Lower Seconds	Pass	Total
Sociology with Gender & Development Studies	-	-	3	-	3
Sociology with History	-	1	-	-	1
Sociology with Law	-	1	2	2	5
Sociology with Psychology	-	-	4	1	5
TOTAL	7	52	75	45	154

Table II: New Entrants and Graduation Figures – 2015-2016

PROGRAMMES	New Entrants	Graduates
MSc Counselling Psychology	24	11
MSc Applied Psychology	0	2
Masters of Social Work (Management and Administration) MSW	0	3
MSc E-Governance for Developing States	0	0
MSc Integration Studies	0	1
MPhil/PhD Programmes		
MPhil. Social Work	1	0
MPhil. Political Science	0	0
MPhil. Sociology	2	0
PhD Social Work	0	0
PhD Political Science	0	1
PhD Sociology	0	0

PUBLICATIONS

Book Chapters

Adugu, E. "Correlates of Political Consumption in Africa." *Handbook of Research on Consumerism and Buying Behaviour in Developing Nations*. A. Gbadamosi, ed. IGI Global Publishers: Pennsylvania, USA. 2016. 452-473. doi: 10.4018/978-1-5225-0282-1.

Arnan, P. and **Adugu, E.** "Individual, Institutional and Environmental Factors Promoting Patient Retention and Dropout." *Promoting Patient Engagement and Participation for Effective Healthcare Reform*. G. Graffigna, ed. 2016. 41-57. IGI Global Publishers: Pennsylvania, USA. doi: 10.4018/978-1-4666-9992-2.

Griffith, A. and Rock, L. F. "The Development of Social Policy in Barbados." *Pathways to Action: Social Policy in the Caribbean*. A. Henry-Lee, ed. Ian Randle Publishers: Kingston. 2016. 42-60.

Griffith, A. and **Rock, L. F.** "The Development of Social Policy in Barbados." *Pathways to Action: Social Policy in the Caribbean*. A. Henry-Lee, ed. Ian Randle Publishers: Kingston. 2016. 42-60.

Rock, L. F. "Residential Care for Children and Young People in the English-speaking Caribbean." *Residential Child and Youth Care in a Developing World: Global Perspectives*. K. Tuhinul Islam and L. Fulcher, eds. CYC-Net Press: Cape Town, S. Africa. 2016. 266-283.

Refereed Journal Articles

Adugu, E. "Political Consumption as Supplement to Conventional Political Participation in Promoting Social Change." *International Journal of Information Systems and Social Change (IJCSSC)*. Vol. 7, no. 1. 2016. 47-62. doi:10.4018/IJISSC.2016010103.

Barrow-Giles, C. "Review of 'Michael Manley and Jamaican democracy 1972-1980: The word is love' by F.S.J. Ledgister". *Commonwealth and Comparative Politics*. Vol. 54, no. 3. 2016. 438-440. doi: 10.1080/14662043.2016.1187785.

Broome, P. A. "[Re]Configuring Websites for National Development," Special Issue on E-Government in the English Speaking Caribbean. *International Journal of Public Administration in the Digital Age*. Vol. 3. No. 3, 2016. 33-56.

Broome, P. A. "Conceptualising the foundations of a Regional e-Commerce Strategy: Open networks or Closed Regimes? The case of CARICOM," *Cogent Business and Management*, Open Access. Vol. 3. 2016. 1-32.

Broome, P. A. "Before E-governance and E-government, Back to Basics. Sage Open Access, Vol. 5. No. 3, 2015. DOI: 10.1177/2158244015603106, <http://sgo.sagepub.com/content/5/3/2158244015603106>.

Broome, P. A. and Aduku, E. "Whither Social Media for Digital Activism: The Case of the Caribbean," *British Journal of Education, Society and Behavioural Science*, Vol. 10, no. 3. 1- 21.

Griffith, A. and Wickham, P. "Attitudes towards Homosexuality in Trinidad & Tobago and the Southern Caribbean." *Sargasso Journal*. (Issue on Love, Hope, Community, Sexualities and Social Justice.) Vol. 2014-2015, no. 1&2. 107-128.

Joseph, T .S. D. "Neo-liberalism, 21st Century Caribbean General Election and the Post-Colonial Development Challenge" *The Round Table: The Commonwealth Journal of International Affairs*, Vol. 104, no. 5. 2015. 585-604.

Watkinson, A. M. and **Rock, L.** "Child Physical Punishment and International Human Rights: Implications for social work education." *International Social Work*. Vol. 59, no. 1. 2016. 86-98.

Non-Refereed Publications

Barrow-Giles, C. "Review of Patrick Bryan's A History of the Caribbean Examination Council, 1973-2013: Regional Relevance, International Credibility." *CHILL News*. Issue 18. 2016. 52-53.

Grenade, W. C. "Review of 'The Gairy Movement: A History of Grenada, 1947-1997' by George Griffith." *Journal of Eastern Caribbean Studies*. Vol. 40, no. 1. 2015. 159-164.

Journalism

Broome, P. Issue and Analysis Pt. 1: On the Right: Some Shyness to New Technologies, in *The Nation Newspaper Barbados Online Edition*, Retrieved May 20, 2016. <<http://www.nationnews.com/nationnews/news/78333/-shyness-technologies>>.

Broome, P. Issue and Analysis Pt. 2: On the Left: Common Framework Among Challenges, in *The Nation Newspaper Barbados Online Edition*, Retrieved May 20, 2016. <<http://www.nationnews.com/nationnews/news/78332/left-common-framework-challenges>>.

Technical Report

Scott-Joseph, A. and **Hinds Harrison, K.** "Harmonization of Regulatory Frameworks in the Caribbean Community (CARICOM)". Regulatory Frameworks. "Subregional Integration Mechanisms of Latin America and the Caribbean: Harmonization and Convergence". SP/RRMRMIS-ALC: AC/DT N° 2-15 Caracas, Venezuela: Latin American and Caribbean System (SELA). 2015. 54-75.

Forthcoming Publications

Aduku, E. "Designing and Conducting Action Research in Diverse Settings" Adinyira, E., Fugar, F., & Ayarkwa, J. (Eds.). "Construction Research Design and Methods: A Practical Guide with Case Examples." University Printing Press (UPK)-Kumasi, Ghana.

Joseph, T.S.D. "The Westminster Model and the Collapse of the Post-Colonial Order" in *Beyond Westminster in the Caribbean*, edited by Brian Meeks and Kate Quinn (Kingston: Ian Randle Publishers.

Broome, P.A and Aduku, E. "Exploring Factors Associated with Digital Activism and Conventional Political Participation in the Caribbean."

Grenade, W. C. "Paradoxes of Regionalism and Democracy: Brexit's Lessons for the Commonwealth." Special Issue of *The Round Table The Commonwealth Journal of International Affairs*.

Rock, L.F. 'Building Awareness about Disability among Undergraduate Social Work Students: The Experience of a Social Work Programme.' *Caribbean Journal of Social Work*. (vol.12).

Rock, L. F. & Joseph, D. 'Addressing the Complexities of HIV and AIDS in the Caribbean: Theoretical Approaches and Interventions' *Social Work Education- The International Journal (Special Issue)*.

Cadogan-McClean, C. 'Benefits of Implementing Workplace Wellness Programmes for Barbadian Organizations. Employment.' *Compass, Trade Journal of the Barbados Employers' Confederation*.

MEMBERS OF STAFF AND TEACHING ASSIGNMENTS

HEAD OF DEPARTMENT

Philmore Alleyne, BSc (UWI), MBA (Oxford Brookes), PhD (Bradford), FCCA, FCA
Senior Lecturer in Accounting

ACCT1002	Introduction to Financial Accounting
ACCT2014	Financial Accounting I
ACCT6012	Principles of Taxation
MGMT3023	Independent Study
MGMT3096	Taxation and Tax Management
MGMT6203	Contemporary Management Issues Workshop

SENIOR LECTURERS

Permanent Full Time

Wayne Charles-Soverall, BA (Pace), MA (Brooklyn College) PhD (UWI)

MTMT2027	Management in Government I
MGMT2028	Management in Government II
MGMT3073	Managing Development
MGMT3075	Public Enterprise Management
MGMT3078	Policy Analysis
MGMT6132	Strategic Planning and Management
PTMT6020	Project Development Workshop

Dwayne Devonish, BA (UWI), MSc, PhD (Nottingham)
Coordinator, MSc International Management

IMGT6120	Internship/Practicum
IMGT6125	Research Paper
MGMT1001	Introduction to Management
MGMT2012	Quantitative Methods
MGMT6901	Research Methods for Business and Social Sciences
TOUR2004	Research Methods for Business

Dion Greenidge, BA (UWI), MSc, PhD (Nottingham)
Coordinator, MSc Human Resource Management and MSc Management

HRNM6112	Recruitment and Selection
HRNM6900	Research Paper
HRNM6990	Internship/Practicum
MGMT2008	Organisational Behaviour
MGMT3017	Human Resources Management
MGMT3022	Organisational Development
MGMT3061	Team Building and Management
MGMT3169	Leadership and Organisational Behaviour

Justin Robinson, BSc (UWI), MSc (Florida International) PhD (Manchester)

ACCT6020	Corporate Restructuring
MGMT3049	Financial Institutions and Markets

LECTURERS

Permanent Full Time

Juliette Brathwaite, BA (Huddersfield), DipEd. (UWI & ETTC), Med (Leeds), MSc (UWI), PhD (Southampton)

MGMT1001	Introduction to Management (Semesters I & 2)
MGMT3033	Business, Government, Society & Ethics (Semester 2)
MGMT3056	Project Management (Semester I)
PTMT6003	Project Implementation (Semester I)

John Burnett, BSc (UWI), MBA (St. Mary's), CMA

ACCT2014	Financial Accounting I
ACCT2019	Introductory Accounting for Managers
ACCT2025	Fraud Examination
ACCT6011	Corporate Finance
ACCT6022	Portfolio Analysis & Management Using the Bloomberg Platform I Workshop

ACCT6023	Portfolio Analysis & Management Using the Bloomberg Platform II Workshop
PTMT6004	Project Financing

Donley Carrington, BSc (UWI), MBA (Iowa), PhD (Hull), CMA

Coordinator, MSc Investments and Wealth Management

ACCT3015	Accounting Information Systems
ACCT3039	Management Accounting II
ACCT3041	Advanced Financial Accounting
ACCT6010	Accounting for Managerial Decision Making
ACCT6011	Corporate Finance
ACCT6025	Construction Accounting and Finance
ACCT6900	Research Paper
ACCT6990	Internship/Practicum

Akhentoolove Corbin, BSc (UWI), MSc (LSE), PhD (UWI)

HRNM6007/	
TOUR6150	Human Resource Management
HRNM6110	Human Resource Development
HRNM6111	Strategic Human Resources Management
HRNM6113	Performance Management
MGMT3031	Business Strategy and Policy

Stacey Eswick, BSc (UWI), FCCA

Coordinator, MSc Financial Management

ACCT1002	Introduction to Financial Accounting
ACCT6014	Corporate Tax Planning and Management
ACCT6022	Portfolio Analysis & Management Using the Bloomberg Platform I Workshop
ACCT6023	Portfolio Analysis & Management Using the Bloomberg Platform II Workshop
ACCT6900	Research Paper
ACCT6990	Internship/Practicum
MGMT2023	Financial Management I

MGMT3048 Financial Management II
MGMT3053 International Financial Management.

Glenda Gay, BSc (UWI), MSc, PhD (Nova Southeastern)
Coordinator, MSc Building and Construction Management
COEM6900 Research Paper
COEM6990 Internship/Practicum
MGMT2005 Microcomputer Applications for
Business (Semesters I & 2)
MGMT2006 Management Information Systems I
(Semesters I & 2).

Cristina Jönsson, BSc (Oxford Brookes), BSc,
MSc (Griffith University)
MGMT3005 Attractions Development and
Management
TOUR2001 Caribbean Tourism
TOUR2002 Transportation and Travel
TOUR2003 Tourism Planning and Development II
TOUR3001 Sustainable Tourism
TOUR3006 Independent Research Project
(Supervisor)
TOUR6080 Contemporary Issues in Tourism
and Hospitality

Joseann Knight, BSc (UWI), MBA (Florida), PhD (UWI)
MKTG2001 Principles of Marketing
(Semesters I & 2)
MKTG3002 Marketing Research
MKTG3070 Consumer Behaviour
MKTG6010 Consumer Behaviour

Nicole Knight, BSc (UWI), MBA (London South
Bank University)
MGMT2008 Organisational Behaviour
MGMT2013 Introduction to International Business
MGMT3017 Human Resources Management
MGMT3038 Cross National Management

Sonia Mahon, BSc (UWI), MSc (Boston)
Deputy Dean, Faculty of Social Sciences
MGMT1000 Introduction to Computers
(Semesters I & 2)
MGMT3011 Management Information Systems II

Nadini Persaud, BSc, MSc (UWI),
PhD (Western Michigan), CPA, CGA
Coordinator, MSc Project Management and Evaluation
ACCT1003 Introduction to Cost and
Management Accounting
PTMT6005 Monitoring and Evaluation
PTMT6007 Essentials of Management
PTMT6008 Practicum (Semesters I & 2)
PTMT6009 Social and Environmental Impact
Assessment
PTMT6021 Information Management for
Projects Workshop

Paul Pounder, BBA (Brock), PhD (Birmingham)
MGMT2026 Production and Operations
Management
MGMT3031 Business Strategy and Policy
MGMT3033 Business, Government and Society
MGMT3090 Entrepreneurial Finance
PTMT6001 Project Analysis and Appraisal
PTMT6011 Project Evaluation

Sherma Roberts, BA (UWI), MSc (Surrey),
PhD (Brunel)
Coordinator, MSc Tourism Programmes
TOUR2000 International Tourism
TOUR3000 Tourism Management
TOUR3002 Tourism Marketing
TOUR3007 Internship Coordination
TOUR6030 Tourism Destination Management
TOUR6040 Sustainable Tourism Development
TOUR6120 Resort Hotel Development
and Operations
TOUR6900 Applied Research and
Project/Internship
TOUR6910 Thesis

Alfred Walkes, BSc, MPhil, PhD (UWI)
Coordinator, MSc Marketing
IMGT6010 International Marketing
MGMT3058 New Venture Management
MGMT3089 Social Entrepreneurship for
Sustainable Development
MKTG3000 Marketing Management
MKTG6000 Marketing Management
MKTG6040 Services Marketing
MKTG6900 Research Paper
MKTG6990 Internship/Practicum

Diana Weekes-Marshall, BSc (UWI), FCCA, FCA
ACCT2015 Financial Accounting II
ACCT2017 Management Accounting II
ACCT3040 Advanced Accounting Theory
ACCT3043 Auditing
ACCT3044 Auditing II

Ayanna Young Marshall, LLB (UWI), Cert. of Legal
Education (Hugh Wooding Law School), MSc (UWI)
COCR2070 SEED
IMGT6030 International Trade and Investment
MGMT2013 Introduction to International Business
MGMT2021 Business Law I
MGMT3037 International Business Management
PTMT6000 Management of Negotiations
PTMT6006 Contract Management and
Procurement

RESEARCH ASSISTANTS

Melissa Cornwall, BA (UWI)

Margaret Hinds, BSc, MSc (UWI)

Amanda Pierce, BSc (UWI)

PART TIME LECTURERS

Lana Alleyne, BSc (UWI), MBA (Florida)
MKTG3010 Integrated Marketing Communications

**Jasmine Babb, BSc (UWI), MBA (City University),
MA, Doctor (Leicester)**
HRNM6107 Human Resource Management
HRNM 6108 Contemporary Industrial Relations
Practices

Jennifer Barrow, BSc (UWI), MSc (Surrey)
TOUR6050 Strategic Marketing for Tourism
and Hospitality

**Gareth Beeston, BSc, MA (Portsmouth),
MSc (Southampton)**
MKTG6046 Electronic Marketing

**Nneka Brathwaite, LLB (UWI),
LEC (Hugh Wooding Law School)**
MGMT2021 Business Law I

**Robertine Chaderton, BSc (UWI), BComm
(Windsor), PhD (Manc)**
ACCT6019 Multi-Jurisdictional Tax Planning
and Management

Lisa Clarke, BA, MSc (UWI)
IMGT6090 Spanish I
MGMT6303 Spanish Workshop

Jeremy Collymore, BA, MPhil (UWI)
TOUR6090 Risk, Crisis and Disaster Management

**Damien Gaskin, BSc (UWI), MBA (Illinois at Chicago),
CPA, CFA**
ACCT6015 Equity and Fixed Income Securities

Adrian Glean, BSc (UWI), MSc (LSE)
MGMT3076 Managing Financial Institutions

Priscilla Glidden, BA (Mass), PhD (MIT)
COEM6059 Introduction to CIPM Workshop
COEM6062 Advanced Project Management
Workshop
PTMT6002 Information Management for Projects

**Sonia Greenidge-Franklyn, BSc (UWI), MA,
PhD (Phoenix)**
MGMT3024 Business Communications
MGMT6300 Corporate Communication
Workshop

**Jacqueline Harper, BSc (UWI),
MSc (Portland State University)**
MKTG6100 Pricing and Revenue
Management Workshop

**Carver Hinds, BSc (UWI), GGA, Dip. in Public
Sector Accounting & Auditing; CIPFA (London), Cert. in
Infor. Tech. (Connecticut)**
ACCT2018 Government Accounting

Gregory Hinkson, BSc (UWI), CGA, CMC
ACCT6016 Alternative Investments
IMGT6205 Caribbean and Latin American
Experiences Workshop
MGMT3049 Financial Institutions and Markets

**Wendy Hollingsworth, BSc (Guelph), MSc (Wageningen),
PhD (Massey University)**
MGMT3091 Creativity and Innovation Management
for Entrepreneurship

Debbie-Ann Jemmott, LLB, BSc (UWI), MSc (Luton)
MGMT2224 Introduction to Entrepreneurship
GEMA6125 Small Business and Entrepreneurship

**Leslie-Ann Jordan-Miller, BSc (UWI), Postgrad. Dip.,
PhD (Otago)**
TOUR6060 Service Quality in Hospitality
and Tourism
TOUR6135 Events Operation Management

Noel Lynch, BA, BSc, MBA (Puerto Rico)
TOUR6020 Caribbean Tourism Business
Environment Workshop

Orville Lynch, BA (UWI), MSc (Clemson)
HRNM6302 Human Resources Management
MGMT6132 Strategic Planning and Management

Hector Martin, BSc, MSc (UWI)
COEM6016 Natural Hazards Management

**Cecil McCarthy, LLB (UWI), Legal Education Certificate
(Hugh Wooding Law School)**
MGMT3063 Labour and Employment Law

**Abrahams Mwasha, BSc, MSc (Inst. of Municipal
Management), PhD (Wolverhampton)**
COEM6013 Materials Technology

Cathy Norville, BSc (UWI), MA (Westminster)
HRNM6107 Human Resources Management
HRNM6109 Compensation Management
HRNM6114 Skills for Human Resource
Management Workshop
MGMT3062 Compensation Management
SPSC6009 Leadership and Human Resources
Management

Sasha Sutherland, BA, MPhil. (UWI)
TOUR6130 Sport and Event Management

**Christopher Symmonds, BSc (UWI); International
Business Diploma (Illinois State); MBA (University of Lincoln)**
MKTG6101 Product Planning Workshop

Denise William-Franklin, BSc (UWI), MBA (Salford)
MKTG3001 International Marketing Management

Elsworth Young, BA (UWI), MSc (Massachusetts)
MGMT3018 Industrial Relations

ADMINISTRATIVE, TECHNICAL AND SUPPORT STAFF

Administrative Office

Mrs Neila Hinkson,
Administrative Assistant

Miss Deborah Howard,
Stenographer/ Clerk, Grade I

Mrs Margaret Lamontagne-Chase, BSc. (UWI),
Stenographer/ Clerk, Grade II

Miss Melanie Straker, Stenographer/Clerk, Grade II

Graduate and Special Projects Section

Miss Monica Smith,
Administrative Assistant

Mrs Tameshia Brandford,
Stenographer/Clerk, Grade III/III

WORK OF THE DEPARTMENT

Undergraduate Programmes

The Department has been offering teaching in the areas of accounting, accounting and finance, management and related concentrations in human resource management, marketing, international business, and entrepreneurship, public sector management, tourism and hospitality with a number of major and minor combinations across disciplines on the campus.

Graduate Programmes

The Department continues to offer taught masters programmes in Building and Construction Management, International Management, Investments and Wealth Management, Management with Concentrations, Financial Management, Marketing, Human Resource Management,

Project Management and Evaluation, Tourism and Hospitality Management, Tourism and Events Management, Tourism and Sport Management, Tourism Marketing and Tourism with Project Management. The graduate programmes continue to provide significant revenues and international recognition to the University. The Department has a growing MPhil/PhD programme involved in diverse areas such as finance, accounting, management, leadership, corporate governance, and tourism.

Research and Publications

The Department continues to engage in important research and publications on key topics. Staff has published articles and technical reports, and presented at regional and international conferences.

Current research initiatives such as the Caribbean Corporate Governance Survey and Index, Whistleblowing project, The Financial Impact of Natural Disasters, Development of Harmony scale, and the Corporate Power Project continue to be part of the Department's research output.

Outreach Activities

The Department has been engaged in a number of private and public sector initiatives.

Ministry of Labour/UWI/ Tertiary Institutions Accreditation Project

The Department has been spearheading the tertiary institutions accreditation project which aims to gain registration and accreditation status for Samuel Jackman Prescod Polytechnic (SJPP), Barbados Community College (BCC), Barbados Vocational Training Board (BVTB) and Erdiston Teachers' Training College (ETTC). Team: Dr Akhentoolove Corbin, Dr. Sylvia Henry, Dr Wayne Charles-Soverall, Dr. Philmore Alleyne.

Caribbean Disaster Emergency Management Agency (CDEMA) Project

Project entitled "Preparation of the Summative (Final) Evaluation of the Mainstreaming Climate Change into Disaster Risk Management for the Caribbean (CCDM) Phase 2 Project". The team included: Paul Pounder, Philmore Alleyne, Dwayne Devonish, Stacey Estwick, Amanda Pierce and Marissa Chandler. *Project completed February 29, 2016 and submitted to the European Union.*

Project Evaluation Workshop

Dr Nadini Persaud organized a project evaluation workshop on April 13, 2016. The Office of Independent Evaluation at the Caribbean Development Bank, UWI, and Carleton University in Canada collaborated and held a Workshop to support strengthening the role of evaluation in the Caribbean region. The specific objectives of the workshop included sharing experiences and challenges faced in the field with data collection and discussing possible mitigation measures. The informative panels comprised of speakers from UNICEF, Carleton University, CDB, UWI, and other evaluation professionals from the Caribbean region.

The ACCA MOU

During January 2016, the Campus signed a Memorandum of Understanding with the Association of Chartered Certified Accountants (ACCA) under the (ACCA's) Accelerate Initiative. The MOU allows for early registration to the ACCA's professional accounting programme with discounted pricing to eligible UWI students. Whereas the initial agreement is for one year, consideration for renewal will be granted thereafter. As well as discounted pricing, the MOU gives students the benefit of accelerating both their careers towards the accounting profession, and also their path to membership with a prestigious accounting body such as the ACCA.

Student Entrepreneurial Empowerment Development (SEED)

Ongoing work to establish the SEED Small Business Development Centre (SBDC)

SEED continued the work towards establishing the SEED/ Small Business Development Centre (SBDC). Under this public/private/academic partnership project, SEED will be able to streamline technical and managerial assistance to small businesses. Being part of the SBDC Network provides access to NeoSerra Software to measure the *economic impact* of support to businesses whether through employment generation, retention, foreign exchange earning etc.

Members of the SBDC Network have been undergoing training in project management, NeoSerra and Social Media marketing.

A proposal for a Hot Desk Facility for the SEED SBDC has been prepared and submitted for funding consideration by private sector collaborators.

Support to the Youth Agripreneurship Incubator Programme, Ministry of Agriculture

SEED provided technical support to the Ministry of Agriculture's Youth Agripreneurship Programme in August 2015. SEED Coordinator, Ayanna Young Marshall and SEED faculty, Dr Alfred Walkes facilitated various sessions under this programme. SEED alum Kellyann Allicot is benefiting under this programme.

University of South Florida (USF) Collaboration

In September 2015, SEED welcomed faculty Dr James Mihelcic and Dr Maya Trotz from USF to work with Ayanna Young Marshall and BWA engineers on a proposal to the Green Climate Fund to fund the waste to wealth activity as part of a broader project to mitigate climate change. This project has as beneficiaries the BWA and UWI and in addition to climate change adaptation and mitigation, addresses entrepreneurship, public education, research and renewable energy among others.

Collaboration with Faculty of Science and Technology

SEED continued to work under the CAP4INNO and BRIDGE projects with the Faculty of Science and Technology to enhance innovation, entrepreneurship, renewable energy and ICT at the University of the West Indies.

BRIDGE Entrepreneurship Workshop

SEED hosted a successful Train the Trainers Entrepreneurship workshop from January 11 to 14, 2016 under the Inter-American Development Bank (IDB)-funded Building capacity and Regional Integration for the Development of a Generation of Entrepreneurs (BRIDGE) in Sustainable Energy and Information and Communication Technologies (ICT) project. Lead facilitators were Susan Laing, Director, Edinburgh Institute – Entrepreneurship Division, The Business School and Nick Fannin, Head, Bright Red Triangle at Edinburgh Napier Institute. Participants came from faculty as well as most of the organisations involved in small business development such as the Cave Hill School of Business, Barbados Investment and Development Corporation, Small Business Development Unit, Ministry of Industry, International Business, Commerce and Small Business Development, Fund Access, Barbados Manufacturers' Association, Samuel Jackman Prescod Polytechnic, Barbados Community College, Barbados Youth Business Trust. Although the training was aimed at trainers, entrepreneurs were chosen from SEED and the Youth Agripreneurship Incubator Programme of the Ministry of Agriculture. Participants from incubator programmes in Jamaica and Trinidad and Tobago were also in attendance. Stemming from this training, Makeda Hart has created a course in Entrepreneurship at the Barbados Community College Hospitality Institute. SEED faculty served as judges for their business planning activity.

6th SEED CIBC First Caribbean International Bank Business Plan Competition

The 6th Student Entrepreneurial Empowerment Development (SEED) CIBC FirstCaribbean International Bank Business Plan Competition was held on June 1, 2016. Winners were Kevin Payne, Aquasis Designs, Joshua Hamlet, nDuna, Neesha Reid, Gems Music Studio, Margaret Hinds, The Cake Box and Ilesha Edwards, Empressive Events.

Through this competition, the CIBC FirstCaribbean International Bank has supported the conceptualisation, establishment or expansion of 30 start-ups, disbursing the sum of \$180,000 to student entrepreneurs from Barbados, St. Vincent and the Grenadines, Grenada, Antigua and Barbuda, Guyana, Jamaica and Trinidad and Tobago.

Mission by Students of Cave Hill Campus to Jamaica to engage the CARICOM Single Market and Economy in collaboration with the Faculty of Social Sciences

Under a CARICOM Single Market and Economy (CSME) project funded by the European Union Commission, a team of students from The University of the West Indies (UWI), Cave Hill Campus, carried out a mission to Jamaica from April 10 to April 16, 2016 to engage the CSME. Students were selected by their Deans based on interest in the regional integration process, excellence in academia, student governance and co-curricular activities. The students were very grateful to be given the opportunity to participate in the mission and recommended that as many young persons as possible be similarly exposed.

Prior to travel to Jamaica, the team was briefed by Professor Clive Landis, Deputy Principal, and Ayanna Young Marshall, the lecturer who accompanied and supervised the group's work. Students were then exposed to a half-day briefing from officials of the CSME Unit as well as representatives from Barbados' competent authorities – Immigration Department, Central Bank,

Customs Department, Corporate Affairs and Intellectual Property Office and Accreditation Council. Students met with The Right Honourable Freundel Stuart, Prime Minister of Barbados; Ambassador Robert Morris, Barbados' Ambassador to CARICOM; Ms Sonia Welch, Permanent Secretary in the Prime Minister's Office; and other officials involved in CARICOM matters.

During the mission to Jamaica, relevant, competent authorities were visited and an assessment of their good practices and challenges was undertaken. Students were also accompanied on their meetings in Jamaica by experts from the Barbados Prime Minister's Office – Mrs Rhea Clarke-Mason and Ms Dale Williams, CARICOM Youth Ambassador Mr Shamar Ward, as well as representatives from the CSME Unit – Ms Tanisha Cross, Mr Joel Richards and Mr Anton Shepherd. Jamaica-based representatives from relevant ministries also attended the consultations.

The team carried out a cursory comparative analysis in an attempt to highlight any differences or similarities between Barbados and Jamaica and made recommendations as solutions to some of the challenges faced. These proposals do not necessarily match all of the challenges identified. Instead they are aimed at the proverbial low hanging fruit that do not require excessive financial and human resources. The final report, written by the students and their lecturer Ayanna Young Marshall, is presented under four headings: Free Movement of Goods; Free Movement of Services; Movement of Capital and Right of Establishment; and Free Movement of Skills.

The full report including photographs can be viewed here: <https://www.dropbox.com/s/ylm8ywrp89tjd4f/CSME%20Barbados%20to%20Jamaica%20Mission%20Final%20Report.docx?dl=0>

Teaching Programmes

Undergraduate Programmes

Undergraduate programmes were delivered in the following subject areas.

Semester 1 Student Registration

Programmes	New First Time	New First Time Transfer	Returning/ Re-Entry	Continuing	Completed	Total
Accounting	82	8	5	179	13	287
Accounting and Finance	26	12	4	214	21	277
Hospitality and Tourism Management	32	-	-	36	-	68
Hotel Management	13	-	1	2	-	16
Management & Administration of Sport (Cert.)	-	-	-	3	27	30
Management (Special)	51	3	19	245	15	333
Management with Concentrations	54	10	8	266	-	338
Management with French	2	-	-	1	1	4
Management with Psychology	8	-	5	43	4	60
Management with Spanish	2	-	2	7	1	12
Public Sector Management	5	-	2	26	1	34
Sport Sciences	16	1	-	47	-	64
Tourism Management	3	-	-	1	-	4
Total	294	34	46	1070	83	1527

Semester 2 Student Registration

Programmes	New First Time	Returning/ Re-Entry	Continuing	Completed	Total
Accounting	-	-	173	33	206
Accounting and Finance	-	-	254	57	311
Hospitality and Tourism Management	-	-	65	6	71
Hotel Management	-	-	14	-	14
Management & Administration of Sport (Cert.)	-	-	1	-	1
Management (Special)	-	-	261	31	292
Management with Concentrations	-	-	267	58	325
Management with French	-	-	3	-	3
Management with Psychology	-	-	43	3	46
Management with Spanish	-	-	10	1	11
Public Sector Management	-	-	25	5	30
Sport Sciences	-	-	62	-	62
Tourism Management	-	-	5	-	5
Total	-	-	1183	194	1377

Summer Student Registration

Programmes	New First Time	Returning/ Re-Entry	Continuing	Completed	Total
Accounting	-	-	96	-	96
Accounting and Finance	-	-	98	-	98
Hospitality and Tourism Management	-	-	49	-	49
Hotel Management	-	-	2	-	2
Management & Administration of Sport (Cert.)	-	-	-	-	-
Management (Special)	-	-	106	-	106
Management with Concentrations	-	-	127	-	127
Management with French	-	-	1	-	1
Management with Psychology	-	-	20	-	20
Management with Spanish	-	-	4	-	4
Public Sector Management	-	-	9	-	9
Sport Sciences	-	-	30	-	30
Tourism Management	-	-	2	-	2
Total	-	-	544	-	544

The Department continued to provide support for the teaching of First and Second Year University courses at the Antigua State College.

The number of persons graduating in these undergraduate programmes for the 2015-2016 academic year are as follows:

Undergraduate Degrees Awarded

Programmes	First Class	Upper Second Class	Lower Second Class	Pass	Total
Accounting	5	21	36	32	94
Accounting & Finance	15	40	42	9	106
Hospitality & Tourism Management	-	3	15	4	22
Management (Special)	-	13	27	18	58
Management with Concentrations	8	50	66	9	133
Management with French	1	-	-	-	1
Management with Psychology	-	2	7	4	13
Management with Spanish	-	1	-	2	3
Public Sector Management	-	1	3	3	7
Sport Sciences	-	-	1	-	-
Total	29	131	196	81	437

Postgraduate Programmes

Postgraduate Programmes were delivered in the following subject areas:

Semester I Student Registration

Programmes	New First Time	Returning/ Re-Entry	Continuing	Completed	Total
MPhil Management	1	-	6	-	7
MSc Building and Construction Management	4	-	5	-	9
MSc Financial Management	4	-	12	2	18
MSc Human Resource Management	11	-	17	-	28
MSc International Management	4	-	9	1	14
MSc Investment and Wealth Management	5	-	14	1	20
MSc Management with Specialisations	-	-	19	4	23
MSc Marketing	2	-	11	-	13
MSc Project Management and Evaluation	8	-	18	2	28
MSc Sport Sciences	-	-	10	-	10
MSc Tourism and Hospitality Management	2	-	2	-	4
MSc Tourism and Event Management	2	-	5	-	7

Semester 1 Student Registration

Programmes	New First Time	Returning/ Re-Entry	Continuing	Completed	Total
MSc Tourism and Sport Management		-	1	-	1
MSc Tourism Marketing	1	-	1	-	2
MSc Tourism with Project Management	2	-	2	-	4
PhD Management	1	-	11	-	12
Total	47	-	143	10	200

Semester 2 Student Registration

Programmes	New First Time	Returning/ Re-Entry	Continuing	Completed	Total
MPhil Management	-	-	6	4	10
MSc Building and Construction Management	-	-	5	-	5
MSc Financial Management	-	-	16	-	16
MSc Human Resource Management	-	-	25	5	30
MSc International Management	1	-	13	-	14
MSc Investments and Wealth Management	-	-	15	2	17

Semester 2 Student Registration

Programmes	New First Time	Returning/ Re-Entry	Continuing	Completed	Total
MSc Management with Specialisations	-	-	19	-	19
MSc Marketing	-	-	12	-	12
MSc Project Management and Evaluation	-	-	20	6	26
MSc Sport Sciences	-	-	9	-	9
MSc Tourism and Hospitality Management	-	-	6	-	6
MSc Tourism and Event Management	-	-	4	1	5
MSc Tourism and Sport Management	-	-	1	-	1
MSc Tourism Marketing	-	-	-	1	1
MSc Tourism with Project Management	-	-	3	-	3
PhD Management	2	-	8	1	11
Total	3	-	162	20	185

Summer Student Registration

Programmes	New First Time	Returning/ Re-Entry	Continuing	Completed	Total
MPhil Management	-	-	-	-	-
MSc Building and Construction Management	-	-	5	1	6
MSc Financial Management	-	-	8	-	9
MSc Human Resource Management	-	-	13	12	25
MSc International Management	-	-	8	3	11
MSc Investments and Wealth Management	-	-	9	2	11
MSc Management with Specialisations	-	-	4	12	16
MSc Marketing	-	-	9	3	12
MSc Project Management and Evaluation	-	-	14	6	20
MSc Sport Sciences	-	-	1	7	8
MSc Tourism and Hospitality Management	-	-	5	1	6
MSc Tourism and Event Management	-	-	4	3	7
MSc Tourism and Sport Management	-	-	-	-	-
MSc Tourism Marketing	-	-	-	-	-
MSc Tourism with Project Management	-	-	2	2	4
PhD Management	-	-	-	-	-
Total	-	-	82	53	135

Postgraduate Degrees Awarded

Programmes	Distinction	Pass	Total
MPhil Management	-	-	-
MSc Building and Construction Management	-	5	5
MSc Financial Management	1	1	2
MSc Human Resource Management	-	16	16
MSc International Management	2	1	3
MSc Investments and Wealth Management	1	2	3
MSc Management	3	-	3
MSc Management with Specialisations	1	8	9
MSc Marketing	1	2	3
MSc Project Management and Evaluation	1	8	9
MSc Sport Sciences	5	1	6
MSc Tourism and Events Management	-	4	4
MSc Tourism and Hospitality Management	1	-	1
MSc Tourism and Sport Management	-	1	1
MSc Tourism Marketing	-	1	1
MSc Tourism with Project Management	-	-	-
PhD Management	-	-	-
Total	16	50	66

Summer School 2015 -2016

The following courses were offered by the Department of Management Studies during Summer School 2015-2016:

ACCT1002	Introduction to Financial Management
ACCT1003	Introduction to Cost and Management Accounting
ACCT2015	Financial Accounting II
ACCT2017	Management Accounting I
ACCT2019	Introductory Accounting for Managers
ACCT3040	Advanced Accounting Theory
ACCT3043	Auditing
MGMT1001	Introduction to Management
MGMT2005	Microcomputer Applications for Business
MGMT2006	Management Information Systems I
MGMT2012	Quantitative Methods
MGMT2020	Managerial Economics
MGMT2023	Financial Management I
MGMT2026	Production and Operations Management
MGMT3017	Human Resources Management
MGMT3018	Industrial Relations
MGMT3031	Business Strategy and Policy
MGMT3033	Business, Government and Society
MGMT3037	International Business
MGMT3048	Financial Management II
MGMT3049	Financial Institutions and Markets
MGMT3056	Project Management
MKTG2001	Principles of Marketing

RESEARCH IN PROGRESS

Philmore Alleyne

"Ethical and whistleblowing considerations in the accounting profession in the Caribbean".

"Corporate governance and whistleblowing practices in the Caribbean".

Nadini Persaud

- "Cost analysis methodology basics: The nuts and bolts of sound cost analysis in evaluation design". Skills building workshop to be presented at the 30th Annual Conference of the American Evaluation Association, Atlanta, GA.
- *"Secondary school principals' opinions on medical marijuana legislation in St. Vincent and the Grenadines"* (with I. Persaud).
- *"The Nuts and Bolts of research methodology"* (with Dwayne Devonish and I. Persaud). Projected Book Publication Date 2017.
- *"Cost Inclusive Evaluation: Planning It, Doing It, Using It"* (with B. Yates) New York: Guildford Publishers. Projected Book Publication Date 2018.

Completed Manuscripts and Other Unpublished Papers

Juliette Brathwaite

- "Governance and Strategic Project Management: An Emerging Economy Perspective". Submitted for review to the *Journal of Management and Governance*, December 2015.
- "Entrepreneurial Orientation Relationship with Organizational Performance: Mediating impacts of project management flexibility in emerging and developing economies". Submitted for review to *International Entrepreneurship and Management Journal*, April 2016.

- “Strategic Initiatives Mediated by Project Management Capabilities: Processes and Practices for Value-Added Strategic Renewal Outcomes”. Submitted for review to *International Journal of Project Management*, December 2015.
- “Flexibility Enhancing Strategic Orientation Effect on Outcomes: An Enabling Role of Project Management”. Submitted for review to the *Journal of African Business*.
- “Strategic Initiatives and Project Management Practices: A Study of Journey for Value-Added Strategic Renewal”. Submitted for review to the *Journal of Operations and Production Management*, September 2015.

Glenda Gay

- “The influence of online learner e-learning readiness during course delivery”. Currently under review for publication. *Journal of Internet and Higher Education*.

Manuscripts in Preparation

Juliette Brathwaite

- “Mediating Effects of Project Management Flexibility on Strategic Orientation Relationship with Outcomes.”
- “Contemporary Twist on Capability Enhancement for Advantageous Sustainability – An Integrative Approach to how Strategic Project Management Influences Requirements Relationship with Outcomes”.
- “How Strategic Initiatives and Project Management Impact Strategy Execution and Revitalization” for *Journal of Strategy and Management*.
- “Strategic Project Management and Middle Management as Means of Influencing Strategic Initiatives Implementation” for *International of Management Research and Business Strategy*.
- ‘How Strategic Initiatives are Improved through Strategic Project Management’ for *Management*”.

- “How Project Management, and associated factors, utilized as Major Stimuli, Impacts the Implementation of Strategic Initiatives” for *International Journal of Project Management*.

Glenda Gay

- A four-year study of student’s e-learning readiness for the online environment.
- Student performance and course satisfaction at a Caribbean University: Online versus blended versus face-to-face.

RESEARCH ACTIVITIES

Philmore Alleyne

- Caribbean Disaster Emergency Management Agency (CDEMA) Project entitled “Preparation of the Summative (Final) Evaluation of the Mainstreaming Climate Change into Disaster Risk Management for the Caribbean (CCDM) Phase 2 Project”. The included: Paul Pounder, Dwayne Devonish, Stacey Estwick, Amanda Pierce and Marissa Chandler. Project value - \$40,000.00.
Project completed February 29, 2016 and submitted to the European Union.

Juliette Brathwaite

- Proposed Book: Project Management Contribution to Strategy, Initiatives and 2016 Renewal: Assessing Impact of Strategic Project Management on Initiatives Outcomes.
- Proposed Book: Education Philosophy, Management and Progress: Examining Contribution to Teaching, Learning and Outcomes at Tertiary Level in Developing Countries.
- Currently working with supervisors on manuscripts based from Thesis “How Strategic Project Management and Middle Management Influence Implementing Strategic Initiatives”, with a view to publications.

- Collaboration with researchers/faculty/personnel at Universities and Associations, especially in Strategy, project management and higher education, with view to presenting at conferences/seminars or publishing.
- Research and linkages for Proposal for Unit for Strategic Project Management, Evaluation and Compliance (SProMEC).
- Research on strategic initiatives, projects and renewal. Completing manuscript after data collection from firms.
- Research linking Strategy, Initiatives and Projects Effectiveness.

Dwayne Devonish

- Development and Implementation of the Strategic Plan for the Child Care Board of Barbados 2016-2021.
- Implementation of the Strategic Plan for the Psychiatric Hospital of Barbados 2016-2021.
- Development and Implementation of the Strategic Plan for Barbados Community College 2016-2021.
- Examination of Productivity Drivers and Barriers in Barbados Private Sector: A 2016 Study.

STAFF ACTIVITIES

CONFERENCES/SEMINARS/ WORKSHOPS ATTENDED

Juliette Brathwaite

- Attended University of the West Indies, Cave Hill Campus, Department of Management Studies, Research Forums and PhD Upgrade Seminars, 2015-2016.
- Successfully completed two of four courses for the UWI Postgraduate Certificate in University Teaching and Learning. Continuing work this Semester.

Stacey Estwick

- “Ownership Structure, Capital Markets and Financial Flexibility in the Caribbean”. Corporate Governance Conference, Barbados, September 2015.

Nadini Persaud

- “Challenges/issues with conducting evaluations in the English- speaking Caribbean region: Lessons from the field”. Paper presented at a workshop on “Strengthening the Role Evaluation in the Caribbean,” Bridgetown, Barbados, April 13, 2016. The workshop was a collaborative venture between the Department of Management Studies-UWI, Caribbean Development Bank and Carleton University in Canada.
- Chair/Discussant for four Multi-Paper Sessions (1) Evaluation Challenges: Experiences from the Field, (2) The Necessary Connection Between Data and Policy Development, (3) Latest Trends in Evaluation, and (4) The Way Forward: How to Overcome and Mitigate Challenges. All sessions were presented at a workshop on “Strengthening the Role of Evaluation in the Caribbean”, Bridgetown, Barbados, April 13, 2016. The workshop was a collaborative venture between the Department of Management Studies-UWI, Caribbean Development Bank and Carleton University in Canada.
- Attended American Evaluation Association 29th Annual Conference “Exemplary Evaluations in a Multicultural World”, Chicago, IL, November 9-14, 2015.
- “*Simplifying Cost Analysis for Evaluators: Breaking It Down To Simple Arithmetic*”. Paper presented at 29th Annual Conference of the American Evaluation Association, Chicago, IL, November 12, 2015.
- Chair, Multi-Paper Panel “*Productivity Impact Evaluation and Cost Analysis Capacity Building Evaluation in Developing Countries: What can we learn?*” American Evaluation Association 29th Annual Conference, Chicago, IL, November 11, 2015.

- Chair, Costs Effectiveness, Benefits, and Economics Topical Interest Group Business Meeting, American Evaluation Association, Chicago, IL, November 12, 2015.

CONFERENCE PAPER

Hudaib, M., **Alleyn, P.** & Haniffa, R. “The Role of Group Cohesion on External Auditors’ Whistle-blowing Intentions”. Presented at the 16th Annual Conference of Asian Academic Accounting Associations. Bandung, Jawa Barat, Indonesia, November 16-18, 2015. (Best Paper).

STAFF WORKING PAPER SERIES**Glenda Gay**

- “An evaluation of student readiness on e-learning system success: Strengths and challenges”. January 2016.

OUTREACH AND PUBLIC SERVICE**Juliette Brathwaite**

- Reviewer of Manuscripts: Journal of Educational Management Administration and Leadership. Business Process Management Journal; Supply Chain Management Journal. Journal of Management Development.
- Member, Association of Caribbean Higher Education Administrators (ACHEA).
- Member, Project Management Institute (PMI).
- Member, Foundation Secondary School Old Scholars Association (FOSA).
- Member of Conference Committee, ACHEA 2017 Conference.
- Linkages with international research group in Strategic Project Management Research.

Nadini Persaud

- Director, Chartered Professional Accountant (CPA) Canada-Barbados Chapter.
- Member, Finance Advisory Board, American Evaluation Association, USA.
- Advisory Board Member, Faster Forward Fund (a private foundation in the USA) established by Professor Michael Scriven, one of the three founding fathers of evaluation to accelerate the theory, practice and profession of evaluation.
- Program Chair, Costs, Effectiveness, Benefits, and Economics Topical Interest Group, American Evaluation Association, USA, 2015-2016.
- Editorial Board Member, Evaluation and Program Planning, USA (Elsevier Journal).

SERVICE WITHIN THE UNIVERSITY**Juliette Brathwaite**

- University of the West Indies, Cave Hill Campus, Department of Management Studies Subject Area Committee: Project Management and Evaluation.
- Examiner and Second Examiner for Undergraduate and Graduate courses delivered.
- Coordinated’ undergraduate course MGMT1001 Principles of Management.
- Supervised ‘Practicum or Capstone Practice and Research with Report’ for Masters Student(s) - MSc Programme Project Management and Evaluation.
- Establishing Unit for Strategic Project Management, Evaluation and Compliance (SProMEC).

Joseann Knight

- Chairman, Marketing Advisory Committee, April 2016 to present.
- Preliminary Report on the Market Demand for Faculty of Social Sciences Courses, July 2015.

Nadini Persaud

- Non-professional representative to Academic Board, Cave Hill Campus 2015-2016.
- Member of WIGUT Executive 2016.
- Dean's Nominee, Campus Parking and Traffic Committee (Faculty of Social Sciences, UWI).
- Coordinator, MSc Project Management and Evaluation programme (24 students).
- Chair, Student Response Committee, Department of Management Studies.
- Practicum Coordinator, PTMT6008, MSc Project Management and Evaluation (22 students).
- Practicum Supervisor MSc Project Management and Evaluation (12 students).
- Chair, Project Management and Evaluation Subject Area Group.
- Coordinator, ACCT1003 – Introduction to Cost and Management Accounting for Cave Hill and Antigua State College (approximately 300 students per semester).
- Coordinated and chaired committee meetings to shortlist and select applicants for MSc Project Management and Evaluation programme for 2015-2016.
- Member, Public Sector Management Subject Area Group.
- Member, Accounting, Investments, and Financial Management Subject Area Group.
- Member, Public Sector Management Research Unit.
- Paid a monitoring visit and taught for 3 days at the Antigua State College in March 2016.
- Sourced pro-bona international guest speakers for PTMT6005 - Monitoring and Evaluation.

PROFESSIONAL SERVICES**Nadini Persaud**

- Organized and Chaired a Workshop "Strengthening the Role of Evaluation in the Caribbean" which took place on April 13, 2016. The workshop was a collaborate venture between the Department of Management Studies-UWI, The Caribbean Development Bank (CDB), and Carleton University, Canada. Secured sponsorship from CDB for 20 Project Management and Evaluation graduate students to attend workshop.
- Reviewed 15 Conference Papers for the American Evaluation Association 30th Annual Conference which will be held in Atlanta, Georgia in October 2016.
- Coordinated and managed review process for Conference Papers for the Costs, Benefits and Economics TIG for the American Evaluation Association 30th Annual Conference which will be held in Atlanta, Georgia in October 2016.
- Member, American Evaluation Association.
- Member, Certified Public Accountants Association of British Canada.

PUBLICATIONS FORTHCOMING AND IN PROGRESS

Alleyne, P. & Cadogan-McClean, C. "Ethics and Gender: Does it Matter?" Book Chapter submitted to the *Institute of Gender and Development Studies*, University of the West Indies, Cave Hill Campus, Barbados. An edited book to be published by Ian Randle Publishers, Jamaica (forthcoming).

Alleyne, P., & Harris, T. "Testing Predictors of Taxpayers' Intentions to Engage in Tax Evasion in Barbados". *Journal of Financial Reporting and Accounting* on Emerald.

Clarke, L., Corbin, A., and Punnett, B. J. (2016). "Expatriates to and from developed and developing countries. In Y. McNulty and J. Selmer (Eds.) *Research Handbook of Expatriates*, Cheltenham, UK: Edward Elgar (forthcoming).

Devonish, D. "Dangers of Workplace Bullying: Evidence from the Caribbean". *Journal of Aggression, Conflict and Peace Research*. (2016).

Devonish, D. (2016). "Emotional Intelligence and Job Performance: The Role of Psychological Well-Being". *International Journal of Workplace Health Management*, Vol. 9, No. 4.

Pounder, P. and Devonish, D. "Understanding Entrepreneurship Education, Attitude, and Activity in Barbados", *Caribbean Educational Research Journal*, Vol. 4, No. 1.

Robinson, J. and Bangwayo-Skeete, P. "Parliamentary Elections and Frontier Stock Markets: Evidence from Stock Market Reaction to General Elections in the Commonwealth Caribbean". *Global Business Review*, 18.5 (September-October 2017).

Robinson, J. and Prosper Bangwayo-Skeete, "Parliamentary Elections and Stock Markets In The Commonwealth Caribbean," *Global Business Review* (Paper accepted for publication, publication date Oct 2017).

Robinson, J. and Prosper Bangwayo-Skeete "Stock Market Reaction To Sovereign Debt Restructurings and Credit Rating Reviews In The Commonwealth Caribbean," *Savings and Development* (Paper accepted for publication).

Robinson, J., Best, A. and Francis, B. "Financial Deepening and Economic Growth in Jamaica". *Global Business Review*, 18.1 (January-February 2017).

Robinson, J. Francis, B. and St. Juste, M. "Tourism and The Barbadian Economy". *Journal of Public Policy*.

PUBLICATIONS 2015-2016

Book

Gay, G. and Blades, R. *Oxford Information Technology for CSEC® Workbook*. Oxford University Press: United Kingdom. 2016.

Refereed Book Chapters

Charles-Soverall, W. "Civil Service Performance in the Caribbean." *Public Administration and Policy in the Caribbean*. I. Mintoy-Coy and E. Berman, eds. Boca Raton, Florida: Taylor and Francis Group. CRC Press: Boca Raton, Florida. 2015. 111-142.

Jonsson, C. "Barbados Case Studies - Crop Over, Sandy Lane Gold Cup and Sol Rally." *Events in the Caribbean*. H. Seraphin, ed. L'Harmattan: France. 2016. 248.

Jonsson, C. "Leakages - Economic." *Encyclopedia of Tourism*. J. Jafari, and H. Xiao, eds. Springer International Publishing: Switzerland. 2016.

Journal Articles

Alleyne, P. and Scantlebury, K. "A Content Analysis of Risk Management Disclosures in Barbadian Public Limited Companies' Annual Reports." *Journal of Eastern Caribbean Studies*. Vol. 40, no. 2. 2015. 124-161.

Alleyne, P., Haniffa, R. and Hudaib, M. "The Construction of a Whistle-Blowing Protocol for Audit Organizations: A Four Stage Participatory Approach." *International Journal of Auditing*. Vol. 20, no. 1. 2016. 72-86. doi: 10.1111/ijau.12058.

Alleyne, P., Hudaib, M. and Haniffa, R. "The Moderating Role of Perceived Organizational Support in Breaking the Silence in Public Accountants." *Journal of Business Ethics*. 2016. 1-19. doi: 10.1007/s10551-015-2946-0.

Alleyne, P., Soleyn, S. and Harris, T. "Predicting Accounting Students' Intentions to Engage in Software and Music Piracy." *Journal of Academic Ethics*. Vol. 13, no. 4. 2015. 291-309.

Brathwaite, J. P. and Charles-Soverall, W. "Effective Project Governance: A Critical Strategy for Success in Project Management". *Journal of Public Sector Policy Analysis*. Vol. 8. 2015. 102-123.

Brathwaite, J.P. and **Charles-Soverall, W.** "Effective Project Governance: A Critical Strategy for Success in Project Management". *Journal of Public Sector Policy Analysis*. Vol. 8. 2015. 102-123.

Teoh, K., Coyne, I., **Devonish, D.,** Leather, P. and Zarola, A. "The Interaction between Supportive and Unsupportive Manager Behaviours on Employee Work Attitudes." *Personnel Review*. Vol. 9, no. 4. 2016. 1386-1402. doi: 10.1108/PR-05-2015-0136.

Estwick, S. "The Impact of Principal-Principal Conflict on Financial Flexibility in Transition Economies: A Study of Caribbean Firms." *Journal of Eastern Caribbean Studies*. Vol. 40, no. 2. 2015. 99-123.

Gay, G. H. E. "An Assessment of Online Instructor E-Learning Readiness Before, During, and After Course Delivery." *Journal of Computing in Higher Education*. Vol. 28, no. 2. 2016. 199-220. doi: 10.1007/s12528-016-9115-z.

Knight, J. "Can a Buy Local Campaign Save Barbados' Manufacturing Industry? Considering Dependency and Post-Colonial Consumption Theories." *Journal of Eastern Caribbean Studies*. Vol. 40, no. 1. 2015. 1-37.

Knight, N. "The Impact of Organizational Culture and Leadership Behaviour on Middle Manager Involvement in Strategy and Middle Manager Satisfaction." *Public Sector Policy Analysis*. Vol. 8. 2015. 3-23.

Persaud, N. and Persaud, I. "An Exploratory Study examining Barbadian Students' Knowledge and Awareness on Costs of UWI Education." *International Journal of Higher Education*. Vol. 5, no. 2. 2016. 1-11. doi: 10.5430/ijhe.v5n2p1.

Persaud, N., Woodhouse, M. and Scriven, M. "Enhancing the Strategic Management Process through the Use of Professional Evaluation Methods and the Logic of Evaluation." *Journal of Multidisciplinary Evaluation*. Vol. 12, no. 26. 2016. 1-11.

Persaud, N. and Persaud, I. "The Relationship between Socio-Demographics and Stress Levels, Stressors, and Coping Mechanisms among Undergraduate Students at a University in Barbados." *International Journal of Higher Education*. Vol. 5, no. 1. 2016. 11-27. doi:10.5430/ijhe.v5n1p11.

STAFF

Academic

Dr Don Marshall
Director & Senior Fellow
(International Political Economy)

Dr Corin Bailey
Senior Fellow (Social Geography)

Dr Keith Nurse
Senior Fellow (International Relations)

Dr Jonathan Lashley
Fellow (Economics)

Dr Latoya Lazarus
Temporary Junior Research Fellow (Sociology)

Professional, Administrative, Technical and Service

Ms Beverley Hinds
Librarian II

Mr Jamal Smith
Temporary Research Assistant

Ms Alicia Graham
Administrative Assistant

Mrs Sandra Tull
Stenographer/Clerk (Grade I)

Ms Jacqueline Thompson
Stenographer Clerk (Grade III/III)

Ms Rashida Cox*
Library Clerk (Grade III/III)

Mr Winfield Best
Office Assistant

Ms Magna Forde
Office Attendant

Mr Renaldo Nurse**
Samuel Jackman Prescod Polytechnic Policy Intern

* Ms Rashida Cox was appointed Library Clerk
(Grade III/II) on October 1, 2015.

** Mr Renaldo Nurse joined the Institute on June 21,
2016 on one (1) month internship.

WORK OF THE INSTITUTE

17th Annual SALISES Conference

The academic year 2015/2016 began with earnest planning for the 17th Annual SALISES Conference slated for March 29 through to April 2, 2016. The theme: Revolution, Socio-economic Change and Freedoms was adopted to mark the bicentennial year of three (3) key slave revolts leading up to the passage of the Emancipation Act, namely the Bussa Revolt 1816, the Demerara Rebellion 1823, and the Christmas Rebellion (Baptist War) of 1831 – and the Golden Jubilee of political independence of Barbados (1966-2016).

The Opening Ceremony took place at Bayley's Plantation House under the theme – 'The Value of Memory'. Owner, custodian and international recording artiste Eddy Grant co-hosted the event with SALISES Cave Hill. A third (1/3) of the fifty plus (50+) conference

presentations over the three (3) days were live-streamed at the Hilton Hotel – itself marking fifty (50) years of doing business in Barbados. The content of both the Opening Ceremony and some of the Conference panels have been curated for internet access and other forms of publication.

The success and standard achieved in the attempts to expand the outreach and ensure a quality production to match the richness of the energizing scholarly presentations represented a new benchmark that the SALISES staff intends to maintain. Special thanks are extended to the Offices of the Vice-Chancellery, Principal, Bursary, Registrar, Recruitment and Planning, Education Media Services, Student Services, UWI Open Campus, students in the Fine Arts Programme (The Barbados Community College), The Frank Collymore Hall and corporate partners - The Hilton Hotel, Republic Bank, The Nation Publishing Company, Events by Bayleys, UWI (Cave Hill) Cooperative Credit Union, Carlisle Laboratories, Barbados Tourism Authority, Panagraphix Inc., Brydens Xpress (Office Supplies) Inc, Barbados Port Inc., and DHL (Barbados) Limited.

Quality Assurance Update

The Director piloted the preparation of the Quality Assurance Implementation Update Report for SALISES (3 units) for the period 2010-2017. It is to be presented on September 6, 2016 by the three (3) Directors. The Report is intended to address the recommendations made in 2010 by a quality assurance review team headed by Professor Percy Hintzen. The Report points to metrics of significant improvements in the areas of Research Output, Funding, Teaching and Learning, the integration of the Audine Wilkinson Library into the main UWI Library system, and advancing the promotion of the Institute's academic journals. Incidentally, SALISES has been informed that it will come under quality assurance review closer to academic year (2017/18).

Journal of Eastern Caribbean Studies (JECS)

The conversion of the JECS from a quarterly to a tri-annual publication has now been completed. It features a new-look cover design and the April and August 2015 issues have appeared in print.

The December 2015 issue which interrogates Teacher Education; and the April 2016 Special Issue on Religion and Identities are both expected to appear in print in the new semester (November 2016). The expectation is that this will be followed shortly with a specially commissioned issue on Brexit and the Implications for the Commonwealth Caribbean. Altogether these should bring the JECS back on track with respect to the printing of each issue coincident with the month in which the Journal is due.

In terms of impact and rankings, efforts are being made to have JECS indexed in the *Journal Citation Reports* to ensure a scientific measure of its impact. We are also seeking to have JECS included in JSTOR as the third major database; the other two where JECS can be sourced are EBBSCO host and ProQuest.

Audine Wilkinson Library

The Audine Wilkinson library has managed to sustain its subscriptions of key journals and periodicals. The acquisitions in the last year read fifteen (15) documents and eighty (80) periodicals. Apart from being home to graduate researchers and students reading for the Masters in International Trade Policy, the library received ninety (90) visitors.

During the period under review, the staff of the Audine Wilkinson library contributed to the team effort in organizing the 17th Annual SALISES Conference. Of specific significance were the series of posters to complement the conference theme: *Revolution, Social Change and Freedoms* Adorning the outer glass frames leading to the entrance of the Audine Wilkinson library, these posters depicted the three major rebellions in the Caribbean between the abolition of the slave trade in 1807 and emancipation in 1838. These posters are now

on display inside the library. Small additions of period pieces and actual research materials have also been added to the preserved space dedicated in honour of Arthur Lewis.

Environmental Issues

There were no major reports. However the library was closed from November 9-16, 2016 to allow for industrial cleaning due to vermin infestation. Staff was relocated to the Secretariat during this time.

SALISES Developmental Talk Series

This year the Developmental Talk Series took on the character of lunchtime presentations of scholarly work in progress. Flagged as “brown bag” lectures given the lunch time hour, the following topics were presented in the series:

- October 7, 2015 – “Caribbean Public Policy Re-Imagined” by Don Marshall.
- November 18, 2015 – “Tourism, Trade in Services and Global Value Chains: The Case of Barbados” by Keith Nurse.
- January 20, 2016 – “Exploring the Free Movement of Persons Policy and Regional Integration in CARICOM” by Ms Tatianna Rodrigues.
- February 3, 2016 – “The CSME at Ten Years: A Call to Reflect, Remodel and Reinvigorate” by Ms Kai-Ann Skeete.
- February 17, 2016 – “That Area of Experience That We Term the New World: Introducing Sylvia Wynter’s *Black Metamorphosis*” by Aaron Kamugisha.

The Institute also hosted a **Policy Forum** entitled “Youth Research and Action: Issues and Challenges” at the Goddard Room, Cave Hill School of Business on December 2, 2015. The constituent academic staff who authored the Caribbean Development Bank study (2015) *Youth are the Future* engaged the media and public on the range of issues affecting Caribbean youth.

Professor Kamala Kempadoo delivered the **Sir Arthur Lewis Distinguished Lecture** on March 30, 2016 as part of the 17th Annual Lecture Series. The Lecture was entitled “Who Trafficking What? The Caribbean and Human Trafficking Discourse” and it was delivered at the Frank Collymore Hall. Following the question and answer segment, the audience was treated to a set of performances by leading artistes to enrich the evening’s experience.

RESEARCH IN PROGRESS

The themes outlined below constitute a match between some of the crucial challenges facing Caribbean countries and the research strengths of the team. Against the backdrop of 50 years of political Independence and decolonisation beginning with Jamaica, SALISES fellows of the three (3) campuses (circa 2012) invoked and agreed to situate the composite research agenda around 50/50, in part to accommodate reflections but also to embrace future-conscious, and where necessary, heterodox, research thrusts.

Navigating Globalisation

- Microfinance and Entrepreneurship
- Repositioning Caribbean International Financial Centres
- Caribbean Development and Small States Theory and Policy – Interrogating the State of the Art
- China – Caribbean Relations

Social Renewal

- Social Capital and Youth
- Youth and Determinants of Problem Behaviour
- Mitigating Rising Crime
- Interventions in Law Reforms around Sexual and Reproductive Rights
- Querying Everyday Gender, Race and ‘Othering’ Injustices

Sustainability

- Mapping and Monetising Cultural Industries
- Greening Caribbean Futures – Climate Change and Adaptability
- Ways of Being in a Digital Age.

Stylised as ‘Societal Challenge Themes’ at Cave Hill, Project 50/50 remains a key thematic in the work that SALISES Research Fellows do. How this is articulated remains subject to particular and contingent circumstances linked to wooing funders, and fruitfully engaging scholarly and policy networks. The themes continue to break with the limits and boundaries of the disciplinary divide across the social and human sciences. The research publications, technical reports and conference papers of the research staff fall into one (1) or more of the above themes.

Institute-based Contract Research Projects

- Inter American Development Bank:** “*Crime and Violence Prevention in Barbados. Baseline Mapping Exercise.*”
Researcher: Dr Corin Bailey.
Status: Completed November 2015.
- CARICOM:** “*CARICOM/Cariforum Development of Regional Strategic Plan for the Cultural Industries*”
Researcher/s: Dr Keith Nurse.
Status: Due for Completion by November 2016.
- UNDP:** “*Research Paper on Youth Employment for Caribbean Human Development Report 2016*”
Researcher/s: Drs Jonathan Lashley and Don Marshall.
Status: Completed May 2016.
- Government of Barbados:** “*National Survey of the Small Business Sector*”
Researcher/s: Drs Jonathan Lashley and Winston Moore.

Status: Completed July 2016.

- World Economic Forum:** “*Global Competitiveness Survey*”
Coordinator/s: Dr Jonathan Lashley.
Status: Completed April 2016.
- Government of Barbados in conjunction with United Nations:** “*Habitat III Report for Barbados for the United Nations Global Conference on Housing and Sustainable Urban Development Report 2016*” for the Government of Barbados.
Project Team: Drs Jonathan Lashley, Adrian Cashman, Janice Cumberbatch and Prof. Andrew Downes.
Status: Completed January 2016.

Individual/Collaborative Research in Progress continued

Book-length Manuscript accepted and forthcoming
D.D. Marshall – *Global Ordering Structures and Caribbean Offshore Financial Centres*, London and New York: Routledge Publishers (March 2017). ISBN 978-1-4094-4649-1.

Journal essay submitted for review
C. Bailey “Youth participation in organised sports and its effect on delinquency in Jamaica and Barbados: Is there a protective effect?” Submitted to *Youth and Society*.

Guest Editorship in a Journal
J. Lashley – Guest Editor along with Prof. David Storey (University of Sussex) and Dr Indianna Minto-Coy (UWI, Mona) Special Issue on Entrepreneurship and Regional Development, *Journal of Eastern Caribbean Studies*.

Guest Editorship in a Journal
L. Lazarus – Guest Editor, Special Issue on Religion and Identities, *Journal of Eastern Caribbean Studies* accepted and forthcoming November 2016.

Research Projects

‘From Idea to Market’: Millennial Innovation-Driven Companies in Barbados – Case study of INNOGEN, a solar-based alternative energy company started in 2011 and BIOGEN, a biomass research and development company established in 2013.

Coordinator: **Dr Don Marshall**

Status: Case Material on Innogen and Biogen due for completion by 31 August 2016.

This is a project geared towards tracking the experiences of post 2000 production-oriented companies in Barbados. It is intended as a barometer to test the resilience and fault lines in the prevailing enterprise culture. The aim is to analyse, as we archive, styles of management, outlook, governance, and evidence and examples of innovation and continuous improvement. Companies voluntarily participate upon request and SALISES levies no fees, actual or in kind, for this qualitative-driven and interrogatory exercise.

‘Barbados National Values Assessment 2016’ for the Independence Celebrations Secretariat, Government of Barbados.

Researchers: **Drs Corin Bailey, Jonathan Lashley, Latoya Lazarus and Don Marshall.**

Status: Field work instrument has been developed following exploratory insights garnered from random interviews. Due to be completed by January 2017.

Research Cluster Activity – Political Economy and Public Policy

Coordinators: **Professor Percy Hintzen and Dr Don Marshall.**

Florida International University and UWI (SALISES) have fused a Political Economy and Public Policy (PEPP) Research Cluster comprising SALISES Fellows and Latin American Caribbean Centre (LACC) researchers in

collaboration with a network of other academics drawn from Brown University, China University of Political Science and Law (parent of Confucius Institute), University of Guyana and University of Toronto. The express aim is to produce heterodox knowledge and policy on key macro challenges facing Caribbean political economies. At the moment we are pulling together information on the funding windows within the amalgam of universities listed. Simultaneously we are gearing up to draft bid proposals to win major grants for the research themes that fit the PEPP.

Two (2) research emphases identified have been identified: Sustainable Caribbean Tourism Futures (The intent is to update or expand the work of which Mark Padilla is part that focuses on HIV and Tourism in the Dominican Republic. Environmental and human security issues are to be fully embraced given climate change effects and how mass based tourism runs up hard against ecological and social limits. What green and social justice principles/values shall guide Caribbean island living by 2050 and what accumulation model can best allow for the enshrinement of this approach? State-led, Private-accumulation led or joint public partnerships? etc.).

Beyond Growth – Caribbean Economic Renewal (There is further scope for work that exposes the limits of growth in the macroeconomic sense given global developments. There is also scope for a challenge of prevailing economic growth paradigms; new patterns of investment that also features China's investment relationships as well as the impact of diaspora monies across the Caribbean; case studies into Public-Private-Partnerships as an exercise in identifying elements of best practice or exemplars; etc. Possibilities for clear sky thinking about stimulating growth and development by incentivizing agriculture and bio technology prospects, solar technology platforms either within countries or encased within an integrated CARICOM production model, etc.).

Dr Christine Marret and PVC Ambassador Dr Richard Bernal of the Office of Global Affairs are working to ensure these initiatives between SALISES and FIU

are facilitated beginning with a scheduled meeting on September 16, 2016 with principals of FIU's Latin American and Caribbean Center.

TEACHING AND SUPERVISION

Dr Don Marshall

Teaching

- INTR6118 - Globalisation and Global Governance (Masters in International Trade Policy programme).
- SALI6205 - Global Political Economy, Coordinator and Lecturer. Semester I. (MSc Development Studies, Mona, SALISES).

Supervision

- Saskia Scotland, PhD, SALISES, Cave Hill.
- George Pilgrim, MPhil/PhD SALISES, Cave Hill.
- Jamal Smith, MPhil/PhD SALISES, Cave Hill.
- Mark Hill, MPhil/PhD, SALISES Cave Hill
- Lesvie Archer, PhD Cultural Studies, Cave Hill.

Dr Corin Bailey

Teaching

- Social Research Methods – SALISES Mona.
- Deviance and Social Conflict – SALISES Mona.

Supervision

- Kyra Paul, PhD, SALISES – successful defense and awaiting official correspondence following corrections.
- Alvinelle Mathews, MPhil, St Augustine.
- Angela Dixon, MPhil, Cave Hill.

Dr Keith Nurse

Teaching

- INTR 6118 – Contemporary Caribbean Trade Policy Issues (Masters In International Trade Policy Programme, Shridath Ramphal Centre, Cave Hill Campus, UWI).

- MBDI 6001 – International & Caribbean Business Environment (Masters in Business Development and Innovation, Arthur Lok Jack School of Business, Mt Hope, Trinidad and Tobago).
- Global Scenarios – Post MBA programme (Arthur Lok Jack School of Business, Mt Hope, Trinidad and Tobago).

Supervision

- Marsha Cadogan, PhD, Osgoode Law School, University of Toronto, Ontario, Canada.

Dr Jonathan Lashley

Teaching

- No teaching in the 2015/2016 academic year.

Supervision

- Dalano DaSouza, MPhil/PhD SALISES (candidate's thesis upgraded to PhD study and registration November, 2015).
- Clarence Henry, PhD SALISES.
- Sonia Waldron-Martyr, Doctorate in Business Administration, Cave Hill School of Business.
- Natalie Philips, PhD SALISES.
- Patricia Lothian, MPhil/PhD SALISES Mona.
- Roberta Straker, MPhil/PhD SALISES (co-supervisor).
- Calista Athur, MPhil/PhD, SALISES Mona.

Dr Latoya Lazarus

Teaching

- Various Modules in the Social Research Methods course – SALISES Mona.

Supervision

- LaTonya Dougan, MPhil/PhD SALISES.

PROFESSIONAL, PUBLIC AND UNIVERSITY SERVICE

Dr Don Marshall

International Service

- Member, International Advisory Board, *Progress in Development Studies*, Sage.
- Member, International Advisory Board, *Globalizations*, Routledge.

University Service

- Coordinator of the Cave Hill Campus Strategic and Two Year Operation Plans (2012-2014; 2014-2017).
- Managing Editor of the *Journal of Eastern Caribbean Studies*.

Public Service

- Chair of the Barbados Agriculture Management Company.
- Resource person for Starcom News Network and Barbados Business Authority.
- Coach and Convenor of the Queen's College Debating and Literary Society.

Dr Corin Bailey

University Service

- Member of Board of Gender Studies.

Dr Keith Nurse

International Service

- Expert Panel member, Committee for Development Policy, subsidiary body of the United Nations Economic and Social Council. January 2016 to December 2018.
- Panel Member, International Union of the Scientific Study Of Populations panel on "Population and Development in Small Island Developing States" June 2015 to present.

- Academic Chair, World Trade Organization, Academic Programme, University of the West Indies, September 2012 to present.
- Advisory Board Member, The Anthem Press, *Other Canon Series*, London, UK, March 2008 to present.
- Advisory Member, Board of the MA in Technology Governance, University of Tallinn, Estonia. January 2006 to present.
- Editorial Board, *Feminist Economics*
- Editorial Board, *Journal of Small Islands*

Public Service

- Chair, CaribbeanTales Worldwide Distribution Inc., Barbados, September 2010 to present.
- Expert Policy member, Economic Development Advisory Board, Office of the Prime Minister, Government of the Republic of Trinidad and Tobago, March 2016 to present.

Dr Jonathan Lashley

University Service

- Member, SALISES (Mona) Committee for Revision of MPhil/PhD. Program.
- Deputy Chair and Committee Member of the Non-Tenured Staff Research Fund, Faculty of Social Sciences.
- Coordinator of SALISES Special Studies Unit (SSSU)

Public Service

- Member of the Steering Committee - Micro, Small and Medium Enterprise (MSME) Committee for the Revision of the Small Business Development Act and the Development of a National MSME Policy for the Government of Barbados Ministry of Industry, International Business, Commerce and Small Business Development.
- Deputy Chair, Sub-Committee for the Development of a National MSME Policy.

- Technical Consultant (in-kind services) for Community Based Solar Cooled Greenhouse Research Project funded by the UNDP/Global Environment Facility Small Grants Program for Barbados and the OECS.

OTHER ACTIVITIES

Dr Latoya Lazarus

- 2014- 2017. Enrolled in the Certificate of University Teaching and Learning (CUTL) Programme.

PROFESSIONAL, ADMINISTRATIVE, TECHNICAL AND SERVICE STAFF ACTIVITIES

Rashida Cox

Joined the Institute on October 1, 2015.

Conferences/Workshops Attended/Training Sessions Attended

- Preserving Personal Photographs in a Digital World (June 9, 2016).

Alicia Graham

Conferences/Workshops Attended/Training Sessions Attended

- Completed the UWI's Certificate in Records Management programme (2014-2015).
- Member of the Cave Hill Campus' Administrative Assistants' Committee.
- Member of the Cave Hill Ushering Team.

Beverley Hinds*Conferences/Workshops Attended/Training Sessions Attended*

- Workshop: Preserving Personal Photographs in a Digital World.
Hosted by: The West Indian Federal Archives – June 8, 2016.
- Information Literacy Training.
Hosted by the Sidney Martin Library and presented by Lisa Hinchcliffe from ACRL – December 10-11, 2015.

Webinars/Workshops

- Marketing and Outreach for Small Libraries.
Presented by: *Library Journal* and the Bill & Melinda Gates Foundation – August 25, 2015.
- *Finding Reliable Information Online: Adventures of an Information Sleuth*.
Presented by: Booklist – October 13, 2015.
- Mind the Gap: Find and Fix the Mismatches between Faculty and Academic Librarians.
Presented by: The Library Journal – November 3, 2015.
- *Getting the SMARTest Use Out of Your High \$ E-journal Subscription* Presented by: The Library Journal and EBSCO - April 19, 2016.
- *Modern Pathfinders: Easy Techniques to Make Better Research Guides*.
Presented by: ACRL July 20, 2016.

Public/Professional/Outreach Services

- Beverley Hinds was invited to join the Sidney Martin Library's Information Literacy Team, which is a research skills instruction program delivered via the Foundation language courses.
- She taught the information literacy session for students completing the Masters in International Trade Policy Program at the Shridath Ramphal Center.
- She conceptualized and executed a series of posters for the 17th Annual SALISES Conference entitled, *Caribbean Revolutionary Ferment*.

Memberships

- Member of the American Library Association (ALA).
- Member of the Special Libraries Association (SLA).
- Member of the Association of Caribbean, University, Research and Institutional Libraries (ACURIL).
- Member of the Editorial Committee of the *Journal of Eastern Caribbean Studies*, SALISES, Cave Hill Campus.

Jamal Smith

- Part-time student in the SALISES MPhil/PhD Programme.
- Enrolled and passed the course - Feminist Epistemology.
- Moderated the SALISES Policy Forum on December 2, 2015.
- Moderated the SALISES Developmental Talk by Kai- Ann Skeete on February 3, 2016.
- Moderated at the SALISES Developmental Talks on February 17, 2016.
- Attended the one day workshop on Competition Law on July 18, 2016.
- Worked in the field on the World Economic Forum Report by way of data collection.
- Promoted, marketed and assisted with SALISES Developmental Talks and the SALISES 17th Annual Conference.
- Ongoing responsibility for proof reading, editing and marketing the *Journal of Eastern Caribbean Studies*.
- Provided research material and general information for Dr Marshall and Dr Lashley.
- Conducted research for World Economic Forum Survey.

Jacqueline Thompson*Conferences/Workshops Attended/Training Sessions Attended*

- Chinese Course of the First Level (November, 2015).
- Chinese Course Level 2 (April, 2016).

Sandra Tull*Conferences/Workshops Attended/Training Sessions Attended*

- Kentico Website Editors' Working Session, UWI, Cave Hill, (August 21, 2015).
- Administrative Assistants' Symposium, UWI, (October 7, 2015).
- UWI Christmas Bazaar Planning Committee, UWI Christmas Bazaar 2015.
- UWI Safety Officer's Meeting "*Staff Engagement in the Emergency Planning Process*", (January 20, 2016).
- Completed Bachelor of Science degree, Management (Special), UWI Cave Hill, (February 1, 2016).
- Kentico Website Editors' Working Session, UWI, Cave Hill, (April 20, 2016).
- UWI Departmental Safety Officer (SALISES representative).
- Cell Leader, UWI Cooperative Credit Union.

PUBLICATIONS

Books

Lashley, J. G. and Nicholson, L. A. *Understanding the Caribbean Enterprise: Insights from MSMEs and Family Owned Businesses*. Palgrave Macmillan: Basingstoke, United Kingdom. 2016.

Lashley, J. G. and Smith, K. *Profiling Caribbean Women Entrepreneurs: Business Environment, Sectoral Constraints and Programming Lessons*. The World Bank: Washington, D.C. 2015.

Book Chapters

Nurse, K. “The Creative Economy and Creative Entrepreneurship in the Caribbean.” *Caribbean Popular Culture: Power, Politics and Performance*. Y. Hume and A. Kamugisha, eds. Ian Randle Publishers: Kingston. 2016. 693-706.

Nurse, K. “Diasporas and Entrepreneurship in Small Island States and Territories.” *Entrepreneurship in Small Island States and Territories*. G. Baldacchino, ed. Routledge: New York. 2015. 48-64.

Nurse, K. “The Diasporic Economy, Trade and the Tourism Industry in the Caribbean.” *Diasporas, Development and Governance*. A. Chikanda, J. Crush and M. Walton-Roberts, eds. New York: Springer International Publishing, 2015. 141-152.

Nurse, K. and Ruggeri, R. “The Role of the Diasporas in the ACP/EU Relationship: The Migration and Development Nexus.” *The African, Caribbean, and Pacific (ACP) Group and the European Union (EU): Beyond the North-South Debate*. A. Montoute and K. Virk, eds. Berlin: Springer International Publishing, 2016. 263-288.

Refereed Journal Article

Marshall, D. “Public Policy Theory and Field Explorations in the Caribbean: Extending Critique of the State-of-the-Art.” *Journal of Eastern Caribbean Studies*. Vol. 40, no. 1. 2015. 57-80.

Lazarus, L. “Religion and rights: Is there still room for Christianity at the table?” *Culture and Religion*. Vol. 17, no. 1. 2016. 35-55. doi: 10.1080/14755610.2016.1159590.

Lazarus, L. “Sexual Citizenship and Conservative Christian Mobilisation in Jamaica.” *Journal of Eastern Caribbean Studies*. Vol. 40, no. 1. 2015. 109-140.

Reports

Bailey, C. *Crime and Violence Prevention in Barbados: Baseline Mapping Exercise*. Inter-American Development Bank: Washington, D. C. 2015.

Lashley, J. and Moore, W. *The State of Small Business in Barbados: Summary of the National Survey of the Micro, Small and Medium Enterprise Sector*. Small Business Association/Barbados Ministry of Labour: Barbados. 2016.

Lashley, J., Singh, A., Castro, G., Amlang, S., Moore, W., Abdulkadri, A., Barnaby, L., Barnwell, G., Greene, A., Moreno, A. R., and Singh, A. “Regional Priorities and Drivers of Change.” *UNEP GEO-6 Regional Assessment for Latin America and the Caribbean*. United Nations Environmental Programme (UNEP): Nairobi. 2016.

Lashley, J. and Marshall, D. “Youth and Employment in the Caribbean.” *Caribbean Human Development Report: Multidimensional Progress in the Caribbean*. UNDP: New York. 2016.

Lashley, J. and **Marshall, D.** “Youth and Employment in the Caribbean.” *Caribbean Human Development Report: Multidimensional Progress in the Caribbean*. UNDP: New York. 2016.

Working Papers

Nurse, K. “Dynamic Trade Policy for Small Island Developing States: Lessons for the Pacific from the Caribbean.” *International Trade Working Paper*, No. 2016/18, Commonwealth Secretariat, London. DOI: <http://dx.doi.org/10.14217/5jlv59w36d6f-en>

Nurse, K. “The Diasporic Economy, Trade and Investment Linkages in the Commonwealth.” *International Trade Working Paper*, No. 2016/09, Commonwealth Secretariat, London. DOI: <http://dx.doi.org/10.14217/5jm2jfg8c26c-en>



STAFF

Officer-in-Charge, Manager – Research & Development & Coordinator MITP

Neil C.A. Paul, *Dip. – Agriculture (ECIAF), Dip – Mass Comm. (UWI – CARIMAC), BSc (Univ. of Illinois), MPhil (UWI)*

Principal Advisor

Phil Rourke

Trade Research Fellow

Kai-Ann D. Skeete – *BSc – International Relations and Political Science (UWI Mona), MSc – International Relations – International Trade (UWI St. Augustine), Post Grad. Cert in University Teaching and Learning (UWI Cave Hill), PhD – International Relations – Regionalism (UWI) (UWI St. Augustine)*

Administrative Assistants

Clauzel Forde, *APS, BSc (UWI), Post Grad. Cert. & Dip. – Bus. Admin., MBA (Edinburgh Business School, Herriot-Watt Univ.)*

Desiree Evelyn, *PSC*

Stenographer Clerk

Sabrina Hoyte, *BSc (UWI), Cert Marketing, PR and Advertising (Open Campus)(on-leave)*

Stenographer Clerk

Eldawna Bynoe, *PSC, (temporary from November 2015)*

Office Assistant

Andre Maynard

The Shridath Ramphal Centre (SRC)

The SRC is the premier postgraduate trade policy training institution in the Caribbean. The Centre's flagship Masters in International Trade Policy (MITP) Program is internationally-recognized for its leadership in practical, policy-relevant training on the trade and development challenges for small and vulnerable developing economies. MITP graduates over the last 10 years can be found in prominent positions in trade and trade-related institutions across the Caribbean and in international organizations around the world.

The SRC is also actively engaged in the development and promotion of policy research on the trade and development challenges of the region. The Centre's current research agenda is focused on both food security and international trade issues and on the region's forward trade policy agenda. The SRC is also recognized internationally for its policy research on diaspora, migration and development issues; the role of trade in expanding the size, scope and competitiveness of the Caribbean's cultural industries; and the challenges of regional economic integration.

Established in 2000, the Centre is named after Sir Shridath Ramphal in recognition of his critical role in shaping the Caribbean's trade and economic development policies during the early days of independence for the region.

In keeping with the UWI strategic plan, the mission of the SRC is to contribute to the enhanced competitiveness and sustainable development of the Caribbean region through its training, research and outreach initiatives.

WORK OF THE DEPARTMENT

WTO-UWI/SRC Regional Trade Policy Course

The Shridath Ramphal Centre (SRC) again successfully co-delivered an eight-week Regional Trade Policy Course during the April 14 – May 27, 2016, period with the Institute for Training and Technical Cooperation (ITTC) of the World Trade Organization (WTO). This was the third delivery of a three-year cooperation agreement between UWI and the WTO on regional professional training. The goal of the course was to enhance the human and institutional capacity of WTO Members to take full advantage of their participation in the international trading system so that they can enforce their rights and obligations associated with this participation. The 2016 delivery of the RTPC attracted 26 participants from 14 CARICOM member and observer countries. 23 participants completed the training programme. On all accounts, the course was well received by all participants and their host governments. Based on this positive experience, the SRC is interested in continuing this partnership with the WTO and co-deliver the RTPC for the Caribbean in 2017.

Participants completing the training programme were from varying government ministries linked to trade, representing Barbados, Bahamas, Belize, Cuba, Dominica, Guyana, Jamaica, St. Kitts-Nevis, Saint Lucia, St. Vincent and the Grenadines, Suriname, and Trinidad & Tobago. Unfortunately, one of the participants, a Haitian National, passed during the first week of the course.

The eight-week course covered the fundamentals of international trade agreements, trade policy analysis, trade negotiations, and international trade strategy. The content and format of the RTPC course was based on a standardized template developed by the WTO for delivery in all regions of the world. Cooperation with a regional partner provided the opportunity to tailor the course to the context and interests of the regional grouping of countries participating in the course.

Like the previous year, the SRC provided academic and administrative coordination of the course and the management of the training facilities. The SRC set up and maintained a virtual classroom for the RPTC, taking responsibility for uploading all the course materials onto the e-learning platform and generating reports. The SRC also undertook responsibility for disbursing the payment of the per-diem allowances to the participants.

The SRC organized a professional visit with the Office of Trade Negotiations (OTN) and the CSME office to get their perspectives on trade policy and trade law issues. A visit was also made to Mount Gay Distillery.

Most of the course modules in the eight-week programme were delivered jointly by WTO and experts from regional organisations including UWI, Cave Hill Campus, CARICOM Office of Trade Negotiations (OTN), CARICOM Regional Organization for Standards and Quality (CROSQ). UWI Cave Hill experts included Mrs Nicole Foster (Faculty of Law), Dr Wendy Grenade, Faculty of Social Sciences (Integration Studies) and Mr Neil Paul (SRC). The participants praised instructors for their practical approach and the breadth of experience and expertise they brought to the course.

The overall conclusion from the individual course module evaluations, the end-of-course debriefing sessions, and individual discussions with course participants is that they were generally pleased with the topics covered, the joint delivery of the modules, the expertise of the trainers, and the appropriateness of the content, course was well designed, the level at which it was taught was appropriate, and the length of the course worked.

As part of its engagement with the WTO in the delivery, SRC was contracted to serve as Academic Coordinator to ensure that the course reflected regional conditions and context and that the logistics of the course were well organized. Officer-in-Charge Neil Paul, SRC Research Fellow Kai-Ann Skeete and Principal Advisor Phil Rourke co-served as Academic Coordinator. Clauzel

Forde provided maintenance of the virtual class room, administrative and logistical support with the assistance of Eldawna Bynoe.

Cooperation between ITTC and the SRC is guided by a Memorandum of Understanding for up to three deliveries of the WTO's Regional Trade Policy Course (RTC). Under the MOU, the SRC is responsible for: (a) ensuring that the course content reflected regional interests and conditions and (b) for providing assistance on administrative and logistical issues in cooperation with the WTO.

Trade and Health Seminar

The Shridath Ramphal Centre in collaboration with the Faculty of Law hosted a seminar on Trade and Health on March 23, 2016. The seminar sought to educate the public on the important linkages between trade and health as well as to explore how the two regimes can be mutually supportive. The seminar discussed health/consumer related issues in the WTO dispute settlement including the WTO plain packaging dispute against Australia. It commented more broadly on governments' scope to implement strong relevant and effective health regimes in light of their WTO obligations as well as the opportunities for governments to proactively use multilateral trade rules to advance their health/tourism services. The Panel of speakers chaired by Neil Paul, included Ms Nicole Foster, Faculty of Law, Dr Jan Yves Remy, Sidley Austin LLP, Washington Dc, Mr Claude Chase formerly of the WTO Appellate Body Secretariat, Mr Joel Richards, OTN, Ms Meshia Clarke, BCSI and Ms Allyson Francis, Caribbean Export.

Dr Remy, Mr Chase and Ms Francis are former students of the faculty of Law, while Mr Richards and Ms Clarke are former students of the MITP. Their contribution to this exercise was a gesture of giving back to their alma mater. Their participation in this activity was self-funded.

Negotiations Simulation Activity

Trade Negotiations Simulation on a Prospective CARICOM-Costa Rica Trade and Development Agreement.

During the second week of the delivery of the Trade Negotiations Module, MITP students were joined by 12 graduate students from Carleton University in Ottawa and 8 graduate students from the National University of Costa Rica (UNA) in San Jose, Costa Rica. The SRC has been collaborating with the Centre for Trade Policy and Law (CTPL) at Carleton University/ University of Ottawa since 2008 in the joint delivery of a trade negotiation simulation to provide practical experience on how to design and negotiate a trade agreement that advances the region's interests. The Canadian connection provides additional support and a different perspective to the experience. This year's simulation focused on modernizing the CARICOM-Costa Rica Trade agreement. Students were divided into two teams to represent Costa Rica and CARICOM, with equal representation in Canadian/Costa Rican and MITP students in each group. The negotiation issues included: goods; services; investment; creative industries; and development cooperation. Under the supervision of coaches, students planned negotiating mandates and strategies, drafted statement and texts used during the plenary sessions, and prepared legal text that represented the negotiation outcome at the end of the simulation. The course was very well received by both the MITP, Canadian and Costa Rican students.

RESEARCH IN PROGRESS

Mr Neil C A Paul

Neil CA Paul continues to work with students who are researching the area of Food security, providing supervision and advice. In addition, he supervises the work of Temporary Research Assistant, Ms Camille Russell hired to assist him with the Food Security Research of the SRC. The following is a list of the outputs for the period 2015-16:

Food Security Research (Working Papers) 2015-2016

- September 2015: *Key Considerations in the Achievement of Food and Nutrition Security for the Region.*
- October 2015: *The State of Food (in)Security of CARICOM: Identifying the Underlying Problem.*
- November 2015: *The Challenge of Food Security in the Region: Industrial Hemp Development: A Case Study.*
- December 2015: *The Challenge of Food Security in the Region: Industrial Hemp Development: A Case Study (2nd Draft).*
- January 2016: *The State of Food (in) Security in CARICOM (2nd Draft).*
- February 2016: *Project Proposal on Food and Nutrition Security Research: A Needs Assessment of Select CARICOM countries.*
- March 2016: *The State of Agriculture in the CARICOM and the Issue of Food Security (Draft 1).*
- April 2016: *The State of Agriculture in the CARICOM and the Issue of Food Security (Revised).*
- May 2016: *Budget Proposal for the Regional Food and Nutrition Security Knowledge Survey and Needs Assessment.*
- June 2016: *Project Proposal on Food and Nutrition Security Research: A Needs Assessment of Select CARICOM Countries (Draft 3).*
- July 2016: *Updated Questionnaire for the Regional Food and Nutrition Security Knowledge Survey and Needs Assessment (Draft 4).*

- August 2016: *Climate Change and Agriculture in the Caribbean: An initial insight into the potential impact on Food and Nutrition Security (Draft Notes).*

MITP Tracer Study

The SRC completed its Graduate Tracer Study on July 31 2016 on the graduates of the MITP from all cohorts. The purpose of the survey was to provide a descriptive assessment of the SRC's contribution in preparing Caribbean Trade Professionals. The findings of the survey revealed that the majority of the MITP graduates were employed in an intermediate/supervisory position and employed in a job related to the MITP. From their experience in the programme, the graduates indicated that the MITP helped to prepare respondents for a career in International Trade by introducing and deepening their knowledge of international trade, networking and enhancing their professional development skills. The graduates were also given the opportunity to provide key recommendations to improve the MITP ranging from creating an alumni program and an employment database to providing refresher courses. A detailed report is forthcoming.

TEACHING AND STUDENTS

Regional Trade Policy Course for the Caribbean (RPTC)

Neil CA Paul taught participants in the WTO/UWI-SRC Regional Trade Policy Course from Thursday April 14-15, 2014. The following Topics were discussed included, *The state of Food insecurity in the Caribbean, Caribbean Food Import Bill, Food Nutrition and security, Trade and Food Security and Agricultural Trade Issues in CARICOM.* (see WTO -UWI/SRC Regional Trade Policy Course).

Masters in International Trade Policy Programme

The Centre welcomed its 12th Cohort of students during Academic Year 2014-15 with 8 students registered. Students were funded once again by the Governments of Trinidad & Tobago & Barbados. The following is a breakdown of students / country ratio for Cohort 12:

COUNTRY	No of Students Registered
Barbados	1
Belize	2
Dominica	1
St. Vincent & the Grenadines	1
Trinidad & Tobago	3
TOTAL	8

The table below provides a breakdown of the courses taught in the MSc programme including the course registrations and percentage pass rates.

GRADUATE COURSES	REG	PASS	% PASSES
CORE COURSES			
INTR 6001 – Introduction to the Int'l Trading System	8	8	100
INTR 6002 – international Trade Theory & Policy	9	8	100
INTR 6003 – Quantitative Methods for Trade Policy Analysis	8	8	94
INTR 6005 – Globalization & Global Governance	8	8	100
INTR 6006 – Introduction to Public Int'l Trade Law	9	8	94
INTR 6115 – E-Commerce & the New Int'l Economy	9	9	100

GRADUATE COURSES	REG	PASS	% PASSES
INTR 6118 – Contemporary Caribbean Trade Policy Issues & Small Economies	8	8	100
INTR 6131 – Research Paper	8	8	100
ELECTIVES			
INTR 6007 – International Negotiations & Advocacy	8	8	100
INTR 6113 – Regional Integration & Development	8	8	100
INTR 6114 – International Trade in Services	8	8	100
LAW 6116 – Competition Law and International Trade Policy	-	-	-
LAW 6121 – Intellectual Property Rights & International Trade Policy	-	-	-
1. Students are given the option to submit their paper by July 31, 2015 to meet graduation of the current year			

Study Tour

Mr Neil Paul and Administrative Assistant to the MITP, Ms Desiree Evelyn accompanied 8 students (Cohort I2) to Geneva on the annual Study tour where students had the opportunity to visit several trade related organizations. Ms Vlasta Macku, Chief of the UNCTAD Virtual institute was the liaison officer for the tour. Students visited and or had lectures from the following organizations:

United Nations Conference on Trade and Sustainable Development (UNCTAD)

Kalman Kalotay, Michael Lim

- *FDI trends and impact on development.*
- *STI policies and development challenges for the Caribbean.*

Division on Investment and Enterprise, UNCTAD.

Kalman Kalotay, Michael Lim

- *Introduction to the simulation exercise.*

UNCTAD Division of Technology & Logistics

Cecilia Viscarra

- *Trade facilitation Agreement & UNCTAD's work on the Caribbean.*

Division on International Trade in Goods and Services and Commodities, UNCTAD.

Ebru Gokce

- *Competition policy: UNCTAD and the CARICOM region.*

Division of International Trade in Goods and Services and Commodities.

Henrique Pacini

- *Climate change and development.*

Division on Africa, Least Developed Countries and Special Programmes, UNCTAD

Rolf Traeger

- *The 2030 Agenda for Sustainable Development.*

Advisory Centre on WTO Law (ACWL)

Alejandro Sanchez

- *Introduction to ACWL's activities and discussion.*

Economic Adviser, Trade Division, Commonwealth Secretariat, London

(Video conference at Commonwealth Small States Office)

Yagambaram Soobramanien

- *Discussion on WTO – the small States context.*

ICT discovery curator

International Telecommunications Union

Josh Choi

- *Presentation of ITU activities.*
- *Guided tour of the ICT Discovery.*

CUTS International

Rashid Kaukab

- *Introduction to CUTS International.*

UNCTAD

Kalman Kalotay, Michael Lim,

- *Simulation Exercise.*
- **GROUP PRESENTATIONS**
 - *Ministry of Agriculture, Fishing and Marine Resources (MAFM).*
 - *The Ministry of Education, Science and Technology (MEST).*
 - *Ministry of Economy and Finance (MEF).*

International Trade Centre (ITC)

Audrey Sarrazin

- *Overview of ITC and its Market Research and analysis services and presentation of the Trade Map – tool for trade flow analysis.*

Abdellatif Benzakri

- *Presentation of the ITC Programme on Non-Tariff Measures – understanding the non-tariff obstacles from company perspectives.*

Laetitia Rinderknecht

- *Presentation on Market Access Map – interactive tool.*

Advisory Centre on WTO Law

Alejandro Sanchez

- *Introduction to ACWL's activities and discussion.*

World Trade Organization – Information and External Relations Division

Jessica Hermosa

- *Nairobi package and State of Play.*

World Trade Organization – Development Division

Hans-Peter Werner

- *Role and treatment of small and vulnerable economies.*

World Trade Organization – Rules Division

James Munro

- *Dispute Settlement.*

International Organization for Migration (IOM)

Daniel Szabo

- *Migration & the diaspora.*

World Health Organization (WHO)

Benn McGrady

- *Tobacco and Trade.*

UNCTAD

- *Meeting with regional ambassadors: Challenges & experiences of Caribbean states in Geneva.*

Internships

The Centre arranged internships for eight (8) Students. The following is a breakdown of organizations where students interned and their research Topics.

Interning Organization	No. of Students	Research Topic
Shridath Ramphal Centre, UWI Cave Hill, Barbados	1	Implications of a Potential Exit of the UK from the European Union on trade Relations with the Caribbean and other regions.
Caribbean Tourism Organization	1	"The Development of the Community Tourism Products in the Caribbean: A study of the role and impact of Festival Tourism
International Trade Centre, Geneva, Switzerland, (Belize)	1	"The Development of a Belizean Services Trade Negotiation Strategy".
Organization of Eastern Caribbean States – OECS Trade Policy Unit, (St. Lucia)	1	"An Assessment of Dominica's Investment Climate: Overcoming the Challenges to Private Sector Development".
Caribbean Community Climate Change Centre	1	Energy security through the Use of Renewable Energy in Small and Vulnerable Economies."
Panamanian Mission to Geneva	1	The Feasibility of the CARICOM Cuba Agreement in the Wake Of Increased Trade with the Proposed Removal of the US Embargo
Organization of American States, Washington DC, USA	1	Trade facilitation, International Development Cooperation and its Impact on Small Vulnerable Economies
Ministry of Trade and Foreign Trade, Belize	1	Trade Potential for Belize: Evidence from a Gravity Model Analysis

Graduation

In October 2016, a total of nine (9) students graduated at the annual graduation ceremony. This included twelve (8) students from Cohort 12 (Academic Year 2015-16) and one from the previous year (Academic year 2014-15).

Country	No. of Students
Barbados	1
Belize	2
Dominica	1
St. Vincent	1
Trinidad & Tobago	4
TOTAL	9

STAFF ACTIVITIES**Academic Publications, Conferences/Seminars/ Workshops Attended****Neil C A Paul***Presented*

- Joint Paper with Phil Rourke on *The Challenges of Caribbean Trade Relations Post EPA and Beyond* at 40 Years of Social Sciences at Cave Hill, Epochs, Chaos and Crisis: Providing Blueprints for a modern Caribbean Society, Cave Hill School of Business, January 27-29, 2016
- Chair of Panel on **Trade and Health** Seminar held by the Shridath Ramphal Centre and Faculty of Law, at Cave Hill School of Business, March 23, 2016.
- Presented paper, *Trade and Food Security in the Caribbean: The Challenge Ahead*, at UWI-Cave Hill School of Business, *Forecasting 2016: An Executive Breakfast*, Thursday February 18, 2016

Public/Professional Service

- Member of the Caribbean Regional Agricultural Policy Network (CaRAPN) Network Planning & Management Team.
- Coordinator of The UWI Involvement in The Virtual Institute of the United Nations Conference on Trade and Development (UNCTAD-VI).
- Member of the Folk Research Centre – St. Lucia.
- Member of the St. Lucia National Trust (Life).
- Member of the UWI Alumni Circle since 2009.

University Service

- Coordinator of the Masters in International Trade Policy programme.
- Student Advisor, Supervision and co-supervision for students of MITP.
- Member of the Board of Examinations, School of Graduate studies and Research.
- Member of Faculty of Social Sciences Sub-Committee for Graduate Studies and Research.
- Member of Faculty Board of Social Sciences.
- Member of Academic Board.
- Member of the Advisory Board of the Errol Barrow Centre for Creative Imagination (EBCCI).

Kai-Ann D Skeete*Academic Publications, Conferences/Seminars/Workshops Presented*

- “A Regional Imperative: Monitoring the Implementation of Chapter III of the Revised Treaty of Chaguaramas,” at the 40th Anniversary Faculty of Social Sciences Conference, Cave Hill School of Business, January 27-29.
- “The CSME at Ten Years: A Call to Reflect, Remodel & Reinvigorate”, SALISES Developmental Talks, February 3, 2016.

*Conferences/Seminars/Workshops**Attended*

- Faculty Development Workshops (Creating Online Quizzes painlessly with Respondus) - Online E-Assessment – Centre for Teaching and Learning, March 23, 2016.
- Teaching and Learning Symposium – June 13-14, 2016.
- Teaching and Learning Summer Institute – June 15-17, 2016.
- Competition Law and Policy in Support of the Implementation of the CARIFORUM-EU Economic Partnership Agreement – July 18, 2016.
- West Indies Federal Archives Preservation Workshop June 9, 2016.
- Caribbean Tourism Organisation – State of the Tourism Industry Conference, Bridgetown, September 14-16, 2016.

Public/Professional Service

- Caribbean Studies Association (CSA).
- Centre of Excellence for Research on Immigration and Settlement (CERIS) – Ontario Metropolis Centre.
- International Studies Association (ISA).
- Barbados Museum and Historical Society.
- St. Peter’s Parochial Church Council.
- UWI Alumni Circle.

University Service

- Member of the Vice Chancellor’s Task Force on One University.
- Student Advisor, Supervision and co-supervision for students of MITP & MSc Integration Studies.
- Member of Faculty Board of Social Sciences.

RESEARCH & OUTREACH**PUBLIC AND PROFESSIONAL ACTIVITIES**

The Centre continues its outreach activities through its web-site and associated portals. The SRC’s website, shridathramphalcentre.org continued to be functional during the reporting period and was updated regularly. This includes the Creative Industries Exchange portal, creativeindustriessexchange.org, and the Virtual Trade Portal.

Caribbean Virtual Trade Policy Portal

(VirtualTradePortal.org/cms). The **VTTP** aggregates content and information relevant to trade policy formulation in the Caribbean and small developing states. The portal is being updated with content as available.

The Creative Industries Exchange

www.creativeindustriessexchange.com is a virtual clearinghouse for information, news, data about the creative/cultural industries. The CIE initially attracted funding from UNESCO and has gained additional funding from UNIDO, Caribbean Export Development Agency and the International Trade Centre for the emagazine Caribbean Creatives.

Funding to continue these publications for these is no longer available and new sources will be sought to continue the publications.

BENEFACCTIONS

The SRC continues to benefit from various public and private sector institutions (national, regional and international) in the provision of paid internships for its students (See section on internships). In addition the Centre and its students benefit from collaboration on the annual Study Tour with the United Nations Conference on Trade and Sustainable Development (UNCTAD), WTO, IOM, WHO, ILO, ACWL, Caribbean Missions in Geneva, Switzerland, ITC, and WIPO.

OVERVIEW

During the 2015-2016 academic year, the Institute for Gender and Development Studies: Nita Barrow Unit (IGDS: NBU) recognized the importance of diversifying and increasing the visibility of its teaching programme at both the undergraduate and graduate level. We sought to be responsive to academic interests of students, as well as to enhance our marketability for increased enrolment and economic viability.

At the undergraduate level, the IGDS: NBU was able to identify a cohort of students doing the Minor in Gender and Development Studies and liaised with them by hosting an out-of-classroom 'meet and greet' session. At the graduate level, our students continue to make inroads with their research. A few of them had the opportunity to showcase their work at seminar presentations and other forums. We were also proud to launch our MSc in Gender and Development Studies in the 2016-2017 academic year. This taught-based programme aims to develop a cadre of gender specialists who can assist with, and contribute, to gender-based analysis in the public, private and not-for-profit sectors.

In terms of international collaborations, the IGDS: NBU embarked on a new partnership with the Women's Studies programme at Connecticut College. The collaboration resulted in curriculum synergies with one of our lecturers being invited to the College to meet and liaise with students and faculty, as well as teach classes. Since this is envisioned to be a reciprocal teaching and learning exchange, we look forward to our Connecticut College colleagues visiting the Nita Barrow Unit and the Cave Hill Campus in the near future.

The IGDS: NBU was also able to strengthen its relationship with colleagues, stakeholders and media on campus and the wider community by partnering with different groups on outreach activities to raise awareness on gender issues for *16 Days of Activism*, International Women's Day and for public broadcasting purposes.

RESEARCH PROJECTS

Changing Gender Roles in the 21st Century Caribbean (formerly WICP II)

Changing Gender Relations in the 21st Century Caribbean is a dynamic interdisciplinary research project on gender relations in the contemporary Caribbean. In an effort to further contribute to gender-focused scholarship in the region, we propose to undertake research that builds on the critical work of the Women in the Caribbean Project (WICP) in 1979. The first phase of the project is near completion with assistance from a graduate Research Assistant, who produced an extensive bibliography on Gender and Caribbean Families, Gender-Based Violence, Gender and the Law and Gender and Sexuality.

Human Rights, Sexual Equality and Youth

A report on LGBT women's lived experiences across the region is under review. Ms Shari Inniss-Grant also conducted a modified data gathering workshop at the 2015 Conference on Women, Sexuality and Diversity (CWSD) Conference. Additionally, the interviewing of the LGBTI community in Barbados has been completed, which saw eleven (11) LGBTI interviewers being trained to interview the community. Forty-one (41) interviews were completed.

Girls Lead

Girls Lead is a three-year regional project conceptualised by the IGDS: NBU in partnership with State and non-State actors in target countries. It seeks to address sexual violence against girls and boys by strengthening institutional responses, centering and cultivating girls' leadership and supporting community-based initiatives aimed at changing public attitudes.

In January 2016, Drs DeShong and Haynes submitted a funding application to the New Zealand High Commission Head of Mission Fund to facilitate the launch of the project.

FUNDING/GRANTS

Campus Research Award Grant

Dr Halimah DeShong was awarded BDS\$20,000.00 by the Campus Research Award Grant to facilitate data collection, analysis and research assistance toward the completion of a book-length manuscript on intimate partner violence (IPV) in the Caribbean. As part of this project, Dr DeShong completed nineteen (19) interviews with lawyers, magistrates, police officers, activists and policy professionals in St. Vincent and the Grenadines between December 2015 and January 2016. Dr DeShong also reviewed intimate partner homicide and assault case files and judgments in St Vincent and the Grenadines, and collected Caribbean news reports of violence and gender-based violence for a one-year period. Transcription has been completed and data analysis is ongoing.

INSTITUTIONAL COLLABORATION

Connecticut College Connections

Dr Haynes visited Connecticut College from February 22-25, 2016 at the invitation of IGDS graduate Dr Andrea Baldwin and the College's Department of Women's and Gender Studies. Dr Haynes delivered guest lectures for classes on Transnational Feminisms, Feminist Methodologies, Gender, Sexuality and Race in Caribbean Culture and Dis/embodying Struggles. She also facilitated a workshop intended to devise strategies to strengthen links between Connecticut College and the Caribbean Community in New London. Furthermore, Dr Haynes met with representatives from the Mellon Foundation to discuss the possibilities of future collaborations and student exchanges.

OUTREACH

Caribbean Women Catalysts for Change Annual Lecture

On November 13, 2015, Professor Patricia Mohammed, Professor of Gender and Cultural Studies at UWI St Augustine, delivered the 21st annual Caribbean Women Catalysts for Change Lecture. The lecture was titled, “Who Taking Advantage of Who?: The Mighty Sparrow and Caribbean Man Woman Relations” and was held in Lecture Theatre I of the Roy Marshall Teaching Complex.

Professor Mohammed’s lecture was accompanied by the musical stylings of veteran Trinidadian performer David Bereaux, who was backed by Marva Newton and Louis McWilliams.

16 Days of Activism Against Gender-Based Violence

The IGDS: NBU engaged in three strategic partnerships in observance of the annual international initiative. These are outlined below:

- The Errol Barrow Center for Creative Imagination and the Caribbean Policy Development Centre supported the creation of a ninety-second video highlighting the importance of Sustainable Development Goal 5 (Achieve gender equality and empower all women and girls) to the Caribbean. The video campaign was broadcast on CBC TV and continues to air across campus;
- UN Women, UNDP and EBCCI supported the **Step It Up to End Violence Against Women and Girls Film Festival** in Barbados. The organisations facilitated, chaired or sourced moderators for the four-night initiative. Focus was placed on the HeforShe Campaign, Violence against Women and Girls, Sexual and Reproductive Health and Rights, and Violence against the Disabled Community;
- The Mid-Morning Mix partnered with IGDS on a media campaign during the 16 days of activism which highlighted the voices of NBU faculty and partners on key human rights awareness days.

International Women’s Day

The 2016 Triennial Awards was held on March 5, 2016 in Lecture Theatre I of the Roy Marshall Teaching Complex. The event was held in collaboration with the Community Development Department in the Ministry of Social Care, Constituency Empowerment & Community Development.

In celebration of the Barbados’ 50th Anniversary of Independence, one outstanding woman from each parish was rewarded for their contributions. An additional award was presented to a young woman under age thirty who made a significant contribution to the island’s development.

International Women’s Day Public Lecture

The IGDS: NBU partnered with CIBC FirstCaribbean to host a public lecture in honor of International Women’s Day. The Honorable Madam Justice Jacqueline Cornelius was the featured speaker on Friday March 18, 2016. She delivered a lecture entitled, “What More Do Women Want?: Recent Legal Developments and Women’s Lives in Barbados”. This event was held in Lecture Theatre I, Roy Marshall Teaching Complex.

Caribbean Partnerships II: Co-Constructing Transformative Economic Policy

“Caribbean Partnerships II: Co-Constructing Transformative Economic Policy, Exploring a Heterodox and Feminist Approach,” took place at UWI, St. Augustine from 23 - 25 May, 2016. This conference was organized by the Institute for Gender and Development Studies (IGDS): Nita Barrow and St. Augustine Units along with Regions Refocus, in collaboration with the Caribbean Development Bank (CDB) and Friedrich-Ebert-Stiftung (FES). The workshop convened approximately forty (40) participants representing Caribbean civil society, representatives from the ministries of Finance, Planning and Gender, academics, the private sector, and regional organizations, government institutions, academia, and regional mechanisms.

Over the three days of the workshop, participants analyzed macroeconomic policy and globalization from a progressive and feminist perspective and critically examined the landscape of economic development and climate finance in the Caribbean. Caribbean Partnerships is an ongoing IGDS: NBU project aimed at strategizing towards progressive development policy proposals.

TEACHING

Academic Year 2015 – 2016

In the academic year under review, 115 students registered for graduate and undergraduate programmes offered by the Institute. Of these, 104 were undergraduate students and 11 were graduate students.

SEMESTER I Academic Year 2015-2016

Course Code	Course Title	Lecturer	Students
GEND 1103	Theoretical Concepts & Sources of Knowledge	Dr Halimah DeShong	14
GEND 2015	Gender, Sexuality & Race in Caribbean Culture	Dr Tonya Haynes	19
GEND 2501	Women, Leadership & Change in the Developing Countries	Dr Tonya Haynes	14
GEND 6020	Issues in Caribbean Feminism & Gender Relations	Dr Charmaine Crawford	03
GEND 6720	Feminist Methodology & Epistemology	Dr Halimah DeShong	08

SEMESTER II Academic Year 2015-2016

Course Code	Course Title	Lecturer	Students
GEND 2005	Crimes By & Against Women: Theories, Evidence & Popular Portrayals	Dr Halimah DeShong	24
GEND 2202	Women's Studies II: Women & Development in the Caribbean	Dr Tonya Haynes	09
GEND 3701	Men & Masculinities in the Caribbean: Theoretical Perspectives	Dr Halimah DeShong	11
GEND 3705	Gender & Sexuality	Dr Tonya Haynes	13

Postgraduate Teaching and Supervision

During the period under review, the Institute had a total of fourteen (14) graduate students: seven (7) MPhil and seven (7) PhD. Ms Patricia Boyce MPhil candidate submitted her thesis titled, "A Gender Analysis of the Links between Violence against Women and HIV in Heterosexual Relationships in Barbados" on September 28, 2015.

Graduate Seminars

Two graduate students presented seminars in April 2016. Daniele Bobb, PhD Candidate, delivered a presentation titled, "Caribbean Mother-Workers in the 21st Century: An Experiential Interrogation of Mothering and Work" on April 8, 2016. MPhil Candidate Modupe Sodeyi also delivered a seminar titled, "When It Ends in Death: Exploring the Killing of Women in Barbados" on April 14, 2016.

Diploma and MSc in Gender and Development Studies

In September 2016, the Nita Barrow Unit joined the St. Augustine Unit and the Regional Coordinating Unit in offering a Master of Social Sciences in Gender and Development studies. The MSc is offered full-time for 18 months or part-time for 24 months. Candidates are required to complete 35 credits. Twenty applications were received, of that number, there were thirteen (13) MSc applicants, with nine (9) offers made and nine (9) accepted.

Programmes	No. of Applications	Offers	Accepted	Incoming
Post Graduate Diploma	3	-	-	-
MSc.	13	9	9	6
MPhil	3	2	2	2
PhD	1	1	1	1
Total number of applicants - 20	20	12	12	9

STAFF DEVELOPMENT**Dr Charmaine Crawford – Head & Lecturer***Administration*

- **Member**, Academic Board, UWI, Cave Hill.
- **Member**, Campus Committee for Graduate Studies and Research
- **Member**, Campus Lecture Series Fund Committee
- **Member**, AQAC.
- **Member**, IGDS Management Committee.
- **Member**, IGDS Evaluations and Promotion Committee (E&PC)
- **Member**, Maintenance Committee.
- **Coordinator**, IGDS:NBU Graduate Programme.
- **Chair**, IGDS:NBU Board of Studies.
- **Chair**, Caribbean Institute in Gender & Development (CIGAD) Planning Committee.
- **Chair**, Caribbean Women's Catalysts for Change (CWCC) Lecture Series Committee.
- **Chair**, International Women's Day Committee.
- **Chair**, IGDS:NBU Research Week Planning Committee.
- **Chair**, IGDS Graduate Sub-Committee (2014-present).
- **Chair**, Medical and Health Services Committee (2014-present).

Outreach - Committees

- **Chair**, National Gender Advisory Committee (2013-present).
- **Member**, CPDC Project Steering Committee for CSME Work for Domestic and Artisans.
- **Member**, Inter-American Development Bank's (IDB's) Civil Society Advisory Council (ConSOC Barbados).
- **Member**, UN Women Civil Society Advisory Group.

Other Organizational and Committee Memberships

- **Member**, Caribbean Studies Association
- **Reviewer**, Journal of Eastern Caribbean Studies.
- **Reviewer**, Caribbean Review of Gender Studies.

Teaching

Semester I

- GEND 6020: Issues in Caribbean Feminism & Gender Relations
Results: Three A; Two B+.

Graduate Students

Main Supervisor

- Mrs Daniele Bobb, PhD candidate – “Caribbean Mother-Workers: An Experiential Interrogation of Mothering and Work”
- Ms Patricia Boyce, MPhil candidate – “A Gender Analysis of the Links between Violence against Women and HIV in Heterosexual Relationships in Barbados.”
- Ms Myrtle Joseph, MPhil candidate – “Beyond Impact: Unsettling Intervention Strategies in Women and Labor in Trinidad and Tobago.”
- Ms Sonya Thompson, MPhil candidate
- Ms Deborah Morgan, PhD candidate.

Co-Supervisor

- Mr Neil Edwards, PhD candidate
- Ms Monique Springer, PhD candidate.

Faculty Advisor

- Ms Michelle Belgrave, PhD candidate
- Ms Alexandra Serieux, MPhil candidate.

Supervisory Committee

- Tennisha Morris, PhD, School of Education.

Campus Ceremonies, Lectures and Events

- April 5, 2016. Attended **Student Awards Ceremony** hosted by the Office of the Principal. Roy Marshall Teaching Complex, LTI, University of the West Indies, Cave Hill Campus.

- March 03, 2016. Attended the **Media Launch of the Campus Year-long Programme of Activities Marking the 50th Anniversary of Barbados' Independence**. Main Conference Room, Administration Building, Cave Hill Campus.
- December 12, 2015. Attended **Induction Ceremony** of the Principal of the University of the West Indies, Cave Hill Campus for PVC and Principal Professor V. Eudine Barriteau. Roy Marshall Teaching Complex, University of the West Indies, Cave Hill Campus.
- November 19, 2015. Attended **Patrick A.M. Emmanuel Memorial Lecture** hosted by the Head and Staff of the Department of Government, Sociology and Sociology, Faculty of Social Sciences.
- November 14, 2015. Attended **Annual Cocktail Event** hosted by the Cave Hill Association of Post Graduate Studies (CHAPS). The 3Ws Pavilion, University of the West Indies, Cave Hill Campus.
- November 11, 2015. Attended **Philosophy Public Lecture** with guest speaker Professor Linda Martin Alcoff. 3Ws Pavilion, The University of the West Indies, Cave Hill Campus.
- October 17, 2015. Procession participant in the **Graduation Ceremony of The University of the West Indies, Cave Hill Campus**. Garfield Sobers Gymnasium, St. Michael.
- October 16, 2015. Attended the **Annual Dinner of the Honorary Graduands**, hosted by the Office of the Principal. Errol Barrow Centre for Creative Imagination (EBCCI), Cave Hill Campus.
- October 15, 2015. Attended the **Vice-Chancellor's Award for Excellence 2014-2015**. Roy Marshall Teaching Complex, LTI, The University of the West Indies, Cave Hill Campus.
- August 28, 2015. Attended the **Matriculation Ceremony**. Roy Marshall Teaching Complex, LTI, The University of the West Indies, Cave Hill Campus.

Conferences

- February 25-27, 2016. “Is Working at the Limits: State and Structural Violence.” Annual Scholar and Feminist Conference on Sustainability (Roundtable panelist). Barnard College, NY.

Guest Lectures and Presentations

- March 18, 2016. Delivered welcome and remarks at the International Women's Day Lecture titled, “What More Do Women Want?: Recent Legal Developments and Women's Lives in Barbados” by The Honourable Madam Justice Jacqueline Cornelius. The Roy Marshall Teaching Complex, LTI, University of the West Indies, Cave Hill Campus.
- March 5, 2016. Delivered welcome and remarks at the **International Women's Day Triennial Awards Ceremony: Honouring Barbadian Women in Communities**. Roy Marshall Teaching Complex, LTI, University of the West Indies, Cave Hill Campus.
- November 13, 2015. Delivered welcome and remarks at the 21st Annual Caribbean Women Catalysts for Change Lecture titled, “Who Taking Advantage of Who?: The Mighty Sparrow and Caribbean Man Woman Relations” delivered by Professor Patricia Mohammed. The Roy Marshall Teaching Complex, LTI, University of the West Indies, Cave Hill Campus.

National and Regional Development

- December 7, 2015. Attended **Country Gender Assessment (CGA) Validation Workshop** hosted by the Caribbean Development Bank (CDB). Wilkey, St Michael.
- November 25-26, 2015. Participated in regional workshop on the **Protection Against Sexual Harassment Bill** organized by IMPACT Justice. Coco Palm Hotel, Gros Islet, St. Lucia.

Media

- March 19, 2016. Interviewed on radio programme **Caribbean Exchange** (WEAA 88.9 FM Morgan State University, Baltimore, Maryland) about scholarship on Caribbean Women and Transnational Migration which appeared in the edited collection **Feminist and Critical Perspectives on Caribbean Mothering** by Silva and Alexander (2013).
- March 2, 2016. Appeared on UWI Cave Hill radio slot on Voice of Barbados (VOB) 92.9 to discuss the **Triennial Awards Ceremony for Women** for International Women's Day.
- December 14, 2015. Gave remarks at the **Sustainable Goal 5 Champion Press Conference** (CBC TV and print media) hosted by Shantal Munro-Knight, Executive Director of Caribbean Policy Development Centre.
- November 24, 2015. Appeared on Mornin' Barbados (CBC) to discuss **Step it Up to End Violence and Girls Film Festival for 16 Days of Activism**.
- November 23, 2015. Appeared on Y103.3 FM radio with Gaynelle Marshall to promote **Step it Up to End Violence and Girls Film Festival for 16 Days of Activism**.
- November 13, 2015. Appeared on Mornin' Barbados (CBC TV) to discuss the 21st Caribbean Women Catalysts for Change Lecture.
- November 11, 2015. Appeared on UWI Cave Hill radio slot on Voice of Barbados (VOB) 92.9 to discuss the IGDS: NBU's teaching programmes, research, outreach and the CWCC lecture.

Continuing Education

- November 2015. Completed Postgraduate Certificate in University Teaching and Learning (PGCUTL).

Dr Halimah DeShong – Lecturer*Administration*

- **Member**, Editorial Committee of the Journal of Eastern Caribbean.
- **Member**, UWI Cave Hill Campus, Institutional Review Board Committee.
- **Member**, Student Disciplinary Committee, University of the West Indies, Cave Hill Campus.
- **Member**, Caribbean Women Catalysts for Change (CWCC) Lecture Series Committee.
- **Member**, IGDS:NBU Board of Studies.
- **Member**, IGDS:NBU Representative, Faculty Board, Social Sciences.
- **Member**, IGDS Management Committee.
- **Member**, International Women's Day Planning Committee.
- **Member**, Research Week Planning Committee.

Outreach – Committees

- **Member**, Regional Advisory Group on Masculinities, UN Women.
- **Member**, National Stakeholder Advisory Committee for the project, Gender-based Violence, HIV and Key Populations in Latin America and the Caribbean Project – a collaboration between UNDP, UWIHARP and LINKAGES (Across the Continuum of HIV Services for Key Populations).

Other Organizational and Committee Memberships

- **Member**, Caribbean Studies Association.
- **Member**, British Society of Criminology.

Reviewer

- Caribbean Review of Gender Studies.
- Journal of Eastern Caribbean Studies.

*Teaching**Semester I*

- GEND 1103: Theoretical Concepts & Sources of Knowledge
Results: Two A; One B+; Two B-; Two C+; Four C;

One F; One NA.

- GEND 6720: Feminist Methodology & Epistemology
Results: Two A; Five B+; One B.
Semester II
- GEND 2005: Crimes By & Against Women: Theories, Evidence & Popular Portrayals.
Results: Two B; Six B-; Six C; Three C+; Three F; Two NS
- GEND 3701: Men & Masculinities in the Caribbean: Theoretical Perspectives
Results: One A+; Two A; One B+; One B; One B-; One C+; One C; One F; Two NS.

*Graduate Students**Main Supervisor*

- Ms Desiree Jemmott MPhil Candidate – “Boys and Education in Barbados”.
- Ms Modupe Sodeyi MPhil Candidate – “When It Ends in Death: Exploring the Killing of Women in Barbados”.

Co-Supervisor

- Ms Deborah Morgan, PhD Candidate.
- Ms Cheryl Willoughby, PhD Candidate Department of Government Sociology and Social Work.

Faculty Advisor

- Ms Evette Burke-Douglas, PhD candidate.
- Ms Monique Springer, PhD candidate.
- Ms Alexandra Serieux, MPhil candidate.

Committee Member

- Ms Afi Martin, PhD candidate, Department of History and Philosophy.

Examiner

- Ms Tricia Herman's PhD upgrade seminar, Department of Cultural Studies. “A Critical Study of Self-Representation in Caribbean Cinema.”

Honours and Awards

- December 09, 2015. Awarded indefinite tenure at the UWI Cave Hill Campus Appointments Committee Meeting.

Campus Ceremonies, Lectures and Events

- March 03, 2016. Attended Media Launch of the Campus Year-long **Programme of Activities Marking the 50th Anniversary of Barbados' Independence**. Main Conference Room, Administration Building, Cave Hill Campus.
- February 11, 2016. Attended public lecture entitled, "**Trade and Women's Economic Empowerment**" delivered by Arancha Gonzalez, Executive Director of the International Trade Center. The Shridath Ramphal Centre.
- December 12, 2015. Attended **Induction Ceremony** of the Principal of the University of the West Indies, Cave Hill Campus for PVC and Principal Professor V. Eudine Barriteau. Roy Marshall Teaching Complex, The University of the West Indies, Cave Hill Campus.
- November 19, 2016. Attended the **Patrick A.M. Emmanuel Memorial Lecture** hosted by the Head and Staff of the Department of Government, Sociology and Sociology, Faculty of Social Sciences. Guest speaker, PVC and Principal Professor V. Eudine Barriteau, delivered lecture on "**An Unfinished Business: Patrick Emmanuel and Caribbean Political Thought.**"
- November 13, 2015. Attended the 21st Annual Caribbean Women Catalysts for Change Lecture titled, "*Who Taking Advantage of Who?: The Mighty Sparrow and Caribbean Man Woman Relations*" Professor Patricia Mohammed. The Roy Marshall Teaching Complex, LTI, University of the West Indies, Cave Hill Campus.

- November 11, 2015. Attended Philosophy Public Lecture with guest speaker Professor Linda Martin Alcoff, hosted by the Department of History and Philosophy, Faculty of Humanities and Education. 3Ws Pavilion, University of the West Indies, Cave Hill Campus.
- October 27, 2015. Attended public lecture entitled, "*A Dream Realised? The Educational Strategies of the Black Middle Classes in the UK*" delivered by Dr Nicola Rollock of the University of Birmingham.
- October, 17, 2015. Procession participant at the **Annual Graduation Ceremony of The University of the West Indies, Cave Hill Campus**. Garfield Sobers Gymnasium, St. Michael.
- October 16, 2015. Attended **Annual Dinner of Honorary Graduands** hosted by the Office of the Principal. Errol Barrow Centre for Creative Imagination (EBCCI), Cave Hill Campus.
- October 15, 2015. Attended the **Vice-Chancellor's Award for Excellence 2014-2015**. Roy Marshall Teaching Complex, LTI, The University of the West Indies, Cave Hill Campus.
- August 28, 2015. Attended the **Matriculation Ceremony**. Roy Marshall Teaching Complex, LTI, The University of the West Indies, Cave Hill Campus.

Meetings and Consultations

- July 25, 2016. Invited Panelist to present: "*The Tragedy Behind Closed Doors? Domestic Violence and Society's Response*" Second Barbados National Consultation. The Government of Barbados. Lloyd Erskine Sandiford Conference Centre, Barbados.
- June 23, 2016. Attended the Consultation with the Canadian Government delegation the Caribbean hosted by UN Women on Priorities for Funding Gender and Development work in the Caribbean.
- May 31 – June 1, 2016. Attended Institute for Gender and Development Studies Regional Face to Face Meeting. University of the West Indies, St Augustine, Trinidad and Tobago.

- May 20, 2016. Attended the first meeting of the National Stakeholder Advisory Committee for Gender-based Violence, HIV and Key Populations in Latin America and the Caribbean Project.
- December 14-15, 2015. Attended the first meeting of the Regional Advisory Group on Masculinities. UN House, Hastings, Barbados.

Conferences

- June 6-11, 2016. "Intimacy Undone? Scripting Violence in Intimate Relationships" 41st Annual Caribbean Studies Association Conference on *Caribbean Global Movements: Peoples, Ideas, Cultures, Art and Economic Sustainability*. The Marriott, Port-au-Prince, Haiti.
- June 6-11, 2016. "Coloniality and Everyday Violence: (Re-Imagining Caribbean Futures)." 41st Annual Caribbean Studies Association Conference on *Caribbean Global Movements: Peoples, Ideas, Cultures, Art and Economic Sustainability*. The Marriott, Port-au-Prince, Haiti.
- June 6-11, 2016. "Coloniality in Caribbean Thought and Action." (Panel organizer). 41st Annual Caribbean Studies Association Conference on *Caribbean Global Movements: Peoples, Ideas, Cultures, Art and Economic Sustainability*. The Marriott, Port-au-Prince, Haiti.
- May 12-14, 2016. "Scripting Gender-Based Violence in the Caribbean." Bim Literary Festival. Bridgetown, Barbados.
- March 30 – April 01, 2016. "Coloniality, Intersectionality and Social Constructivism in Caribbean thought and Action" (Panel organizer). Sir Arthur Lewis Institute for Social and Economic Studies Conference on *Revolutions, Socio-Economic Change and Freedoms*. Hilton Hotel Bridgetown, Barbados.

- March 30 – April 01, 2016. “Coloniality and Everyday Violence: (Re)Imagining Caribbean Futures.” Sir Arthur Lewis Institute for Social and Economic Studies Conference on *Revolutions, Socio-Economic Change and Freedoms*. Hilton Hotel Bridgetown, Barbados.
- November 5-7, 2015. “Caribbean Feminisms in Thought and Action: A Conversation.” (Roundtable Participant). Eastern Caribbean Island Cultures (Islands In Between) Conference, The University of the West Indies’ Open Campus, Basseterre, St. Kitts and Nevis.

Public Lectures and Keynotes

- October 26, 2015. Delivered a Keynote Address entitled, *Communities, Solidarities and Social Justice: (Re)imagining Caribbean Futures*. Vincentian Students’ Association (VINSAs) Annual Independence Day Lecture. University of the West Indies Cave Hill Campus.

Guest Lectures and Presentations

- Semester I. Delivered guest lecture entitled, “Gender-based Violence in the Caribbean – A Focus on Intimate Partner and Sexual Violence.” **SOCI 3035: Caribbean Social Problems**.
- Semester I. Delivered a guest lecture entitled, “Rights and the Personal as Political – Citizenship, Equality and Difference, and the Politics of the Family, Reproduction and the Body.” **GOVT 2000: Women in Politics**.
- Semester I. Delivered a guest lecture entitled, “Gender-based Violence in the Caribbean.” **SOCI 3027: Gender & Development**.
- October 13, 2015. Delivered guest lecture entitled, “Socio-Legal Responses to Gender-based Violence in the Caribbean.” **GEND7020: Issues in Caribbean Feminism and Gender Relations**.

Media

- December 1, 2015. Featured guest on Caribbean Broadcasting Corporation’s (CBC) **The Mid-Morning Mix** with UN Resident Representative Ms Christine Arab, to discuss gender-based violence during 16 Days of Activism.
- November 9 2015. Featured guest on the Barbadian Caribbean Broadcasting Corporation’s (CBC) **The Mid-Morning Mix** with calypsonians Dr Anthony “Mighty Gabby” Carter and William “Smokey” Burke to discuss gender and calypso music for the 21st Caribbean Women Catalysts for Change (CWCC) Lecture.

Dr Tonya Haynes – Temporary Lecturer

Administration

- **Member**, Caribbean Institute in Gender & Development (CIGAD) Planning Committee.
- **Member**, Caribbean Women Catalysts for Change (CWCC) Lecture Series Committee.
- **Member**, IGDS/NBU Board of Studies.
- **Member**, IGDS Management Committee.
- **Member**, International Women’s Day Committee.
- **Representative**, Board of Studies of the Faculty of Humanities (2012- present).
- **Representative**, UWIHARP Steering Committee.
- **Chair**, Caribbean Partnerships for Economic Justice and Sustainability Planning Team.
- **Member**, Planning Committee for Induction of Principal, 2015.
- **Anchor** (with Ms Janet Caroo), Livestream of Induction Ceremony, December 12, 2015.
- **Member**, 50th Anniversary of Independence Committee, 2015-2016.

Reviewer

- Journal of Eastern Caribbean Studies.

Other Organizational and Committee Memberships

- **Advisory Board Member**, *NORMA: International Journal for Masculinity Studies*, (2013 - present).
- **International Editorial Board Member**, *Gender, Sexuality & Feminism*, published by The Women’s Studies Centre at University College Dublin (UCD), Ireland (2012 - present).
- **Member**, Caribbean Studies Association.

Teaching

Semester I

- **GEND 2015: Gender, Sexuality & Race in Caribbean Culture**
Results: Three A; One A-; Three B; One B-; One C+; One C; Two F; One NS.
- **GEND 2501: Women, Leadership & Change in the Developing Countries**
Results: One A+; Three A; Three B+; One B; One B-; One C+; Two F; One NS.

Semester II

- **GEND 2202: Women’s Studies II: Women & Development in the Caribbean**
Results: Two A; One B+; One B; Two B-; Two C; One F.
- **GEND 3705: Gender & Sexuality**
Results: Three A+; Three A; Two B+; Three B; One B-; One C+; Three C; Three F.

Graduate Supervision

Co-Supervisor

- Ms Karen Philip, MPhil Candidate.

Faculty Advisor

- Ms Daniele Bobb, PhD Candidate.
- Ms Desiree Jemmott, MPhil Candidate.
- Ms Deborah Morgan, PhD Candidate.
- Ms Modupe Sodeyi, PhD Candidate.

Internal Examination

- Lesvie Archer: In-Between Trade: Understanding Nassau (Bahamas) as an Entrepot, PhD (Cultural Studies) Upgrade seminar, June 16, 2015.

Campus Ceremonies, Lectures and Events

- April 21, 2016. Attended Elsa Goveia Memorial Lecture entitled, *The Revolution of General Bussa and the Making of Barbados Today*. Delivered by Professor Sir Hilary Beckles, Vice Chancellor of The University of the West Indies.
- March 03, 2016. Attended **Media Launch of the Campus Year-long Programme of Activities Marking the 50th Anniversary of Barbados' Independence**. Main Conference Room, Administration Building, Cave Hill Campus.
- February 11, 2016. Attended public lecture entitled, *Trade and Women's Economic Empowerment*, delivered by Arancha Gonzalez, Executive Director of the International Trade Center. Shridath Ramphal Centre.
- December 12, 2015. Attended **Induction Ceremony** of the Principal of the University of the West Indies, Cave Hill Campus for PVC and Principal Professor V. Eudine Barriteau. Roy Marshall Teaching Complex, University of the West Indies, Cave Hill Campus.
- November 19, 2016. Attended **Patrick A.M. Emmanuel Memorial Lecture**. Guest speaker, PVC and Principal Professor V. Eudine Barriteau, delivered lecture on *An Unfinished Business: Patrick Emmanuel and Caribbean Political Thought*.
- November 13, 2015. Chaired and introduced the featured speaker at the 21st Annual Caribbean Women Catalysts for Change Lecture titled, *Who Taking Advantage of Who?: The Mighty Sparrow and Caribbean Man Woman Relations* Professor Patricia Mohammed. The Roy Marshall Teaching Complex, LTI, University of the West Indies, Cave Hill Campus.
- November 11, 2015. Attended **Philosophy Public Lecture** with guest speaker Professor Linda Martin Alcoff, who delivered a lecture on **"Identity: A Realistic Realism about Race & Gender"**. 3Ws Pavilion, University of the West Indies, Cave Hill Campus.
- October 27, 2015. Attended public lecture entitled, *A Dream Realised? The Educational Strategies of the Black Middle Classes in the UK*. Delivered by Dr Nicola Rollock of the University of Birmingham and hosted by the Cultural Studies programme.
- October, 17, 2015. Procession participant in the **Annual Graduation Ceremony of The University of the West Indies, Cave Hill Campus**. Garfield Sobers Gymnasium, St. Michael.
- October 16, 2015. Attended **Annual Dinner of the Honorary Graduands** hosted by the Office of the Principal. Errol Barrow Centre for Creative Imagination (EBCCI), Cave Hill Campus.
- October 15, 2015. Attended **Vice-Chancellor's Award for Excellence 2014-2015**. Roy Marshall Teaching Complex, LTI, The University of the West Indies, Cave Hill Campus.
- August 28, 2015. Attended the **Matriculation Ceremony**. Roy Marshall Teaching Complex, LTI, University of the West Indies, Cave Hill Campus.

Conferences

- June 6-11, 2016. "No Sex Please, We're Feminists: Sexual Silences in the Caribbean Gender and Development Studies" 41st Annual Caribbean Studies Association Conference on *Caribbean Global Movements: Peoples, Ideas, Cultures, Art and Economic Sustainability*. The Marriott, Port-au-Prince, Haiti.
- June 6-11, 2016. "The Coloniality of Gender and the Challenges of Engendering Caribbean Development" 41st Annual Caribbean Studies Association Conference on *Caribbean Global Movements: Peoples, Ideas, Cultures, Art and Economic Sustainability*. The Marriott, Port-au-Prince, Haiti.
- November 5-7, 2015. "Caribbean Feminisms in Thought and Action: A Conversation." (Roundtable Participant). Eastern Caribbean Island Cultures (Islands In Between) Conference, The University of the West Indies, Open Campus, Basseterre, St. Kitts and Nevis.

Public Lectures and Keynotes

- April 20, 2016. Delivered review of the book, *Rihanna: Barbados World-Girl in Global Popular Culture*, edited by Hilary Beckles and Heather Russell at its official launch.
- February 24, 2016. Delivered a public lecture entitled, *A Caribbean Feminism For Our Times?* Connecticut College, USA.
- June 27, 2015. Delivered Graduation Address. Parkinson Memorial School
- November 26, 2015. Panelist for discussion entitled, *Changing Her Image Culturally: The Degradation of Women in Popular Culture*. Criminal Justice Research and Planning Unit of the Office of the Attorney General.
- October 5, 2015. Panelist for discussion entitled, *Housing Over the Next 20 years: Problems and Potential Solutions*. Department of Economics, UWI Cave Hill.

Guest Lectures and Presentations

- March 22, 2016. Delivered guest lecture entitled "Sylvia Wynter's Theory of the Human and the Crisis School of Caribbean Heteromascularity Studies." **GEND3701: Men and Masculinities in the Caribbean: An Introduction**.
- February 15 and 24, 2016. Delivered a guest lecture entitled "Colonial Constructions of Race, Gender and Sexuality." **GWS 223: Gender, Sexuality and Race in Caribbean Culture**, Connecticut College.

- September 24, 2015. Delivered a guest lecture entitled “The Women’s Movement: US and Caribbean Perspectives.” **PSYC2026: Gender and Psychology**, University of the West Indies, Cave Hill Campus.
- October 13, 2015. Delivered a guest lecture entitled “Interrogating Caribbean Feminisms.” **GEND7020: Issues in Caribbean Feminism and Gender Relations**, University of the West Indies, Cave Hill Campus.

Media

- January 14, 2016. Participated in radio interview to promote National Career Showcase/UWI Open House.
- December 12, 2015. Anchored (with Ms Janet Caroo), Livestream of Induction Ceremony.
- November 3, 2015. Dr Tonya Haynes appeared on 94.7 FM to promote the **21st Caribbean Women Catalysts for Change Lecture**.

Ms Shari Inniss-Grant, Temporary Research Assistant

Administration

- **Member**, Caribbean Institute in Gender & Development (CIGAD) Planning Committee.
- **Member**, Caribbean Women Catalysts for Change (CWCC) Lecture Series Committee.
- **Member**, IGDS:NBU Board of Studies.
- **Member**, IGDS Management Committee.
- **Member**, International Women’s Day Committee.

Conferences

- October 2015. “Gender and Sexual Equality in the Caribbean: Interactive Data Gathering” - 3rd Annual Women and Sexual Diversity Conference, Trinidad and Tobago.

Outreach

- December 9 2015. Created online photo advocacy campaign with Caribbean Institute for Gender and Development during 16 days of Activism.
- November 25 – December 10, 2015. Organised five-day media campaign (featuring NGOs, IGDS: NBU and UN Women) in partnership with Caribbean Broadcasting Corporation’s ‘**Mid-Morning Mix**’ to educate public about 16 Days of Activism Against Violence and Human Rights.
- November 2015. Organized and facilitated the creation of 90-second Public Service Announcement to educate campus and public about Sustainable Development Goal 5 on Gender Equality during 16 Days of Activism.

Media

- November 25 – December 10, 2015. Represented IGDS: NBU during media campaign on the Caribbean Broadcasting Corporation’s ‘Mid-Morning Mix’ to educate public about 16 Days of Activism Against Violence and Human Rights.

Mrs Veronica Jones Administrative Assistant

IGDS Administration

- **Member**, Caribbean Sport – The Journal of Applied Sport and Exercise Studies, UWI, Cave Hill Campus.
- **Member**, Planning Committee Caribbean Sports Conference 2016, UWI, Cave Hill Campus.
- **Member**, Safety and Health Committee, UWI, Cave Hill Campus.
- **Member**, Service Excellence Circle, UWI, Cave Hill Campus.

Campus Ceremonies, Lectures and Events

- October 15, 2015. Attended **Vice-Chancellor’s Award for Excellence 2014 - 2015**. Roy Marshall Teaching Complex, LT1, The University of the West Indies, Cave Hill Campus.

Mrs Olivia Birch – Stenographer/Clerk

Campus Ceremonies, Lectures and Events

- May 2015. Attended Installation Ceremony of Professor Sir Hilary Beckles as Vice Chancellor of the University of the West Indies.
- December 2015. Attended the Induction of Professor V Eudine Barriteau, GCM as Pro Vice Chancellor & Principal of Cave Hill Campus.
- December 2015. Attended Cave Hill Campus Long Service Awards Ceremony
- October 15, 2015. Attended **Vice-Chancellor’s Award for Excellence 2014 - 2015**. Roy Marshall Teaching Complex, LT1, The University of the West Indies, Cave Hill Campus.

Continuing Education

- October 17, 2015. Bachelor of Arts in Psychology, University of the West Indies, Cave Hill Campus.

PUBLICATIONS

Refereed Journal Articles

Crawford, C. and Jackson-Best, F. "Feminist Pedagogy and Social Change: The Impact of the Caribbean Institute in Gender and Development." *Gender and Education*. 2016. 1-22. doi: 10.1080/09540253.2016.1149554.

DeShong, H. A. F. and Haynes, T. "Intimate Partner Violence in the Caribbean: State, Activist and Media Responses." *Global Public Health*. Vol. 11, no. 1-2. 2016. 82-94. doi:10.1080/17441692.2015.1012529.

DeShong, H. A. F. and **Haynes, T.** "Intimate Partner Violence in the Caribbean: State, Activist and Media Responses." *Global Public Health*. Vol. 11, no. 1-2. 2016. 82-94. doi:10.1080/17441692.2015.1012529.

Haynes, T. "Mapping Caribbean Cyberfeminisms." *sx archipelagos*. Vol. 1, no. 1. 2016. <http://smallaxe.net/sxarchipelagos/issue01/haynes-mapping.html>.

Haynes, T. "Sylvia Wynter's Theory of the Human and the Crisis School of Caribbean Heteromascularity Studies." *Small Axe: A Caribbean Journal of Criticism*. Vol. 20, no. 1 49. 92-112. doi: 10.1215/07990537-3481570.

Crawford, C., and **Jackson-Best, F.** "Feminist Pedagogy and Social Change: The Impact of the Caribbean Institute in Gender and Development." *Gender and Education*. 2016. 1-22. doi: 10.1080/09540253.2016.1149554.

STAFF

ACADEMIC**Head**

Mrs Amanda Reifer

Academic Coordinator

Dr Rudolph Alleyne

PROFESSIONAL**Head Coach**

Mr Floyd Reifer

Mr Roland Butcher (Senior Administration)

Operations Manager

Mr Kevin Grant

ADMINISTRATIVE, TECHNICAL AND SERVICE**Administrative Assistant**

Mr Jeremy Bradshaw

Sports Coordinators

Mr Steven Leslie

Mrs Katheryn Stewart

Mr Aundrea Wharton

Mr Christian Renwick

Programme Assistants

Mr Shane Lewis

Mr Never Roach

Operations Assistant

Mr Geoffrey Mapp

Stenographer Clerk

Ms Josanne Thomas

Ms Vicky Venner

Assistant Coach

Mr Ryan Austin

Mr Ryan Hinds

Mr Pedro Collins

Grounds Staff (full time)

Mr Ronald Beckles

Mr Lyndon Atkinson

Mr Joseph Japal

Mr Clyde Estwick

Grounds Staff (part time)

Mr Richard Stoute

Mr Ashim Knight

Mr Astor Jones

Mr Rondell Alleyne

Mr Rommell Lashley

Mr Emmanuel Greene

Mr Wilbert Webb

OVERVIEW

A pursuit to become the hub for sporting development in the Caribbean region through in-depth recruitment, training and education of student athletes has seen the Academy of Sport reinforce its continued commitment to excellence. The introduction of new and diverse educational programs, new sporting and academic facilities and the continued competitive athletic success of the 'Blackbirds' programme highlights the Academy's 2015/16 commitment to their vision.

TEACHING AND STUDENTS

Academic Sport Programmes

The Bachelor of Science (BSc) and Master of Science (MSc) programmes continue to see increased annual student enrolment. The 2015/16 Academic year saw sixty-eight (68) students enrolled in the BSc. Sports Sciences programme. Ten (10) of these students are expected to graduate in October with one of them receiving first class honours. Ten (10) students were enrolled in the MSc Sports Sciences programme. Six (6) are expected to graduate in October 2016 with diplomas from the UWI and the University of New Brunswick (UNB). Of these six, five (5) of them will receive distinctions for their excellent academic performance during the programme.

The burgeoning relationship with UNB continues to provide excellent opportunities for students to be exposed to diverse cultural and academic experiences and remains critical to the success of the programme. September 2016 will see three (3) undergraduate students travel to UNB as part of the semester abroad programme.

Sport Conference

The inaugural Sagicor Caribbean Sports Conference is scheduled for September 29-October 1, 2016 under the theme "The Game Changer: Professionalise and Transform." Dr Terry Orlick, Founder of the Zone of Excellence will headline the list of dignitaries scheduled to present over the 3 days.

The aim of the conference will be to bring together sporting professionals from around the region and encourage and provide them with a forum for international collaboration and discourse in sport studies. Ultimately, the organising Committee hopes to promote sport development in the region while establishing the UWI Cave Hill Campus as a premier sports science centre for sporting excellence in the Caribbean.

ELITE SPORTS

Cricket

After establishing themselves in recent years as one of the most dominant teams in Barbados, it was no surprise that the Sagicor UWI Blackbirds successfully retained their Barbados Cricket Association (BCA) Sagicor General T20 title defeating the Barbados Defense Force Sports Programme. However, an exodus of players lost to the annual Caribbean Premiere League (CPL) saw a weakened squad lose out to eventual BCA 50 Over Champions YMPC at the semi-final stage.

Football

For the first time ever the Cave Hill Blackbirds won the Barbados Football Association's (BFA) Digicel Premier League Competition for men. The team's historic and record breaking season saw them complete the highest margin of victory, 21-0 versus Pinelands Football Club and boasted the league's highest goal scorer in Mario Hart, whose tally of 29 goals was also a team record. The team also finished 3rd in the Banks Knockout Cup.

The success of the team has resulted in warranted Barbados national team selections for players Ramon Manning, Tito Beckles, Akeem Maloney, Amal Mayers, Mario Harte, Daniel Rowe and Jomo Harris, while Shamari Mark (Grenada) and Germaine Hughes (Anguilla) were also called up for duty.

Track & Field

Track & Field continues to be a popular choice amongst the student body. The Blackbirds track & field programme continues to grow and has done enough to attract and maintain not only members from the Campus community but the wider community as well.

The 2015/16 season saw thirty-two (32) athletes enrolled in the programme including Scholarship awardees Fallon Forde, Sachin Clarke and Akeem Rowe. While this year's

programme lacked some of the star dust of the previous years' 400m runner Akeem McCollin still managed to collect Bronze at the National Championships held prior to the 2016 Rio Olympics.

INTRAMURAL SPORTS

Hockey

The UWI Hockey Club remained competitive throughout the 2015/16 season, placing in the top four (4) in five (5) out of six (6) domestic competitions entered. The Club got the ball rolling with the Barbados Hockey Federation Hockey 7s League, which saw 2 men's teams and 1 women's team compete. In the Men's Super League category, the Blackbirds placed 4th, while their Barbados National League counterparts made it to the finals in their division, but settled for 2nd. The Women's Super League team however was not as successful and did not place.

The Blackbirds' success in local competitions resulted in international call ups for D'Jamila Edwards, Takirsha Cambridge, Shani Best and Amaris Chase who enjoyed success with the Barbados Women's National Team in Brazil, where the team defeated Peru 3-0 in the final to capture top honours in the Rio 2016 Test Event. On the men's side, Kris Holder, Akeem Rudder, Che Roach, Khodi Gibson and Justin Gatlin were all part of the Barbados Men's Team which won silver in the World League Round 1, in Mexico. The team qualified for Round 2 which will be held in Trinidad in 2017.

Netball

The UWI Blackbirds Netball team had a very successful 2015/16 season being crowned the Queens of the Barbados Netball Association's Division 1 League, Senior Knockout and Division 5 Knockout Competitions.

The Blackbirds have one of the islands most talented rosters and it showed when six (6) of the teams ladies

were selected for Barbadian National Team duties; Rieah Holder, Shonica Wharton, Shanice Rock, Shanice Wharton, Damisha Croney and Rhea Bryant.

The Coaching and Management team of Coach Margarete Cutting, Assistant Coach Jacqueline Browne-McConney and Manager, Katheryn Stewart (Academy of Sport) have done a fine job of scouting, coaching and developing the future of the Blackbirds Netball Programme through the Primary Schools and NetsGo Outreach Programmes. Five ladies were selected for trials for the National Under 21 Team to compete in the AFNA Under 21 World Cup; Shanice Wharton, Sade Sargeant, Shonica Wharton, Shakeillia Smith and Rashida Chase.

Tennis

Despite credibly performing in previous years, the Blackbirds endured a disappointing Republic Bank Inter-Club Tennis Competition season, finishing one win from bottom in what was a tough year. A difficulty in the recruitment of female players plagued the team's performance but plans are already in place for a bounce back 2016/17 season.

Volleyball (Women's)

The Blackbirds are now in its second year of the Barbados Volleyball Association's (BVA) national league competition after being promoted from the 3rd Division to the 2nd Division. After previously missing out on a semi-finals spot in the knockout competition, the team returned this year to reach the final where they unfortunately lost to Chargers. An encouraging start to the League season unfortunately ended in a mid-table finish. The Blackbirds will use this offseason to turn things around with the aim of promotion to the Premier division in 2016/17.

COLLABORATION

UWI Sports Scholarships

The Academy has continued its recruitment of the best locally and regionally talented athletes with the aid of University aided sports scholarships and grants for Undergraduate and Post Graduate students.

Caribbean Football Union / UWI Coach Educators Tutors Course

The Caribbean Football Union (CFU) and the UWI, Academy of Sport, under their 2014 Memorandum of Understanding (MOU) have been actively collaborating in the areas of research, conference and seminar presentation and coaching and administrative courses and training. The Union of European Football Associations (UEFA) Coach Educators Tutors course was one such collaboration which the CFU and UWI partnered with the Royal Belgium Football Association (KBVB) to conduct. The course, which is hoped to be an ongoing delivery of relevant coaching courses which will ultimately lead participants to enroll and attain UEFA C and B Coaching Licenses, aim to provide lifelong football learning and education to aspiring football coaches, managers and administrators. It is proposed that through the delivery of these courses the UWI can become a regional hub for certified football coaching and administration learning.

BENEFACTIONS

Sagicor Life Inc.

Now in the final year of a three (3) year Memorandum of Understanding (MOU) to aid in the construction and completion of the facilities at the Usain Bolt Sports Complex and the further development of the Sports Sciences academic programmes including funding for the October hosting of the Caribbean Sports Conference. It is proposed that a two (2) year option to extend will be enforced once the final pledge of US\$100,000 is made.

Signia Financial Group Inc.

The ongoing success of the UWI Blackbirds Netball team has netted them a one-year sponsor (with an option to renew) for the 2016/17 season with Signia Financial Group Inc. The cheque, in the amount of BBD\$8,000, will cover the funding of branded uniforms, payment of National League registration fees and general aid funding of the programme's operations.

FACILITIES

For the Academy of Sport to realise its vision of being the hub of sporting development in the region, the University and its corporate investors' substantive investment in facilities will need to be successfully marketed, managed, operated, and utilised.

Usain Bolt Sports Complex (UBSC)

Construction works are ongoing at the UBSC West Stand on two (2) additional Hospitality Boxes and a Radio Announcers booth. The facility which boasts the Ryan Brathwaite Track, a FIFA Certified Football Astroturf, Outdoor cricket nets, and Administrative Offices, Lecture Rooms, and athletics testing laboratories have provided significant competitive facility's edge for the hosting of sporting events, athletic preparation and private and public rentals to add an alternative revenue generating stream for the Campus.

3Ws Oval

The facilities include the cricket field located due south of the historic grave of the late great former West Indies and Barbados test captain Sir Frank Worrell. Other facilities include dedications to other former West Indies cricketing greats; the Sir Garfield Sobers Indoor Cricket School and the Malcolm Marshall Outdoor Cricket Nets.

Hockey Astroturf

The 7-a-side Hockey Astroturf is a hub for physical activity the entire Campus Community and the public in the way of private rentals for local and international teams, groups and special events throughout the year. However, its primary service is that of the home of the UWI Blackbirds Hockey Teams. Due to the recent closure for construction and renovation of the Wilder Astroturf, the Hockey Astroturf at Cave Hill has become the home also of the National Hockey male and female junior and senior teams, thus providing a steady stream of rental income to the Campus.

Students' Gym

The UWI Student's Gym 'open membership' plan (available to all registered students) continues to perform a critical role in students' health and wellness. The facility in the basement of the Campus Cafeteria experiences high usage despite the average weekly student attendance dropping by more than 300 students on the 2014/15 weekly average with the gender ratio remaining a 70% to 30% split between male and female students.

The drop in numbers in almost every category outlined above could be attributed to a number of factors, most notably, the drop in overall student enrolment which have shown an annual decrease since 2013/14, the size, location and basic sanitary amenities lacking at the gym and the rise in student athlete participation in Blackbirds elite sports programmes (Cricket, football, athletics) which are housed primarily at the training facilities at the 3Ws Oval and Usain Bolt Sports Complex.

OUTREACH

Community Outreach Programme (Football)

The Academy of Sport continued its ongoing football community outreach by assisting Primary and Secondary school outfits with sports education, training and match-day facilities as well as coaching to enhance their respective programmes. The prominent beneficiaries of this programme being the Ellerslie School, the West Terrace Primary School and the Barbados Secondary School Football League.

NetsGo Netball Summer Camp

Once again the NetsGo Netball Summer Camp was organized by the Community Outreach Committee of the UWI Blackbirds Netball Club. Now in its third consecutive year, the camp divides campers into two (2) age groups; Ages 7-9 and 10-16. The Camp, comprising of thirty-two (32) ladies, typically educates and coaches campers on the rules of the game, officiating and scoring as well basic netball skills and includes both educational and recreational tours as well as matches against visiting teams

STAFFING

Mrs Patricia Atherley – Officer-in-Charge
 Dr Sylvia Henry – Instructional Development Specialist
 Mrs Andrea Marshall – Faculty Development Facilitator
 Mr Troy Carrington – Faculty Development Facilitator
 Mr Paul Gibbs – Media Specialist
 Mr Marlon Woodroffe – Media Specialist
 Mr Brian Elcock – Media Aide
 Mr Mark Headley – Media Aide
 Ms Ariane Franklin – Stenographer Clerk
 Mr Joel Gaskin – Stenographer Clerk

EXECUTIVE SUMMARY

The Centre for Excellence in Teaching and Learning (CETL) reports on a productive year of programmes and services aimed at promoting and supporting excellence in teaching and learning at the Cave Hill Campus, in alignment with the University's 2012/17 Development Plan. The reappointment on one-year contracts of two Faculty Development Facilitators - Curriculum and Instruction (FDF – C&I), and e-Learning and Instructional Technology (FDF – EIT) continued to strengthen the Centre's capacity to provide systematic guidance and support to Faculties and Departments on curriculum design and course development to ensure adherence to the University's quality standards, and to meet a growing demand for individualised support to advance the Campus' blended learning agenda. The Centre however remains in need of administrative staff to strengthen its operational efficiency.

The Centre's core programme, the Postgraduate Certificate in University Teaching and Learning (CUTL), continues to be well subscribed, with 18 persons registering in cohort eight (8) which began in September 2015, while 19 persons became eligible for graduation in October 2016. The programme has now graduated 126 faculty members with another 70 continuing at various stages. The Centre continues to be indebted to several members of the academic, professional and senior administrative staff who lend their expertise to this programme as faculty associates/ guest presenters. In this regard the Centre was pleased to present a Valued Partner Award to Ms Betty Thorpe, Senior Assistant Registrar, Student Affairs, Examinations, in appreciation of her annual contribution as a facilitator of a special session on *Assessment Practices and Policies at the Cave Hill Campus* in the course on *Assessment in Higher Education*.

The principal facilitators of the CUTL courses expanded the practice of involving graduates of the programme as guest presenters, to share good practices and innovative teaching strategies with colleagues in the programme. This was a recommendation resulting from a survey of graduates conducted by the Campus Quality Assurance Office (CQAO) at the request of the CETL. The Centre also launched a *CUTL Refresh Forum* for graduates, also in response to the survey recommendations.

The Centre continued to expand its flexible offerings which included providing access to online seminars delivered by international experts, as well as online faculty development courses. Overall there was a reduction in the number of face-to-face workshops delivered due to an increased demand for individual consultations and for ongoing support for faculty and students engaged in synchronous teaching and learning utilising web conferencing technology. Time was also spent in developing resources for on-demand access and in preparation of a comprehensive Self-Assessment Report required as part of the Quality Assurance Review of the Centre.

The Centre hosted its major annual events including the *Research Circle*, the *Teaching and Technology Summer Institute* and the *Teaching and Technology Symposium*, the latter two during *Teaching and Learning Week* in June, 2016.

Altogether, sessions in the Centre's certification programmes, short courses, workshops, seminars and online offerings recorded a combined total of over 400 registrations. The Centre's record keeping does not enable disaggregation of data to report on the number of individuals participating.

This report also highlights initiatives that contribute to quality assurance and continuous improvement, including collaborations with the Campus Quality Assurance Office (CQAO). During the period, eleven (11) new or revised undergraduate programmes, four (4) graduate programmes and just under 300 new or revised courses were received for review as part of the iterative, collaborative course and programme design process prior to submission to the Academic Quality Assurance Committee (AQAC).

As the CETL looks to the future, areas of need and focus include resources to facilitate a research agenda; resources to support systematic expansion of blended learning; a greater emphasis on the provision of online resources for faculty continuing professional education; resources to enhance more personalized support; the expansion of learning communities; an additional videographer to help meet the burgeoning demand for video production, recording and streaming services; administrative support; and dedicated teaching space for delivery of the Centre's programmes.

ACTIVITIES & ACHIEVEMENTS

Employee Engagement and Development: Perspective 2

Professional Development

Senior administrative/professional and secretarial staff in the CETL took advantage of several opportunities for training during the course of the year. Senior administrative/professional staff attended a number of workshops, seminars and training programmes to further develop their knowledge and skills. The Officer-in-Charge (OIC) continued to pursue the Doctorate in Education; the Faculty Development Facilitator, E-Learning and Instructional Technology (FDF-EIT) began studies towards the Masters in Instructional Technology while the Faculty Development Facilitator, Curriculum and Instruction (FDF-C&I) began the M.Phil/ PhD in Education. The Instructional Development Specialist (IDS) completed a certification programme in Prior Learning Assessment Mastery with the Council for Adult and Experiential Learning and DePaul University. Other professional development activities are recorded at the end of the report.

Internal Operational Processes: Perspective 3

Upgrading of CETL Website and Media Lab

The CETL continued to develop its website to serve as a source of information and professional development resources for faculty. Professional staff continued to work on the preparation of additional resources for upload to the website. The CETL acknowledges the contribution of Media Aide *Brian Elcock* and Stenographer/Clerk *Ariane Franklin* who support the maintenance of the website.

The FDF (EIT) continued to maintain the CETL multimedia lab as a welcoming space for faculty workshops, seminars and technology clinics/consultations. Software on the computer systems in the lab was upgraded to better serve the needs of faculty members who use the lab for developing multimedia instructional materials.

Teaching, Learning and Student Development: Perspective 4

Certificate in University Teaching and Learning (CUTL) Programme

The Postgraduate Certificate in University Teaching and Learning (CUTL) continued to attract both new and established faculty. Eighteen (18) lecturers commenced the programme in September, 2015 while 19 were confirmed for graduation in October, 2016. This brings the total number of graduates to 126, while 70 continue at various stages.

Table 1 presents a breakdown by Faculty/Unit, of the number of lecturers who have successfully completed the requirements of the programme up to the reporting period.

Table 1: CUTL Graduates to Date

Faculty / Unit	2016	2015	2014	2013	2012	2011	2010	Total
Humanities and Education	7	2	5	1	4	6	7	32
Law	3	2	2	2	0	2	0	11
Medical Sciences	3	1	3	4	0	3	4	18
Science and Technology	3	5	5	6	0	4	4	27
Social Sciences	1	6	3	0	7	8	9	34
Cave Hill School of Business	0	0	0	0	1	0	0	1
Institute for Gender and Development Studies	2	0	0	1	0	0	0	3
Sub Total	19	16	18	14	12	23	24	126
Grand Total	126							

Table 2 shows a breakdown by Faculty/Unit and course, of lecturers who are currently progressing through the programme at various stages at the time of reporting

Table 2: Current Participants in CUTL

Faculty/Unit	Current Participants				
	CUTL 5001	CUTL 5104	CUTL 5106	CUTL 5207	TOTAL
Science and Technology	2	2	1	0	5
Humanities and Education	2	4	4	4	14
Social Sciences	8	7	8	2	25
Medical Sciences	7	4	6	1	18
Law	1	0	2	2	5
UWI HARP	0	1	0	0	1
Cave Hill School of Business	0	0	1	0	1
Shridath Ramphal Centre	1	0	0	0	1
Sub Total	21	18	22	9	70
Grand Total	70				

The CETL continued to benefit from the enthusiastic support of academic and senior administrative staff who served as guest lecturers in the CUTL programme, in their spheres of expertise. The CETL acknowledges, in particular, the contribution of Dr Donley Carrington of the Faculty of Social Sciences who continued to serve as co-facilitator of CUTL 5104 – *Assessment in Higher Education*. Other guest lecturers during the past year included:

- Ms Dale Lynch, Director of Student Services – *The Role of Student Services in Student Engagement and Development*.
- Mrs Sonia Mahon, Deputy Dean, Faculty of Social Sciences – *Academic Advising*.
- Mrs Koelle Boyce, Campus Quality Assurance Coordinator – *Quality Assurance in Higher Education*.
- Mrs Ingrid Iton, Information Literacy Librarian – *Ethical Issues in Higher Education*.
- Professor Eddy Ventose, the Campus Coordinator for Graduate Studies and Research – *Plagiarism Policies and Regulations*.
- Ms Betty Thorpe, Senior Assistant Registrar, Examinations – *Assessment Practices & Policies*.

CUTL Graduates Share Good Practices with Current Cohort

In keeping with the findings and recommendations of a survey of CUTL graduates conducted by the Campus Quality Assurance Office (CQAO) on behalf of the CETL in 2012, and other feedback from participants, the facilitators of the CUTL programme continue to implement measures recommended for the improvement of the programme. One of these involves the participation of CUTL graduates who return to share their teaching strategies and innovations with the current cohort. During the past year presenters in CUTL 5001: *Teaching and Learning – Theory to Practice* included:

- Dr Ogunkola Babalola, School of Education – *Concept Mapping* and
- Dr Akhentoolove Corbin, Faculty of Social Sciences – *Case Study Approach*

In CUTL 5106: *Advancing Teaching and Learning with Technology*, five graduates shared their approaches to the use of technology as follows:

- Dr John Burnett, Faculty of Social Sciences – *How I use technology to make the abstract real*.
- Dr Paul Walcott, Faculty of Science and Technology – *How I teach with technology – Games and student response systems*.
- Dr Natasha Sobers-Grannum, Faculty of Medical Sciences – *Teaching across the online, blended and web-enhanced continuum*.
- Mrs Nicole Foster, Faculty of Law – *Using technology to foster learning community and student engagement*.
- Dr Alana Griffith, Faculty of Social Sciences – *How I teach with technology – Flipping the classroom*.

Final-year student Damani Parris also presented to CUTL 5106 participants on the students' perspective on use of technology at Cave Hill.

CUTL Refresh Forum Launched

A second initiative which responds to recommendations from the survey has been the introduction of *CUTL Refresh*, a forum intended to [re]engage graduates of the programme on current issues in teaching, learning and research. The IDS led the first forum in September, 2015 on the topic *Student Ratings and Course Evaluations: Listening to the Voices of our Students*. The session was attended by the Campus Quality Assurance Coordinator who manages the course evaluation exercise, along with student representatives. The forum will complement other initiatives such as the Centre's workshops and seminars, Faculty Learning Communities (FLCs), online resources, Research Circle and Summer Symposium and Institute, aimed at continuous improvement of knowledge and skills of CUTL graduates and the academic community in general.

Teaching and Learning Week, 2016

This year's *Teaching and Learning Week*, June 13-17, 2016, was held in collaboration with the Sidney Martin Library under the theme *Open! Flexible! Blended! - Challenges and Successes*. The main events were as follows:

The Teaching and Technology Symposium

Deputy Principal Prof Clive Landis delivered the Opening Remarks and the feature address was delivered by Richard "Rick" Johnson (Founding Executive Director of the Scholarly Publishing and Academic Resources Coalition (SPARC), USA). The annual symposium provides an opportunity for members of faculty to share their teaching innovations, challenges, lessons learned and the impact on student learning. 33 Persons attended the symposium held over two half days, including representatives for other tertiary institutions. Topics and presenters were as follows:

- *Tale of a Micro-flip in Inorganic Chemistry* – Dr Leah Garner-O'Neal, Department of Biological and Chemical Sciences.
- *The Use of e-Learning in the Creation of an Autonomous Language Learner* – Dr Terrence Inniss, Department of Language, Linguistics and Literature.
- *Beyond the Online Discussion Forum: A "Management Meeting" with Padlet* – Dr Glenda Gay, Department of Management Studies.
- *Service Learning in ECOL 3453: Better the Second Time Around?* – Dr Francis Lopez, Department of Biological and Chemical Sciences.
- *Active Learning: Wrestling with the Problem of Course Content and Student Engagement* – Mrs Nicole Foster, Faculty of Law.
- *The Feasibility of Flipping: An Exploratory Analysis of the Flipped Class in Caribbean Sociology* – Dr Alana Griffith, Department of Government, Sociology & Social Work.
- *Historians Without Borders II – Extending the Classroom Experience across the Continent* – Dr Elaine Rocha, Department of History.

- *What I Learned in MICR 3xxx – An Assignment with Creative License* – Dr Suzanne Workman, Department of Biological and Chemical Sciences.
- *The Kill Switch: Pros and Cons of a Technologically-Immersed Curriculum* – Mrs Sonia Mahon, Deputy-Dean, Faculty of Social Sciences.

Presentation of Valued Partner Award

During the Opening Ceremony the CETL presented a *Valued Partner Award* to Ms Betty Thorpe, Senior Assistant Registrar, Examinations, in recognition of her dedicated and long-standing contribution to the CUTL course *Assessment in Higher Education* during which she annually presents a seminar on *Assessment Practices and Policies at the Cave Hill Campus*.

Open Access Seminars with Richard (Rick) Johnson

In collaboration with the Sidney Martin Library two sessions on Open Access Publishing were presented by visiting expert Rick Johnson, one for faculty and another for Deans and Heads of Departments.

The Teaching and Technology Summer Institute: From the Blended Learning Toolbox

The Summer Institute provides an opportunity for members of faculty to upgrade their knowledge and skills in blended learning through a series of half-day workshops. Five (5) workshops were offered with topics and presenters as follows:

- *Designing your Course for Blended Learning* – Mrs Patricia Atherley, Officer-in-Charge, CETL.
- *Ready, Set, Go! Creating and Managing an Engaging Course Site* – Facilitator: Dr Glenda Gay, Lecturer, Department of Management Studies

- *Effective Educational Video: From Pedagogy to Production* – Mr Troy Carrington, Faculty Development Facilitator (E-Learning and Instructional Technology), CETL.
- *Designing, Facilitating and Managing Online Discussions* – Dr Glenda Gay, Lecturer, Department of Management Studies.
- *Active Learning using Student Response Systems* – Mr Troy Carrington, Faculty Development Facilitator, CETL.

16 members of faculty participated in at least one of the workshops offered in the Summer Institute.

Orientation to University Teaching

In August 2015, the CETL held its annual one-day *Orientation to University Teaching* seminar for new faculty members. The morning session entitled: *What it means to be new faculty at Cave Hill* was facilitated by the IDS and Dr Dion Greenidge of the Faculty of Social Sciences. The session explored topics such as *Critically Reflective Practice and Impact on Students*; *The UWI Mission and Vision and Role of the Lecturer*; *First Day Tips for Lecturers*, and *Why Do I have to Do Research?* The afternoon session led by the OIC and the FDF (EIT) focused on preparation for teaching in a technology-enabled/blended learning environment and aimed to ensure that new faculty had access to and could utilise the virtual learning environment at least at the basic level expected by the Campus. Topics covered included *Preparing students in and for a digital age*; *e-Learning technologies available to you and your students*; *The UWI Cave Hill blended learning policy*; *The impact of technology on teaching and learning - Faculty perspectives* (experiences shared by faculty members) and *The student perspective* (experiences shared by a senior student); and *Getting started with e-Learning*.

Supporting the Blended Learning Agenda

Support for synchronous on-line delivery

Use of the web-conferencing tool, *WizIQ*, which was integrated into the Moodle e-learning system last academic year, grew during the year under review, providing a robust, user-friendly and cost-effective solution for the delivery of live online class sessions and video-conferencing sessions.

The Faculty of Law adopted this technology for delivery of the LLM in blended format. To support this move the CETL trained both lecturers and students in the use of *WizIQ* and the FDF (EIT) provided on-call support to faculty members and students throughout the year. With the support of the CETL the Office of Business and Internationalisation also utilised this tool to extend training to English as a Second Language (ESL) teachers in Dominica and St. Vincent as part of the regional expansion of the ESL programme.

The CETL continued to provide training and on-demand support to University of New Brunswick lecturers who teach in the joint MSc in Sports Science programme, and who utilized the *WizIQ* web-conferencing system for synchronous teaching in the blended programme. The CETL also supported faculty in the Masters in Public Health programme to deliver online instruction to students who travelled abroad during the summer session.

Other lecturers made use of the *WizIQ* tool to offer flexibility of access to Masters students and those experiencing difficulty in attending early-morning lectures, or lectures scheduled during working hours for employed students. Users have commented on the ease-of-use of the tool and the benefits to students. Having been piloted for approximately one year, the potential benefits of ready access to web-conferencing as an additional tool for instructional delivery are clear. However, even as the CETL contemplates expanding training for faculty in this area, the Centre is concerned

about the heavy demands on its limited resources for ongoing support that will inevitably result from expanded use and will need to monitor this situation closely.

Supporting innovation – The Flipped Classroom

Initiatives by the CETL to introduce faculty to innovative instructional approaches such as the Flipped Classroom have resonated with several members of faculty who have chosen to adopt the pedagogical strategy for appropriate components of courses. During the year a number of lecturers in the Faculty of Social Sciences, Medical Sciences, and Pure and Applied Sciences using this strategy sought assistance of the CETL to create instructional lecture videos to be provided to students ahead of face-to-face classes. Face-to-face class time was then spent engaging students in experiential and high-order active learning activities. The OIC assisted two lecturers with the development of surveys to assess students' response to the learning approach. The findings were very positive, with the majority of students reporting high levels of satisfaction, and that the strategy enhanced their learning.

Commenting specifically on the videos, students especially liked that the videos could be watched prior to the lecture and replayed as needed, to support understanding.

The video was very beneficial since I could watch as many times as needed, replay parts that weren't clear the first time...

-Third year student

I liked the pre-lecture video because you can replay as many times as needed to fully grasp certain concepts. The in-class workshop was also useful in helping me to visualize the shapes better than I would have from a lecture/discussion format.

-First Year Student

Some students expressed a desire for more videos.

Not enough workshops nor not enough videos and recordings posted. They were fun to watch and listen to.

-Third year Student

Apart from their use in flipped classroom instruction the use of screencast videos to better cater to the varied learning needs and preferences of students continued to be facilitated by the CETL. Courses in the Faculty of Medical Sciences, including courses in the Masters in Public Health used the format significantly to deliver content to students.

Facilitating Online Exams

Faculty members continued to seek assistance and guidance on best practices when developing and administering online formative and summative assessments. Many of these were low-stakes formative assessments. However, regular assistance was also provided to the Faculty of Medical Sciences for the development and administration of proctored online summative exams. The CETL also offered training for faculty on the use of the *Respondus* software system for the easy preparation of online exams that could be exported to the Moodle e-learning system for access by students.

During the year the CETL received complaints from many lecturers who outlined major challenges that arise when students who fall out of good financial standing at the time of online assessments (and other online learning activities) are locked out of the e-learning system and therefore are prevented from taking the online assessments or engaging in the activities. This situation is a source of major frustration for faculty, and the CETL proposes that this policy be reviewed.

Upgrade of e-Learning System and Online Resources for On-demand Access

The e-learning systems administrator continued incremental upgrade of the e-learning system to offer faculty and students a robust platform for technology-enhanced teaching and learning. The system was upgraded to Moodle version 2.9. At the request of the CETL a new *Clean Theme* was adopted to enhance the user interface.

The CETL continued to develop the online *E-learning Information and Resources Hub* for faculty to provide "how-to" resources on the e-learning tools and related instructional technologies. Work on the development of an online short course in blended learning for faculty and a blended learning handbook were not completed as planned, but continued during the year.

Face-to-face e-Learning Workshops and Consultations

The course *CUTL 5106 – Advancing Teaching and Learning with Technology* continues to be the primary channel for faculty training in blended and technology-enhanced learning. This is supplemented by face-to-face/hands-on workshops and the provision of online resources. Over the past few years the CETL has noted a reduction in the number of faculty attending the face-to-face group workshops, and a growing preference for individual consultations to address specific needs. During the period under review over 100 requests were serviced through the CETL's weekly *Open Lab* and other requested consultations with the FDF-EIT.

The Centre was also forced to reduce the number of workshops delivered in the face of competing demands associated with preparation for its Quality Assurance Review, training and on-demand support for courses utilising web-conferencing, and provision of services for activities associated with the Campus' marking of Barbados' 50th Anniversary of Independence. The Centre offered six (6) blended learning/technology-related

workshops during the year, excluding the Summer Institute, with a combined attendance of 40.

Consultations on Design of e-Learning Courses

During this reporting period the CETL continued to support the work of two faculty members in the Faculty of Social Sciences redesigning postgraduate courses for online delivery as part of a pilot initiative. Activities during the period included meetings with the coordinator of the Single Virtual University Space (SVUS); course redesign sessions facilitated by the OIC; and an orientation to the WizIQ web conferencing system for faculty members involved.

During this period the OIC continued to attend meetings of a cross-campus Technical Advisory Committee working to assist cross-campus teams engaged in the redesign of the University's Foundation Courses in identifying strategies and modalities for the blended and online delivery of these courses. The OIC attended a two-day workshop at the St. Augustine Campus from November 19-20, 2015, to finalise the proposal for the redesign and flexible delivery of the first course, *Caribbean Civilisation*. The OIC coordinated a proposal on technical requirements on behalf of the advisory committee and subsequently chaired a number of meetings of the committee to continue to provide guidance to the re-design team.

Self-paced Faculty Development Courses and On-demand Seminars

During the period under review the CETL again offered a number of flexible opportunities for faculty development through online self-paced courses and on-demand recorded seminars coordinated by the OIC. Two online courses were offered during the period - *e-Assessment*, and *Teaching with Patients* for clinical medical faculty.

There were 12 new registrations for these courses. During the reporting period the Centre launched the *Go2Knowledge* platform, providing faculty with on-demand access to web-based seminars designed to enhance professional knowledge of faculty and staff in several major areas of campus operations including Teaching and Learning and Student Success. Seminars accessed by staff during the period included:

- The 10 Traits of Great Teachers: How to Tap into Student Motivation and Maximize Retention.
- Student Motivation: Increasing Engagement, Persistence and Learning.
- Effective Group Work in the College Classroom.
- Teach Students How to Learn: Metacognition is the Key.
- Helping Under-prepared Students Succeed: How to Influence Student Engagement – Learning and Persistence.
- Best Practices in College Teaching: Creating an Active Learning Environment.
- Assessment of Student Learning – Strategies for Moving Forward.
- Creating Tests that Assess Higher Order Thinking Skills.
- Dealing with Disruptive Behaviour in and out of the Classroom.
- How to Design Effective Multiple Choice Tests that Assess Student Learning.
- Improving Customer Service and Student Satisfaction.
- Writing and Measuring the Effectiveness of Student Learning Outcomes for Student Affairs.
- Assessing The Effectiveness of Programs for at Risk Students: Strategies That Work.

Over 90 on-line seminars were downloaded by faculty and staff during the period.

Other Faculty Development Workshops and Seminars

In addition to workshops and seminars to support blended/technology-enhanced learning the CETL facilitated a number of face-to-face workshops and seminars designed to development general pedagogical knowledge and skills. Approximately 100 persons attended these sessions. Major initiatives included:

- A two-day workshop on *Assessment in Medical Education* organised by the OIC on behalf of the Faculty of Medical Sciences, and delivered by an assessment specialist from Buckingham University Medical School, Mr Adrian Husbands.
- A two-day professional development workshop for members of the Faculty of Medical Sciences held in collaboration with the International Council of Ophthalmology (ICO) and the Ophthalmological Society of the West Indies (OSWI) in July 2016. 35 persons including several members of clinical faculty, and faculty from Mona and St. Augustine, attended the workshop which covered topics in teaching, learning and assessing in medical education. Three international experts presented this workshop which was sponsored by the ICO and organised by the Officer-in-Charge (OIC), CETL.
- The OIC also hosted a series of face-to-face post-lunch seminars/discussions on teaching and learning strategies, based on live webinars delivered by international presenters, as part of the *Innovative Educators* series. Topics and attendance at the group-based workshops and seminars/discussions included the following:

Topic	Presenter (and organiser)	Attendance
Assessment in Medical Education	Adrian Husbands, assessment specialist, Buckingham University (Mrs Patricia Atherley)	21
Service learning course development: Developing community partnerships that work	Dr Maureen Rubin, California State University (Mrs Patricia Atherley)	8
Seven steps to service learning: A practical approach to design	Dr Maureen Rubin, California State University (Mrs Patricia Atherley)	12
Blended learning: How to redesign your course to maximise benefits	Dr Jean Mandernach, Grand Canyon University (Mrs Patricia Atherley)	7
Developing multiple choice tests that assess higher order thinking	Dr Jean Mandernach, Grand Canyon University (Mrs Patricia Atherley)	4
Moving from probation (warning) to graduation: 10 strategies for success	Dr Geri Anderson, Aims Community College, Colorado (Mrs Patricia Atherley)	7
Designing effective rubrics: How to align learning outcomes, instructional activities and course assignments	Dr Jean Mandernach, Grand Canyon University (Mrs Patricia Atherley)	4
Active learning: How to improve critical thinking, motivation and engagement	Dr Jean Mandernach, Grand Canyon University (Mrs Patricia Atherley)	4
Teaching the Teachers Workshop for Medical Faculty	Prof. Eduardo Mayorga, ICO Director for E-Learning Prof. Gabriela Palis, Professor in Ophthalmology, Residency Program Director, Hospital Italiano de Buenos Aires Prof. Karl C. Golnik, ICO Director for Education; Professor of Ophthalmology, Neurology, and Neurosurgery, University of Cincinnati. (Mrs Patricia Atherley)	35
		102

Supporting the Use of Multimedia Resources in Teaching, Learning and Assessment

The media services arm of the CETL continued to provide production services for the development and use of multimedia resources for teaching, learning and assessment. Projects and services undertaken during the period under review included:

- Video recording of student presentations in the *Media and Communication Studies* course as part of the assessment process.
- Video recording of simulated counselling sessions as part of an *Interpersonal Skills Development Lab* for social work students, facilitating self, peer and instructor assessment.
- Video recording of student group presentations for two courses in the Faculty of Law.
- Video recording and production of DVDs capturing dozens of scholarly presentations delivered as public lectures or conference and seminar presentations organised by academic departments and units, which will become learning resources in the Library.

Contribution to Student Development

The CETL continued to play an active part in initiatives to foster student development. Initiatives during the year included:

Student Online Academic Skills Resource

The OIC completed and made available to students the preliminary version of an online Academic Skills Hub, delivered via the virtual learning environment/e-learning system.

The site brings together multimedia resources covering three main topics to date:

- How to Get the Most out of Studying
 - *Beliefs that make you fail.*
 - *What you need to know about how people learn.*
 - *Principles to optimize learning.*
 - *Putting the principles into practice – How NOT to study hard and still fail.*
- Improving reading and writing skills
 - *The Purdue OWL – The Online Writing Lab at Purdue University – Open to everyone!*
 - *SQ3R Reading Method – How to learn better from text.*
 - *How to remember what you read.*
- Academic Integrity – Hallmark of a successful academic career
 - *Policies you need to know.*
 - *A Game to test your knowledge of plagiarism.*

— How to use the Turnitin similarity checking system.

Work will continue to add additional resources to the Hub over time. Over 2500 students accessed the site during the reporting period. One student posted the following comment - *Excellent! It made me aware of some things I am doing correctly and incorrectly!!!*, while another posted *"I would appreciate it if this academic skills hub stays on the e-learning site until I finish my studies at UWI."*

Support for Service Learning Community Project

The media services arm of the CETL provided training and technical support to students in a final-year ecology course who created a public service video on organic farming as a service learning project. The engagement of the CETL to provide technical support to the students was a response to feedback following the first delivery of the service learning component of the course last year. The following reflection recorded by a student in her course journal is indicative of students' general response to the learning experience:

It has been a long journey, from our first visit to Archer's Organics to the completion of our project. When the project was first given, I could tell it would be a large amount of work. However, what I didn't foresee was how much fun it would be! Interacting with farmers, restaurant owners, consumers etc has been an experience and showed me the entire background of organic food and the journey from soil to supermarket to plate ... Marlon from Educational Media Services [CETL] was an amazing asset who assisted us greatly in the editing of the overall video and to reward him, we all put money up to buy him a bottle of wine. The making of the video has brought our entire class closer, and I had such a fun time taping in the lab with the skeleton and even filming Caren in the field. This was a very innovative way of structuring a project, rather than just telling us to present, and brought

out our creativity. We worked together and were able to put forward a high quality video on Organic Farming....

Student Seminars/Workshops

The OIC presented three seminars/workshops to students during the year – *Academic Integrity Matters*, a seminar for first-year students in the First Year Experience Programme coordinated by the Office of Student Services; a seminar/workshop for students in LAW 3290 – *Independent Legal Research on Academic Integrity and using Turnitin as a tool to avoid plagiarism*; and *Using technology to support learning in medicine*, a seminar for new students in the Faculty of Medical Sciences. The IDS also delivered a seminar to the new medical students on *Surviving medical school- Study and learning strategies*.

Supporting Quality Assurance and Continuous Quality Improvement: Curriculum Renewal and Support

Professional staff in the CETL continued to contribute to the efficiency of the Campus' rigorous Quality Assurance processes in various ways, including provision of curriculum and instructional design support to course and programme developers and review of new and revised courses and programmes before submission to the AQAC; and contribution to the development of policies, protocols and standards that support quality enhancement and continuous improvement.

In the area of academic quality assurance and academic standards, the CETL continued to enjoy a good working partnership with the Campus Quality Assurance Office (CQAO), Principal's Office, and again wishes to record the valuable contribution made by the CQAO to the advancement of excellence in teaching and learning at Cave Hill.

Supporting Quality in Course and Programme Design

During the review period 11 undergraduate programmes were received for review by the CETL. Additionally, four graduate programmes were received for review. A total of 294 courses were submitted to the CETL during the period. 131 courses were completed and signed off for submission to AQAC, while a further 105 courses were reviewed and returned to the proposers with recommendations. 58 courses continue in the review process at the time of reporting.

Revision of AQAC Quality Management Handbook

During the review period the CETL worked with the Campus Quality Assurance Office (CQAO) and the Quality Assurance Unit on the revision and expansion of the AQAC Handbook, last updated in 2009. The handbook has served to guide academic staff through established processes for course and programme approval or revision. The AQAC approved a recommendation for an expansion of the scope of the Handbook to cover all four phases of the Quality Cycle as it relates to undergraduate academic programmes and courses. The revised handbook will provide guidance and resources related to processes for proposing new programmes and courses for approval; implementing approved courses and programmes; continuous monitoring and periodic review of the quality of courses and programmes; and enhancement of courses and programmes. The working group chaired by the Campus Quality Assurance Coordinator completed a draft of the revised and expanded handbook – the *AQAC Guide to the Academic Quality Management System for Undergraduate Courses & Programmes* which was presented to AQAC following feedback from Deans, Heads and other relevant stakeholders. CETL professional staff worked on preparing and/or updating a number of protocols, standards and templates for inclusion in the handbook.

Course Evaluations based on Teaching and Learning Principles Providing Useful Data

Last year the CETL reported on the approval by the Campus Academic Board of evidence-based *Teaching and Learning Principles* prepared by the CQAO and the CETL, on behalf of the Academic Quality Assurance Committee (AQAC). The development of these principles had been recommended by the OIC, CETL, as part of the process to revise the instrument for student evaluation of teaching and courses. The principles seek to provide insight into factors that hinder or contribute to learning, and represent a meaningful point of departure for effective instructional planning and delivery. The CQAO led a collaborative process of revision of the undergraduate course evaluation instrument to align the instrument with the T&L Principles. During Semester I, 2015/16 all undergraduate courses were evaluated using the new instrument. The results of these evaluations are providing data on aspects of best practice in instructional design and delivery that will guide faculty development initiatives.

Research and Innovation: Perspective 5

Annual Research Circle

The CETL held its annual Research Circle forum in November, 2015, coordinated by the IDS. The forum is intended to offer encouragement to new researchers, primarily recent graduates of the CUTL programme, as they present action research proposals, research in progress or completed research, and interact with and learn from more accomplished colleagues or visiting researchers. This year's forum featured a presentation by a guest researcher, Dr Felicity Crawford, Associate Professor, Graduate Schools and Professional Programs, Wheelock College, who discussed her research on *the Academic Experiences of Adults with Dyslexia in the Eastern Caribbean*.

Faculty members then presented and received feedback on their research proposals as follows:

- Mrs Nicole Foster, Faculty of Law – *Flipping The Classroom: Method or Madness*.
- Dr Colette George, Faculty of Medical Sciences – *Perceptions of DM Graduates in Internal Medicine as to the adequacy of their training in preparing them for the consultant role*.
- Ms Ayodele Harper, Department of Government, Sociology and Social Work, Faculty of Social Sciences – *An Exploratory Investigation of Character Education. A case of The University of the West Indies, Cave Hill Campus*.
- Dr Debra Joseph, Department of Government, Sociology and Social Work, Faculty of Social Sciences – *'Jumping Jacks' from Classroom to Classroom – Learning from other Disciplines*.
- Dr Ramon Sargeant, Department of Computer Sciences, Mathematics and Physics, Faculty of Science and Technology – *Determination of the Relevance of Electronics Courses Content to Potential Industry Employers*.

Faculty Learning Communities

Faculty Learning Communities (FLCs) support innovation in teaching and learning by bringing together small groups of faculty to explore innovative teaching and learning strategies and support each other during the course of implementation. The scholarship of teaching and learning (SoTL) is a fundamental element of these communities as participants engage in action research to evaluate the impact of innovations.

The FLC on Service Learning Pedagogy launched in 2014/15 held two sessions during the year. These featured seminar presentations on *Seven steps to service learning: A practical approach to course design*; and *Service learning course development: Developing community partnerships that work*.

Following the successful implementation of service learning by one member of the FLC the coordinators have been disappointed at the slow pace of implementation by other members of the FLC but hope that more members will move forward with implementing this highly integrative, experiential learning strategy in the near future. The OIC will continue to work with the co-facilitator and members of the FLC to encourage and support wider adoption. No other FLCs were launched during the period due to the heavy workload of the OIC who leads these initiatives.

Outreach, University & Public Service, Consortium Activities: Perspective 6

Cross-Campus Meeting of the CETLS

The CETLs on the three campuses pre-empted the annual face-to-face business meeting as a result of preparations for the Quality Assurance Review of the Centres. Instead the Centres held a virtual meeting on February 12, 2016. This facilitated a formal welcome to the new Director of the CETL at St. Augustine, the new Faculty Developer at Mona, and the Faculty Development Facilitators at Cave Hill. Among other things the group discussed the upcoming QA Review, the pending impact study of the CUTL programme by the University Office of Planning, and a strategy for moving forward the long-planned revision of the CUTL courses. It was agreed that the completion of this revision would be a major agenda item at the 2017 meeting of the CETLs and that advance work would be undertaken prior to the 2017 meeting. The meeting also discussed ideas for further collaboration and unification within the context of the Vice-Chancellor's "One UWI" initiative.

Technical Support for Regional Projects

CARIFORUM Project

The CETL facilitated online delivery of a CARIFORUM Capacity Building Workshop on Competition LAW in March, 2016. Services provided included the following:

- Access to the WizIQ web conferencing system integrated with our e-learning system for three two-hour sessions, along with on-call technical assistance.
- WizIQ training for persons delivering the workshop.
- e-Learning facilities for asynchronous support of the workshop for 90 regional participants.

Medical Outreach Projects

- The CETL provided videography services for a project focused on public engagement for the dissemination of information regarding the Port of Spain Declaration Evaluation (POSDEVAL). In 2007 CARICOM leaders held the world's first summit on non-communicable disease (NCDs) and produced the Port of Spain Declaration on NCDs which included 15 mandates and 27 commitments. The POSDEVAL seeks to determine how the declaration has produced improvements in policy, practice and results, what are the major successes and challenges and how can monitoring, implementation and outcomes be improved. The evaluation is being coordinated by UWI on behalf of CARICOM and PAHO. Public engagement on the dissemination of information from the POSDEVAL will be critical to ensure buy-in. The CETL recorded and edited a public service video on behalf of the project

The CETL also provided consultancy services and technical assistance to a research team in the Faculty of Medical Sciences to develop an e-learning module for the training of doctors in insulin management in the treatment of diabetics.

Support for National 50th Anniversary of Independence Committee

During the review period the OIC was appointed as the Campus' representative on the Barbados 50th Anniversary of Independence Coordinating Committee. The OIC was co-opted to a sub-committee established by the national committee to organize a national competition to produce an official logo for the celebrations. The CETL Media Specialist (Graphics) and the OIC prepared draft guidelines for the sub-committee and the OIC later designed a rubric to guide the judging of the more than 160 entries submitted.

Services in Support of Outreach and Administration

The CETL continued to provide extensive and wide-ranging media production and audio-visual services to the Campus Community and the Open Campus to support outreach and administrative activities. These services were in addition to services supporting teaching, learning and research. They included videography services to enable live global streaming of multiple events including major conferences such as the Zika Conference, the Mathematics Conference, and the SALISES Conference; interactive information dissemination sessions for regional and international applicants; and major ceremonies such as Graduation, Matriculation, and Student Awards. Services also included audio and video recording and post production editing of dozens of events, including public lectures, conferences and ceremonies which were packaged as DVDs and/or uploaded to the Campus' Youtube channel for public access. These include the first set of a large number of public lectures being delivered as part of the Campus' programme of activities marking the 50th anniversary of Barbados' Independence.

Promotional advertisements and video features/mini documentaries were also produced on behalf of units such as the International Office, Faculty of Social Sciences, Cave Hill School of Business, Campus Security Services, and UWI HARP among others. The Centre also provided AV projection and sound augmentation services for dozens of events.

Graphic design and production services ranged from the production of business cards for university staff to design and production of invitations, flyers, brochures, posters, banners, web banners, programmes, slide presentations, publication covers and booklets for numerous events.

The growth in demand for audio visual services is placing a severe strain on the capacity of the Centre, particularly in the area of videography. The Centre urgently needs an additional videographer and sound technician to support this fast-paced and demanding area of service.

University & Public Service and Professional Activities of Staff of the CETL

Professional staff of the CETL continued to engage in wide-ranging activities to develop professional competencies and skills and provided extensive service to the Cave Hill Campus, the wider University community and external agencies through service on committees and provision of various training and consultancy services. A comprehensive record of activities in this regard is provided later in this report.

REFLECTION & THE WAY FORWARD

The CETL remains encouraged by the enthusiastic response of members of faculty and the Campus Community generally to its programmes and services. However, the Centre is aware of the need for change in some areas of its structure and operations to better deliver on its mandate. The Centre needs greater stability with respect to its professional staff, half of which are currently on temporary short-term contract, and at least a basic level of administrative support. There is also need for additional technical staff, a videographer in particular, to enable the media services arm to meet the growing demand for production and streaming services. The CETL would also like to see the upgrade of its secretarial/clerical staff and opportunities for advancement for technical staff.

Delivery of the CUTL programme, now in its eighth year, has served the Campus well, cementing earlier initiatives to achieve a paradigm shift from teacher-centred to learning-centred instructional delivery, and the harnessing of web-based and other technologies to offer more flexible and personalised learning experiences to students. The time for a review of this programme is now overdue and the CETL expects to engage with counterparts on the other Campuses over the next year to commence this review, towards revision of the programme to take account of relevant changes in the higher education teaching and learning environment, and the local and regional contexts. At Cave Hill the Centre will be looking to meet increasing calls for more flexibility in delivery of the programme by offering more of the courses in blended format, as is currently the case with the technology-focused course. A move in this direction may also make the programme more attractive to members of faculty not currently drawn by the current requirement for extensive face-to-face attendance. In this regard, the Centre also plans to explore the feasibility of offering access to individual courses in the programme to those who are interested in this level of access, as several persons have expressed such an interest.

While past surveys undertaken by the CETL have indicated a preference among faculty for face-to-face workshops, as outlined in this report the CETL has noted a decline in the number of persons attending such workshops. Several persons have indicated clashes with teaching and other responsibilities as a major contributing factor. On the other hand, the large number of persons requesting individual consultations suggests a need for the Centre to rethink the traditional heavy emphasis on an extensive schedule of face-to-face training, but to be more strategic in the provision of such opportunities. This would be in keeping with trends in international teaching and learning centres. The Centre will therefore seek to expand the online resources available to faculty for just-in-time/on-demand access and flexible training, including online courses, workshops and seminars, discipline-specific case studies, and best practice resources. In this regard, the ongoing upgrade of the Centre's website and the *e-Learning Information and Resources Hub for Faculty* will continue to be a priority over the next year. The Centre will also continue development of the *Academic Skills Hub for Students*, as a collaborative endeavour with the Office of Student Services (OSS), providing rich media resources that support the development of effective and positive intellectual skills and habits among students.

At the request of the Dean of the Faculty of Social Sciences the CETL will also be collaborating with the OSS to develop an online and/or blended university preparation course for potential/in-coming students with the aim to develop core skills and mind-set necessary for success at university.

In the area of curriculum and instructional development the Centre will continue its support to Faculties, Departments and individuals for the development of programmes and courses that meet high quality standards of design, embrace innovation and authentic learning and assessment, and promote the development of the University's graduate attributes. Moreover, the Centre recognises the need for additional support to

individual faculty in the area of instructional design and assessment strategies at the syllabus development/course implementation stage, especially with regard to blended learning, and will need to expand its consultation services to this effect. The Centre will also continue its efforts to promote quality standards of design and practice in blended learning courses.

Other initiatives to be undertaken during the year ahead include the continued development of learning communities that foster interdisciplinary discussion and collaboration on learning-centred teaching and innovation, with a focus on blended learning, inquiry-based and experiential learning.

The CETL remains aware of the need to advance research on the realities of teaching and learning, grounded in local and regional culture and context, to inform policy and practice, and looks forward to the appointment of a research officer in the not too distant future.

Finally, the CETL awaits the report on the cross-Campus Quality Assurance Review and recommendations for advancing the work of the Centres individually and collaboratively. The work of the Centre over the next year will need to take account of any required actions that may result from the findings and recommendations of the review.

PROFESSIONAL ACTIVITIES, UNIVERSITY SERVICE & PUBLIC SERVICE

Mrs Patricia Atherley, Officer in Charge (OIC)

Professional Membership & Affiliations

- Member of the Professional and Organizational Development Network in Higher Education (POD).
- Member of The Society for Applied Learning Technology (SALT).
- Member of the Higher Education Research and Development Society of Australasia (HERSDA).
- Member of the Australasian Society for Computers in Learning in Tertiary Education (ASCILITE).

Professional Development

- Continued to pursue the *Doctorate in Education*.
- Completed the online course – *Powerful Tools for Teaching and Learning: Web 2 Tools* (Distinction), University of Houston.
- Completed an Introductory Course in Prior Learning Recognition (PLR) delivered by Red River College, Winnipeg, offered by the Government of Barbados under the European Union-funded Human Resource Development Strategy.
- Completed a Quality Matters online course on *Applying the Quality Matters Rubric* to the review of blended and online courses.

Professional Activities

- Coordinated *Teaching and Learning Week 2016* and coordinated and chaired the *Teaching and Technology Symposium*.
- Coordinated the *Teaching and Technology Summer Institute 2016*.
- Coordinated the Faculty Learning Community on *Service Learning Pedagogy*.

- Coordinated a *Teaching the Teachers Workshop* for UWI Medical Faculty in collaboration with the International Council of Ophthalmology (ICO) and the Ophthalmological Society of the West Indies.
- Collaborated with colleagues at St. Augustine and the UWI Office of Planning and Programming on the development of the research protocol and associated instruments for the evaluation of the Postgraduate Certificate in University Teaching and Learning (CUTL) programme.
- Presented a workshop for first-year students on *Academic Integrity*, January, 2016.
- Presented *Academic Integrity Matters* as part of the Student Success panel for New Student Orientation organized by the Office of Student Services, August, 2015.
- Reviewer, *Caribbean Teaching Scholar Journal*, published by the Centre for Excellence in Teaching and Learning, St. Augustine Campus.
- Developed the *Student Academic Skills Hub* on the e-Learning system.
- Managed the “*Conversations on Teaching and Learning*” discussion-based site on the VLE to share and foster discussion of issues in teaching and learning in higher education among faculty.
- Editor of the *Teaching and Technology Crossroads* blog dedicated to sharing and discussion of contemporary issues in teaching and learning in higher education.

University Service

- Chairmanship of University Committees
- The Academic Technologies Advisory Committee which advises the ICT Steering Committee on technological needs with respect to academic support spheres of activity.
- The Global Trends in University Teaching and Learning Sub-Committee of the Cave Hill Teaching and Learning Committee.
- The Cave Hill Campus Coordinating Committee, Barbados 50th Anniversary of Independence (Co-chair).

- *Membership of University Committees (Cave Hill)*
- Cave Hill Teaching and Learning Committee.
- Cave Hill ICT Steering Committee.
- Cave Hill Ceremonies Committee.
- Cave Hill Classroom Management Committee.
- Cave Hill Academic Quality Assurance Committee.
- Cave Hill Disability Policy Committee.
- Cave Hill Staff Development Committee.
- Cave Hill Campus Commercial Operations Committee.
- Campus Health Day Planning Committee.
- Digital Assets Management Committee.
- AQAC sub-committee on course evaluations.
- AQAC sub-committee for revision of the AQAC Quality Management Handbook.
- Cave Hill Campus “One UWI” Committee.
- Technical Advisory Committee for the Revision of Foundation Courses.

Other UWI Service

- Attended meetings of the scholarship subcommittee of the Cave Hill 50th Anniversary of Barbados’ Independence Coordinating Committee to coordinate the award of scholarships to commemorate the jubilee.
- Attended meetings of the Planning Committee for the Principal’s Induction Ceremony.
- Coordinated and scripted the Programme for the Principal’s Induction Ceremony.
- Provided consultancy services to a research team in the Faculty of Medical Sciences developing an e-learning module for the training of doctors in insulin management in the treatment of diabetics.
- Chaired online meetings of the cross-campus Advisory Committee on Online Delivery of Foundation Courses. Participated in a workshop in Trinidad (November 19-20) to finalise the proposal for the delivery of the pilot course.
- Attended cross-campus meetings chaired by the Principal of the Open Campus to dialogue with senior executives from Penn State University on matters of mutual interest and to share experiences

and implementation philosophies with respect to shared programmes across multiple campuses.

- Administered a survey on behalf of the English as a Foreign Language (EFL) programme to gather data to facilitate placement of incoming Ecuadorian students.
- Attended a meeting with the Director of Campus IT services and senior ICT staff to plan the way forward with respect to the hosting and administration of the Moodle e-learning system.
- Conducted a series of focus groups on behalf of the Cave Hill “One UWI” Committee.
- Moderated a series of recorded video interviews with the lecturer and history students on their visit to Brazil for production of a promotional video.
- Conducted a series of interviews with International students towards production of promotional videos.

Public Service and Outreach

- University Representative on the Barbados 50th Anniversary of Independence Coordinating Committee.
- Member of the sub-committee to coordinate a national competition for the selection of an official logo for the Barbados 50th Anniversary Celebrations. Collaborated with the CETL Media Specialist (Graphics) on the development of competition guidelines; Prepared a rubric for the judging of entries.
- Campus representative on the Barbados Research and Education Network (BREN) Steering Committee.
- Superintendent of Sunday School, Ebenezer Methodist Church.
- Member of the Education and Resources Committee of the Ebenezer Methodist Church.
- Adult Advisor, the Potters Clay Youth Movement.

Dr Sylvia Henry, Instructional Development Specialist

Professional Membership & Affiliation

- American Education Research Association – Co-Chair for Caribbean and African Studies in Education.
- World Education Research Association (WERA) planning committee.
- Co-Founder of Barbados Association of Reading (BAR).
- Member of Council for Adult and Experiential Learning (CAEL).
- Member of National Advisory Association on Academic Advising, USA (NACADA).
- Academic Peer Reviewer for Innovations in Education and Teaching International (IETI); Caribbean Teaching Scholar (CTS); American Education Research Association (AERA); and Caribbean Education Research Journal (CERJ).

Professional Development

- Achieved a Certificate in Community Mediation through the Canadian sponsored Impact Justice Project, August 2015.
- Completed a Professional Skills Training programme sponsored by the Government of Canada/UWI during August 2015.
- Attended a workshop – The UWI Disability Policy- A Right or a Privilege by Dr Matthew Saleh , Fulbright Scholar assigned to the Office of Student Services
- Completed certification in Appreciative Academic Advising with the Florida Atlantic University, 2016
- Completed a certification programme in Prior Learning Assessment Mastery with the Council for Adult and Experiential Learning (CAEL) and DePaul University, Chicago, to receive a Certificate of Professional Achievement as a Prior Learning Assessor and a Certificate of Mastery in Prior Learning Assessment during 2015.

- Participated in a Webinar offered by Pamela Tate of the Council for Adult and Experiential Learning entitled: *Relationship between Prior Learning Assessment (PLA) and Competency-Based Education - Linking Learning and Work* during February 2016.
- Participated in a UNDP sponsored workshop – Evidence-Based Decision Making Across Sectors during February 2016.

Professional Activities

- Delivered a peer-reviewed paper at the American Educational Research Conference Washington D.C., April 2016, on the topic: *Improving Faculty Teaching: Students Speak Loudly Through Their Evaluations and Ratings - Listen and Take Action!*
- Conference Paper was accepted on the topic: *Academic Advising: Warning – Bump in the Road Ahead. Let us help you over!* for co-presentation in 2016, Atlanta GA: Academic Advising Conference National Academic Advising Association, USA.
- Conference Paper was submitted for Peer Review to American Education Research Association (AERA): *Rethinking the Teaching Portfolio in Higher Education: My Portfolio is More Than an Assessment Scrapbook!* 2016.
- Served as Master of Ceremonies and Moderator for the Office of Student Services' Parents and Partners Orientation, August 2015.
- Conducted consultation meetings with faculty members from the Faculty of Science and Technology to discuss assessment matters related to the changes following the new GPA scheme.
- As part of an advisory committee within the Faculty of Science and Technology, advised two graduate students who were completing graduate research projects.
- Worked with Head of Social work as part of the local subcommittee of the OAS/Inter-American Drug Abuse Control Committee (CICAD) to plan the delivery of a second workshop on drug abuse and the curriculum infusion of drug awareness content.

- Participated in a Hearing case as part of the cross-campus Appeals Committee.

University Service

- *Service on Committees*
- Scholarship Sub-committee of the Cave Hill Campus Barbados 50th Anniversary of Independence Coordinating Committee.
- Campus Disability Policy Committee.
- Academic Quality Assurance Committee.
- Campus Project Committee on Drug Demand Reduction.
- Academic Technologies Advisory Committee.
- Committee on Academic Advisement.
- Teaching & Learning Committee.
- Academy of Sport Advisory Council, Cave Hill Campus
- Graduate Supervision Advisory Committee – Faculty of Science and Technology.
- Vice Chancellor's Award for Excellence Selection Committee – Cave Hill.
- Committee for revision of the AQAC Guide to Academic Quality Management.
- Student Development and Recruitment Committee.
- UWI Games committee.

Public Service & Outreach

- Co-Chaired the local TVET Standards committee of the TVET Council to review and approve courses and NVQ Occupational Standards of Competence for national implementation.
- Attended local meetings organized by the Barbados Accreditation Council (BAC) to continue work on the policy documents for the implementation of a National Qualifications Framework and National Qualifications Register.
- Conducted two national workshops for tertiary level stakeholders and providers of private and public tertiary education regarding the implementation of a National Qualifications Framework and National Qualifications Register on behalf of the BAC.

- Served as Moderator for a Town Hall meeting and Panel Discussion, Grand Salle, titled: Literacy and The World of Work – National Project of the Barbados Association of Reading.
- Attended local outreach meetings of the Ministry of Labour as a member of the Human Resource Development Strategy (HRDS) Advisory Council and HRDS steering committee to continue collaborative work toward the implementation of a Human Resource Development Strategy for Barbados.
- As part of a UWI Student Recruitment team visiting the TVET Headquarters, engaged management and staff of the TVET Council on the topic: *Prior Learning Assessment: Diverse Pathways to Accessing Learning at UWI*.
- Attended the Global Leaders of Barbados, Youth of Excellence Awards Ceremony at Almond Bay and presented awards to outstanding youth leaders in Barbados.
- Coordinated a stakeholder meeting between The UWI and CXC which examined transitions issues relating to possible reasons for failures in Science and Math and filling curricular gaps in these areas.
- Served as Master of Ceremonies for the Opening of the Barbados Association of Reading Conference – *The Reading-Writing Connection* in December 2015.
- Participated in the official launch of the Education Research Consortium (ERC) at the Lloyd Erskine Sandiford Centre and delivered Welcome Remarks.
- Attended steering committee meetings of the Education Research Consortium (ERC) of the Ministry of Education, Science, Technology and Innovation. One major item was the planning of the International Higher Education Conference 2016: *Celebrating 50 – Transforming Education in Barbados*.
- Coordinated a donation to the Rehabilitative Literacy Programme of Her Majesty's Prison Dodds of writing and art materials and texts written by Dr Sherma Roberts and Dr Paul Pounder worth a collective total of Bds2,700.00.

- Coordinated and chaired activities for the American Education Research Association Conference, Washington D.C during April 2016 such as Nelson Mandela Inaugural Lecture; Mentoring and Professional Development Forum presented by Her Excellency Dr Donna-Hunte –Cox Consul General New York/Barbados.
- As a member of the Human Resource Development Advisory Council, moderated a Breakfast Stakeholders' meeting for public sector and tertiary level agencies on May 18 2016 to present the Draft National Human Resource Development Policy for Barbados.
- Served as a Justice of the Peace.
- Served as trustee for the United Global Leaders of Barbados.
- Student Mentor and Advisor – Rotary Club of Barbados Scholarship programme.
- Adult Literacy Volunteer.
- Community Mediator.

Mrs Andrea Marshall: Faculty Development Facilitator (Curriculum and Instruction)

Professional Development

Conference, Workshops, Webinars and Courses Attended/ Completed

- Enrolled in MPhil/PhD in Education programme, School of Education, The UWI, Cave Hill.
- Attended the British Educational Research Association (BERA) Annual Conference, 2015.
- Innovative Educators Webinar – Seven Steps to Service Learning: A Practical Approach to Course Design.
- Innovative Educators Webinar – Service Learning Course Development: Developing Community Partnerships.

- Innovative Educators Webinar – Blended Learning: How to Redesign Your Course to Maximise Benefits.
- Board of Studies for English, Eastern Caribbean Joint Board of Teacher Education seminar (St. Lucia) – Reflecting on Your Teaching: Your Practice.
- Board of Studies for English, Eastern Caribbean Joint Board of Teacher Education seminar (St. Lucia) – CSEC and English Teacher Education.
- Board of Studies for English, Eastern Caribbean Joint Board of Teacher Education seminar (St. Lucia) – Differentiating Curriculum and Instruction in Caribbean Classrooms.
- Board of Studies for English, Eastern Caribbean Joint Board of Teacher Education seminar (St. Lucia) – Reflecting on Students and Course Outcomes: What we do Well and What we Need to do.
- Assessment in Medical Education Workshop – CETL.
- American Educational Research Association (AERA) Annual Meeting – *Public Scholarship to Educate Diverse Democracies* (April 8 – 12, 2016 Washington, D.C.).
- American Educational Research Association (AERA) Annual Meeting – Introduction to Systematic Review and Meta-Analysis workshop (April 7, 2016).
- American Educational Research Association (AERA) Annual Meeting – Using Critical Race Theory in Secondary and Higher Education Research (April 8, 2016).
- Quality Matters Course – Designing Your Blended Course.
- Quality Matters Course – Designing Your Course for Active Learning.
- CETL Summer Institute workshop – Ready, Set, Go! Creating and Managing an Engaging Course Site
- CETL Summer Institute workshop – Effective Educational Videos: From Pedagogy to Production.
- Quality Matters Course – Applying the QM Rubric.

Professional Activities

- Facilitated the following workshops:
 - **Course Design**, for the Office of Student Services.
 - **Curriculum and Instruction in Teacher Education**, for the Board of Studies for English, Eastern Caribbean Joint Board of Teacher Education (St. Lucia).
 - **Deconstructing Goals and Outcomes: Critical Elements in Course Design**, for the Department of Management Studies **Course Design**, for the Academy of Sport.
 - **Course Design**, for Codrington College.

Mr Troy Carrington, Faculty Development Facilitator (eLearning and Instructional Technology)

Professional Membership & Affiliation:

- Online Learning Consortium (formerly The Sloan Consortium)

Professional Development

- Completed the following Online Courses/Training Programmes
 - *Boise State University*
 - Internet for Educators.
 - Introduction to Educational Technology.
 - Instructional Design.
 - *Lynda.com*
 - Instructional Design Essentials: Creating Video Training.
 - Instructional Design Essentials: Models of ID.
 - Writing Effective Learning Objectives.
 - Screencasting Fundamentals.
 - *Computer IT Services (UWI – Cave Hill)*
 - Information Security Awareness

— *Innovative Educators Webinars*

- Service Learning.
- Hybrid Instruction – How To Redesign Your Course To Maximize Benefits.
- Designing Effective Rubrics: How To Align Learning Outcomes, Instructional Activities & Course Assignments.
- Developing Multiple Choice Tests that Assess Higher Order Thinking Skills.
- *Online course (offered by MIT)*
 - Implementation and Evaluation of Educational Technology

University Service & Contribution

- Member of the Global Trends in University Teaching and Learning Sub-Committee of the Cave Hill Teaching and Learning Committee.
- Member of the University E-learning Committee. Drafted Usability Feedback Survey for University-wide evaluation of Web-conferencing tools.
- Continued development of the *eLearning Information and Resources Hub* for Faculty.

THE LIBRARIES

The UWI Cave Hill community enjoys access to the library collections (print books, eBooks, databases, rare books, unique documents, images, and audiovisual media), information services (training, teaching and research support) and study spaces provided by five campus libraries, of which the following fall under the supervision of the Campus Librarian, Dr Grete Pasch:

1. **The Sidney Martin Library (SML)** and its Bindery.
2. **The Elizabeth Watson Audio Visual Unit (EWAU)**, led by Ms Valerie Clarke.
3. **The CLR James Cricket Research Centre Library (CRCL)**, led by Mrs Margaret Broomes.
4. **The Faculty of Medical Sciences Library (FMSL)** at the Clinical Skills Building, led by Mrs Beverley Wood.

The activities of the Faculty of Law Library and the Audine Wilkinson Library (SALISES) are covered in the reports of their respective faculties.

THE GENERAL COLLECTIONS

The use of print books continued to drop during the academic year 2015/16. Compared to the previous year, the total number of book checkouts fell by 25%, and the average annual number of book checkouts per student fell from close to five to less than four loans.

At the SML, only 1% of all book titles were used five or more times, and over 85,000 titles (90%) had zero usage. This is due to the growing preference for digital over print resources and the relatively low number of current, relevant titles in the collections. Thus, while the shelves are packed well over capacity with tens of thousands of volumes, most of these have not been used even once in the last ten years. By removing from the open shelves the unused volumes, precious space is being freed up for other uses. Mr Kenneth Chase is managing the general

collection review, aided by data extracted from the Aleph system by Ms Sonia Bowen. The review has already identified an initial group of approximately 6,000 volumes to be safely deaccessioned, including outdated mandatory textbooks that haven't been used in five years or longer, and duplicates of books that have never been checked out. The process also determines which titles should be replaced with their eBook equivalent or stored off site, and in cases where items can be donated or discarded, the collaboration of Mrs Barbara Chase's acquisition's team has been essential. Acquisitions staff worked on the deaccessioning of old and incomplete runs of print journals, which are now available electronically. Special recognition goes out to Ms Grace Edwards, who retired this year after long time service in the acquisitions area.

The ongoing assessment of electronic resources focused this year on the UWI's subscription to Elsevier's *Science Direct*. Negotiations with Elsevier are being handled by the University Librarian on behalf of all UWI libraries. At Cave Hill, the SML eResource librarian, Mrs Sandra Thomas, worked with the liaison librarians and faculty members to carefully review each Elsevier title subscribed by Cave Hill. The end result is an abridged title list that reflects actual need and past usage, and a reduction of 73% in Cave Hill's share. On a related note, with the reduction in database subscriptions during 2014/15, an increase in the number of inter-library loan requests was expected, however, the number of requests didn't change significantly as compared to previous years.

THE SPECIAL COLLECTIONS

As in the previous academic year, all library units made significant progress in the management of Cave Hill's special collections. In early October, Ms Consuela Metzger, Head of the Library Conservation Center at the University of California (UCLA), spent one week working with the Cave Hill librarians. Ms Metzger discussed how to improve the care, handling, and storage of special items, and reviewed reading room guidelines

with the SML Special Collections staff members, who have started implementing her suggestions following the enthusiastic leadership of Mr Carlyle Best, Head of Special Collections.

In her final report, Ms Metzger recommended that the work of the bindery should be aligned closely with the needs of special collections care, diversified to contribute in the display of items in exhibits, and expanded to provide housings for rare materials kept at all library units. A plan to transform the bindery and realize its full potential will be put in place starting in 2016/17.

Ms Metzger also presented a special session on rare book appreciation to a group of ten student volunteers selected by the Office of Student Services. After touring the special collections, each student was allowed to choose a book of interest and guided as to its proper handling and use. Student volunteers were asked to identify their book's significant features as a "rare" physical item and to consider its importance from the perspective of its contents and authorship. After reviewing their essays with a liaison librarian, students worked with the SML's systems clerk, Mr Ryan Carrington, to convert their essays into webpages which will be posted when the new Cave Hill Libraries website is implemented. We look forward to welcoming and working with future student volunteers.

Working with Professor Sean Carrington, SML staff successfully completed the transfer of the Iris Bannochie Library from Andromeda Gardens to the SML. The SML also received the conference papers and books from Patricia Brandon's collection, but the bulk of these materials, covering the public health history of the Caribbean, went to enrich the FMSL West Indies collection. Also donated to the FMSL by Ms Brandon and her friend Coreen Norville were two paintings: a market scene by Jamaican artist Richard Hall, which is mounted in the FMSL 24/7 reading room, and the *Surf Warrior* by Aubrey Cummings, which now hangs behind the library's circulation desk.

The CRCL celebrated its 10th year anniversary with an Open Day and a new exhibit titled “West Indies Cricket 1886-2000” that showcases the CRCL’s unique collection of West Indies cricket items. The CRCL received 113 cricket books from Sir Carlisle Burton, and newspaper clippings are being supplemented thanks to a donation of newspapers from 1980-2006 received from Dr Anthony Phillips.

In November, the EWAU staff attended an online audio transcription workshop on the use of GLIFOS, a tool for automating the production of rich-media. The software was used to create an interactive digital collection of audio, video, transcripts, and still images from the Olga Lopes Seale collection. Within a few months, over forty programs had been completed, with full transcripts and indices. A web interface was designed, texts and images were uploaded, and the full site should be ready to launch by late 2016.

SERVICES

This 2015/16 academic year was marked by successful efforts to engage with students, faculty, and the Barbadian community through continuing programs and new initiatives. On a sad note, the User Services team suffered the loss of Mrs Sharon Crawford, who served as circulation supervisor until her passing in October.

Teaching in discipline specific undergraduate and graduate courses continued as in the previous year in the faculties of Social Sciences, Science and Technology, Humanities, and Medical Sciences. In addition, the CRCL librarian assisted lecturers and students from the new Bachelor of Science in Sport Sciences, and liaison librarians initiated discussions with faculty and heads of departments on strengthening the delivery of information literacy in research courses.

In December 2015, Ms Lisa Janicke Hinchliffe (Coordinator for Information Literacy Services and Instruction, University of Illinois at Urbana-Champaign) provided capacity building training in information literacy for the Cave Hill librarians. Ms Hinchliffe reviewed the *Information Literacy Plan* with Ms Ingrid Iton, held planning sessions with the Campus Librarian, professional librarians, and members of the Library Advisory Committee, and met with the Director of the Center for Excellence in Teaching and Learning to advise on faculty professional development for information literacy. Her report underscored the importance of reviewing and re-developing the basic instructional design for the Foundation courses in order to provide greater alignment between the Foundation objectives and the library orientation sessions for new students, as well as the subject-based information literacy sessions that students receive. The liaison librarians are taking the lead in implementing these recommendations.

In seeking to expand services to campus researchers, the Campus Librarian offered an opportunity to reflect on ways to open up access to the UWI’s research output-- specifically, via the deployment of digital institutional repositories (IRs) used exclusively for the archiving of publishable work, coupled with the adoption of policies mandating/facilitating the deposit of these works into the IRs. Richard K. Johnson, founding director of the Scholarly Publishing and Academic Resources Coalition (SPARC), and a leading international authority on scholarly communication and open access (OA) to scholarly research, was invited to visit Cave Hill during the month of June. Mr Johnson led discussion sessions with faculty, deans, heads of departments, and library staff. He especially emphasized the important role that librarians can play in encouraging faculty buy-in, by making presentations explaining the policy to stakeholders, including administration, faculty, and graduate program coordinators. Following policy adoption, he recommended continued efforts coordinated by the library to keep students and faculty advised of how to comply with the policy, and tweak the

workflow for efficiency. Ideally, such initiatives would cover all UWI campuses, and the Campus Librarian is willing to work with her colleagues at Mona, St. Augustine, and Open Campus in exploring the way forward.

The Libraries’ activities to commemorate Barbados’ 50th anniversary of Independence were coordinated by the ad-hoc library staff committee enthusiastically chaired by Mrs Judith Toppin. The committee organized a successful *Writer of the Month* series that included book displays and “Read and Meet” sessions that so far have featured Margaret Gill, Barbara Chase, Winston Farrell, Bruce St. John, Jeannette Layne Clark, John Wickham, and Austin Clarke. The events were publicized via the Libraries’ Facebook page managed by Mr Terrence Lowe and were well attended. The writer series, a concert, and other activities will continue into 2016/17.

SPACES

About half of the *Library Satisfaction Study 2015* respondents pointed out the need for adequate group study spaces. With this unmet need in mind, the Office of Planning assisted in the design of a new 24/7 study room for the SML. The room opened in early September with study tables and chairs for up to 50 users, power plug pedestals, WiFi, and whiteboards. Students enter the room by swiping their UWI ID card at the door. Security cameras placed on the ceiling are monitored by Campus Security. The room has been in constant use since the week it opened! At the FMSL, the 24/7 study room is also very popular with students, and this year, four seats were added and four additional power outlets and whiteboards were installed. Feedback received from students indicates a high demand for additional 24/7 study spaces. The Campus Librarian is working with the Principal and the Office of Planning to repurpose half of the SML’s 2nd floor into a study area that will hold over 150 additional seats for group study. The other half of the second floor has already been enclosed with a glass wall and

designated as a “Quiet Zone”, thus fulfilling the need for silent, individual study space.

Environmental issues are a continuing concern. Throughout the SML building, water seeps in through leaky roofs, faulty AC units, old pipes, adjoining plant rooms, and porous walls. Even though the Maintenance Department staff respond as best they can to calls for help, only a comprehensive study of roofs, walls, and pipes can provide the foundation for a remedial plan of action. The Campus Librarian has asked the Office of Planning to assist in this matter.

The EWAU remained closed during September and the early part of October 2015 to facilitate the repair of leaking roof tiles, malfunctioning air conditioners, and moldy AC vents. The unit was industrially cleaned and re-painted. Still, a thorough environmental study done in November found two main causes for concern. One, indoor air quality is degraded by the off-gassing of certain audiovisual materials mixed with the exhaust fumes inflowing through air vents from the adjoining car park. And two, relative humidity and temperature conditions are not within the specified parameters that would guarantee the long term conservation of the audiovisual collections. Short-term measures were suggested in the study, and a full remedial plan discussed by the Campus Librarian, the EWAU Librarian, and the Office of Planning should be implemented during the next academic year.

The FMSL was forced to remain closed for two days after the May cleaning, due to a lingering chemical smell. The Health, Safety & Environmental officer is working with the service provider to ensure that environmentally friendly products are used and recommended that Campus Security oversee the safety of the area while doors and windows remain fully opened to ensure proper ventilation.

ADMINISTRATION

The SML administrative office continued working closely with Maintenance, Campus Security, and the Registrar's office to provide a healthy and safe environment in all library units – a challenging task, in view of longstanding issues with the ageing infrastructure. At the SML, acquisitions staff moved from a stuffy room to a freshly renovated and cleaned work area. New exit signs were installed on all floors, and following the recommendations of the Fire Marshal and the Director of Security, wider paths to the emergency exits were cleared by rearranging the book stack areas. A note of thanks is due to Mrs Betty Dalrymple, SML's Administrative Assistant, who retired this year, as her vigilance was key in tracking all matters related to the SML building, as well as human resource and financial management issues.

The SML administrative office also worked closely with the Bursary to minimize expenditures, facilitate the processing of payments to database and service vendors, and normalize all procedures regarding the collection of funds. The latter was of special interest to the Campus Management Audit Department (CMAD) officers as they continued their review of the SML operations. The results of the implemented management action plans were documented and turned over to CMAD by Ms Jennine Knight, who also liaised with the Campus Quality Assurance Office regarding service standards and library surveys, compiled revised job descriptions for the Human Resources Section, and updated the Libraries' *Operational Plan Progress Report* for further review by the Office of Planning.

PUBLICATIONS

Book

Chase, B., Clarke, V. and Carter, A. “Gabby”. *Who Gabby think he is: the story of the Mighty Gabby*. Caribbean Chapters: Barbados. 2015.

Published Conference Paper

Toppin, J. “Linkages, Lineage and Kinship in the Anglo-Caribbean Family Experience: A Genealogical Case Study.” *Papers of the Fifty-Ninth Annual Meeting of the Seminar on the Acquisition of Latin American Library Materials*. L. Shirley, eds. SALALM Secretariat: New Orleans. 2016.

Journalism

Knight, J. “Student-friendly study spaces.” *Chill News*. No. 18. 2016. 50.

Toppin, J. “A Lasting Legacy.” *Daily Nation*. November 26, 2016. 11.

EXECUTIVE SUMMARY

As the end of the strategic planning period draws near, significant strides have been made in achieving our performance targets, though they have been significant setbacks. In the discussion to follow, major successes and challenges would be outlined as well as student support strategic imperatives that must be addressed in the next planning period. Most of the content of this summary is detailed in the Department's operational planning reports.

The initiatives were routinely reviewed and discussed at Office of Student Services Departmental meetings. Much of our progress hinged on the support of other departments who may have acknowledged the benefit of the OSS initiatives but were unable to provide the level of support for the success of some of these initiatives.

Financial

New programming was to be self-financing. The OSS Job Fair raised approximately \$48,000 which has been deposited in the Student Services Development Fund. The Department also launched the Adopt-A-Student Fund on February 14, 2016. In the 2016/2017 academic year, this fund will go towards relieving hardship among students who may be experiencing chronic financial difficulties. This initiative is being funded primarily through contributions from staff through payroll deductions.

The Department reduced the costs facilitators to conduct psycho-educational workshops. Professionals and experts in various disciplines were recruited on a volunteer basis to supplement the efforts of existing staff.

The Department made effort to secure funding for the replacement of the vehicle which transports students with disabilities. The Sandy Lane Trust, Sandals Foundation and The Maria Holder Memorial Trust were approached for funding. Both Sandy Lane and Sandals

denied our request. The Maria Holder Memorial Trust has requested that we submit a proposal. This initiative is ongoing. The cost of the replacement vehicle is in excess of \$100,000.

Employee Engagement and Development

Job Security

Our aim is to improve working conditions of all staff. Many staff, particularly ATS staff still are employed on a temporary contractual basis. Despite this, we were able to have the positions of the Career Counsellor and the Students Services Manager regularised. All other posts remain un-established or unfilled.

Professional Development

All staff remain very committed to their development and participated in training that supported their areas of work and interest. As a result of this training, they were improvements in the orientation programme, career services, and services to persons with disabilities. The orientation programme, now includes an online component, a first year workbook and a career planning portfolio. These aspects focused on helping first year students intentionally navigate the first year of university and to engage in long term goal setting regarding their careers.

Internal Operational Processes

Online Information and Archival Management Systems

The Department acquired Titanium, an online information management system that will serve as a repository for student information, data and other pertinent information. This online system will serve as an information management system for several of the activities we undertake in areas of student wellness and development. The Department also sought to align its

services with those of the sister campuses. As such, SIGI, a career development tool was acquired. This allows students to engage in self-guided career exploration and development. It is hoped that this would extend the scope of career services and serve as an online repository for students to engage in career development particularly those who are unable to access this service during working hours.

Teaching Learning and Student Development

Strengthen Student Support and Engagement

- The Department believes that in the future, student employment should be organised as a financial aid solution that provides income for students experiencing economic hardship. The Department had proposed that employment be streamlined to facilitate the provision in the way proposed. This initiative was terminated, as the current administrative system of student employment was deemed most appropriate.
- The Faculty and Staff Sensitisation Programme serves the purpose of helping faculty and staff understand and respond to student needs. Workshops focused on helping faculty and staff to support students with disabilities. This included awareness and sensitivity training that focused on helping all Cave Hill stakeholders understand the policy framework for supporting students with disabilities. A second workshop was offered to help faculty and staff identify strategies that might support inclusivity including instructional methodologies as well as academic support resources and physical accommodations.
- In an effort to promote a more inclusive community, there has been dedicated effort to expand the chaplaincy service to include other denominations. We now have eight chaplains that represent the Seventh Day Adventist, Pentecostal, Catholic, Muslim, Moravian, Anglican, Methodist and the

Baha'i faith. The Commencement Service is a multi-faith service and all the chaplains perform a role in the delivery of the programme.

As we embark on the next strategic planning period our hope is to secure institutional support for private sector sponsorship to meet the needs of the increasing number of students with disabilities; in particular, learning disabilities, students with financial difficulties and student in need of academic support.

In an effort to promote student engagement, we will work to improve the administrative infrastructure that supports student activities. Attempts are being made to institutionalise co-curricular transcript so that students will have a record of the activities they engage in to support their development. A classification system has been developed and we are currently collaborating with student records to determine how Banner can accommodate the co-curricular transcript. In the next strategic planning period we hope to build the infrastructure to support the monitoring and verification of student involvement and the establishment of a co-curricular excellence award ceremony.

The Office of Student Services seeks to strengthen student representation and leadership and make training available to student leaders, training to ensure continuity and growth of the Guild of Students. Using the services of a student personnel intern, a three-day retreat workshop for student leaders was developed. This is to ensure that incoming elected Guild Councillors are prepared to undertake their roles. We believe that this workshop will give Guild Council members the foundational knowledge and equip them with the basic leadership skills to work harmoniously, practice collaborative decision making and prudent fiscal management. It is our hope that there will be transparency and accountability in identifying and meeting their declared objectives and that they are better prepared to undertake their advocacy roles.

The annual Career Fair has been by far our largest income earning initiative that has served to generate sponsorship of \$48,000. Although we saw remarkable participation by the student body, the feedback indicated that students would prefer to see the participation of a wider range of professional disciplines. In an effort to ensure all students are afforded the same level of access to career development and exploration opportunities a "What can I do with my major?" series would be offered in the coming academic year.

It is our hope that in the next strategic planning period, that institutionally we focus on organizing services that support student success in centres of learning so that they are easily identified and accessible to students. Currently, these services are located in several departments whose heads report to varying members of the Senior Administration. Given the scope of, and varying responsibilities of the campus personnel that offer support services to students it may be difficult in the short term to organize services as they are proposed. However, it would be easier to better understand the scope of what we offer as an institution if we put a reporting mechanism in place that would better track the range of support services offered across campus. The other two campuses have engaged in the alignment of their services and the current structure for delivery of these services could be observed. This would reduce the duplication of services and allow departments to work more collaboratively in designing programming to meet the needs of various student populations.

OVERVIEW OF THE OFFICE OF STUDENT SERVICES

The programmes, services and activities/initiatives offered by the Office of Student Services foster academic and professional success and enable students to develop life skills that they can apply to all aspects of their lives.

OSS Services

- Career Counselling
- Psychological Counselling
- Student Health Plan
- Financial Hardship
- Disabilities
- Chaplaincy
- Campus Shuttle

OSS Programmes

- New Student Orientation
- Internships
- Mentorship
- First Year Experience
- RAPS & PACE
- Vision & Fortitude
- Student Volunteerism
- Co-Curricular Courses
- Students Helping Students
- Resident Life

Student Activities/Initiatives

- Clubs, Societies & Associations
- Debating
- Career Fair
- Annual Student Award Ceremony

Capacity Building & Professional Development

- Faculty & Staff Sensitisation
- Staff Training

SERVICES: CAREER, PSYCHOLOGICAL, DISABILITIES AND TRANSPORTATION

Career Counselling Services

Two hundred and seventy-five (275) students: 144 females and 131 males received individual career counselling during the academic year. The vast majority of students requested assistance with resumé and cover letter preparation, portfolio development, interview skills, job search skills and turning a major into a career through assessing the need for major/course change. Some students also sought assistance on study skills, scholarship and other funding options and preparing for post graduate study. A handful of alumni sought assistance with job search and career planning.

Psychological Counselling Services

There was an increase in the number of students seeking personal counselling. A total of five hundred and twenty (520) scheduled appointments, including follow up sessions were made for new, and continuing, undergraduate and postgraduate students. Sixty-six percent of the students kept their appointments and of the 34% who did not cited forgetting the appointment, having work and other commitments, clashes with programme timetables or opting not to pursue personal counselling at that time, as the main reasons.

Students who presented for counselling often meet the criteria for classification under the Diagnostic and Statistical Manual of Mental Disorders, 5th Edition (DSM 5). They include the following: adjustment disorder, brief psychotic disorder, mood disorder (anxiety or depression or a combination), social anxiety disorder, personality disorder, and alcohol abuse.

In some cases underlying issues related to family and sexual abuse were often at the heart of their overt complaints, especially in the case of female clients. Many difficulties students experienced also emerge as they attempt to settle in and adjust to a fast paced academic environment which they sometimes viewed

as unsupportive. Along with this is many students' lack of readiness to cope with the demands of university life and poor life skills development. Students verbalise challenges related to achieving an effective balance among their academic obligations and activities of daily living including self-care and household chores. Compounding these issues is that posed by the demands of students' developmental challenges since many students are older adolescent and young adult e.g. identity crises, anxiety about the future and poor self-image.

Students with chronic mental health problems or newly diagnosed and potentially enduring psychiatric illnesses also presented for psychological intervention. A number of these cases seemed to have been precipitated by the stresses of their academic pursuits and other psychosocial factors. Of these, two students presented in crisis and were referred to or chose to seek assistance from external health facilities. One student who expressed thoughts about self-harm made the decision to go to the Queen Elizabeth Hospital. That student was seen and assessed by the Psychiatric Team at the QEH but was not admitted and on discharge continued to be closely monitored by the Counsellor until repatriation, without further incident.

The other student was referred to the Community Mental Health Officer and subsequently admitted to the Psychiatric Hospital. The student was given a Medical Leave of Absence and returned home for the period of the Leave of Absence. The student has since returned to Campus with the appropriate documentation and is being followed up by the Counsellor.

Faculty Support

Faculties continue to support students to achieve holistic student success. Students continue to be referred mainly from the Social Science, Science and Technology and Medical Sciences Faculties. As previously reported, most of these students are referred when they have reached crises i.e. have received an Required To Withdraw (RTW) and Academic Warning notices. It would be in the

best interest of students if an institutionalised system of academic advising be implemented so that students can be closely monitored and potential difficulties highlighted earlier rather than the current system where help is sought or suggested when the student faces withdrawal. This approach to academic advising would also help to support retention.

Titanium and SIGI software

In an effort to enhance and streamline counselling documentation, student referral and student support activities, the OSS implemented the Titanium and System of Integrated Guidance and Information (SIGI) software systems. It is expected that Titanium, an electronic medical records (EMR) system designed specifically for university and college counselling centres, will improve records management and retrieval in order to enhance efficiency within the personal and career counselling sections.

SIGI, an innovative program (currently utilized by the Mona and St. Augustine Career and Placement Centres) helps students and other job seekers create a career plan. To increase student awareness a workshop was held with first year students who responded positively to the information it provided on careers related to majors. Students also received information on emerging careers and green careers related to their majors or career interests.

Students' use of this program was limited by its availability in the IT labs only. A purchase agreement which allows access both on and off campus is being explored.

CariCARE Medical Assistance Plan

Three thousand six hundred and seventy-eight (3678) claims were submitted to Sagikor for the period August 2015 – July 2016, compared to 3624 claims for the period August 2014 – July 2015, a small increase by 54 claims (1%).

Outreach & Sensitization

Presentations of the Student Health Plan were made at the New Student Orientation Forums in August 2015. New exchange students registered for Semester II were oriented to the CariCARE Medical Assistance Plan in January 2016.

STUDENT FINANCIAL HARDSHIP

Students with Financial Difficulties

Students applied to the Student Hardship Fund and the UWI Seniors Group for assistance. Those whose financial needs could not be met through the Student Hardship Fund or UWI Seniors, were advised on how to seek additional resources.

In 2015/2016 thirty students applied for financial assistance, 25 of them received tangible assistance at a value of \$48,000. Five students received scholarships based on academic merit and financial need and this represented \$36,000 of the total amount. Seventeen students received \$8,500 from the Student Hardship Fund. Two students were the recipients of grants from the UWI Seniors, valued at \$2,800 and one student received a book grant of \$200 plus dollars.

The funds were distributed as follows:

- Seventeen students were given \$500, two of these students also received \$1,000 from the Jack Husbands Fund.
- Two students were the benefactors of \$10,000 each from the Ric Parhill Scholarship.
- Two students were awarded \$4,000 from the 1948 Society Scholarship (North American Group) UWI Alumni.
- One student received \$8,000 from CIBC First Caribbean Empowerment Scholarship.
- UWI seniors gave one student \$2,000 and another \$800.
- One student was the recipient of a \$210.05 book grant.

- Approximately, ten packages of food and toiletries were given to seven students some of whom received more than one package.

Recipients were from eight territories and from across all Faculties with the majority of applicants from the Faculty of Social Sciences. All these students faced disadvantageous challenges, which the assistance only marginally helped them to address. Some were without food, some were facing eviction, some could not pay their fees, and some were dependent on the seasonal income of their family members that were not forthcoming. Some ultimately faced withdrawal from school. These difficulties all had the potential to corrode the psychological health of students and threaten their path to success.

Adopt-A-Student Fund

The Department launched the Adopt-A-Student Fund in February 2016 which had a total of \$7,288 at June 29, 2016. One student has had access to the fund for a period of three months at a monthly allowance of two hundred dollars (\$200) during the reporting period.

SERVICES TO PERSONS WITH DISABILITIES

Staff Sensitization

A Staff Sensitization Workshop entitled *UWI Disability Policy: A Right or Privilege?* was conducted on October 23, 2015. Dr Matthew Saleh facilitated the workshop which was attended by approximately forty (40) persons from the Campus community and other institutions, representatives from the Ministry of Education and Barbados Council for the Disabled, including Senator Kerry-Ann Ifill.

International Day of Persons with Disabilities

The Office of Student Services hosted a public lecture on December 3, 2015 to mark *International Day of Persons with Disabilities*. Dr Matthew Saleh was the featured

speaker on the topic: *Disabilities in Higher Education: Towards a more inclusive community*. Ms Shari Innis-Grant, IGDS, facilitated a group exercise related to micro-aggression and disabilities.



Group exercise



Participants



Dr Matthew Saleh

Sponsorship for Wheelchair Accessible Van

The Office of Student Services approached three foundations: Sandals Foundation, The Sandy Lane Trust and The Maria Holder Memorial Trust to solicit a new wheelchair accessible van to transport disabled students to various locations on Campus. Both Sandals Foundation and The Sandy Lane Trust expressed regret regarding their inability to support our request. The Maria Holder Memorial Trust has requested that the OSS submit a formal application.

Support for Students with Disabilities

The Office of Student Services participated in various meetings to discuss services and support for students with disabilities. These included meetings with the Ministry of Education, Disability Advisory Committee, and Faculty of Social Sciences to review resources for students entering the UWI in August 2016. With the establishment of the UWI Cave Hill Association of Persons with Disabilities (UWICAPD), the newest student association, the demand for accommodations for students with disabilities is likely to increase.

The department advocated for the paving of the walkway between the Leslie Robinson Building and RMTC and adequate parking for wheelchair users. Both requests were facilitated by Planning and Campus Security respectively.

Month of the Disabled

During the month of March (National Disabilities month) students were exposed to mobility training at the Barbados Council for the Disabled and signed a petition that calls on the Government of Barbados to lay before Parliament the Amendments to Road Traffic Act, Cap 295 to provide:

- a) “Disabled Parking” spaces with access aisles with the International standards that will only allow persons with the appropriate valid Disability Parking Identification to park in these spaces.

- b) Provide ‘cut curbs’ according to international standards where pavements are provided and level entrances to buildings and facilities.
- c) Any person who violates the amendments to the act will be liable to a fine.

Students also attended a session entitled: *Disabilities Does Not Discriminate*. During the session, students with disabilities shared about the challenges they experience as a person with a disability. In addition to this, students were provided information on different types of disabilities.

Drug Awareness

To mark Drug Awareness Month, in January 2016, the OSS spearheaded the drug awareness programme aimed at reducing or eliminating the use and abuse of alcohol and illegal drugs.

Programme Officers from the National Council on Substance Abuse (NCSA) disseminated information about drug and alcohol abuse prevention at a Faculty of Medical Sciences Fair on January 19, 2016. Students also got a first-hand taste of alcohol intoxication through the use of Fatal Vision Goggles. These goggles are specially designed to simulate the physical functions that are lost when impaired. Many students were surprised at the level of perceptual distortion they experienced based on a small blood alcohol concentration (BAC) level simulated through the goggles. Psychiatric nurses from the Psychiatric Hospital fulfilled a similar role as NCSA at the CARICOM Integration Fair on January 26, 2016.

A wrecked car, on loan from an insurance company, provided vivid evidence of the possible dangers of drunk driving. A drug awareness human ribbon at the 3Ws Oval and chalk images in the parking lot of Frank Worrell Hall, posted to social media, helped to highlight students’ knowledge, attitudes and perceptions surrounding drug and alcohol abuse and possible avenues for intervention.

In addition, a drug awareness poster competition produced several compelling interpretations by students of the dangers of drugs. Ron Williams, Faculty of Science and Technology, captured the first prize of \$350 with his depiction entitled *Prisoner of Drugs*. Professor Clive Landis, Deputy Principal, presented the prizes and Certificates of Participation.

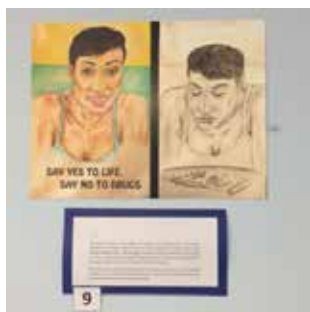
The poster competition was part of a wider initiative aimed at examining and influencing drug infusion content in the student learning experience. Funding for the competition was made possible through the Inter-American Drug Abuse Control Commission (CICAD)/UWI Cave Hill Interdisciplinary Drug Demand Reduction Project.



First Place



Second Place



Third Place

Winning posters from the Drug Awareness Poster Competition

Chaplaincy

The chaplains have made efforts to increase their visibility among the students by conducting campus walkabouts and participating in New Student Orientation.

Apostle Elector Pearson of Hope Church, the newest chaplain, was approved by the Campus Registrar to serve as Chaplain to non-denominational students. There are currently eight chaplains/representatives of the Christian, Baha'i and Islamic faiths. Mnsgr. Vincent Blackett, Fr. Jerome Small and Rev. Deborah Spooner succeeded their Catholic, Anglican and Seventh Day Adventist predecessors respectively. Rev. Tanya Conliffe, Methodist Chaplain, now serves as the Chaplain Coordinator.

SHUTTLE SERVICE

The Shuttle Service database continues to be in disrepair as Campus IT Services seeks to alleviate the issue of the over-capacity database.

The frequent breakdowns of the aged fleet continuously challenged the efficiency of the service and capacity to meet the student demand. Through continuous collaborations with the Campus Bursary, the Office of Student Services ordered a new shuttle. The use of this vehicle is delayed as we await a tour bus permit.

The service continues to generate income by providing fee for service transportation for internal and external stakeholders.

Consideration is being given to phasing out this aged bus fleet.

OFFICE OF STUDENT SERVICES PROGRAMMES

New Student Orientation Forums 2015

This year the Orientation Committee changed the format of the Orientation Forums. Forums were divided into five topics: UWI Pride, Personal and Professional Development, Academic Success, Health, Wellness & Safety and Student Support Services. Approximately 200 students attended each session.

Orientation Fair & ICC Expo

The Orientation Fair & ICC Expo for new students took place on September 1, 2015. There was a marked increase in participation by students and vendors, compared to last year. The Hall Chairs from Frank Worrell and Philip Sherlock Halls did an excellent job maintaining a lively and engaging setting throughout their emceeing of the event. The Fair raised \$15,400.

Internship and Employment Opportunities

Internships for undergraduates were primarily in the areas of Accounting, Human Resources and Chemistry. Most organisations providing internships or employment participated in the on-campus Career Fair in March 2016. Forty (40) students obtained internships through the OSS Summer Internship Programme.

Company	Internships	Jobs
The Ansa McAl Group	18	3
Deloitte	4	3
Ernst & Young	5	6
Grantley Adams Intl Airport (GAIA)	2	-
Harris Paints	2	-
Job Seekers International	7	-
Purity Bakeries	1	-

Caribbean Internship Project

The Caribbean Internship Project is a jointly funded initiative between the St Augustine, Mona and Cave Hill campuses. The CIP serves a critical workplace preparation role that is regional in nature and serves as a culturally relevant learning opportunity for graduate students. The internships foster the development of specific disciplinary skills to deliver effective programming to parents and children in communities where these services are limited or unavailable and therefore strengthens regional social agencies.

This year, two Cave Hill students participated in the CIP program between June and August 2016. One interned with the Roving Care Givers Programme in Dominica and the other with the Roving Care Givers Programme in Grenada.

For the first time, the Career Counsellor, who also serves at the CIP Liaison-Cave Hill Campus, participated in the on-site monitoring visits of both interns July 7-12, 2016. This resulted in meetings with Permanent Secretaries, supervisors and in-country hosts regarding the performance of interns, the CIP project and other logistics. Agencies visited were: Child Fund Caribbean – Roving Caregivers Programme and Ministry of Social Services, Family and Gender Affairs – Welfare Division in Dominica and Ministry of Social Development and Roving Caregivers Programme in Grenada. Agencies provided

positive reports on the benefits of the CIP and the performance of students. Two notable outcomes from these visits were a) the creation of a timeline for the submission of CIP proposals to assist one participating government agency to explore opportunities for inclusion of CIP in their budgets and cost-sharing to host a CIP intern and b) identifying a method to fast track interns' receipt of country-specific financial contribution once cost-sharing arrangements are confirmed.

In an effort to increase the Campus Community's awareness of the achievements of the CIP, Mrs Aldene Shillingford, CIP Coordinator, UWI Mona, recommended that interns participate in the annual Research Day initiative held on their respective campuses. This initiative already takes place at the Mona Campus.

On Campus Career Fair

Thirty-six (36) companies participated in the Job Fair on March 3, 2016 where they provided over one thousand (1,000) students with information on employment and internship offerings. For the second year, The Job Fair was self-funded thanks to the \$48,000 received in sponsorship. This year's platinum sponsors were ACCA, CPA and the Sun Group. Other sponsors were Ansa McAl (Barbados) Ltd, Deloitte; Gildan, Duty Free Caribbean, Ernst & Young, KPMG, Price Water House Coopers, Simpson Motors, Republic Bank, Barbados Public Workers Cooperative Credit Union, Rubis, Profiles Caribbean, Fujitsu and UWI Sport Program.

The Office of Student Services volunteers, Peer Helpers and students of The Accounting Students Association assisted in the execution of the day's events.

The Quality Assurance Office assisted with the design of both a paper-based and online evaluation form for students and participating companies. Generally, student feedback was positive. However, students pursuing studies in science, humanities, social services and law felt that their disciplines were under represented. Hiring

cycles and experiential opportunities for these areas vary and in some cases are less readily available within the region. In an effort to increase students' knowledge and acquisition of job search skills and career awareness a *What Can I Do with my major* series is proposed for next academic year. For example: *What can I do with my major? Careers in Ecology, Chemistry and Biology*. Students majoring in science (chemistry, biology, ecology etc.) are invited to chat with science practitioners to learn about careers and possible routes to working in science.

Targeted outreach to local and regional organisations in the area of science and technology in the first instance, followed by Humanities, Education, Social Sciences and Law in subsequent semesters is proposed to address concerns highlighted by students.

Career Development Workshops

Members of the Human Resource Management Association of Barbados (HRMAB) as well as experts in Organisational Performance Development and Employment Relations volunteered their time to offer interactive career developmental workshops on writing resumes, interview techniques, negotiating contracts, and the Employment Rights Act. The Career Counsellor facilitated workshops on *The Elevator Pitch, Time Management and Career Planning*. Two hundred and forty-seven (247) students participated in these workshops.

Inter-Agency Outreach and On-Campus Career Development Activities

On-Campus Post Graduate Scholarship Information Session
On October 6, 2015 a representative from the British High Commission presented a Chevening Graduate Scholarship Information Session for 26 students.

On-Campus Career Showcase

On October 7, 2015 approximately 100 students benefited from a career showcase and mentorship from local professionals working in the international business sector during Barbados International Business

Association's Annual On-campus Career Showcase. Students also participated in career development workshops on *Interview Techniques, Dressing for Success* and *Resume Writing* on this day.

FIRST YEAR EXPERIENCE (FYE) PROGRAMME

The FYE programme helps new students to assimilate into the university environment through an integration of theoretical and practical components. This academic year the FYE programme incorporated two student development initiatives, namely the Resident Assistants (RA's) and the Student Helping Students (SHS) programme. It afforded peer facilitators with an opportunity to become more involved in campus life, develop leadership and critical thinking skills while sharing and supporting the development of the first year students under the guidance of dedicated OSS staff.





The workshops and activities held during the academic year covered a variety of topics to support students' personal, academic, and career development. Some topics included:

- Understanding How You Learn.
- Working in Groups.
- Academic Integrity.
- Critical Thinking.
- Professional & Social Etiquette.
- Leadership with Service & Volunteerism.
- Cultural Heritage Bridgetown Tour.
- Stress Management: The Basics.
- Career Exploration & Decision Making.
- Exam Preparation & Wellness.

FYE Cultural Heritage Tour

The programme culminated with the annual FYE Tour to the Mona Campus May 16-22, 2016, where eleven (11) students chaperoned by two staff members, got the opportunity to participate in various educational and cultural activities, exposing them to the richness of UWI Mona and Jamaica. They engaged in discussions, which highlighted the many differences in culture such as food, interpretation of language, music and the arts, but unified in their thoughts and goals and respect for regional integration. These experiences further reinforced their understanding and appreciation for regional diversity and inclusion.

Overall, students expressed their gratitude for the FYE Programme with some recounting the benefits as 'increased self-awareness', 'forming new friendships', 'exposure to campus resources and protocols', and 'skills to adapt to university life'.

VISION AND FORTITUDE PROGRAMME

Vision & Fortitude continued to fulfill its mandate to assist in the holistic development of students at the Cave Hill Campus. As a result, the following activities and sessions were held.

Conscious Vibrations

These fortnightly workshops were held on Thursdays, 12-2 p.m. These sessions included thought-provoking discussions, video-clips and brain-teasing quizzes. These sessions are designed to empower students to overcome every day challenges in academic or personal life, to express their creativity, to highlight the needs and challenges of differently able persons and to inspire positive change in their communities.

Ninety-one students participated in these sessions: 41 in Semester I and 50 in Semester II, with an average of ten students at each session.

Some of the topics explored through discussion and creative expressions were:

- Unlocking Your Personal Legacy.
- Don't Quit Facing and Overcoming Obstacles.
- Transforming Fear Into Success.
- The Power of Service.
- Our Reputation, Our Character.

In celebration of World Sight Day on October 8, 2015 students attended the session entitled: *Don't Take Your Sight for Granted: A Journey with the Blind and Visually Impaired* and toured the Kerry-Ann Ifill Unit of the Sidney Martin Library. During the tour students were able to

view the various assistive devices available to the blind and visually impaired (JAWS system, magnifiers etc.).

Community Outreach

General Outreach Activities

The activities aimed to cultivate a sense of civic responsibility and to expose students to work of service organizations.

This academic year students demonstrated a keen interest expressing their civic responsibility. One hundred and twenty-nine (129) students took part in the outreaches activities: 57 in Semester I and 72 in Semester II with the average of 12 students per agency visit. Students learned about the history and operations of the institutions. They helped to serve food to the needy; were exposed to emergency procedures; interacted with residents/patients and entertained them through the creative arts (poetry, singing and story-telling). The students also made a donation of washcloths to the patients at the Geriatric Hospital. Other agencies visited included:

- The Barbados Red Cross Society.
- The Salvation Army.
- The Barbados Council for the Disabled.
- The Violet Gitten's Centre (Special needs children).
- The Barbados Association for the Blind & Deaf Association.
- St. John's Ambulance Brigade.
- The Queen Elizabeth Hospital.

Braille

In an effort to equip students with the tools to improve their interaction with the blind and visually impaired, Braille classes were conducted two days a week, 9 a.m.-4 p.m.

Fifty-three (53) students completed Braille: 23 in Semester I, and 30 in Semester II. An average of three

students attended class for one hour, one day a week. Braille graduations were held November 20, 2015 and April 25, 2016 in the OSS Conference Room.

Mrs Franz Harewood-Hamblin, Programme Assistant taught the Braille course, assisted by Reverend Tanya Conlife, Methodist Chaplain, a former Braille student. Over the years, the majority of students have expressed an interest in taking more advance courses in Braille. To fulfil this request, would necessitate hiring a Braille 2 teacher.

Some comments made by Braille students on completing the course were:

- “I love the information we learned about the blind population; the informative sessions (theory) before practice was enjoyable. Additionally I loved the fact that it was one-on-one, intimate sessions.”
- “Sign language would be a great addition to Braille.”
- “I am a teacher and sometimes encounter disabled children; I believe it has improved my understanding of their situation.”
- “This has been a very interesting and informative class and I liked the intensive weekly activities. I now feel competent to interact successfully with the visually impaired.”

Creative Minds School Outreach Project

Creative Minds continued at the St. Mary's Primary School. The aim of the outreach to this school is to cultivate civic responsibility among Cave Hill students by having university students serve as mentors to their younger counterparts. Through this experience, UWI students were able to enhance their skills in public speaking, teaching and creative arts expression as they instructed over 100 children on issues relating to Black History and disabilities.

Sixty-one students were involved in this programme: 31 in Semester I and 30 in Semester II. Efforts to procure a consistent musician to help provide musical support were partially successful. The program needs a dedicated musician to maximize its offerings. A stipend would provide a reasonable incentive in securing consistency.

CO-CURRICULAR CREDIT PROGRAMME

Registration

One hundred and eleven (111) and eighty-two (82) students registered for co-curricular courses for Semester 1 and Semester 2 respectively.

Table Showing Registration for Co-Curricular Courses 2015-2016

COURSE TITLE	SEMESTER 1	SEMESTER 2
Alcohol and other drugs	17	19
Basic Peer Helping	20	24
Leadership Service	Cancelled	15
Photography	12	11
Sports	30	13
Debating	Cancelled	Cancelled
Peer Education in Response to HIV	16	Semester I only
SEED	16	Semester I only

Debating and Leadership Service were cancelled due to low registration.

A new co-curricular course COCR 2100 Sea Turtle Project was introduced in May 2016. Students are required to complete field work during the summer (June 1- August 31) in order to register for the course in Semester I.

The Senior Programme Officer, Office of the Board for Undergraduate Studies Mona Campus requested data on the co-curricular courses offered at Cave Hill Campus. The purpose was to ascertain whether or not the co-curricular courses contributed to development of the key attributes of the distinctive UWI Graduate. In addition OSS was asked to arrange a focus group to assist in the gathering of data.

Course Evaluation Semester 2 Academic Year 2015/2016

Students were surveyed in an effort to assess the benefit(s) they derived from co-curricular courses. Of the 89 students registered, 33 students (37%) provided feedback.

STUDENT VOLUNTEER PROGRAMME

The Student Volunteer Programme has been expanded to include students who qualified for the Financial Scholarship and Grant Programme. All recipients are required to provide 20 hours of volunteer service in the academic year. Forty-six (46) students were placed in various Faculties and departments on Campus while 50 were assigned to external agencies. Some of the Faculties, departments and agencies included:

- Office of Student Services.
- Sidney Martin Library.
- Management Studies.
- Institute for Gender and Development Studies.
- YMCA.
- Barbados Diabetes Association.
- Drug Education and Counselling Services
- Royal Society Against Animal Cruelty.

Seventeen (17) students did not complete their volunteer service citing academic work load, financial difficulties or trouble with time scheduling with supervisors.

Overall a number of students cited that they had a rewarding experience. A number of supervisors spoke highly of their volunteers. Some comments included: *“Student performed extremely well at her assigned duties. She was a pleasure having as a volunteer.”*

“Student was proactive in relation to her duties and willing to be flexible in relation to assignments.”

“Student performed his task very effectively and professionally. He was very cooperative, helpful and participated in group sessions.”

“Student demonstrated a high level of professionalism during her stint. Punctuality, positive attitude and attention to detail were some of the valuable skills that she displayed.”

RESIDENT ASSISTANTS

The Resident Assistants attended the FYE Launch on September 4, 2015. They completed the Leadership training sessions: *Understanding Leadership* and *Assessing your leadership style*, facilitated by Ms Lorna Barrow.

RA interviews were conducted in March, 2016. Five applicants were shortlisted and three were selected as two of the previous RA's were retained. The following students were selected to serve for the 2016/2017 academic year.

Resident Assistant	Year/ Faculty	Hall Assignment
Eddyka Dean	2nd Year Med. Sci.	Frank Worrell
Dalano DaSouza	Post Grad Soc. Sci.	Frank Worrell
Leah Heath	3rd Year Law	Phillip Sherlock
Maurissa Horne	3rd Year Soc. Sci.	Phillip Sherlock
Renee Thompson	2nd Year Law	Keith Hunte

In May a farewell luncheon was held in appreciation of the work done by the 2015/2016 Resident Assistants.

STUDENT ACTIVITIES/INITIATIVES

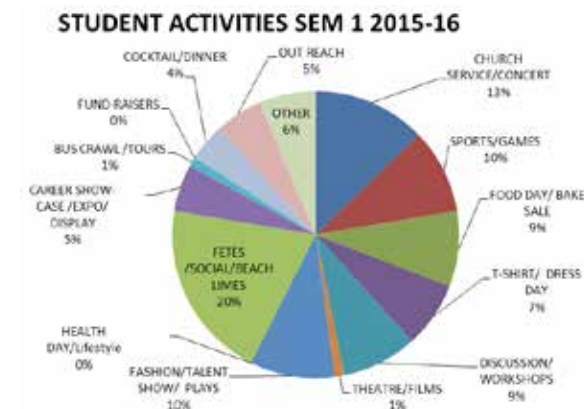
Clubs, Societies and Associations

Various island associations, academic and social clubs and societies hosted 213 activities catering to the educational, cultural and social appetite of the Campus community. Semester I recorded 17 clubs/societies hosting 94 events, with Semester II recording 26 clubs/societies hosting 109 student events. UWI Carnival, though anticipated as a popular event, reflected smaller numbers than previous years.

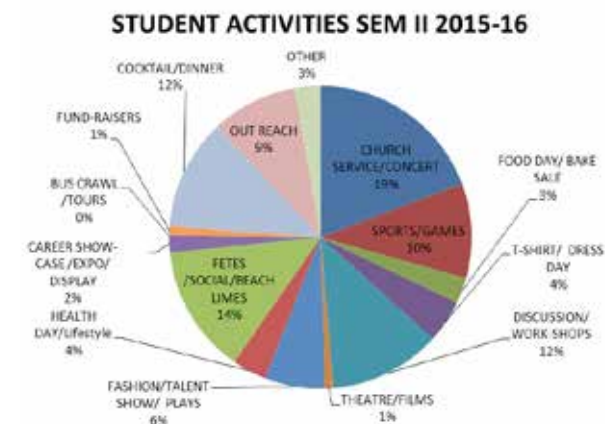
The Director, Manager and Guild Vice President met with three representatives from the Optimist Club to discuss the feasibility of starting an Optimist Club on campus.

Student leaders participated in two training sessions: *Understanding Leadership* and *Assessing your Leadership Style* on October 2 & 9, 2016 respectively, with Ms Lorna Barrow, leadership consultant.

**Pie Chart Showing Semester I
2015-2016 Student Activities**



**Pie Chart Showing Semester II
2015-2016 Student Activities**



PAN-AMERICAN WORLD UNIVERSITY DEBATING CHAMPIONSHIP

Six (6) members of UWI Cave Hill Debating Society represented the Campus at the 3rd Pan American World University Debating Championship in Montego Bay, Jamaica March 25-27, 2016. The Championship featured one hundred and sixty (160) English debaters from thirty-five (35) universities. While the team did not perform as well as last year, students got the opportunity to hone their debating skills and network by debating with a large cross-section of international students from the Americas. The Director of Student Services and Student Services Manager accompanied the students and also served as adjudicators at the Championship.

ANNUAL STUDENT AWARDS CEREMONY

The 13th Annual Student Awards Ceremony was held on April 5, 2016 under the theme *Celebrating Excellence: Promoting Pride and Industry*. Students who received scholarships, bursaries and prizes were honoured at this ceremony. These invaluable donations represent an investment in the personal and academic growth and development of our students.

CIBC First Caribbean International Bank Ltd. remains one of the Cave Hill Campus' most faithful and generous donors. This bank made a substantial contribution of fifteen (15) undergraduate scholarships valued at BDS\$5,000 each. Scotia Bank Barbados Ltd, offered one (1) undergraduate scholarship valued at BDS\$7,000 and four (4) additional scholarships valued at BDS\$3,000 each. Scotia Bank Grenada also awarded scholarships totaling BDS \$11,152 RBC Royal Bank also contributed significantly, offering four (4) academic bursaries worth BDS\$3,000 each.

The Barbados Public Workers' Co-operative Credit Union Ltd. offered two (2) Ralph Boyce Scholarships worth BDS\$7,500 each.

Four (4) new undergraduate awards for this year's ceremony were announced. These were:

1. The Cave Hill Campus IT Services (CITS) Award valued at BDS\$3,000.
2. The Enterprise Growth Fund Limited Scholarship valued at BDS\$3,000.
3. The Barbados Association of Bermuda Scholarship valued at BDS\$6,000.
4. The Ermine Holmes Memorial Scholarship – two scholarships, each valued at BDS\$1,500.

At the postgraduate level, The University of the West Indies remained the single largest donor of scholarships, providing 11 scholarships with a total value of approximately BDS\$400,000. The Barbados Association of Retired Persons (BARP) awarded one postgraduate scholarship valued at BDS\$5,000.

Mr Alex McDonald, Chairman of the Barbados Private Sector, was the Guest Speaker for the event.

Students provided the entertainment, served as citations readers and master of ceremony for the evening. They performed exceptionally well.

CAPACITY BUILDING, PROFESSIONAL DEVELOPMENT AND OUTREACH

Library Tour

Dr Grete Pasche invited the OSS staff to view the new student study room of the Sidney Martin Library and the relocated KerryAnn Ifill Unit. Staff members were able to re-familiarize themselves with the resources within the Kerry-Ann Ifill Unit to expedite referrals for students who may need them.

Security and Mental Health

During the months of September 2015 and April 2016 a series of workshops were conducted for Campus Security Officers. These workshops: Responding to Students in Distress were facilitated by the Psychological Counsellor and Director OSS. This training focused on equipping Security Officers with the knowledge and skills to effectively assist students who may be in distress or experiencing some mental health crisis or emergency. Thus far 46 Security Officers have participated in the training. It is expected that as a result of this training these officers will have a better understanding of how mental health challenges may affect students, what their roles is in crisis circumstances and be better prepared to respond to students experiencing such difficulties.

Individual Staff Training & Development

Robena Nicholls, Katanya Toppin

Minute Writing Workshop, June 29-30, 2016.

Franz Harewood-Hamblin, Katanya Toppin

Caribbean Tertiary Level Personnel Association Annual Conference, June 15-18, 2016.

Director of Student Services Professional Development

- *National Association of Student Personnel Administrators (NASPA) Conference*, Indianapolis, March 12-16, 2016.
- *Foundations in Action Learning* April 25 & 26, 2016.
- *Caribbean Tertiary Level Personnel Association Annual Conference*, Montego Bay, June 15-18, 2016.

Student Services Manager Training

- *National Association of Student Personnel Administrators (NASPA) Conference* Indianapolis, March 12-16, 2016.
- *Foundations in Action Learning* April 25 & 26, 2016.
- *Course Design for Co-Curricular Courses*.
- *Disability Forum hosted by Barbados Council for the Disabled* UN House, Sep 30, 2015.

Psychological Counsellor Training

- *National Association of Student Personnel Administrators (NASPA) Conference* Indianapolis, March 12-16, 2016.
- *Caribbean Tertiary Level Personnel Association Annual Conference*, Montego Bay, June 15-18, 2016.
- *Seminar/Workshop hosted by the Mental Health Commission of Barbados*, June 28, 2016.

Career Counsellor Training

- *Managing for Success workshop hosted by the Barbados Employers' Confederation*, September 28 – October 3, 2015.
- *Bench Marking Career Centers*, Irvine Valley College and California Southern University-Fullerton, Irvine, California, June 1-3, 2016
- *Certification in the Strong Interest Inventory*, GS Consultants, California, June 6-9, 2016.
- *Project Management Seminar*, Office of Planning, October 7, 2015.
- *The Health, Safety, Security and Environment Conference hosted by Pinnacle Safety Solutions*, January 27, 2016.
- *STEM and Entrepreneurship Workshop*, Ministry of Labour, February 2-3, 2016.

- *Workshop: Update of the Barbados Job Classification System*, Ministry of Labour, June 17, 2016.
- *National Career Development Association (NCDA) Conference*, Chicago, Illinois, June 29-July 2, 2016.

CHILL Magazine Contributions

In an effort to showcase the work of the Department the staff made several contributions to the CHILL Magazine.

In September 2015, the Director of student services made a contribution to Issue 17 detailing the growth and development of support services under the tenure and leadership of the now Vice Chancellor, Sir Hilary Beckles.

The Student Services Manager contributed articles to Issues 17, 18 and 19. The articles focused on Pan American World University Debating Championship and Drug Awareness. The article in Issue 19 was jointly penned by the Student Services Manager and the Director of Student Services on First Year Experience.

The Psychological Counsellor also produced an article for Issue 18 which drew attention to the issue of disability, what the Cave Hill Campus through the Office of Student Services is doing to address students with disabilities, in particular, the ways the Campus community can support such students.

The Career Counsellor contributed to Issue 18 focusing on the job experience and internships and to Issue 19 highlighting the very successful Job Fair of March 2016.

OSS Student Internships

The Office of Student Services provided an unpaid internship. Ms Tomika Smith a graduate student from University of Louisville, Louisville, Kentucky was jointly supervised by the Director and Student Services Manager during her six week internship. Her internship focused on enhancing programme documentation for Clubs and

Societies, New Student Orientation, and the Student Leadership Programme. The Department now has a Leadership training manual that focuses on preparing nominated Guild Councillors for leadership positions to strengthen the capacity of elected leaders to function effectively in their service to the student body.

MISSION STATEMENT

The mission of UWI HARP is 'to build and harness capacity within the University in order to contribute maximally to the national, regional and international effort to control the HIV/AIDS epidemic and to mitigate the impact of the epidemic on the University itself and on the wider society.'

STAFF

Chair

Dr Michael Campbell, BA (New College of Florida), MS (Florida State University), PhD (University of Florida), AFBPsS (UK), CP (UK).

Project Officer

Ms Monique Springer, BSc. (The University of the West Indies), MSc. (London School of Economics), MSc. (The University of the West Indies), Diploma in Reproductive Health (Liverpool School of Tropical Medicine), PhD Candidate (The University of the West Indies).

Research/Teaching Assistant

Ms Kileha Anderson, BSc. (The University of the West Indies).

At the Cave Hill Campus, UWIHARP reports to a Campus Steering Committee, a sub-committee of the campus committees of Academic Board and Finance and General Purposes. UWIHARP maintains a close working relationship with The Office of Student Services, The Student Health Services, the Guild of Students, the Institute for Gender and Development Studies: Nita Barrow Unit and the faculties at the Cave Hill Campus.

WORK OF UWIHARP

The UWIHARP programme is primarily student-centered and also has some outreach strategies delivered among the academic and non-academic staff members. UWIHARP takes a multi-sectoral approach that encompasses research, education, training, sensitization, outreach, and advocacy. While there is a concentration on HIV and AIDS, the focus also broadens to include other sexually transmitted infections (STIs), and sexual and reproductive health related matters. Additionally, gender and human rights frameworks are mainstreamed throughout the programme.

OUTREACH ACTIVITIES

Sexually Transmitted Infections Testing at Cave Hill Campus

UWIHARP coordinates and supports The Ministry of Health and Student Health Services in conducting tests for a range of sexually transmitted infections among students, notably: HIV, syphilis, chlamydia and gonorrhoea. UWIHARP vigorously promotes the service through the peer educator programme, the wide range of social media networks, and the University's Office of Public Information. The HIV counsellors affiliated with the Ministry delivered the testing services in the student clinic under the efficiently managed clinical staff members. During Semester I of the 2015-2016 academic year, 495 tests were completed, and comprised of 382 females and 113 males. In the following semester there was a 66% increase in the number of tests to 821 (589 females and 232 males). This trend mirrors that of the 2014-2015 academic year and further investigation and analysis is required to ascertain the cause of the observable surge in tests conducted in the two second semesters.

UWI Staff Health Day

The Human Resources Section of The UWI coordinates and implements the annual staff health week of activities held from June 06-10, 2016, under the theme, "Fit and Fab@50 II" in recognition of the national golden jubilee celebrations of political independence. UWIHARP is a member of the planning committee, and provides technical input, in addition to designing and implementing sexual health related educational activities and services to staff members. UWIHARP incorporated this theme in the outreach strategy by encompassing a historical symbol of traditional Barbadian culture entitled, **The UWIHARP Sexual Health Standpipe**. It was conducted on June 10, 2016 at the Fantastic Friday health fair.

The "standard pipe" (the 'stand pipe' in the Barbadian vernacular) was used in many villages prior to running water being installed into individual households. Very often it was the sole community water source, and was centralized for easy access, along with being free of cost for the residents. The stand pipe was also a meeting place for villagers to gather and socialize. Based on this concept, UWIHARP, working in concert with nine peer educators, engaged with the cultural significance of the stand pipe as a networking zone and used the concept as an avenue to conduct sexual health outreach among staff members. **The UWIHARP Sexual Health Standpipe** utilized the following strategies:

- I. The UWIHARP Sexual Health Information Zone (SHAZ!)
 - a. *Information Booth* – provided educational and prevention materials on HIV and other sexually transmitted infections, in addition to stigma and discrimination of HIV and AIDS in the workplace and related policies furnished by the Ministry of Labour and the Barbados Employers Confederation.
 - b. *Condom Expo* – Bryden Stokes Distributors promoted the range of Durex condoms and personal lubricants. Ev-O!-lution provided samples of off-market brands of condoms and educated staff

- members through sexual health knowledge games.
- c. *Sexual Health Footpath at 50 Years Poster Campaign* – The poster sought to illustrate the progress and gains in sexual and reproductive health (SRH) and rights in Barbados. The messages were centered on human rights, Sustainable Development Goal 3, personal experiences with SRH services and amendments to laws and legal frameworks.
 2. **HIV testing**
UWIHARP collaborated with the Ministry of Health and the Caribbean Broadcast Media Partnership on HIV/AIDS (CBMP) for Regional Testing Month which is a national and regional strategy that promotes HIV testing. The Cave Hill Campus was considered a site for the national initiative and three HIV counsellors with the Ministry, in addition to an alumni member of the peer educator programme conducted the voluntary HIV rapid tests. Twenty-six persons (20 females and six males) were tested.

World AIDS Day

World AIDS Day is internationally commemorated on 01 December to support individuals infected or affected with HIV or AIDS, and to individuals who have died as a result of AIDS related illnesses. UWIHARP partnered with its peer educators in the student association, UWIHARP CHAPTER, to implement the annual outreach event at the Cave Hill Campus on Wednesday November 18, 2015 in the Students' Union. The event continues to recognize and support UNAIDS global theme of *Zero New Infections, Zero Tolerance for Gender Based Violence and Zero Discrimination for PLHIV and among the LGBT*. The theme for 2015 was **Zero Street at the Cave Hill Campus**. The event took place during the week of activities hosted by The Barbados Students' Association, and they readily granted UWIHARP permission to use the Students' Union to conduct the WAD activities. The activities used entertaining, innovative, informal and engaging concepts from the children's television programme, Sesame Street to meet the project

objectives, and consisted of 6 stations:

1. *Condom Corner* – Bryden Stokes promoted their Durex brand of condoms and peer educators conducted condom demonstrations.
2. *Games Gap* – games were used as an informal way of educating about sexual and reproductive health.
3. *Information Avenue* – information booth provided literature on a wide range of sexual and reproductive health and rights.
4. *Poster Painting Pathway* – a community mural painting project entitled, The Road to Zero Discrimination @ CHILL which promoted anti-stigma and discrimination against the lesbian, gay, bi-sexual and transgendered community (inter alia) and persons living with HIV.
5. *Advocacy Alley* – Photo Campaign promoted the theme of the event to participants.
6. *Treats Track* – the student association sold confectionaries as a fun raising event.

UWIHARP also led the Campus based Care Drive during the period November 16 – December 14, 2015 and received donations from 15 staff members and departments of food items, personal care products and toys. The contributions were given to the clients of the National HIV/AIDS Food Bank & Personal Development Centre

Technical Cooperation

UWIHARP provided sexual health information and commodities to a number of student clubs and associations and individuals, who made formal requests for input and contribution to sexual health outreach events, research or assignments. The former generally consists of distributing sexual health commodities (condoms), information and educational materials and/or both, presentations on safer sexual practices and the basic information on the transmission of HIV and sexually transmitted infections. This support included:

Semester I (2015)

1. *August:*
 - a. Providing the Sherlock Halls of Residence with fifty boxes of condoms for their orientation programme for new students;
2. *November:* Contributing a gross of condoms to UWISTAT student association for their HIV & AIDS outreach event.

Semester II (2016)

1. *April:*
 - a. Donating 400 condoms to the Guild of Students' carnival band which were intended for their masqueraders.
 - b. Contributing 25 boxes of condoms to Intrigue Entertainment for members of their carnival band
 - c. Providing educational materials on sexual health information for young males to the St. Stephen's Boy Scouts' Association for their activity badge on HIV awareness.
1. *May:* Supplying a student with a gross of condoms for a student fund raising cruise

TEACHING AND STUDENTS

COCR 2030: Peer Education in Response to HIV and AIDS

The course is offered in Semester I of the academic year, and during the reporting period (16) students registered for, comprising of fifteen (15) females and one (1) male. The curriculum of the course covers six (6) modules, designed to introduce sexual and reproductive health topics including the basic facts of HIV&AIDS; gender, sexuality and HIV; substance use and risky sexual behaviours; peer education skills; communication skills and common sexually transmitted infections; as well as 20 hours of internship. The internship organisations for the year included:

- i. The Barbados Defense Force in the Prime Minister's Office;
- ii. Her Majesty's Prison in the Ministry of Home Affairs;
- iii. The National HIV/AIDS Food Bank and Personal Development Centre, and the Domiciliary Care Unit located within the national HIV and AIDS programme of the Ministry of Health; and
- iv. Lester Vaughn Secondary School with The Ministry of Education.

Peer Education Programme – Training and Activities

During 2015-2016 academic year. UWIHARP rebranded the peer education outreach strategies to *The UWIHARP Sexual Health Information, Networks and Education Project- The SHINE! Project*. In Semester I of the reporting period, under the new brand, UWIHARP conducted a three week recruitment drive and successfully enrolled sixteen (one male) new peer educators into the student association UWIHARP CHAPTER. They joined the seven senior peer educators (females), bringing the total to twenty-three.

Peer Educator Training

In Semester I, UWIHARP completed the remaining nine modules of the comprehensive sexual education pilot training. The CSE training programme is twice as long as the standard peer educator training and spans over two semesters. The pilot training started in Semester II of the 2014-2015 academic year. The content of the training ranges widely from sexual and reproductive topics to professional skills building competences.

Peer Education Activities

UWIHARP mobilised resources with the Ministry of Tourism and International Transport to implement the peer educators' week of activities which took place during the period January 31 – February 06, 2016; under the overarching theme, *Pompassetin'*,

Perlixin' 'n Percolatin': Celebrating Barbados' 50th Independence & Bicentenary of the Slave Revolts. In recognition of Barbados' golden jubilee celebrations, the events for the week focused on promoting sexual health matters to the campus community, while simultaneously promoting Barbadian folk and cultural history, and local attractions to local and non-national students and staff members.

The overall project goal was to introduce a sex-positive, comprehensive sexual health- including HIV-outreach strategy to Cave Hill's student and staff body by providing a supportive, enabling environment that empower males and females to actively engage in constructive health seeking behaviours and practices.

Overall Objectives:

1. To deliver positive, sexual health messages to students and staff members at the Cave Hill Campus;
2. To promote Barbados' milestone, year-long celebrations of the 50th independence, and the bicentenary of the slave revolts;
3. To highlight the UWIHARP peer educator programme among the Cave Hill student body;
4. To showcase Barbados' cultural and folk heritage; and
5. To promote the local attractions among the Campus community.

The activities for the Week of Activities 2015 included:

1. January 31, *Fat Pork 'n Dunks*- Fun sports day using sexual health learning activities.
2. February 01, *Shak Shak Scavenger Hunt*- Sexual health scavenger hunt opened to all students and staff members.
3. February 02, *More in de Mortar dan de Pestle: Student Sexual Culture at the Cave Hill Campus*- Panel discussion opened to all students and staff members. UWIHARP presented findings from its student sexuality research project.

4. February 03, *Chosselin', Condoms & Commanding Powder* – Condom fair combined with *Riots, Revolts & Ruk-a Tuk* – a sexual health club quiz. Both events were open to all student clubs and associations.
5. February 06, Island safari with thirty-two peer educators, alumnus members and partners conducted HIV education on the tour's stops
6. March 01, *Murder in de Market, Murder!*– Edudrama was an interactive community theatre with HIV+ person as the murder victim, and promoted the human rights approach. This event took place after the week of activities to facilitate the planning needed.

Treasure Hunt – On March 06, 2016, eleven peer educator, along with the UWIHARP Project Officer participated in this team building activity at the Nature Fun Ranch.

Walk the Beat- this activity was conducted throughout Semester II by all of the peer educators, and it entailed walking around the campus promoting the student association and advocating safer sexual messages, sexual health information; condom demonstration and distribution.

SHINE! The Student Talk Show- one of the peer educators conceptualised the project for the association. The activity is geared at providing a forum for the UWIHARP peer educators to interact with students of the Cave Hill Campus to discuss personal and cultural beliefs and attitudes relating to a wide range of sexual and reproductive health matters within a human rights framework. The talk show is designed to be educational and informative while promoting safer, responsible and respectable sexual behaviours and practices through interactive video screenings. UWIHARP mobilised resources for the project and will be implementing the project in Semester II of the 2016-2017 academic year.

The objectives of the project are to:

- 1.1. Engage the campus community in dialogues on youth sexuality with the view of promoting sexual health and rights
- 1.2. Debunk the sex taboos in society by encouraging positive, empowering dialogues on sexual health topics.
- 1.3. Promote educational material to the campus community through video footage.
- 1.4. The topics of discussion and medium of delivering the messages are expected to encourage and enable students to think critically, respectfully and responsibly about their sexual practices; and to produce a more balanced view of sexual health and rights, and access to youth friendly services.

STAFF ACTIVITIES

Conferences and Training Workshops

Monique Springer

Conferences

- *December 2015:* Attended the World AIDS Day HIV Research Dissemination Meeting conducted by the National HIV/AIDS Commission of Barbados. It was held on December 01 and entitled, *Men and HIV: Removing the Cloak of Invisibility*.
- *July 2016:* Represented UWIHARP at the 21st International AIDS Conference during July 18-22, in Durban, South Africa under the theme *Access Equity Rights Now*.

Kileha Anderson

Training Workshop

- *June 2016:* Attended Refreshers' Training Course on June 14, with the Ministry of Health for Regional Test Day on the June 24.

Papers presented at Conferences/Seminars

Monique Springer

- Presenter: "Tales from the Mortar: UWIHARP Student Sexuality Research Project" at the UWIHARP CHAPTER Panel Discussion entitled, *More in de Mortar dan de Pestle: Student Sexual Culture at the Cave Hill Campus* which took place on February 02, 2016 in The Students' Union. The presentation encompassed key findings from the research project, *Sexuality, Risk and Vulnerability among University Students in Barbados*.

Kileha Anderson

- Presenter: "The Male Voice on the Sexual Culture at Cave Hill: (Re) Centering the Discourse on Male Vulnerability" at the National HIV/AIDS Commission Research Dissemination Meeting entitled, *Men & HIV: Removing the Cloak of Invisibility* which took place on December 01, 2015 at the Radisson Aquatica Resort. The presentation covered critical findings from the research project, *Sexuality, Risk and Vulnerability among University Students in Barbados*.

Public Service

Michael Campbell

- Chair, UWI – Cave Hill and Barbados Ministry of Health Research Ethics Committee.
- Member, Research Ethics Committee, Caribbean Public Health Agency.
- Chair, Technical Advisory Committee, Barbados National Registries.
- Member, Ethics Committee, Queen Elizabeth Hospital, Barbados.
- Consulting Editor, *Caribbean Journal of Psychology*.
- President, the Barbados Society of Psychology.

Monique Springer

- Member, HIV Coordinator with the National HIV/AIDS Commission for Barbados.

Kileha Anderson

- Member, HIV Coordinator with the National HIV/AIDS Commission for Barbados.

BENEFACTORS

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The University of the West Indies
Cave Hill Campus, Barbados

MARCH 2017



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OF THE
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