



**Mona School  
of Business &  
Management**

**MSBM**

The University of the West Indies, Mona

**ANNUAL REPORT**  
2019/2020



**STRENGTH, ADAPTABILITY AND RESILIENCE**

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# OUR MISSION



To advance learning, create knowledge and foster innovation for the positive transformation of Caribbean enterprises through the development of world-class business professionals and research-based solutions.





# PRINCIPAL'S Message

## **Professor Dale Webber**

Pro Vice Chancellor and Principal  
University of the West Indies  
Mona Campus

We know that the successes of the year in review resulted from a daily commitment to excellence and a willingness to try again even in the face of challenges.



## PRINCIPAL'S Message

MSBM is our world-class business school, and we are immensely proud of all that they have accomplished over the 2019-2020 Academic Year. Their achievements are even more significant in light of the disruptions due to the coronavirus (COVID-19) outbreak. Throughout these pages, you will enjoy stories of resilience, triumph and adaptability. This School is genuinely agile and continues to do its part to advance the objectives of the Mona Campus and The UWI.

We know that the successes of the year in review resulted from a daily commitment to excellence and a willingness to try again even in the face of challenges. The team at MSBM, under the leadership of Executive Director, Dr. David McBean, must be congratulated for maintaining and expanding the impact of the School despite the difficulties experienced over the last Academic Year. I also wish to commend the faculty and staff for their enduring support of the School's vision and mission.

The latter half of the Academic Year was defined by The UWI pivoting to deal with the fallout from the COVID-19 pandemic. MSBM too, had to strategically realign its methods without abandoning its mission. The transition to online delivery was duly achieved, particularly with the assistance of the Centre of Excellence; webinars and podcasts were held to keep academia and industry connected in the search for solutions to adapt to the evolving crises; and direct marketing was utilized in order to offset the impact of the pandemic on applications. The School has demonstrated that even in the throes of crisis, it has the capacity to adapt, innovate, and thrive.

MSBM continues to increase its offerings in response to the continuously evolving business and higher education landscape. Of particular note is the evolution of the Professional Services Unit (PSU) into MSBM Consulting™. The training partnerships that the unit has formalized with the International Institute of Business Analysis (IIBA) and the Project Management Institute (PMI) are excellent examples of how MSBM is ensuring that our people have access to a global education right here in the region. These internationally accredited programmes are a part of a suite of programmes that remain in high demand as scheduled and customized courses for individuals and organizations.

The work of the Centre of Excellence (COE) must also be given particular recognition in light of the work it is doing to meet the growing demand for data literacy and data skills training. It is encouraging to see that the Centre has crafted a business model which integrates teaching, research and outreach and leverages these capacities to impact development at all levels of regional societies. I am confident that in the years to come, we stand to benefit significantly from work being done now.

Heartiest congratulation to MSBM for a job well done. Even though we are still in the midst of a crisis, I am assured that they will continue to innovate and grow from strength to strength.



## CHAIRMAN'S Statement

**Mr Howard Mitchell CD JP**  
Chairman, MSBM Board of Directors

The Mona School of Business and Management (MSBM) operated during the year in an environment characterised by severe disruptions caused by the Covid-19 Global pandemic and was able to swiftly transition to the remote/on-line delivery of teaching and learning activities while providing continuous training of staff in remote/on-line teaching methods and modalities. MSBM has adopted a safety-first approach, and is following both the Ministry of Health and The UWI protocols. All its units have adapted to the new realities, and are seeking to exploit new markets and revenue streams.

MSBM has maintained its focus on building links with the wider community during the pandemic and has hosted a number of webinars and podcasts which have been well received along with the first edition of its quarterly on-line magazine,

MSBM e-Zine. Virtual Orientation Programmes have attracted the participation of numerous prospective applicants, both within and outside of Jamaica for the academic year 2021/2022 and the Company continues to closely monitor both the application process as well as the possible need to put in place special financial arrangements for some of its students. MSBM is developing a digital transformation strategy to enhance its long term resilience.

The Company showed strong results for the financial year 2019/2020, recording a surplus of Sixty-One Million, One Hundred Thousand Dollars (\$61.1 million). The shift from face-to-face to online classes resulted in a significant reduction in administrative expenses. The Board remains confident that MSBM will continue to deliver a quality education, despite the challenges arising from the COVID-19 pandemic.



# EXECUTIVE DIRECTOR's Summary

**Dr David McBean**  
Executive Director

"The only constant thing is change"

When we started the 2019/20 academic year, we would never have imagined that the year would have progressed in the way it did. The onset of the COVID-19, a once in a century pandemic and the attendant issues resulted in an extremely challenging year that tested our mettle.

Despite the challenges we faced, we stood by our mission to "advance learning, create knowledge and foster innovation" and honoured our commitment to our students and other stakeholders.

Through a true display of team work and dedication, we were able to quickly pivot to an online mode within a month, and completed semester two and all of semester three, including final assessments, in

a virtual mode. Despite the unprecedented stresses (health, financial & economic, emotional, work, personal among others) that this caused at times, it was heartening to see how all staff members rallied to ensure that we did the best for our students, clients, customers and colleagues, even as we all faced that uncertainty in our own lives.

In all of this, as a School, our priority has been to safeguard our staff and students and we implemented several measures to ensure that was done as we worked with the rest of the UWI community to ensure that we continued to deliver an excellent experience to all our students in their quest to pursue higher education while adhering to the established health protocols.





# EXECUTIVE DIRECTOR's Summary

The current pandemic resulting in a historic economic slowdown is one requiring agile responses to a situation for which we have neither precedent nor road map, so we have had to develop and implement new ways of thinking and acting to respond to the unfolding needs both of our primary community of students as well as corporate Jamaica.

In that regard, we were able to pivot and implement several changes to the way that we do business and also proactively introduce new initiatives. The following are some of these areas:

- Developed a Work from Home Protocol to facilitate remote work for our staff members
- Developed a COVID-19 webpage to provide relevant and well needed resources to our current and prospective students and other stakeholders
- Organized in collaboration with Bill Express to facilitate online credit card payments for both degree and professional development programmes
- Implemented online registration for Professional Development Programmes
- Converted several Professional Development Programmes to online offerings
- Developed The MSBM Business Review Media Series – a series of podcasts and webinars featuring insightful, thought-provoking and forward-thinking conversations and presentations was launched with the aim to provide a forum for a discussion on major trends and developments in business, both local and international.
- Developed the MSBM E-Zine to provide the navigational tools business leaders and managers need to identify and manage risks and seize opportunities to reposition their firms not just to survive but to grow and thrive in the 'new normal'.
- Series of entrepreneurial webinars developed for UWIVC students to provide a forum for growth and development in light of the cancellation of the NBMC and IBMC 2020 competitions

I would like to place on record our thanks to all our members of staff who worked tirelessly to assist us to achieve our goals in a year of so much turmoil. I also wish to express our thanks to colleagues who transitioned to other professional roles outside of MSBM during the year under review.

Unfortunately we lost one member of staff as the late Kamau Chionesu, made his life transition in March 2020, having served the MSBM with distinction as a lecturer for many years.

The gains made during the past year are the direct result of a team effort and so we express thanks to our Board members, alumni, students and members of the wider UWI community for their role in helping us achieve our mission.

The future is uncertain and the challenges are still great, but we are committed to working together to build on the gains that we made last year and to serve all our stakeholders with distinction.



# Reporting Relationships



**MSBM**

**MSBM  
Board**

**Academic  
Board**

**Principal**

**Board for  
Graduate Studies**

**Faculty  
Board**

The MSBM, as an institute within the UWI, has a special reporting relationship. For academic purposes it reports through the Faculty Board of the the Faculty of Social Sciences; with accountability to the UWI's Academic Board, Board for Graduate Studies and the Principal.

The school has autonomy over its financial affairs and as such is also accountable to the MSBM Board of Directors.



# ACADEMIC PROGRAMMES





# ACADEMIC PROGRAMMES

In April 2020, in direct response to the Covid-19 pandemic crisis and in keeping with Government and the University guidelines, the School suspended face-to-face classes and instituted limited walk-in services into administrative blocks. Staff were scheduled to work remotely and/or on a rotational basis in office. Notices of the new operational guidelines, information on the various avenues for the School to be contacted as well as all the related resources and information from MSBM and UWI were posted on the dedicated COVID-19 page on the MSBM website.

The School transitioned completely and successfully to remote delivery of classes on April 14, with full- and part-time lecturers and select administrative staff being trained on remote/online delivery systems (MSBM-ELS and OUR-VLE). Training was facilitated by the Faculty of Social Sciences (FSS) Office and via individual Academic Unit meetings in the case of Graduate Programmes. A mixture of online platforms was used for classes and included Blackboard Collaborate and Zoom applications. We are pleased to report that classes went well with minimal hitches.

## Student Recruitment

The 2019/2020 campaign for MSBM graduate programmes commenced with a branding/corporate campaign which showcased successful alumni as “world class leaders”, followed by a recruitment campaign which featured testimonial ads using recent graduates of the programmes. Featuring an integrated multi-channel approach, utilizing both traditional and social media channels, the campaign was complemented by a public relations programme which highlighted faculty and their research. Information sessions focussing on Graduate Programmes were held both in person and virtually.

A Graduate Programmes Online Information session was held on March 4, 2020. A team of Programme Coordinators and members of the Marketing Department hosted and fielded questions. A total of 549 registrations were received with 179 actual participants. Follow-up emails were sent to the registrants with a recording of the session as well as information about the application deadlines, etc. The Information Session scheduled for March 15, 2020 at the Western Jamaica Campus (WJC) was cancelled after the closure of the campus following the outbreak of COVID-19 in Jamaica. All persons who registered for the WJC session were sent emails which included links to: the online Information session held on March 4, 2020; the Graduate Programmes FAQs; and the Application Guide.

As a direct result of the pandemic, the advertising campaign was put on hold and a strategy to focus on “low hanging fruits” pursued (e.g. follow-up on all leads in our database as well as applicants whose applications were incomplete). Follow-up on applicants for graduate programmes was done via email reminders to complete the application process to ensure processing in a timely manner, as well as telephone calls to applicants to whom offers were made but who had yet to accept. Notwithstanding the break in the campaign, the total applications increased compared to last year.

## ACADEMIC PROGRAMMES

### Student Numbers

Student admissions and enrolment at the MSBM for the last two academic years are summarized below (see Table 1).

**Table 1: Student admissions and enrolment**

NEW STUDENTS ADMITTED	2019-2020	2018-2019	change
Undergraduate	644	1,032	-38%
Postgraduate	343	329	4%
<b>TOTAL</b>	<b>987</b>	<b>1,361</b>	<b>-27%</b>
TOTAL STUDENT POPULATION/ ENROLMENT			
Undergraduate	3,327	3,706	-10%
Postgraduate	740	778	-5%
<b>TOTAL</b>	<b>4,067</b>	<b>4,484</b>	<b>-9%</b>

*Source: Student Records, UWI Mona*

Students enrolled in Short Courses offered by MSBM's Professional Services Unit (PSU) during the period under review are summarized in Table 2:

**Table 2: Short Courses student enrolment**

ADDITIONAL STUDENTS	2019-2020	2018-2019	change
Scheduled Short Courses	322	416	-23%
Customised Short Courses	360	467	-23%
<b>TOTAL</b>	<b>682</b>	<b>883</b>	<b>-23%</b>

*Source: PSU Database*

### MSBM Graduates 2019

The ceremony for the presentation of MSBM graduates was held on November 2, 2019. Table 4 below summarizes the number of graduates by programme, showing an 11% increase in numbers over 2018.

## ACADEMIC PROGRAMMES

**Table 3: Graduates 2018 and 2019**

Groups	No. of Graduates	
	2019	2018
Undergraduates	550	502
DBA	3	3
MBA	109	126
Master in Business Management (MBM)	9	11
Executive MBA	0	3
MSc. Enterprise Risk Management	16	8
MSc. Taxation	7	1
MSc. Accounting	50	51
Computer - Based Management Information Systems (CBMIS)	28	28
MSc. Procurement Management	3	0
MSc. Corporate Finance	23	9
MSc. Marketing and Data Analytics	19	9
MSc. Logistics and Supply Chain Management	28	5
MSc. National Security & Strategic Studies	7	8
MSc. Tourism & Hospitality Management	1	2
Diploma in Business Administration	2	2
<b>TOTAL</b>	<b>855</b>	<b>768</b>

*Source: Student Records, UWI Mona*

### MSBM Brown Bag Research Seminar

Brown Bag Research Seminars were hosted by the MSBM Research Committee as follows:

- The first session held on September 12, 2019 featured a presentation from the Associate Dean of Graduate Studies and Research, Dr Delroy Chevers, on "Research initiatives for FSS in the academic year 2019/20".
- Presentations were made by Drs Lila Rao Graham and Maurice McNaughton - "Business intelligence for small and medium sized enterprises", and Mr Eliud Ramocan, MSBM DBA student - "An examination of agile methods in the management of inflation-forecast targeting by central banks in the western-hemisphere between 1995 – 2015" on October 10, 2019.
- On November 14, 2019 - Dr Anne Crick, Senior Lecturer presented on "Emotional labour or emotional work? The new hosts in Jamaican tourism" and Ms Tenneil Rashford, Lecturer and DBA Candidate presented on the topic "Exploring the effect of bureaucracy on digital transformation in higher education: A developing country perspective".
- February 13, 2020 - presentations by Dr Doreen Gordon from SPSW who presented on "Afro-Brazillians, Social Mobility and Citizenship in Salvador" and Dr Trevor Smith, MSBM Unit Head, who presented on his upcoming book "Compulsive Buying, the Role of Consumer Personality and Self-Regulation with Strategies for Marketers".

Brown Bag Research Seminars are held to give faculty a forum to present their research to their peers and get feedback prior to seeking to publish their work. These sessions are also open to DBA students and are a valuable resource for refining their papers and preparing for the research process.





# STUDENT DEVELOPMENT PROGRAMMES



# STUDENT DEVELOPMENT ACTIVITIES

Several activities were undertaken in the period to provide students with an enjoyable enriching student experience, build capacity, and enhance the employability of our students. Some of the highlights are summarized below.

## Student Engagement Sessions

The Student Engagement & Enrichment Committee held a seminar for undergraduates on November 21, 2019 on the topic of "How to study for success". The seminar was facilitated by Dr Delroy Chevers, Associate Dean of Graduate Studies and Research and was attended by over 30 students. Participation and engagement was high, leading to a rousing and animated Question & Answer segment.



## CEO Reasoning Series

The first MSBM Reasoning Series with CEOs event for the 2019/2020 academic year, was held on September 26, 2019 with special guest Mr Josef "Joe" Bogdanovich, Founder & CEO, Downsound Entertainment & Downsound Records (DSR). DSR is one of the most successful Jamaican entertainment companies for developing new and emerging talent over the last few decades. They are a media savvy entertainment company that understands the importance of full integration of social media,



## STUDENT DEVELOPMENT ACTIVITIES

digital content distribution, terrestrial marketing and brand building, and are also the owners of the major Jamaican summer music festival brand, Reggae Sumfest. Mr Bogdanovich is the largest shareholder in the Kingston Live Entertainment (KLE) Group – operators of Usain Bolt's Tracks and Records, Famous Night Club, Fiction Lounge and Odyssey Gaming Lounge. He has also partnered with Supreme Promotions to produce Sting, the legendary dancehall stage show, and is the principal investor in Hardware & Lumber Ltd, a retailer and wholesaler of building materials, home improvement supplies, household items, lawn and garden products and agricultural inputs. The session with the approximately 120 participating students, was a very interactive one with Mr Harry Smith, MSBM Executive-in-Residence, conducting the informal interview with Mr Bogdanovich. Drink sponsorship was provided by iCool.







# STAKEHOLDER RELATIONS



# STAKEHOLDER RELATIONS

The MSBM invested in special projects that furthered the School's relationship with its stakeholders. Some are listed below:

## **Alumni event**

MSBM co-hosted another Alumni Mixer with the MSBM Alumni Association, in the Courtyard of MSBM North, Mona Campus, on September 20, 2019. The event was hosted to welcome new students, connect them with alumni and introduce the new students to the Alumni Association. Approximately 100 new students and alumni attended. Sponsors were Worthy Park Estates under their brand Rum Bar Rum, In-Season Juices, Purewater, POW Social Media, Grace Kennedy, Carimed Ltd and Facey Commodity, who provided food, music, games and giveaways for the evening's event.



## STAKEHOLDER RELATIONS

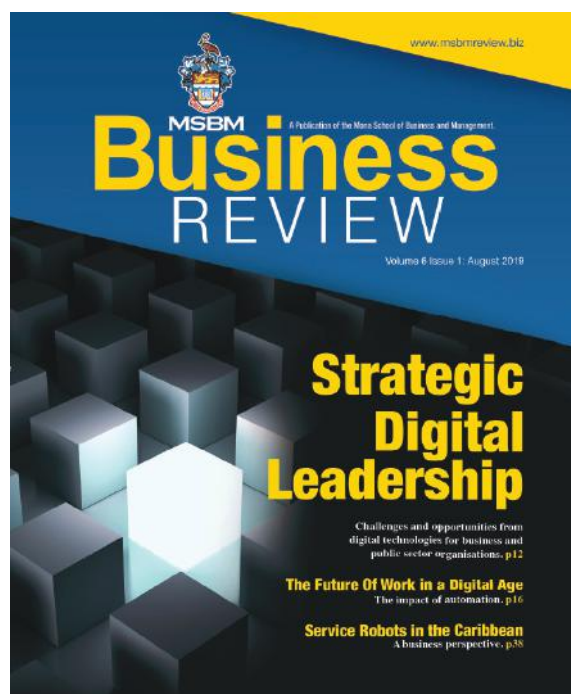
### Book Launch Events

MSBM and UWI Department of Computing jointly hosted a launch for the book: "Business intelligence for Small and Medium-Sized Enterprises: An agile roadmap toward business sustainability", authored by Drs Lila Rao Graham (MSBM Deputy Executive Director); Maurice McNaughton (CoE Director) and Gunjan Mansingh (Head, Department of Computing) on December 4, 2019. The main speaker was Mr Courtney Campbell, President and CEO, Victoria Mutual Group, with remarks being brought by Professor Michael Taylor, Dean, Faculty of Science & Technology, UWI; Mr Lloyd Distant, President, Jamaica Chamber of Commerce (JCC); and Welcome by Dr David McBean, Executive Director, MSBM. Sponsors for the evening's event included The Art Printery Ltd., Wisynco and Pure Country Juices.

Dr Indianna Minto-Coy, Senior Research Fellow and Academic Director - Undergraduate and Master of Science (MSc) programmes, launched a book which she co-edited with Mario Elo entitled: "Diaspora networks in international business" on October 31, 2019. The main speaker was The Hon. Earl Jarrett, CEO, Jamaica National Group, with remarks being brought by Professor Densil Williams, Pro Vice Chancellor Industry/Academic Partnerships and Planning; Senator the Honourable Kamina Johnson Smith, Minister of Foreign Affairs and Foreign Trade; and Dr David McBean, Executive Director, MSBM. Sponsors for the evening's event included Jamaica National (JN), Jamaica Stock Exchange (JSE), GraceKennedy and JN Money Services. The event was well attended by over 150 persons spanning a cross section of persons from academia and industry.

### MSBM Business Review

Volume 6 Issue 1: August 2019 of the MSBM Business Review magazine - entitled "Strategic Digital Leadership" was published and distributed to libraries, private sector companies, Ministries of Government and NGOs. The issue focuses on innovation in business policy and practice for the benefit of policy makers and practitioners, and included article contributions from Prime Minister Andrew Holness; Peter Bunting, Member of Parliament; private contributors and MSBM faculty.







# STUDENT ACHIEVEMENTS



# STUDENT ACHIEVEMENTS

In the period under review, MSBM students continued to excel in all areas of academia and in national and international competitions. Some of their achievements appear below.

## Annual Undergraduate Awards Ceremony

MSBM participated in the FSS's Annual Undergraduate Awards Ceremony held to recognize outstanding academic achievement for 2018-2019 on January 16, 2020. Our students continue to

excel, with 13 special awards being presented for outstanding academic performance (see Table 4). Timothy Williams was an outstanding student, copping prizes for the **Best Overall Performance in the MSBM Undergraduate Programme, Best Overall Performance in Accounting**, as well as special programme prizes **The Ernst & Young Taxation Prize, The Ernst & Young Auditing Prize, and The Ernst & Young Co-op in Accounting Prize**.

**Table 4: Awardees for MSBM BSc Programmes**

AWARD	RECIPIENT
Best Overall Performance in the MSBM Undergraduate Programmes	Timothy Williams
Best Overall Performance in Accounting	Timothy Williams
Best Overall Performance in Entrepreneurship	Gaurav Nandwani
Best Overall Performance in Management Studies	Kimberley Buckridge
Best Overall Performance in Human Resource Management (HRM)	Tajara Bent
Best Overall Performance in Finance	Therese –Ann Jowrey
Best Overall Performance in Marketing	Shantelle McCarthy
Best Overall Performance in Operations Management	Yanique Pryce
Best Overall Performance in Tourism Management	Jerr-Lee Walker
Best Overall Performance in Management Information Systems (MIS)	Rodney Fraser
The Ernst & Young Taxation Prize	Timothy Williams
The Ernst & Young Auditing Prize	Timothy Williams
The Ernst & Young Co-op in Accounting Prize	Timothy Williams



## STUDENT ACHIEVEMENTS

### Post Graduate Awards Ceremony

MSBM participated in the annual FSS Postgraduate Awards Ceremony held on November 18, 2019 at the Mona Visitors' Lodge. One hundred and twenty-six MSBM graduates received distinctions in the various programmes, with 46 graduates receiving special Best-In-Programme and Best Concentration Awards, some of which were sponsored by corporate entities such as CIBC First Caribbean, Jamaica Employers' Federation and GraceKennedy.

Ms Laurene Augier received a Distinction, the **Best Academic Performance MBA Part-time (Mona), Best Performance MBA General Management Concentration, Best MBA Final Paper**, as well as the award for **Best Overall Academic Performance at MSBM**. Dr Noel Morgan received **High Commendation for an Outstanding Dissertation Award**, Doctorate in Business Administration.

MSBM also recognized other outstanding graduate student performance in the various MSBM Graduate programmes (See Tables 5 and 6):

**Table 5: Awardees for MSBM Postgraduate Programmes**

PROGRAMME	AWARD	RECIPIENTS
Doctor of Business Administration (DBA)	Outstanding Dissertation Award – Doctorate in Business Administration	Noel Morgan
MSc Accounting	Best Academic Performance (Accounting Part-time Mona)	Anna-Kay Burnett-Saunders
MSc Accounting	Best Academic Performance (Accounting Full-time)	Shameika Gunzell
MSc Accounting	Best Academic Performance (Accounting WJC)	Oshin Salmon
MSc Accounting	Best Research Project (Accounting)	Karrette Cargill Vanessa Jones Michael Porteous
MSc Enterprise Risk Management	Best Academic Performance (ERM)	Lashauna Burton
MSc Enterprise Risk Management	Best Research Project (ERM)	Annette Bullens Toni-Ann Smith Renee Barnett
MSc CBMIS	Best Academic Performance (CBMIS)	Kimberly Reid
MSc CBMIS	Best Final Project (CBMIS)	Debrah-Ann Rosewelt Peta-Gaye Chong Michael Morgan Kimberly Reid

# STUDENT ACHIEVEMENTS

**Table 5: Awardees for MSBM Postgraduate Programmes**

PROGRAMME	AWARD	RECIPIENTS
MSc National Security & Strategic Studies	Best Research Paper	Garfield Taylor
MSc Taxation	Best Academic Performance	Ryan Gordon
MSc Taxation	Best Research Project	Gordon Dinall Ryan Gordon
MSc Logistics and Supply Chain Management	Best Academic Performance	Lamore Andrews
MSc Logistics and Supply Chain Management	Best Field Project	Lawrence Alexander Gifford Coombs Shanique McNeil Jonathan Shervington Dorian Beckford Yhanick Scott
MSc Marketing & Data Analytics	Best Field Project	Joel Nomdarkham Carlton Stewart Tashalee Chang Tarik Edwards
MSc Marketing & Data Analytics	Best Academic Performance	Josette Smith
MSc Corporate Finance	Best Academic Performance	Mina Robertson
MSc Corporate Finance	Best Academic Performance Part-time	Anthony McKenzie
MSc Corporate Finance	Best Final Project	Jahmar Brown Mario McNaughton Terry-Ann Williams Anthony McKenzie
MSc in Procurement Management	Best Academic Performance MSc Procurement Management	Shawna Emanuel-Brown

## STUDENT ACHIEVEMENTS

**Table 6: Awardees for EMBA/MBA/MBM/Diploma**

PROGRAMME	AWARD	RECIPIENTS
Master in Business Management (MBM)	Best Academic Performance (Masters in Business Management)	Shantiqua Sinclair
Master In Business Administration (MBA)	Best Overall Academic Performance at MSBM	Laurene Augier
MBA Banking and Finance concentration	Best Performance in the Banking and Finance Concentration	Christian Watt
MBA International Business concentration	Best Performance in the International Business Concentration	Deneise Archibald
MBA Management Information Systems concentration	Best Performance in the Management Information Systems Concentration	Jeremy Hall Yanique Pearson
MBA General Management Concentration	Best Performance MBA General Management Concentration	Laurene Augier
MBA Part-time Mona	Best Academic Performance MBA Part-time (Mona)	Laurene Augier
MBA WJC	Best Academic Performance (MBA Part-time WJC)	Hayley Ramsingh
MBA	Best MBA Final Paper	Julia Smiley Green Monair Wallace Carla Barrett Laurene Augier Christian Watt

### DBA Students' Progress

DBA students who successfully defended their theses in their Oral Examinations in the period under review were as follows:

- Ms. Tamara Silvera - topic entitled: "Navigating uncertainty: Examining the impact of corporate governance on strategic risk taking and firm value", on July 26, 2019.
- Mrs Jacqueline Leckie Johnson - topic entitled: "Increasing corporate turnaround efficiency: An empirical investigation" on December 10, 2019, received high commendations.

## STUDENT ACHIEVEMENTS

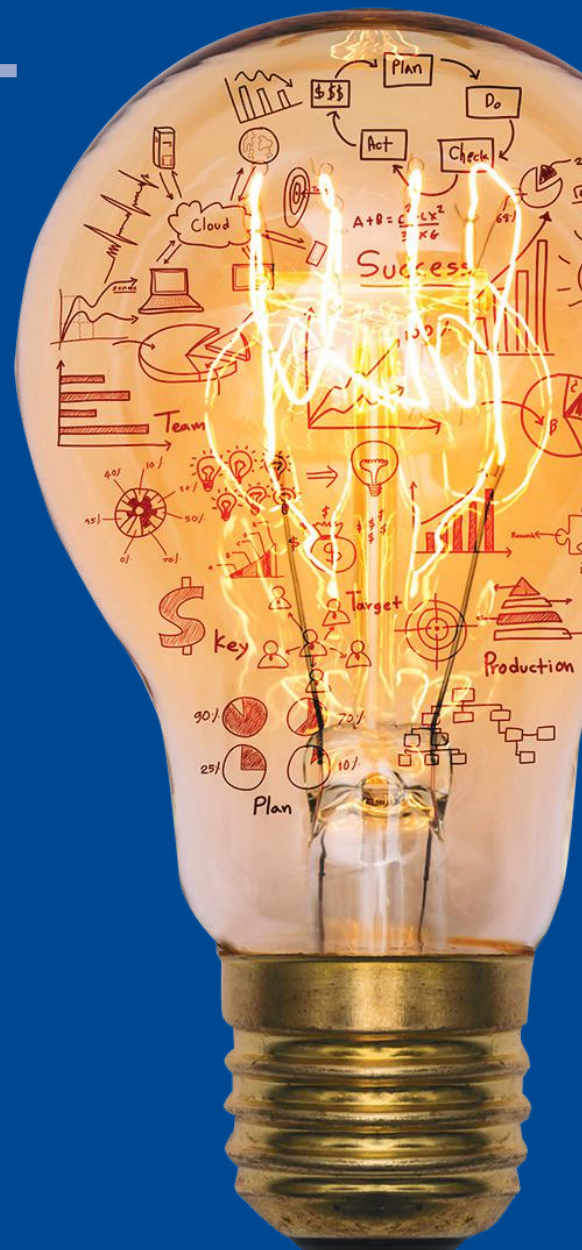
### CFA Research Challenge

A team of MSBM undergraduate students represented The UWI Mona in the second round of the Caribbean Atlantic Islands CFA Research Challenge held at the University of Miami on February 21, 2020. Team members were: Demari McKoy (Management Studies); Mark Lewis (Banking & Finance & Economics); Wayne Reid (Banking & Finance & Economics); and Zara Holmes (Entrepreneurship). They were accompanied by Mrs Vennecia Christian-Barnes, MSBM Lecturer and Team Faculty Advisor and Ms Jacqueline Delisser, representative of the CFA Society Jamaica, which provides mentorship to the team. The team did not place in the competition, but we are nonetheless very proud of their achievements.

The CFA Institute Research Challenge is a worldwide intercollegiate competition between teams of students. It provides a unique educational opportunity for students to apply what they learn in the classroom to real-world practice in equity research. Each team works directly with a mentor to research and prepare an equity research report on a publicly traded company. Winners from the local competitions advance to one of three regional competitions, culminating in a global final. At the Caribbean Atlantic Islands challenge, UWI Mona will compete against University College of the Cayman Islands, UWI, Cave Hill, UWI, St Augustine, and College of the Bahamas.



# ENTREPRENEURIAL PROGRAMMES





# ENTREPRENEURIAL PROGRAMMES

## Vincent HoSang Entrepreneurship Programme

The 2019/2020 staging of the Vincent HoSang UWI Venture Competition was launched on September 18, 2019. The competition is generally open to all UWI students and seeks to encourage entrepreneurial ideas, offering mentorship and guidance for the implementation and success of viable business ideas. The rules of the competition include: a maximum of five persons in each team, and entries must be the original work or independent ventures in their start-up phase. Sponsors of this instance of the competition were the JMMB Joan Duncan Foundation, Regus Jamaica, Jamaica Observer, Mona Entrepreneurial

and Commercialization Centre, Jamaica Stock Exchange (JSE) and Development Bank of Jamaica (DBJ).

Prizes for first-place winners were a \$300,000 prize and an all-expense paid trip to New York; second place - \$200,000; and third place a prize of \$125,000. Sectional Prizes were: Most Investment Ready - \$250,000 Prize offered by Baymac; Most Commercially Ready Project – this is a grant for training seminars at the Jamaica Stock Exchange; and the JMMB Joan Duncan Award for Corporate Social Responsibility – \$40,000 for a donation to the team's charity of choice.



## ENTREPRENEURIAL PROGRAMMES



## ENTREPRENEURIAL PROGRAMMES



The 48 teams that entered the competition were taken through several Boot Camp sessions to prepare them for the semi-finals held on November 20, 2019. The Boot camp sessions focussed on areas such as Business Model Canvas, Capital Structure and Venture Finance, Marketing, and Corporate Social Responsibility. The participants benefitted from special guests Paul Ahlstrom, Benefactor of the National Business Model competition and Managing Director and Co-Founder of Alta Ventures and Kimala Bennett, Managing Director of The LAB, who provided inspiration for the entrants as they shared their respective entrepreneurship journeys. A special session on Presentation Skills was scheduled for the nine teams who qualified for the Finals which were held at on January 24, 2020 at the UWI Regional Headquarters.

The top three prizes were awarded as follows: 1st place – Team Naturalis (a manufacturing company that focuses on creating solutions to boost agricultural production); 2nd place – Team Gomotion Design Studios (a graphic and animation company); and 3rd place – Team Artel (a software

design company which created a software to monitor the population and infrastructure during a natural disaster). This team also won the prize for the Joan Duncan Award for Corporate Social Responsibility. Expert judges taken from the private sector included Sherene Duncan Clarke, General Manager, Regus; Lisandra Rickards, CEO, Soul Career; Anthony Lawrence, serial entrepreneur and Kadeen Mairs, Dolla Financial. The top three teams will move on to represent UWI in the National Business Model Competition (NBMC).

### 2018 Winners' Tour

Representatives from the JA Bio Plastics (winning team) and 2nd place winners - Pree Labs Ltd. flew to New York from August 13 – 17, 2019, for the Winners' Tour, part of their prize for placing in the Vincent HoSang UWIVC 2018 Winners' Tour. The representatives, Samantha Williams, Yekini Wallen-Bryan and Kriston Kong, were accompanied by programme coordinator and chaperone Ashli Rose-Davis. Amongst other events, the trip included a visit to Irie Jam Radio, a station well-known for Caribbean entertainment. The students participated in 2 live segments where they discussed their business ideas and what they had gained from the entrepreneurial programme. They went to the Caribbean Food Delights Factory where they were given a tour of the manufacturing operations, and had some valuable networking opportunities extended to them, to meet with successful Jamaicans who reside in New York.





# PROFESSIONAL SERVICES UNIT (PSU)



## PROFESSIONAL SERVICES UNIT (PSU)

Dr Franklin Johnston assumed the role of Director of the Professional Services Unit (PSU) on August 1, 2019. The previous Director, Dr William Lawrence, proceeded on retirement on July 31, 2019. We thank Dr Lawrence for his invaluable service to the School.

### Overview

The Professional Services Unit (PSU) has expanded to become a full-service executive training and consultancy enterprise under the designation MSBM Consulting™ as our marketing brand. The Unit continued its capacity building in terms of personnel in order to diversify and grow revenue sources, however, initiatives planned for execution during the period (training programmes, bids to sponsoring organizations), were put on hold due to the global Coronavirus crisis. In response, we repurposed our delivery modality and went online in April 2020 with our academic offerings, with staff members mainly working from home, as per the MSBM guidelines and recommendations by government.

### Partnerships



### International Institute of Business Analysis (IIBA)

MSBM became a member of the International Institute of Business Analysis (IIBA) as part of the Academic Programme, effective June 29, 2020. As a member, MSBM has access to Thought Leaders papers, webinars, IIBA competency model, chapter access and more designed to lead change, deliver value and create success.



### The Project Management Institute (PMI)

The Project Management Institute, USA has named MSBM as an Authorized Training Partner (ATP). This means MSBM is authorised by PMI to support the professional development needs of future or current PMI practitioners and stakeholders in their pursuit of PMI Credentials. The ATP designation indicates that MSBM meets PMI's rigorous quality standards and can deliver world-class, effective project management training and education and issue professional development units (PDUs).

### Financials

A summary financial position of the PSU at July 30, 2020 is as follows:

Gross Revenue	<b>\$80,420,393</b>
Gross Profit	<b>\$14,775,535</b>
Accounts Receivable	<b>\$ 2,221,725</b>

Accounts receivable is 2.8% of total revenues and is not bad debt. Most pertain to courses delivered during Q4 of the year. Revenues were affected by the COVID-19 pandemic in the second half of the year.



## PROFESSIONAL SERVICES UNIT (PSU)

### CONSULTANCY SERVICES

The Unit is implementing the plan to build out a full-service consultancy practice in terms of consultancy projects. We are now prioritizing projects of 12 months or longer to train new employees and grow revenues to another level. We registered with several multilateral agencies, with the GOJ portal, did some internal training in management Consultancy skills and responded to several EOIs and RFPs. Two consulting projects were conducted for the Sagcor and Grace Groups.

#### New Portfolios

The consultancy practice now has several strands:

- Conducting Executive Search
- Writing Business and Strategic Plans to include production plans, HR plans, financing plans, etc.
- Creating suites of Policy and Procedures Manuals for government agencies or functional plans e.g. Marketing, Production or Financial Plans
- In General Consultancy, we offer business advisory services, manage and evaluate projects and perform socio-economic studies, and surveys.

In the Education and Training Portfolio, we are negotiating with several entities e.g. IOD (UK), AFP (USA), CILT (UK) to be official providers of their accredited qualifications in governance, professional fundraising and supply chain logistics. We are negotiating to offer the Logistics Institute of Canada's post nominal "P Log" to experienced executives who practice logistics as a profession.

a) An advisory group of volunteers was established to provide guidance and training to PSU /MSBM Consulting staff. To date, the group has waived their professional fees to train, study and respond to RFPs and EOIs on major projects funded by the World Bank, IDB and like agencies.

b) A database of skill sets of MSBM's faculty and administrators was requested and is being prepared. This data bank is crucial so we know the skills and experience (especially those prior to UWI) in-house which we can use in consulting projects.

c) We have initiated the process of MSBM registering on the GOJ portal and with the Contracts Committee to facilitate electronic bid submission

d) We have purchased Policy and Procedures Manuals production software and a trainee Consultant has been assigned to manage it.

e) The Business Planning software has been purchased and a Consultant has been assigned to use and master it.

f) We held discussions with CILT Caribbean – the professional institute on logistics, supply chain and transport training and accreditation to partner with them on training initiatives.

g) We have on hold a contract with an American firm for us to offer fin-tech, block-chain, AI, crowd-funding, financial literacy courses as these are not considered feasible at this time.

### EXECUTIVE SEARCH SERVICES

Executive Search Services was launched in June 2020. Executive Search (informally called headhunting) is a specialized recruitment service which organizations pay to seek out and recruit highly qualified candidates for all categories of jobs across the public /private sectors, as well as not-for-profit organizations and academia. A Manual for Executive Search has been completed. In June 2020, the first proposal was submitted to a CARICAM entity to recruit a senior person for their head office. Targeted and general marketing activities will be launched in Fiscal 2020/2021.

### PODCASTS AND WEBINARS

The PSU in collaboration the Marketing and Tech team created the MSBM Media Series featuring Podcast and Webinars.

## PROFESSIONAL SERVICES UNIT (PSU)

### Podcast #1

**Topic:** Getting Back to Business: "The Effects of COVID 19 on Education and Business and Strategies for the Way Forward."

**Date released:** June 11, 2020

**Presenters:** Dr. David McBean, Executive Director and Mr. James Moss-Solomon, MSBM Executive in Residence.

**Statistics:** Over 100 persons listened the first release. Persons from Jamaica, the Caribbean, Canada, USA logged on.



### Webinar #1

**Topic:** Getting back to Business: "Local and International Supply Chain and Logistics in COVID Times."

**Date released:** June 18, 2020

**Moderator:** Dr. Lawrence Nicholson

**Presenters:**

- Dianne Robinson, Chief Supply Chain Officer, Grace Foods Division
- Audley Deidrick – President and CEO, Airports Authority of Jamaica and NMIA Airports Limited
- Edmond Marsh – VP, Business Development, The Port Authority of Jamaica

**Statistics:** approximately 50 persons viewed the live feed

**Other:** Moderator presented from the MSBM Finance Lab to showcase the facility.

### EXECUTIVE EDUCATION & TRAINING

Executive Education and Training courses are open to all persons and firms and are held according to a schedule or specially customized for organizations, based on content or schedule. Training was conducted over 187 training days (each day represents six contact hours). MSBM continues to be Jamaica's leading provider of Project Management training as based on enrollment, the Principles and Practices of Project Management course was the most popular scheduled course. Courses on Leadership and Management were the most requested customized offerings.

#### Scheduled courses

We completed 27 scheduled courses as follows: 16 scheduled courses on the Principles and Practices of Project Management; four on Supervisory Management, two on Enterprise Risk Management, and one each on Business Communication, Managing Organizational Change, Programme Management, Project Portfolio Management, and Transformational Leadership. We used face-to-face delivery for 13 courses, blended modality for two courses, and fully on-line for 12 courses. Three hundred and twenty-two students (322) participated in these courses.

## PROFESSIONAL SERVICES UNIT (PSU)

### Customized courses

We conducted training for 360 participants in 12 different courses for ten companies as follows:

1.	Ministry of National Security	Strategy Execution through Project Portfolio Management
2.	Massy Technologies	Essentials of Project Management (2 cohorts)
3.	Grace Kennedy	Benefits Realization Management
4.	Auditor's General Department	Essential Management Skills for Supervisors
5.	Betting Gaming and Lotteries Commission	Workshop on Business Communication (2 cohorts)
6.	Sagicor Group	Transformational Leadership (Six cohorts)
7.	JAMALCO	Agile Project Management
8.	E-Learning Jamaica	Principles and Practices of Project Mgt
9.	Grace Kennedy Ltd	Essentials of PM
10.	National Housing Trust	Transformational Supervision
11.	Victoria Mutual Building Society	General Management Level 1
12.	Victoria Mutual Building Society	General Management Level 1

### NCB-UWI Agile Laboratory

The Unit negotiated with National Commercial Bank and coordinated training of the third Cohort of final year students, by the UWI Department of Computing, in the areas of software development, customer experience analysts, and data scientists for National Commercial Bank (NCB). This training was conducted from February to July 2020. These students were interviewed for full-time employment by NCB.

### NEW PROGRAMMES DEVELOPED

We developed a three-day Programme Management course and have started discussions with several facilitators to develop one-day courses for the new Appreciation Series (which are one-day fundamental courses, that do not require any prerequisites).

### PROFESSIONAL TRAINING FOR STAFF

Mr. William Powell formerly of PWC, KPMG and Deloitte facilitated a one-day workshop on Fundamentals of Management Consulting on June 17, 2020 for ten MSBM staff members (six PSU trainee consultants/consulting analysts and four members of the MSBM management team). He provides ongoing mentoring and assistance for the new consultants with bidding on and writing proposals and personal development as necessary.

## PROFESSIONAL SERVICES UNIT (PSU)







# CENTRE OF EXCELLENCE (COE) FOR IT-ENABLED BUSINESS INNOVATIONS



## CENTRE OF EXCELLENCE (COE) FOR IT-ENABLED BUSINESS INNOVATIONS

During the 2019/2020 academic year, the COE Unit continued to explore research and developmental activities in the area of Digital Literacy and Data skills capacity building. This led to the official launch of the “Caribbean School of Data (CSOD)”, a strategic initiative conceptualized to build a scalable and sustainable “data literacy” program and data culture across the Caribbean.

Funded by the Google.org foundation (~US\$500k) this initiative is a collaboration between Mona School of Business and Management and SlashRoots Foundation and targets digital literacy among marginalized youth populations with the goal of training at least 1500 youth, aged 16-30, in seven Caribbean countries, over a two-year period.

In September 2019, the regional launch was held in Dominican Republic with partners from Jamaica,

DomRep and Google in attendance. Since then, additional country launches have taken place including Jamaica, Guyana, and Puerto Rico. A virtual Mentorship Programme was also launched in June 2020 to ensure that students get exposure to professional guidance and opportunities. Training cohorts began in Jamaica, Dominican Republic and Puerto Rico, with over 250 students enrolled in digital training programmes. Jamaica had the first graduation, with youth leaving the programme equipped with new skills in areas such as digital foundations, digital productivity tools, social media and digital fundamentals. Unfortunately, the training program, which uses a blended learning model, has been disrupted by the Covid-19 pandemic and efforts are currently being made to transition to a fully virtual model.

In October 2019, the Unit partnered with CEPEI (Centro De Pensamiento Estratégico Internacional),



## CENTRE OF EXCELLENCE (COE) FOR IT-ENABLED BUSINESS INNOVATIONS

based in Colombia, to host a 3-day Executive Seminar & Training Workshop around big data and sustainable development. The event attracted over 50 technical and non-technical decision makers and software developers who wanted to improve their skills in working with data.

In July 2020, we partnered with Trust for the Americas (OAS/Trust) to stage the Belize 2020 Open Data



Hackathon which took place on Wednesday July 8, 2020 through to Friday July 10th, 2020. The event explored data-driven innovations for the Tourism sector post-Covid19, and was implemented in collaboration with local partners in Belize including BELTRAIDE, Total Business Solutions and the Belize Open Government Steering Committee.



The COE Unit has also been instrumental in its support role to MSBM's transition to digital operations attendant on the COVID-19 pandemic. The Unit played a significant role in helping MSBM pivot to the online delivery of teaching & learning in a relatively short time period, as well as supported the execution of several fully virtual events including public fora and student orientation sessions.

Other significant activities for the Unit during the year include:

- Selected by Broadcasting Commission of Jamaica (BCJ) as Research Consultants for the development of a National Digital Literacy Skills Framework for Jamaica.
- MOU executed with STATIN "to improve data literacy among, data availability to, and data accessibility in open data format to, the Jamaican public through a strategic partnership for the promotion and development of data and statistics"
- MOU executed with the Treasure Beach Destination Management Organization for the implementation of a Smart Community pilot project to explore opportunities for digital technologies to enable community tourism



# CONFERENCES / SYMPOSIA / SPECIAL LECTURES





## CONFERENCES / SYMPOSIA/ SPECIAL LECTURES

The MSBM showed its commitment to continue its public advocacy on national matters, by hosting a number of important fora this past academic year. Some are noted below.

### Business Review Media Series

MSBM started a series of podcasts and webinars under our Business Review Media Series. The series is meant to feature presentations on topical and pertinent issues now, insightful, thought-provoking and forward-thinking conversations and major business trends and developments. The first in the series was a podcast entitled - "Getting Back to Business" and was held on June 11, 2020. Moderated by Dr Indianna Minto-Coy, Academic Director - MSc's and Senior Research Fellow, it focussed on the topic, "The effects of COVID-19 on education and business and strategies for the way forward". The speakers were Dr David McBean, MSBM Executive Director and Mr. James Moss-Solomon, MSBM Executive-in-Residence and former senior executive at Grace Kennedy Ltd. They explored challenges currently facing the education and business sectors, strategies to reopen the economy and offered some practical solutions for now and the future.

This was followed by a webinar on the topic "Local & International Supply Chain & Logistics in COVID Times" on June 18, 2020. Industry experts explored the current challenges with supply chain and logistics management and strategies that have been implemented to mitigate the fallout from the pandemic. The moderator was MSBM's Senior Lecturer (with a specialization in Logistics and Supply Chain Management), Dr Lawrence Nicholson; with presentations from Audley Diedrick, President & CEO, Airports Authority of Jamaica and NMIA Airports Limited; Edmond Marsh, Vice President, Business Development, The Port Authority of Jamaica; Dianne Robinson, Chief Supply Chain Officer, Grace Foods Division. Participants left

the event with a better understanding of the disruptions in supply chain and logistics; proven ways to build resilience and sustainability in supply chain and logistics; and with a grasp of the critical success factors and optimization of supply chain and logistics.

### PUBLIC ADVOCACY SERIES

#### "Mergers and Acquisitions"

As part of its advocacy role in facilitating discourse on topical business matters, MSBM hosted a Public Forum on Mergers and Acquisitions on Wednesday, October 30, 2019. The team of high level speakers which included Mr Robert Almeida, Managing Partner, Portland Private Equity, Mr Damian Duncan, Assistant General Manager, Corporate Banking, National Commercial Bank and recent MSBM DBA graduate, Stanley Beckford, Business Consultant and Project Manager provided the audience which consisted of scores of students and representatives of private and public sector organizations with real life examples of their experience over many years of managing various mergers and acquisition projects in Jamaica and the Caribbean.

#### "The Pros and Cons of 5G"

On February 5, 2020, MSBM held another in its public fora events, entitled "For Better or Worse? The Pros and Cons of 5G", at MSBM Executive Lecture Theatre, MSBM North. The forum presented the view points of the two major telecoms providers as well as the regulator and featured presentations from Mr Stephen Price, Managing Director, FLOW Jamaica; Dr Paul Aiken, Senior Lecturer and General Manager, Mona-Tech Engineering Services Ltd.; Dr Maria Hamilton, Managing Director, Spectrum Management Authority; Mr Lyndel McDonald, Manager – Telecommunications Systems, Spectrum Management Authority; and Mr Rohan Pottinger, Chief Technology Officer, Digicel Jamaica. Dr Maurice McNaughton,

## CONFERENCES / SYMPOSIA/ SPECIAL LECTURES

Director, Center of Excellence (CoE) chaired the proceedings; Mr James Moss-Solomon, MSBM Executive-In-Residence welcomed all attendees, while MSBM Executive Director, Dr David McBean, was the moderator for the discussions. Prior to and following the event, there were a number of PR opportunities via radio and Television interviews. The event was sponsored by Advanced Integrated Systems Ltd., GraceKennedy Financial Group, and Facey.



### *"Corporate Strategies to Thrive and Strive in any Economic Condition"*

As part of its advocacy role, MSBM in partnership with the Jamaica Stock Exchange (JSE), on July 23, 2020 hosted an online Public Forum entitled "Corporate Strategies to Thrive and Strive in any Economic Condition" to examine key strategies that can help businesses navigate economic downturns, especially in the current pandemic environment and the expected resulting economic fallout. The event also included a series of short presentations which were then followed by a moderated panel discussion. The panel comprised of Dr David McBean, MSBM Executive Director, who moderated the discussion; Dr Jacqueline Leckie Johnson, Management Consultant, Leckie & Associates Consulting Services; Michael McNaughton, Managing Director, Amber Group Ltd.; and Yaneek Page, Founder, Future Services International Ltd, and Program Lead, Market Entry USA. Mr Andre Gooden, Group Business Development Manager, JSE, gave Remarks. The event was streamed live via MSBM YouTube channel as well as participants joined via Zoom. Over 60 participants logged in.

## RESEARCH & CONSULTANCY

### Funded Research

MSBM has been selected by the Broadcasting Commission of Jamaica to develop a National Digital Literacy Skills Framework for Jamaica. The project outputs will include tools for assessing and certifying Digital Literacy and policy recommendations for the creation of a national digital literacy policy, and related academic publications. The framework will explicitly incorporate Media and Information Literacy and will be based on an adaptation of UNESCO's Digital Literacy Global Framework (DLGF). The MSBM proposal is a joint collaboration with the Slashroots Foundation. Both organizations are also currently collaborating on the Caribbean School of Data initiative funded by Google.Org.



# FACULTY PUBLICATIONS



## FACULTY PUBLICATIONS

### Papers /Abstracts Presented – Refereed Conferences

- McNaughton, M.L. (2020). Presented the paper "Smart communities, smarter people: The case of a pilot project in Jamaica" (virtual delivery via Zoom) at the Academy of Business Research Spring 2020 Conference in New Orleans, March 25-27, 2020.
- Minto Coy, I. (2019). Panel Convener & Session Chair, "Entrepreneurship and Investment: Towards a More Dynamic View of the Caribbean Diaspora's Contributions to Homeland Development", Joint International Conference of CEDIMES Institute (Theme: "Towards a Global Socio-Economic Transformation in Developing Countries"), SUNY, USA, August 30 – September 1, 2019.

- Minto-Coy, I. (2019). Presenter, "Entrepreneurship and Investment for Socio-Economic Development of the Caribbean Region: Barriers, Success Factors and the Way Forward, ", Joint International Conference of CEDIMES Institute (Theme: "Towards a Global Socio-Economic Transformation in Developing Countries"), SUNY, USA, August 30 – September 1, 2019.
- Rashford, T. (2019). Presented "Exploring the effect of bureaucracy on digital transformation in higher education", at the Clute International Conference on Education - Technology Track (ICTE), in Orlando, Florida, USA, December 29, 2019 - January 2, 2020.

### Refereed Journal Articles

- Chevers, D.A. & Grant, G (2019). "Developers' views on the adoption and benefits of software process improvement programs in Canadian software development firms". International Journal of Business Information Systems, 32 (2), 238-252.
- Haughton, S. A., Smith, T. A., & Berndtsson, J. (2020). "Consumer drivers of industry growth and household loyalty to private security firms in Jamaica". Journal of Contemporary Criminal Justice, 36(1) 110-127 – SAGE Publication.
- McNaughton, M., Rao, L. and Verma, S. (2020), "Building smart communities for sustainable development: Community tourism in Treasure Beach Jamaica", Worldwide Hospitality and Tourism Themes, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/WHATT-02-2020-0008>
- Smith, T. A. (2020). "The role of customer personality in satisfaction, attitude-to-brand and loyalty in mobile services". Spanish Journal of Marketing-ESIC. ISSN: 2444-9709. Publication date July 15, 2020
- Tennant, S.N. & Tracey, M.R. (2019). "Corporate profitability and effective tax rate: the enforcement effect of large taxpayer units". Accounting and Business Research, 49:3, 342-361, DOI:10.1080/0014788.2018.1512398.

### Book Chapters

- Chevers, D.A., Mills, A., Duggan, E. & Moore, S. (2019). "A software process improvement model for small firms in developing countries). In Novel Theories and Applications of Global Information Resource Management. Ed. By Zuopeng (Justin) Zhang. IGI Publisher, Pages: 34. (DOI: 10.4018/978-1-7998-1786-4.ch003).
- Fumega, S. & McNaughton, M. (2019). "Open data around the World - Latin America and the Caribbean." In T. Davies, S. Walker, M. Rubinstein, & F. Perini (Eds.), The State of Open Data: Histories and Horizons. Cape Town and Ottawa: African Minds and International Development. (ISBN: 9781928331957).
- McNaughton, M. & Rao L. (2019). "Collaborative development of an open knowledge broker for disaster recovery planning." Contextualizing Openness: Situating Open Science. L. Chan, A. Okune, R. Hillyer, D. Alornoz and A. Posada (Eds.), pages 147-166, University of Ottawa Press. (ISBN 9780776626666).
- McNaughton, M., Rao, L. and Verma, S. (2020), "Building smart communities for sustainable development: Community tourism in Treasure Beach Jamaica", Worldwide Hospitality and Tourism Themes, Vol. 12 No. 3, 2020. pp. 337-352. Emerald Publishing Limited. DOI 10.1108/WHATT-02-2020-0008



## PUBLICATIONS

- **Smith T.A.**, Charles C.A.D. (2020). "Residential security: Gated communities". In: Shapiro L., Maras MH. (Eds) Encyclopedia of Security and Emergency Management. Springer, Cham. DOI: [https://doi.org/10.1007/978-3-319-69891-5\\_231-1](https://doi.org/10.1007/978-3-319-69891-5_231-1)
- Smith T.A. (2020). "Investigations: Consumer retail shoplifting". In: Shapiro L., Maras MH. (Eds) Encyclopedia of Security and Emergency Management. Springer, Cham. DOI: [https://doi.org/10.1007/978-3-319-69891-5\\_172-1](https://doi.org/10.1007/978-3-319-69891-5_172-1)

### Book

- **Rao-Graham, L., McNaughton, M. L., & Mansingh, G.** (2019). "Business intelligence for Small and Medium-sized Enterprises: An agile roadmap toward business sustainability". CRC Press, Taylor and Francis Group, ISBN 13:978-1-138-58421-1.
- **Minto-Coy, I.D. & Elo, M.** (2019). "Diaspora networks in international business: Perspectives for understanding and managing diaspora business and resources". Springer International Publishing, ISBN 978-3-319-91094-9.

### Business Report

- **Rao-Graham L., Russell S., and McNaughton, M.** (2020). "Big data: Capabilities, attitudes & value opportunities". A Business Survey Report. June 2020

### Non-Refereed Presentations

- Bewaji, T. (2019). Served as Chair for the MSBM Brown Bag Research Seminar, MSBM North, November 14, 2019.
- McNaughton, M. (2020). Chaired the MSBM 5G Public Forum on February 5, 2020. Subsequently participated in a CVM-TV 5G panel discussion, February 14, 2020.
- McNaughton, M. (2020). Presented at the Ministry of National Security (MNS) / Jamaica Defence Force (JDF) inaugural Resilient Policies for National Development (RESPOND) research symposium, on the topic Cyberspace Innovation (for Business),

June 24-25, 2020.

- Minto-Coy, I.D. (2019). Served as Chair at the Opening Ceremony for the National Social Enterprise Forum, Speaker: Dr Wayne Henry, Director-General PIOJ, Terra Nova Hotel, Kingston, October 24, 2019.
- Minto-Coy, I.D. (2019). Served as Chair at the Opening Ceremony for the National Social Enterprise Forum, Main Speaker: Hon Floyd Green, State Minister, MICAF, Mandeville Hotel, November 13, 2019.
- Minto-Coy, I.D. (2020). Session Chair: "Inclusive Education: The Key to Social Transformation" UWI 3rd Biennial Conference on Disabilities, UWI Regional Headquarters, March 10-11, 2020.
- Minto-Coy, I.D. (2020). Delivered Vote of Thanks: "Managing News in the Age of Social Media", event marking the launch of CARIMAC/MSBM MSc in Media Management, CARIMAC, March 11, 2020.
- Minto-Coy, I.D. (2020). Moderator (via Zoom) for session titled "Breakdown or Breakthrough". Presenter: Entrepreneur Omar Anglin, CEO from Anglin Global, May 28, 2020.
- Robertson Hickling, H. (2020). Keynote speaker at the Exhibition "The Enigma of Arrival: The Politics and Poetics of Caribbean Migration to Britain", at The University of the West Indies Museum, Regional Headquarters Building, on February 7, 2020.
- Smith, T. (2020). Presented: "Compulsive buying, the role of consumer personality and self-regulation with strategies for marketers", at MSBM Brown Bag Research Seminar, February 13, 2020.



# AWARDS/ GRANTS



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Several members of the MSBM faculty were recognized and received awards for their contributions to academic research, and grants to enable them to conduct further research:

## Awards

Members of the MSBM faculty were recognized and received awards (for their contributions to academic research), and grants (to enable them to conduct further research):

- Dr Delroy Chevers was awarded the FSS Vice Chancellor's Award for Outstanding Teaching.
- Ms Tenneil Rashford was awarded the "Best Presentation Award in Session 206 (Higher Education)" for the presentation entitled: "Exploring the effect of bureaucracy on digital transformation in higher education", at the Clute International Conference on Education - Technology Track (ICTE), December 29, 2019 - January 2, 2020 in Orlando, Florida, USA.
- Dr Olivene Burke copped the following awards: "Anthony N Sabga Award for Excellence in Public and Civic Contribution", "Vice Chancellors Award for Outstanding Contribution to Public Service" and the "Jacque Roberts Award for Dedicated Service, Lions Club of Mona".

## Grants

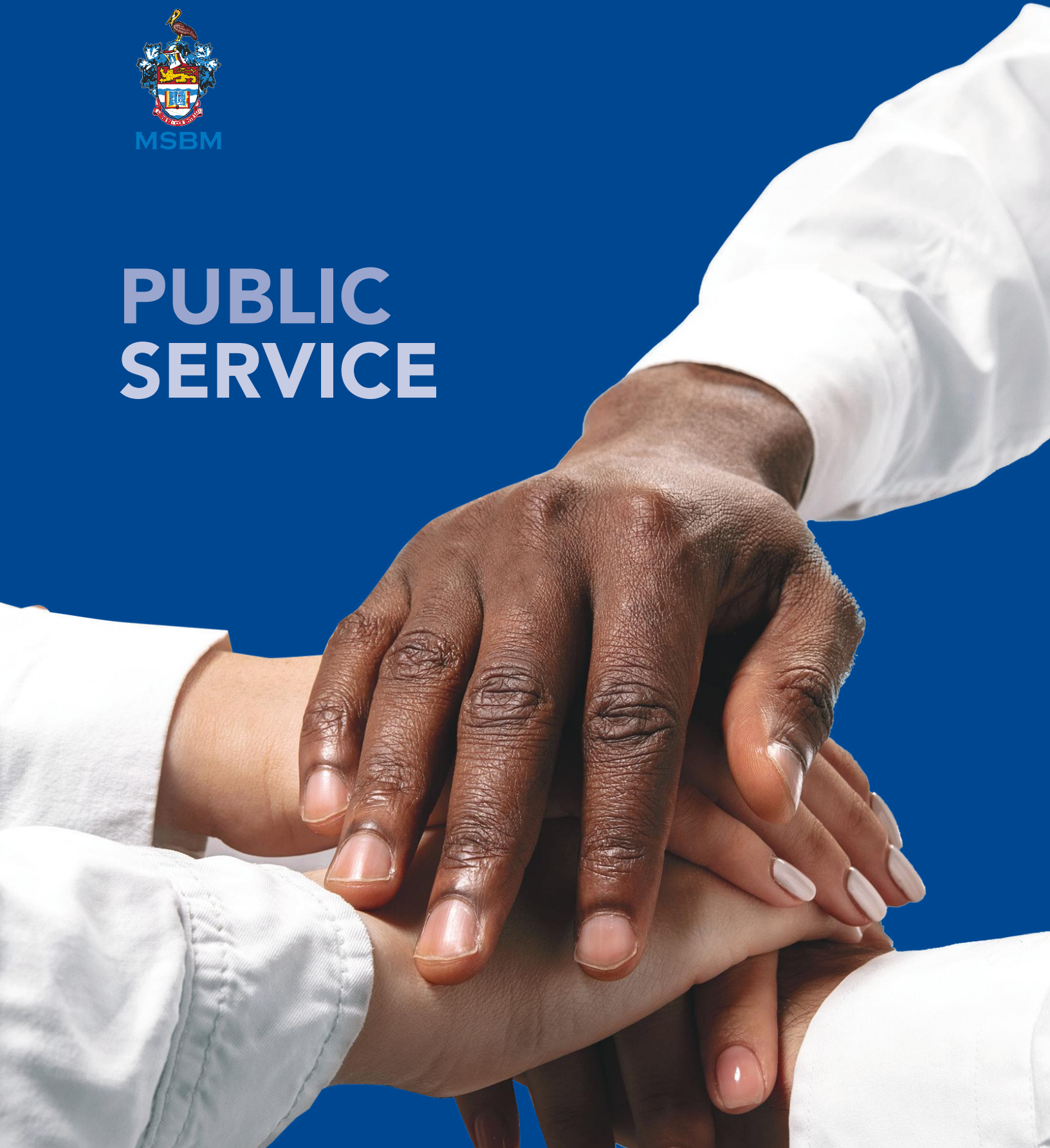
- Dr Indianna Minto-Coy received a grant for US\$17,000 (shared across 6 Latin American Partners/Co-applicants) for: "Multi-stakeholder post-COVID 19 recovery: How to re-build business and society in Latin America and the Caribbean in order to avoid a climate crisis". This was in response to call for funding for research on Sustainable Development Goal (SDG) 13 - Climate Action - and its interaction with other SDGs, with an emphasis on

adaptation and resilience, renewable energy and climate services, Funders: Center of Sustainable Development in Latin America (CODS) on SDG 13, Submitted: May 2020.

- The Centre of Excellence (CoE) executed a Memorandum of Understanding (MOU) with Treasure Beach DMO for "Treasure Beach Smart Community project", a funded initiative under the IDRC Open Data Grant, which involves: (1) Community Mapping: over 160 locations in Treasure Beach mapped by locally trained community youth mappers, to create the digital infrastructure that will underpin the smart applications to be deployed; (2) Data-Driven Smart Community Apps: Treasure Beach digital map, Digital community notice board, and the Tourist "Plan-u-Stay" mobile App; (3) Digital Literacy: A cohort of the CSOD Digital/ Data literacy program is being planned for Treasure Beach
- Google Grant - Google.org and the Caribbean Open Institute (COI) have joined forces to help reduce the digital divide in the region. COI partners, MSBM and The SlashRoots Foundation (SRFDN) attracted grant funding and active support from the Google.org for this initiative at the local level (US\$500,000). The Caribbean School of Data (CSOD) will enable the training of at least 1,500 disadvantaged youth in 7 countries across the Caribbean on topics ranging from data literacy to advanced management skills, visualization, integration and data analysis, aligned with the needs of the labour market over a period of two years.



# PUBLIC SERVICE







# PUBLIC SERVICE

The following is indicative of the public service activities undertaken by MSBM faculty and staff:

## **Dr Olivene Burke:**

- Board of Directors, Centre for Leadership and Governance
- Member, Caribbean Area Network for Quality Assurance in Tertiary Education (CANQATE).
- Member, Society for Human Resource Management (SHRM)
- Member, Human Resource Management Association of Jamaica (HRMAJ).
- Member, Violence Prevention Alliance
- Past President, Lions Club of Mona
- Chair, Leadership Committee, Lions Club of Mana
- Member, Academic Advisory Board, Excelsior Community College

## **Dr Anne Crick:**

- Director, Board of the JMMB Group of companies and Chair, JMMB Corporate Governance Sub-Committee
- Deputy Chairman, College of Insurance of Professional Studies (CIPS) Board and Chair, Lecturer Evaluations Sub-Committee
- Advisor to the Board for the Jamaica Customer Service Association (JACSA)
- Reviewer and member of the Editorial Board, International Journal of Contemporary Hospitality Management
- Member, Editorial board for the Journal of Hospitality and Tourism Insights (JHTI)

## **Dr Franklin Johnston:**

- Chairman, CILT Caribbean
- Member, Association of Fundraising Professionals (USA)
- Fellow, CILT (UK)

## **Dr K'Adamawe K'nife:**

- Member, Board of Directors of the National Integrity Action.
- Member, Board of Directors, Ministry of Culture, Gender, Entertainment & Sport
- Chief Examiner, Caribbean Examination Council's CAPE Entrepreneurship Programme since 2014
- Trustee, Ras Tafari Trust Fund.
- Board member, National Integrity Action
- Partnered with Mona Sofia Services to conduct online training for entrepreneurs in communities - 45 persons participated.
- Supported Digicel foundation 15 strong projects facilitating workshop on campus included 25 community groups.
- Partnered with Rada and farmers groups in the Gordon town extension, Digicel Foundation to donate food to Maxfield Park Children's Home
- Participated in several local and international discussions on way forward for entrepreneurs post COVID-19.

## **Mrs Vanda Levy-McMillan:**

- Member, Business & Management Standards Committee, University Council of Jamaica (UCJ).
- Assessor/Accreditation Officer, University Council of Jamaica
- Member of the Jamaica Employers' Federation (JEF) Annual Convention Programme Committee and Planning Committee

## PUBLIC SERVICE

### **Dr David McBean:**

- Non-Executive Director, Mayberry Investments Limited
- Member, University Hospital of the West Indies (UHWI) Board. He also serves on the Enterprise Risk Management, Procurement and the Strategic Development Committees
- Board Member, Mona-Tech Engineering Services Limited
- Board Member, Universal Media Company Limited
- Director, Caribbean Policy Research Institute (CAPRI)
- Board Member, Sygnus Capital
- Board Member, AJAS Limited
- Board Member, Hillel Academy
- Board Member, Development Bank of Jamaica, Boosting Innovation, Growth and Entrepreneurship Ecosystem (BIGEE) Project Steering Committee (PSC)

### **Dr Maurice McNaughton:**

- Member, National ICT Advisory Council (NICTAC)
- Member, Overseas Examination Commission (OEC) & Chair of Operations Committee
- Member, Victoria Mutual Building Society (VMBS) Board
- Chairman of the National Information Systems for Health (NIS4H) Steering Committee, established by the Minister of Health to provide governance, strategic leadership, oversight and national coordination for information systems for health in Jamaica.
- Member of the National COVID-19 Research Agenda Committee convened by the Ministry of Health and Wellness (MOHW) in collaboration with STATIN in order to strengthen the country response to the COVID-19 pandemic, through ongoing monitoring, evaluation and applied research. Chair of the Data Governance and Documentation Working Group.

### **Dr Indianna Minto-Coy:**

- Member, Scientific Committee of the Joint International Conference of CEDIMES, IPAGEF (The Pan-African Institute of Financial and Economic Governance) & Africa Business & Entrepreneurship Research Society, CEDIMES Institute USA, School of Business and Economics, State University of New York, Campus of Plattsburgh.
- Director, GraceKennedy Company Limited
- Director, GraceKennedy Remittance Services (GKRS)
- Director, GraceKennedy Foods and Services Ltd (GKF&S)
- Member, Audit Committee, GraceKennedy Limited
- Member, Corporate Governance Committee, GraceKennedy Limited
- Editorial Board Member, SN (Springer Nature) Business & Economics (Springer)
- Bentham Science Ambassador for the Journal Technology Transfer and Entrepreneurship
- Board Member, Diaspora Engagement Centre, Guyana
- Editorial Board, University of Guyana Press
- Key Expert - on Fhi360 (USAID & the British Council) Consultancy to Map the Social Enterprise Landscape in Jamaica
- Member, National Working Group on International Migration and Development, Government of Jamaica
- Member, Data, Research & Information Systems Sub-Group and Diaspora Remittance, Return, Integration and Reintegration Sub-Group of the National Working Group on International Migration and Development, Government of Jamaica
- Member, Judging Panel, PSOJ/Ministry of Finance Public Sector Corporate Governance Awards Programme



## PUBLIC SERVICE

- Workshop Facilitator: Lead 3 National Consultations to inform the policy and legislation on Social Enterprises in Jamaica Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF), Planning Institute of Jamaica, Development Bank of Jamaica and the Jamaica Stock Exchange National Social Enterprise Forum, Terra Nova Hotel, Kingston – October -December 2019
- Academic & NGO Country Representative: World Bank and International Center for Not-for-Profit Law Workshop: Multi-Sector Collaboration to Improve Compliance with FATF Standards on Non-Profit Organisations. December 11-13, 2019, Port of Spain, Trinidad & Tobago
- Reviewer: Social & Economic Studies and "Handbook of Research on Transnational Diaspora Entrepreneurship", Eds. Rolf Sternberg, Jonathan Levie, José Ernesto Amoró (Edward Elgar)
- Delegate, The Institute of Internal Auditors (ISACA) Audit, 2019 Governance & Risk and Control Conference, Fort Lauderdale, Florida August 12 – 14, 2019

### **Dr Lawrence Nicholson:**

- Chairman, Board for Broadcasting for the RJR-Gleaner Communications Group.
- Deputy Chairman of the Board for the RJR-Gleaner Communications Group – this is the corporate board for the group

- Chairman, Steering Committee of the Poverty Reduction Project (PRP) a European Union-Backed committee
- Co-Chair of the Dominic James Foundation – a foundation established in 2018 to support high school students involved in sports, while balancing academics
- Director of the Honey Bun Foundation (foundation established in 2018 to support the MSME sector, with focus on the Entertainment sector).
- Member of the Sector Committee for Services - a sub-committee of the Public Procurement Commissioner (PPC).

### **Dr Clive Scott:**

- Advisory Board Member, JLS Youth Empowerment

### **Mr Howard Senior:**

- Member, Board of Directors for Syncon Technologies Limited.
- Appointed to the Board of SimSpeak Communication Services Limited.

### **Dr Trevor Smith:**

- Chairman of the Board of Directors, National Conservation Trust Fund of Jamaica
- Member of Protected Areas Committee



# FACULTY





## FACULTY

The cadre of faculty at MSBM consists of a unique blend of tenured track, local career academics (full & temporary full-time), adjuncts and professional practitioners in a variety of fields, who have maintained currency in their academic disciplines through sustained involvement in research and teaching. Our visiting faculty members have become available to us through our alliances with world class business schools in North America and Europe. They have developed strong ties with us and are willing to give of their time and ideas to enhance the learning experience of our students.

### FULL-TIME FACULTY

<b>Name</b>	<b>Teaching Specialty</b>
Lou-Anne Barclay, PhD	International Business Management; Business Strategy & Policy; Global Management Trends
Tolulope Bewaji, PhD	International Business Management; International Entrepreneurship; Business Policy & Strategic Management; Corporate Environment & Strategy
Arnaldo A. Brown, LLB	Business Law I Company Law
Delroy Chevers, PhD	Production & Operations Management; Information Systems in Organizations
Kamau Chionesu, MSc	Essentials of Managerial Economics; Business Research; Integrative Module Project; Economics of Telecommunications, Information Technology & the Global Market; Essentials of Business Research
Vennecia Christian-Barnes, MBA	Finance; Financial Management; Investment Analysis & Portfolio Management; Management of Financial Institutions;
Noel Cowell, PhD	Research & Quantitative Methods; Business, Government & Society; Business Negotiations; Human Resource Management & Industrial Relations; Industrial Relations & Negotiation Strategies; Strategic Human Resource Management

## FACULTY

### FULL-TIME FACULTY

#### Name

Anne Crick, PhD

#### Teaching Specialty

Quality Service & Operations Management;  
Organizational Theory & Behaviour;  
Quality Service Management;  
Human Resource Management & Industrial Relations

Charlette Donalds, PhD

Computer Applications;  
Systems Analysis & Design

Shirley-Ann Eaton, LLB., CLE., MBA

Business Ethics for Bankers;  
Business Ethics for Bankers;  
Regulatory Framework of Banking and Finance;  
The Legal and Regulatory Framework for Business;  
Ethics, Corporate and Social Responsibility and Sustainability;  
Business, Government & Society;  
Ethical, Legal & Regulatory Framework for  
Enterprise Risk Management;  
Theory of Finance

Paulette Henry, PhD

Communication Skills for Managers;  
Management Skills;  
Integrated Marketing Communication

Karen Jones-Graham, PhD

Information Systems;  
Computer Applications

K'adamawe K'nife, PhD

Introduction to Entrepreneurship;  
New Venture Management;  
Strategic Planning for Entrepreneurship;  
Social Entrepreneurship for Sustainable Development

Vanda Levy-McMillan, MSc

Team Building;  
Transformational Leadership and Management

Twila Mae Logan, PhD

Financial Management;  
Financial Management I & II;  
Finance;  
International Monetary Economics and Finance

Michelle McLeod, PhD

Tourism;  
Hospitality;  
Event Management;  
Marketing for Managers

Maurice McNaughton, PhD

IT Economics;  
Business Systems Engineering;  
IT Governance & Policies

## FACULTY

### FULL-TIME FACULTY Name

### Teaching Specialty

Indianna Minto-Coy, PhD

ICT Policy & Regulation;  
Diasporas & Migration;  
Public Policy & Entrepreneurship;  
Partnerships & Development

Lawrence Nicholson, PhD

Quantitative Methods and Statistical Techniques;  
Decisions Models for Managers;  
Operations Management

Lila Rao-Graham, PhD

Enterprise Data Management;  
Business Analytics;  
Business Intelligence

Tenneil Rashford, MBA

Human Resource Management  
Management of Change

Michael Roofoe, MSc, CPA

Financial and Managerial Accounting;  
Financial Accounting I;  
Management Accounting I & II;  
Accounting for Managers;  
Advanced Management Accounting

Suzana N. Russell, PhD

Production & Operations Management

Clive Scott, PhD

Consumer Behaviour

Howard M. Senior, MBA

Principles of Marketing;  
Marketing for Managers;  
Marketing Strategy

Trevor Smith, DBA

Internship I;  
Strategic Planning & Management in  
Tourism/Hospitality Business;  
Marketing Research;  
Business Research;  
Consumer Analytics;  
Marketing Analytics and Modelling

## FACULTY

### FULL-TIME FACULTY

#### Name

#### Teaching Specialty

Sandria Tennant, PhD

History & Theory of Tax:  
Taxation I;  
Tax Administration;  
Accounting Research & Related Theory;  
Research Methods & Tax Research;  
Current Issues in Tax Administration and  
Tax/Contemporary Taxation

Ralph Thomas, MBA

Business in a Global Environment;  
Business Policy & Strategy

Joan Thomas-Stone, MSc, CPA

Introduction to Cost and Managerial Accounting;  
Financial Accounting

Beienetch H. Watson, MSc

Tourism Management;  
Tourism Destination Marketing;  
Sustainable Tourism;  
Tourism Planning and Policy Development;  
Caribbean Tourism

Michael Williams, MSc

Financial Accounting I & II;  
Financial Statement Analysis;  
Internship;  
Research Seminar;  
Research Project

### ASSOCIATE TEACHING FELLOWS

#### Name

#### Teaching Specialty

Robert Gregory, MSc

Transformational Leadership and Management

Kiplin Claude Robinson, BA, BJ

Foundation Skills for Graduate Management Education;  
Personal Development Electives

### ADJUNCT FACULTY – UWI

#### Name

#### Teaching Specialty

Ricardo Anderson, MSc

Computer Applications;  
Systems Construction & Implementation

Audrey Bailey

Financial & Accounting Management

Jeremy Barnes

Advanced Corporate Finance

Gavin Bennett

Financial Management II



## FACULTY

### ADJUNCT FACULTY – UWI

<b>Name</b>	<b>Teaching Specialty</b>
Olivene Burke, PhD	Transformational Leadership; Learning Strategy
Leighton Duncan, MBA	Computer Business Applications
Stephen Henderson, MSc	Team Building
Claremont D. Kirton, PhD	Security and Defence Economics
Gunjan Mansingh	Business Intelligence
Sandra March, MSc	Team Building
Dawn Morgan, MBA	Team Building
Trevor Murray, PhD	Human Resource Management; Organizational Development & Change
Craig Perue, MBA, PMP IT	Project Management
George Stewart, PhD	Electronic Commerce; Management Information Systems
Monica Taylor, PhD	Academic Writing
Lloyd Waller, PhD	Epistemology for Management Science; Qualitative Research Methodology for Managers
Carole Wedderburn-White, MBA	Team Building
Rose-Marie M. Williams-Hudson, MSc	International Marketing

## FACULTY

### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

<b>Name</b>	<b>Teaching Specialty</b>
Tashfeen Ahmad	Productivity and Quality Management Techniques
Peter Alfred	International Marketing & Export Strategy; International Marketing
Erica Allen, OD	Personal Development Electives
Herman Alvaranga	Marketing Strategy and Product Policy
Karl Anderson	Marketing for Managers; Business Research
Loretta Anderson	New Ventures and Entrepreneurship
Patrick N. Anderson	Corporate Finance
Richardo A. Anderson	Management Information Systems; Systems Construction & Implementation; Construction & Implementation
Tova-Malka A. Trench Anderson	Principles of Marketing Marketing Research
Vincent Anderson	External and Internal Threats to Hemispheric Security
Herman Athias	Business Policy and Strategy
Nadine Baker-Largie	Auditing
Jeremy Barnes	Advanced Corporate Finance
Carl Beckford	Healthcare Informatics
Matthieu Beckford	Legal Environment of Business
Stanley Beckford	International Business Management
Wayne Beecher	Advanced Corporate Finance
Andrei Bennett	Strategic Sourcing
Kerry Bigby	Auditing I; Taxation I; Management Accounting II

## FACULTY

### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

<b>Name</b>	<b>Teaching Specialty</b>
Girjanauth Boodraj, PhD	Quantitative and Statistical Techniques; Economics for Managers
Ian O. Boxill, PhD	Research & Quantitative Methods
Ainsley Brown	Supply Chain Management and Strategy
Christine A. Brown	Communication Skills for Managers; Managerial Communications; Management Information Systems
Marjorie Campbell	Enterprise Risk Management Governance
Chacon W. Chambers	Production & Operations Management
Christopher A. Charles	Caribbean Security Perspective - Deviance, Conflict and Social Management
Ryan Chung	Financial & Managerial Accounting
Danny Clarke	Business in a Global Environment; ERM in the Global Business Environment
Anthony M. Clayton	Sustainable Tourism Development; National Security Policy & Programme Analysis
Colin C. Coley	Introduction to Entrepreneurship
Elaine E. Commissiong	Personal Development Electives
Grace Cowan-Allen	Communication Skills for Managers
Asha Crawford	Company Law
Winston A. Delahaye	Financial Accounting II
Dahlia Daley-Nation	Statistics
Khalid R. Daubon	Systems Analysis & Design

## FACULTY

### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

<b>Name</b>	<b>Teaching Specialty</b>
Odetha Davis	International Marketing; Integrated Marketing Communication; Marketing Research; Marketing Strategy; Consumer Behaviour
Bornette Donaldson	Investment & Analysis; International Monetary Economics and Finance; Theory of Finance
Opal Donaldson, PhD	Business Analytics; Data Mining for Marketing and Sales
Anthony O. Drummonds	Data Structures Systems Construction & Implementation IT Project Management Information Technology Fundamentals
Evan Duggan, PhD	Strategic Use of Information & Communication Technology
Owen L. Ellington	National Security Policy and Programme Analysis
Fray Ellis	Financial Management I; Entrepreneurial Finance
Andrice N. Fagan	Corporate Environment & Strategy; Advanced Financial Accounting
Paula Ferguson	Corporate Finance; Corporate Environment & Strategy
Floyd A. Gordon	Quantitative Methods Financial Management I
Ramon Gracey	International Business Management
Kelvin Hall	Risk & Treasury Management
Winsome Halliman	New Ventures and Entrepreneurship
Lesley Hare	International Hospitality Business



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### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

<b>Name</b>	<b>Teaching Specialty</b>
Leonie Harris	Human Resource Management; Organizational Behaviour
Carla-Anne Harris-Roper	Labour and Employment Law
Dormah B. Harrison	Management of Strategic Issues
Carolyn E. Hayle	Sustainable Tourism Development; Tourism and Hospitality
Andre Y. Haughton	Econometrics for Managers
Suzette A. Haughton, PhD	New Dimensions of Power and Security in the Caribbean
Suzette A. Henry-Campbell	Business Negotiations
Marcia E. Hextall	Team Building and Management
Deborah Hickling, PhD	Elective Seminar 1
Dennis O. Howard	Entertainment Management Events Management
Ricardo Hutchinson	Financial Markets & Investments;
Sydney R. Innis	International Relations and National Security Issues
Mark Jackson	Financial & Managerial Accounting
Dave Jeffrey	Taxation I; Advanced Taxation; Taxation of Business Organizations
Carol C. Jackson	Interconnection in Telecommunication Network
Jomo J. Johnson	Project Management; Financial Management II
Maureen Johnson	Human Resource Management; Management of Change; Team Building & Management

## FACULTY

### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

<b>Name</b>	<b>Teaching Specialty</b>
Simon Johnson	Financial and Managerial Accounting
Oniel Jones	Introduction to Entrepreneurship; Business, Government & Society; Business Strategy & Policy; Entrepreneurship & New Venture Creation
Devon Lawrence	Taxation I Financial Statement Analysis
Margaret Lawrence	Introduction to Tourism and Hospitality; Meetings and Convention Management; Quality Service Management; Transportation & Travel; Entertainment Management
Henry Lewis	Counseling for HR
Michelle A. Linton	Corporate Environment & Strategy; Advanced Financial Accounting
Andrew Litchmore	Computer Applications
David F. Lowe	Marketing
Edmond Marsh	Global Supply Chain Management; Transportation Strategy and Management
Michael McAnuff Jones	International HRM
Cecille McCormack	Market Research
Hilton McDavid, PhD	National Security Policy & Programme Analysis; Project Management
Lyndel McDonald	Information Technology and Telecommunications Management
Duane A. McIntosh	Consumer Behaviour
Melville McIntosh	Project Management; Productivity & Quality Management Techniques; Information Technology Fundamentals

## FACULTY

### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

<b>Name</b>	<b>Teaching Specialty</b>
Ramon McLaren	Computer Applications; Management Information Systems
Rondeen D. Mclean	Financial Management I Financial Management II
Kerry-Ann Metcalfe-Green	Introduction to Tourism & Hospitality; Transport & Travel
David H. Miller	Operations, Planning and Control Productivity and Quality Management Techniques
Pauline Millwood	Business, Government & Society
Noel Morgan	Financial & Managerial Accounting
Trevor Murray	Human Resource Management
Carol Nelson-Perry	Advanced Auditing; Advanced Financial Accounting
Martin Nesbeth	Financial Statement Analysis; Financial Management II; Accounting and Financial Management; Corporate Finance
Dionne A. Palmer	Creativity & Innovation Management for Entrepreneurship
Dwayney N. Paul	Financial Accounting; Introduction to Cost & Managerial Accounting
Derek Peart	Risk & Treasury Management; Risk Management in the Business
Ingrid Peralto	Personal Development Electives
Paula-Anne S. Porter-Jones	Communication Skills for Managers
Sharon A. Redwood	Organizational Behaviour Quality Service Management
Kaydia Reid	Computer Applications; Computing Methods; Management Information Systems I

## FACULTY

### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

<b>Name</b>	<b>Teaching Specialty</b>
Craig A. Ricketts	Organizational Behaviour
Donald Roberts	Industrial Relations
Hilary Robertson-Hickling, PhD	Organizational Behaviour; Team Building and Management; Organizational Development
Nikala S. Robinson	Computer Applications E-Commerce
Margaret Rose	Procurement and Contract Administration
Carole Rowe	Communication Skills for Managers; Quality Service Management
Gloria Royale-Davis, PhD	Essentials Critical Analysis & Communication; Foundation Skills for Graduate Management Education
Tamara T. Scott-Williams	Business Strategy and Policy
Stewart E. Saunders	External and Internal Threats to Hemispheric Security
Andrene Senior	International Monetary Economics and Finance
Joseph Shoucair	Business Law I; Company Law
Yolanda Silvera	Inventory Management
Andenis Simms	Communication Skills for Managers
Georgia Simon	Organizational Development & Change
Donette F. Sommerville-Mills	Taxation II
Shannon Spencer	Managerial Economics
Patrick D. Sterling	Compensation Management Management of Change



## FACULTY

### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

<b>Name</b>	<b>Teaching Specialty</b>
George W. Stewart	Electronic Commerce
Desmond J. Taffe	Auditing I Auditing II
Alwyn Taylor	Data Structures; Computing Methods; E-Commerce
Vanesa Tennant, PhD	Electronic Commerce; IT Project Management; Business Analytics
Michele Thomas	Frameworks for Telecommunication and ICT Policy Making
Peter Thompson	Investment Analysis & Portfolio Management; Management of Financial Institutions
Yssenia S. Trail	Business Law I Company Law
Patrick W. Tucker	Business Strategy and Policy
Fabian Vassell	Graduate Mathematics for Graduate Management Education; Quantitative Methods & Statistical Techniques; Accounting Research & Related Theory
Francis Vassell	Graduate Mathematics for Graduate Management Education; Quantitative Methods
Valerie P. Veira	New Venture Management; Introduction to Entrepreneurship
Rudolph Wallace	Consumer Behaviour
Patrice Whitely	Security and Defence Economics
Mathew William	Spanish
Arlene A. Williams	Business Law I
Stacey-Ann S. Williams	Business Law I

## FACULTY

### ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Petra-Ann Williamson	Organizational Behaviour
Cedric Wilson	Economics for Managers; Economics of Enterprise Risk Management
Maureen H. Wright	Financial & Managerial Accounting
Cheryl Wright	Finance
Stacy-Ann Wright	Management Information Systems
Christopher Zombas	Business Communication

### VISITING PROFESSIONALS – OVERSEAS

#### VISITING EXTERNAL EXAMINERS - OVERSEAS

- |                                |                                  |
|--------------------------------|----------------------------------|
| • Professor Kasim Alli, PhD    | Clark Atlanta University, USA    |
| • Professor Barron Harvey, PhD | Howard University, USA           |
| • Professor Edward Davis, PhD  | Clark Atlanta University, USA    |
| • Professor Donna Davis, PhD   | University of South Florida, USA |

#### OVERSEAS SUPERVISORS OF DBA STUDENTS

- |                                |  |
|--------------------------------|--|
| • Dr Speros Link Margetis      | Professor of Finance<br>John H. Sykes College of Business<br>University of Tampa   |
| • Professor Mary Jo Jackson    | Associate Professor, Management<br>Sykes College of Business<br>University of Tampa  |
| • Professor William T. Jackson | Director, Sustainable Entrepreneurship & Innovation and<br>Professor of Entrepreneurship & Innovation<br>University of South Florida |

## FACULTY

### OVERSEAS SUPERVISORS OF DBA STUDENTS

- Professor Ben Ramdani

Lecturer in Strategy, Director of Postgraduate Research Students  
University of Exeter Business School  
Streatham Court  
Streatham Campus  
University of Exeter  
Exeter
- Professor Bernard Obeng

Professor, Entrepreneurship and Small Business Management  
Ghana Institute of Management & Public Administration  
Business School  
Box AH 50, Achimota-Accra  
Ghana
- Professor Jason Jackson

Operations Management Professor  
The Wharton School  
University of Pennsylvania
- Professor Alphonso O. Ogbuehi

Professor of Marketing & International Business  
Department of Management & Marketing  
College of Business  
Clayton State University
- Professor Graham Hall

Emeritus Professor of Management  
CSM, UWIC (Now Cardiff Metropolitan University)

# BOARD OF DIRECTORS



**Mr Howard Mitchell**  
Consultant  
Mitchell Hanson Law Offices  
Chairman, MSBM Board



**Professor Dale Webber**  
Pro Vice Chancellor and Principal  
The University of the West Indies  
Mona Campus



**Professor Sir Hilary Beckles**  
Vice Chancellor  
Personal Office of the Vice Chancellor  
The University of the West Indies



**Professor David Tennant**  
Dean  
Faculty of Social Sciences



**Dr David McBean**  
Executive Director,  
MSBM



**Ms Shirley Ann Eaton  
(Company Secretary)**  
Unit Head,  
Finance & Accounting Unit MSBM



**Ms Minna Israel**  
Special Advisor to the Vice Chancellor  
Office of the Vice Chancellor  
The University of the West Indies



**Miss Allison Peart**  
Country Manager  
Ernst & Young Jamaica



**Mrs Lisa Soares-Lewis**  
Founder/CEO  
Great People Solutions



**Mr Jason Corrigan**  
Chief Operating Officer  
Productive Business Solutions



# FINANCE AUDIT & ASSESSMENT COMMITTEE

**Ms Allison Peart – Chairman**

Country Manager  
Ernst & Young

**Dr David McBean**

Executive Director  
MSBM

**Dr Lila Rao-Graham**

Deputy Executive Director  
MSBM

**Dr Twila Mae Logan**

Deputy Executive Director  
MSBM

**Mrs Andrea McNish**

University Bursar  
Office of Finance

**Ms Merlyn Reid**

Assistant Accountant  
MSBM

**Mr Howard Pearce**

Deputy Bursar  
Office of the Bursary  
The UWI

**Mr Herman McDaniel**

Consultant  
Office of the Principal

**Mr Nigel Logan**

Campus Bursar  
University of the West Indies

# INSTITUTIONAL LINKAGES

## Key Partnerships

Throughout the years the School has developed formal and informal relationships with a number of international Universities and Institutions including:

- 51% Coalition
- Association of MBAs (AMBA)
- Association to Advance Collegiate Schools of Business (AACSB) International
- Aston Business School, Aston University, Birmingham, England
- Bloomberg
- California Polytechnic State University, Pomona
- Caribbean Cyber Security Centre
- Caribbean HIV/AIDS Regional Training network
- Caribbean Institute of Media and Communication (CARIMAC)
- Caribbean Internet Forum
- Caribbean Maritime Institute
- Caribbean Telecommunications Union (CTU)
- Carimed
- CARITEL, Barbados
- Central Information Technology Office (CITO)
- Centre for Industrial Relations – University of Toronto
- Clark Atlanta University
- Concordia University
- CVM TV
- Deloitte & Touche
- Department of Business and Management - University of Guyana.
- Digicel Group
- Disputes Resolution Foundation
- Eastern Caribbean Telecommunications Authority, St. Lucia
- ECLAC
- Eduniversal
- Ernst & Young
- Financial Services Commission
- First Global Bank
- Florida State University
- Foga Daley, Attorneys-At-Law
- Fundação Getulio Vargas – Brazil
- Fundacion Avina,
- Fundación Karisma – Colombia
- Georgia Southern University, USA
- Gore Developments Limited
- GraceKennedy
- Harvard Business School, Harvard University
- HEART Trust NTA
- Henlin Gibson Henlin, Attorneys at Law – Jamaica
- Howard University
- Human Resources Management Association of Jamaica (HRMAJ)
- Institute for Leadership, Ethics and Diversity (I-LEAD), College of Education, Health & Human Sciences,

## INSTITUTIONAL LINKAGES

Knoxville University, USA

- Institute of Chartered Accountants of Jamaica (ICAJ)
- Institute of Chartered Accountants of the Caribbean (ICAC)
- Inter-American Development Bank (IDB)
- International Association for Media and Communication Research (IAMCR)
- International Development Research Centre (IDRC)
- International Finance Corporation (IFC)
- International Institute for Labour Studies, ILO
- International Telecommunications Society (ITS)
- International Telecommunications Union (ITU)
- Internet Society (ISOC), Washington DC, USA
- J. Wray and Nephew
- Jamaica Business Development Corporation (JBDC)
- Jamaica Chamber of Commerce (JCC)
- Jamaica Cooperative Credit Union League (JCCUL)
- Jamaica Exporters Association (JEA)
- Jamaica Information Service (JIS)
- JMMB Joan Duncan Foundation
- Jamaica National Building Society (JNBS)
- Jamaica Observer
- Jamaica Public Service Company (JPSCO)
- Jamaicans United for Sustainable Development (JUSD)
- JL Kellogg Graduate School of Management
- Joan Duncan Foundation
- Joan Duncan School of Entrepreneurship, Ethics and Leadership (JDEEL) - University of Technology
- Keck Graduate Institute
- KPMG
- L. Howard Facey & Company
- Lloyd Greif Centre- University of Southern California
- London School of Economics and Political Sciences
- Massy Distributors
- McKinsey & Company
- Messiah College, USA
- Microsoft – Jamaica
- Ministry of Science, Technology, Energy and Mining (MSTEM)
- Montego Bay Chamber of Commerce
- National Commercial Bank Jamaica Limited (NCB)
- North Carolina A&T University
- Northern Caribbean University (NCU),
- Northwestern University
- Nova South Eastern University
- Nunes, Scholefield, DeLeon & Co.
- Organization of American States (OAS )
- Observatory on the Information Society in Latin America and the Caribbean (OSILAC-ECLAC)
- Office of the Prime Minister (OPM)
- Office of Utilities Regulation (OUR)
- Organization of Caribbean Utilities Regulators
- Pearson Vue

## INSTITUTIONAL LINKAGES

- Penn State University
- Petrojam
- Petroleum Corporation of Jamaica
- Pricewaterhousecoopers
- Private Sector Organization of Jamaica (PSOJ)
- Project Management Institute (PMI)
- Public Accountancy Board (PAB)
- Red Stripe – Diageo
- Regional Dialogue on the Information Society (DIRSI)
- Rural Agricultural Development Authority (RADA)
- Rutgers University
- Sagicor Jamaica
- Salada Foods Jamaica
- School of Business Administration, Clark Atlanta University
- School of Strategy and Leadership in the Faculty of Business and Law at Coventry University, UK
- Scotia Bank Jamaica
- Scotiabank Small Business Banking
- Slashroots Foundation
- Small Business Bureau of Guyana
- Social Development Commission
- Social Partnership Council
- Sofos Consultancy, Netherlands
- Spatial Innovision Limited
- Spur Tree Spices
- The Continental Bakery Limited (trading as “National”)
- The Development Bank of Jamaica (DBJ)
- The MICO University College
- The National Integrity Action (NIA)
- Tranixcom LLC
- Turnaround Management Association
- UHY Dawgen Chartered Accountants
- United States Agency for International Development (USAID)
- Universal Service Fund Company Limited
- University of Alabama
- University of Cape Town, South Africa
- University of Central Florida
- University of Denver
- University of Ilorin, Nigeria
- University of Informatics Sciences in Havana, Cuba
- University of Michigan
- University of Technology
- University of Windsor
- Victoria Mutual Building Society
- Vincent HoSang Family Foundation, USA
- West Indies Players Association
- Wharton Business School
- Wisynco
- World Bank



## THE LINK - UWI's SCHOOLS OF BUSINESS

