



Mona School of Business & Management

MSBM

The University of the West Indies, Mona

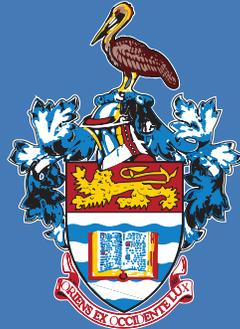
REPORT

annual **REPORT**

2014/2015

SETTING THE PILLARS FOR
A DISTINCTIVELY SUCCESSFUL
FUTURE





MSBM





MSBM

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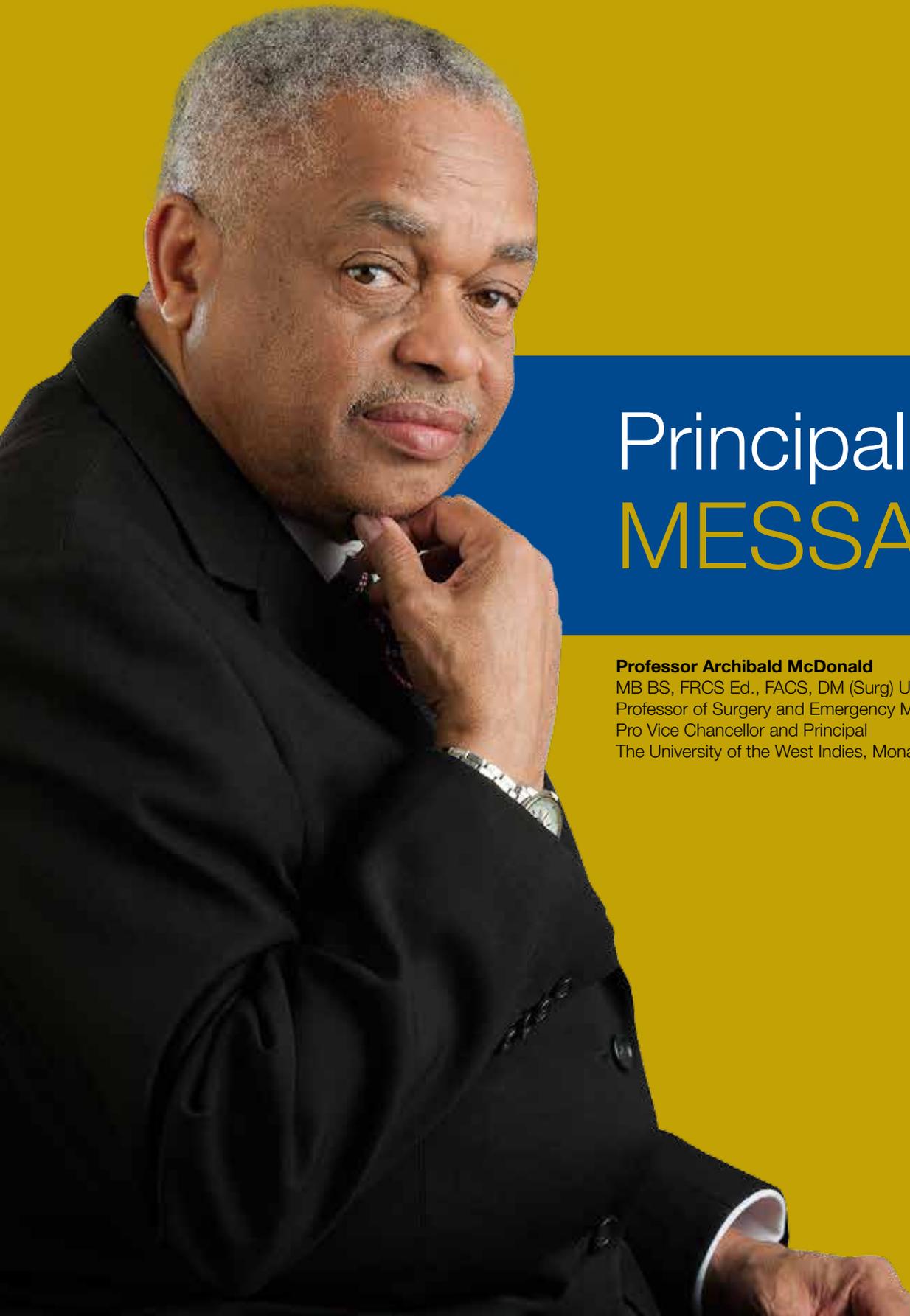
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Our MISSION



To be a solution-oriented school of business and management which produces internationally competent and capable professionals and leaders through teaching, research and service.



Principal's MESSAGE

Professor Archibald McDonald

MB BS, FRCS Ed., FACS, DM (Surg) UWI
Professor of Surgery and Emergency Medicine
Pro Vice Chancellor and Principal
The University of the West Indies, Mona Campus



MSBM

Business today is global and the Mona School of Business and Management (MSBM) continues to earn its strong reputation as innovative and distinctive pioneers in management and leadership. This year marks yet another period of achievement in the School's continued development; and as Principal I am honoured to recognise its outstanding work in education and business.

Adding to its many accolades this year the school was awarded the "Best of Chamber (Small Enterprise)" at the Jamaica Chamber of Commerce 33rd Annual Awards Ceremony, a testament to the outstanding and continued contributions it is making to business and entrepreneurship. This is indeed an exceptional achievement as the awards committee applauded the MSBM for attaining the "highest level of sector performance and best practices in the areas of corporate leadership, product and service quality, human resource development, marketing innovation, corporate citizenship and sustained growth."

The awards did not end here as a number of the school's faculty and staff received awards for excellence in teaching, research and business. Awardees included Professor Hopeton Dunn, Professor Evan Duggan, Professor Densil Williams, Dr William Lawrence, Dr Maurice McNaughton, Dr Lila-Rao Graham, Ms Stascia Gordon, and Mr Michael Williams. These are the exceptional business leaders, academics and researchers who are helping to frame Jamaica's business sector and I am indeed extremely pleased to be able to recognise their outstanding contributions to the UWI, Mona.

The school's strategic objectives to provide excellence in teaching and learning as well as facilitating productivity for faculty and staff continued to be at the fore of the school's mandate during 2014/15. The school invested heavily in infrastructural development projects such as the construction of the innovative MSBM Finance Lab

(powered by Bloomberg and Stock-Trak simulation technologies), which will provide students with hands on financial and business experience.

Of particular mention are the most recent successes of the student body. I am very pleased to recognise the outstanding achievement of the four students (Kerry-Ann Reid, Ronique Johnson, Davian Samuels and Jody-Ann Lawrence) who were selected to participate in the 2015 Ernst & Young Summer Internship Programme in New York. This is a prestigious achievement as these students represent the crème de la crème. The MSBM continues to enjoy success as to date many of the school's students have earned prestigious internships and placements with national and multinational companies, such as PricewaterhouseCoopers.

During the period under review the MSBM has continued to maintain its high standards of research excellence as the school was awarded US\$953,000 UWI/NCB Sponsored Research in Corporate Transformation to conduct applied research in Corporate Renewal and Transformation.

I am certainly encouraged by the progress made this year. The school, its many academics and professionals in business management, represent a promising future for the UWI, Mona becoming a pioneer in business and management studies. I congratulate the school on yet another outstanding year of growth and innovation and I look forward to supporting its future initiatives in building better business and educational opportunities for Jamaica.

I extend congratulations to the academic, administrative and ancillary staff of MSBM for their continued hard work and dedication in realising the school's goals and objectives. The MSBM will continue to strive for excellence in teaching and research. The school is now well poised to make its mark on the business environment of the region.



Chairman's STATEMENT

Ms Minna Israel
Chairman, MSBM Board



It has been a hectic year that saw further growth and development for the MSBM with the school making significant strides towards the intended benefits promised in its 2013 - 2017 strategic plan. During the 2014/15 period, the Board endorsed the school's focus on some vitally important initiatives, including but not limited to: curriculum reform and internationalisation of some of its programmes; policy design in critical areas of its operations; increasing faculty research output; and the continued integration and development of its staff through extensive human resource reforms. The outturn on these initiatives, despite a challenging operating environment, was commendable; and was evident in the well-deserved accomplishments of our students (at all levels), faculty and staff, and the institution as a whole.

Our students – through their achievements on the domestic and international stages - continue to show that MSBM teaching and learning environment is nurturing and producing talent that is crème-de la crème in the region. For example, MSBM students placed first in the Vincent HoSang UWI Venture Competition and the 2014 NCB Vision Award; and fourth in the national Business Model Competition. Our students were also a part of a University of the West Indies (UWI) team that made us extremely proud at the 6th Annual Hult Competition (the world's largest student competition), placing 2nd in the regional finals.

The institutions' faculty and staff also have notable achievements in the period under review; special awards and recognition were given at the recent Staff Annual Retreat, wherein a number of staff and faculty were recognized for outstanding performance and long and faithful service to the institution.

The school's impeccable delivery of sought-after, contemporary, well-designed programmes received special recognition during the period. Eduniversal (an organization that does an annual ranking of business schools and universities in over 150 countries and publishes a ranking of the 4,000 Best Masters and MBA Programs in 30 fields of studies worldwide) ranked three of MSBM's graduate programmes in the top 200 in the world and top 20 in the region. This is testament to the quality assurance efforts that characterize the school's programmes and provides independent validation of the high calibre of our faculty, pedagogy and supporting infrastructure.

An achievement of which we are particularly proud is the school being awarded the Jamaica Chamber of Commerce "Best of Chamber – Small Enterprise" Award. This endorsement by "industry" affirms that the school is meeting one of its strategic objectives – to increase and effectively disseminate relevant and impactful research. Indeed, this award has energized the school's researchers to intensify their investigations into current problems to produce knowledge that will influence policymakers and business leaders as we collectively strive to fulfil our nation building aspirations.

As the MSBM staff continues to relentlessly execute the programme of activities under the 2013 – 2017 strategic plan, the Board of Directors would like to laud them for the achievements thus far. I will also like to thank my colleague directors for their tireless service. We remain confident that the school's current trajectory – built on its inimitable successes – will cement the school as the premier provider of business and management education.



Executive Director's SUMMARY

Densil A. Williams

Professor of International Business
& Executive Director, MSBM



2014/15 marked the second year in the implementation of MSBM's four year strategic plan, which has as its main aim, the submission of the school's application to AACSB (The Association to Advance Collegiate Schools of Business) as a signal to kick start its quest for international institutional accreditation from the most prestigious body in the world which accredits schools of business. Although the road to this important activity, which is a mark of distinction that will further separate MSBM from its competitors in the marketplace, is a long way ahead, laying the foundation to achieve this milestone is a continuous journey that has to be at the forefront of our minds as we carry on the daily task of operating the enterprise. In this regard, MSBM continues to make significant improvements to its core operations of: teaching and learning, research and innovation and, outreach and public advocacy in order to position the school for stronger growth as it prepares for accreditation.

In its Teaching and Learning portfolio, a significant number of activities were undertaken including but not limited to:

Capacity development programmes for faculty in the areas of pedagogy, marking of scripts, setting course and programme objectives among others.

Revision of a number of academic programmes in order to ensure they meet current market demand. These include the revision of the MBA programme to be offered in August 2016, the intake of students in the Doctoral programme under the revised format and the harmonization of the BSc in Tourism Management to gain the synergies from similar programmes on the sister campuses of the UWI.

A number of student initiatives developed to enhance the learning experience of our graduate and undergraduate students including the placement of four of our students in the Co-op Programme in Accounting in the Ernest and Young operations in New York.

There is no doubt that the tremendous amount of work in this area of our operations have led to an improvement in the exceptional teaching and learning experience which MSBM pledges to offer to its students.

Our research output, while still not at the level which we have budgeted, has shown significant improvement over the review period. MSBM hosted its inaugural Business and Management Conference in January 2015 in Montego Bay which saw over 95 percent of faculty making presentations on important areas of research in which they are engaged. From all indications, the conference was a major success as it achieved one of its major objectives, i.e. bridging the gap between academia and praxis as evidenced by the large number of private sector personnel who participated in the conference by: chairing sessions, presenting papers or just participation in the discussions and deliberations.

Similarly, it is noteworthy to mention the number of books that were launched by Faculty members in MSBM. Research, writing and publication of a peer-reviewed book is not an effortless task. MSBM faculty have definitely shown a tremendous effort in getting so many books published over the academic year and more so, with high quality and very reputable publishers such as Routledge, Palgrave McMillan and UWI Press.

Also, there has been tremendous success in acquiring grant funding for research and development in MSBM. In 2013/14, MSBM in collaboration with the wider UWI, Mona was able to ink a deal with National Commercial Bank to the tune of US\$953,000 to carry out research in corporate transformation and to also fund a professorial chair in strategic management. That research programme has moved steadily in the 2014/15 academic and has produced some insightful output to date. Our main sources of grant funding from IDRC continued over the period as well in addition to new grants from the Development Bank of Jamaica among others.



MSBM

Executive Director's SUMMARY Continued

MSBM continued to play a critical role in providing insightful commentary on issues of national importance through its public advocacy programme. Over the year, a number of fora and seminars were convened to shed light on critical issues that impact the macro-economy and also the operations of firms in the domestic and regional economies. Some of the critical seminars included looking at mergers and acquisitions in the telecommunication sector, the impact of the opening of Cuba on the rest of Caricom region, doing business in China among other things. Overall, the advocacy programme received tremendous support from the public and private sectors and has contributed much to policy development in critical areas of development. These programmes have helped to lift the profile of MSBM over the year.

As MSBM continued to reposition for stronger growth in the future, a number of administrative improvements were made during the review period as well. Policies were put in place to foster a stronger culture among the staff of MSBM. Through our “oneness” committee, a number of activities were planned and executed which brought the faculty and staff together in order to mix and mingle and better understand our mission and vision for the school. These activities have largely led to a renewed spirit among faculty and staff in the school. In addition, there has been a concerted effort to put policies in place to better streamline our human resources in order to improve its productivity. We have now drafted a staff manual which outlines a number of policies that will assist faculty and staff to better understand their roles and responsibilities. Over the past year, there has also been a concerted effort to design a career path for each staff member so that they can have a sense as to how they will progress in the organization. These efforts are crucial in helping to drive productivity among faculty and staff.

All the efforts documented in this report over the 2014/15 academic year were crucial in helping MSBM to cop the Jamaica Chamber of Commerce award for the best small company in 2014. This award is a strong endorsement of the work that MSBM continues to do to reposition itself as a formidable competitor in the increasingly competitive marketplace for business and management education. Indeed, this is a signal achievement for the school as it is the first time in its history that it has gained such recognition. Other high quality recognition came from Eduniversal which ranked MSBM's master programmes in the top 200 in the world and some of the best in Latin America and the Caribbean. The results of these rankings are reported in the body of this report.

Overall, while 2014/15 was a challenging year financially, MSBM through judicious management of its cost and the drive to diversify its revenue stream; was able to generate a surplus for a second consecutive year. This outcome is critical to help the school to continue to build its balance sheet so that it can present a credible case to its accreditors that the school can indeed finance its operations. MSBM will continue on this path to effectively manage its finances so that it can turnover a surplus each year.

2014/15 was an important year in the life of the school and I will like to take this opportunity to thank all the stakeholders who have assisted us in achieving the objectives we set ourselves. A special thanks to our Board of Directors who have been quite supportive over the years. I wish all the Directors well as their term of office came to an end at the end of the academic year 2014/15. I will also like to thank the very hardworking Faculty and Staff at MSBM for sticking to the script and putting in the very hard-work to help us to make our vision a reality in the past year. I look forward to the continued strong efforts in 2015/16.



Reporting Relationships



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

This MSBM 2014/2015 Annual Report presents some of the many achievements of the school in the period under review August 1, 2014 – July 31, 2015. It details changes in our academic programmes (teaching and learning), significant student achievements and alumni engagement, major conferences and events hosted, and lists a plethora of faculty activities (research, presentations and outreach).

Student Recruitment

MSBM held Graduate Information Sessions at the Spanish Court Hotel, Kingston on December 11, 2014, and the UWI Western Jamaica Campus (WJC) on January 8, 2015. Various marketing channels (MSBM's website, traditional media, social media, and email invitations to prospects who previously deferred their acceptance) were used to promote the sessions and yielded 120 and 60 prospective candidates in Kingston and Montego Bay respectively. Presentations were made by the Executive, Deputy-Executive and Marketing Directors; and testimonials were given by alumni from MSBM's MBA and MSc. ERM programmes. Additionally, representatives from four financial institutions (Edu Com Credit Union and COK Solidarity Co-op Credit Unions, Proven Investments, and National Commercial Bank Ltd. (NCB)) participated at both sessions to showcase their education loan products.

Our Doctorate of Business Administration (DBA) programme welcomed eight new candidates - DBA Cohort 5- who commenced their programme January 13, 2015. This cohort is the first to be recruited into the newly revised DBA programme.



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	2014 -2015	2013 -2014
Undergraduate	645	568
Postgraduate	281	318
TOTAL	926	886
TOTAL STUDENT POPULATION /ENROLMENT		
Undergraduate	2,828	2,693
Postgraduate	624	623
TOTAL	3,452	3,316

Source: Student Records, UWI Mona

Summer School 2014 had student registrations of 1,076 across the 27 undergraduate courses offered.

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	2014 -2015	2013 -2014
Scheduled Short Courses	294	427
Customised Short Courses	288	210
TOTAL	582	637

Source: PSU Database, MSBM

MSBM Graduates 2014

The ceremony for the presentation of MSBM graduates was held on November 1, 2014. Table 3 shows that there was an 11.40% year-on-year **decrease** in graduates compared to 2013.

TABLE 3: GRADUATES 2014 AND 2013

GRADUATES	2014	2013
Undergraduate	252	242
Postgraduate	401	495
TOTAL	653	737

Source: Student Records, UWI Mona

Academic PROGRAMMES

New & Revised Programmes

MSBM continues to review, revise and add new programmes and/or courses to its portfolio to ensure the relevance of its programmes, and that it is satisfying the needs of its constituents.

During the period, approval was sought and received from the UWI's designated authorities for the revision of the Doctorate in Business Administration (DBA) programme. The newly approved curriculum (applicable to the most recent cohort), along with some administrative enhancements, are expected to positively impact the programmes throughout.

The UWI's Academic Quality Assurance Committee (AQAC) on March 4, 2015 approved a request for harmonization of codes for the BSc Tourism Management programme at the Mona Campus with the offerings at the St. Augustine and Cave Hill campuses. The revised programme comprises three levels: Level I (minimum 30 credits), Levels II and III (minimum 60 credits), and a 10 weeks internship at the end of Level III. A key feature is the harmonization of the programme with the offerings at the St. Augustine and Cave Hill campuses.

A proposal for the curriculum review of the MBA portfolio was a major accomplishment during the period; having successfully navigated the academic approval processes at the UWI with final approval being granted by the Board of Graduate Studies and Research in May, 2015. Some key features of the revamped programme are: shorter duration, an immersion phase, compulsory final paper, which requires students to interact with industry stakeholders in a formal way, and alignment of programme commencement with the beginning of the UWI school year – August each year (See Quality Assurance page 25).

MSBM Brown-Bag Research Seminars

A series of Brown-Bag Research Seminars were held during the 2014-2015 academic year. These sessions encouraged the dissemination of research conducted by the School's doctoral students and faculty. The seminars were held in September and October 2014, and February and March 2015. Topics covered:

- *"Converting conference papers to published pieces"*.
- *"Analysing inter-business knowledge-sharing in the tourism sector"*.
- *"ICT adoption and its impact on the performance of Jamaican hotels: A proposed research model"*.
- *"Cyber security readiness: An initial assessment of Jamaican government agencies"*.
- *"The effectiveness of mergers and acquisitions as a strategy for firm growth: The Caribbean experience (1980-2010)"*.
- *"An agile approach to transformational business intelligence"*.
- *"Advancing an appropriate method for disclosing intellectual capital in banking institutions - A Caribbean perspective"*.

These sessions encouraged the dissemination of research conducted by the School's doctoral students and faculty, and assisted faculty to better refine their research and prepare for the publication process. There is usually a high turnout at these Brown-Bag sessions, and high levels of participation, especially amongst faculty.

Academic PROGRAMMES

Faculty & Staff Development

To increase capacity-building in faculty and other functional areas of the organization, a number of faculty and staff were exposed to various training and development activities. Some of these are summarized below:

Training sessions were held for management and staff on the new Constituent Relationship Management (CRM) platform used to manage information for all MSBM stakeholders - student, alumni, staff, clients, and faculty. The CRM platform replaces several disparate information stores in the school and improves the nature and efficiency of the school's interactions with its invaluable constituents.

Four members of the MSBM's Finance & Administration Department attended a seminar on International Accounting Standards, facilitated by KPMG on September 24, 2014.

The Librarian in the MSBM Documentation Centre attended a session on e-resources hosted by the United States Embassy, in collaboration with the Library Association of Jamaica (LIAJA), on November 7, 2014 at the Jamaica Pegasus.

Dr Delroy Chevers, Lecturer and Acting Unit Head, Decision Sciences & Information Systems (DS&IS) Unit, attended a one-day seminar on *"Innovation in learning and teaching"*, in Aruba, on March 12, 2015. The facilitator was world renowned Ken Bain, President, Best Teachers Institute.

Approximately 34 faculty and staff attended the two training sessions in the use of the new MSBM Finance Lab, on April 8, 2015 and May 13, 2015.

The Director of Finance and the Information Technology Officer attended a Banner conference - Ellucian Live 2015, in New Orleans, Louisiana, USA, from April 12 – 15, 2015.

MSBM Teaching & Learning Committee (T&LC)

The T&LC developed and hosted two critically important seminars for faculty (full-time and adjunct) over the academic year:

- *"How to mark examination papers – Both qualitative and quantitative"* on November 16, 2014 in Seminar Room 10.
- *"How to set and mark exams in light of the new GPA System"*, on February 26, 2015 in Seminar Room 1 at MSBM South.

Both sessions were very well attended by approximately 40 and 50 faculty (respectively), and were streamed live to the Western Jamaica Campus. Over 80% of the participants stated that the content was relevant and they would recommend the workshops to others.



Student Development ACTIVITIES

Several activities were undertaken in the period to build the capacity and enhance the employability of our students. Some of the highlights are summarized below.

The MSBM sponsored 10 Doctoral students to attend a Mixed Methods Research seminar that was held at the Mona Visitors Lodge on March 12 - 13, 2015.



For the first time, students have been selected from the Caribbean, to go to New York for Ernst & Young's International Taxation Internship for one month. Airline tickets were presented by Ms Allison Peart (Managing Partner, Ernst & Young Jamaica) to the four cooperative accounting students (1 graduate and 3 undergraduate) who were selected. From L-R: Professor Densil Williams, Executive Director, MSBM; Jodi-Ann Lawrence, MSBM Graduate Student; Michael Williams, Head, Finance & Accounting Unit, MSBM; Kerry-Ann Reid, MSBM Undergraduate Student; Ronique Johnson, MSBM Undergraduate Student; Davian Samuels, MSBM Undergraduate Student; Allison Peart, Country Managing Partner, Ernst & Young.

Ernst & Young's International Taxation Internship

Four students of MSBM were selected to participate in the 2015 Ernst & Young Summer Internship Programme in New York; Ernst & Young is one of the "Big Four" audit firms and is the third largest professional services firm in the world. The students were selected based on their stellar performance at Ernst & Young Jamaica during the internship segment of the *The UWI Accounting Co-op Programme*. The students selected for the coveted month-long internship are Kerry-Ann Reid, Ronique Johnson, Davian Samuels (BSc Accounting students) and Jody-Ann Lawrence who is pursuing an MSc Accounting degree.

The selected students joined some of the world's top students in the Taxation Department of the Ernst & Young's New York office. The Ernst & Young's International Taxation Internship exposes high performing students from around the world to the behind-the-scenes processes of the firm,

giving them hands-on experience at the highest level of professional service.

The students were afforded this opportunity through their participation in the UWI Accounting Co-op Programme which has been underway since 2013. The programme responds to the market's demand for experienced graduates, by aligning accounting students with partner companies such as Ernst & Young, Price Waterhouse Coopers (PWC), and Tax Administration Jamaica (TAJ). Participants in the local Co-op programme gain invaluable work experience while studying; and gain up to 12 months of work experience by the time they complete their undergraduate degrees.

To date, 49 Cooperative in Accounting students have been placed with Ernst & Young; eight with PricewaterhouseCoopers, Kingston; three went to Tax Authority of Jamaica (TAJ); and another two WJC Cooperative in Accounting students to PricewaterhouseCoopers, Montego Bay.

Student Development ACTIVITIES

Student Seminar: Emotional Intelligence - Sharpening your Edge

On February 12, 2015, the Student Engagement & Enrichment (SEE) Committee hosted a Student Seminar entitled “*Emotional Intelligence: Sharpening your Edge*” at the UWI Mona Campus. The event was in response to a call by employers for more rounded employees, who not only have academic training, but who also have notable soft skills such as Emotional Intelligence (EQ). The session, among other things, sensitized students to the importance of EQ and other life skills as they prepare to enter the world of work. Students were led through a range of emotional intelligence skills and other elements of attitude such as positive sense of self, which can filter into the work environment.

Gillian Glean Walker - CEO of Leading Edge Dynamics, a consultancy firm which provides tailored training and coaching in Emotional Intelligence/Soft Skills - facilitated the seminar.



Gillian Glean Walker, CEO of Leading Edge Dynamics, giving the main presentation at the Emotional Intelligence Seminar held for students on February 12, 2015.

Some 35 students turned out for the presentation; and all feedback indicated that the session was well received.

Career Forum

The Women’s Leadership Initiative (WLI) partnered with the MSBM to host ‘*Career Forum 2015*’ at the UWI on January 29, 2015. The forum, attended by 250 persons, was designed to prepare final-year undergraduate students for job search activities and to make them “work ready”. Presenters at the forum included: Kelly Tomblin, President and CEO, Jamaica Public Service - “*Positioning for growth and advancement*”; Dr Grace Martin-Hall, WLI member, Lecturer and Consultant - “*Mastering the interview*”; Claudine McCalla Miller, Director of Employee Consultation Services, Scotiabank - “*Ethics in the workplace*”; and Andrea Cowan, WLI member and Managing Director, Lillan Ltd. - “*Take the risk, launch your entrepreneurial spirit*”. The forum was sponsored by Scotiabank Jamaica Limited and GraceKennedy Company Ltd.



(From left) Andrea Cowan, Women’s Leadership Initiative (WLI) member and Managing Director of Lillan Limited; Janice Henlin, Director of Marketing, MSBM; Claudine McCalla-Miller, Director of Employee Consultation Services at Scotiabank; Kelly Tomblin, President and CEO at Jamaica Public Service Co Ltd; Eva Lewis, Chair of WLI; Dr Grace Martin-Hall, Lecturer and Consultant; and Bernadette Barrow, Chair of WLI Mentorship Committee, following their presentations at Career Forum 2015, hosted by the WLI and MSBM at the UWI Mona on January 29, 2015.

Student Development ACTIVITIES

Venture Capital Experience for MSBM Students

MSBM students Lashana Whyte and Latoya Thompson Hall – MBA General Management students with entrepreneurship intentions - got valuable lessons in funding entrepreneurship as guests of the Caribbean Development Bank (CDB), at the second annual Development Bank of Jamaica Venture Capital Conference held September 9, 2014 at the Jamaica Conference Centre. The students were selected by the faculty and administration of the MSBM.



Lashana Whyte (left) and Latoya Thompson-Hall (2nd left), students of the MSBM are introduced to Nigel Romano, Vice President Operations of the Caribbean Development Bank by Klao Bell-Lewis, Head of Communications at the CDB.

Student Development ACTIVITIES

Documentation Centre (DocuCentre)



The library mounted several displays throughout the year. One was in commemoration of Black History Month, and featured a number of Jamaican businesspersons, who have made significant contributions in business and industry.

The MSBM Library staff continues to cultivate greater student appreciation for the plethora of information resources available at their fingertips, as well as helping them to effectively navigate, select and access the information easily. In the period under review, the library implemented a short student survey to establish a baseline measure on their service provision. The findings were used to inform the enhancement of library services and resulted in: information literacy sessions for students in the use of databases, Turnitin software, the pitfalls of plagiarism, APA style references, the importance of citations, and basic use of the library.

The library also mounted several displays throughout the year. For example, one popular exhibit was the commemoration of Black History Month that featured a number of Jamaican businesspersons who made significant contributions in business and industry - the exhibit ran for the month of February 2015, and included some of MSBM's alumni. Another well-received display was done in recognition of International Women's Day, and highlighted successful women in Jamaica; it was a distinctive showcase as the theme was brought to life by the female staff and students of MSBM who wore purple as a show of solidarity with the message on the day.



Student & Alumni ENGAGEMENT

Clubs and Associations

Student-led clubs and associations were engaged in several activities over the past school year, aimed at supporting and developing their members; the school continued to endorse and encourage them. This section provides some highlights from these activities:



Management Studies:
UWI Mona
Kingston, Jamaica

Phone 876-560-0489
Email: AspiringAccountants@hotmail.com
www.AspiringAccountants.com

President: Miss Shadé Chambers

**The University of the West Indies
Association of Aspiring Accountants**

The UWI Association of Aspiring Accountants (AAA) formed in 2002, is a student-led organization charged with the mission of equipping its members with the requisite knowledge, exposure and skills to aid them becoming tomorrow's leaders. During the reporting period, the association: exposed its members to guest presenters from the industry's leading Accounting, Banking and Public Sector firms (e.g. KPMG, PWC, Ernst & Young and Scotia Bank), geared towards informing members about the Accounting/Auditing profession and assisting

them to make more informed career decisions. The association provided support to two active student members who needed financial aid - bursaries of \$15,000 were provided to each of them. It further embraced its social responsibility via outreach programmes, primarily through their Annual Outreach Project at the Maxfield Park Children's Home and offering assistance to fellow schoolmates by completing at least (5) hours at the Office of Special Student Services & Development.



HRMAJ Club

The HRMAJ (Human Resource Management Association of Jamaica) UWI Chapter, for the year 2014/15 had a number of activities. They participated in: Club Fusion, outreach activities, training workshops and organized, manned and showcased club activities at a booth during an exposition of clubs held on the Registry lawns. Regular meetings with guest presenters were held and interested persons were encouraged to attend.



Student & Alumni ENGAGEMENT



The Banking League has created partnerships with financial institutions that assisted them to pass on invaluable information regarding the financial sector. From time to time, representatives from banking institutions make substantial contributions to the club's weekly meetings, presenting on various topics relevant to the banking sector. This is a part of the club's objective of promoting the holistic development of students through the engagement of different faculties with emphasis being placed on financial education, professionalism and ethics.

The club celebrated their 4th anniversary with four days - November 3 - 6, 2014 - of activities that included: the launch of social media campaigns; a

visit by the executive team to the local Young Men's Christian Association (YMCA), St. Andrew - to conduct a motivational talk and a reading session for the young men; and an anniversary ceremony. The keynote speaker at the ceremony was Audrey Tugwell-Henry, an MSBM Alumna and Senior General Manager, Retail Banking, NCB. Among the other special invitees were: Minna Israel, Chairman, MSBM Board and Special Advisor to the Vice Chancellor, UWI; Darlene Jones, Executive Director, Jamaica Institute of Financial Services (JIFS), and Celia Davidson Francis, Director Alumni Relations, UWI.

Professor Claremont Kirton, Deputy Executive Director, UWI Consulting Inc. was presented with the inaugural "Bond Builder Award" for: his important research that has contributed to many policies and procedures being established in modern banking, his contribution to development of The Banking League, and also to the banking sector as a part of the team that created the Banking and Finance program at UWI. Sponsors of the event were the MSBM, NCB and Sagicor Bank.

The Banking League was born out of a need to get UWI students in the business sector to interact and socialise as they share ideas and work towards a common goal.

Student & Alumni ENGAGEMENT

Alumni events

The MSBM on September 26, 2014 facilitated its Alumni Association's "Reconnect!" mixer. The aims of the paid event were to: facilitate networking of alumni; increase the number of full-fledged (registered and paid-up) members; raise monies to establish and seed a scholarship fund for MSBM students. Approximately 100 alumni attended the event; and the association is examining other ways to re-engage with its populace.

The quarterly MSBM Alumni Association meeting was held on January 28, 2015 in the Executive Lecture Theatre. MSBM's Executive Director, brought greetings and presented an update of the School's achievements and highlights of activities over the last academic year. The Association Executive informed the membership of past events within the association from May 2014 to-present; and advised of upcoming activities, January - May 2015. The Association also hosted a "Happy Hour" Lyme on February 5, 2015 from 4-8 pm,

at the Cru Bar & Kitchen, to facilitate members meeting, socializing and networking in a relaxed environment; over 50 alumni attended the event.

MSBM Alumni Executive, with support from the MSBM, hosted a symposium entitled "Women in the boardroom – A panel discussion: Be inspired to break the glass ceiling", on March 11, 2015 in SR1, MSBM North. Special guest speakers included Dr Marcia Forbes, Entrepreneur, Phase 3 Productions; Minna Israel, Special Advisor to the Vice Chancellor, The UWI; Keisha Anderson, Country Manager, Jamaica Money Market Brokers (JMMB); and Dr Cassida Jones, Group Chief Human Resource Officer, GraceKennedy Limited. The session was moderated by Rochelle Cameron – Head of Legal & Regulatory, LIME and MSBM Alumnus. The symposium, which was open to current and future MSBM alumni, was well-supported, with approximately 60 persons in attendance.



Stakeholder RELATIONS

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

MSBM Business Review Magazine

Volume 3 Issue 2 of the MSBM Business Review was released in March 2015. The Business Review magazine is devoted to analysis and commentary on major developments in business, both in the Jamaican economy and the broader Caribbean community. This edition was themed "*Growth and Development Outlook 2015*" with the cover story expounding on the issue of "*Growth and Development: Consolidating the Gains of 2014.*"

In addition to articles from our faculty members, Professor Densil Williams, Drs Indiana Minto-Coy

and Maurice McNaughton; there were also articles from business practitioners and industry experts including Grantley Stephenson, Chairman and CEO, Kingston Wharves Limited; Dr Shane Alexis, President of the Medical Association of Jamaica; and noted trade unionist and Head of the Hugh Lawson Trade Union Institute, Danny Roberts, among others.

Stakeholder RELATIONS

MSBM Infrastructure Project

Among MSBM's strategic objectives is the provision of an excellent teaching and learning environment for its students and similarly, the creation of physical facilities that enable faculty and staff productivity. To assist in achieving this aim, the school undertook a number of infrastructural development projects over the academic year. These projects include:

- The construction of the MSBM Finance Lab was completed. Proof of concept was done in May 2015 and wrapped up in July 2015. The lab will provide real world practical teaching and learning experience to our students, who we hope to provide with a competitive edge when they hit the job market. The lab is powered by Bloomberg and Stock-Trak simulation technologies and also incorporates live stock-market updates from around the world including the Jamaica stock exchange. The official launch will take place at the beginning of the 2015/2016 academic year.
- Upgrade of class room in MSBM South: This newly refurbished classroom provides state of the art furniture to give students a more comfortable experience in the teaching and learning process.
- Upgrade of the MSBM South Conference Room: The newly upgraded conference room provides a corporate feel to the area which is now used to host meetings and in some cases, students.
- Upgrade of equipment in computer lab at MSBM South: 40 new computers were purchased



to provide speed and efficiency with which the students can carry out their work as part of the teaching and learning process.

- Refurbishing of new classrooms at WJC: Two new classrooms were refurbished and new furniture installed to provide the MBA students with a more comfortable learning environment.
- Construction of new office space for service staff at MSBM North: This new office space provides the service staff at MSBM North with more modern facilities for them to carry out their work.
- Renovation of SR2 classroom at MSBM North: This newly renovated classroom provides a more comfortable teaching and learning space for MSBM students.
- Placement of Digital Display Boards: These boards will provide up-to-date information on happenings in the school to our stakeholders. These boards will no doubt help to improve the corporate image of the school.

Overall, these projects, amounting to approximately J\$23 million, have laid the foundation for MSBM to provide higher and better quality service to its stakeholders and clients.





Quality
ASSURANCE

MSBM among top 1000 Business Schools recognized by Eduniversal



In January of 2015, Eduniversal released its ranking of the top 1000 business schools in the world and also, the ranking of the top master programmes.¹ The results are based on three (3) main criteria: The notoriety of the programs, the salary of first employment after graduation, and student satisfaction (student feedback). The following MSBM Masters programmes were rated among the top 200 in regional ranking within the nine assessed geographical zones for 2014/15:

- **Master of Science in Accounting** – 11th in

Accounting and Auditing, Latin America

- **Computer Based Management Information System (CBMIS)** – 12th in Information Systems Management, Latin America
- **Master of Science in Telecommunications Policy and Technology Management** – 27th in Engineering and Project Management, Latin America
- **Master of Business Administration - Full-time** – 20th in MBA full-time, Latin America

¹Eduniversal is an organization that does an annual ranking of business schools and universities in over 150 countries and publishes a ranking of the 4,000 Best Masters and MBA Programs in 30 fields of studies worldwide.

MBA Curriculum Review

The School's E/MBA programme is accredited by the Association of MBAs (AMBA). It is critically important that our MBA provision satisfies the stakeholders in our markets and remain the premier programme in terms of quality – making compliance with international accreditors' requirements top priority.

A review of the curriculum was therefore undertaken in the period under review, in order to improve the competitiveness of the programme and to ensure its long-term survival. A structural framework (consisting of an immersion and core components) was pursued. An extensive benchmarking exercise was done of AMBA and AACSB accredited schools, and focused on metrics such as: entry requirements, student intake, pricing, curriculum, student-faculty ratio, facilities, and programme duration.

Another critical component of the process was obtaining feedback from key stakeholders, the School therefore held a breakfast meeting on

October 27, 2014 with stakeholders from private sector organizations of Jamaica, micro, small and medium enterprises (MSME) alliance, logistics industry, full-time and adjunct faculty, MSBM's Executive-in-Residence, alumni, and students, to solicit feedback on the curriculum design.

Arising from those benchmark studies and stakeholder consultations, the revised MBA was approved to be offered as follows: instead of having 3 MBA offerings (full-time, part-time and E/MBA) offered over 16 and 29 months respectively, the school will have only one provision (MSBM MBA) offered part-time or full-time depending on the number of credits persons take; the part-time credit load will see persons finishing the programme in 24 months compared to the 29 months that now exist; the total number of core courses have been reduced to 48 from 51 credit hours; and the programme will now start in-line with the regular school term on August 1. The first offering of the revised MBA will be in August 2016.

A review of the curriculum was therefore undertaken in the period under review, in order to improve the competitiveness of the MBA programme and to ensure its long-term survival.



Student ACHIEVEMENTS

MSBM students continue to perform exceptionally well in both the academic arena and in competitions, nationally and internationally. highest GPA who has specialised in the field of Human Resource Development, Labour & Employment Relations, Human Resource Management or Entrepreneurship

Annual Undergraduate Awards Ceremony

The FSS Annual Undergraduate Awards Ceremony to recognize outstanding academic performance for 2013-2014, was held on January 15, 2015 in the Social Sciences Lecture Theatre (SSLT). Thirty-three MSBM students received First Class honours. Special course and programme awards were presented to 12 of our students who attained the

highest GPA for their option (See Table 4 below). Sandy Gray was awarded the Jamaica Employers' Federation Prize, which is awarded to the final year student with the highest GPA who has specialised in the field of Human Resource Development, Labour & Employment Relations, Human Resource Management or Entrepreneurship, who has maintained at least 'B+' average, and actively participated in extra-curricular activities which indicate commitment to community building.

Other recipients were:

Table 4: Awardees for MSBM BSc Programmes

Programme	Award	Recipient
BSc Banking and Finance	Best Undergraduate Performance and Best Overall Performance	Shakeba Foster
BSc Accounting	Best Overall Performance	Donette Morris
BSc Entrepreneurship	Best Overall Performance	Arielle Graham
BSc Management Studies General	Best Overall Performance	Corey Lindner
BSc Human Resource Management	Best Overall Performance	Sherika Morrison
BSc Marketing	Best Overall Performance	Kristina Brown
BSc Management Information Systems	Best Overall Performance	Chantal Desouza
BSc Operations Management	Best Overall Performance	Dain Wilson
BSc Tourism Management	Best Overall Performance	Lauren Creary
BSc Taxation	The Ernst & Young Taxation Prize Best Overall Performance	Shemion Fairley
BSc Auditing	The Ernst & Young Auditing Prize Best Overall Performance	Dainnia Bailey

Post Graduate Awards Ceremony

MSBM participated in the combined Post Graduate Awards Ceremony for the FSS which was held on November 26, 2014. OGM Integrated Communications Limited, CIBC FirstCaribbean International Bank, Lasco and First Global Bank were asked to sponsor and present special awards to the top MSBM graduates of the Class of 2014.

The Executive Director's Award for the Best Overall Academic Performance was presented to Danielle Huie, who also received the prize for the Best Academic Performance in the MSc Enterprise Risk Management Programme and an award for achieving a Distinction in the programme.



Student ACHIEVEMENTS

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

Table 5: Awardees for MSBM MSc Programmes

Programme	Award	Recipients
MSc Accounting	Best Academic Performance Part-time Mona	Devon Lawrence
MSc Accounting	Best Academic Performance Part-time WJC	Bronia Ellis
MSc Accounting	Best Academic Performance Full-time Mona	Lance Coke
MSc Accounting	Best Research Project	Devon Lawrence, Dane Nicholson, Arlene Laidlaw & Kerry Hazel, Latoya Kerr-Gordon, Jonathan Archie
MSc Enterprise Risk Management	Best Academic Performance	Danielle Huie
MSc Tourism	Best Academic Performance	Shanaique Edwards
MSc CBMIS	Best Academic Performance	Clifton Bennett
MSc CBMIS	Best Research Project	Denise Howell, Michelle McKenzie, Tarik Osbourne, Uton Tobin & Paul Crooks, Alicia Taylor, Brent McLennon, Monique Henclewood
MSc National Security & Strategic Studies	MSBM Prize for National Security and Strategic Studies	Sherika Service

Table 6: Awardees for MBA/MBM/Diploma

Programme	Award	Recipients
MBA Marketing concentration	Best Academic Performance in Marketing Concentration	Sonika Jerry
MBA Banking and Finance concentration	Best Academic Performance Banking and Finance Concentration	Dominic Miller
MBA General Management concentration	Best Academic Performance General Management Concentration	Marsha Thomas
MBA International Business concentration	Best Academic Performance International Business Concentration	Michael Gibbs
MBA Part-time Mona	Best Academic Performance	Gacia Elliston
MBA Part-time WJC	Best Academic Performance	Kenyatta Campbell
MBA Full-time	Best Academic Performance	Carolyn Gardner
MBM	Best Academic Performance	Jonelle Green
Diploma in Business Administration	Best Academic Performance	Kimberley Blissett

Student ACHIEVEMENTS

MSBM Students win 2014 NCB Vision Award

The 2014 NCB Vision Award went to MSBM students Thamar Binns, Kacey-Ann Nelson and Jodi-Ann Stephenson, who submitted the best business plan for their final year undergraduate entrepreneurial project - The Colleyville Production and Marketing Organisation (PMO). The PMO is a farmers' co-operative located in Mandeville, Manchester, established in 2008 to allow farmers to share information among themselves and with stakeholders on issues of concern to them with a major focus on competitively and efficiently marketing the produce grown by its members. The PMO currently provides services, support and assistance to approximately 1,000 farmers from the immediate surroundings of the hub and outsourcing is done when supply is low in the nearby areas.

The students created a business plan for this organisation in order to supply it with a blueprint for improving efficiency to facilitate its expansion.



The students received their prize at the Nation Builders Award ceremony on October 21, 2014 at the Jamaica Pegasus Hotel. The award was presented to them by Stuart Reid, Regional Manager, NCB Retail Banking Division and Janice Henlin, Marketing Director at MSBM.

MSBM Students on UWI team competing for the 6th Annual Hult Prize

A team of five UWI students including two affiliated with the MSBM MBA programme (Joan White – current student and Latoya Thompson-Hall – recent graduate), with the support of a multi-disciplinary group of faculty advisors, advanced to the regional finals of the sixth annual Hult Prize Challenge that was held in Boston, Massachusetts, March 13 – 14, 2015. The competition attracted over 20,000 applications from over 500 colleges and universities in over 150 countries, and is the world's largest student competition and start-up platform for social good. The aim of the Hult Prize Challenge is to identify and launch major, world-changing social ventures to solve the world's most pressing challenges.

In partnership with President Bill Clinton and the Clinton Global Initiative (CGI); the innovative crowd-sourcing platform identifies and launches catalytic social ventures that aim to solve the planet's most pressing challenges. Student teams competed for a chance to secure US\$1 million in start-up funding to launch a sustainable social venture. The Hult Prize, funded by the Hult family, has been named by TIME amongst the top five ideas changing the world.

Student ACHIEVEMENTS

The UWI team's performance was commendable, although not advancing to the finals, particularly since they earned 2nd place in the Region, placing ahead of formidable teams from: Brown University, Columbia University, Cornell University, Duke University, Harvard University, Johns Hopkins University, MIT, Princeton University, Yale University and several other top-tier schools.

This year's winning team walked away with US\$1Million to launch a challenge to provide a sustainable, high quality early education solution; a challenge set by US President Bill Clinton.

Achievements of MSBM DBA Students

The MSBM's Doctoral students were actively engaged in activities that furthered their research efforts. Some of these are listed below:

Four DBA students successfully defended their dissertation research proposals and will now move into executing their research design. The candidates are:

- Tricia-Anne Morris-Phillips on December 10, 2014 - Title: *"Does event sponsorship impact brand image: An integrated model?"*
- Jacqueline Leckie-Johnson on December 10, 2014 - Title: *"Increasing corporate turnaround efficiency: An empirical investigation."*
- Archibald Campbell on December 16, 2014 - Title: *"An empirical investigation of the role and impact of public debt on the financial system and its effect on business development and growth in a small open economy."*
- Winsome Halliman, on April 23, 2015 – Title: *"Exploring the change patterns and characteristics of SMEs"*.

Five DBA candidates made presentations during the doctoral consortium at the Inaugural Conference on Business and Management, January 7 –9, 2015. The candidates and the title of their presentations are listed below:



Hult Team

- Allen, Rikert. (2015). *"Workplace & individual factors linked to organizational commitment for driving readiness for corporate transformation."*
- Campbell, Gary. (2015). *"The perceived usefulness and adoption of open source software in developing countries: the Jamaican experience."*
- Clarke, Silburn. (2015). *"Perceived organizational climate, employee motivation and employee innovative work behaviour in the Jamaican information and communication sector."*
- Cuthbert, Brenda. (2015). *"Furthering the development of cooperatives in emerging markets: The impact of governance on the performance of cooperatives."*
- Halliman, Winsome. (2015). *"Exploring the growth patterns and characteristics of SMEs in Jamaica."*

Thirty-two DBA students, over the period March 23 – 26, 2015, delivered research progress presentations on their topics in the ICT, HR, Marketing, Finance and Strategy disciplines.

Two DBA students, successfully defended their doctoral theses as follows:

- Mr Winston Butler - *"Business level strategy, operating leverage, and information and communication technologies - alignment influence on firm value: An empirical evaluation of publicly listed firms in Jamaica, 2002-2011"*, on March 12, 2015.
- Mrs Valoris Smith - *"Agencification: Voices of the small and medium sized enterprises in the construction industry - Case study"* on April 7, 2015.



Entrepreneurial PROGRAMMES

Vincent HoSang Entrepreneurship Programme

The Vincent HoSang UWI Venture Competition (UWIVC), an integral part of the Vincent HoSang Entrepreneurship Programme, was introduced in November 2002. The objective of the UWIVC is to encourage students of the university to use their talents and skills to harness ideas and opportunities that can be grown into full-fledged operating businesses. The winner, the first and the second runners-up, receive monetary prizes from sponsors, as well as a place in the Vincent HoSang Entrepreneurship Programme, which offers an opportunity to convert their business plans into actual businesses.

The 2014 staging of the Vincent HoSang UWI Venture Competition - launched on October 15, 2014 in the MSBM's Executive Lecture Theatre - was sponsored by: The Joan Duncan Foundation

- US\$6,000; JN Small Business Unit - US\$2,500; and Scotia Jamaica - US\$25,500. Cash prizes to competitors included, 1st place - \$250,000, 2nd place - \$150,000 and 3rd place - \$100,000. The competition's major sponsors for 2014, the Joan Duncan Foundation and Scotiabank Small Business Banking, were also major sponsors in 2013.

There were 20 contestants, with 14 of them making it through the 'bootcamp' and the preliminary round of the competition, and six ultimately making it to the finals. The combined final presentations and awards ceremony was held on November 20, 2014.

Team Nature's Recipe, the winners of the 2014 Vincent Hosang UWIVC, was comprised of MBA students: Anjule Young, Karen Davis, Percival Cunningham. Nature's Recipe, will manufacture



Anjule McLean and Karen Davis of Team Nature's Recipe, win the 2014 Vincent HoSang UWIVC

Entrepreneurial PROGRAMMES

“Aunty Kay’s Sweet Potato pudding mix”. Their product is innovative as it eliminates the arduous task of grating the sweet potato, the main ingredient, and provides a convenient way of enjoying a mouth-watering sweet treat. The team won several awards: 1st Place, Best Presented Financials, and the Joan Duncan Award for Corporate Social Responsibility as the team that best incorporated the practices of corporate social responsibility in their business plan. The award for Best Presenter also went to a team member – Anjule Young. Other awardees were: 2nd Place - Rating Jamaica (Latoya Thompson-Hall, David Elliott, Lashana Whyte, Kayan Lawrence, Sherard Little); 3rd Place – Yamaica (Kenroy Wallace, Keaton Logan and Melisa Williams); Stevia - top undergraduate team; and Uboards - elevator pitch winners.

National Business Model Competition (NBMC)

Four teams from the Vincent HoSang UWI Venture Competition went on to participate in the second staging of the National Business Model Competition (NBMC) held at the Jamaica Conference Centre on March 23 - 24, 2015. The NBMC aims to promote and encourage entrepreneurship. The competition is an initiative of Jamaica’s three largest universities – The UWI through MSBM, the University of Technology through the Joan Duncan School of Entrepreneurship, Ethics and Leadership (JDEEL) and Northern Caribbean University (NCU), who collaborated with the Private Sector Organization of Jamaica (PSOJ), The Development Bank of Jamaica (DBJ) and the Inter-American Development Bank (IDB); with Messrs. Paul Ahlstrom and Joseph M. Matalon, providing the prize money of J\$5M.

The teams were: UBoards and Educatours Jamaica (MSBM undergraduates), Genius Software Products & Electronics – SMARTFARMS, and Natramica;

Since 2003, the winner of the competition has gone on to participate in the Opportunity Funding Corporation Innovation and Entrepreneurship (OFCIE), now Thurgood Marshall College Fund business plan competition, held in Atlanta each year among historically black colleges. The team from UWI is the only non-US team that participates in that competition and has won the top prize 3 times over the past 4 years. However, for 2014/15 academic year, the competition was postponed as the organizers work to revamp it to make it stronger in the coming years.

with Genius Software Products & Electronics – SMARTFARMS making it to the finals. The Genius Software Products & Electronics – SMARTFARMS team placed 4th out of the twelve teams entering the competition. They were awarded a cash prize of \$100,000 and a copy of Paul Ahlstrom’s book *Nail It Then Scale It*.



Team members: Sean Miller, Davian Anderson and Oldane Graham collecting their award from Mr Dennis Chung, CEO, Private Sector Organisation of Jamaica (PSOJ)



Special EVENTS

MSBM/DBJ sign MOU for MSME Loan Database

Operators of Micro, Small, and Medium Enterprises (MSMEs) now have access to an online database, the “Jamaica MSME Finance Directory”, that provides information on sources of financing for their businesses. A Memorandum of Understanding (MoU), to facilitate and create the database, was signed on September 11, 2014, between the Development Bank of Jamaica (DBJ) and the MSBM, and Phase One of the project was launched on January 20, 2015.

Some important benefits for MSMEs, include saving on time and costs in sourcing financing by allowing businesses to compare the features of



the different funding options available so they can make the best choice that suits their own situation. The database contains up-to-date information on what is available and where it is available. The database was delivered on budget and on-time to DBJ and was launched by the DBJ to their wider audience.

MSBM/ Confucius Institute focus on Jamaican/Chinese Business Relations



On March 18, 2015, MSBM partnered with the Confucius Institute to host a power networking course titled “*Engaging the Chinese Community: On-boarding for Solutions*”. The course invited members of the local business sector, including Chinese business people to have open discourse regarding business dealings and the cultural elements which impact that area. Participants were exposed to effective ways to engage both

Chinese and Jamaican business communities. They also attended interactive sessions on topics such as “*Understanding Chinese Culture and Building Relationships*”, “*Managing Employee Relationships*”, and “*Coping with Crime*”.

Speakers included: H.E. DONG Xiaojun, Ambassador, People’s Republic of China to Jamaica; Dr Courtney Hogarth, Director, Confucius Institute, UWI; Dalton Yap, Past President, Chinese Benevolent Association of Jamaica; Dr William Lawrence, Director, Professional Services Unit, MSBM; Professor Densil Williams, Executive Director, MSBM; and Dr Noel Cowell, Senior Lecturer, MSBM.

MSBM and JBDC sign MOU to help develop Entrepreneurs

The JBDC has been established as one of the premier business and technical support organizations in Jamaica, and is well respected by clients and funding institutions alike. Their goal is to help businesses survive and grow by providing them with business advice, consultancy and training of the highest professional standard on both generalist and specialist subjects.

On March 31, 2015 the MSBM and the Jamaica Business Development Corporation (JBDC) signed an MoU for a joint effort to develop the skill level of entrepreneurs in Jamaica. This agreement will see both entities collaborating on future projects and programmes that will include: assisting with professional business development, visiting and mentoring professional groups including but not limited to entrepreneurs, engineers, medical



Harold Davis, JBDC, (far left) and Dr Maurice McNaughton, MSBM (far right) look on while Valerie Veira, Chief Executive Officer, Jamaica Business Development Corporation (JBDC) and Dr William Lawrence, Director, Professional Services Unit, MSBM signed the agreement.

doctors and lawyers. The organizations will collaborate to provide high level training and consultancy services on business related topics pertinent to entrepreneurs, small businesses and start-up companies.

MSBM & ICAJ UWI Sign Cooperation Agreement for Anniversary Scholarship

The Institute of Chartered Accountants of Jamaica (ICAJ) and the MSBM, signed a Cooperation Agreement for an ICAJ/MSBM joint Anniversary Scholarship on May 12, 2015 at the ICAJ Secretariat, in Kingston. The signing is one of the activities that marked ICAJ's 50th Anniversary and also commemorated the 40th Anniversary of the MSc in Accounting degree programme. The Agreement established a framework for collaboration between MSBM and ICAJ for a Scholarship for the Master of Science (MSc) degree in Accounting programme offered through MSBM. The Scholarship will have a value of J\$744,000 to cover the cost of tuition fees for a full-time student in the MSc in Accounting programme. The successful candidate must work in Jamaica for at least one year after graduation. The ICAJ has also agreed to allow MSc Accounting students to become student members of the association.



From left to right: Vintoria Bernard, Immediate Past President of the ICAJ; Dennis Chung, ICAJ President; Professor Densil Williams, ED, MSBM and Michael Williams, Unit Head, Finance & Accounting Unit, MSBM.

Special EVENTS

Book Launch Events

Dr William Lawrence's book: "*Business renewal and performance in Jamaica*", Kingston, The University of the West Indies Press, ISBN 978-976-640-498-7, was launched on January 20, 2015 in the Council Room, UWI Regional Headquarters. The event was well attended with wide representation from academia, the private and public sectors.



Dr Michelle McLeod's book, co-edited by Professor Roger Vaughan, "*Knowledge networks and tourism*", was launched during the UWI Research Days on February 11, 2015, at The UWI Undercroft. Dr Maurice McNaughton, Director, of the Centre of Excellence for IT-Enabled Innovation (CoE), MSBM, was the guest speaker at the event.



Dr Robertson-Hickling, as a part of The UWI 2015 Homecoming Celebrations, re-launched her book "*White squall on the land*", at the WJC on February 13, 2015. Dr Luz Longworth, Director of the WJC, gave a review of the book at the launch. The audience comprised students, faculty and members of the Montego Bay community.



The international leg for the launch of Prof. Densil Williams' new book "Competing against multinationals in emerging markets" was held at Hot Mama's (one of the companies featured in the book), Cayo District, Belize, on February 27, 2015. The event was chaired by Dr Vincent Palacio, Dean of the Faculty of Business and Social Sciences, University of Belize, and greetings were delivered by the Belize Trade and Investment Development Service (BELTRAIDE) and the Belize Chamber of Commerce. Members from the private and government sectors, the Belizean academic community, the press and the business community were in attendance.

The Jamaica launch of Professor Williams' new book "Competing against multinationals in emerging markets" took place on March 30, 2015 at the Faculty of Medical Sciences Amphitheatre, UWI, Mona. Professor Evan Duggan, Dean, FSS, UWI chaired the evening's proceedings that featured His Excellency the Most Hon. Sir Patrick Allen, Governor-General, officially launching the book. Don Wehby, CEO, GraceKennedy Group, gave the keynote address, while Professor Ishenkumba Kahwa, Deputy Principal, UWI Mona delivered greetings on behalf of Professor Archibald McDonald, Pro Vice Chancellor and Principal, UWI Mona. Approximately 200 persons attended the launch that was sponsored by Caribbean Flavours & Fragrances, Spur Tree Spices Jamaica Limited, Jamaica Business Development Corporation (JBDC), Continental Bakery, and GraceKennedy.



Professionals SERVICES UNIT

The Professional Services Unit (PSU) of the MSBM, offered services in the areas of Executive Education Programmes, (Customized training and Scheduled Short Courses), Consultancy and Applied Research. During the year under review, August 2014- July 2015, the Unit was engaged in the following activities:

Executive Education

Scheduled Short Courses

Fifteen (15) cohorts of Project Management were offered between Mona and WJC with a total of 261 participants. MSBM is a Registered Education Provider with Project Management Institute (PMI), USA and our Project Management course – Principles and Practices of Project Management is certified by PMI. All facilitators who teach on the course have the PMP® certification.

Other courses offered were Introduction to Supervisory Management – 2 cohorts with an overall 20 participants, and Advanced Supervisory Management - 1 cohort with 13 participants.

Customized Training

Customized training workshops were offered during the year to 288 participants from 13

organizations. Topics included Leadership/ Management Development, Project Management, Sales, and a new course on *Critical Reasoning for Business Success*. The Unit also offered a one-day course on Enterprise Risk Management (ERM).

Consultancy

The PSU provided strategy consultancy services to Commonwealth Partners (a private equity fund based in New York) and the Financial Services Commission.

Partnerships/Collaborations

The PSU now has two partnerships/collaboration agreements with Jamaica Institute of Financial Services (JIFS) and the Jamaica Business Development Corporation (JBDC). During the year under review JIFS collaborated on the following programmes: Executive Project Leadership; Critical Reasoning for Financial Services; Enterprise Risk Management and the MSBM 6th Annual Roundtable. The collaboration with JBDC is with select executive development courses.



Center of Excellence (CoE) FOR IT-ENABLED BUSINESS INNOVATIONS

The MSBM Centre of Excellence for IT-enabled Innovations (CoE) mobilized and conducted research activities scheduled under the first year of the IDRC-funded research grant supporting the Caribbean Open Data initiative. This 30-month research program continues through to September 2016, with funding totalling US\$300,000 and is being conducted in collaboration with partners Fundacion Avina, ECLAC and the OAS, as part of a wider Americas initiative. Research activities under the project included four sector studies on the value opportunities for open data initiatives in agriculture, tourism, education and national statistics.

Center of Excellence (Coe) FOR IT-ENABLED BUSINESS INNOVATIONS

As a founding member of the Caribbean Open Institute, the Director actively engaged in several regional and international open data events including invited presentations to Caribbean and Canadian parliamentarians as part of the Canada-Caribbean Twinning Initiative Conference on Open Government and Open Data held in Ottawa, Canada in March, 2015. Considerable research effort was also expended on the business intelligence component of the NCB-sponsored research project on Corporate Transformation.

Dr Indianna Minto-Coy joined the CoE in March, 2015 as a Senior Research Fellow, consequent on the transfer of the Mona Centre for ICT Policy & Telecoms to the Faculty of Humanities/Education. Dr Minto-Coy's addition is expected to strengthen the research capacity and productive output of the CoE and allow for a greater focus on grantsmanship and fund-raising.

Internally, the I/S Operations continued to improve MSBM'S ICT infrastructure supporting students, through various activities, including: upgrading the main computer lab facility located at the MSBM-South complex with the installation of 42

new computer workstations; and the development of the "MSBM Mobile App" designed to exploit the mobile channel as a means of engaging with and enhancing service delivery to current and prospective students. Major I/S support facilitated other core components of the MSBM infrastructure project(s) including the MSBM Finance Lab and Digital signage. Development work was completed on two core Enterprise Information Systems; a new Constituent Relationship Management (CRM) system to provide information and business process support for MSBM's key constituents: Faculty, Student & Alumni; and a corporate performance management dashboard to support the management team in tracking and monitoring strategic and operational KPIs. Re-engineering efforts are ongoing to integrate these systems into MSBM's core business processes.

The Unit regrettably said goodbye to I/S Manager, Maheshwar Boodraj who left MSBM at the end of July to pursue his doctoral studies in the US. Mahesh made a significant contribution to MSBM in the development of the I/S infrastructure and services during his tenure.



Mona ICT
POLICY CENTRE
(MICT)

Effective February 20, 2015, the Mona ICT Policy Centre (MICT) was officially transferred to the Caribbean Institute of Media and Communication (CARIMAC). The MSc Telecommunications Policy & Technology Management will now be offered through the MICT.



Office of Social ENTREPRENEURSHIP (OSE)

The Office of Social Entrepreneurship (OSE), delivers social entrepreneurship education and training for students, assists with developing sustainable community development, and conducts research in the field. As a community-based educational resource institute, the OSE relies on a strong relationship with community organizations to underscore the Institute's strong commitment to building social enterprise and provide education and training opportunities that are accessible and relevant to community development and the creation of sustainable livelihoods. They have extensive experience developed among grassroots community based organizations (CBO's), CSO's and NGO's across the island, in both rural and urban spaces.

The OSE has also forged a successful reputation as a research unit, project management office and provider of highly-skilled expert assistance in the areas of social entrepreneurship, strategic planning, community development, cross-cutting institutional and public sector capacity building and employment-oriented skills training (e.g. conducting and facilitating workshops with companies like the Social Development Department, National Housing Trust (NHT); and Rural Agricultural Development Authority (RADA), where farmers were provided with information on sustainable farming practices and entrepreneurship in agriculture).

The Office of Social Entrepreneurship attracted \$15,599,637 in project funding for the Financial Year August 2014 to July 2015 (see Table 7). During this time, there were 3 main projects undertaken as follows:

Project Name	Project Duration	Project Cost
COMET II Social Enterprise for Community Development – Phase 1	August 27 – Oct. 30, 2014	\$2,866,094
COMET II Social Enterprise for Community Development – Phase 2	January 2 - April 20, 2015	\$8,792,918
Analysis of JCF Force Members' Perceptions of Anti-Corruption Strategy	February 20 – April 20, 2015	\$3,940,625
Total		\$15,599,637

Some of the OSE's major activities for this reporting period, are outlined below.

Social Enterprise Summit 2015

The Jamaica National Foundation, Social Enterprise Boost Initiative (SEBI) Social Enterprise Summit 2015 was held at the Jamaica Pegasus Hotel from January 26-27, 2015. As one of the first summits on social enterprises in Jamaica, the event aimed to help businesses create an enabling environment for social enterprises as well as improve the

public's awareness of and attitude towards social enterprises. The OSE, which conducted the baseline research on the social enterprise landscape in Jamaica, was present to showcase their involvement in the development of the social entrepreneurial sector in Jamaica.

Office of Social ENTREPRENEURSHIP (OSE)



Jamaica National Social Enterprise Boost Initiative Summit panel discussion. From left we have Dr. Kadamawe Knife, Director of the OSE; Ian Boyne, Tv Host and Journalist; Claire Dove, OBE DL Social Enterprise UK; Becca Stevens, CEO and Founder, Thistle Farm; and Peter Holbrook, CEO of Social Enterprise UK.



Dr Kadamawe K'nfe talking with participants of the Social Enterprise Market Place.

learning experience and experiential classroom concept, giving them the responsibility for their own learning, with guided assistance from the programme.

YCWJ/OSE High Achievers Programme

The YCWJ/OSE High Achievers programme, held on the UWI, Mona Campus on Saturdays, caters to Junior High School students preparing for the Grade Nine Achievement Test. The programme facilitates a tutoring session in Mathematics and English, the core components for the examination. The programme has been in operation for 4 years and has grown to include Pre-CXC courses as a means of additional assistance for the students who have passed through the GNAT programme in preparation for the CXC. The Pre-CXC sessions provides assistance in a majority of the subject areas being taught in schools as well as guidance with Student Based Assessments (SBA).

Jamaica Values and Attitudes (JAMVAT) programme offered 7 of their volunteers to assist with the expanded programme to assist the students with Mathematics, English and the Sciences at both the Pre-CXC and the GNAT level. As part of the learning experience, participating CXC students were invited to participate in the CXC marathons being held on the Campus. Students were engaged through the participatory



Office of Social ENTREPRENEURSHIP (OSE)

Rita Marley Public Speaking Competition

The Director of the OSE, Dr Kamadawe K'nife, participated as a guest judge in the 11th Annual Africa Unite Youth Symposium hosted by the Rita Marley Foundation at the UWI, Mona Campus on February 12, 2015. The Symposium, held under the theme, "*Dem a go tired to see me face, can't get me out of the Race*", hosted students from six schools in a public speaking competition with the moot, "*A people detached from its Motherland can prosper*". The competing schools included William Knibb Memorial High School, Glenmuir High School, Denham Town High School, Wolmers High for Girls, Haile Selassie High School and York Castle High School.

The OSE's involvement in the event was one in a series of engagements with the Rita Marley Foundation and supports the OSE's work in the development and support of entities in the creative and cultural industry.



Trench Town / Charlie Smith Summer Camp Report

The OSE facilitated a summer camp at the Shortwood Teachers' College, for 70 select students from Trench Town and Charlie Smith High Schools, from July 13 - 31, 2015. Utilizing a youth-focused strategy, the summer camp was designed as a way to improve the pro-social skills and orientation of the students, and was part of the efforts to aid integration efforts by addressing some of the development needs of the students who would be enrolling in the high school and a poly-technic in September.

Students were introduced to creative problem solving skills, team building skills (especially with persons from the other school), exposed to careers and pursuits in the cultural and creative arts (e.g. Art and Craft, Capoeira, Drama and Dance, Videography and Sports), and their horizons expanded through meeting and interacting with persons outside of their usual sphere of influence

and boundaries of relevance. As a part of the project, the OSE helped in the development of the camp methodology and also coordinated the employment of the camp staff – counsellors and facilitators. In addition to the sessions the group also attended an educational field trip to the Caribbean Maritime Institute (CMI).

The group participated in a sports day and hosted a final event which showcased the various talents and their interpretation of the most impactful component of the camp.

Utilizing a youth-focused strategy, the summer camp was designed as a way to improve the pro-social skills and orientation of the students, and was part of the efforts to aid integration efforts by addressing some of the development needs of the students who would be enrolling in the high school and a poly-technic in September.

COMET II Social Enterprise Initiative

The Community Empowerment and Transformation Project (COMET II) has partnered with the OSE to train and develop community organisations into becoming social enterprises. The project commenced in September 2014 and to-date, has held workshops in Strategic Management, Business Planning and Proposal Writing for 7 CBO's. The OSE Director oversees the implementation of the social enterprise component and has facilitated the development of the Social Return on Investment (SROI) tool which is used to measure the social and environmental value created by the social organisations.

The workshops have assisted the organisations to: develop their business plan and model; and develop a governance system to assist the organisations in the management and establishment of policies, and the continuous monitoring and implementation by the governing officials through the strategic plan document and the development of proposals to assist with additional funds, gifts or grants to support projects undertaken by the organisations. Further support is given by the OSE through the incubator programme or 'hand holding' to boost the successful development of the social enterprises being created by the organisation.



Capacity Building Training for the Kitson Town Community Development Committee (CDC) at the Kitson Town Baptist Church as part of the COMET II Social Enterprise Development Project.



Forward Step Foundation Business Development Training session with the Office of Social Entrepreneurship under the COMET II Social Enterprise Development Project.

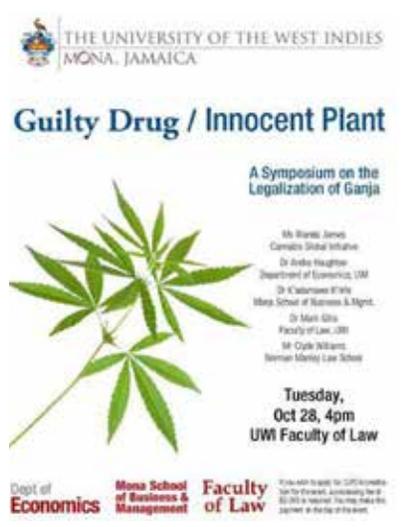


CONFERENCES / SYMPOSIA / SPECIAL LECTURES

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

Symposium: Guilty drug/innocent plant

MSBM, along with the Faculty of Law and the Department of Economics, jointly hosted a symposium on October 24, 2014 entitled “Guilty drug/innocent plant: The business, economic and legal implications of legalizing marijuana in Jamaica”. The panel of presenters included Wanda James of the Cannabis Global Initiative; Dr Andre Haughton, Department of Economics; Dr Kadamawe K'nife, MSBM; Dr Mark Gillis, Faculty of Law; and Clyde Williams, Norman Manley Law School. The symposium was held at the Faculty of Law, The UWI, Mona.



GOJ/FOSS Workshop

The Ministry of Science, Technology, Energy and Mining (MSTEM) and the MSBM, presented the Free and Open Source Software (FOSS) showcase on November 5, 2014 in the Executive Smeriar Room at the Faculty of Law. The Hon. Julian Robinson, Minister of State, Ministry of Science, Technology, Energy and Mining (MSTEM), opened proceedings and presentations were made by: Susana Sanchez Ortiz, Deputy Director, Free Software Centre,

University of Information Science (UCI), Cuba; Maheshwar Boodraj, Manager, IS, MSBM; and Gary Campbell, Director, ICT, MSTEM. Jamaica Information Service (JIS), Ministry of Health (MOH), MSTEM, UCI, and eGov Jamaica, were among the notables that gave demonstrations of open source solutions.

The workshop was geared towards building public awareness about FOSS and its potential uses. Open source software means that the software source code is available for modification or enhancement by anyone. As such, it provides scope for innovation in both the public and private sectors with the potential to create value in the economy. The National Development Plan, Vision 2030 Jamaica, has identified the use of FOSS solutions as a key strategy in the creation of a technology-enabled society.



From left to right: Hon. Julian Robinson, Minister of State, MSTEM; Dely Lien González Hernández - Vice-Dean and postgraduate training, UCI, Havana, Cuba; Susana Sánchez Ortiz - Centre for Free Software, UCI, Havana, Cuba; and Dr Maurice McNaughton, Director, CoE, MSBM.

CONFERENCES / SYMPOSIA / SPECIAL LECTURES

The 3rd International Tourism Conference

The 3rd International Tourism Conference was held from November 9 – 11, 2014 at the Iberostar Rose Hall Beach, Montego Bay under the theme “*Tourism and innovation: Re-inventing, revolutionizing, transforming*”. A workshop held on day one, and facilitated by Dr Clive Muir, Stephen Austin University, Texas, explored the prospects of developing community musea. Attendees signalled their desire for a follow-up seminar that will specifically assist interested participants to advance their community musea development plans.

The conference was officially opened on day 2, with addresses from: Dr Luz Longworth, Director – WJC, on behalf of the Principal, UWI, Mona;



From left to right: Arlene McKenzie, Managing Director, Rasta Indigenous Village; Dr Clive Muir, Associate Professor, Stephen Austin University, Texas/Workshop Facilitator; Eritha Huntley Lewis, Lecturer, UWI Mona/Conference Chair; Dr Luz Longworth, Executive Director, UWI, WJC; Diana McIntyre-Pike, Founder, CountryStyle Tourism, Villages as Businesses/Community Tourism Pioneer.

Professor Densil Williams, Executive Director, MSBM; Dr Rachel Dodds, Associate Professor, Ryerson University; His Worship the Mayor of Montego Bay, Councillor Glendon Harris and Dennis Hickey, Executive Director, Tourism Product Development Company (TPDCo) on behalf of the Minister of Tourism and Entertainment. The keynote address by Professor Dimitrios Buhalis was followed by 12 concurrent sessions with 34 presentations which were well attended by academics, industry practitioners, public sector officials, community activists, community tourism experts, teachers, and entrepreneurs. The event received exposure in the electronic (Nationwide News Network, Newstalk 93 FM) and print (Jamaica Observer and The Gleaner) media.



Participants at the pre-conference workshop on Developing Community Musea.



From left to right: Professor Dimitrios Buhalis, Bournemouth University, UK/Keynote Speaker; Dennis Hickey, Executive Director, Tourism Product Development Company Ltd (TPDCo); Hon. Glendon Harris, Mayor of Montego Bay; Rachel Dodds, Ted Rogers School of Hospitality and Tourism Management, Ryerson University, Canada.

CONFERENCES / SYMPOSIA / SPECIAL LECTURES



From left to right: Hon. Glendon Harris, Mayor of Montego Bay; Professor Dimitrios Buhalis, Keynote Speaker; Dr Luz Longworth, Director WJC; Dr Andrew Spencer, Head/Director, UWI CHTM, Nassau, Bahamas; and Dennis Hickey, Executive Director, TPDCo.



Professor Williams, Executive Director, MSBM, giving his Opening Address at the 3rd International Tourism Conference.



From left to right: Dennis Hickey, Executive Director, Tourism Product Development Company Ltd (TPDCo); Janice Henlin, Director, Marketing, MSBM; and Derrick Deslandes, Unit Head - MIBES/Lecturer UWI Mona.

2nd National Conference on Cyber Security and Data Protection

The Mona ICT Policy Centre at the UWI in partnership with the global Internet Society (ISOC) hosted the 2nd National Conference on “*Cyber Security and Data Protection: Securing Businesses and Public Transactions*” on November 20-21, 2014 at the Regional Headquarters of UWI. The event was hosted jointly with the International Telecommunication Union (ITU) and CARIMAC. Cybercrime is a major source of concern for the financial sector, and National Commercial Bank (NCB), the lead sponsor for the event, is committed to supporting research aimed at developing cyber security policy in Jamaica.



From left: Miguel Sciancalepore, Lead Attorney, Microsoft Digital Crimes Unit, Latin America Emerging Markets; Howard Gordon, Senior General Manager, Group Operations and Technology Division; Cecil Williams, NCB's IT Governance and Compliance Manager; and Professor Hopeton Dunn, Director, Mona ICT Policy Centre, UWI, Mona in discussion during a session break at the 2nd National Conference on Cyber Security: Data Protection and Business. The conference was held November 20-21, 2014 at the UWI, Mona.

CONFERENCES / SYMPOSIA / SPECIAL LECTURES

The conference was aimed at building on recommendations and advances from last year's event towards updating and enhancing the national cyber security action plan for Jamaica, and focussed on computer fraud, data protection and their impact on small and large enterprises, including banks and other financial institutions. Conference sessions concentrated on deliberations by panels on E-Commerce and Cybercrimes, Cyber Security for Banking, Data Protection for Government Agencies, Security for Small Enterprises, and Evaluating Measures against Lotto Scamming. Presenters included key

members of the banking, security, legal, IT and academic communities, alongside government policy makers.

Local and international cyber security experts, academic specialists and business leaders participated in the conference hosted by the Mona ICT Policy Centre and the global Internet Society, based in Washington, DC. A minimum of 100 persons attended each day of the conference. Admission to the conference was free of charge.

MSBM supports National Youth Conference

MSBM, the Department of Government, the Institute of Cultural Studies and the Ministry of Youth and Culture, co-organized the National Youth Conference 2014, held on November 26, 2014 at the UWI Regional Headquarters under the theme *"Preparing youth for the future: Promoting values and attitudes for development"*. The conference provided participants with a platform to develop and share information regarding the values and attitudes of the Jamaican youth and develop strategies to promote positive values and attitudes

among them. Youth and Culture Minister, the Hon. Lisa Hanna, addressed the conference. MSBM's Dr Hilary Robinson-Hickling chaired a panel discussion at the session. Academic papers, case studies, work in progress/ posters, PhD Research, Roundtable Table proposals, non-academic contributions, white papers, policy briefs and concept notes/papers on a wide range of topics were discussed.

Public Forum: Mergers and acquisitions in the Telecoms Sector - Implications for competition



From left to right: Dr Kevin Harriott, Competition Bureau Chief, Fair Trading Commission; Gail Moss-Solomon, Head of Legal and Regulatory, Digicel (Jamaica) Limited; and Charles Douglas, Regional Regulatory Advisor, LIME, Jamaica.

MBSM hosted a Public Forum under the theme “Mergers and acquisitions in the telecoms Sector: Implications for competition” at the Faculty of Law, on November 27, 2014. Perspectives from the main industry players (operators and regulators) and academics were presented and debated. Presentations were given by: Henry

Batson, Managing Director (Acting), Spectrum Management Authority; Kamau Chionesu, Lecturer, MSBM; Dr Kevin Harriott, Competition Bureau Chief, Fair Trading Commission; Gail Moss-Solomon, Head of Legal and Regulatory, Digicel (Jamaica) Limited; and Charles Douglas, Regional Regulatory Advisor, LIME, Jamaica.



CONFERENCES /
SYMPOSIA /
SPECIAL LECTURES

MSBM's Inaugural Conference on Business and Management



CONFERENCES / SYMPOSIA / SPECIAL LECTURES

The Inaugural MSBM Business and Management Conference was held on January 7-9, 2015 at the Holiday Inn SunSpree Resort Montego Bay, Jamaica. Close to 300 delegates (local and international) attended the event. The conference started with a Doctoral Symposium overseen by Professors David Storey, University of Sussex; Graham Hall, Cardiff Metropolitan University; Evan Duggan and Ian Boxill, UWI; and a very well-supported opening ceremony (approximately 220 attendees were recorded) held at the WJC. The main address at the opening ceremony was delivered by William Mahfood, President of the Private Sector Organization of Jamaica (PSOJ); messages were brought by His Worship Glendon Harris, Mayor of Montego Bay, Professors Duggan and Williams, and the conference was officially launched by the Hon. Anthony Hylton, Minister, Ministry of Industry, Investment and Commerce.

The conference provided the space for engagement (among key sectors and groups, including academia and the public and private sectors) to address the challenges facing growth, competitiveness and business development in Jamaica and the wider Caribbean. Twenty panel sessions, including the closing ceremony, with a total

of 67 speakers, were held. The panel discussions covered themes in: shipping and logistics; financing MSMEs; diasporic entrepreneurship and investment; human resource management; entrepreneurship, innovation and competitiveness; and management education. Professor David Storey, OBE, internationally renowned researcher in small business and entrepreneurship, provided an enlightening and engaging presentation on how Jamaica can become more entrepreneurial in his keynote address. The closing awards luncheon, (chaired by Anthony Hart and the keynote address was delivered by Dr. David Lowe, both of Caribbean Producers Jamaica Limited (CPJ)) was well supported. The Best Paper Award was presented during the closing luncheon to Ambica Medine, Arthur Lok Jack, Graduate School of Business, Trinidad.

The conference received sponsorship support from CPJ, the Gleaner Company Limited, Kingston Wharves Limited, the Shipping Association of Jamaica, Jamaica Tours and Jampro. Post-conference activities include participation in the first Gleaner Editor's Forum for 2015 and a number of other media related events.

The conference provided the space for engagement (among key sectors and groups, including academia and the public and private sectors) to address the challenges facing growth, competitiveness and business development in Jamaica and the wider Caribbean.

CONFERENCES / SYMPOSIA / SPECIAL LECTURES

Public Forum: Chinese investment & immigration: Cultural challenges



James Moss-Solomon, Executive-In-Residence, MSBM, addresses the attendees. The panel, seated from l-r: Donald “Danny” Roberts, Head, Hugh Lawson Shearer Trade Union Institute and chairman of the event; Dr Tolulope Bewaji, MSBM Lecturer of International Business and Strategy; Faylene Foster, Director of the Pay and Conditions of Employment Unit, Ministry of Labour & Social Security; Senator Kavan Gayle, President General of the Bustamante Industrial Trade Union; Xiao Yanming, Deputy Regional Manager, China Harbour Engineering Company; and Dr Mingwei Liu, Assistant Professor, School of Management and Labour Relations, Rutgers University.



A cross section of the audience.

CONFERENCES / SYMPOSIA / SPECIAL LECTURES

As world economies continue to evolve, the power of BRIC nations and the impact of this on developing nations is of particular importance to Jamaica. Trade with China in particular continues to have a visible effect on the Jamaican business community. In an effort to assess current and future implications for China's economic relationship with Jamaica, MSBM, in conjunction with the Hugh Lawson Shearer Trade Union Institute, hosted a Public Forum entitled "*Chinese investment & immigration: Cultural challenges*" on January 29, 2015, at the Faculty of Law Building. The Chairman for the event was Donald "Danny" Roberts, Head, Hugh Lawson Shearer Trade Union Institute. Presenters included: Faylene Foster, Director of the Pay and Conditions of Employment Unit, Ministry of Labour & Social Security; Senator Kavan Gayle, President

General of the Bustamante Industrial Trade Union; Xiao Yanming, Deputy Regional Manager, China Harbour Engineering Company; Dr Mingwei Liu, Assistant Professor, School of Management and Labour Relations, Rutgers University; and Dr Tolulope Bewaji, MSBM Lecturer of International Business and Strategy.

Sponsorship for the event was received from Scotiabank, GraceKennedy and Salada Foods Jamaica Ltd. The forum was well subscribed, with well over 100 persons in attendance from a wide cross-section of sectors. It received extensive media coverage from Jamaica Information Service (JIS), The Gleaner Company, and the RJR Group; and was streamed live on UWITV.

Private Sector Forum: Linking Business Research with Practice



As part of UWI Research Days 2015, MSBM hosted a Private Sector Forum entitled "*Linking Business Research with Practice*". The event was aimed at highlighting the most recent systematic inquiry, and demonstrating how research and scholarship can contribute to addressing the specific challenges of enterprise competitiveness, growth and development. The event developed out of a need for greater collaboration between academia and praxis to address the challenges in the management of our enterprises. The forum served as a platform to show the role of research in facilitating the growth and development agenda of Jamaica and the wider Caribbean region. MSBM's research contributes to the development of new



knowledge in the business and management domain so that we can build a strong foundation for the improved competitiveness of our businesses and by extension, our economies.

The speakers were: Dr William Lawrence, Director, Professional Service Unit who presented on: *Research for business renewal: MSBM Professional Services*; Dr Maurice McNaughton, Director, CoE, who presented on: *ICT as a strategic enabler - A practice-research engagement approach*; and Dr Kadamawe K'nife, Director, OSE, who presented on: *Measuring the social rate of return on investment: Foundations, endowments and CSR strategies*.

Open Data Day 2015



MSBM's CoE, on February 21, 2015 hosted the only Caribbean event recognizing the global Open Data Day. Open Data Day is a gathering of people in cities worldwide to write applications, liberate data, create visualizations and publish analyses using open public data, to show support for, and encourage the adoption of open data policies by the world's governments. The MSBM event included a number of activities, and featured a workshop, that exposed UWI students to data extraction and visualization tools and techniques.

Public Forum: An Export-led Economy Implications for Jamaica

The MSBM in conjunction with the Jamaica Exporters' Association (JEA), hosted a public forum titled: "*An Export-led Economy Implications for Jamaica*" at the Faculty of Law, UWI on June 29, 2015. Panellists were: Professor Densil Williams, Executive Director, MSBM; John Mahfood, Managing Director, Jamaican Teas Limited; Dr Derrick Deslandes, Consultant, Ministry of Agriculture; Diane Edwards, President, JAMPRO; Silburn Clarke, Chairman/CEO, Spatial Innovision Ltd.; Jerome Newton, Senior Credit Analyst, EXIM Bank; and Lloyd Richardson, Manager, NCB, Manor Park Branch.

The forum was part of a schedule of activities staged by the JEA to commemorate National Exporters' Month 2015.

Public Forum: The Changing Business of Music - New Paradigms for Making Money

On February 24, 2015, MSBM hosted a public forum *"The Changing Business of Music - New Paradigms for Making Money"*. The event spoke to the sustainability of Jamaican music as a business in the face of new technologies and emerging business models. The event was attended by some 80 persons from diverse backgrounds in academia, media, business, and entertainment. The panel demonstrated how various stakeholders such as; emerging and established artistes, members of the entertainment fraternity, and the private sector could benefit from the multi-billion dollar music industry.

Participants engaged in a lively and engaging discussion during the Question and Answer

session, posing tough questions to the seasoned panellists. The event, which was chaired by James Moss-Solomon, Executive-In-Residence, MSBM, was sponsored by Scotiabank Jamaica as well as Salada Foods Jamaica Limited and was streamed live on UWITV. The panellists were: Dr Maurice McNaughton, Director, CoE, MSBM; Clyde McKenzie, Entertainment Consultant; Mikey Bennett, Producer; Stephen Newland, Singer, Rootz Underground; and Carlette DeLeon, Administrative Director, Headline Entertainment.



From l-r: Mr Mikey Bennet, Producer; Dr Maurice McNaughton, Director, CoE, MSBM; Mr James Moss-Solomon, Executive-In-Residence, MSBM; and Ms. Carlette DeLeon, Administrative Director, Headline Entertainment.

CONFERENCES / SYMPOSIA / SPECIAL LECTURES

DevCA Conference & Awards 2015



Key speakers at DevCA2015, from left to right Joel Gurin, President and Founder of the Center for Open Data Enterprise and Author of “Open Data Now”; Dr Maurice McNaughton, Director, CoE, MSBM; Prasanna Lal Das, Lead Program Officer (Knowledge & Innovation), World Bank; Anat Lewin, ICT Policy Specialist, World Bank.



Minister Julian Robinson previews the findings of Jamaica's Open Data Readiness Assessment, conducted by the World Bank, at DevCA2015



Dr Christopher Tufton addressing the issue of the economic value of Open Data at DevCA2015.

DevCa Conference & Awards 2015



One of the 12 teams of software developers that participated in the 24-hr codesprint at DevCA2015.

The Conference explored how technology can be used to enhance information access and service delivery within these domains. The theme “*Developing the Caribbean*”, highlighted the focus on Open Data as a catalyst for regional development, and the role of software development as a locus of innovation. Now in its fourth year, the event featured a twofold format; a development conference and a 24-hour code sprint code sprint competition in which teams of designers, developers, and domain experts, work together to build solutions to social problems using open data.

The DevCA Awards was held on March 23, 2015. His Excellency Robert Ready, High Commissioner of Canada to Jamaica, and Robert Whitehorne, CMIP

Project Manager, gave remarks. The top-placed team “Team Ambisie/Ambition” of Nicholas Williams and Akua Walters developed an application to help potential entrepreneurs to access information and resources critical for their development, such as: office space, workshops, venture capitalists and business incubators. The team was also awarded first prize for developing an interactive Caribbean Mobile Innovation Stakeholder Ecosystem Map during the DevCa Conference. “Team Farmscore” comprising Ricardo Lovelace and David White placed second; and the team of Elese Ebanks and Trimaine Buchanan, “Team ItCheap”, was third.

The Conference explored how technology can be used to enhance information access and service delivery within these domains. The theme “*Developing the Caribbean*”, highlighted the focus on Open Data as a catalyst for regional development, and the role of software development as a locus of innovation.

Public Forum: Cuba open for business

The MSBM in partnership the UWI's Department of Government hosted a high-level forum titled "*Cuba Open for Business: Investment Opportunities and Prospects for Partnerships*" on March 7, 2015 at the Faculty of Medical Sciences Teaching and Research Complex on the Mona Campus. Panel discussions focused on trade, investment, commerce and services, technology and culture. Panelists include several noted business leaders and academics. These included: Diane Edwards, President and CEO of JAMPRO; Cathrine Kennedy, Chief Risk Officer –Grace Kennedy Ltd; Raymond Brown, Ambassador in Residence - Department of Government, UWI; James Moss-Solomon, Executive-in-Residence, MSBM; Oliver Chen, 1st Vice President, Jamaica Chamber of Commerce; Dr Maurice McNaughton, Director, Centre of Excellence for IT enabled solutions, MSBM; Dr. Fritz Pinnock, Executive Director, Caribbean

Maritime Institute (CMI); and Dr Deborah Hickling, Chairman, Inter Ministerial Technical Working Group for Cultural and Creative Industries. The Keynote Speaker was Executive Director of the Center for Latin America and Caribbean Initiatives at Miami Dade College and former Cuban diplomat, Dr Juan Antonio Blanco.

Decisions of note out of the session were that: a task force would be organised to determine how to proceed with Cuba (the Chamber of Commerce has indicated their willingness to be a part of it); and that trade visits should be paid to Cuba to investigate collaborative efforts in terms of commerce, services and telecoms, between the two countries. The forum was sponsored by Jamaican Teas and covered by The Gleaner and the Jamaica Observer.



Executive Director of the Center for Latin America and Caribbean Initiatives at Miami Dade College and former Cuban Diplomat Dr Juan Antonio Blanco, delivers the Keynote Address at the public forum, Cuba open for business: Investment Opportunities and Prospects for Partnerships" on March 7, 2015 at the UWI.



CONFERENCES / SYMPOSIA / SPECIAL LECTURES

Public Forum: Jamaica after Obama: A new paradigm?

Following the visit of US President Barack Obama an attempt was made to condense the lessons learned by the historic visit. MSBM hosted a Public Forum under the theme: *"Jamaica after Obama: A new paradigm?"* at the Faculty of Law Building, UWI, Mona Campus, on April 23, 2015. Discussions surrounded learnings about leadership - in all spheres - and the implications for us as a nation for leadership. Presenters gave perspective on leadership in private and public sectors, political leadership, student government and the examples being set for the youth of our country. Mr George Davis, News Editor, Nationwide

News Network chaired the session that featured the following panellists: Senator the Hon. Floyd Morris, President of the Senate; William Mahfood, President, PSOJ; Matthew Samuda, President, G2K; Shauna Cassell, an International Student in the MSBM MBA programme; and Davianne Tucker, President Elect, Guild of Students, UWI, Mona. The event was sponsored by Bank of Nova Scotia Jamaica Limited, Salada Foods Jamaica Limited and Wisynco and it was attended by over 80 participants.



From left to right: George Davis, News Editor, Nationwide News Network chairing the session. Featured panellists were: Senator the Hon. Floyd Morris, President of the Senate; Matthew Samuda, President, G2K; William Mahfood, President, PSOJ; Shauna Cassell, MBA Student, MSBM; and Davianne Tucker, President Elect, Guild of Students, UWI, Mona.



Joshua Polacheck, Counselor for Public Affairs, the US Embassy, gives his impression of President Obama's visit to the island.

Banking Forum: Exploring the Banking Services Act, 2014



Richard Byles, Co-chair of the Economic Programme Oversight Committee (EPOC) makes his presentation at the “Exploring the Banking Services Act, 2014” forum.

On May 2, 2015, MSBM hosted an executive forum titled “*Exploring the Banking Services Act, 2014*”, a customised seminar for boards of directors of licensed deposit taking institutions. The objective of the forum was to better understand the impact that this new legislation will have on governance and on their operations. Proposals for the role of the Jamaica Deposit Insurance Corporation (JDIC) in a new resolution framework for banks were also discussed. Over 70 participants representing commercial banks, mutual banks, building societies, development banks and other financial regulatory groups were in attendance.

The aim of the newly enacted financial legislation is rational consolidation and enhancement of the framework for prudential supervision of these institutions. It will:

- Give the Regulator (Bank of Jamaica) far-reaching powers in supervisory autonomy of licensed deposit taking institutions, in keeping with international best practices
- Consolidate the regulatory framework for licensed deposit taking institutions.

Among the significant changes is the expansion of the powers of the Supervisor (Governor, Bank of Jamaica) to deal with financial groups and mixed conglomerates. Presenters were: Richard Byles, Co-chair of the Economic Programme Oversight Committee (EPOC); Shirley-Ann Eaton, Lecturer/Legal Counsel, MSBM; and Antoinette McKain, CEO, Jamaica Deposit Insurance Corporation (JDIC).

Demonstration of Openstreetmap



The World Bank - Department for International Development (DFID) partnership (focused on Open Data in the Caribbean), with MSTEM, the Caribbean Open Institute (COI) and the MSBM, offered an introductory demonstration session on OpenStreetMap (otherwise called the 'Wikipedia of maps') – a crowd-sourced open maps and open map data tool - on June 15, 2015, at the MSBM's Executive Lecture Theatre and in its South Computer Lab. Representatives from the World Bank, MSTEM, STATIN and the COI

also constitute the selection panel for the next session in the series – which will be an invitation-only training for 30 select Jamaican civic-minded mappers and cartographers; and will focus on using OpenStreetMap and QGIS (an open source GIS software). These two sessions will set the foundation for exposing prospective mappers to: the growing importance of web-based mapping; getting started in the “open” space; and organizing mapping events in Jamaica.

CONFERENCES / SYMPOSIA / SPECIAL LECTURES

MSBM 6th Annual Roundtable 2015



Patrick Hylton (left), Group Managing Director for the National Commercial Bank; Dr William Lawrence (centre), Director, PSU, MSBM; and William Mahfood, President, PSOJ, are photographed the 6th Annual Roundtable 2015 at the Terra Nova All-Suite Hotel in St Andrew.

CEOs and academics gathered for breakfast and an extended day of activities for the NCB-sponsored 6th Annual MSBM Roundtable 2015 on 'Organisational Renewal, Transformation and Growth' at the Terra Nova All-Suite Hotel on June 24, 2015. Among the speakers were Patrick Hylton, Group Managing Director, National Commercial Bank Jamaica; Professor Archibald McDonald, Principal of the UWI, Mona; Dr Maurice McNaughton, Director, CoE, MSBM; and Mariame McIntosh Robinson, partner at Portland Private Equity. The event aimed to satisfy the urgent need of leaders in the Caribbean to have better information for making decisions about how to renew and transform firms for organizational growth and prosperity; and presented preliminary findings from the NCB sponsored research project. The audience comprised executive and senior managers from industry, public sector administrators, academic and graduate students – there was no charge for admission.



Mariame McIntosh Robinson, partner at Portland Private Equity makes her presentation at the 6th Annual MSBM Roundtable 2015.



Dr Gour Saha, Director of the Centre of Business Analytics and Intelligence, Arthur Lok Jack Graduate School of Business, UWI St Augustine, making the final presentation at the 6th Annual MSBM Roundtable.



Funded Research:

- International Development Research Centre – *“Harnessing Open Data to Achieve Development Results in Latin America and the Caribbean”* in collaboration with partners Fundacion Avina, ECLAC and the OAS, March 2014 – August 2016 - CA\$329,500
- Regional Fund for Digital Innovation (FRIDA) - *Open Budgeting for Improved Transparency and Civic Engagement in Jamaica*; August 2015 August 2016 – US\$20,000
- Lila Rao-Graham & Maurice McNaughton - A 2-year project titled *“Collaborative disaster preparedness through shared ontologies: A design science research approach”*, was accepted by the Open and Collaborative Science in Development Network (OCSDNET) and funding of CAD\$67,513.57 was approved on January 13, 2015.
- The DBJ grant to build the “Jamaica MSME Finance Directory” (database) project is set to cost \$7.1 million, with the MSBM providing J\$2.1 million, and the DBJ providing technical assistance grant funding at a cost of \$5 million. The project will help to address some of the challenges faced by small businesses in obtaining affordable financing for business expansion or providing key inputs.

Completed Research

Caribbean Policy Research Institute Research Grant – Estimating the Potential Economic Value of Open Data to the Jamaican Economy with specific emphasis on Tourism, Education and Agriculture; February – September, 2014

UWI/NCB Sponsored Research in Corporate Transformation

On February 20, 2014 at Research Days, The University of the West Indies (UWI), Mona signed an agreement with the NCB, for the UWI, through the MSBM to conduct applied research in Corporate Renewal and Transformation in the amount of US\$953,000. The work is being executed by the MSBM and managed primarily by the MSBM's Professional Services Unit. This programme involves two phases. Phase one focuses on Caribbean-based financial institutions and ends December 2015. A total of seven academic papers were completed and submitted to the Research Quality Review Team for review. Some of the research was also presented at the 6th Annual MSBM Roundtable jointly held with NCB on June 24, 2015. The two technical papers, a high level executive course for NCB managers and the Professorial chair will be completed in the next academic year.

Updates on the researchers' work were presented as conference papers at a panel session during the MSBM Inaugural Conference on Business and Management, at the Holiday Inn SunSpree Resort, Montego Bay, Jamaica, January 7- 9, 2015.



Abstracts Presented at Refereed Conferences

- Burke, O. (2015). *Systems thinking and the usefulness of its assumptions in managing the UWI MONA source*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Chevers, D. (2014). *ICT adoption and its impact on the performance of Jamaican hotels: A proposed research model*. Presented at the MSBM's 3rd International Tourism Conference, Iberostar Rose Hall Beach, Montego Bay, November 9-11, 2014.
- Chevers, D. (2015). *The adoption of software process improvement programs in Canada and the English-speaking Caribbean: A comparative analysis*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Cowell, N. (2015). *The challenge of business education in the 21st century: An experiment in peer teaching, Mona School of Business and Management, UWI, Jamaica*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Crick, A. (2014). *The devil in the details: Microbusiness mindsets in Falmouth, Jamaica*. Paper presented at the MSBM's 3rd International Tourism Conference, Iberostar Rose Hall Beach, Montego Bay, November 9-11, 2014.
- **Crick, A. & Cowell, N.** (2014). *Employee resistance and the service experience: A management perspective on the disconnect between employee behaviours and organizational interest*. Presented at the MSBM's 3rd International Tourism Conference, Iberostar Rose Hall Beach, Montego Bay, November 9-11, 2014.
- Crick, A. (2015). *Complaining behaviour in Jamaican millennials*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- **Dunn, L. & Brown, A.** (2015). *Women at the music margin: Investigating gender-related impediments to success in Jamaica music industry*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Henry, P. (2015). *Perception of students and employers of teamwork in the workplace*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- **Knife, K., Edwards-Kerr, D. & Dixon, E.** (2015). *Entrepreneurship and experiential learning – A pedagogical approach: The case of the Office of Entrepreneurship*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Lawrence, W. (2014). *Financing hotel turnaround: Evidence from Jamaica Pegasus*. Presented at the MSBM's 3rd International Tourism Conference at Iberostar Hotel, Montego Bay, Jamaica, November 9-11, 2014.
- **Logan, T., Scott, C. & Huntley-Lewis, E.** (2014). *The impact of the international sporting events on international arrivals: Melbourne Australia and Jamaica*. Paper presented at the MSBM's 3rd International Tourism Conference, Iberostar Rose Hall Beach, Montego Bay, November 9-11, 2014.
- Alexander-Smith, D. & **Logan T.** (2015). *Post stock repurchase performance of firms and the use of treasury stock: Agency theory, signalling theory or the exercise of management stock options*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- McLeod, M. (2015). *A service management research framework*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- **McNaughton, M. & Minto-Coy, I.** (2015). *Legal and regulatory barriers to entrepreneurship and innovation: The case of mobile banking*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.

Faculty PUBLICATIONS

- McNaughton, M. (2014). *Open data and community tourism - A strategy for empowering local communities*. Presented at MSBM's 3rd International Tourism Conference, Iberostar Rose Hall Beach, Montego Bay, November 9-11, 2014.
- **Nicholson L. & Rao, L.** (2015). *Knowledge management systems for family-owned business in developing countries: The case of the Caribbean*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- **Robertson-Hickling, H. & Levy-McMillan, V.** (2015). *The impact of national culture on teamwork: The case of Jamaica*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- **Roofe, M. & Stone Roofe, A.** (2015). *Two hundred million versus fifteen million - Size, business culture and possibilities for Caribbean SME's in the Southern Hemisphere - CARICOM/ Brazil relations*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- **Smith, T & Haughton, S.** (2014). *Segmenting Jamaica's small hotel market for better targeting*. Paper presented at MSBM's 3rd International Tourism Conference, Iberostar Rose Hall Beach, Montego Bay, November 9-11, 2014.
- Smith, T. (2015). *Predicting performance in quantitative research at the University of the West Indies: A case of self-assessed competencies vs. actual grades*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Thomas-Stone, J. (2015). *The effect of distance learning versus conventional delivery on student's academic performance in Jamaica: The case of the UWI*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Williams, D. (2015). *Country conditions and their impact on FDI flows: Evidence from SIDS*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Williams, D. (2015). *Can small firms compete against multinationals? Lessons from the Caribbean*, at the Washington Business Research Forum (WBRF), Cambria Suites Hotel, Washington DC, USA, March 11-15, 2015.
- **Williams, M. & Gordon, S.** (2015). *A test of reliability of interim reports published on the Jamaica Stock Exchange*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.

Papers Presented at Refereed Conferences

- Crick, A. (2014). *Where the model fails: An analysis of a food tour start up in Jamaica*, at the CHRIE conference in San Diego, California from July 30 – August 1, 2014.
- Donalds, C. (2015). *Cybersecurity policy compliance: An empirical study of Jamaican government agencies*, presented at the European Conference on Information Systems (ECIS) SigGlobDev track, May 26 - 29, 2015, Munster Germany.
- **Gordon, S.**, Anderson, R. & Mansingh, G. (2014). *An assessment of the potential impacts of knowledge-based data-driven decision support in social welfare*. IEEE Global Humanitarian Technology Conference, Holiday Inn San Jose – Airport, San Jose, California, October 10-13, 2014.
- Lawrence, W. (2014). *Developing dynamic capabilities for bank turnaround*. Presented at the Annual Shanghai Business, Economics and Finance Conference, Shanghai University of International Business and Economics, China, November 3-4, 2014.

Faculty PUBLICATIONS

- **McLeod, M. & McNaughton, M.** (2015). *A methodological approach for understanding an emergent Caribbean open data eco-system*, presented at the 3rd Open Data Research Symposium, held at the Shaw Centre, Ottawa, Canada on May 27, 2015.
- Minto-Coy, I. (2014). *The diaspora and development nexus: A critical analysis of the Caribbean experience*. Paper presented at the 2014 Metropolis Conference on Migration in Milan, November 3-7, 2014.
- Minto-Coy, I. (2015). *Diasporas & development. Lessons from Haiti*, In After revolution: Versions & revisions of Haiti, University of Central Lancashire, UK, July 9-10, 2015.
- Minto-Coy, I. (2015). *Diaspora business: The Diaspora & business project*, Mansfield College, Oxford, UK, July 15 –17, 2015. Chaired one Session and presented two papers on 'Conceptualizing the role of Diasporas in global trade flows' and 'Role of Diasporas in the growth and internationalization of businesses in countries of origin'.
- Williams, D. (2014). *Resources and business failure: Does size matter*. Allied Academies International Fall Conference (AAIFC), Quad Resort and Casino Hotel in Las Vegas, Nevada, USA, October 14-17, 2014.
- Williams, D. (2015). *Predictors of business failure among high technology firms: A neural networks analysis*, presented at the 60th Annual International Council of Small Business (ICSB) World Conference, hosted by the United Arab Emirates University at the Dubai World Trade Centre, Dubai, from June 6-9, 2015.
- Gavino M.C., Mohammadi H., Eber J., **Bewaji T.** (2014) *Diversity climate: Does our generation lens matter?* International Journal of Organizational Diversity, 13, 25-38
- **Smith, T. A. & Lawrence, W.W.** (2015). *Towards a better understanding of strategic planning in service versus manufacturing firms*. International Journal of Management and Decision-making. 14 (2), 81- 96.
- Williams, D.A. (2015). *Entrepreneurial training and business discontinuation: A cross country study*. Journal of Business and Entrepreneurship, 26, 3 pp. 79-102.
- Williams, D.A. (2015). *Resources and business failure in SMEs: Does size matter?* Journal of Business and Management. 20, 2, pp 89-103

Refereed Books

- Barclay, L. A. (2015). *Managing FDI for development in resource-rich states: The Caribbean experience*. Palgrave Macmillan. ISBN-13: 978-1137516084; ISBN-10: 1137516089. Pp. 1-263.
- Lawrence, W. (2014). *Business renewal and performance in Jamaica*, Kingston, The University of the West Indies Press, ISBN 978-976-640-498-7. Pp. 1-109.
- **McLeod, M.T.** and Vaughan, R. (2015). *Knowledge networks and tourism*. Oxon: Routledge. Edited by Michelle T. McLeod, 192 pages. Series: Routledge Advances in Tourism. Pp. 1-192.
- **Minto-Coy, I. D.**, and Berman E.M. (Eds.). (2015) *Public administration and policy in the Caribbean: An overview of the Caribbean*. Boca Raton, Florida, CRC Press, Print ISBN: 978-1-4398-9294-7. Pp. 1-32.
- Williams, D.A (2015). *Competing against multi-nationals from emerging markets: Case studies of SMEs in the manufacturing sector*. United Kingdom: Palgrave McMillian. pp 1-150.

Publications

Refereed Journals

- Galperin B., Lituchy T., Acquah M., **Bewaji T.**, Ford D. (2014) *Leadership and motivation in the African diaspora, the United States and Canada*. Canadian Journal of Administrative Sciences, 31(4), 257-269.

Refereed Book Chapters

- **Burke, O.**, Weekes, T. & **Costen, W.** (2015). *The relationship between football and culture in greater August Town*, in Christopher Charles (Ed.), "Perspectives on Caribbean football", UK. Hansib Publishers London. (3), Pp. 53.
- Crick, A. (2014). *Food and beverage*, Chapter in Contemporary Caribbean Tourism: Concepts and Cases ed. Sherma Roberts, Mechelle Best and Acolla Cameron. Launched at the MSBM's 3rd International Tourism Conference, Iberostar Rose Hall Beach, Montego Bay, November 9-11, 2014.
- **Dunn H.**, Williams, R. and Johnson Brown, S. (2014). *Promoting media literacy in Jamaican Schools: Broadcasting regulator embracing a new role*, in Culver, Sherri Hope and Kerr, Paulette - Global Citizenship in a Digital World, UNESCO and ICCUM Nordicom, Goteborg, pp 229-243.
- Minto-Coy, I. (2015). *The history of public administration in the Commonwealth Caribbean in Public policy and administration in the Caribbean*, NY: CRC Press/Taylor and Francis.
- Berman, Evan & **Minto-Coy, I.** (2015). Introduction to public policy and administration in the Caribbean, in Public Policy and Administration in the Caribbean, NY: CRC Press/Taylor and Francis. Pp. 33-60.
- Minto-Coy, I. (2015). *Policy and regulation of the Caribbean Communications industry, in Public Policy and Administration in the Caribbean*, NY: CRC Press/Taylor and Francis. Pp. 357-378.
- Robertson-Hickling, H. (2015). *Putting Jamaica on the world map: Lessons from the 1998 Reggae Boyz Team*, in Christopher Charles (Ed.), "Perspectives on Caribbean football", UK, Launched on Monday February 9, 2015. Hansib Publishers London. Pp. 149-159.

Non-Refereed Publications

- Crick, A. (2014). *Generational differences in the workplace: Blight or blessing*. HRMAJ Post August issue.
- McNaughton, M. (2015). Prepared blog article for the International Open Data Conference (IODC, Ottawa: *Making sense of US\$3 trillion – Estimating the value of open data for small developing countries*.

Retrieved from <http://opendatacon.org/making-sense-of-us3-trillion-estimating-the-value-of-open-data-for-small-developing-economies/>

- McNaughton, M. (2014). *Open government data: A catalyst for Jamaica's growth and innovation agenda - Estimating the potential value of open data to the Jamaican economy*. Paper and policy brief completed for a DBJ/CAPRI-funded Research study.
- McNaughton, M. (2014). Research paper and policy brief for a DBJ/CAPRI-funded study: *Estimating the potential value of open data to the Jamaican economy*.
- McNaughton, M. (2014). *Open government data: A catalyst for Jamaica's growth and innovation agenda - estimating the potential value of open data to the Jamaican economy*. Paper and policy brief completed for a DBJ/CAPRI-funded Research study.
- **McNaughton, M. & Minto-Coy, I.** (2015) *Mobile banking in Jamaica: Legal and regulatory hurdles frustrating economic potential*. MSBM Business Review. Vol. 3 Issue 2: March 2015. ISSN 0799-2793
- Minto-Coy, I. (2015). *"The diasporic economy and the growth and internationalisation of Jamaican small businesses"*. Jamaica Gleaner Small Business Feature, March 18, 2015.
- Minto-Coy, I. (2015). *"Jamaican MSMEs going global: The role of e-commerce"* the Jamaica Gleaner, March 11, 2015.
- Robertson-Hickling, H. (2014). *The baker's son, my life in business*. Book review in Jamaica Journal Vol. 35. Nos. 1-2.
- Robinson, C. (2015). *Small business sector financing and capacity building critical*. MSBM Business Review. Vol. 3 Issue 2: March 2015. ISSN 0799-2793
- Williams, D.A. (2014). *Competing in a logistics centred economy: Insights for improved firm performance*. Fair Trading Commission Annual Magazine. Issue 19. pp1-4
- Williams, D.A. (2014). *Dilemma of difference*. Caribbean Export Outlook Magazine. Vol 1. pp1-3

Faculty PUBLICATIONS

- Williams, D.A. (2015). *International business engagement key to Jamaica's prosperity*. MSBM Business Review. Vol. 3 Issue 2: March 2015. ISSN 0799-2793

Non-Refereed Presentations

- Barclay, L.A. (2015). Part of a panel presentation on *W. Arthur Lewis, relevant as ever in his Centenary Year: Illustrations from Caribbean research*. A jointly hosted event by The UWI Museum & The Sir Arthur Lewis Institute of Social & Economic Studies (SALISES) held at The UWI Regional Headquarters Lobby, April 1, 2015.
- Burke, O. (2014). Presented on *DRF leading alternative dispute resolution in resolving business, social and domestic disputes*, at the 6th Caribbean Conference on Dispute Resolution in July 2014.
- Burke, O. (2014). Presented on *Participatory community resource development and management*, at the UWI Open Campus in Belize in August 2014.
- Burke, O. (2014). *The Mona Common redevelopment project*, presented to the Cabinet Office, Office of the Prime Minister on November 11, 2014.
- Chevers, D. (2014). *ICT Adoption and its impact on the performance of Jamaican hotels: A proposed research model*. Presentation at the MSBM Brown-Bag session held on October 16, 2014, MSBM.
- Chevers, D. (2015). Presented on *Teaching, research and Research Day activities*, at UWI's Entrepreneurship Panel Discussion at the Undercroft on January 29, 2015.
- Cowell, N. (2014). *The (Caribbean) journey to world-class HR - An executive exchange*. Presentation at the 34th Annual Conference of the Human Resource Management Association of Jamaica (HRMAJ), Knutsford Court Hotel, November 19, 2014.

- Cowell, N. (2015). *High performance work systems*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Crick, A. (2015) Guest Presentation on *Developing a culture of service* to the Doctor of Public Health (DrPH) students at the Department of Community Health and Psychiatry on January 27, 2015.
- Donalds, C. (2015). Presented on the topic *Cyber security readiness: An initial assessment of Jamaican government agencies*, at MSBM Brown-Bag Research Seminar, on February 12, 2015.
- Donalds, C. (2015). Presentation on *UWI ethics committee: Structure, submission & review process*, at the UWI Ethics Committee Toolkit Launch on March 12, 2015.
- Dunn, H. (2014). *Media and the electoral process*. Regional Commonwealth workshop on "Strengthening electoral democracy in the commonwealth Caribbean & Americas" focused on Junior Election Professionals (JEP) in the Caribbean & Americas, Pegasus Hotel, September 29, 2014.
- Henlin, J. (2015). Presentation on marketing and presenting business ideas to prospective funders. Opportunity Lounge researchers (associated with The UWI Research Days 2015), January 23, 2015.
- Henlin, J. (2015). Presented on *Outreach through advocacy: MSBM's impact* at the MSBM's Private Sector Forum held at The UWI Research Days, February 11, 2015.
- Henlin, J. (2015). Presented on *Developing recruitment and marketing strategies for Graduate programmes*, as part of a seminar planned and hosted by the Office of Graduate Studies & Research and the Marketing, Communications and Recruitment Office, at the Mona Visitor's Lodge on April 16, 2015.

Faculty PUBLICATIONS

- K'nife, K. (2014). *Rethinking development from the 'ground' up*. Presentation at the 16th Annual Walter Rodney Lecture hosted by the Institute of Caribbean Studies and the Department of Economics, Neville Hall Lecture Theatre, UWI, on October 9, 2014.
- K'nife, K. (2014). *Redefining Jamaica's service culture during economic recovery*. The Annual Conference of the Jamaica Customer Service Association (JaCSA), Jamaica Pegasus Hotel, October 9, 2014.
- K'nife, K. (2015). Presentation on *Social enterprise a Jamaican perspective*, at the Social Enterprise Boost Initiative (SEBI) Social Enterprise Summit 2015 held at the Jamaica Pegasus Hotel, January 26-27, 2015.
- K'nife, K. (2015). Presentations entitled (1) *Marijuana and the economy*, and (2) *Social value creation industry framework of the ganja industry*, at the Marley Symposium 2015 on The legacy continues, held at the Bob Marley Museum on February 6, 2015.
- K'nife, K. (2015). Presented on *Measuring the social rate of return on investment: Foundations, endowments and CSR strategies*, at the MSBM's Private Sector Forum held at The UWI Research Days, February 11, 2015.
- K'nife, K. (2015). Presentation entitled *Empowerment of the black youth: Where we are coming from and where we are going*, at a Black History Month Presentation to the students at the Abilities Foundation, at The UWI, Mona Campus on February 13, 2015.
- K'nife, K. (2015). Presentation entitled *Entrepreneurship in agriculture*, at RADA's Leadership and Business Management Workshop, RADA St. Andrew Parish Office on April 28, 2015.
- K'nife, K. (2015). Presentation entitled *Social investment, social inclusion and brand Jamaica*, at the Brand Jamaica Symposium 2015 held at the UWI Mona Campus on July 16 and 17, 2015.
- K'nife, K. (2015). Facilitated a workshop on Social entrepreneurship, its emergence, and benefits to communities, with members of the Social Development Department of the National Housing Trust on July 20, 2015.
- Lawrence, W. (2015). *Developing dynamic capabilities for corporate transformation of Caribbean-based financial institutions*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Lawrence, W. (2014). *Selling mature bank products in Jamaica*. NCB Retail Division Conference 2014, Jamaica Pegasus, October 3, 2014.
- Lawrence, W. (2015). Presented on *Research for business renewal: MSBM Professional Services*, at the MSBM's Private Sector Forum held at The UWI Research Days, February 11, 2015.
- Lawrence, W. (2015). Presented on his book *Business renewal & transformation*, at the Jamaica Stock Exchange's special "Bell Ringing" Ceremony on February 26, 2015.
- Lawrence, W. (2015). *Leveraging Jamaica's Insolvency Act (2014): Preparing plans for business Rehabilitation*. Jamaica Employers' Federation Conference, May 22, 2015, Rose Hall Conference Centre, Montego Bay, Jamaica.
- Lawrence, W. (2015). *Business Renewal and Performance in Jamaica*. Keynote Presentation at the Annual General Meeting of the Jamaica Manufacturers Association on July 2, 2015. Kingston, Jamaica.
- Logan, T. (2015). *Profit models for financial institutions in the Caribbean*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.

Faculty PUBLICATIONS

- McLeod, M (2014). *Analysing inter-business knowledge-sharing in the tourism sector*. MSBM Brown Bag Research Seminar, September 11, 2014.
- McLeod, M. (2015). Presented on *Caribbean open data sector studies – Early insights* at the Caribbean Open Data Conference (DevCA 2015), held at The UWI, Mona Campus from March 5-6, 2015.
- McNaughton, M. (2015). *Enterprise architecture for agile business intelligence*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- McNaughton, M (2014). (1) *The status of open data in the Caribbean*, and (2) *The innovation hack project*, at the CTA-sponsored AgriHack Talent Caribbean at Caribbean Week of Agriculture Showcase, Paramaribo, Suriname, October 4 - 10, 2014.
- McNaughton, M. (2014). Presented research findings from DBJ/CAPRI-funded study: Estimating the potential value of open data to the Jamaican economy, at CaPRI's public forum and launch on "Open government data: A catalyst for Jamaica's growth and innovation agenda" at the Library Multifunctional Room, UWI Mona on November 5, 2014.
- McNaughton, M. (2014). Staged GOJ/FOSS Showcase and presented findings from research on *Public sector FOSS adoption: A global perspective*. Collaboration between MSTEM and the MSBM to present the Free and Open Source Software (FOSS) Showcase on November 5, 2014, in the Executive Seminar Room of the Faculty of Law Building, UWI, Mona.
- McNaughton, M. (2014). *Project portfolio management – The needs of the many*. Guest speaker at the Project Management Institute (PMI) Jamaica Chapter, November 11, 2014, Hotel Four Seasons.
- McNaughton, M. (2014). *Open data opportunities*. Presentation to tourism interests (Ministry of Tourism, JTB, TPDCo) at the Ministry of Tourism on December 2, 2014.
- McNaughton, M. (2015). Presented on *ICT as a strategic enabler: A practice-research engagement approach*, at the MSBM's Private Sector Forum held at The UWI Research Days, February 11, 2015.
- McNaughton, M. (2015). Guest speaker at the launch of Dr Michelle McLeod's edited book: Knowledge networks and tourism, held at the Undercroft, The UWI Mona, on February 11, 2015.
- McNaughton, M. (2015). Made a presentation at the MSBM Public Forum about *The changing business of music: New paradigms for making money*, held at the Faculty of Law, The UWI, Mona Campus on February 24, 2015.
- McNaughton, M. (2015). Member of a panel discussing *Assessing economic value of open data for Jamaica* at the Caribbean Open Data Conference (DevCA 2015), held at The UWI, Mona Campus from March 5-6, 2015.
- McNaughton, M. (2015). Presentation on *The open data for development initiative (OD4D): A global partnership* at the Caribbean Open Data Conference (DevCA 2015), held at The UWI, Mona Campus from March 5-6, 2015.
- McNaughton, M. (2015). Member of a panel discussing *Services, technology and culture* at the Public Forum on Cuba open for business: Investment opportunities & prospects for partnerships, held at the Faculty of Medial Sciences Teaching & Research Complex, The UWI, Mona Campus on March 7, 2015.
- McNaughton, M. (2015). (i) *Open data and the Caribbean - New models of engagement, collaboration and innovation*, and (ii) *Open data in the Caribbean - sector opportunities & experiences* presented at the Canada-Caribbean Twinning Initiative Conference on Open Government and Open Data - Ottawa, Canada April 26 - 29, 2015.

Faculty PUBLICATIONS

- McNaughton, M. (2015). Panel lead *Releasing the economic value of open data around the world* at the International Open Data Conference - Ottawa, Canada May 28 - 29, 2015.
- Nicholson, Lawrence (2015). Guest speaker at Ardenne High School 6th Form School Leaving Function on April 29, 2015.
- Rao, L. (2015). *Business models and business intelligence for corporate transformation*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Mansingh, G. & **Rao, L.** (2015). *Customer analytics & data-driven transformation*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Rao-Graham, L. (2015). Presentation on *An agile approach to transformational business intelligence*, at MSBM Brown-Bag Research Seminar, on March 12, 2015.
- Robertson Hickling, H. (2014). *Two of a mind: Reflections on the contributions of Professors Rex Nettleford and Barry Chevannes*. Presentation to the Jamaica Journal Symposium on Rex Nettleford and Barry Chevannes, on October 31, 2014.
- Robertson-Hickling, H. (2014). *Building circles of involvement home, school and community*. Guest Speaker at the Parents' Day Event at Cavalier All Age School, on November 25, 2014.
- Robertson-Hickling, H. (2015). Made a presentation for the Ministry of Education Dream a World Scale Up Resiliency Project, at the Jamaica Theological Seminary on March 9 and 11, 2015.
- Smith, T. (2015). *Superior customer value proposition*. Presented at the MSBM Business & Management Conference, at the Holiday Inn SunSpree Resort Jamaica, Montego Bay, January 7-9, 2015.
- Tennant, S. (2015). Presented on *MSBM'S research agenda: Impactful & relevant*, at the MSBM's Private Sector Forum held at The UWI Research Days, February 11, 2015.
- Williams, D. (2014). Inaugural Professorial Lecture – *Beyond the epistemology: International business as a development tool for small economies*. University of the West Indies, Mona Campus, September 18, 2014.
- Williams, D.A. (2014). *Employer of the future: Challenges and solutions*. HRMAJ Conference34. Knutsford Court Hotel, Kingston Jamaica. November 21, 2014.pp1-11
- Williams, D.A. (2014). *Agglomeration economies: A model for the West*. Western Jamaica Economic Forum. Montego Bay Convention Centre. November 26, 2014 pp 1-23.
- Williams, D.A. (2014). *Going for growth: Opportunities in the Jamaican business environment*. First Global Bank Board Retreat Luncheon, UWI Regional Headquarters, December 12, 2014. Pp 1-11
- Williams, D.A. (2015). *Emerging opportunities in the Jamaican business environment*. JAS Inaugural Summit on Food Security. Jamaica Conference Centre, January 22, 2015. Pp 1-9.
- Williams, D.A. (2015). *Using the balanced scorecard to guide strategic thinking*. Presentation to the Executive Management team at CPJ. Montego Bay Jamaica. April 14, 2015. pp 1-7 slides.
- Williams, D.A. (2015). *The role of small business in economic development*. Presentation to the Jamaica Chamber of Commerce Board of Directors. Red Stripe Broad Room. March 31, 2015. pp 1-12 slides
- Williams, D.A. (2015). *Corporate governance framework in the public sector*. Presentation to Board of Directors and Management of Petrojam Ltd. July 16, 2015. Half-Moon Hotel, Montego-Bay. Pp 1-40 slides
- Williams, D.A. (2015). *Anatomy of Jamaica's exports*. JEA/ MSBM Export Seminar. Faculty of Law, UWI, Mona. June 29, 2015. Pp 1-12 slides.



AWARDS / GRANTS

MSBM wins JCC Small Category Award

The MSBM was awarded “Best of Chamber (Small Enterprise)” at the Jamaica Chamber of Commerce (JCC) 33 Annual Awards Ceremony held at the Jamaica Pegasus on May 14, 2015. The award is given to “...an outstanding member company that has met the highest level of sector performance and best practices in the areas of corporate leadership, product and service quality, human resource development, marketing innovation, corporate citizenship and sustained growth.”

MSBM won from a field of nominees that included B&D Trawling, Creditinfo Jamaica, Global Directories, Jamaica Energy Partners, and tTech Limited. MSBM joins a long list of distinguished



Professor Densil Williams, Executive Director, MSBM proudly displays the trophy for the “Best of Chamber (Small Enterprise)”

Jamaican firms, organisations and individuals to be honoured by the JCC. The JCC is one of the oldest business associations in this hemisphere.

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

Awards

- Professor Hopeton Dunn, Director of the Caribbean Institute of Media & Communications (CARIMAC), was one of three persons named as recipients of the 2014 Vice Chancellor’s Award for Excellence. He was recognized for his outstanding contribution to public service.
- Ms Stascia Gordon is the Club of the Month Director for the Rotary Club of Montego Bay Sunrise.

- The UWI-NCB Sponsored Research Project (administered by the MSBM and led by Professor Evan Duggan, Drs William Lawrence and Maurice McNaughton), won the Principal’s Award for “Research project attracting the most research funds for the Faculty of Social Science”.
- Dr Lila-Rao Graham was a member of the team that was awarded the “Principal’s Award for Research Project with the Greatest Multidisciplinary/Cross Faculty Collaboration.”
- Professor Densil Williams received the award for “The Most Outstanding Researcher” in the Faculty of Social Sciences.
- Mr Michael Williams received distinguished service award from the Kiwanis Club of Liguanea for 2013-2014 administration.

AWARDS / GRANTS

Grants



Following the receipt in November 2013, of a US Embassy grant in support of capacity building, a five member MSBM team, comprising of Professor Densil Williams, Dr Lila Rao Graham, Patricia Lothian, Janice Henlin, and Dr William Lawrence, toured the following business schools: Kogod School of Business, American University (Washington DC); the Wharton School, University of Pennsylvania; the Hagan Business School, Iona College, NY; Baruch College, Zicklin School of Business, NY; and the Leonard Stern Business School, NYU, from September 1-6, 2014. This was done to build technical and qualitative networking opportunities, and to allow the MSBM team to carry out a field analysis of distinguished universities in the USA. The team conducted field analysis, exploring the areas of: marketing/alumni relations; fundraising and financing arrangements; consultancy and executive education; general administration and management; and research and innovation.



Various Faculty and members of staff serve on Boards and Committees of a wide range of institutions and organizations in the public and private sectors. Details of these are set out below:

Mr Maheshwar Boodraj:

- President and Chairman, Project Management Institute (PMI), Jamaica Chapter

Dr Lou Anne Barclay:

- Member, Strategy Review Committee of the Ministry of Industry, Investment and Commerce
- Member, Executive Board of the Academy of International Business (AIB-LAT)

Dr Olivene Burke:

- Member, Anchor Institute Task Force, (AITF), New York, USA
- Member, Caribbean Area Network for Quality Assurance in Tertiary Education (CANQATE)
- Member, Papine Area Development Committee, (PDAC)
- Executive Member, Community Development Council (CDC), GAT
- Member, Violence Prevention and Alliance
- Member, Hermitage Basic School Board
- Justice of the Peace

Mrs Marvalyn Campbell:

- General Secretary & Technical Director of the Jamaica Amateur Softball Association
- Member, St. Andrew Justice of the Peace Association (SAJP)
- Served as Assistant Puisne Judge in one session at the Half Way Tree Court House

Dr Noel Cowell:

- Member, Board of Directors of the National Insurance Fund.
- Appointed by the Government of Jamaica to the Labour Market Reform Commission

Dr Anne Crick:

- Reviewer, Journal of Quality Assurance in Hospitality & Tourism
- Reviewer, International Journal of Contemporary Hospitality Management
- Member, Board of Directors, JMMB

- Chair, JMMB Culture and Leadership Development Committee
- Chair, Nomination and Corporate Governance Committee, JMMB

Dr Charlette Donalds:

- Reviewer, Journal of Information Technology for Development

Ms Stascia Gordon:

- Director, Rotary Club of Montego Bay Sunrise
- Member, Western Economic Forum Committee
- Chaired a session of the WEF Conference

Dr Paulette Henry:

- Co-opted member, Policy & Communications Committee, Board of the National Housing Trust

Dr Kadamawe K'nife:

- Member of the Judging Panel for the Rita Marley Foundation Essay Competition – July 2014
- Co-hosts a programme on Power 106FM called "Diaspora Live Online"
- Trustee, Ras Tafari Trust Fund
- Chief Examiner, Caribbean Examination Council's CAPE Entrepreneurship Programme
- Member, Board of Directors of the National Integrity Action
- Member, UWI Mona Advisory Board for Innovation and Entrepreneurship
- Guest judge at the 11th Annual Africa Unite Youth Symposium hosted by the Rita Marley Foundation at the University of the West Indies, Mona Campus on February 12, 2015

Dr William Lawrence:

- Member, Jamaica Stock Exchange e-Campus Academic Review Committee.
- Supervised Junior Market research conducted by Intern from UWI to the Jamaica Stock Exchange
- Trustee, Small Business Association of Jamaica (SBA)

- Member, Joint Jamaica Stock Exchange (JSE)/Inter-American Development Bank (IDB) Junior Market Steering Committee for increasing the number of publicly-traded SME's in Jamaica

Mrs Vanda Levy-McMillan:

- Member, Accreditation Team who conducted accreditation exercise at The Management Institute for National Development (MIND) on their Post-Graduate Diploma in HRM

Mrs Patricia Lothian:

- Member, Board of Directors, Foundation for International Self-Help (F.I.S.H.) Clinic

Dr Michele McLeod:

- Reviewer, Tourism Management
- Reviewer, The Service Industries Journal
- Appointed by the University Council of Jamaica as an Assessor of the BSc. Hospitality and Tourism programme at the Northern Caribbean University

Dr Maurice McNaughton:

- Chaired Outreach and PR Working Group meeting for GOJ Tablets in Schools Project
- Member, Peer Review Network – Enhancing Knowledge and Application of Comprehensive Disaster Management (EKACDM) Initiative
- Member, GOJ Counterpart Team - World Bank Open Data Readiness Assessment Mission
- Member (the UWI's Representative), National ICT Advisory Council
- Member, Victoria Mutual Building Society (VMBS) Board of Directors
- Mentor, supporting ICT innovations and youth entrepreneurship in Agriculture, at the CTA-sponsored AgriHack Talent Caribbean at Caribbean Week of Agriculture Showcase, Paramaribo, Suriname, October 4 - 10, 2014
- Member, Programmes/Review Committee for 3rd International Open Data Conference 2015, held in Ottawa, May 27-29, 2015
- Member, Logistic Hub ICT Working Group, Ministry of Industry, Investment and Commerce

- Member, Board of Heart College of Innovation & Technology (HCIT) formerly Caribbean Institute of technology (CIT)

- Appointed to the Overseas Examinations Commission for the period June 1, 2015 to May 31, 2018

Dr Indianna Minto-Coy:

- Judge, Jamaica Diaspora Institute's Diaspora Youth Connect Inaugural Business Plan Competition, October 23, 2014

- Invited to join the Working Groups of the Diaspora Business and The Diaspora & Business Project

- Member, Evaluation Committee of the Disaster Risk Reduction Unit

- Assisted in drafting the Jamaica Diaspora Policy

- Member, JSE Corporate Governance Awards Committee at the JSE Organised and chaired a panel on "*Diaspora Relations: Cultivating New Forms of Citizenship*" at the 2014 Metropolis Conference on Migration in Milan, November 3-7, 2014

- Invited to join the Planning Committee for the First Global Meeting, Mansfield College, Oxford, UK, July 15 - 17, 2015

- Member, MSBM Business & Management Conference Committee

- Reviewer, American Journal of Entrepreneurship

Dr Lawrence Nicholson:

- Served as the Internal Academic in the UWI Quality Assurance assessment of the Arthur Lok Jack Graduate School of Business (ALJGSB) - June 22 – 27, 2014

- Member and Chairman, Television of Jamaica (TVJ) Company Limited

- Guest speaker at the school-leaving ceremonies for Brimmer Vale High School (June 3, 2014) and Knockalva Agricultural School (June 5, 2014)

Dr Lila Rao-Graham:

- Appointed by Cabinet as a Member of the Ministry of Education's Early Childhood Commission for the period June 1, 2015 – May 31, 2018.
- Reviewer, Journal of Information Technology
- Conducted conference committee work for Americas Conference on Information Systems (AMCIS 2015) to develop a Caribbean track (<http://amcis2015.aisnet.org/general-information>).
- Track Chair, Americas Conference on Information Systems (AMCIS 2015) Caribbean track.

Dr Hilary Robertson-Hickling:

- Member, Board of Camperdown High School
- Member, Board of Managers of the Queen's School
- Member, Teachers' Services Commission
- Member, Mary Seacole Foundation
- Member, Career and Placement Board
- Member, Behaviour Modification Committee, convened by the Minister of Education
- Justice of the Peace

Dr Clive Scott:

- Advisory Board Member, JLS Youth Empowerment

Dr Trevor Smith:

- Member, Marketing Sub-committee meeting of the Health and Wellness Steering Committee (A committee formed by Cabinet to develop health and wellness as a niche in the marketing of Jamaica's tourism product)
- Member, Board of Directors, News Talk 93 FM

Mr Michael Williams:

- Chair, Kiwanis Club of Liguanea Family Fun Day February 2015 Planning Committee.
- Member, Audit Committee of the Spectrum Management Authority Board.

Professor Densil Williams:

- Selected by the Minister of Finance to be a member of the FSC Appeal Tribunal. The tribunal is to be chaired by Hon. Mdme. Justice Hazel Harrison
- Chaired a session on "International business", at the Washington Business Research Forum (WBRF), Cambria Suites Hotel, Washington DC, USA, March 11-15, 2015
- Member, Economic Policy Committee of the Private Sector Organization of Jamaica.
- Deputy Chairman and Chairman of the Audit Committee, Spectrum Management Authority
- Commissioner, Fair Trading Commission
- Mona Academic Board Representative – Board for Undergraduate Studies, UWI
- Invited member, FGB Board of Directors and member of Credit Committee
- Mona Academic Representative – UWI Strategy and Planning Committee
- Vice Chairman – Project Advisory Board – Collaborate to prosper project – Competitiveness Company/USAID Project



FACULTY

The cadre of faculty at MSBM consists of a unique blend of local career academics (full & part-time) 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

Name

Lou-Anne Barclay, PhD

Teaching Specialty

International Business Management;
Business Strategy & Policy

Tolulope Bewaji, PhD

International Business Management;
International Entrepreneurship;
Business Policy & Strategy;
Corporate Strategy

Delroy Chevers, PhD

Operations & Project Management

Kamau Chionesu, MSc

Economics & Statistics and Data Analysis for
Executive Reports;
Business in a Global Environment;
Integrative Module Project;
Economics for Telecommunications;
Information Technology and the Global Market;
Business Research

Noel Cowell, PhD

Industrial Relations & Negotiation Strategies

Anne Crick, PhD

Behavioural Science for Managers

Derrick Deslandes, PhD

Market Research;
International Marketing & Export Strategy;
Consumer Behaviour;
International Marketing

Charlette Donalds, PhD

Computer Applications;
Information Systems

Evan Duggan, PhD

Management Information Systems

Hopeton Dunn, PhD

Communications Skills;
Frameworks for Telecommunications
and ICT Policy Making

FACULTY

Name

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

Teaching Specialty

Law;
Business Ethics for Bankers;
Regulatory Framework of Banking and Finance

Stascia Gordon, MSc

Cost & Managerial Accounting;
Financial Accounting;
Financial Accounting I;
Financial Accounting II;
Management Accounting I;
Financial Statement Analysis

Paulette Henry, PhD

Communication Skills for Managers

Eritha Huntley Lewis, MSc

Tourism;
Hospitality;
Event Management;
Marketing for Managers

Karen Jones-Graham, PhD

Information Systems;
Computer Applications

Kadamawe K'nife, PhD

New Ventures and Entrepreneurship;
Sustainable Development

William Lawrence, DBA

Strategy;
Operations;
Small Business Management;
Quantitative Research;
Quantitative Research Methodology for Managers

Vanda Levy-McMillan, MSc

Team Building;
Behavioural Science for Managers;
Transformational Leadership and Management

Twila Mae Logan, PhD

Finance;
Financial Management;
Advanced Corporate Finance;
International Monetary Economics and Finance

Hilton McDavid, PhD

Productivity and Quality Management;
Project Management;
Managerial Economics;
Security

FACULTY

Name	Teaching Specialty
Michelle McLeod, PhD	Tourism; Hospitality; Event Management; Marketing for Managers
Maurice McNaughton, PhD	Systems Design & Software Engineering; Contemporary Telecommunications Networks and Technologies
Indianna Minto-Coy, PhD	ICT Policy & Regulation; Diasporas & Migration; Public Policy & Entrepreneurship; Partnerships & Development
Stanford Moore, MEng., MMM	Production & Planning
Lawrence Nicholson, PhD	Operations & Project Management; Statistical Methods & Quantitative Techniques
Lila Rao-Graham, PhD	Advanced Database Management; Data Warehousing & Mining; Information Systems
Hilary Robertson-Hickling, PhD	Organizational Behaviour; Team Building; Organizational Development
Michael Roofe, MSc, CPA	Financial and Managerial Accounting
Clive Scott, PhD	Marketing Strategy; Principles of Marketing; Consumer Behaviour
Trevor Smith, DBA	Marketing Research; Strategy; Consumer Behaviour; Business Research
Sandria Tennant, PhD	Quantitative Methods; Taxation
Joan Thomas-Stone, MSc, CPA	Cost and Management Accounting; Financial Accounting

FACULTY

Name

Densil Williams, PhD

Michael Williams, MSc

Teaching Specialty

Business in a Global Environment;
International Business;
Epistemology for Management Science

Advanced Financial Accounting;
Advanced Financial Reporting

ASSOCIATE TEACHING FELLOWS

Robert Gregory, MSc

Edwin Jones, PhD

Kiplin Claude Robinson, BA, BJ

Transformational Leadership

Public Sector

Communication Skills;
Foundation Skills for Graduate Management Education;
Business and Social Etiquette

ADJUNCT FACULTY – UWI

Ricardo Anderson, MSc

Audrey Bailey

Allison Brown, MA

Stacy Brodie-Walker, PhD

Olivene Burke, PhD

Leighton Duncan, MBA

Trevor Murray, PhD

George Stewart, PhD

Monica Taylor, PhD

Lloyd Waller, PhD

Computer Applications;
Systems Construction & Implementation

Financial & Accounting Management

Academic Writing

Counselling for Human Resource Practitioners

Transformational Leadership;
Learning Strategy

Computer Business Applications

Human Resource Management;
Organizational Development & Change

Electronic Commerce;
Management Information Systems

Academic Writing

Epistemology for Management Science;
Qualitative Research Methodology for Managers

FACULTY

ADJUNCT FACULTY/VISITING PROFESSIONALS - LOCAL

Name	Teaching Specialty
Olubusola Akinladejo	Legal and Regulatory Framework for Business
Beryl Allen, PhD	Learning Strategies
Erica Allen, OD	Communications Skills for Managers; Foundation Skills for Graduate Management Education; Public Speaking; Social and Business Etiquette
Herman Alvaranga	Marketing Strategy and Product Policy
Patrick N. Anderson	Corporate Finance
Loretta Anderson	Essentials of Business Plan Creation
Jonathan Archie	Advanced Financial Accounting
Herman Athias	Transformational Leadership
Arlene Bailey, Ph.D.	Quantitative Research Methods
Nadine Baker-Largie	Auditing
Kimblian Batson	History & Theory of Tax
Kerry Bigby	Auditing I; Taxation; Management Accounting II
Ian P. Blair	Advanced Financial Reporting
Marrio Blake	Financial & Managerial Accounting
Girjanauth Boodraj, PhD	Quantitative and Statistical Techniques; Economics for Managers
Ian O. Boxill, PhD	Sociology of Tourism in the Caribbean
Andrew Brown	Productivity & Quality Management Techniques

FACULTY

Name	Teaching Specialty
Belinda Brown	Communication Skills for Managers
Christine Brown	Communication Skills for Managers
Jeffrey A. Brown	Financial Management; Financial Statement Analysis
Rochelle Cameron	Legal & Regulatory Framework for Business
Karen Campbell-Bascoe	Essentials of Business Computing; Computer Applications
Christine Charlton-Laing	IT Governance & Policies
Ryan Chung	Financial & Managerial Accounting
Christine Clarke	History & Theory of Tax; Fiscal Policy & Public Financing
Danny Clarke	Business in a Global Environment; International Business Management
Simon Clarke	Learning Strategy; Critical Thinking; Advanced Critical Thinking
Anthony M. Clayton	Sustainable Tourism Development
Grace Cowan-Allen	Communication Skills for Managers
Brenda Cuthbert	Transformational Leadership
Dahlia Daley-Nation	Quantitative Methods; Managerial Economics; Statistics
Khalid R. Daubon	Systems Analysis & Design; Database Systems & Business Analysis; User Interface Design

FACULTY

Name	Teaching Specialty
Odetha Davis	International Marketing; Integrated Marketing Communication; Marketing Research; Marketing Strategy; Consumer Behaviour
Opal Donaldson, PhD	Management Information Systems; Computer Applications
Charles Douglas	Interconnection in Telecommunication Networks
Kevin Duncan	Computer Applications
Tavia Dunn	Legal and Regulatory Framework for Business; Business Law
Desmond T. Edwards	External and Internal Threats to Hemispheric Security
Owen L. Ellington	National Security Policy and Programme Analysis
Fray Ellis	Financial Management
Andrice N. Fagan	Corporate Environment & Strategy
Yvonne Falconer	Human Resource Management; Organizational Theory and Behaviour
Oral Farquharson	Essentials of Financial & Managerial Accounting
Ramon Gracey	International Business Management
Neville Graham	Communication Skills for Managers
Michelle Golding	Information Technology and Telecommunications Management
Paul Golding, PhD	Management Information Systems
Floyd Gordon	Graduate Mathematics; Quantitative Methods & Statistical Techniques; Financial Management; Financial Management II

FACULTY

Name	Teaching Specialty
Tiffany Gordon-Johnson	Introduction to Entrepreneurship
Nadia Grant-Reid	Quantitative Methods; Production & Operations Management
Kelvin Hall	Risk & Treasury Management
Lesley Hare	International Hospitality Business
Dormah B. Harrison	Management of Strategic Issues
Grantley Harrow	Tourism Sustainable Development
Suzette A. Haughton, PhD	New Dimensions of Power and Security in the Caribbean
Janine Henry	Computer Applications
Martin Henry	Foundation Skills for Graduate Management Education;
Benthan Hussey	International Human Resource Management; Organizational Development & Change; Human Resource Management
Karen Hutchinson	Managerial Communication; Communication Skills for Managers
Ricardo Hutchinson	Financial Markets & Investments
Sydney R. Innis	International Relations and National Security Issues
Jacqueline A. Irons	Management of Change
Mark Jackson	Financial & Managerial Accounting
Dave Jeffrey	Taxation
Maureen Johnson	Human Resource Management; Management of Change; Team Building & Management
Oniel Jones	Entrepreneurship; Business, Government & Society; Business Strategy & Policy; Entrepreneurship & New Venture Creation

FACULTY

Name	Teaching Specialty
Margaret Lawrence	Tourism and Hospitality; Quality Service Management; Transportation & Travel; Tourism Management
Neville Ledgister	Marketing for Managers; Business Government & Society
Chrevaughn Legister	Financial Management
Henry Lewis	Counselling for HR Practitioners
Tamar N. Lewis	Auditing
Douglas Lindo	New Ventures and Entrepreneurship
Michelle A. Linton	Corporate Environment & Strategy
Norman W. Marshall	International Marketing
Cecille McCormack	Market Research
Lyndel McDonald	Information Technology and Telecommunications Management
Melville McIntosh	Project Management; IT Fundamentals
Ramon McLaren	Programming
Kerry-Ann Metcalfe-Green	Tourism & Hospitality; Principles of Marketing
Ethnie Miller-Simpson	Career Development
Sophia Morgan	Transformational Leadership
Shelly Muir	Principles of Marketing
Anthony Nelson	Advanced Financial Reporting
Carol Nelson-Perry	Auditing; Advanced Financial Accounting; Financial & Managerial Accounting

FACULTY

Name	Teaching Specialty
Andree Nembhard	Career Development
Dionne A. Palmer	Creativity & Innovation Management for Entrepreneurship
Sandra Palmer-Peart, DBA	New Ventures and Entrepreneurship
Chumu Paris	Legal & Regulatory Framework for Business
Marlene Parker	Tax Administration
Dwayney N. Paul	Financial Accounting; Financial Management
Derek Peart	Risk & Treasury Management
Ingrid Peralto	Social and Business Etiquette
Paula-Anne S. Porter-Jones	Communication Skills for Managers
Lincoln Price	Business Strategy & Policy
Tanzia Saunders	Business Negotiations; Industrial Relations
Judge Carolyn Tie	Company Law; Business Law; Legal and Regulatory Frameworks for Business
Kaydia Reid	Computer Applications; Computing Methods; Management Information Systems I; Object Oriented Programming
Mark Reynolds	Legal and Regulatory Frameworks
Wayne Robinson	Industrial Relations and Negotiations; Transformational Leadership
Carole Rowe	Communication Skills for Managers
Gloria Royale-Davis, PhD	Essentials Critical Analysis & Communication; Foundation Skills for Graduate Management Education

FACULTY

Name	Teaching Specialty
Vennecia Scott-Barnes	Financial Management; Investment Analysis & Portfolio Management; Management of Financial Institutions; Management of Entrepreneurial Resources
Stewart E. Saunders	External and Internal Threats to Hemispheric Security
Lenford Shaw	Contemporary Telecommunications Networks and Technologies
Rohan Shaw	Computer Business Applications
Joseph Shoucair	Business Ethics for Bankers; Company Law; Regulatory Framework of Banking & Finance
Andenis Simms	Communication Skills for Managers
Donette F. Sommerville-Mills	Taxation
Tracey-Ann Spence	Financial Management
Dayton M. Spencer	IT Project Management
Robert M. Stephens	Events Planning and Management; Tourism Entrepreneurship and Innovation Management
Alwyn Taylor	Data Structures; Computing Methods; E-Commerce; Computer Communications & Networks
Vanesa Tennant, PhD	Management Information Systems; IT Project Management
Michele Thomas	Frameworks for Telecommunications & ICT Policy Making
Peter Thompson	Financial Management; Management of Financial Institutions
Patrick Tucker	Business Strategy & Policy
Fabian Vassell	Mathematics for Graduate Management Education; Statistics and Quantitative Techniques

FACULTY

Name	Teaching Specialty
Francis Vassell	Mathematics for Graduate Management Education; Quantitative Methods
Valerie P. Veira	New Venture Management & Entrepreneurship
Rudolph Wallace	Marketing for Managers; Essentials of Marketing
Elaine Walters	Financial Statement Analysis; Financial Accounting
Patrice Whitely	Security and Defence Economics
Arlene A. Williams	Business Law
Richardo Williams	Economics of Telecommunications; Information Technology and the Global Market
Janis Williams	Legal Environment of Business
Petra-Ann Williamson	Organizational Behaviour
Cedric Wilson	Economics for Managers
Jennifer Wynter-Palmer, PhD	Organizational Theory and Design

FACULTY

VISITING PROFESSIONALS / ADJUNCT FACULTY – OVERSEAS

Name	Teaching Specialty
Prof Ian Lloyd Southampton University	Legal and Regulatory Framework
Mr Carlos Gutiérrez Puente The International Bureau of Fiscal Documentation (IBFD)	International Taxation

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 Heather Hudson, PhD
University of Alaska Anchorage, USA

Professor Gayle Porter, PhD
Rutgers University

OVERSEAS SUPERVISORS OF DBA STUDENTS

Dr Speros Link Margetis
Professor of Finance
John H. Sykes College of Business
University of Tampa

Professor Mary Jo Jackson
Associate Professor, Management
Sykes College of Business
University of Tampa

FACULTY

OVERSEAS SUPERVISORS OF DBA STUDENTS

Professor William T. Jackson

Director, Sustainable Entrepreneurship & Innovation and
Professor of Entrepreneurship & Innovation
University of South Florida

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



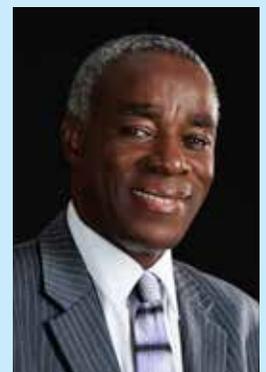
Ms Minna Israel
Chairman, MSBM Board



Professor Archibald McDonald
Pro Vice Chancellor & Principal
Office of The Principal
The University of the West Indies



Professor Nigel Harris
Vice Chancellor
Personal Office of the Vice Chancellor
The University of the West Indies



Professor Alvin Wint
Professor of International Business
and Special Adviser (External Relations)
to the Vice Chancellor, UWI
(Vice Chancellor's representative on the
MSBM Board)



Professor Evan Duggan
Dean,
Faculty of Social Sciences, UWI



Dr Densil Williams
Professor of International
Business &
Executive Director, MSBM



Mrs Patricia Lothian
(Company Secretary and Board member)
Director, Finance & Administration
MSBM



Board of DIRECTORS



Mr Kenneth Mason
Business Development Director
Digicel Group



Mrs Paula Kerr-Jarett
Director Barnett Ltd.



Mr Gary Peart
CEO
Mayberry Investments Ltd.



Mr Patrick Hylton
Group Managing Director
National Commercial Bank Ja. Ltd. (NCB)



Mrs Lisa Soares Lewis
Founder/CEO
Great People Solutions



Mr Devon Rowe
Financial Secretary
Ministry of Finance and Planning



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
- 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
- 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

Institutional LINKAGES

- 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, 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 Chamber of Commerce (JCC)
- Jamaica Cooperative Credit Union League (JCCUL)
- Jamaica Exporters Association (JEA)
- Jamaica Information Service (JIS)
- Jamaica National Building Society (JNBS)
- Jamaica Observer
- Jamaica Public Service Company (JPSCO)
- Jamaicans United for Sustainable Development (JUSD)
- JL Kellogg Graduate School of Management
- Public Accountancy Board (PAB)
- 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 (STEM)
- Montego Bay Chamber of Commerce
- National Commercial Bank Jamaica Limited (NCB)
- North Carolina A&T University

Institutional LINKAGES

- 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
- 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
- Scotia Bank Jamaica
- Scotiabank Small Business Banking
- Slashroots Foundation
- Social Development Commission
- Social Partnership Council
- Sofos Consultancy, Netherlands
- Spatial Innovision Limited
- 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

Institutional LINKAGES

- 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 UWI's Schools of Business



**Mona School
of Business &
Management**

MSBM The University of the West Indies, Mona



CAVEHILL
School of Business
The University of the West Indies