

*Curriculum Vitae*  
*for*  
*Lawrence A. Nicholson*

**DEPARTMENT/UNIT/SECTION**

Mona School of Business & Management

**FACULTY/DIVISION**

Faculty of Social Sciences

**POSITION**

Lecturer

**GENERAL AREA OF SPECIALISATION**

Business Statistics, Quantitative Methods & Operations Management

**QUALIFICATION & GRANTING INSTITUTION**

**PhD** - Decision and Information Sciences with concentration in Operations Management (2000):  
University of Florida, USA.

**MSc** - Decision and Information Sciences with concentration in Operations Management (1992):  
University of Florida, USA.

**BSc** - Management & Economics (1990): The University of the West Indies, Mona.

**Diploma** - Teacher Education (1985): Passley Gardens Teachers' College

**TRAINING**

IDU workshops covering the use of technology in the teaching-learning process (2003, 2009, 2013)

Participated in teaching seminars convened by the Mona School of Business for faculty members (2007 & 2009): "Effective Teaching Seminar" by Professor Harvey Brightman

**PROFESSIONAL EXPERIENCE**

Mathematics Teacher	- Clarendon College (1985 – 1987)
Assistant Lecturer	- The University of the West Indies (1993 – 1995)
Assistant Lecturer	- The University of the West Indies (2000 – 2001)
Lecturer	- The University of the West Indies (2001 – 2017)
Senior Lecturer	- The University of the West Indies (2017 – Present)

## PUBLICATIONS

### Peer Reviewed

#### Books

**Nicholson, Lawrence** and Lashley, Johnathan. 2016. *Understanding the Caribbean Enterprise - Insights from MSMEs and Family Owned Businesses*. Palgrave Macmillan, ISBN: 978-1-349-94878-9 for the print copy and 978-1-349-94879-6 for the ebook.

#### Journal Articles [Citations based on Google Scholar]

- **Nicholson, Lawrence** and Rao-Graham, Lila. 2016. Knowledge Management Systems for Small Family-Owned Businesses – The Case of the English-speaking Caribbean. *Social and Economic Studies*, 65 (2 & 3): 133-159. [Citations 2]
- **Nicholson, Lawrence**. 2015. Family-owned Businesses – The Seat of Entrepreneurship: The Case of Three English-Speaking Caribbean Countries. *Journal of Eastern Caribbean Studies*, 40 (2), 1-26. [Citation 2]
- **Nicholson, Lawrence**. 2010. Jamaica Family-Owned Businesses: Homogeneous or Non-Homogeneous? *Social and Economic Studies* 59 (3): 7-29. [Citations 11]
- **Nicholson, Lawrence**; Vakharia, Asoo, J;Erenguc, S. Selcuk.2004. Outsourcing Inventory Management Decisions: Models and Application. *European Journal of Operational Research* 154 (1): 271-290. [Citations 236]
- Houghton, Michael, A.; Crick, Anne, P.; Moore, Stanford, E; and **Nicholson, Lawrence, A.** 2003. A methodology for improved synergy between the classroom and management practices. *Education and Training Journal* 45 (1): 30 -44. [Citations 4]
- **Nicholson, Lawrence**.2002. Improving Inventory Management in Healthcare Systems. *Social and Economic Studies* 51 (3): 65-103. [Citation 7]

#### Refereed Conference Proceedings/Abstracts

- **Nicholson, Lawrence**& Rao-Graham, Lila (2015). Knowledge Management Systems for Family-Owned Business in Developing Countries: The Case of the Caribbean. Mona School of Business and Management Inaugural Business & Management Conference, Montego Bay, Jamaica, January 7-9.
- **Nicholson, Lawrence** &Examining the use of Quantitative Decision-making Techniques in Jamaica's Hotel Industry - 3<sup>rd</sup> International Tourism Conference, November 2014
- **Nicholson, Lawrence** (2013).Caribbean Family Business – Their Voices on Strategic and Entrepreneurial Imperatives. Family Firm Institute (FFI) Conference, San Diego, October 17 – 19.
- **Nicholson, Lawrence**; Daley-Nation, Dahlia. (2013). Religion& Family-Owned Businesses: The Case of the English Speaking Caribbean. Proceedings of 21<sup>st</sup> International Business Research Conference, June 10 - 11, Ryerson University, Toronto, Canada, ISBN: 978-1-922069-25-2
- **Nicholson, Lawrence** (2013). Family-owned Businesses - The seat of entrepreneurship: the case of the English Speaking Caribbean. Fourteenth Annual Conference of the Sir

Arthur Lewis Institute of Social and Economic Studies (SALISES), Cave Hill, Barbados, April 22 – 24

- **Nicholson, Lawrence** (2012). Family-Owned - Does it Matter? The Case of Jamaica's Hotel Sub-sector. 2<sup>nd</sup> International Tourism Conference, Trinidad & Tobago.
- **Nicholson, Lawrence;** .Thomas-Stone, Joan and Reynolds, Noel (2009).Yield Management and Jamaica’s Hotel Industry. International Tourism Conference, Barbados.
- **Nicholson, Lawrence;** Williams, Densil and Garvey, Maxine. (2007). Succession Planning in Ethnic Family-Owned Businesses: Evidence from Jamaica. Conference Proceedings, International Conference of the Institute for Small Business & Entrepreneurship (in Glasgow, Scotland), CD-ROM, Track C, ID No. 137.
- **Nicholson, Lawrence.** (2007). Debunking the Myths about Family- and Women-owned Businesses in Jamaica: Towards a Policy Framework. 7<sup>th</sup>Annual Hawaii International Conference on Business.

### **Other Peer-Reviewed Academic Publications/Activities**

- Chevers, Delroy & **Nicholson, Lawrence** (2016). Operations process failure at MAC: Canteen meal problems. Cranfield Case Centre, Case # 616-0015-1, p. 1-9
- **Nicholson, Lawrence;** Evan Duggan. (2010). Guest Editors - Special Focus on Women- and Family-Owned Businesses in the Caribbean. Social & Economic Studies, 59 (3).
- **Nicholson, Lawrence.** 2010. Book Review - Special Focus on Women- and Family-Owned Businesses in the Caribbean. Social & Economic Studies, 59 (3).

### **Non-Refereed Publications**

- **Nicholson, Lawrence.** 2009 (June 17). Family-Owned Businesses - Not Enough Respect. The Jamaica Observer, 18B
- **Nicholson, Lawrence.** 1995. Total Quality Management: Mystique or What? In Human Resource Management: A Caribbean Perspective, ed. Ian Boxhill and Noel Cowell: Canoe Press, UWI, Mona: 265 –273 (Reprint).
- **Nicholson, Lawrence.** 1993.Total Quality Management: Mystique or What? Caribbean Labour Journal 3 (4): 17-20

### **Special Presentation and Invited Lecturers**

- ‘Empowering SMEs to Drive Economic Growth’ – ICAJ’s 50<sup>th</sup> Anniversary Conference, Kingston, Jamaica, December 2015
- “Family, Women and SMEs - The case of Jamaica”.Department of Library and Information Studies – UWI – June 2011
- “SMEs & Corporate Governance and Succession in Family Businesses”. Workshop – Nassau, Bahamas. March2011.
- "Education and Leadership", Address to the Rotary Club of Spanish Town, Jamaica. June, 2009

- “How to grow your business”, Small Business Association of Jamaica (SBAJ) seminar. November, 2008
- “Volunteerism and Social Responsibility” Kiwanis Clubs of Division, 23 East & West Kingston. March, 2008
- One Day Workshop in Quantitative Methods and Research for Hotel Managers, Rose Hall Luxury Hotel, 2008 (April)
- “Fundamentals of Yield/Revenue Management”. International Reservations, Revenue and Rooms division Managers (IRRRM) Conference; San Diego, California. January, 2008.
- SMEs and Family-Owned Business. Forum on Business Incubation & Entrepreneurship, University of Technology, Jamaica. October, 2008.

### **TECHNICAL REPORTS**

**Nicholson, Lawrence, A.** 2006. A survey of Family-owned and Women-Owned Businesses in Jamaica. Sponsored Research, Mona School of Business, University of the West Indies and Jamaican Private Sector Entities. 55pp

### **WORK IN PROGRESS/FUTURE WORK**

- Contributions of Cornershops: The Case of Jamaica
- Dynamics of Ethnicity in Succession Planning of Family-Owned Businesses
- A book on case studies of family-owned businesses in the English-speaking
- Decision Making Pattern in Family-owned Businesses: the case of Jamaica
- The supply/value chain of Jamaica’s Music Industry
- Family-Owned Businesses and Social Entrepreneurship

### **DISTINCTIONS, HONOURS, SCHOLARSHIPS AND AWARDS**

- 2010 Faculty of Social Sciences Nominee for Lecturer of the year
- Nominated for the 2008 Association of Atlantic Universities Awards for Distinguished Teaching (Nomination done by member of UWI faculty)
- Graduate Student of the year (Decision and Information Sciences, University of Florida (2000)
- USAID/UWI Scholarship (1995)
- USAID/UWI Scholarship (1992)

## **PUBLIC SERVICE**

- Chairman, Television Jamaica (TVJ)– (2013 – Present & Director, 2011 – 2013)
- Deputy Chairman, RJR-Gleaner Communications Group (2017 – Present)
- Chairman, Board of Governors, Mona High School (2010 – 2017) & Deputy Chairman, (2006 – 2010)
- Chairman of the Steering Committee (Chair since 2017 and member since 2003) for the Poverty Reduction Programme (PRP) -- Funded by the European Union (EU) and Government of Jamaica (GoJ) – Planning Institute of Jamaica (PIOJ) being the implementing and monitoring entity and coordinated by the Jamaica Social Investment Fund (JSIF). Member of committee since 2003 – 2019 (Chairman 2009 – 2020).
- Member of the National Contracts Commission (NCC) Specialist Consultancy & General & General Service Sector Committee (Since 2015)
- External Examiner - University of Technology - Jamaica (2009 -2013)
- External Examiner - University of the Caribbean - (2009)
- Member of Steering Committee that monitored the implementation of a funded project that targets family-owned businesses (FOBs) in Jamaica; focusing on capacity building in key areas (2009 - 2011). The Private Sector Organisation of Jamaica (PSOJ) was the implementing agency.
- Member of the University Council of Jamaica (UCJ) accreditation review team for the University of Technology - 2009.
- Member, Target Growth Competitiveness Committee (2009)
- Member of a team from UWI who contributed to content to Jamaica MSME Policy Based on research done in Family-owned and Women-owned businesses in Jamaica (2013).
- Member of a 3-member team for the quality assurance review of the Arthur Lok Jack Graduate School of Business (ALJGSB), The University of the West Indies, St. Augustine Campus, Trinidad (June 23 – 27, 2014)
- Member of the curriculum review committee for Wolmer’s Boys School (2000 – 2002)

## **OTHER PROFESSIONAL ACTIVITY AND EXPERIENCE**

- Facilitator & Presenter - workshop on governance of small and medium size enterprises (SMEs) and succession in family-owned businesses. Nassau, Bahamas- (March, 2011).
- Facilitator and presenter for the Radio Jamaica Communications Group, in their annual review and planning session (2009).
- Team leader for the FINPYME Project; covering Jamaica, Trinidad and Tobago and Barbados. The FINPYME Project is sponsored by the Inter-American Investment Corporation (IIC) that targets small and medium size enterprises (SMEs) for capacity building.(2008 - 2012)
- Team leader and main organiser for an Inter-American Investment (IIC) funded seminar on governance of family-owned businesses (FOBs) (October, 2008).
- Reviewer for 2007 Hawaii International Conference on Business

- Member of Family Firm Institute (FFI) - the leading professional organisation covering research and other activities related to family businesses.

## **RESEARCH GRANTS**

Funding Agency: UWI-NIF (Principal's Office); Date: 2006; Title: Yield Management and the Jamaica's Hotel Industry; Value of Grant: J\$397,400.00. (*Paper presented at academic conference [2009]; being revised for re-submission to a journal*)

Funding Agency: UWI-NIF (Principal's Office); Date: 2011; Title: Caribbean Family Business – Their Voices on Strategic and Entrepreneurial Imperatives; Value of Grant: J\$1.3M; Duration of project - August 2011 - December 2012.

## **POSTGRADUATE RESEARCH AND SUPERVISION**

- Douglas Lindo: 2013, DBA. Title - Familiness (Family Influence), Firm Performance and Firm Value in Publicly listed Companies in Jamaica. Role: Co-Supervisor. Status: Projected to defend proposal in June 2016.
- Victorine McDaniel-Peterkin: 2012, MSc Tourism and Hospitality Management. Title: Faith-based Tourism . Role – Supervisor. Status: Student resumed 2015/2015 at LOA. Projected to complete end of 2016.
- Dawn Ebanks: 2011. DBA. Title: Critical Success Factors in SMEs in the Caribbean. Role: Supervisor. Status: Student put studies on hold.
- Elaine T. Williams: 2003. Msc in Tourism and Hospitality Management. Title: Housekeepers, the Unsung Heroes of the Hospitality Industry. Role: Supervisor. Outcome: Completed (Degree granted).

## **TEACHING AND RELATED EXPERIENCE**

### **Courses Taught/Now Teaching:**

MS23C: Introduction to Quantitative Methods

MS62R: Operations Management (Graduate Level)

MS65R: Decision Making Under Uncertainty (Graduate Level)

MS65A: Quality Service and Operations Management (Graduate level).

MS62Q: Decision Models for Managers (Graduate Level Course)

SB616/SB624: Operations and Production Management (EMBA/MBA)

SB652: Quantitative and Statistical Techniques for Managerial Decision Making (MBA)

*(Received 4 and above in students' evaluation in all the courses listed above)*

### **Course Development**

**MS65R – Decision Making Under Uncertainty (Graduate Level course).** Course designed specifically for the Msc. in Tourism and Hospitality Management Programme.

**MS65A: Quality Service and Operations Management (Graduate Level Course).** Course designed specifically for the Msc in Tourism and Hospitality Management Programme (in collaboration with Dr. Anne Crick).

## **CONTRIBUTIONS TO DEPARTMENT**

- Head of Decision Sciences & Information System (DS & IS) Unit – MSBM – (2012 - )
- Coordinator of DBA Programme in MSBM – (2010 – 2013)
- Coordinator and University Examiner for Introduction to Quantitative Methods (MS23C) - (2009 - )
- Head of Quantitative Cluster: Mona School of Business (2006 – 2011)
- Academic Director: DBA programme – Mona School of Business (2008 - 2012)
- Co-Academic Director: Msc. Computer Based Management Information System (2004 – )
- Co-Academic Director: PhD. Information System (2004 – )
- Head of Decision Sciences Unit, Department of Management Studies (2002 – 2003)

### **EXTRA DEPARTMENTAL UWI SERVICE**

- Marshall at UWI Graduation for Faculty of Social Sciences
- Member of Faculty of Social Sciences' graduate studies sub-committee (2008 - )
- Member of the Professional Development Committee (PDC) for WIGUT (2004 – 2008)
- Key member of the organising committee for the Caribbean Conference on Information Systems; held at UWI, Mona, between June 1 and June 6 (2006).
- Member of UWI Mentorship Programme (2003 – 2006)
- Faculty representative (non-professorial) - UWI's Academic Board (2002-2003).
- Faculty representative (Mona) - Academic Programme Committee (APC)...UWIDEC(2001 – 2004).
- Member of WIGUT sub-committee that examined productivity scheme for UWI staff (2000 – 2003).