

NOEL M. COWELL, Ph.D.

Stony Hill, Kingston 9, Jamaica

Mobile: 876-351-5124

noelmcowell@gmail.com

Overview A trained adult educator and seasoned academic and practitioner with experience in curriculum development and delivery. Experienced industrial relations and human resource expert; Published author; Speaker and presenter; Researcher; Workshop facilitator

EDUCATION:

2000 **PhD** Industrial Relations – University of Toronto, Canada

1984 **MSc** Economics – The University of the West Indies, Mona Campus

1978 **BSc** Economics – The University of the West Indies, Mona Campus

PROFESSIONAL TRAINING:

2010 Certificate in University Teaching (Distinction), Instructional Development Unit, UWI, Mona

2002 Negotiation Teaching Workshop, Kellogg School of Management, Northwestern University.

WORK EXPERIENCE:

2000 – Department of Management Studies (UWI, Mona) Lecturer in Industrial Relations, Senior Lecturer

1986 – 2000 Department of Economics (UWI, Mona), Lecturer

1982 – 1986 Joint Trade Unions Research Development Centre, Research Officer

1978 – 1982 Institute of Social and Economic Research, Research Assistant

PROFESSIONAL ACTIVITY:

- February 2020 – Developer/Facilitator, “Leading High-Performance Teams”.
Presentation to middle managers of the Victoria Mutual Building Society, Kingston Jamaica. *Professional Services Unit, Mona School of Business, UWI, Mona.*
- September 2019 - Developer/Facilitator, Year-long 12-module programme for senior managers at the Caribbean Cement Company on “Executive Leadership Development”, Kingston, Jamaica. *Hugh Lawson Shearer Trade Union Education Institute.*
- July 2017 – Developer/Facilitator, “An Introduction to Human Resource Management and Employment Relations in Small Island Developing States”, 3-day Workshop delivered in St Lucia and Antigua. On behalf of the International Labour Organisation (ILO). *Professional Services Unit, Mona School of Business, UWI, Mona.*
- February 2017 – Developer/Facilitator, “Regional Workshop on Research Methods in Industrial Relations”, delivered to trade union officers and delegates in collaboration with the Caribbean Congress of Labour. *Hugh Lawson Shearer Trade Union Education Institute.*
- Sept. 2017 – Nov. 2018 – Developer/Facilitator, Year-long 12-module programme on “Leadership Development for Supervisory Employees at the Caribbean Cement Company”, Kingston Jamaica. *Hugh Lawson Shearer Trade Union Education Institute.*
- June 2016 – Developer/Facilitator, “Trade Unions: Past Present and Future”, Kingston Jamaica. *Human Resource Management Association of Jamaica.*
- June 2003 - Consultant to Jamaica Cooperative Credit Union – Designed and implemented Human Resource Management Training Programme.
- March 2003– 2005 - Caribbean coordinator for the "The Tripartite Development of Indicators for Conditions of Work" Project, an international project Carried out by Hagen Research International on behalf of the International Labour Organisation and funded by the US Department of Labor.
- February 2003 - Reviewed and restructured the Certificate in Labour Studies programme to be delivered by the Trade Union Education Institute in September 2003. *The Trade Union Education Institute.*
- October 2002 - Consultant to Urban Development Corporation – Designed and implemented training programme on Employment Relations and Conflict Management at Work.

- March 2002 – March 2003 - Lead role in designing graduate and undergraduate programmes in Labour and Employment Relations for the UWI, Mona. *The Labour Studies Programme (Department of Sociology, Psychology and Social Work)*.
- January 2002 - Revised undergraduate Industrial Relations curriculum, and developed new undergraduate courses in Business Negotiations, Labour Law and Compensation Management. *Department of Management Studies, 2001-2002*.
- Sept. 2000 – March 2001 - Consultant to Caribbean Tourism Organisation on Human Resources Issues in Caribbean Tourism.
- 1994-1996 - Academic Coordinator, IDB/ORIT/CCL/TUEI Labour Economic for Labour Leaders Course (four courses for Caribbean trade union held at UWI, Mona), May 1994- October 1996. *The Hugh Lawson Shearer Trade Union Education Institute*.
- Sept. 1991 – Aug. 1994 - Editor-in-Chief: Caribbean Labour Journal.

COURSE DEVELOPMENT:

University-level teaching and course development (undergraduate and graduate level courses developed and taught)

- MGMT3018 Industrial Relations (face to face)
- MGMT3019 Business Negotiations (face to face & remote via Moodle and Blackboard Collaborate Ultra)
- MGMT3063 Labour and Employment Law (face to face)
- MGMT3062 Compensation Management (face to face)
- SBHR6020 Industrial Relations and Negotiating Strategies (face to face)
- SBCO6560 Advanced Business Negotiations (online via Blackboard Collaborate Ultra)
- SBCO6390 Strategic Human Resource Management (face to face)
- SHRM5451 Contemporary Industrial Relations (remote via Moodle and Blackboard Collaborate for more than 10 years)

PUBLICATIONS:

Refereed Journal Articles

- Smart, Cherry-Ann M., and **Noel M. Cowell**. 2019. "A Role for Jamaica Libraries in Conflict Resolution." *Library Philosophy & Practice*. digitalcommons.unl.edu
- West, Keon, and **Noel M. Cowell**. 2015. "Predictors of prejudice against lesbians and gay men in Jamaica." *The Journal of Sex Research* 52.3: 296-305
- Hilton A. McDavid, **Noel M. Cowell**, and Archibald McDonald. 2011. "Is Criminal Violence a Non-Communicable Disease? Exploring the epidemiology of violence in Jamaica." *West Indies Medical Journal*
- McDavid, H., A. Clayton, and **Noel M. Cowell**. 2011, "The Difference between the Constabulary Force and the Military: An Analysis of the Differing Roles and Functions in the Context of the Current Security Environment in the Caribbean (The Case of Jamaica)" in *Journal of Eastern Caribbean Studies*
- Cowell, Noel M.**, H. McDavid, and T.S. Saunders. 2012, "Managing Guest Security in a High -Violence Society: The Case of the Jamaican Tourism Industry" in *World Hospitality and Tourism Themes*, 4(1), 32-47
- Cowell, Noel M.**, and T.S. Saunders. 2011. Exploring Heteronormativity in the Public Discourse of Jamaican Legislators Sexuality and Culture. *Sexuality and Culture* (15), 315-331.
- Cowell, Noel M.** 2011. Public Discourse, Popular Culture and Attitudes towards Homosexuals in Jamaica. *Social and Economic Studies*, 31-60.
- Cowell, Noel M.**, and T.S. Saunders. 2010. Family Values and Employment Relations: A Jamaican Case Study, *Social and Economic Studies*. (59)(3) September, 2010
- Cowell, Noel M.** 2007. Human Resource Development and Enterprise Competitiveness in Jamaica. *Journal of Eastern Caribbean Studies*, 32:31 - 56.
- Cowell, Noel M.** 2004. Is 'work' a four-letter word? Work attitude and the myth of the lazy Jamaican worker. *Social and Economic Studies* 53: 1-29.
- Cowell, Noel M.**, and Anne P. Crick. 2004. Tourism and Plantation Model: Dimensions of the Worker Management Relationship in Caribbean. *Journal of Eastern Caribbean Studies*, 29:15-34.
- Cowell, Noel M.**, and Gangaram Singh. 2002. Strategic Choice and the De-Collectivisation of the Employment Relationship in the Commonwealth Caribbean. *International Employment Relations Review*, 8: 15-27.

- Cowell, Noel M.**, and Gangaram Singh. 2002. Union Substitution in the Caribbean. *International Journal of Human Resource Development and Management*, 2:394-414.
- Cowell, Noel M.**, and Sonia Mitchell. 2001. Human Resource Management and Workplace Restructuring in the Jamaican Public Sector: The case of the Tax Administration Reform Programme. *Caribbean Journal of Public Sector Management*, 2:2-22.
- Cowell, Noel M.** 1996. Statutory Regulation and Industrial Conflict. *Social and Economic Studies* 45:103-131.
- Cowell, Noel M.** 1987 Bauxite and the Imperatives of Mining. *Social and Economic Studies*. 36: 171-216.

Books

- Cowell, Noel M.**, Archibald Campbell, Gavin Chen and Stanford Moore. 2007. Perspectives on Ethics in Caribbean Business, Arawak Publishers, Kingston Jamaica.
- Cowell, Noel M.**, and Clement Branche, ed. 2002. *Human Resource Development and Workplace Governance in the Caribbean*. Kingston Jamaica: Ian Randle Publishers.
- Cowell, Noel M.**, and Ian Boxill, ed. 1995. *Human Resource Management: A Caribbean Perspective*. Mona, Jamaica, Canoe Press, University of the West Indies.
- Cowell, Noel M.** 1992. *A Summary of Test Cases in Jamaican Labour Law*. Kingston, Jamaica, JTURDC.

Chapters in Books

- Cutcher-Gershenfeld, Joel, Dan Brooks, **Noel M. Cowell**, Christos A. Ioannou, Martin Mulloy, Danny Roberts, Tanzia S. Saunders, and Søren Viemose (2015). "Financialization, Collective Bargaining, and the Public Interest." In *Inequality, Uncertainty, and Opportunity: The Varied and Growing Role of Finance in Labor Relations*, edited by Christian E. Weller, First Edition. Cornell University Press.
- Cowell, Noel M.**, and Hopeton Dunn. 2010. "Mobility and Work – Telework and Employment Relations in the English-Speaking Caribbean." in *Ringtones of Opportunity: Policy, Technology and Access in Caribbean Communications* Edited by Hopeton Dunn, University of the West Indies, Mona.

- Cowell, Noel M.** 2007. "Ethics at the Workplace: A Survey of Ethical Propensities of UWI Students and HRM Professionals", in Perspectives on Ethics in Caribbean Business, Cowell et al. eds.
- Cowell, Noel M.** 2007. "A Perspective on Ethics and Caribbean Business", in Perspectives on Ethics in Caribbean Business, Cowell et al. eds.
- Cowell, Noel M.** 2006. "Industrial Relations theory and practice with reference to Jamaica" in The Future of Industrial Relations in the Caribbean, ILO Caribbean Office.
- Cowell, Noel M.,** and Robert Gregory. 2005. "The convergence of education and training in Jamaica – the role of the HEART/NTA" in Skill Formation and Globalization Edited by Marcus Powell, Cambridge Education, UK, Ashgate Publishing.
- Gangaram Singh, and **Cowell, Noel M.** 2005. What Do Unions Do? Unions, Work Innovations and Organizational Performance. Proceedings of the 57th Annual Conference of the Industrial Relations Research Association. Champaign: Labour and Employment Relations Association.
- Cowell, Noel M.,** and Anne P. Crick. 2002. Service and Servility in Contemporary Caribbean Hospitality: The Myth and the Reality" in Tourism, Development and natural Resources in the Caribbean, ed. Ian Boxill and Johannes Maerk., Mexico. Playa y Valdes Press.
- Cowell, Noel M.** 2002. Voluntarism, Political Unionism and the Regulation of Industrial Relations in Jamaica in Human Resource Development and Workplace Governance, ed. Noel M. Cowell and Clement Branche, Kingston Jamaica, Ian Randle Publishers.
- Cowell, Noel M.,** and Morley Gunderson. 2002. Markets, Collective Bargaining and Legislation – A Comparison of Mechanisms for Regulating Caribbean Employment Relations in Human Resource Development and Workplace Governance, ed. Noel M. Cowell and Clement Branche, Kingston, Jamaica. Ian Randle Publishers.
- Cowell, Noel M.,** and Gangaram Singh. 1999. Globalization and Workplace Change: The New Industrial Relations and Strategic Options for Caribbean Trade Unions. In Globalization, Economic Change and the Challenge of Caribbean Trade Unionism, ed. Marva Phillips, Kingston, Jamaica, Trade Union Education Institute, UWI.
- Adams, Roy, J., **Noel M. Cowell,** and Gangaram Singh. 1999. The making of Industrial Relations in the Commonwealth Caribbean. In Monographs in Organizational Behaviour and Industrial Relations, special issue on Colonialism, Nationalism, and the Institutionalization of Industrial Relations in the Third World, 25: 55-84, S. ed. Kuruvilla and B. Mundell, Greenwich: JAI Press, 1999.

Cowell, Noel M. 1995. A prescription for sick leave. In Human Resource Management: A Caribbean Perspective, ed. Noel M. Cowell and Ian Boxill, Kingston Jamaica, Canoe Press, UWI, Mona, 1995.

Papers Presented

Cowell, Noel M., and Tanzia S. Saunders. 2013. “Political Capture and Competing Interests - Government as Employer Implications for Labour Law, Regulations and Dispute Resolution in Jamaica.” In 65th Annual Conference of the Labour and Employment Relations Association, June 6-9. St Louis, Mo.

Cowell, Noel M., and Danny Roberts. 2013. “Employment Relations Transformation in a Low Trust Society: The Case of Jamaica.” In Workshop A Global Perspective on the “Public Interest” in Labour-Management Relations, 65th Annual Conference of the Labour and Employment Relations Association, St Louis Missouri, June 6 – 9, 2013. St Louis Mo.

Cowell, Noel M., and T.S. Saunders. 2009. Working in the Warzones of Jamaica: a case study of the police, presented at the Qualitative Inquiry in the Caribbean Conference, Mona Visitors’ Lodge, UWI, Mona, Jamaica, 2009. Mona, Kingston, Jamaica.

Cowell, Noel M., and Tanzia S. Saunders. 2009. Employment Relations in Family Owned Businesses in Jamaica: A Case Study of an Auto Dealership Presented at the Qualitative Inquiry in the Caribbean Conference, School of Education UWI, Mona, Mona Visitors’ Lodge, October 29 – 31, 2009.

Cowell, Noel M., and Tanzia S. Saunders. 2009. Investigating the link between Corporate Strategy and Criminal Violence in Jamaica paper presented at the Qualitative Inquiry Conference, The International Centre for Qualitative Inquiry, University of Illinois at Urbana, Champaign, College of Communications, May 2009.

Cowell, Noel M., and Tanzia Saunders. 2009. Overcoming the Culture of Silence: Methodological Issues in Research in the Jamaican Public Sector paper presented at the Qualitative Inquiry Conference, The International Centre for Qualitative Inquiry, University of Illinois at Urbana, Champaign, College of Communications, May 2009.

Cowell, Noel M., and Tanzia Saunders. 2009. Exploring Jamaica's state of Anomie: Implications for HRM Caribbean Studies Association Conference June, 2009 Hilton Kingston Hotel, Jamaica.

Cowell, Noel M., and Vanessa Hemans. 2009. Gender and Negotiation, presented at the 34th Annual Caribbean Studies Association Conference, Hilton Hotel, Jamaica, June 2009.

- Cowell, Noel M.**, and Tanzia Saunders. 2008. *With our heads in the Sand: Public Posture on Homosexuality in Jamaica*. Presented at the Association of Culture Studies Crossroads Conference, July 3-7, 2008 University of the West Indies, Mona, Kingston Jamaica, W. I.
- Cowell, Noel M.** 2006. "Sexuality and Work in Jamaica: An exploratory note on Gender and the Attitude Towards Homosexuals in the Jamaican Workplace" Presented at the Conference in Honour of Professor Barry Chevannes, UWI, Mona, January 21, 2006.
- Cowell, Noel M.**, and Roodal Moonilal. 2004. *The Development of Indicators on Conditions of Work in Barbados, Guyana, Jamaica and Trinidad and Tobago*. Roodal Moonilal. Paper presented at the Caribbean Conference on Tripartite Development of Indicators for Conditions of Work, Normandie Hotel, Port of Spain, Trinidad and Tobago, November 4-5, 2004.
- Singh, G., and **Noel M. Cowell**. 2004. *What Do Unions Do? Unions, Work Innovations and Organizational Performance*. Paper presented at the 57th Annual Meeting of the Industrial Relations Research Association, San Diego, January 4-11, 2004.
- Singh, Gangaram, and **Noel M. Cowell**. 2004. *Union, Work Innovations and Firm Performance in Jamaica*. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, August 9-11, 2004.
- Cowell, Noel M.**, and G. Singh 2003. *Unionization and Firm Performance in a Developing Economy*. Paper presented at the 1st Caribbean Labour Conference, University of the West Indies, Mona, March 28-April 2, 2003.
- Berkeley, K., **Noel M. Cowell**, and G. Singh. 2003. *Foreign Ownership, Work Innovations and Firm Performance: Evidence from a Developing Economy*. Paper presented at the 1st Caribbean Labour Conference, University of the West Indies, Mona, March 28-April 2, 2003.
- Cowell, Noel M.** 2003. *Human Resource Development and Workplace Competitiveness in Jamaica*. Paper presented at the SALISES 4th Annual Conference, Bridgetown, Barbados, January 15 -17, 2003.
- Cowell, Noel M.**, and Gangaram Singh. 2002. *Foreign-Ownership and the Diffusion of Work Innovations in a Developing Economy*. Paper presented at the Annual Conference of the Industrial Relations Research Association and the Canadian Industrial Relations Association, Toronto Canada, June 24-29, 2002.
- Cowell, Noel M.** 2002. *Rethinking Higher Education in the Caribbean*. Paper presented at the SALISES Conference on Social Protection and Employment, Mona, Jamaica, April 4-6, 2002.

Cowell, Noel M. 2002. Workplace Governance and the Future of Trade Unionism in the Jamaican Private Sector. Paper present at the 2nd Annual Department of Management Studies Colloquium, Reflections on Changing Patterns of Workplace Governance, Feb. 21, 2002.

Cowell, Noel M., and Gangaram Singh. Union Substitution in the British Caribbean. Paper presented at the Conference of the Canadian Industrial Relations Association, May 2000.

Cowell, Noel M. 1999. The Impact of Labour Policies on the Social Security Agenda. Paper presented at the Conference on Proposing an Alternative Social Security Model for Jamaica, Kingston, Jamaica, October 1999.

Adams, R., **Noel M. Cowell,** and G. Singh. 1996. Is There a Link Between Labour Policy and Trade Policy? Evidence from the Commonwealth Caribbean. Findings presented at the Annual Meeting of the Comparative Industrial Relations Research and Teaching Society, January 1-3.

Cowell, Noel M. 1993. When a Dispute is not a Dispute: Aspects of the Impact of LRIDA on Non-Unionized Workers. Paper presented at the 18th Annual conference of the Caribbean Studies Association, Kingston Jamaica, June 1993.

Cowell, Noel M. 1992. Judicial Intervention and the Changing Balance of Power in Jamaican Labour Relations. Presented at the Symposium in Honour of Professor Carl Stone CD), November 16 - 17, 1992.

ORAL PRESENTATION

Cowell, Noel M., and Tanzia S. Saunders. 2009, The Impact of Criminal Violence on HRM in Jamaica, Human Resource Management Association's Conference, Hilton Hotel Jamaica, November 26 – 29, 2009

Cowell, Noel M., and Tanzia S. Saunders. 2009. An Evaluation of the recent Jamaican Labour Policy: Implications for Human Resource Management with Tanzia Saunders, Human Resource Management Association's Conference, Hilton Hotel Jamaica, November 26 – 29, 2009.

Cowell, Noel M. 2009. Crime and the Cost of Doing Business in the Caribbean. The 4th Annual Private Sector Meeting/Dinner, 13th June, 2009, The Jamaica Pegasus Hotel, Kingston, Jamaica.

Cowell, Noel M. 2009. Business Ethics, Ethics Mini Symposium & Public Lecture titled: Beyond the Boundaries: Developing a University Ethics Centre, University of the West Indies, Mona, JAMAICA, Friday, August 14, 2009.

- Cowell, Noel M.** 2008. Negotiating Strategies in a Global Environment presented at the 28th Conference of the Human Resource Management Association of Jamaica, November 21-23, 2008.
- Cowell, Noel M.,** and Tanzia Saunders. 2007. Sexual Orientation and Human Rights: Challenging Workplace and Social Norms in Jamaica. Presented at the 27th Conference of the Human Resource Management Association of Jamaica, November 16-18, 2007.
- Cowell, Noel M.** 2007. ICT and the Emergence of Telework in the Caribbean, presented at the Second Latin American Congress on Telework, Buenos Aires, September 19 & 20, 2007.
- Cowell, Noel M.** 2006. Reflections on the Future of the Jamaican Trade Union Movement, presented at a two-day workshop of the Jamaica Confederation of Trade Unions Women's Committee, Montego Bay, May 17-18, 2006.
- Cowell, Noel M.** 2006. The Role of Negotiation in Business, presented at the 3rd Caribbean Conference on Dispute Resolution. Montego Bay, May 24-27, 2006.
- Cowell, Noel M.** 2005. Sexuality and Work: The Attitude of Jamaican 'Knowledge Workers' towards Homosexuals, Presented at the Annual Conference of the Human Resource Management Association of Jamaica, November 18-20.
- Cowell, Noel M.** 2005. Is the Redundancy Act Redundant - Preliminary Report on the Employment Termination and Redundancy Payments Act and Labour Market Reform. Address to the Labour Advisory Committee, Ministry of Labour, June 29, 2005.
- Cowell, Noel M.** 2004. The LRIDA and Changing Patterns of Workplace Dispute Resolution in Jamaica. Presented at the Second Caribbean Conference on Dispute Resolution, Jamaica Conference Centre, Kingston. May 12-14, 2004.
- Cowell, Noel M.** 2003. Caribbean Culture, Work Attitude & Community Formation. Presented at the Community of Communities in Partnership for Empowerment conference in honour of George Beckford, Woodside, St Mary, April 23-24, 2004.
- Cowell, Noel M.** 1999. Perspectives on Labour Market Reform: Insights from the National Survey of Workplace Practices. Seminar presented at Ministry of Labour, Jamaica, W.I., (November 1999).
- Cowell, Noel M.** 1999. "The National Survey of Workplace Practices: Survey of human Resource Professionals and Survey of Workers' Attitudes." Presentation made at the Consultation of Workforce Partners put on by the Workforce Development Consortium, March 26, 1999.

- Cowell, Noel M.** 1999. "Perceptions of Trade Unions in Jamaica: Insights from the 1997 National Survey of Workplace Practices." Presentation to a Caribbean Trade Union Leadership Consultation, Trade Union Education Institute, University of the West Indies, Mona. March 1999.
- Cowell, Noel M.** 1999. Are Jamaican Workers Lazy? Insights from the 1997 National Survey of Workplace Practices. Presented as discussant in First Annual Psychology Conference, University of West Indies, Mona, February, 1999.
- Cowell, Noel M.** 1988. Work Attitude and Worker Involvement: Insights from the Jamaican National Survey of Workplace Practices. Presented at the Annual conference of the Canadian Industrial Relations Association in Ottawa, Ontario Canada, June 1998.
- Cowell, Noel M.** 1998. Worker Involvement as a Strategic Objective: Implications of the National Survey of Workplace Practices. Presented at the Annual conference of the Jamaica Employers' Federation in Ocho Rios, Jamaica, April, 1998.
- Cowell, Noel M.** 1997. Work Attitudes and High-Performance Organizations: Understanding the 1997 National Work Attitude Survey. Presented at the 17th Annual Conference of the Jamaica Association of Training and Development. Ocho Rios, Jamaica. November 1997.
- Cowell, Noel M.** 1997. Contract Employment and Casualization in the Jamaican Manufacturing Sector. Presented at the 1997 Conference of the Canadian Industrial Relations Association, Newfoundland, Canada, November 1997.
- Cowell, Noel M.** 1997. Liberalization, Economic Crisis and Labour Market Reform: Current Trends in Jamaican Human Resource Practices. Presented at the Annual Conference of the Jamaica Employers' Federation, April 1997.
- Cowell, Noel M.,** Roy Adams and Gangaram Singh. 1996. Business Efforts to Decollectivize Employment Relations in Australia and the Caribbean.; presented at the 1996 Conference of the Canadian Industrial Relations Association, St Catherine, Canada, June 1996.

REPORTS

- Cowell, Noel M.**, and Danny Roberts - A Preliminary Report on the Post – 2010 Disposal of Cases at The Industrial Disputes Tribunal” January 2020 (16 pages)
- Cowell, Noel M.**, and Danny Roberts – “Report on a Study of Industrial Relations Climate and Culture at The Jamaica Civil Aviation Authority”, January 2020 (80 pages)
- Cowell, Noel M.** “Modelling Human Resource Management for the Transformation of Caribbean Businesses”, research paper carried out as part of the National Commercial Bank/Mona School of Business Applied Research Project on Corporate Transformation, May 2015 (55 pages).
- Cowell, Noel M.**, and Michael Witter. 2011. A Proposal for Implementing A Liveable Wage in Jamaica, prepared for the Ministry of Labour and National Security, June 2011 (23 pages).
- Cowell, Noel M.**, with Tanzia Saunders. 2009. “HRMAJ-UWI Preliminary Study on Criminal Violence in Jamaica and its impact on HRM Practices in Selected Firms in Jamaica”, carried out in conjunction with the Human Resource Management Association, Kingston Jamaica, February, 2009. (72 pages)
- Cowell, Noel M.**, and Hopeton Dunn. 2006. “Telework: New Forms of Work and Employment Opportunities in the Caribbean”, September 2006. (160 pages)
- Cowell, Noel M.** 2005. A Preliminary Report on the Employment Termination and Redundancy payments Act, submitted to the Ministry of Labour Jamaica, October, 26, 2005. (79 pages)
- Cowell, Noel M.** 2003. Study on Employers’ Organizations and the Contemporary Challenges of Jamaican Business: Survey conducted for the ILO Bureau for Employers’ Activities (ACTEMP). September, 2003. (20 pages)
- Cowell, Noel M.**, Anne P. Crick, Marie E. Freckleton and Chandí Jayawardena. 2001. Human Resource Issues in Caribbean Tourism, a study conducted for Caribbean Tourism Organisation. (164 pages)
- Cowell, Noel M.** 1999. The National Survey of Workplace Practices: Report on the Survey of Workers. Report, prepared for the Workforce Development Consortium, Kingston, Jamaica. (58 pages)
- Cowell, Noel M.** 1998. The National Survey of Workplace Practices: Report on the Survey of Human Resource Professionals. Report, prepared for the Workforce Development Consortium, Kingston, Jamaica. (82 pages)