

FACULTY OF HUMANITIES & EDUCATION

Year Ending July 31st, 2022

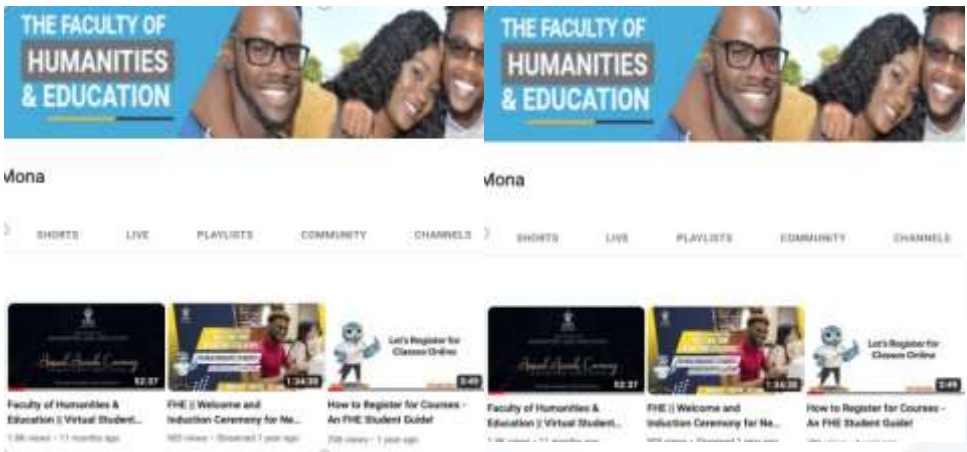
Dean



Prof. Silvia Kouwenberg
BA., MA., PhD. Univ. Amsterdam

OVERVIEW

Classes, events, conferences, committee meetings – 2021/2022 was the second full academic year in which these activities were almost entirely carried out online. During the preceding year, many of us had expected to be back in the classroom and in face-to-face meetings by this time. We can safely say that the 2021/2022 year was marked by Covid fatigue, for both staff and students, exacerbated by a keenly felt inadequacy of resources. On the positive side, departments held a variety of electrifying activities online including book launches, distinguished lectures, seminars, conferences, CSEC and CAPE lectures, and panel discussions that introduced audiences to our disciplines and, in so doing, to the Faculty. YouTube channels became busy sites as the recordings of functions and events were placed there and garnered hundreds of views, as did recorded Faculty functions such as orientation (900 views for the Welcome and Induction ceremony for graduate students), and student guides (700 views for a “How to register for courses” video). The annual Faculty Awards Ceremony was produced in the form of a video and has gotten 1,800 views to date.



The year thus reinforced for us that there is intrinsic value in the strategic use of the online modality, especially when events are routinely recorded for later access. This value was seen also when the ability to be in sessions “as you are, wherever you are” allowed more colleagues to attend Faculty Board meetings, more students to attend Club events, more high school outreach sessions to take place in schools across Jamaica. A Caribbean School of Media and Communication production crew consisting of Raeann Smith, Craig Duhaney, Jevon Matthews, and Alistaire McLaren was an

integral part of the work done to facilitate the virtual Graduation Ceremony of 4-5 November 2021.

Before turning to a more detailed discussion of the 2021/2022 year in the Faculty of Humanities & Education, I want to acknowledge the hard work of the 2021/2022 FHE Management team, which included the Heads of FHE's eight departments whose names can be found in the departmental reports, along with four Deputy Deans and four committee chairs, named here:

- 1. Dr Nicole Plummer, Deputy Dean Marketing and Outreach, and Chair of the Marketing and Outreach Committee*
- 2. Dr Carmel Roofe, Deputy Dean Graduate Matters, and Chair of the Subcommittee on Graduate Matters*
- 3. Dr Stanley Griffin, Deputy Dean Undergraduate Matters (Humanities)*
- 4. Dr Therese Ferguson, Deputy Dean Undergraduate Matters (Education)*
- 5. Professor Paulette Ramsay, Chair of the Faculty Academic Quality Assurance Committee*
- 6. Professor Lawrence Bamikole, Chair of the Faculty Research Ethics Committee*
- 7. Dr Enrique Okenve, Chair of the ICT Committee*
- 8. Dr Deborah Hickling-Gordon, Chair of the Faculty Entrepreneurship Committee*

Much of this report is based on the work reported by these colleagues. Finally, it is important to note that the work of the Faculty could not have proceeded without the support of administrative, technical and service support staff, both in the departments and in Faculty office, whose work is vital to our operations.

ACCESS

AC1-TO BE A UNIVERSITY FOR ALL

Our mission, our programmes

In line with The UWI's mission "To advance learning, create knowledge and foster innovation for the positive transformation of the Caribbean and the wider world", it is the mission of the Faculty of Humanities & Education (FHE) to uphold the humanist tradition which regards education as an avenue for change – specifically, change which is inclusive, and which has a transformative impact at the level of the region, the country, the community, and the individual. We aspire to achieve this through our taught programmes, research, outreach, and public service. What we teach has to be seen through this lens. At the undergraduate level, during 2021/2022, the Faculty of Humanities & Education offered 34 Bachelor of Arts, 2 Bachelor of Fine Arts, 11 Bachelor of Education, and 2 Licentiate degree programmes, offered by eight departments and three affiliate institutions. In addition, 18 Bachelor of Education degrees were offered in the eight Teachers' Colleges of Jamaica under a franchise agreement.

Some of these degrees provide a basis for certification for particular professions (teaching, librarianship, Caribbean sign language interpreting, church ministry), other programmes have a career orientation although the professions in their areas do not impose degree requirements (think of careers in journalism, cultural & creative industries, heritage management, animation, film, publishing, information management, entertainment management, visual arts, marketing, music studies). Several more of our undergraduate degree programmes lack well defined career prospects but graduate students who are flexible and have the ability to function in a range of work environments (history, literatures in English, French, Spanish, theology, philosophy, linguistics, and minor specialisations in creative writing, rastafari studies, reggae studies, Chinese, Japanese, and so on). The quality assurance reviews of these programmes invariably show that our graduates are appreciated for their critical and analytic thinking skills, research orientation, expert communication, flexibility, and their ability to learn on the job. However, the declining intake into our undergraduate programmes shows that success in convincing potential student populations that these degrees will provide them with viable paths towards rewarding

careers continues to elude us.

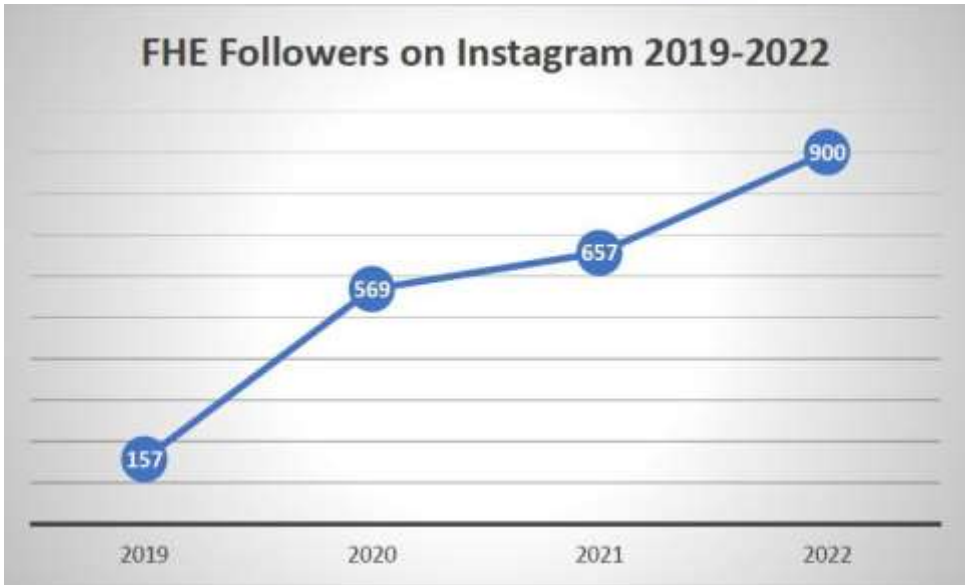
At the postgraduate level, this means that research degree programmes which rely heavily on recruitment from among graduates of our first degree programmes have found it harder to enlist students. On the other hand, the postgraduate degree programmes in the School of Education, which has a long history of offering online as well as face-to-face programmes serving the local and regional needs of the education sector, continue to show strong demand. At the graduate level, FHE’s offering across eight departments and two affiliate institutions for 2021/2022 included 26 taught Master’s degrees (16 M.A. in the Humanities, 6 M.A. and 14 M.Ed. in the School of Education), and 11 M.Phil. and Ph.D. degree programmes.

TABLE 1. Student enrolment in the Faculty of Humanities & Education for the academic year 2021/2022

ID	LEVEL	NAME	CUM. GPA	PROGRAMME
620139716	1	COOKE, Asmahani-Aza Erin McLean	4.18	B.A. Languages and Linguistics
620131854	2	COOKE, Amani Etana McLean	4.02	B.A. Literatures in English
620053888	2	HARVEY, Kay-Ann Alexia	3.85	B.Ed. Literacy Studies
620023382	3	BETHEL, Xan-Xi Afe Louise	3.90	B.A. Literatures in English

Marketing of programmes

The effort to inform the public of our programmes during 2021/2022 continued with a strong emphasis on social media, and included boosting the Faculty’s Instagram account to reach a wider audience, resulting in an increase in FHE followers on Instagram to 900 in 2022.



Much of the FHE’s posts are made on Instagram and then shared across Facebook and Twitter. The frequent presence of the FHE on social media and its reliability in sharing pertinent scholarship, programme, and registration information has led to synergies with the Guild, libraries, and various other institutions.

The Faculty’s owl mascot, introduced some years prior, gained recognition as it became an integral part of FHE students’ identities, and figured prominently in the scan-click-connect campaign which uses a QR code to direct interested parties to information about our degree programmes.



The Deputy Dean for Marketing and Outreach facilitated over 30 school visits+, and participated in person in many of them.

She also undertook the development of questionnaires which were administered as Google forms during the FHE's Undergraduate and Graduate Orientations. These questionnaires, completed by over 100 students at each level, collected information on how students learn about FHE programmes. The results indicated that school visits and career days, information supplied by the University's Admissions or found on Mona website, heard on the radio, word of mouth and social media, all played a role. At the graduate level, a significant factor that informed decisions to choose our programmes was the reputation of The UWI. Surprisingly, very few students stated that guidance counsellors or teachers informed their choice of programme. Indeed, a subsequent focus group discussion held with undergraduate students in March 2022 revealed that some had had to keep their interest in FHE's programmes quiet as their teachers and guidance counsellors were inclined to steer them to programmes in the Faculty of Social Sciences and the Faculty of Science and Technology. The focus group discussion revealed that the FHE must cultivate a stronger relationship with the high schools, and that teachers and guidance counsellors must be better informed of the FHE's programmes.

The Deputy Dean also coordinated opportunities for departments to appear on the “On Campus” radio show, where different broadcasts spotlighted the Department of Library and Information Studies, the Institute of Caribbean Studies, the Department of Literatures in English, the University Theological College of the West Indies, and the Faculty in its entirety. The extraordinary outreach by the Department of Library and Information Studies (DLIS) to audiences across the region merits special mention. Even more so than other departments, DLIS has a regional mandate as it is the only trainer of LIS professionals for the region. DLIS conducted successful outreach to over 800 persons working in the field in thirteen of the Contributing Countries, plus Guyana. A series of online sessions informed these participants of the professional development opportunities offered through the department’s degree programmes, and invited feedback regarding their training needs. Other innovative outreach and marketing strategies included a series of 2-minute testimonial videos recorded by graduates of the Department of Modern Languages & Literatures, speaking about their careers after graduation and the opportunities which their foreign language degree had afforded them.

AC3 - IMPROVING THE QUALITY OF TEACHING, LEARNING & STUDENT DEVELOPMENT

Undergraduate orientation and academic advising

The first student experience for new undergraduate students normally takes the form of on-Campus Orientation and academic advising in the week before the start of teaching. This necessarily became a series of online encounters. Co-chaired by the two Deputy Deans for Undergraduate Matters, under the theme “Pursuing Excellence in a Changing World”, Faculty Orientation was held 30 August 2021 as a virtual event. Despite the unforeseen challenge of a complete lock down announced just a few days before the event, the well-prepared and knowledgeable team of administrative and technical staff, supported by MITS, were able to deliver the entire Orientation programme on the appointed day. For the first time in the Faculty’s history, an Orientation Session was held for the 70 new undergraduate students starting their academic journey in Semester II, 2021-2022, a record number for a January cohort for the Faculty. While students’ reluctance to seek or accept academic advising has been a long-standing problem, resulting in inappropriate registration and often in failing grades

and delayed graduation, the issue has become even more pressing in the context of the pandemic which resulted in the absence of in-person interaction between staff and students. Several departments introduced progress tracking forms in hopes of improving students' course selections and throughput. Faculty Office's attempts to help students by providing an online credit check service brought an increased burden on staff and is essentially unsustainable.

Teaching Methodologies

Under the new reality of remote delivery, staff members continued to seek training in appropriate methodologies. The Department of Modern Languages & Literatures spearheaded a workshop on the use of the Lesson Feature of Ourvle. Many departments had switched examination-based course assessments to coursework assignments, allowing students greater opportunities to develop their voice in individual and groupwork. This was experienced as a positive outcome of the pandemic, and several departments have or will be submitting proposals to stay with these forms of assessment.

Career seminar

To enhance student development and career training and preparation in the Faculty, the Deputy Dean for Marketing and Outreach met with Ms. Tanya Francis of The UWI Office of Placement and Career Development. The first outcome of this meeting was the panel discussion "The Value of a Humanities and Education Graduate" held on 3 March 2022, with panelists drawn from public and private sector entities, and hosted by FHE students. Students were advised how to make their resume 'sell' the value of their degree; why employers prefer to hire graduates of the Faculty and how to prepare themselves for the competitive job market. Feedback from attendees was positive.

Awards for Excellence

During 2021/2022, the Dean's Awards for Excellence were earned by the following students

ID	LEVEL	NAME	CUM. GPA	PROGRAMME
620139716	1	COOKE, Asmahani-Aza Erin McLean	4.18	B.A. Languages and Linguistics
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620023382	3	BETHEL, Xan-Xi Afe Louise	3.90	B.A. Literatures in English
620116073	3	HAYDEN, Venicia Joetta Ann Marie	3.95	B.Ed. Mathematics Education

The Annual Faculty Awards Ceremony was produced by Sophia Hayles-Johnson of Faculty office with a technical team from CARIMAC consisting of Craig Duhaney, Jevon Matthews, and Jhalon Foster. The resultant video was launched 11 November 2021, and continues to attract viewers on the FHE YouTube channel.elf-Quality Assurance Review The programmes in Linguistics, Philosophy, and in Romance languages (French and Spanish) were the subject of Quality Assurance Reviews (QAR) during 2021/2022. In each case, the review was also the occasion of a public lecture by the team lead of the QAR committee:

1. Professor Leonard Harris (Professor of Philosophy, Purdue University, Indiana, USA) spoke on "Necro-Being: An actuarial account of racism", 14 October 2021

2. Professor Lars Hinrichs (Associate Professor, Department of English, University of Texas at Austin) spoke on "Why we need Diaspora Sociolinguistics: Challenges to established models of language contact", 24 February 2022

3. Prof Mamadou Badiane (Associate Professor of Spanish and Director of the Afro-Romance Institute, University of Missouri, USA) spoke on "Cultural anxieties in Caribbean literatures", 10 March 2022

The Department of Literatures in English presented its response to the QAR of its programmes carried out in the previous year in the form of an Action Plan which was supported at Faculty Board in March 2022.

Foreign Language Policy

Discussions surrounding the implementation of the Foreign Language Policy came to a head during 2021/2022, ultimately resulting in an agreement for phased implementation of the policy starting in 2022/2023. In anticipation of increased student numbers in beginners' foreign language courses, the Department of Modern Languages and Literatures developed online versions of the Beginners' French and Beginners' Spanish courses.

Curriculum development

At the undergraduate level, the Faculty's Academic Quality Assurance Committee met in nine regular meetings and two extraordinary meetings, all held virtually; several round-robins were held to help in the approval process. Through these efforts, the committee prepared revisions to the B.A. Music and Performance Studies, the Licentiate in Philosophy, and the B.A. Caribbean Sign Language Interpreting, for further approval in the 2022/2023 academic year. It also prepared the submission of the new B.A. French with International Relations (including a new course FREN2215 French for International Relations), and the B.A. Guidance and Counselling, which were both approved for first offering in 2022/2023. Additionally, the committee took several dozen new and revised courses through the approval processes. Over the years, students have insisted on the pursuit of programme combinations across disciplinary boundaries. Capitalizing on the path created by these students, the Department of Modern Languages & Literatures, in collaboration with partners in the Faculty of Social Sciences, began advertising the Double Major in Spanish and International Relations. This was followed by the B.A. French or Spanish with the English Language Speech and Writing Minor.

The FHE Postgraduate Sub-Committee for Graduate Matters met monthly to review course and programme submissions, using a team approach to manage the review process. The programmes which were reviewed and taken through approval processes were the revised M.Ed Educational Leadership and Management (submitted for online delivery), the new M.A. Public History and Caribbean Heritage (approved for blended delivery, replacing the M.A. Heritage Studies), and the revised Doctor of Ministry (approved for blended delivery).

The Learning Environment – Donations in support of Teaching and Learning

The Francophone Digital Campus and Employability Centre (CNF-CEF) was established in the Faculty of Humanities and Education, with funding from the Agence universitaire de la Francophonie (Francophone University Agency, AUF). We received that benefit through the Office of Global Affairs, and Ms Soyini Ashby of the Department of Modern Languages & Literatures has undertaken to coordinate the Centre. The AUF provided a donation of well-needed equipment for the Ashcroft Teaching Lab, consisting of 15 desktop computers with audio headsets and webcams, 7 virtual reality headsets, and an interactive touch-capacity screen, as well as funding for activities of the Centre.

AC4 - IMPROVING THE QUALITY, QUANTITY & IMPACT OF RESEARCH DEVELOPMENT

Postgraduate student success

Postgraduate students in the Faculty performed exceptionally well in the award of scholarships, with 10 students receiving awards for the 2021/2022 academic year.

Five MPhil upgrades took place over the period, and the following five Ph.D. students were successful in their doctoral examinations during the year:

Kishi Anderson Leachman, School of Education. Thesis title: "Examining inclusive education at a private school in Urban Jamaica: A single case study". Degree awarded with High Commendation.

Corey Williamson, School of Education. Thesis title: "An evaluation of Jamaican test-takers' performance characteristics based on their responses to the CSEC mathematics test for the period 2010–2016". Rohan McCalla, School of Education. Thesis title: "Towards an explanation of selected Jamaican high school teachers' emotion management, emotion regulation, and classroom management strategies: A mixed methods study". Degree awarded with High Commendation. Audene Henry, Department of Language, Linguistics and Philosophy. Thesis title: "A linguistic reconstruction and sociolinguistic analysis of the language lifecycle in an oral ritual culture". Joseph McKenzie, School of Education. Thesis title: "Transitioning from teacher to teacher educator: A phenomenology of the experiences of six Jamaican college lecturers".

Supporting postgraduate supervision

The FHE hosted one research supervision capacity building webinar on “Strengthening the Supervisor-Supervisee Relationship,” with presenters from within and outside the Faculty, moderated by the Deputy Dean for Postgraduate Matters. The Deputy Dean also established an MPhil/PhD taskforce in Semester II of the Academic Year 2021-2022 focusing on matters affecting research students in completing their research degrees. The taskforce, which comprises MPhil/PhD students who are at different stages of their academic journey, hosted two community engagements, “Let’s cope together: Covid-19 and your mental health during the MPhil/PhD journey” with Dr. Asneth Council, Organizational Psychologist and educator, and “Sip and Talk: Strategies for success as MPhil/PhD students”, with Paula Daley, PhD student in Cultural Studies and Corey Williamson, PhD student in Education leading the conversation.

Showcasing FHE research

The Deputy Dean for Graduate Matters spearheaded the showcasing of research output by staff in the Faculty of Humanities and Education at two events. She presented on “A Collage of Research in the Faculty of Humanities and Education” at the webinar hosted by the Mona Office of Research and Innovation 3 March 2022. The presentation focused on outputs achieved during the period 2019-2021, challenges encountered, opportunities derived, and lessons learnt. The presentation was well-received and the Faculty was commended for the research work being done. The second event is the first Humanities and Education Day with a virtual research symposium showcasing research by academics and graduate students. The event was held on 13 May 2022 under the theme “Keep Calm and Research: Recognizing Human Creativity and Caribbean Responsiveness in Problematic Times”. Ten presentations featuring published and ongoing projects and organized as individual and panel presentations were showcased, with moderation by FHE graduate students. The event organized by three Deputy Deans of FHE was well supported and had over 87 participants. Participants included all categories of staff at The UWI and scholars from the USA, Canada, and the wider Caribbean. Feedback from academics in FHE suggests that this was an excellent initiative and that the team should explore making this a calendar event.

Efforts were also made to enhance the capacity for grant acquisition through the offering of a two-day grant writing seminar, attended by eight

staff members. Following the seminar, a small team of five drafted a proposal, and it is hoped that the team will re-engage with the process in the coming academic year.

Research Ethics

The Faculty’s Research Ethics Committee met monthly over the year, and reviewed a staggering total of 80 research proposals, the bulk from the School of Education. To ensure management of the volume of submissions, and in order to have a trusted, and effective procedure for reviewing research proposals, the School of Education developed a procedure which was supported by Faculty Committee and was subsequently approved by the Mona Campus Research Ethics Committee.

Publications

Research output in the Faculty took the form of publications and conference presentations. While the details can be found in the departmental reports, a general overview is provided here:

Department	Journal articles	Book chapters	Books, edited volumes, text books	Conference presentations and invited lectures
DMLL	4			13
CARIMAC	4	1		6
DLIS	7	2		10
DLIE	2		1	9
DLLP	7	1	1	20
ICS	3	5	1	26
DOHA		1		3
SOE	16	4	3	15
ALL	43	14	6	102

Conferences and public lectures

Signature events were held in either hybrid or online mode, drawing audiences never before seen. Special mention will be made here of a small selection:

- *Professor Lawrence Bamikole's inaugural lecture took place 19 November 2021, on the topic "On Value Philosophy".*
- *The Faculty's 7th Annual Distinguished Lecture entitled "Teaching from the Digital Black Atlantic" was delivered 31 March 2022 by Professor Roopika Risam, Public Scholar, Digital Scholar, and Associate Professor of Secondary and Higher Education and English at Salem State University.*
- *The Institute of Caribbean Studies's 23rd Annual Walter Rodney Lecture was held 15 October 2021, featuring Dr Patricia Rodney who spoke on the subject "Reframing October 1968: A case for reparative justice". Following the lecture, Faculty Board supported a proposal from Dr Dave Gosse, Head of the Institute of Caribbean Studies, for reparative justice to the Rodney family. The proposal is with Senior Management of the institution for consideration.*
- *The Department of History & Archaeology hosted the 53rd Annual Conference of the Association of Caribbean Historians (ACH) which was held virtually 6-9 June 2022, using a combination of Zoom and live-streaming over the 6 ACH panels and 2 local panels. Sponsorship was received from Grace Kennedy, Sagicor, Jamaica Producers and Guardian Group, but even so the Department had to contribute some of their funds to this event.*
- *Other signature events included the Jamaican Language Unit's 7th Cassidy-Le Page Distinguished Lecture, The Department of Modern Languages and Literatures' 3rd Gabriel Coulhard – William Mailer Distinguished Lecture, the Institute of Caribbean Studies's 7th Global Reggae Conference and 25th Annual Bob Marley Lecture, and the 3rd Annual Stuart Hall Distinguished Lecture, the Department of Library and Information Studies's 50th Anniversary Symposium (plus 50th Anniversary Gleaner Supplement), the Department of Literatures in English's 15th Edward Baugh Distinguished Lecture, the Department of History & Archaeology's 37th Annual Elsa Goveia Lecture, CARIMAC's 12th Aggrey Brown Distinguished Lecture*

ALIGNMENT

AL1 Promote greater Activism and Public Advocacy

Scholarship in the Humanities & Education in the Caribbean context entails public advocacy and public service. During 2021/2022, School of Education continued to be at the forefront of teacher empowerment through outreach programmes, the Jamaican Language Unit continued its advocacy for language rights and development of publicly available news broadcasts in the Jamaican language (Patwa) through its Braadkyaas Jamieka YouTube channel, and community empowerment was consistently foregrounded in the work of colleagues in the various departments.

Public service is also central to the Heads of Agreement with the Teachers' Colleges of Jamaica, which gives The UWI responsibility for the Quality Assurance processes for 18 UWI-accredited B.Ed. primary and secondary education programmes, comprising 400 courses, delivered in the eight Colleges. 2021/2022 saw the continuation of the review processes of courses which had passed through internal review by subject specialists in the Colleges. We graduate just under 700 students with B.Ed degrees per year through the eight colleges combined, and it is important therefore that the standards of the curriculum and its delivery are assured.

AL2 Increase and improve academic/industry research partnerships

Research is never more impactful than when it produces materials for public education – as is the case with the Caribbean primer on Climate Change which results from a collaboration between staff in the School of Education and the Faculty of Science & Technology, launched 22 February 2022. The SOE also continued its collaboration with the Fac-

ulty of Science of Technology to provide an orientation to teaching for scholarship recipients of the Building Out Our Science Teacher (BOOST) scholarship programme. The programme is intended to enhance the STEM teacher cohort in Jamaican High Schools. Staff of the SOE conducted 11 workshops.

International exchange and collaboration

The Institute of Caribbean Studies' annual UWI / University of Leicester International Summer School, which had been on pause during 2020 and 2021, was held on the Mona Campus during 23-27 May 2022, under the theme "Cultures and politics of protest". The Summer School involves contributions from established UWI and UL-based scholars working in various disciplines across the arts, humanities and social sciences, and provides postgraduate students and early career researchers from the Caribbean and the UK with opportunities for both intellectual and professional development. There were twenty-nine participants from universities in the United Kingdom, the Caribbean and Canada.

Department Journal articles Book chapters

Books, edited volumes, text books Conference presentations and invited lectures. During the week of 24-27 May 2022, Professor Lorna Hughes (Professor of Digital Humanities) and Professor Ann Gow (Professor of Information Studies) of the University of Glasgow (Scotland, UK) visited the Faculty of Humanities and Education accompanied by Professor Simon Anderson (Cave Hill Campus) under the auspices of the Glasgow-Caribbean Centre for Development Research (GCCDR). This forms part of efforts to operationalize the GCCDR, which was established by MOU between The University of the West Indies and the University of Glasgow to foster development research in three pillars – health, economics and culture, including Digital Humanities. The Professors met with the Department of Library and Information Studies and the Institute of Caribbean Studies and developed a list of collaborative projects and initiatives that will operationalize the

goals of the Centre.

The Faculty of Humanities and Education joined with the Organisation of American States (OAS) and the Faculty of Social Sciences to launch an art and poetry competition in celebration of the Fifth Annual Inter-American Week for People of African Descent in the Americas under the theme of "Stories of Courage in the Americas: Resistance to Slavery and Unity against Racism". Dr. Aisha Spencer judged the poetry entries and Ms. Paula Daley from Edna Manley judged the art entries. The closing ceremony took place 23 March 2022 with sponsorship from Digicel Jamaica and Jamaica National Bank.

There were Erasmus+ Staff Exchange Mobility programmes with Birmingham City University (BCU) and with Daugavpils University in Latvia. Two staff members in CARIMAC (Steffon Campbell, Yvette Rowe) benefitted from the opportunity to visit BCU while 2 members of staff from the BCU visited the Mona Campus and held discussions with the Institute of Caribbean Studies and the Caribbean School of Media and Communication, and members of Education for Sustainable Development Working Group were hosted by SOE during a visit to the Mona Campus. The Department of History & Archaeology collaborated with the Reich Lab at Harvard University in a project to study ancient DNA (aDNA) from Jamaican pre-Columbian human skeletal collections. Dr Zachary Beier, archaeologist in the department, led in the process of cataloguing pre-Columbian human remains from the DOHA's Archaeology Lab collections as well as the Jamaica National Heritage Trust (JNHT) and Institute of Jamaica (IOJ). The human remain samples which are now with the Reich Lab for lab analysis should shed significant light on migration patterns, social ties and dietary habits, among other things, of Jamaica's understudied First Peoples.

AGILITY

AG1 - ESTABLISH A PHYSICAL PRESENCE OF THE UWI ON ALL CONTINENTS

The Mona Campus offered the M.A. African and African Diaspora Studies for the first time in 2021/22. This programme had been born of a collaboration between The UWI and the University of Lagos (UNILAG), and was intended to afford students the opportunity to take courses co-taught by UWI and UNILAG staff. Instead, the reality was that the courses were delivered online by UNILAG. Initially coordinated by the Office of Global Affairs,

coordination was transferred to the Mona Campus during the first semester. Many start-up problems challenged the Mona team and frustrated the students, and these were compounded by strike action by the Academic Staff Union of Universities in Nigeria, resulting in an abrupt halt towards the end of semester I. For semester II, our students in the programme were limited to courses offered at Mona.

AG2 Restore financial health to The UWI

As a result of the significant push towards programme revision and the development of new programmes over the past decade, the FHE offers a slate of self-financing programmes, including 13 at the undergraduate level (8 B.A., 2 B.F.A., 3 B.Ed.), and 23 at the graduate level (9 M.A., 11 M.Ed., 1 Dip. Ed., 1 M.Sc, and 1 D.Ed.). Financial statements for these programmes issued by the Bursary invariably show a healthy surplus, with benefits in the form of percentage payments to departments, faculty and Campus. The majority of the self-financing programmes are located in the School of Education, and many of these were conceived for online delivery to audiences across the Caribbean, enabling the School of Education to make significant contributions to regional capacity building in education. Additional income generation has come from projects such as the Department of Modern Languages & Literatures' Lunch Hour Classes in French and Spanish (delivered online during 2021/22), and Beginner's Business French and Spanish for staff the Victoria Mutual Building Society, and translation & interpreting services; the Jamaican Language Unit's consultancies (JLU, in the Department of Language, Linguistics & Philosophy); the Caribbean Centre for Educational Planning's consultancies (CCEP, in the School of Education); the services of the International English Language Testing Services (IELTS, in the Department of Language, Linguistics & Philosophy).

AG4 FOSTER A CREATIVE, CARING, ACCOUNT- ABLE, MOTIVATED, PROFESSIONAL (CAMP) TEAM

Supporting activities

Several initiatives were taken to support staff in dealing with the challenges of the pandemic and its impacts on personal and professional lives. A

COVID-19 Information Session with Professor Denise Edemire-Shearer held 25 October 2021 saw the participation of almost all service staff and administrative staff as well as many academic staff members in the faculty. On the initiative of the Deputy Dean for Marketing and Outreach, a series of H.E.A.R.T.S. (Humanities and Education Achieving Resilience for Teachers and Students) workshops were held as support in the trauma and difficulties heralded by the pandemic. Feedback to the H.E.A.R.T.S. sessions has been uniformly positive with attendees noting that they felt empowered, enlightened, and encouraged.

Dates	H.E.A.R.T.S. Topics	Presenter/s	Number of Attendees
November 26, 2021	Working through COVID-related grief	Dr. Lester Shields; Rev. Dr. Dave Hazle	30
December 3, 2021	Transformative leadership during a crisis	Dr. Luz Longsworth	47
February 25, 2022	Getting it done: Research and writing in a pandemic AND Writing as caregivers	Dr. Dave Gosse and Dr. Saran Stewart	31

Several departments hosted wellness activities. Thus, the Rastafari Studies Unit in the Institute of Caribbean Studies partnered with the Ubuntu Movement, St Lucia in a Public Lecture series, entitled “Reclaiming Wellness and Sexual Health”, which saw more than 150 attendees and was also live streamed on BESS FM.

Staff Development

It is important to recognize that opportunities for professional growth offered to administrative and technical staff members will redound to the benefit of the institution. Thus, Alistaire McLaren, IT Officer in CARIMAC, attended the National Association of Broadcasters 2022 Show held in Las Vegas, NV, USA 24-27 April 2022, where he was able to become familiar with new and to-be-released electronic news-gathering equipment to assist in the delivery of CARIMAC’s various production programmes, equipment and services to assist with remote/virtual news production, and equipment for the delivery of 3D/virtual sets which could be applied in film production and animation. Administrative staff in the departments participated in Kayako sensitization sessions, VMC workshops, and other training opportunities which enhance service delivery in the departments.

Staff career development

The year started with the passing of Dr Rose Davies, CD, retired Senior Lecturer in Early Childhood Education and past Head of the then-Institute of Education. Her passing has left a professional and personal void in the working arenas and hearts of her colleagues.

The Faculty had occasion to congratulate several colleagues who reached career milestones during the year:

1. Professorial appointments:

oProfessor Loraine Cook – School of Education

2. Promotion to Senior Lecturer:

oDr Sharon Bramwell-Lalor – School of Education

Dr Stanley Griffin – Department of Library and Information Studies

Dr Keren Cumberbatch – Department of Language, Linguistics & Philosophy

3. Appointment on Indefinite Tenure / Indefinite Employment:

Dr Taka Oshikiri – Department of History & Archaeology

oMr David Soutar – Caribbean School of Media and Communication

Dr Carmeneta Jones – Department of Language, Linguistics & Philosophy

oDianne Madden – Department of Language, Linguistics & Philosophy

oJessie Antwi-Cooper – Department of Language, Linguistics & Philosophy

4. Emeritus appointments:

Professor Stafford Griffith – School of Education

Professor John Ayotunde Isola Bewaji – Department of Language, Linguistics & Philosophy

5. Honorary Research Fellows appointments:

Dr Corrine Barnes and Dr Yvette Rowe – Caribbean School of Media and Communication

Professor Disraeli Hutton – School of Education

Professor Emeritus Hubert Devonish, Dr Michèle Kennedy, Dr Rocky Meade, Dr Anthony Lewis, Associate Professor Karla Washington – Department of Language, Linguistics & Philosophy

6. New appointments:

Dr Avalloy McCarthy-Curvin – School of Education

Dr Steffon Campbell – Caribbean School of Media and Communication

oDr Candia Mitchell-Hall – Institute of Caribbean Studies

Dr Julian Cresser – Department of History and Archaeology

Dr Bolapeju Mary Agboola – School of Education

Professor Balaganapathi Devarakonda, Indian Council for Cultural Relations (ICCR) Chair of Indian Studies - Department of Language, Linguistics & Philosophy

AG5 Foster the digital transformation of The UWI

In addition to the donation of new equipment in the Ashcroft Teaching Lab, several departments were able to improve their readiness through the replacement of desk top computers, the acquisition of peripheral equipment such as webcams, or the improvement of digital infrastructure such as through the acquisition of internet switches. However, CARIMAC became the victim of a burglary during which a number of valuable pieces of computer equipment were stolen and 6 staff offices were breached.

CARIMAC benefitted from the World Bank funded Youth Employment in Digital and Animation Industries (YEDAI) project based in the Office of the Prime Minister, and received a donation of Adobe Creative Cloud software for 72 users in January 2021 and 10 Dell desktop computers in July 2021.

TO CONCLUDE

For the 2022/2023 academic year, it is imperative that we engage with teachers and guidance counsellors in the schools to provide them with an understanding of our programmes and their value in career development. We will also continue to pursue programme innovation, having set our targets on the development of a one-year Associate of Arts degree, and on Minors in Digital Humanities and in Entrepreneurship in the Humanities.

The final word must be one of gratitude for all those FHE staff members whose work tends to go unseen: For adjunct staff who continued to support the delivery of our courses despite frustratingly slow administrative processes and scant communication; for administrative staff who worked behind the scenes to ensure that students were minimally affected when staff were unable to gain access to course containers or upload mark sheets; for administrative and technical staff who solved all the problems which arose when a complete lock down was announced for the very date that our Undergraduate Orientation was to be held and allowed the event to go through without a hitch; for staff members who picked up the slack for colleagues affected by isolation requirements or having to look after children sent home from schools in lock down. In sum, every member of

staff in the Faculty contributes to the greater whole which allows us to function from day to day and year to year.