

# FACULTY OF HUMANITIES AND EDUCATION Mona

Year ending July 31, 2023



PROFESSOR SILVIA KOUWENBERG  
BA., MA., PHD. UNIV. AMSTERDAM  
DEAN

# Dean's Overview

## HIGHLIGHTS OF THE YEAR

The Faculty of Humanities and Education is a Faculty of eight departments and 3 affiliate institutions, which together offer over 50 undergraduate programmes (35 B.A., 11 B.Ed., 2 B.F.A., 1 Diploma, 2 Licentiates) and 50 postgraduate programmes (23 M.A., 14 M.Ed., 10 M.Phil. & Ph.D., 2 Diplomas, 1 D.Ed.). This is by far the broadest range of programmes offered by Faculties of Humanities & Education across the three landed campuses of The University of the West Indies. These programmes returned to the classroom in the 2022/23 academic year. After several years of online learning and teaching, this much anticipated change caused unanticipated levels of anxiety on the part of both staff and students. To mitigate against continuing fear of infection, staff were mandated to require the use of facemasks in their classrooms and offices, hand sanitizing stations were placed around the Faculty, and the use of fans and open windows was encouraged to allow for good air circulation. At the time of this writing, this all seems like a distant memory. But while the fear of infection dissipated over the course of the year, social anxieties came to the fore, prompting the hosting of several events focusing on wellness and mental health.

The return to the classroom also meant the possibility of a return to in-person events. Thus, signature Faculty events were held either in-person or in hybrid mode, including:

Signature event	Title	Date
Annual Awards Ceremony	Celebrating Students' Academic Excellence	10 November 2022
Inaugural Lecture, Professor Loraine Cook of the School of Education	Differences in the classroom: Deeper than you think or see	8 December 2022
Inaugural Lecture, Professor Canute Thompson of the School of Education	Reimaginative leadership: Its implications for, and applications to (educational) policymaking and the role of the University	11 May 2023
Annual Faculty Distinguished Lecture, with keynote speaker Professor Shelome Gooden of the University of Pittsburgh	Beyond Scholarship in the Humanities and Social Sciences: Lessons from Linguistics	26 April 2023
Annual Research Symposium, launch of the Faculty's first Research Index, and Photovoice Research Exhibition	Rooted, Ready & Rising through Research in Humanities and Education	2 June 2023

The FHE management team for the 2022–2023 academic year was constituted as shown below:

<b>Deputy Deans</b>	
Deputy Dean Education	Dr. Therese Ferguson
Deputy Dean Humanities	Dr. Stanley Griffin
Deputy Dean Marketing & Resource Mobilisation	Dr. Sonjah Stanley-Niaah
Deputy Dean Postgrad	Dr. Carmel Roofe
<b>Heads and Directors</b>	
Department of History & Archeology (DOHA)	Prof. James Robertson
Department of Language, Linguistics & Philosophy (DLLP)	Dr. Vivette Milson-Whyte
Department of Library & Information Studies (DLIS)	Dr. Rosemarie Heath
Department of Literatures in English (DLIE)	Dr. Rachel Moseley-Wood
Department of Modern Languages & Literatures (DMLL)	Dr. Teresa Villoria Nolla
Caribbean School of Media and Communication (CARIMAC)	Dr. Livingston White
School of Education (SOE)	Dr. Marcia Rainford
Institute of Caribbean Studies (ICS)	Dr. Dave Gosse
<b>Faculty Committee Chairs</b>	
Academic Quality Assurance Committee	Dr. Sharon Bramwell-Lalor
Ethics	Prof. Loraine Cook

Much appreciation is owed to outgoing team members Deputy Dean Dr. Nicole Plummer, Heads Dr. Enrique Okenve (DOHA), Professor Paulette Ramsay (DMLL), and Dr. Aisha Spencer (Acting, DLIE). Noteworthy is the fact that Professor James Robertson accepted the responsibility to lead the Department of History and Archaeology in his final year before retirement with much enthusiasm. All department Heads / Directors struggled with understaffing and with the consequences of VMC decisions, which made departments over-reliant on adjuncts where filling of open positions was disallowed, or forced the overburdening of existing staff where the hiring of adjuncts for some (core) courses was disallowed, claiming that these were too small to be taught. While the rationale behind vacancy monitoring is understood, the manner in which the committee's mandate was handled, including what appeared like a constant resetting of the goal posts, contributed to high stress levels and feelings that the Campus administration was intent on creating a hostile environment for academics.

Discussions continued from the preceding academic year on general questions of the Faculty's structure, programmes, and administrative and academic functioning. The discussions noted the increasing interdisciplinarity of taught programmes which no longer strictly belong in any one department; the severe understaffing of all departments, exacerbated by the loss of experienced colleagues through

resignations and retirements and the withholding of approvals to refill positions; the declining interest on the part of applicants for our programmes despite their marketability and connections with industry; and other key considerations. A consensus grew on the need to embrace radical change so as to be able to rebrand FHE with a focus on agility and interdisciplinarity. The expectation is that this process will be articulated in more detail in the 2023/2024 academic year.

## **ACCESS**

### **UNDERGRADUATE STUDENT SUPPORT**

The Faculty hosted its Undergraduate Orientation session for new students at the start of the academic year in hybrid modality, under the theme ‘Ready for an A.C.E. Year: Academics, Community, Excellence’. An additional 50 students joined our programmes in January, and a well-attended on-line orientation was held to facilitate their entry into the institution. Throughout the year, departments engaged their students in workshops focusing on academic development and success.

As part of the Faculty’s strategic focus on opportunities for students to develop professional competencies, a Humanities Internship course HUMN3100 was introduced. The course requires a minimum two-week work placement and includes career development seminars. It is required for students in the DLIE’s B.A. Writing, Literature and Publishing, but is open also to students in other programmes which do not already include this opportunity and where staff are able to facilitate the supervision of the placement. The DLIE’s expansion into the publishing world has also formed a context for collaborations with publishers from Canada and the UK who facilitated internships, workshops, and public events.

The Faculty is also engaged in ongoing efforts to develop minors in Digital Humanities and in Entrepreneurship in the Humanities, as well as an Associate of Arts degree for entrants on lower matriculation.

The constraints imposed by the response to the pandemic having been lifted, several departments took the opportunity to reintroduce field trips and in-person events. For instance, students in the Linguistics programmes had the opportunity to join a field trip to Moore Town, and organised the 2023 Undergraduate Linguistics Research Conference on “60 years of the King’s English”; and CARIMAC’s Journalism students showcased their professional skills by organising the annual World Television Day with a panel on “Local Content, International Value” and the DigiTimes panel on “Journalists, Activists and the People”, while the work of Film Production and Animation students was showcased in a private screening at Palace Cineplex.

Finally, it is to be noted that the requirement for students to sit the English Language Proficiency Test was abolished for students entering the institution with a 3 in CSEC English A. These students are now able to register directly in the year-long academic literacies course 'Critical reading and writing in the disciplines' (FOUN1019). This is intended to ensure that the students who need it most will access their academic literacies course early, thus helping them to develop the abilities for success in academic reading and writing.

## AWARDS FOR EXCELLENCE

The Faculty's Annual Awards Ceremony which recognizes students' academic excellence in the preceding academic year was held 10 November 2022, with Ms Dahlia Harris as featured motivational speaker. Apart from departmental prizes awarded to undergraduate students (80 awards) and graduate students (24 awards), the following Faculty Prizes and Dean's Awards for Excellence recognized students across the Faculty:

<b>Level I awards for the 2021/2022 academic year</b>	
Outstanding Academic Performance at Level I:	Britanya Barrett Zori Blake Courteney Lewis Eby Nelson Blaire Santos
Mokimon Prize, awarded to the top part-time student at level I:	Davin Stewart
Dean's Award for Excellence at level I:	Blaire Santos (Humanities) Kevan Williams (Education)
<b>Level II awards for the 2021/2022 academic year</b>	
Outstanding Academic Performance at Level II:	Melissa Boyne Celine Campbell Asmahani-Aza Cooke Shadaia Francis Gregory Slater
Dean's Award for Excellence at Level II:	Asmahani-Aza Cooke (Humanities) Georgia Green (Education)
<b>Level III awards for the 2021/2022 academic year</b>	
Dean's Award for Excellence at Level III:	Amani Cooke (Humanities) Suzanne Small (Education)
<b>Postgraduate awards for the 2021/2022 academic year</b>	
Dean's Award for Excellence, Postgraduate Diploma in Education:	Mario Goulbourne
Dean's Award for Excellence, Doctor of Philosophy with High Commendation:	Dr. Cynthia Allen Pearson Dr. Kishi Anderson Leachman

## QUALITY ASSURANCE REVIEWS

A Quality Assurance Review (QAR) of the Asian language programme (Chinese, Japanese) offered in the DMLL found that an investment is needed to ensure that there is sufficient full-time core staff to maintain programme continuity and reduce the reliance on external partners to ensure continuity. Useful recommendations were made also regarding the content and pace of courses, and the possibility of a cross-disciplinary Asian Studies programme.

Two departments presented Action Plans in response to QARs of the preceding year. The DMLL presented its Action Plan in response to the QAR of the French and Spanish programmes, including actions to improve academic advising, and to develop French and Spanish courses focusing on professional needs, *i.a.* The DLLP presented its response to the QAR of the Linguistics programme, which included many recommendations pertaining to teaching & learning, research & publication, and outreach. Funding and limited staff are major constraining factors in developing an adequate action plan.

Two departments, the Department of Literatures in English and the Philosophy Section of the Department of Language, Linguistics & Philosophy, presented follow-up reports on their 2022 action plans prepared in response to QARs conducted in the preceding year. Both noted as significant challenges the pressure to undertake course and programme development without adequate resources. The DLIE had suffered the loss of three staff members who resigned during the 2021/22 academic year, leaving only three tenure-track academics, while the Philosophy Section was facing the imminent loss of two staff members (retirement and resignation), leaving only one experienced academic for the 2023/24 academic year.

## THE LEARNING ENVIRONMENT

A/C units that had been tested and found working before the start of the 2022–2023 academic year, failed as soon as classes began, forcing adaptations including rescheduling of classes and even temporarily moving some classes back to the on-line modality. The Faculty is deeply grateful to a donation from the Joint Board of Teaching Education which allowed for some units to be replaced and normal operations to resume. Another important improvement came when well needed repairs were carried out by the Estate Management Department to the roofs of several buildings housing offices and classrooms where significant leaks had damaged furniture and equipment over time.

## SUPPORTING POSTGRADUATE STUDENT SUCCESS

The Faculty hosted its welcome and induction ceremony for new graduate students in hybrid mode on Friday 2 September 2022. Throughout the year, several sessions

were held on Zoom to support the work of postgraduate research students and that of their supervisors and administrators in the departments, including an information session on M.Phil. upgrade procedures, doctoral examination, and the process flow for course and programme proposals; a research seminar entitled “Connecting Philosophy with Research Production”, by Prof. Lawrence Bamikole, Professor of Value Philosophy from the Department of Language Linguistics and Philosophy; a session focussing on strategies for reading/engaging with scholarly texts, by the Deputy Dean for Graduate Matters.

An M.Phil./Ph.D. taskforce was constituted for the academic year with leadership drawn from among postgraduate students in different departments. Activities of the task force included a session “Sip and Write: The Literature Review” on 4 November 2022, facilitated by Dr. Aisha Spencer of the School of Education, which was attended by approximately 30 students; the launch of a new initiative entitled “Ignite Sessions: Research in Progress”, to create a space for research students to meet to offer peer support, critique, and share ideas; and the creation of a WhatsApp group to facilitate communication among students.

The Faculty’s first Postgraduate Networking Cocktail Event was held 25 November 2022 under the theme “The Limitless Road to Success”, with speakers Natalee Murray, health and wellness coach, and Jeffrey Azan, transformational speaker and businessman. At the event, postgraduate students were highlighted who had published papers, presented at conferences, and upgraded their registration to PhD during the Academic Year 2021–2022.

Three FHE postgraduate students received scholarship awards for the 2022/23 academic year:

Awardee	Degree programme
Margaret Downer-Messias	Ph.D. Theology
Brittany Forsyth	M.Phil. Communication Studies
Shanique Taylor	M.Phil. Linguistics

Several students were successful in their doctoral examinations:

- Dr. Kirt Henry, Ph.D. Cultural Studies, with High Commendation; thesis entitled “Spiritual Assemblages: Revival, Dress, Ritual and Power”.
- Dr. Kamla Anderson, Ph.D. Education, with High Commendation; thesis entitled “Examining ICT integration in the Grade Seven curriculum of Mathematics, English Language, and Integrated Science at three secondary schools in Kingston & St. Andrew”.
- Dr. Jacqueline Chen, Ph.D. Teacher Education; thesis entitled “An exploration of the lived first year experiences of five early childhood teachers in Jamaica: A phenomenological study”.

- Dr. Keilah Mills, Ph.D. Literatures in English, with High Commendation; thesis entitled “The Politics and Poetics of Caribbean Ecologies in Selected Texts by Black Women Writers”.

That the return to the classroom was accompanied by a requirement to cease online teaching was problematic for some students, was nowhere clearer than for postgraduate students. Many struggled or simply found themselves unable to continue to combine work and study. Several departments sought approvals for online delivery and assessment of postgraduate courses. This included courses in the M.A. Translation (French & Spanish), the Master’s in Librarianship, and some Education courses. Unfortunately, these requests were not all met with approval, forcing students in locations across and even outside the region to make costly arrangements for proctoring and couriering of scripts, and for departments to absorb some of these expenses. It is imperative that these restrictions be addressed as we increase the regional and even global reach of our programmes.

## **ALIGNMENT**

### **PROFESSIONAL OUTREACH**

The School of Education continued to strongly support teachers’ professional development at all levels of the educational system, for instance with workshops for Primary Educators held at World Teachers’ Day, 5 October 2022, on differentiating instruction, numeracy teaching, school librarianship, spelling instruction, and technological infusion in the classroom; a workshop on Inquiry-based Teaching in the Jamaican Mathematics Classroom, 13 April 2023, for primary and secondary mathematics teachers; the launch of a TVET Blended Challenge under the theme “Building resilience for sustainable development in disruptive times” and of Inception Workshops for TVET educators as part of the 2023 Conference on TVET in the Caribbean. SOE also continued its collaboration with the Faculty of Science and Technology under the “Building Out Our Stem Teachers” scholarship programme, which aims to incentivize mathematics and science students to become teachers.

Another department which sought to support teachers was the Institute of Caribbean Studies which organized a Workshop on Culture and Violence in Schools on 28 April 2023.

The Department of Library and Information Studies convened a Leaders Roundtable for heads of programmes, memory and information institutions, and chairs of professional associations for the purpose of building partnerships and strengthening networks on 20 October 2022. DLIS with the UWI Mona Library also organised a



Research Forum on 4 May 2023 on 'Data security and information services in the 21st century: exploring theory and best practice', with keynote speaker Dr Patrick Anglin, University Data Protection Officer. In collaboration with the GO School for Information, DLIS offered a three-day income-generating summer course on "AI in information services: implications, applications and added value".

Other income-generating initiatives included translation and interpreting services and lunch hour classes offered in the DMLL.

One of the most remarkable projects undertaken during the year was the UWI Mona Prison Project, a prison-to-college pipeline initiative in partnership with Bard College and the Open Society University Network and in collaboration with Department for Correctional Services. The project delivered a course in Entertainment Business to inmates and wardens in the Tower Street Adult Correctional Centre. The aim of the project is to increase access to higher education and improve reintegration outcomes for incarcerated people in Jamaica. The programme is in keeping with the institution's mission to empower and provide access to underserved populations. It resulted in the award of a departmental certificate to eight inmates and two wardens, and it is to be hoped that this project will garner sufficient support from donors for its continuation.

## RESEARCH AND PUBLICATION IN THE HUMANITIES AND EDUCATION

The Deputy Deans for Postgraduate Matters and of Marketing and Resource Mobilisation collaborated on an initiative "Toward a 21st century researcher-led Faculty of Humanities and Education", aimed at developing a model for collaborative, interdisciplinary research and resource mobilisation. To this end, an on-line form was developed which approximately 60% of staff completed, so that a Research Map could be compiled for the Faculty. To support the Faculty's publication agenda, especially for early career researchers, they also collaborated on a 'Call for Authors' and a series of activities for the respondents, including a series of writing workshops which were attended by some 18 staff members.

To increase access to research produced in FHE, the inaugural **Research Index** of scholarly work produced in FHE, covering the 2019/20 and 2020/21 academic years, was launched in June 2023. It presents research outputs by staff and graduate students in the Faculty under the categories refereed publications (books, book chapters, and journal articles), non-refereed scholarly output (scholarly outputs, creative works, and ICT/multimedia innovations), and PhD theses. Where relevant, abstracts are provided, and URLs and DOIs to facilitate access to the publication. Available at [https://www.mona.uwi.edu/humed/sites/default/files/humed/the\\_research\\_index\\_2023.pdf](https://www.mona.uwi.edu/humed/sites/default/files/humed/the_research_index_2023.pdf), it is expected to enhance the visibility of our scholarly work, especially to our peers within the institution.

Departmental reports show that refereed research output in the Faculty over the 2022/23 academic year included at least 2 single-authored books, 4 edited books, 15 book chapters, 2 edited journal issues, 26 journal articles, and 1 monograph, alongside several technical reports, non-refereed articles, and non-traditional research output such as researched journalistic output and software products.

Dr Ruth Baker-Gardner, whose book *Academic Integrity in the Caribbean: Plagiarism Policies, Perception, Prevalence and Possible Solutions* (UWI Press) was published in December 2022, was thrown into the spotlight as ChatGPT became publicly available early in 2023, causing both excitement and concern.

Staff members were recognized for outstanding research by the (delayed) announcement of the Principal's Research Awards covering several academic years:

Principal's Research Awards
<b>2018–2019:</b> Dr Françoise Cevaër (DMLL), Dr Therese Ferguson (SOE), Dr Canute Thompson (SOE), Dr Clavia Williams-McBean (SOE), Dr Zachary Beier (DOHA), and Dr Michael Bucknor (DLIE)
<b>2019–2020:</b> Best research publication – Dr Rachel Moseley-Wood (DLIE), Dr Vivette Milson-Whyte (DLLP); Most outstanding researcher – Prof Canute Thompson (SOE); Most outstanding research activity – Dr Zoyah Kinkead-Clark (SOE)
<b>2020–2021:</b> Best research publication – Dr Enrique Okenve (DOHA), Dr Françoise Cevaër (DMLL); Most outstanding research activity – Dr Lois George (SOE); Research activity generating the most funds – Dr Sonjah Stanley Niaah, Dr Deborah Hickling Gordon (ICS)
<b>2021–2022:</b> Best research publication – Dr Dave Gosse (ICS), Dr Isis Semaj-Hall (DLIE); Most outstanding researcher – Dr Carmel Roofe (SOE); Most outstanding research activity – Dr Stanley Griffin (DLIS); Research activity generating the most funds & with the most development impact: CCEP team, consisting of Prof Canute Thompson, Dr Schontal Moore, Camille Berry, Nadine Davis and Allison Montgomery (SOE)

Also notable is that the book *Education for Sustainable Development in the Caribbean* by Lorna Down and Therese Ferguson was among three UWI Press books named 2022 Foreword Indies Book of the Year, and Finalist in the Education Theory and Practice category for the 2023 PROSE Awards (Association of American Publishers Awards for Professional and Scholarly Excellence).

In its 30th year of existence, the Centre for Excellence in Teaching and Learning announced its inaugural Beryl Allen Teaching Award for Innovative Teaching, which was awarded to Chevonnese Chevers Whyte, lecturer in CARIMAC. FHE staff members recognized for student evaluation scores of 4.5 and above included 10 lecturers in the SOE, 5 in the DLLP, and one each in the DLIE and ICS.

The significance of our engagement with alumni, adjuncts, and retirees was evident as their work achieves public recognition. Thus, national award recipients 2022 included two Ph.D. Cultural Studies graduates Dr. Myrna Hague-Bradshaw and Dr. Amina Blackwood-Meeks, recipients of the OD for contribution to the Jamaican Music Industry, and to the development of the Literary Arts in Jamaican Culture,

respectively; and adjunct lecturer in CARIMAC Kevin Jackson was the recipient of a Musgrave Silver Award for his contribution to the animation and film industries in Jamaica. Also notable is the work of retirees of the School of Education who continue to pursue research and produce publications in the service of their profession. FHE had the pleasure of playing host to book launches for the work of Professor Emerita Zellynne Jennings (*Re-visioning Change: Case Studies of Curriculum in School Systems in the Commonwealth Caribbean*, 2022, UWI Press), and retirees Professors Disraeli Hutton and Austin Ezenne (*Examining Dimensions of Performance in Jamaican Schools, Improving School Leadership and Management*, ITER, Mico University College).

### SHOWCASING WORK OF THE FHE

Every DISCUS in the Faculty took the opportunity of the flexibility offered by a choice of in-person, on-line, and hybrid modalities, to organize a range of events showcasing the work of the Faculty and departments' strategic research collaborations. Thus, the Faculty calendar was filled with postgraduate seminars in CARIMAC and ICS; writing workshops and movie events in DLIE; the DLIS's InfoTalk series; conferences and distinguished / public lectures such as the DLIS's Inaugural Virtual Conference "That was then, this is now: Libraries adapting for the future"; the Jamaican Language Unit's (JLU) 8th Cassidy-Le Page Distinguished Lecture with Professor Ana Deumert who spoke on "Language, Music and Liberation"; the ICS's 24th Annual Walter Rodney Lecture with Ras Miguel 'Steppa' Williams who spoke on "Reclamation Groundation"; the DLIE's 16th Edward Baugh Distinguished Lecture with Geoffrey Philp on "Garveyism in the 21st Century: Climate Change"; the DLLP's public lecture by Professor Edwin Etieyibo on "African Philosophy and the Cultural History of Ideas"; CARIMAC's Open Week 2023, which included the Annual Aggrey Brown Distinguished Lecture, delivered by Dr Carolyn Walcott on "The challenges of reporting on the oil sector in Guyana"; the Jamaican Language Unit's 20th Anniversary Event, a Symposium on the Jamaican Language in honour of the work of Jamaican linguist Beryl Bailey; the ICS's collaboration on a Photographic Exhibition & Ganja Spotlight Roundtable Discussion held in the Faculty's courtyard; the ICS's Stuart Hall Distinguished Lecture by Prof Robert Beckford on "Windrush, Stuart Hall and Transatlantic diasporic cultures"; the DMLL's Public Lecture in collaboration with the Quality Assurance Unit delivered by Prof Andrew Jones on "The worlds of Chinese popular music"; the DMLL's Distinguished Gabriel Coulthard/William Mailer Lecture with Dr. Conrad James on "Nautical desires: Tourists, stowaways and other travellers in Caribbean Fiction"; and the 38<sup>th</sup> Elsa Goveia Memorial Lecture by Prof Daive Dunkley on "The outsider within: Rastafari women and the struggle against colonialism in Jamaica"; the SOE's hosting of the 6th International Conference on Technical and Vocational Education in Training

(TVET) in the Caribbean under the theme “Building Resilience for Sustainable Development in Disruptive Times”, and the Caribbean Centre for Education Planning in the SOE’s hosting of conferences on “Teacher Migration in Jamaica: Exploring Push and Pull Factors and Probable Policy Options”, and “A Conversation with Jamaica’s Education Transformation Oversight Committee (EOC): Examining Progress and Engaging New Perspectives”; and the JLU’s co-hosting of the 7th International Symposium on the History of English Lexicography and Lexicology, facilitated online through a collaboration between the JLU and the Richard and Jeannette Allsopp Centre for Caribbean Lexicography at Cave Hill.

## **INTERNATIONAL EXCHANGE AND COLLABORATION**

The virtual environment continues to provide opportunities for international exchange, such as the virtual intercultural exchange involving students from Tototori University of Environmental Sciences (TUES) and Mona students of Japanese. A virtual symposium entitled “Social Change and Gender-Based Violence: Representation in Caribbean Literature and Performance Cultures” was held on September 22–23, 2022 as part of a UWI / University of Leicester project while the UWI/University of Leicester (UoL) International Summer School, which has been hosted at Mona in the past, was this time hosted at The University of Leicester, June 5–10, 2023, under the theme ‘Crime, (In)Justice, Human Rights’.

Academic exchange is an important part of international collaboration, and the Faculty was happy to see two departments work together to host Professor Erick Barroso, Visiting Professor from the University of Guantanamo in Cuba. This was followed by visits to the Universities of Guantanamo and Havana in Cuba by Dr Villoria Nolla, Head of DMLL, over the summer of 2023.

## **AGILITY**

### **SUPPORTING ACTIVITIES TOWARDS THE DEVELOPMENT OF A CREATIVE, CARING, ACCOUNTABLE, MOTIVATED, PROFESSIONAL (CAMP) TEAM**

The Faculty’s HEARTS series (Humanities and Education Achieving Resilience for Teachers and Students) resumed under Dr Nicole Plummer’s leadership with sessions on “Self-Care 101”, and “Vision Board: Your way to success”.

For some time, we have recognized the importance of better engaging and motivating administrative, technical, and service staff in Faculty. An incentive & recognition proposal for these vital categories of staff was supported in principle for implementation in the 2023/24 academic year. The initiative is envisaged to increase

staff loyalty, improve employee engagement and morale, and promote efficiency and productivity among staff.

The three Faculties of Humanities and Education have been working to develop new promotion guidelines for staff moving through the academic appointment levels. A need was felt for staff at Mona to consider these guidelines and their practical application in some depth. The meeting, held on-line 9 December 2022, was attended by over forty members of academic staff across the Faculty, and resulted in the allocation of responsibilities for developing sub-proposals regarding the evaluation of (new) media work and other non-traditional scholarly productions, the value of literary and academic translation, the inclusion of journals published in languages other than English, and the possibility of establishing criteria for the weighting of publications in different journals. The process of fine-tuning the guidelines is to be completed in the 2023/24 academic year.

## STAFF CAREER DEVELOPMENT

FHE welcomed new academic staff members on board, and saw several staff members appointed in regular positions or promoted:

<b>New staff members</b>	<b>Department</b>
Dr. Dexnell Peters, Lecturer in History	DOHA
Dr. Lesley-Gail Atkinson Swaby, Lecturer in Archaeology	DOHA
<b>Promotions</b>	
Professor Canute Thompson, to the rank of Professor of Educational Policy, Planning and Leadership	SOE
Dr Dave Gosse, crossed the bar in the Senior Lecturer scale	ICS
Dr Deborah Hickling-Gordon, crossed the Merit Bar in the Lecturer scale	ICS
Dr Sharline Cole, crossed the Merit Bar in the Lecturer scale	SOE
Dr Ruth Baker-Gardner, Tenure and crossing of the Merit Bar in the Lecturer scale	DLIS
Dr Steffon Campbell, Promoted to Lecturer after the award of the Ph.D.	CARIMAC
<b>First regular appointments</b>	
Rae-Ann Smith, Lecturer in Film Production	CARIMAC
Chevonnese Chevers Whyte, Lecturer in Animation	CARIMAC
Dr Lisa Tomlinson, Lecturer in Visual Culture	ICS
Soyini Ashby, Foreign Language Instructor	DMLL
George McCaulsky, Academic Literacies Instructor	DLLP
Tereka Brown, Academic Literacies Instructor	DLLP
Loverne George, Academic Literacies Instructor	DLLP

Tenure / Indefinite employment	
Dr Nicole Plummer, Lecturer in Cultural Studies	ICS
Dr Schontal Moore, Lecturer in English Language and Literature	SOE
Dejon Lingo, Academic Literacies Instructor	DLLP
Kelleen Sewell-Ayton, Academic Literacies Instructor	DLLP
Dr Tracy-Ann Beckford, Academic Literacies Instructor	DLLP
Dadre White, Academic Literacies Instructor	DLLP

## CONCLUSION

The Faculty was successful in a proposal to F&GPC for the creation of a position for a Marketing and Business Development Officer, for filling in the 2023/24 academic year. Another proposed change in the FHE's management came about from the recognition of continued challenges with low staff morale at the end of the 2022/23 academic year, leading to the proposal to appoint a Deputy Dean for Wellness and Success for 2023/24. FHE is therefore looking towards 2023/24 as a year marked by its improved public presence as well as a clearer focus on staff needs.



### FHE Minors with Major Possibilities!

**Minors**

- Caribbean Sign Language and Interpreting
- Chinese/Mandarin
- Creative Writing
- Cultural & Creative Industries
- Cultural Studies
- Digital Media Production
- Education
- English Language, Writing and Speech
- Entertainment and Cultural Enterprise Management
- Film Studies
- French
- Geography
- Information Studies
- History
- Integrated Marketing Communication
- Japanese
- Journalism
- Linguistics
- Literatures in English
- Music
- Philosophy
- Rastafari Studies
- Reggae Studies
- Spanish
- Theology

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- Explore multidisciplinary connections
- Develop new skills
- Improve career/employment prospects
- Follow your passion

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