

MONA SCHOOL OF BUSINESS AND MANAGEMENT



Dr David McBean, BSc Hon., D.Phil Engineering Sciences, *Univ. of Oxford*
Executive Director

David McBean assumed office for Semester 2, 2017/2018 and filled the position for which Mr Michael Williams was acting since October 2016.

WORK OF THE DEPARTMENT/SCHOOL

The 2017/18 year proved to be both a challenging and successful year for the school. MSBM continues to lead the way in terms of numbers, with just about 3,000 undergraduates and roughly 750 graduate students. This has forced us to look at innovative ways in delivering teaching and learning, despite the relatively high ratio of students to full-time lecturers. I would very much like to thank both our full time academic staff and our adjunct lecturers for their sterling efforts in ensuring high quality output from the school.

We were pleased to have had our flagship Graduate programme, the Master of Business Administration (MBA) certified by AMBA for five

years. AMBA certifies only the top 2% of business schools worldwide, and typically does so for five years. The MSBM also won AMBA's innovation award this year for our Bloomberg Financial Lab.

The Vincent Hosang UWI Venture Competition, run by MSBM was successful this year. EcoStructures won the UWI competition, while Queritel another UWI team won the National Business Model competition for Jamaica with EcoStructures coming in second. In the international competition, EcoStructures placed second, with Queritel finishing in the top ten. We are particularly pleased that the entrepreneurial spirit is alive and well on the campus, and that the Business School is leading the way with unearthing the talent at Mona.

Despite the intense teaching load, our academics have found time to engage in research, with several papers and awards (detailed below) being generated. The engagement with the business community continues, and an example of this was the NCB Agile Labs Project. In partnership with the Department of Computing, and National Commercial Bank, a six week project to train students in agile methodologies was put on. At the end of the project, NCB offered jobs to fourteen of the participants, and we are intent on using this a model going forward.

PAPERS /ABSTRACTS PRESENTED – REFEREED CONFERENCES

- Bewaji, T. (2017). "Female entrepreneurship in English and Spanish speaking Caribbean countries: the effect of colonization". 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- Brown, A. (2017). "Should the ease of doing business report consider the concept of equity?" at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Burke, O.** & Weekes, T. (2017). "The UWI Mona Township and the entrepreneurial skills in its 'Venture'". 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.

- Campbell, H., Jones-Williams, C., Jones, K., **Chevers, D.** (2017). “The impact of fiscal incentives over the last six years on the tourism sector in Jamaica”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Chevers, D., Minto-Coy, I.D.,** Parker, D., Loh, A., Gebennini, E., Rimini, B., & Zeppetella, L. (2017). “Evaluating corporate sustainability in the Jamaican manufacturing sector”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- Crick, A. (2017). “Service by design: Understanding how and why Jamaican firms compete on service”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- Donalds, C. (2017). “Towards a cybercrime classification ontology: Case of the Jamaican jurisdiction” at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Donalds, C.** & Osei-Bryson, K. (2017) “Exploring the impacts of individual styles on security compliance behaviour: A preliminary analysis”. Presented at the ICIS 2017 SIG GlobDEV Conference, held in Seoul, South Korea, December 10–13, 2017.
- **K’nife, K.,** Marshal, M. & Dixon, E. (2017). “The use of weighted indexes as a tool for improving objectivity in funding decisions among stakeholders within the Social Economy – the case of Jamaica”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- Lawrence, W. W. (2017). “Enterprise Risk Management as determinant of corporate turnaround”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Lawrence, W. & Logan, T.** (2017) “SME financial leverage and profitability in a tax free market”. ICBTS International Multidisciplinary Research Conference, Imperial Hotel London Russell Square. August 14–16, 2017.

- **Lawrence, W. W.** (2017). “What competitive strategy for mutual companies?” 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Lawrence, W.** (2017). “Managing enterprise risk for business renewal in Jamaica. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Logan, T., Thomas-Stone, J.** (2017). “Corporate pay-out policy on the Jamaica Stock Market: Can changes in the tax regime explain firm choice?” 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **McNaughton, M.** (2017). “The evolution of financial technologies and the role of mutual in the contemporary financial landscape”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **McNaughton, M.** (2017). “Extracting value from data assets”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Minto-Coy, I.D.** (2017). “From potential to reality: Towards an entrepreneurial ecosystem for attracting Caribbean Diaspora Investments”, at the University of Guyana First Diaspora Engagement Conference Guyana Opening Ceremony, Ramada Principe Hotel, Georgetown. July 23–28, 2017.
- **Nicholson, L.** (2017). “Which “F” is it – Financing, Family or Female?” 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Smith, T.** (2017). “The consumer behavioural predictors of credit card misuse”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Smith, T.** (2017). “Personality traits as the basis for selling life insurance to young adults”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Tennant, S.** (2017). “Small firms & effective tax rate: Measuring the

political success of small firms, MSBM”. 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.

PUBLICATIONS

Refereed Journals

- Lawrence, W. W. (2018). “Internationalizing a financial firm in small developing markets.” *Business and Management Review*, Proceedings of the International Conference on Business and Economic Development, April 9–10, New York USA, pp. 239–249.
- **McNaughton, M., Rao, L.,** Mansingh, G. (2017) “An agile approach for academic analytics: A case study”, *Journal of Enterprise Information Management*, Vol. 30 Issue: 5, pp.701–722

Refereed Books

Minto-Coy, I.D. (2018). “Marshalling transnational partners for Caribbean development: The role of the diaspora” in *Caribbean Realities and Endogenous Sustainability*, Nikolaos Karagiannis & Debbie A. Mohammed (eds.). Barbados, Jamaica & T&T: University of the West Indies Press.

Book Chapter

- Parker, D., Loh, A., Chevers, D., **Minto-Coy, I.D.** & Zappatella, L. (2017). “Operations sustainability maturity model: A proposed framework and preliminary findings”, *Measuring Business Excellence*, 21(4): 309–336.
- **Minto-Coy, I.D.** & Gibson Henlin, G. (2017). “The development of cybersecurity policy and legislative landscape in Latin America and Caribbean states”, *Cybersecurity Breaches and Issues Surrounding Online Threat Protection*, Michelle Moore (Ed.), IGI Global, pp. 24–53, ISBN: 9781522519416.

Non-Refereed Publications

Lawrence, W. (2017). Managing enterprise risk in Jamaica. *ISE Magazine Institute of Industrial and Systems Engineers*, Volume 49, Issue 11. November 2017.

Lawrence, W. and Parker D. (2018). Dynamic capabilities in the Caribbean. *Management Services Journal*, Spring, pp. 42–47.

Non-Refereed Presentations

- **Barclay, L.** (2017). Chaired plenary on “(How) Can we use financial development to spur economic growth and create wealth?” at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Brown, A.** (2017). Chaired panel on “Overcoming the hurdles of raising capital: A closer look at the constraints and solutions to accessing credit financing for small and family-owned business”, at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Burke, O.** (2017). Chaired panel on “Case studies in finance and development” at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Chionesu, K.** (2017). Chaired panel on “Finance, development and ethics” at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Cowell, N.** (2018) Panellist on public forum on Public sector wage negotiations: “A new approach, settling today for tomorrow”, convened by the Hugh Lawson Shearer Trade Union Education Institute, UWI Open Campus. HLSTUEI Lecture Room, UWI Mona Campus. January 22, 2018.
- **Crawford, D.** (2018). Delivered Keynote address under the theme: “The Business Anatomy: Exploring the Hidden Parts”, for the 11th staging of the Jamaica Business Development Corporation’s (JBDC) Small Business Expo & Conference at the Jamaica Pegasus Hotel. May 16, 2018.

- **Crick, A.** (2017). Chaired panel on *“Technology and finance”* at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Crick, A.** (2018) 2018. Chairperson for *“Transformation and Change”* Session at OD Transformation Conference held under the theme: “OD Impacting Our World: Triple Bottom Line – Purpose, People, Planet”, at The Jamaica Pegasus Hotel, Kingston. June 20–22, 2018.
- **Henry, P.** (2017). Chaired panel on *“Entrepreneurship, gender and finance”*, at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **K’nlfe, K.** (2017). Chaired panel on *“Supporting an ecosystem for social entrepreneurship thinking and practice in Jamaica – Policy and programmes”*, at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Lawrence, W.** (2017). Chaired panel on *“Business renewal, continuity and reengineering”* at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.
- **Lawrence W.** (2018). *“Conducting applied research for effective business solutions”*, presented at a seminar on Business Research hosted by the Jamaica Business Development Corporation at the Four Seasons Hotel in Kingston. April 26, 2018.
- **McNaughton, M.** (2017) *“Managing enterprise risk for corporate governance & business sustainability”*, at JSE Business Sustainability Breakfast Seminar, Jamaica Pegasus. August 31, 2017.
- **McNaughton, M.** (2017). *“Open & participatory budgeting - Enhancing citizen engagement”*, at ParlAmericas Workshop on Fiscal Transparency –Trinidad & Tobago. September 6–7, 2017.
- **McNaughton, M.** (2017). *Strategy, innovation and the entrepreneur’s competitive advantage*. Guest Speaker at launch of the Young Leaders of the Americas Initiative (YLAI) held at the US Ambassador’s residence. September 22, 2017.
- **McNaughton, M.** (2017). Chaired panel on *“The disruptive implications of new fin techs on traditional banking and finance”* at 3rd Annual

MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay. November 8–10, 2017.

- **McNaughton, M.** (2018) Presented “*Findings and insights from MSBM National Survey*” at MSBM Executive Seminar: Sexual Harassment – Doing Nothing Is Not An Option at UWI Regional Headquarters. February 10, 2018.
- **McNaughton, M.** (2018) Presented “*Big data for sustainable development*” at Project for Regional Advancement of Statistics in the Caribbean (PRASC) steering committee meeting held in Belize City. February 13–14, 2018.
- **McNaughton, M.** (2018). Delivered a keynote lecture on “*Pedagogical approaches to delivering quality e-learning in resource-constrained environments using the Adapt Open Source Framework*” at the 8th International FOSS Workshop, Informatica Habana 2018 in Havana, Cuba. March 20, 2018.
- **McNaughton, M.** (2018). “*Pedagogical approaches to delivering quality eLearning in resource-constrained environments*”, at MSBM Brown Bag. Research Seminar. March 29, 2018.
- **McNaughton, M.** (2018). “*Functionality of technology required to enable effective project portfolio performance by Executives and PMOs*”, at PSU Workshop – Project Leadership for Executives. April 18, 2018.
- **McNaughton, M.** (2018). “*Blockchain, crypto currencies & bitcoin: There’s gold in them thar hills!!*” Feature presentation to students at the Multi-Purpose Room, Leslie Robinson Halls of Residence, May 10, 2018.
- **McNaughton, M.** (2018). “*Regulation and crypto currencies: Essential, incidental or irrelevant?*” presented at Mona Law 4th Annual Symposium on Law, Governance & Society, under the theme “Development, As the World Turns, So Should the Law” at The Worthington, Spanish Court Hotel, Kingston, June 15–17, 2018.
- **McNaughton, M.** (2018) Moderator of session on “*Setting the scene – skills requirements for the digital transformation*”, at ITU Global ICT Capacity Building Symposium, held in Santo Domingo, Dominican Republic, June 18–20, 2018.

- McNaughton, M. (2018). *“Challenges and opportunities faced by LDCs, SIDS and LLDCs and implications for capacity development”* at ITU Global ICT Capacity Building Symposium held in Santo Domingo, Dominican Republic, June 18–20, 2018.
- Minto-Coy, I.D. (2017). Chaired panel on *“Corporate governance, risk and ethics”* at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay, November 8–10, 2017.
- Minto-Coy, I.D. (2017). Panelist on closing plenary: Presentation and Business Roundtable *“Partnership for renewal of Jamaica’s tourist capital”*, at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay, November 8–10, 2017.
- Minto-Coy, I.D. (2018). Session Chair: *“Combating cybercrime: Protecting critical infrastructure”*, Jamaica Stock Exchange Regional Investments and Capital Markets Annual Conference, 2018 on *“Driving Growth: Regional Investments for the Climate of Change”*, January 24, 2018.
- Nicholson, L. (2017) *“A report from China: Are there lessons to learn?”* presented at MSBM Brown-Bag Research Seminar, MSBM South, October 12, 2017.
- Nicholson, L. (2017). Chaired panel on *“Corporate governance & business sustainability”* at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay, November 8–10, 2017
- Nicholson, L. (2017). Chaired Doctoral Consortium session at 3rd Annual MSBM Conference at the Hilton Rose Hall Resort & Spa, Montego Bay, November 9, 2017.

AWARDS/GRANTS

Members of the MSBM faculty were recognized and received awards (for their contributions to academic research), and grants (to enable them to conduct further research):

Awards

MSBM researchers were recognized at the Principal's 2018 Research Day Awards Ceremony held on February 9, 2018 for Outstanding Research within the Faculty of Social Sciences:

- Dr Maurice McNaughton for **Research Project Attracting the Most Research Funds** for “*Going global – Digital jobs and gender in Haiti*”.
- Drs Maurice McNaughton and Michelle McLeod for **Research Project with Greatest Economic Impact** for “*Open data and interactive community mapping: Empowering local community tourism*”.
- Dr Indianna Minto-Coy and collaborators for **Best Research Publication** for “*The role of the Diaspora in the emergence of economic and territorial intelligence in Haiti*”.
- The CoE Unit was successful in securing the **Principal's Research for Development funding** of J\$1.5M for the Special Initiative research project: “*Big Data Analytics and Customs Throughput*”. This is a follow-on to the evolving Business Intelligence and Analytics programme implemented as part of the NCB-Sponsored research project.
- MSBM won the *Business School Innovation Award* for its MSBM Finance Lab at the Annual Association of MBAs (AMBA) Gala Dinner and MBA Excellence Awards held in London, England on February 2, 2018 and sponsored by Peregrine Academic Services, The Wall Street Journal, and Liaison International. As the only institution in the English-speaking Caribbean, to house a Bloomberg Financial Markets Lab, MSBM very proudly went up against and won over other finalists in the Innovation Award category which included internationally renowned schools such as: IEEM Business School, Imperial College Business School, QUT Graduate School of Business, Westminster Business School and Amsterdam Business School. The event celebrated the quality and achievements of post-graduate business education at the forefront of leadership excellence, recognised the talents and contributions made by AMBA-accredited

Schools and their students, and was attended by 193 Business School leaders representing 74 Schools and 24 countries across the globe.

Grants

- Dr Indianna Minto-Coy was awarded a consultancy from the ISD to design five training modules on Business Continuity for Caribbean SMEs
- Dr Indianna Minto-Coy was also awarded a research consultancy (jointly with Jeremy Collymore – Barbados) from the United Nations Office for Disaster Risk Reduction's UNISDR, in the amount of US\$16,500 to investigate *“Private sector preparedness for enhancing resilience after Hurricanes Irma and Maria in Dominica and the British Virgin Islands”*.

PUBLIC SERVICE

The following is indicative of the public service activities undertaken by MSBM faculty and staff:

Dr Olivene Burke

- Chair, Hermitage Basic School Board
- Board of Directors, Centre for Leadership and Governance
- Member, Caribbean Area Network for Quality Assurance in Tertiary Education (CANQATE).
- Member, Society for Human Resource Management (SHRM)
- Member, Human Resource Management Association of Jamaica (HRMAJ).
- Member, Papine Area Development Committee (PDAC)
- Member, Violence Prevention Alliance
- President, Lions Club of Mona
- Member, Academic Advisory Board, Excelsior Community College
- Member Advisory Board, JN Bank

Dr Anne Crick

- Director, Board of the JMMB Group of companies and Chair, JMMB Corporate Governance Sub-Committee
- Deputy Chairman, College of Insurance of Professional Studies (CIPS) Board and Chair, Lecturer Evaluations Sub-Committee
- Advisor to the Board for the Jamaica Customer Service Association (JACSA)
- Reviewer and member of the Editorial Board, International Journal of Contemporary Hospitality Management
- Member, Editorial board for the Journal of Hospitality and Tourism Insights (JHTI)

Dr Paulette Henry

- Ideal Portfolio Services – Director

Dr K'Adamawe K'nIfe

- Member, Board of Directors of the National Integrity Action.
- Member, Board of Directors, Ministry of Culture, Gender, Entertainment & Sport
- Chief Examiner, Caribbean Examination Council's CAPE Entrepreneurship Programme since 2014
- Trustee, Ras Tafari Trust Fund.
- Board member, National Integrity Action

Dr William Lawrence

- Chairman of the Board of Trustees, Small Business Association of Jamaica (SBAJ)
- Member, CARIMAC Advisory Board
- Board Member, Broadcasting Commission
- Member, Combined Board of Jamaica Business Development Corporation (JBDC), Micro Investment Development Agency (MIDA) and the Self-Start fund (SSF)

- Member, Jamaica Stock Exchange (JSE) Regulatory Committee & JSE/MIF Project Steering Committee
- Served as an assessor for the University Council of Jamaica to review MBA courses offered by the University of the Commonwealth Caribbean, March 19, 2018
- Member, Turnaround Management, USA

Mrs Vanda Levy-McMillan

- Member, Business & Management Standards Committee, University Council of Jamaica (UCJ).
- Assessor/Accreditation Officer, University Council of Jamaica
- Member of the Jamaica Employers' Federation (JEF) Annual Convention Programme Committee

Dr David McBean

- Executive Chairman, Supreme Ventures Foundation
- Non-Executive Director, Mayberry Investments Limited

Dr Maurice McNaughton

- Member, National ICT Advisory Council (NICTAC)
- Member, Overseas Examination Commission (OEC) & Chair of Operations Committee
- Member, Victoria Mutual Building Society (VMBS) Board

Dr Indianna Minto-Coy

- Member, Communications and Partnership Mobilisation Committee of the UNESCO's 7th Global Media & Information Literacy Week Feature Conference, October 24–26, 2017
- Co-Chair of the Programme/Academic Committee of the First Diaspora Engagement Conference, University of Guyana, July 23–28, 2017
- Board Member, University of Guyana Press

- Member, Jamaica Stock Exchange (JSE) Best Practices Investor Relations Sub-Committee
- Chair of the Member Dealer Sub-Committees of the JSE Corporate Governance Awards Committee
- Chair of the Investor Relations of the JSE Corporate Governance Awards Committee.
- Reviewed Financial Cycle Gap Analysis for the Technical Research Support Unit (TRSU), Government of Jamaica
- Invited to attend the VI Meeting on Public-Private Partnerships for Disaster Risk Reduction in Latin America and the Caribbean: Business Continuity and Prevention Plans for the Tourism Sector, Crowne Plaza Hotel, Santo Domingo, Dominican Republic, December 7–9, 2017
- Member, Awards Committee, Inaugural PSOJ Public Sector Corporate Governance Award Breakfast
- Reviewer, ECIS (European Conference on Information Systems) 2018 on “Beyond Digitization – Facets of Socio-Technical Change”

Dr Clive Scott

- Advisory Board Member, JLS Youth Empowerment

Mr Michael Williams

- Member, Jamaica Chamber of Commerce (JCC) Conference Committee Board

STUDENT ACHIEVEMENTS

MSBM students continued to make their mark with their outstanding achievements during the period under review. We list some of the more significant accomplishments below:

- MSBM students from the UWI Tourism Society entered the Jamaica Tourist Board (JTB) and Global Travel and Tourism Partnership (GTTP) Case Study Research Competition, and won the local round of judging.

- A team of MSBM undergraduate students, Sara Bryant and Raven Fearon, copped the prestigious *NCB Vision Award* at the NCB Jamaica Ltd Nation Builders 2017 Awards Ceremony held at the Jamaica Pegasus Hotel on December 12, 2017.
- Team ECO-Structures Limited (comprising MSBM MBA students Shanalee Cawley, Kristoffer Henry and Tricia Bent), walked away with the 1st place in the Vincent HoSang UWI Venture Competition (UWIVC), and went on to compete in the International Business Model Competition (IBMC) in the USA.
- Teams from The UWI Mona won 1st and 2nd place in the fifth annual National Business Model Competition (NBMC), held March 21–23, 2018. Team Queritel, represented by Kevonne Martin (MSBM student) and Shani Bennett (Faculty of Law student) took 1st place while the 2nd place winners were Team ECO-Structures, represented by Shanalee Cawley and Kristopher Henry (also MSBM students). The winners went on to enter the International Business Model Competition (IBMC) held at the Utah Valley Convention Center and Provo Marriott Hotel, Provo Utah, from May 9–11, 2018, where the two teams advanced to the semi-finals round with team Eco-Structures, emerging as the 2nd place winner, while the national winners, team Queritel, placed in the top 10 with honorary mention.
- We are proud to report that MSBM graduated seven Doctorate in Business Administration (DBA) students at the UWI Graduation Exercise held November 4, 2017. This is the highest number of graduates from the programme in a given year since the inception of the programme in 2008.