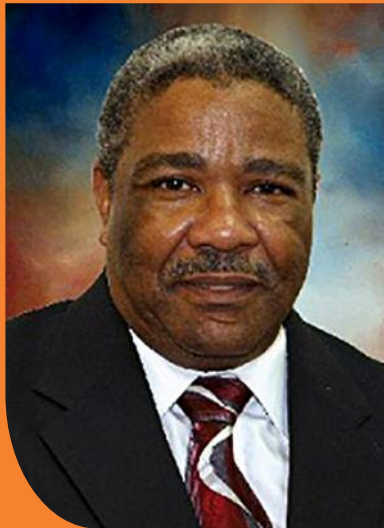


FACULTY OF SOCIAL SCIENCES

Mona

Year ending July 31, 2015



EVAN DUGGAN

BSc UWI, MBA, PhD. *Georgia State*

Dean

– *Dean’s Overview* –

INTRODUCTION

In keeping with the strategic focus of the University within the six perspectives of teaching, learning and student development, employee engagement and development, research, outreach, financial and internal operational processes, the Faculty instigated a significant number of initiatives over the period. This report provides highlights of the work of the Faculty of Social Sciences, Mona in the academic year 2014–15.

The Faculty began the year with the staging of its annual Faculty Day under the theme: “The Future of Higher Education at UWI: Implications for the Social Sciences”. As in previous years, Faculty Day provided an opportunity for all staff members to contribute to the planning and implementation of the Faculty’s vision and tactical plans and to review its strategic priorities. The day’s activities included special presentations from Ms Zahra Orane, a Strategic Planning Consultant supporting the Office of the Principal in the execution of the Mona Campus Strategic Initiatives, representatives of the Mona Office for Research and Innovation (MORI) who presented on the mission and work of the recently created organization, and a representative from the Human Resources Management Division who spoke generally on employee engagement, addressing issues related to the physical and psychosocial impact of the work environment.

HIGHLIGHTS OF ACHIEVEMENTS IN THE FACULTY

The Faculty congratulates Drs David Tennant, and Abdullahi Abdulkadri two of its senior lecturers from the Department of Economics on their promotion to Professor of Development Finance and, Professor of Applied Economics respectively. Additionally, Drs Moji Anderson and Andrew Spencer were promoted to Senior Lecturer.

Similarly, we congratulate several staff members who were recipients of other prestigious awards: Dr Damien King, Head of the Department of Economics, was the runner-up for the UWI/Guardian Group Premium 2014 Teaching Award for excellence in and commitment to teaching and learning; Dr Jessica Byron, Senior Lecturer in the Department of Government was designated “Chévalier de L’Ordre National du Mérite” by the Government of France. She was conferred with this prestigious award that is open to French or Non-French individuals with a minimum of ten (10) to fifteen (15) years of civil or military service with distinguished achievements; Dr Orville Taylor received the Morris Cargill Award for Opinion Journalism from the Press Association of Jamaica.

In 2014-15, The Mona School of Business and Management (MSBM) was re-accredited by the Association of MBAs (AMBA) for a further three years after a comprehensive review of the school’s E/MBA programmes. AMBA commended the school for: the successful completion of the merger; staff and student commitment, and the strength of its leadership team; the “executive-in-residence” programme; impressive links with the corporate and business sectors; and recognition by national employers of the quality and reputation of UWI MBA graduates but identified key actions that the school needed to attend to, such as a comprehensive review of the structure, content and curriculum of the programmes in the MBA portfolio, in order to maintain its accreditation.

Other notable undertakings included (1) The proposal for the establishment of an Economic Policy Research Unit (EPRU) within the Department of Economics, spearheaded by Professor Edward Ghartey, was approved by the Finance and General Purposes Committee (F&GPC) Mona in November 2014: (2) The initial offering of the Diploma in Social

Protection, a joint effort between the Faculty and the Organisation of American States (OAS), concluded in 2014–15 with thirteen (13) of the fourteen (14) participants completing; seven with distinction. The programme was developed to build and enhance capacity to conceptualize and design Caribbean or country specific social protection strategies, policies, and programmes, enhance capacity to deliver social protection programmes, and to build and enhance monitoring and evaluation capacity. The Faculty would like to thank Dr Heather Ricketts and her team who spearheaded the Faculty's participation in this partnership with the OAS.

Following the successful completion of the UWI/ Ministry of Education (MOE) National College for Educational Leadership (NCEL) Aspiring Principal's Pilot Programme, the UWI and the MOE met in April 2015 to discuss the Ministry's interest in expanding the programme within UWI. Based on the initial discussions, there was agreement to explore the possibility of the establishment of a Centre, at the Mona School of Business and Management (MSBM) to continue housing the programme as a collaborative arrangement between NCEL and MSBM.

CHALLENGES

For some time now, the Faculty has been faced with the problem of mould and poor air quality in some sections of the Alister McIntyre Complex. This has caused great inconvenience for both staff and students. Efforts have been made to re-locate some staff members who were very badly affected to the Aqueduct Flats and effect short term interventions to ameliorate the situation. A project team managed by Gillian Scarlett from the Projects Office and members from affected departments as well as all the experts from around the campus, has been established to eradicate the problem. So far, extensive cleaning of the infected areas, furniture, and computer items has taken place, while the project is on-going. In the interim individual air-conditioning units have been installed in certain teaching spaces in order to begin the new academic year. The mould eradication programme should be completed by year end.

FINANCIALS

In the harsh economic climate and in an effort to contribute to the finances of the Campus, the Faculty has sought to enhance and expand its self-funded programmes. For the academic year 2014–15 our Weekend Programmes netted approximately JA\$8,000,000; Summer School produced a profit of JA\$20,000,000, and the Department of Sociology Psychology and Social Work generated profits of approximately JA\$67.5 Million through their Applied Psychology, Clinical Psychology, MSc HRD/PhD OB programmes. Other departments have made substantial earnings from similar programmes, with a total of close to twenty (20) self-financed graduate programmes.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

Over the academic year 2014/15, the Faculty continued with its focus on improving and advancing staff engagement and development through a variety of interventions in all departments. The Department of Sociology Psychology and Social Work (SPSW), for example employed a consultant to review its administrative structure, work flow, analysis of work tasks and assessments of staff competencies and job descriptions. Additionally, the administrative staff and the Head of Department for SPSW attended and participated in a workshop titled: How to Create a Rocking Work Environment. This was geared towards motivating staff and improving the work environment.

Notwithstanding the lack of finances, the Faculty supported many of its academic staff with requests to attend international conferences. Among these, Dr Christine Clarke from the Department of Economics attended the Commonwealth Secretariat's workshop on Building Resilience in the Caribbean held in London April 2–5, 2015 and presented on Regional Public Goods and Potential Synergies across the Caribbean. In January 2015, Dr Jessica Byron attended a Conference at the Université Antilles-Guyane in Guadeloupe and presented on the topic "Regional Responses and Perspectives on the Cuba-US Rapprochement". Dr Orville Taylor presented a paper titled "Mario Deane aint Trayvon Martin" at the

Association of Black Sociologists annual Conference in North Carolina, October 2015.

INTERNAL OPERATIONAL PROCESSES

The FSS Dean is the Perspective owner for the Internal Operational Processes for the Campus-wide initiatives. The perspective contains three Objectives: Improve Academic and Administrative Process Efficiency, Strengthen ICT as a Strategic Enabler, and Optimize and Improve the Physical Plant. These three objectives consist of nine initiatives that are managed by Seven Initiative Owners. Some of these activities include contact with external entities (such as Digicel Business) for collaboration, on improving ICT facilities on the campus and to strengthen our WiFi capability in classrooms, common areas, and halls of residence and to establish a point of presence for fibre connectivity on the Campus.

Additionally, the ICT Advisory Committee in collaboration with the Mona School of Business and Management was successful in implementing a proposed project of a mobile App to enhance information and service delivery to students. This has since been launched. The App's features include class schedules, faculty and staff directory, calendar of events, news, reservations/scheduling for study spaces, videos/photos, social media integration, campus maps and on campus dining options. It is hoped that the App will soon become available to other departments and students within the Faculty.

TEACHING, LEARNING AND STUDENT DEVELOPMENT

In an effort to improve academic excellence in the Faculty, several new programmes and courses were introduced and approved and others strengthened and improved. In this regard, the Mona School of Business and Management (MSBM) revised its MBA programme. The revision which was approved by the Board for Graduate Studies will eliminate the Executive MBA (EMBA) programme and instead offer one MBA with two learning pathways instead of both MBA and EMBA as separate programmes. The programme will be offered full time and part time.

The revised programme is more in keeping with international standards and will help to facilitate stronger collaboration with the business community.

Similarly, the Department of Sociology, Psychology and Social Work (SPSW) restructured the BSc Social Work programme, increasing the number of credits from 90 to 99. The new programme aims to strengthen students' skills in social intervention and provide specialized training on methods of responding to particular challenges faced by the school system. One of the three new courses offered is SOWK3011 – Social Work in Schools. The SPSW also proposed a revision of its existing MSc Sociology Programme, so as to bring it in line with the UWI Graduate Studies regulation that all taught MSc programmes should have no less than 35 credits. The Department of Government also revised and renamed both the BSc and MSc in Public Sector Management. The BSc programme, which will be offered at both Mona and the Western Jamaica Campus, was renamed BSc in Public Policy and Management and the MSc was renamed MSc in International Public and Development Management.

SALISES also effected a noticeable enhancement in a new course introduced to aid in student development, the proposed Caribbean Integration Institutions (Study Tour Experience) course. The course supports the Principal's Regional Initiative on Caribbean Integration. It is a Summer School course which will offer an experiential learning opportunity to students interested in analyzing the role and performance of regional institutions in Caribbean integration and development. Participants will visit key regional institutions headquartered in the campus countries of UWI at Mona, Cave Hill and St. Augustine. They will also visit the Secretariats of the Organisation of Eastern Caribbean States (OECS) and the Caribbean Community (CARICOM). The course will expose students to the historical evolution of regional governance institutions and facilitate their investigation into the influence of various internal and external political, socio-economic and cultural factors on the institution-building process. Students will engage with case-study analysis and critiques of the contribution of regional institutions

to Caribbean development. They will develop skills in institutional analysis and apply those skills to the documentation of good regional governance practice and formulation of proposals for regional governance reform.

Improvements to resources and facilities that have noticeably enhanced teaching and learning are infrastructure upgrades that were done to the class rooms at the Mona School of Business and Management (MSBM), in particular the construction of a finance lab using Bloomberg technology. These upgrades no doubt will contribute further to the excellent rankings MSBM achieved in the published Eduniversal Best Masters Ranking 2014/2015. The following four Masters programmes were ranked among the top two hundred programmes in the world, in regional rankings of nine geographical zones.

- Master of Science in Accounting – ranked 11th in Accounting and Auditing, Latin America
- Computer Based Management Information System (CBMIS) – ranked 12th in Information Systems Management, Latin America
- Master of Science in Telecommunications Policy and Technology Management – ranked 27th in Engineering and Project Management, Latin America
- Master of Business Administration – Full Time – ranked 20th in MBA full time, Latin America

STUDENT ACHIEVEMENTS

Despite the financial constraints, the Faculty, continued to support students' engagement and participation in local and international competitions and conferences to enhance their skills and abilities and the UWI profile overall. In this regard, the Faculty is proud to highlight two of its undergraduate students from the Department of Government, Garrick Donaldson and Rashaun Watson who placed 1st and 2nd respectively in the Southwestern Black Student Leadership Conference's Oratorical Contest which was held on January 24, 2015 in Texas, USA.

The students are members of the Department of Government's High Achievers Society. Based on the impressive performance of the students, the UWI was presented with an award for International Recognition. Similarly, three students from the Mona School of Business and Management (MSBM), Thamar Binns, Kacey-Ann Nelson and Jodi-Ann Stephenson, were awarded the 2014 NCB Vision Award on the basis of submitting the best business plan for their final year undergraduate entrepreneurial project.

Another exceptional student achievement was celebrated in November 2014 when MBA students from the MSBM placed 1st and 2nd in the 2014 Vincent HoSang UWI Venture Challenge competition. They also won prizes for: Best Presented Financials and the Joan Duncan Award for Corporate Social Responsibility. At the beginning of the academic year the Faculty supported SALISES in its effort to award two students from the MSc Development Programme graduate scholarships at a value of \$400,000 each.

RESEARCH AND INNOVATION

The Faculty of Social Sciences continues to provide high impact research which influences national policy making and provides insights into problems of national importance. Some notable achievements from the Faculty over the academic year 2014–15 included the accomplishments of faculty members in the Principal's Research Day Awards. Professor David Tennant received the award for Best Research Publication for the project article "Explaining Related Party Transactions in Commercial Banking: Looted lending and Information-based Investments". Professor Densil Williams received the award for Most Outstanding Researcher for the following publications:

1. Resources and Failure of SMEs: Another Look
2. Competitiveness of Small Hotels in Jamaica: An Exploratory Analysis
3. SMEs' adoption of enterprise applications: A Technology-organisation-environment Model

4. The Enabling Business Environment and Business Failure among Start-Ups: A Cross Country Analysis

Professor Evan Duggan, Dr Maurice McNaughton, Dr William Lawrence received the award for the Research Project Attracting the Most Research Funds for the project entitled “Applied Research in Corporate Renewal and Transformation” and Professor Evan Duggan, Professor Stafford Griffith, Mrs Allison Bailey Wedderburn, Dr Luz Longworth, Dr Anna Perkins, Dr Lila Rao-Graham received the awards for Research Project with the Greatest Multidisciplinary/Cross-Faculty Collaboration for the UWI Ministry of Education (MOE) National College for Educational Leadership (NCEL) Aspiring Principals Programme.

This year the Faculty’s staff members were engaged in a wide range of research efforts that focused on a variety of issues of relevance to our struggling Caribbean community. These were reflected in conference presentations, academic publications and technical reports. Topics explored included: Entrepreneurship and experiential learning; the effect of distance learning versus conventional delivery on student’s academic performance in Jamaica; Legal and regulatory barriers to entrepreneurship and innovation; International information systems issues and processes; Technology and how it influences and affects the travel and tourism industries; Cyber-crimes and the banking sector; Entrepreneurship; Family and locally owned businesses; Challenges of life and livelihoods in the workplace and community; The challenges of business education; Building human capital through education; Exploring the attitudes of Jamaican students towards school and academic achievement; Exploring the discourse on a Tablets-in-Schools programme; Employee resistance and the service experience; Women, beauty and aging; Women in the music industry; Children issues such as crisis and household vulnerabilities and child rights; Parenting; Masculinity and the role of fathers.

Other issues explored related to poverty; culture and the perception of culture; the importance of national culture on team work; Exploring the roots and legacies of modern Jamaica; Brand Jamaica; Sexuality and Passing in Jamaica; Rastafarianism; Marcus Garvey; Local Government and strengthening its capacity through performance management; The

West Kingston enquiry; Election Observation in the Caribbean; Jamaica's Foreign Policy and Strategic Culture; Information Systems related issues and how they benefit organisations; Social Networking Systems and how they serve as motivation; Caricom and the Commonwealth relationship; Constitutional Reform and Social Partnership; Revisiting the Grenadian Invasion; Negotiating Caribbean Freedoms; Housing in Jamaica.

In the economic sphere, researchers examined phenomena such as Financing Development in Jamaica; the economics of sports; Financing tertiary education; Estimating the poverty line; Microeconomic recovery and growth; the financial crisis and lessons for the future; Rationalizing health care to sane cost of treating cardiovascular diseases in Jamaica; Prospects for a sustainable low-carbon future Jamaica; Digicel versus Lime and how consumers will fare in the fight for market share; Domestic interest rates and FDIs under uncertainty. On the international front, the Armenian genocide; Strengthening counterterrorism; CARICOM foreign policy; International security and drug control systems; The future of the OAS; Empirical evidence of economic growth and financial development in Ghana; Financial constraints and investment – evidence from US companies.

In continuing efforts to improve the quality of research supervision in the Faculty, the FSS Graduate Sub-committee finalized a document entitled "Towards an Indicative Doctoral Supervisory Model for the Social Sciences". The guidelines, which were ratified by FSS Faculty Board, are intended to complement existing UWI regulations and the Graduate Studies and Research Handbook in order to promote:

- Improved accountability of supervisors and candidates;
- Timely completion of PhDs;
- Improvement in the supervisory experience for candidate and supervisor ;
- Improved quality of theses; and
- Ethical authorship of research flowing from PhD research.

The guidelines also covered the following areas: Admissions; Identifying and assigning a supervisor and advisory committee; The role of

administrative support; The examination process; Recourse/redress and grievance; Issues relating to publications; and Withdrawal on the grounds of non-performance.

The Faculty is extremely proud of the accomplishments of its scholars, who launched eleven (11) books during the 2014–15 Research Days. They are as follows:

- *Identity, Culture and the Politics of Community Development*, edited by Dr Stacey-Ann Wilson
- *Fear of Cybercrime and its Implications for Electronic Banking: Lessons for the Global e-Banking Sector*, authors: Dr Lloyd Waller (lead author), Dr Corin Bailey with Mr Stephen Johnson
- *Teaching to Difference? The Challenges and Opportunities of Diversity in the Classroom?*, editors: Dr Stacey-Ann Wilson and Dr Nicole E. Johnson
- *Gangs in the Caribbean: Responses of State and Society*, edited by: Professor Anthony Harriott and Professor Charles Katz
- *Perspectives on Caribbean Football*, author: Dr Christopher A.D. Charles
- *Tourism Reader for the Caribbean*, author: Professor Ian Boxill and Diaram Ramjeeasingh
- *The Remaking of Global Hegemony*, edited by: Professor Ian Boxill
- *Beyond the Shadows of Caribbean Cinema: Lighting a Caribbean Film Industry*, author: Dr. Anthony Frampton
- *Broken Promises, Hearts and Pockets: A Century of Betrayal of the Jamaican Working Class*, author: Dr Orville Taylor
- *Debt and Development in Small Island Developing States*, editors: Dr Damien King, Dr David F. Tennant
- *Knowledge Networks and Tourism*, edited by: Dr Michelle McLeod and Professor Roger Vaughan

Two other books were launched during the same period: Dr William Lawrence's *Business Renewal and Performance in Jamaica* and Professor Densil Williams' third book entitled *Competing Against Multi-Nationals*

from Emerging Markets: Case Studies of SMEs in the Manufacturing Sector.

A total of twelve (12) students completed the requirements for the PhD degree.

OUTREACH

Staff members from the FSS continue to be very active in various community outreach programmes. Several colleagues also availed themselves as discussants on current affairs issues on various television and radio programmes. Some such are: Dr Jermaine McCalpin spoke on the status of the West Kingston Commission of Enquiry on the programme All Angles. Dr Maziki Thame was a discussant on the topic “Beauty Contests, Race and Identity” also on All Angles. Dr David Tennant gave a public lecture to the Manchester Chamber of Commerce, titled ‘Creating national wealth through the Jamaica Logistics Hub: moving beyond ports and parks to people and processes’.

A plethora of well planned and executed Symposia, Fora, and Conferences were also organized.

CONCLUSION

Despite various difficulties and constraints, the FSS continued to take initiatives to improve and advance staff employee and engagement by continuing to support staff members’ attendance to various conferences and employing research assistants to help academics with their research projects. The Faculty has maintained and extended its scholarly footprint and quality in the area of teaching and learning specifically as it relates to revising and revamping a number of its undergraduate and graduate programmes and has introduced new courses to broaden students learning with a view to producing graduates with enhanced, work ready and life-long learning skills. Staff members continue to engage the wider community participating in worthwhile outreach projects and new and relevant research initiatives have continued, the publication of thirteen edited books highlights this accomplishment.