

FACULTY OF SOCIAL SCIENCES

Mona

Year ending July 31, 2017



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Dean

– *Dean's Overview* –

INTRODUCTION

The academic year 2016–2017 began with significant changes to management and structure in the Faculty of Social Sciences. Professor Ian Boxill took over as Dean on August 1, 2016 from Professor Evan Duggan who served as Dean for four years. Professor Boxill had served previously (2003–2007) as head of the Department of Sociology Psychology and Social Work (SPSW), and more recently as the Director of the Centre for Tourism and Policy Research (CTPR). He is also the holder of the Carlton Alexander Chair for Management Studies. Additionally, there were new heads for the departments of Economics and SPSW when Professor David Tennant succeeded Dr Damien King and Dr Orville Taylor succeeded Dr Heather Ricketts. As a result of Professor Tennant's appointment as head for Economics, a vacancy was created and Dr Marina Ramkissoon was appointed Associate Dean for Graduate Studies. Similarly, Mr Michael Williams was appointed acting Executive Director for the Mona School of Business and Management (MSBM), replacing Professor Densil Williams who was promoted to PVC Planning and Industry Alignment. The Faculty would like to congratulate Dr Aldrie Henry-Lee who was promoted to Professor of Social Policy and was appointed Director for SALISES.

As is customary, the Faculty began the academic year with the staging of its Annual Faculty Day under the theme "Faculty Day of Reflection and

Celebration". The aims and objectives were to foster a singleness of purpose in all aspects of faculty operations, establishing a common vision and building team spirit. This was done through orientating staff members to the various challenges faced as well as bringing to the fore the strategic aims at the Faculty and Campus levels. The day's activities included presentations from the Principal, Professor Archibald McDonald; PVC Graduate Studies and Research, Professor Dale Webber and Campus Coordinator for Research, Professor Denise Eldemire Shearer.

TEACHING AND LEARNING AND STUDENT DEVELOPMENT

Student Achievement

The Faculty of Social Sciences is proud to report that, for the second consecutive year, the Jamaica Rhodes Scholarship was awarded to a student from the Faculty. In November 2016, Shakeba Foster was selected as the 2017 Rhodes Scholar. Ms Foster completed a BSc in Banking and Finance and an MSc in Economics. At the time of winning the scholarship she was employed in the Faculty as an Assistant Lecturer in the Department of Economics. At the Faculty's Graduate Awards Ceremony held on November 30, 2016, Ms Foster received the award for the top MSc Economics student for 2015–16 along with the George Beckford Prize, given to the best performing student in Economic Development. Similarly, the Faculty congratulates two BSc Social Work graduates who were awarded Chevening Scholarships. They are Alicia Derby and Nicollette Bryan. Alicia will be pursuing a Master of Arts in Applied Security Strategy at the University of Exeter while Nicolette will be pursuing a Master in Social and Public Policy at Cardiff University in Wales.

In academic year 2016–17, the Faculty continued with its tradition of awarding students for outstanding achievements. A total of one hundred and eight (108) undergraduate students received awards. This included seventy two (72) students who graduated with first class honours and thirty six (36) who received special awards. Similarly, ninety-seven (97) graduate students received distinction awards and forty one (41) received special awards.

During the academic year, thirteen (13) students completed the requirements for the PhD degree.

They are:

1. Rickert Allen – Towards the Development of a Model for Improving Employee Readiness for Corporate Transformation
2. Karlene Bailey – Entrepreneurial Orientation and the Performance of Small and Medium Sized Enterprises in Jamaica: Considering the Contingent Effects of the Environment and Resources
3. Kevin Blake – Technology Adoption in Law Enforcement in a Developing Country: An Action Research Investigation of the Jamaican Constabulary Force
4. Phillipa Campbell-Francis – Public Service Quality in Jamaica's Executive Agencies: An Investigation of the Dissonance between Employees' and Customers' Perceptions
5. Gavin Daley – The Politics of Public Policy in Jamaica: An Analysis of the Implications of a Change of Government on the Sustainability of Local Government Efficiency
6. Marjorie Fyffe-Campbell – Principles of Good Corporate Governance and their Efficacy in Developing Countries: A Caribbean Perspective
7. Cavell Francis-Rhiney – Future Scenarios for Food Security in the Caribbean in the Face of Global Climate Change: A Case Study of Jamaica
8. Winsome Halliman – Exploring the Change Patterns and Characteristics of Small and Medium- Sized Enterprises
9. Carvell McLeary – Measuring Organizational Trust in Unique Cultural Settings: Validation and Application of Socio-Cognitive Model
10. Floyd Morris – Mediated Political Communication in Modern Jamaica: Lessons from Michael Manley, Edward Seaga and P.J. Patterson
11. Deloree Staple-Chambers – Predicting Tax Compliance Behaviour: The Case in Jamaica

12. Steve Whyte – An Examination of the Relationship between Social Capital Theory & Software Quality in Free and Open Source Software Development

13. Suzanne Wynter – Credit Risk in Government Mortgage Lending

In an effort to improve the Faculty's academic quality, a total of four training seminars were held, two for tutors and two for lecturers. The tutors' seminars were aimed at developing and preparing effective tutorials and identifying ways to facilitate students' engagement with tutorials. The seminars for lecturers focused on sensitising lecturers on how to identify students who have learning disabilities and how to facilitate appropriate referral mechanisms. Additionally, they also focussed on helping faculty members recognise some of the signs associated with students who may be experiencing mental health issues, as well as the appropriate channels available to deal with these cases.

In an effort to remain current and effective to employers' demands and students' academic needs, a number of initiatives were undertaken. Two graduate programmes were upgraded and revamped. They are the MSc Computer Based Management Information Systems (CBMIS) and MSc in Development Studies. Additionally, five new MSc Programmes were designed and approved and four of these will be offered in A/Y 2017–18. They are: MSc Corporate Finance, MSc Logistics and Supply Chain Management, MSc Marketing and Data Analytics and MSc Procurement. The Faculty approved the revision and re-offering of the course ECON 3034 – Resource and Environmental Economics. The re-offering of this course is significant in developing solutions to current environmental problems. The course will now explore topical issues such as climate change, energy, pollution, water resource management, biodiversity and ecosystem conservation issues. The Department of Government (DGOV) also sought to introduce some practical element to the class room. For the course GOVT 2070 – Political Management and Strategy, two community “Dons” were invited to give a synopsis of their ‘real world’ experiences during the election campaign season. The Department also invited Dr Peter Phillips, Opposition Leader, to make a presentation in the course GOVT 3202 – Political Marketing and Communication. Dr

Phillips' presentation covered topics such as: Candidate Image Structure; Manufacturing the Ideal Political Leader or Party; Features of Candidate and Party Image and the Importance of Advertising in Forming Candidate and Party Image.

Similarly, in an effort to enrich and add more practical experiences to the work of students, the MSBM held thirteen Bloomberg Sessions in its Finance Laboratory. The sessions covered topics such as: Company Overview; Financial Analysis; Graphs; World Equity Indices; Global Marco Movers; Commodity Maps; Earning Analyses and how to prepare a financial analysis excel sheet for a company. The MSBM also hosted the Jamaica Stock Exchange and Barita Investments in an Investor forum titled "Practical Ways to Save and Invest". The forum explored issues such as: savings and investment products and services; the importance of budgeting in the savings and investment mix and buying and selling shares on the market. Approximately 120 students and a number of staff members benefitted from this collaboration.

The FSS Student Learning Committee, in following through with its objective to improve student engagement and learning, carried out an in depth analysis of failure rates for the last three academic years. The results showed that courses with high failure rates were concentrated among those dealing with finance, statistics and research methodology. The committee also reviewed students' responses as to why they failed these courses and concluded that a potential strategy for intervention would include a combination of self-guided care, modelled after a programme developed by the University of Queensland as well as lecturers material on effective learning and study strategies in selected courses.

In an effort to increase their relevance to society, the Social Work Unit conducted a three-day Practice Skills training for sixty (60) level two and three BSc Social Work students. The training was developed out of feedback from a seminar held for practicum agency supervisors. The training included counselling, interviewing, group work, managing one's emotions, data gathering, assessment and planning skills. In order to encourage and assist students to widen their perceived sphere of opportunities and career development path, the Department of Economics

collaborated with the Embassy of Spain and the Caribbean Policy Research Institute (CaPRI) to host a discussion forum with students, with the aim of providing and sharing information and experiences to encourage and assist students to broaden their perceived opportunities and career development path.

In the area of international achievement, five MSMB graduate programmes received significant ratings under the 2016–17 Eduniversal Ranking for 1000 Best Masters and MBAs fields of study worldwide. The five programmes are:

- MSc Accounting,
- MSc Computer Based Management Information Systems (CBMIS)
- MSc Enterprise Risk Management
- Master in Business Management (MBM)
- Master in Business Administration (MBA, full time).

RESEARCH AND INNOVATION

During the year, the Faculty collaborated with the Institute of Caribbean Studies to stage the Stuart Hall Conference. The Conference, titled, “Whither the Caribbean? Stuart Hall Intellectual Legacy”, highlighted the work of Hall as one of the Caribbean’s brilliant thinker and explored questions such as: “How can the lens of culture offer alternative approaches to the study of our postcolonial present?”; “How can cultural studies strategies strengthen the ability of policy-makers, educators and technocrats to craft more people-friendly forms of governance?” and, “What lessons of negotiating and thinking about social conflict and its management might be embedded in Hall’s life and practice?”

Over the period, the Faculty continued with tradition to engage in research which influences national policy making and provides insights into problems of national importance. In this regard, some Faculty members were awarded the Principal’s Research Day Awards. The Faculty wishes to congratulate the following Principal’s Research Day awardees: In the category of Best Research Publication, Dr Lawrence Nicholson for

his book *Understanding the Caribbean Enterprise: Insights from MSMEs and Family Owned Business*; Dr Eris Schoburgh and Dr Sonia Gatchair, for their edited collection entitled *Developmental Local Governance: A Critical Discourse in 'Alternative' Development*; Dr Delroy Chevers, Professor Evan Duggan and Stanford Moore for their article “An Evaluation of Software Development Practices among Small Firms in Developing Countries – A Test of a Simplified Software Process Improvement Model” and Dr Trevor Smith for his article “Customer value proposition, corporate transformation and growth in Caribbean Financial Firms”. Dr Clinton Hutton received the award for the Most Outstanding Researcher/Research Activity for his seminal work *Colour for colour, skin for skin, marching with the ancestral spirits into war-oh at Morant Bay/ Leonard Percival Howell and the Genesis of Rastafari*. The award for the project attracting the most funds was awarded to Dr Lloyd Waller, Mr Stephen Johnson, Ms Shinique Walters and Ms Nicola Satchell for their baseline desk study research analysis with the Jamaica Social Investment Fund Poverty Reduction Programme.

This year, the faculty supported the Department of Economics in staging its inaugural West Indies Economic Conference (WECON) under the theme “Small Economies, Unlimited Possibilities”. Some twenty five papers were presented by academics from ten countries. The conference also benefited from presentations by two eminent professors of Economics – Arye Hillman and Wilfred Ethier – whose economic thought is taught to students in economics graduate courses. Another new research partnership that the Faculty supported was a collaboration between the Department of Sociology, Psychology and Social Work, Institute of Caribbean Studies and J-FLAG in hosting a conference titled “Beyond Homophobia: Centuring LGBT Experiences in the Caribbean”. This conference sought to explore ways in which Jamaican sexualities, gender identities and queer practices are expressed and experienced beyond the discourse of violence, stereotype assumptions and limitations presented by heterosexual and binary gender norms. The Department of Government in collaboration with the University of Sussex, hosted a workshop titled “Political Actors, Public Servants and the Public: An International Workshop exploring the past, present and future of the public service

and those they serve". There were also a number of inter-departmental collaboration within the Faculty. Once such effort was the MSBM and DGOV jointly hosted public advocacy series entitled "Trumpism: Its Implications for the Caribbean".

The Faculty recognizes that in a society of increasing technology and innovation, research is the foundation for social, cultural, economic and environmental innovations which continue to drive society forward. Consequently, during the academic year under review, a number of papers, journal articles, book chapters and publications were done by members of its staff. The publications covered a wide range of issues: cultural differences; racist and ethnic differences in family profiles; early childhood education; child poverty and child rights; self-esteem; body dysmorphic disorder; disordered eating attitudes; depression; negritude and blackness and the demand for authenticity; gender equality in Jamaica; violence and poverty;; intergenerational profiles and individual outcomes; re-integration of prisoners; migrant health and ICT's; intergenerational living arrangements and well-being in comparative prospective; multigenerational families; multigenerational issues in an aging society; domestic violence; parenting and academic achievement; body image and depressive symptoms; biracial and multiracial identity; demographic and social factors in the use of licit drugs; issues around marijuana its legalization and trade; violence among young people; job satisfaction; housing and information; Caricom Single Market; gender and age; climate change and technology, among others.

Additionally, over the period, faculty members researched topics such as: "Bleaching, Bullying and Me"; "Barrels Migration and Me"; "The Case For Subnational Actors in Public Governance and Development"; "Border Security and Cooperative Initiatives to Counter Illicit Drug Trafficking"; "Disability and ICTs in the Caribbean: Enabling Visually Impaired Caribbean Youth"; "Current Account and Real Exchange Rate Dynamics in the Caribbean and Latin America Compared to the G7 Countries"; "Does a stronger system of law and order constrain the effects of FDI on government size?"; "Improving Tax Compliance in Jamaica"; "An Evaluation of Software Development Practices Among Small Firms in Developing

Countries”; “Mainstreaming Disaster Risk Management into Management Education”; “Re-inventing, Revolutionizing and Transforming Caribbean Tourism”; and “Barriers to Entrepreneurship and Innovation: An institutional analysis of mobile banking in Jamaica and Kenya”, among others.

FINANCIAL

The area of finance continues to be a challenging one for the Faculty of Social Sciences. Notwithstanding this, the Faculty sought to find innovative ways to attract investments. In this regard, the Faculty continued with its relationship with the National Commercial Bank (NCB) under the project “Applied Research in Corporate Transformation”. Phase I of the project, valuing US\$503,000, has so far generated several academic papers.

At the annual Research Days, the Human Resource Development Graduate Programmes Unit in the Faculty successfully staged their Assessment Centre by practically demonstrating a battery of psychometric tests, one-to-one career counselling and polygraph testing. As a result of this activity, the unit secured four commercial clients (for a fee) who have requested psychometric testing services as part of their recruitment process for senior staff. In this regard, in February 2017, psychometric testing was done for nine persons vying for a top post at the Airports Authority of Jamaica. The analyses were completed and the findings submitted in one week. It is hoped that the monies earned from this initiative will be used toward the building of a permanent assessment centre facility on the Mona Campus. Additionally, the unit has identified a new member of staff who will manage the Assessment Centre and oversee other commercial initiatives in the future.

Self-funded programmes continue to earn much needed income for the Faculty. In 2016–17, the Weekend Programmes netted approximately JA\$7 Million; Summer School produced J\$18 Million; and the rest of the Faculty netted approximately JA\$60 Million through a variety of other programmes. In this regard, it is hoped that the four new

self-funded programmes which will commence in 2017–18 will improve the financial status of the Faculty.

Challenges

Throughout the period, the Faculty continued to be plagued by problems of mould and poor air quality in the Alister McIntyre Complex. Although a significant amount of work was done to improve the building, the mould keeps re-occurring. To this end, the position of Building Supervisor was approved by F&GPC, Mona and the post was filled in June 2017 by Mr Alex Lewis, who is an engineer. The Faculty is thankful for the critical support that it has received from the Principal, especially as plans for a new seven-storey building are well-advanced to ease the chronic shortage of class-rooms and offices for academic staff.

EMPLOYEE ENGAGEMENT AND DEVELOPMENT

In an effort to engage staff and encourage interaction amongst colleagues and students, the Dean, Professor Ian Boxill, rebirthed an initiative of former Dean, Professor Barry Chevannes, called “At Play – The Dean’s Veranda”. This was a week of activities held April 3–7, 2017, which facilitated the cultural engagement of the Faculty’s staff and students through their creative work and talents. Various artworks from individuals were displayed along the faculty office staircase and a concert was held in SALISES’ Garden to showcase the various talents.

In focusing on developing staff competency, the MSBM hosted a webinar on “Pitching Research”. The webinar explored a simple methodological approach to pitching new empirical research proposal, which will guide new researchers in overcoming a feeling of helplessness at the beginning of their research journey and assist research mentors in guiding their mentees.

INTERNAL OPERATIONAL PROCESSES

Over the period, the Faculty continued with efforts at developing a more efficient and effective academic and administrative process. In this regard, all previous paper-based staff and student forms have become automated. Additionally, the Faculty's website is continuously monitored and updated. Another noticeable initiative was Banner and Student Administration System training for relevant staff members.

OUTREACH

In continuing the mandate to contribute to national and regional development, the Faculty of Social Sciences formalised its "Shaping the Public Discourse" special initiative. This initiative sought to provide public access to the research work of the Faculty. Consequently, during the period under review, there was a significant increase in the number of articles published in the two leading newspapers, focussing on findings from research undertaken by academic staff in the Faculty. In an effort to guide and impact economic policy making and thought in Jamaica and the Caribbean, the Department of Economics launched a policy discussion series. The series explored solutions to current problems which directly impact economic policies. Themes included: "Critical Considerations that will determine the extent and Nature of Jamaica's Future Involvement with CARICOM"; "Private Sector Perspective on the Prospects and Pitfalls of Jamaica's Future Involvement with CARICOM" and "An Economic Outlook for the Caribbean – 2017". Additionally, the Department held public discussions before and after the presentation of the National Budget, specifically to breakdown the budget in the layperson's term to the benefit general the public.

The Mona School of Business and Management, in collaboration with the International Development Research Centre, Canada, engaged in an open data strategic initiative in August Town to build community tourism. A key goal of the project was to demonstrate the value of open geoData generated by the community, which enabled the creation of derivative products and services while providing a means of community

engagement and empowerment, especially in relation to youth in the community. The MSBM Alumni Association generated approximately \$300,000 in monetary contributions, non-perishable food items, personal care items and water to assist in the relief efforts for Haiti. Donated items were collected at both Mona and Western Jamaica Campuses and handed over to Food for the Poor on November 3, 2016.

The Department of Sociology, Psychology and Social Work (SPSW) organised three workshops for high school students who were studying CAPE Sociology and Caribbean Studies. Students from three High Schools attended. Additionally, Graduate Clinical Social Work Students in collaboration with the Child Development Agency provided assessment and therapeutic services to children with special emotional needs from the At Play Therapy Centre, as it relates to trauma, abuse and neglect.

CONCLUSION

In the academic year 2016/17, the Faculty, in keeping with the UWI 2012–17 Strategic Plan, continued the implementation of the Plan's objectives across all areas, in accordance with the overall mission of the University. In recognition of the need for financial modification, the Faculty has sought other sources of funding for research and innovation from private and public organizations both locally and internationally. The Faculty recognises the need for Employee Engagement within the work place and has taken several steps to identify and implement solutions to improve working conditions, to enhance employee development and confidence and it is hoped that these will in turn improve the overall standard and quality of the core services of teaching and learning.