CENTRE FOR GENDER & DEVELOPMENT STUDIES

(See the Centre for Gender & Development Studies – UWI, Mona Graduate Brochure)

Semester I

- **GEND6001 (GS60A) – Theories & Development of Feminism**
  Course Aims: To create an understanding of the development main perspectives current in feminist theory and to develop a recognition and appreciation of the intellectual diversity within feminist theories.

- **GEND 6101 (GS61A) – Feminist Methodology and Epistemology**
  Course Aims: To create an understanding of the feminist challenges to traditional epistemology, to explore ethnocentrism and sexist bias in social science research and to assess the value of using women’s experiences as empirical and theoretical resources.

- **GEND 6601 (GS66B) – Gender & Development & Human Society**
  Course Aims: To examine and assess contemporary development paradigms from a gender perspective and to address the role of gender in development and to address the role of gender in development, particularly in the Caribbean region and in other developing regions of the world and to explore current strategies for development.

Semester II

- **GEND 6201 (GS62A) – Sex, Gender and The Family**
  Course Aims: To explore the concepts of sex and gender and to explore the nature-nurture controversy, to explore family patterns from a gender perspective and cross cultural analysis with a focus on the Caribbean.

- **GEND 6302 (GS63B) – Gender, Education, Training and Work**
  Course Aims: To examine sexual inequalities in education and the theoretical explorations of such inequalities; to examine post-secondary patterns of training for women and the relationship of these patterns to labour market participation, and to look at the relationship between the education of women and their condition and position in Caribbean society.

- **GEND6402 (GS64B) – Gender, Political Activism and Mobilization**
  Course Aims: To examine the modern feminist movement as a source for thinking about old politics in new ways; to examine how women have organized themselves to effect change and the issues around which they have organized, and to explore the relationship between feminist theorizing and feminist activism.

- **GEND 6502 (GS65B) – Gender Analysis in Policy and Planning**
  Course Aims: To provide a historical overview of the emergence of the defined state and policy on gender with reference to development theory and practice, as well as to develop an understanding of the dynamics of social and gender planning in practice.

All Gender and Development courses are examined by a combination of coursework (40%) and examination (60%).
DEPARTMENT OF GOVERNMENT

Semester I

• **GOVT 6000 (GT60A): Leading Issues in Public Management**
  This course aims to develop students’ critical appreciation of some of the different competing approaches to public management and public administration. Emphasis will be placed on the following areas: Themes and Empirical Material, Analytical Skills and Other Transferable Skills.

• **GOVT 6020 (GT61A): Emergence of State Owned Enterprises**
  This course aims to introduce students to the analysis of some of the recurrent issues in state-owned enterprise performance. The scope of the course is both international and interdisciplinary, and students will confront a wide range of literature documenting experiences across a number of developed and developing countries, with particular emphasis on political science, legal and institutional and economic perspectives.

Semester II

• **GOVT 6010 (GT60B): Leading Issues in Development Management**
  This course aims to develop students' understanding of issues from a public administration perspective. Emphasis is placed on institutional analysis and understanding the role of governmental and non-governmental institutions (both domestic and international), as well as on political and managerial perspectives on development. Much of the focus of the course will be conceptual and theoretical. Students will be expected to analyse and discuss various problems in the context of the various conceptual frameworks with which they will become familiar.

• **GOVT 6030 (GT61E): Regulation and Regulatory Reform**
  This course aims to introduce students to the academic study of public policy towards the utilities and financial sectors in a post-privatisation era. For most of the topics to be examined, this course adopts a comparative perspective, and will draw on evidence from a number of countries, although emphasis will be placed on developments in Jamaica, the United Kingdom and North America. The approach taken to the case studies examined is self-consciously interdisciplinary, and students will be required to handle sources drawn from a range of disciplines drawn from political science, law, and institutional economics. Much of the focus of the course will be conceptual and theoretical, but the students will be expected to apply the relevant concepts and theories to the different cases examined during the course.

• **GOVT 6070 (GT62H): Regionalism in a Globalized Age**
  This course will explore the several dimensions of regionalism in the current era of economic globalisation and compare the evolution of regional co-operation in a number of studies. The case studies for this year will be European Union, the Common Market of the Southern Core (MERCOSUR) and the North American Free Trade Area (NAFTA).

DEPARTMENT OF MANAGEMENT STUDIES

• **MISY6110 (MS60Q): Information Systems in Organizations**
  This course establishes a foundation for understanding and analysing information in organizations, and its role in creating strategic advantage in companies. It examines the factors which underlie the evolution of Information Technology with the rapid convergence of voice, text, graphics and video technologies with traditional technologies for data processing. The goal is to introduce students to some of the basic concepts and current developments in IT and to examine successful applications of IT to business problems in order to understand how to improve their awareness of the managerial issues raised by IT and its use in inspiring organizational effectiveness. *Coursework – 40%; Examination – 60%*
MGMT 6017 (MS61R): Organizational Theory and Behaviour
This course introduces the basic concepts in social psychology relevant to the study and understanding of individual and group behaviour in an organizational setting. It shows the information system manager and analyst how interpersonal and structural variables influence job and task performance, individual and group productivity and their impact on the achievement of consistent quality in organizational outputs.

- **MGMT 6020 (MS62Q): Decision Models for Managers**
This course examines how formal analytic tools and quantitative techniques are used for managerial decision making. It examines the application of statistical concepts and models to decision making under uncertainty and linear programming and simulation models under conditional or relatively more certainty. An emphasis is placed on the development of computer based decision aids for managers.

- **MISY6116 (MS63T): Governance and Policies**
The course will enable students to gain an understanding of IT Governance, policy frameworks and Corporate Governance and how to utilize these strategies to meet key objectives, manage risks, deliver value and measure performance in an organization. Students will also be introduced to the organizational interventions required to cultivate and sustain an effective, business-specific IT governance model which is an essential tool for deriving benefits and meeting business objectives.

- **MGMT 6123 (MS65C): Human Resource Management & Industrial Relations **
This course is designed to introduce students to the general principles of the behaviour of people within organizations and the best way of managing to achieve organizational effectiveness. Topics will be drawn from the field of organizational behaviour, human resource management and industrial relations.

At the end of the course students will be able to:
- Identify and explain the major theories of work and job design and highlight the implications for the management of people.
- Describe the formation and operation of teams and groups and show how they can be used to enhance organizational and individual performance.
- Describe the process of conflict management and resolution in unionized setting.

**Course could be substituted for SOWK 6102 (SW61B)**

- **MGMT 6127 (MS65R): Decision Making Under Uncertainty**
Decision making is both an art and a science…this in itself, creates the dilemma of determining what component is art and what component is science. These questions must be answered within the context of various uncertain scenarios. There are many who believe that a dependence on one’s intestinal fortitude is enough to address the myriad of business decisions with which one is bombarded each day; however, rational decision making is more than “gut” feeling. Decision Making under Uncertainty is designed to address the application of decision theory o the quantitative analysis of risky decision problems. Risky decision problems generally involve large amounts of resources that must be committed to alternatives in competitive and uncertain environments. Examples would include corporate acquisition decisions, new product decisions, major capital investment decisions, choices among alternate technologies, and choices among alternate destinations. Many of these problems can be conceptualized and structured using the ideas of decision theory. The course therefore provides a structured framework within which the decision maker can make logical and rational decisions, using various decision-making tools. These tools include Linear Programming, Probability Models, Decision Tree, Utility, Influence Diagram, and Monte Carlo Simulation.

- **MGMT 6133 (MS65I): Events Planning & Management**
The importance of the events industry lies in its ability to create employment and income, to increase foreign exchange earnings and stimulate business activity within host destinations. In addition, it helps promote the destinations as an international tourist destination. It is therefore the purpose of this course to expose students to the intricacies of planning, managing, facilitating and executing such events.
PSYCHOLOGY

Clinical Psychology Courses

- **PSYC 6021 (PS61A) Psychopathology**
  This course aims to provide students with the knowledge and skills required to accurately diagnose the wide range of mental health problems affecting adults, adolescents and children in the Caribbean. This course will focus on the multi-axial diagnostic approach of the Diagnostic and Statistical Manual – IV. The course will begin with a review of the development of the multi-axial approach, cover issues pertaining to the reliability and validity of making a diagnosis and discuss the stigma of being diagnosed with a mental illness. All major diagnostic categories of mental illness will be discussed, including the diagnostic criteria, associated features and risk factors. Special attention will be given to the application of relevance of the diagnostic categories to the Caribbean people.

- **PSYC 6014 (PS62A) Psychological Assessment – Adult**
  - **PSYC 6015 (PS62B) Psychological Assessment – Child**
  These courses will introduce students to the major assessment instruments used by Clinical Psychologists to assist in the understanding, diagnosis and treatment of mental disorders. Part A will focus on the assessment of adults and Part B will focus on the assessment of adolescents and children. Each course will cover theoretical issues related to psychological assessment, choice of assessment instruments, scoring and interpretation of measures and writing an integrated psychological assessment report. The course will also train students to carry out a diagnostic interview, a mental status examination and to do a suicide assessment.

  *NB. Social Works students may not be allowed to take the PS61A; PS62A or PS62B*

- **PSYC 6016 (PS64A) Caribbean Psychology**
  The goal of this course is to help students develop their understanding and awareness of the psychological and cultural characteristics of Caribbean people through an examination of their historical and social development. Topics to be covered include the effects of colonization, modern Caribbean life and manifestations of mental illness in Caribbean people.

- **PSYC 6018 (PS66A) Individual Psychotherapy: Research & Theory**
  This course will expand on students’ knowledge of the techniques and process of individual psychotherapy. The course will also examine the major theories that guide the application of psychotherapy, and psychotherapy research. The course will begin with an in-depth overview of the ethical principles of psychotherapy. Following this will be an exploration of communication, interviewing, therapeutic and problem-solving skills, as well as the development of treatment plans. Major psychological theories will be reviewed and applied to individual cases. Finally, research into the effectiveness of psychotherapy will be reviewed and discussed.

- **PSYC 6019 (PS67A) Issues Of Human Development**
  This course explores the social/cultural dilemmas affecting humans as they interact with the environment and takes students through the stages of human development from conception to death. The course will examine the impact of aging on mental health. Students are encouraged to learn and apply a variety of psychosocial perspectives to the various crises of human development. Though emphasis is placed on the psychosocial challenges of the healthy individual at each developmental stage, students will examine both the positive outcomes as well as pathologies of each stage with a view to better understanding the complexity of possible presenting issues of clients.

Applied Psychology Courses

- **PSYC 6002 (PS64F) Psychological Testing, Measurement and Evaluation**
  Students are introduced to the theoretical basis of psychometrics through a review of classical and modern literature. The course covers the foundation of measurement, the relationship of measurement to statistical analysis, and the concepts of reliability and validity. As well, students will gain practical experience in the construction and assessment of psychological measures.
PSYC 6006 (PS65F) Coping with Illness
PSYC 6010 (PS66F) Organisational Learning
PSYC 6008 (PS66G) Psychology of Work & Motivation
PSYC 6022 (PS68A) Applied Health Psychology

This course aims to provide students with a thorough knowledge of current theories in health psychology and how these can be applied to problems and interventions within the health sector. The course will review theories that have been put forward to explain patient behaviour and behaviour change, stress and coping, illness perception and pain. In each case, the use of theory to guide appropriate intervention strategies will be discussed.

The above information was taken from the Applied Psychology Programme Brochure. Consult the Psychology Unit directly if you wish pursue any of these courses.

SOCIETY

- SOCI6103 (SY65B) Social Policy And Administration II: Prerequisite SY65A

This course seeks to strengthen the skills of graduate students in policy analysis and programmes development and implementation. The course is designed to allow in-depth study of key social sectors, with emphasis on their functioning in the contemporary Caribbean. The content explores: Programme development towards improvement of social conditions; Meeting of needs; Ideas and procedures for social allocation: Redistribution, equality, equity; Organisational challenges in social programmes; Programmes and projects; Universalism and selectivity; Efficiency and effectiveness; Resource needs and resource development in social programmes.

- SOCI 6104 (SY65D) Health-Related Programmes & Interventions In The Caribbean

A student who successfully completes this course will possess a reasonable level of knowledge related to health status, including assessing status and needs, designing and implementing public health programmes and interventions and developing demographic and epidemiological profiles within the Caribbean context. Specifically, students will choose one Caribbean country and apply the knowledge learned to develop a demographic and epidemiological profile for the chosen country. For each special topic, the topics covered in the beginning of the course will be discussed (e.g., assessing health needs related to HIV/AIDS; designing and implementing public health programmes to prevent HIV/AIDS, etc.)

- SOCI 6118 (SY62E) Social Assessment

This course is intended to provide participants with an understanding of the theoretical framework which constitutes the basis for Social Assessment Methodologies, and to equip them with the practical skills that are required for design and implementation of a complete Social Assessment.

This course is offered in both Semester I and II in alternate years. Please contact the Psychology Unit, to ascertain if it will be offered in 2010/2011.

HUMAN RESOURCE DEVELOPMENT

Semester I

- HRNM 6004 (HR61B) Introduction to Group Dynamics (1 credit) Pre-requisite: None

This course is designed to develop the awareness of students regarding the nature and functions of groups, the impact of interpersonal styles and behaviour upon group development, teams and organisations.

- HRNM 6019 (HR62C) Strategic Human Resource Management (2 credits) Pre-requisite: None

This is a foundation course for the other courses in the Masters in H.R.D. programme. Its objective is to provide an overview and appreciation of the major HRM functions within the framework of Strategic Management.
• **HRNM 6002(HR66C) Staffing Organizations (1 credit)**

This course seeks to provide participants with exposure to theory and current practice in the staffing area in order to create a strategic approach to organisational staffing and develop the skills required to properly manage the function. Participants will be exposed to traditional and modern approaches to staffing with emphasis on the utilization of technology. They will be encouraged to analyse varying approaches with a view to developing the capacity to devise a system most suitable for achieving their organisation's objectives.

• **HRNM 6014 (HR66B) Compensation & Employee Assistance (1 credit)** Pre-requisite: None

This course provides students with the fundamentals of compensation management, and introduces some of the emerging issues.

**Semester II**

• **HRNM 6015 (HR67A) Industrial Relations & Negotiation (2 credits)** Pre-requisite: None

This course seeks to establish the institutional framework within which organisations and workers operate within the Caribbean. The organisation is located within the regulatory employers and worker associations, and other relevant groups in the wider society. It is intended that an appreciation of the way in which labour/management relations are realized in actuality will be achieved.

• **HRNM 7102 (HR71B): Psychological Testing in Organisations (3 credits)**

Students are introduced to the theoretical and practical issues involved in the use of psychological test in the selection and recruitment process. They will gain an understanding of the assessment process, with a particular focus on developing and using job analysis to determine the battery of psychological tests that are needed in the assessment process. The practical component of this course will teach students the proper application and interpretation of a wide variety of psychological tests commonly used to screen and select candidates for positions.

The information above was taken from the Department of Sociology, Psychology & Social Work Graduate Programme handbook. Please note the following:

i. The Human Resources Management programme is self funded and students wishing to take any course offered in the programme will have to budget additional sums to pay for these courses.

ii. Only courses from the Applied Psychology programme are opened to students outside of Psychology. Students from other disciplines wishing to take psychology courses must obtain permission from the course lecturer.

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**Sir Arthur Lewis Institute of Social and Economic Studies (SALISES)**

You will need permission from SALISES to take any of the under-mentioned courses. Notify the Social Work Unit which will submit the necessary letter of request before you attempt to register.

**Semester I**

• **SALI600 Decentralization and Local Governance**

To provide a detailed analysis of the different forms of decentralization, the organizational issues involved, and its benefits and drawbacks in practice. To reach a tentative judgment about what contribution decentralization.

50% course work & 50% examination.

• **SALI6109 Social Investment In Children**

This course seeks to examine the critical social issues and social policy challenges in relation to children. There will be an emphasis on child rights and the international conventions governing child development. The dimensions and causes of child vulnerability will be discussed within several international, regional and national frameworks. Current policies and programmes to reduce vulnerability of children will be assessed. The students are expected to be computer literate, as the course work will include practical use of the data from the public budget. Focus will be on the Jamaican budget (because of ease of access) but case studies from other...
developing countries will be examined. Cross-cutting issues in the course will highlight gender and stratification analyses. 50% course work & 50% examination

- **SALI6010 Development Theory and Policy**
  
  Objectives of Course:
  
  a) To develop students' critical awareness of the main lines of thinking on the development process and to introduce them to the main issues and concepts employed
  b) In this discourse on development.
  c) To introduce students to the main policy issues emergent in the development process
  d) To enable students to locate specific development problems, policies and research
  e) Topics in a broader theoretical context.
  
  60% course work & 40% examination

- **SALI6030 Social Policy Management and Implementation**
  
  The main objectives of the course are as follows:
  
  a) To examine the evolution of social policy analysis, and of concepts of social development. This will include a discussion on the development of social policy in the context of globalization.
  b) To examine the main applications of policy analysis to social issues. Special focus will be on the Caribbean and the situation in other developing countries.
  c) To identify the critical social policy problems and challenges in developing countries;
  d) To examine the main principles of and challenges in social policy analysis, policy assessment, and policy formulation.
  
  50% course work & 50% examination

**Semester II**

- **SALI6011 Public Policy Analysis & Management**
  
  From extensive research done in the Caribbean Region by SALISES, a perplexing revelation seems to be emerging that there is a shortage of people with relevant skills and knowledge of policy analysis. This need becomes acute as one move from the relatively bigger islands to the micro states in the Eastern and Southern Caribbean. This course has been conceptualized to develop and train students in this technical field of governance and to assist the Caribbean in filling the gap in human resources in the critical area of Policy Analysis and Management. The course is therefore designed to expose students to both basic and sophisticated tools of policy analysis and policy management, as well as bring them up-to-speed with cutting-edge theory and practice. To that end, this course provides theoretical perspectives and practical cases to demonstrate praxis in the real world and to develop critical thinking.

  60% course work & 40% examination

- **SALI6102 Social Investment And Human Resource Development**
  
  This course will introduce students to some of the critical requirements for the implementation of social investment programmes. The meaning and functions of social investment and social capital will be reviewed. The potential benefits of social investment in health, education and poverty reduction will be examined. However, major focus will be on an examination of the human resource development needs, planning and implementation issues, and specific policy analysis techniques.

  50% course work & 50% examination

- **SALI6103 Integration: Policies and Practices in the Commonwealth Caribbean**
  
  The course revisits the concept of regionalism/regional integration, especially its relevance to the Commonwealth Caribbean, both as a conceptual tool and approach to development. It examines the factors that led to the embrace of regional integration as a development approach for Caribbean small states, beginning with the West Indies Federation. It also discusses the developments that have affected the performance and evolution of both CARICOM and the Organization of Eastern Caribbean States (OECS) and are now transforming the process from its primary focus as an instrument of cooperation among countries of like size and stages of development to one embracing countries of vastly differing sizes and levels of resources. This involves a parallel discussion of the theoretical perspectives which have either developed to explain these shifts, or have contributed to them, as well as the divergences between the theory of integration and its practice. The course brings these issues to life by taking on board United States, Central and Latin America, and Europe in the post-Lome era. This year, the course will focus more intently on the newly signed Economic Partnership Agreement between the EU and CARIFORUM (CARICOM and the Dominican Republic), as a concrete instance of the dynamics of the transformation of the global regime for trade and the significance this has for the regional development. The course also moves beyond the strictly economic, particularly trade, aspects of the integration movement, to focus more on other elements of the relationship among member states, particularly conflicts, and CARICOM’s capacity for addressing these. It also raises questions as to the role of democracy and popular participation in the integration process.

  50% course work & 60% examination
• **SALI6104 Social Inequality, Inequity & Marginalization**
  This course seeks to examine the critical social policy challenges created by the existence and persistence of social inequality, inequity and marginalization in developing countries. The dimensions and causes of inequality and inequity will be analyzed within several theoretical frameworks. Current policies and programmes to reduce social inequality and inequity will be assessed. The students are expected to be computer literate, as the course work will include practical use of the data from the surveys of living conditions. Focus will be on those issues relevant to most developing countries but where useful, comparisons with developed and other developing countries will be made. **50% course work & 50% examination**

• **SALI6105 Development Project Appraisal**
  The Module will focus on both the theoretical concepts underlying project planning as well as the practical application of the techniques. The delivery will be inter-active and draw on the practical application of current development planning approaches within the context of the Caribbean and other developing countries. The scope of the analysis will cover both public and private sector projects, and address the principles of project appraisal that are applicable in each area. **60% course work & 40% examination**

• **SALI6106 Deviance, Conflict & Social Management**
  The course focuses on isolating, understanding and analyzing the various structural contexts that produce conflict, deviance, violence (including criminal and family violence), and ultimately, divide societies. It also gives simultaneous attention to the peculiarities in those contexts that inevitably work to prevent or discourage peace. **50% course work & 50% examination**