

FACULTY OF SOCIAL  
SCIENCES  
MONA

Year ending July 31, 2009



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# Overview

## Introduction

The academic year 2008-2009 began with the staging of our annual Faculty Day under the theme “Implementing the Strategic Plan: Year 2 – Reflecting on our Readiness to Serve”. As with previous years, the aim of the Faculty Day was to provide an opportunity for all members of staff to contribute to the planning and implementation of the Faculty’s vision and strategic objectives. In its focus on implementation, the Faculty continued to take a number of initiatives which relate to the core strategic focus, major enablers and other important strategic areas of the UWI 2007-2012 plan. These include teaching and learning, improving the Graduate Studies, increasing research output and transforming the administrative culture and processes.

## Teaching and learning

Faculty Board held an extended discussion on the issue of the ideal graduate leading to a consensus with respect to the need to move away from the traditional content driven courses to an approach that focuses on promoting the high order skills expected of the ideal graduate. Departments sought to develop new and relevant courses and a total of twenty new courses were approved for Mona and seven for Western Jamaica Campus. Modifications were approved for two programmes: the Major in Labour and Employment Relations and for a new Minor in Social Policy Development. In order to maintain relevance and to keep the curriculum dynamic and effective, a small number of courses has been eliminated, primarily in the Departments of Economics and Government but this number has been exceeded by the increase in the number of courses added in these and other departments. In addition, an assessment has been piloted in the Department of Economics to

review all examinations and other assessment instruments to ensure that they are in line with the learning objectives of the course and that these are directed towards the higher order elements within the relevant learning domains.

A number of programmes has also been designed to strengthen aspects of leadership, team work, ethics and entrepreneurship. So far, the success has been limited to individual programmes or courses or to a subset of courses and the task of implementing a widespread infusion that will impact on all students is yet to be achieved. Nevertheless, the department of Management Studies has been very active in developing new options. A new option in Entrepreneurship was implemented while an option in Corporate Governance and Business Ethics has gone through the initial stages of approval. The Faculty has sought to expand internship opportunities for students. An internship for the sub discipline of Public Sector Management in the Department of Government was approved and a memorandum of understanding signed with the Government of Jamaica. The Department of Sociology, Psychology and Social Work transformed its approach to its first year practicum in response to the change in the nature of its student intake. The generally younger students entering the programme will not have a wide range of learning opportunities and experiences that will enable them to develop core competences essential for the practice of professional social work. The new approach is designed to facilitate a high level of participation by students, experiential learning and raising critical self-awareness. Additionally, it provides opportunities for critical thinking and for social and cultural responsive problem solving.

The Department of Economics has taken the leading role in its use of online support for teaching and in converting courses to an online format. A preliminary survey of the courses offered in the Faculty reveals that over seventy five (75) courses have a significant e-learning component. In seeking to improve the quality of teaching provided to our students, eleven persons from the Faculty have been registered in the Teaching Certificate programme (2008-2009). The Faculty's working group on Enhancing Student Learning remained active over the year and discussions have begun on formulating a philosophy of teaching for the Faculty. Efforts to infuse Writing Across the Curriculum (WAC) strategies in Social Sciences courses continued and a seminar on "Setting the Right Examination Questions" was held through the facilitation of the IDU. During this year, a pilot programme in Speaking Across the Curriculum (SAC) was developed. With the

assistance of the Principal's Office the major lecture rooms in the Faculty were upgraded.

## **Student Achievements**

For the third consecutive year, the Mona Faculty of Social Sciences team won the UWI/First Caribbean International Bank Intercampus Business Case Analysis Competition which was held here at Mona on June 2, 2009. This year an accounting case was analysed. In addition to Cave Hill and St Augustine, participation was expanded to include teams from UTech (Jamaica) and Southern Caribbean University (Trinidad). The competition continued to maintain a high standard. The Mona team consisted of Mehar Alam, Sherica Lewars, Tifain Taylor and Tenneil Rashford. Tifain Taylor was awarded the prize for the best overall presenter and Mona also received the prize for Best Original Case. In preparing for the competition, the team was coached by 2006-2007 team member Vanessa Hemans, who was an Assistant Lecturer in the Department of Management Studies. The team also received strong mentoring support from the 2007-2008 team members and from Dr Hilary Robertson-Hickling who is the academic advisor for the team.

## **Graduate Studies and Research**

During the year, it was agreed that a more targeted approach needs to be taken to attract and retain quality students to graduate programmes. It was also agreed, that the necessary steps would be taken to overcome the weaknesses identified in our programmes and with the administrative and academic challenges faced by students. As a result, the focus would have to be on admitting students who could produce quality work in situations where they face quality supervision and other services. Efforts have been made to supplement local resources with the involvement of colleagues from abroad. In the PhD in Computer Based Management Information Systems, this has provided students with international supervisors. The HRD and the DBA programmes have also adopted this strategy. Approximately nine research students benefitted from cross campus supervision, three of these are PhD students and ten benefitted from international supervision, all of which are PhD students. In addition, one PhD and six MPhil students benefit from cross campus members on their committee and two PhD students benefitted from having international members on their committees.

The Faculty continues to encourage Graduate Students to attend and present at international conferences, to this end, the department of Government has maintained strong relationships with Brown and Cape Town Universities and there is also collaboration on conferences and publications in Caribbean Thought primarily with Brown. Additionally, there is a joint project, externally funded (US\$25,000), which serves to foster student research. Over the year, seminar series for graduate students have been strengthened and increased in all departments. During the year the Faculty stepped up its efforts to ensure that all theses were carefully reviewed to ensure that appropriate standards of referencing and citations were maintained. In the most cases only minor lapses were detected but in a few cases significant problems were identified pointing to the need for vigilance in this area if high standards are to be maintained.

In the academic year 2008-2009, additional methodological courses have been developed in two departments, namely, Government and Sociology, Psychology and Social Work with a view to strengthen students capacity in research methodology. In the case of the research requirement for the MSc in Sociology, a complete restructuring of the research methods sequence as it relates to the production of the research paper was approved.

During the academic year nine students completed the requirements for the PhD degree. They are:

<b>Candidate</b>	<b>Thesis Title</b>
Ms Arlene Bailey	"Issues Influencing Telecentre Usage and Success: A Multi-Method Study of Telecentres in Jamaica"
Ms Corlane Barclay	"The Evaluation of Information Systems (IS) Project Performance: A Multiple Perspective Approach to Improved Understanding"
Mr Girjanauth Boodraj	"Globalization and Sustainable Agricultural Development in Small Island Developing States: A case study of Jamaican Small-Scale Banana Exporters"
Ms Charlette Donalds	"Factors Influencing User Performance in ERP Environments"
Ms Jennifer Henry	"The Impact of Human Resource Management Reforms on Employee Morale in Executive Agencies in Jamaica"
Ms Gunjan Mansingh	"Towards a Knowledge of Infrastructure: Harnessing the Knowledge Sources of a Healthcare Organization"

Ms Beverley Shirley	“An Examination of the Transformative Potential of Caribbean Feminisms in Trinidad, Barbados, Guyana and Jamaica”
Mr George Stewart	“Factors Affecting Contributions to Knowledge Repositories in Environments Without and Explicit”
Ms Maziki Thame	“Caribbean Racial Contracts? Race, Power and Identity in Jamaica and Barbados”

## Promoting Research

The Faculty continues to provide funding for colleagues wishing to attend research training seminars and to make presentations at conferences. This year, the Faculty’s Research and Publications Committee approved funding of J\$2,125,181.16 to support this effort. Also, eleven (11) academic members of staff benefitted from the services of sixteen (16) student assistants employed to assist them with their research project/activity.

The Faculty of Social Sciences’ research continues to have a favourable impact on national policy making, analysis and evaluation. This year, academic research and publications covered a wide range of topics including: foreign direct investment, government budgets, finance, financial institutions and their impact on economic growth and development, growth theory; migration experiences, remittances and development; crime, violence and development, policing, organized crime and politics; telecentres, software development, regulation, mobile telephony and the digital divide; culture and survival, entrepreneurship and small businesses, casino gambling in Jamaica, marketing, planning and related issues in tourism; commodity chains, trade liberalization, regional integration, issues in globalization; CARICOM and security governance, corruption, ethics, social justice and social values; local governance in the Caribbean user fees in Jamaica’s health care services; children, child rights, poverty, political culture; the contract system of employment in the Caribbean public sector; urban regeneration management in Jamaica; gender issues; developmental psychology in Caribbean school aged children, counselling, psychology and psychotherapy, men who have sex with men, trans-border relationships, family life, and health; Creolization; and Caribbean language, thought, culture, art and fiction. The table below provides a comparative study of publications produced over the last three academic years.

Faculty of Social Sciences Departmental Publications 2005 – 2008												
Dept.	Books/Monographs			Books Chapters			Journal Articles			Total		
	2006-2007	2007-2008	2008-2009	2006-2007	2007-2008	2008-2009	2006-2007	2007-2008	2008-2009	2006-2007	2007-2008	2008-2009
ECON	1	0	2	2	1	1	15	14	5	18	15	8
GOVT	3	5	5	8	5	6	12	18	9	23	28	20
DOMS	1	1	0	0	1	5	7	11	8	8	13	13
MSB	1	1	0	5	1	1	0	3	4	6	5	5
SALESIS	1	1	7	5	4	5	5	2	15	11	7	27
SPSW	1	1	0	1	0	8	2	15	10	4	16	18
CHTM	0	0	0	1	0	0	0	0	0	1	0	0
<b>Total</b>	<b>8</b>	<b>9</b>	<b>14</b>	<b>22</b>	<b>12</b>	<b>26</b>	<b>41</b>	<b>63</b>	<b>51</b>	<b>71</b>	<b>74</b>	<b>91</b>

Some notable achievements from the Faculty over the academic year 2008-2009 were the awards for the best research publication and the most outstanding researcher/research activity which went to the following persons: Celia Blake from Management Studies who produced three publications with the most outstanding entitled “The Jamaican Creole Speaker in the UK Criminal Justice System”; Dillon Alleyne, Economics, who produced six publications, with the most outstanding of these entitled “The Potential impact of Criminal Deportees from the US”, and David Tennant, also from Economics, with three publications, the most outstanding being being “The Impact of Foreign Direct Investment, Financial Crisis and Organizational Culture on Managers’ views as to the Finance-Growth Nexus” which was written jointly with Claremont Kirton.

The Faculty continues to develop its work in applied research and the production of technical reports for national, regional and international agencies. Some of the projects completed and or areas covered are as follows: The Global Partnership for Development: A Country Level Mapping for Jamaica, Some Explorations of Social Changes in Jamaica as captured by the Survey of Living Conditions, 1989-2006; Prospects for the Jamaican Economy in the Context of the Global Crises, Child Poverty – Meaning and Measurement, An Integrated Assessment of Jamaica’s Sugar Industry; Assessment of the National Intervention Programmes; National Customer Service Policy, Public Sector Modernisation Programme; Social Policy and Economic Development: A Grenada Case Study; Strengthening the Targeting and Delivery of Social Protection in St Kitts; Issues and Tasks for Building Skills for

Community Advocacy in the Cockpit Country of Jamaica; Orphans and Vulnerable Children; Performance Audit of the Programme for Advancement through Health and Education (PATH); Teleworking the Mobile Caribbean: Emerging Patterns of Broadband-assisted Remote Work among the Marginalised in Jamaica and Trinidad & Tobago; Strategic Plan on Telecommunication Services in the CARICOM Single Market and Economy (CSME), and A Demographic Profile of Current Internet Banking Users in Jamaica.

### **Service to the Wider Community**

The Faculty's relationship with the Open Campus has been strengthened, in particular, with a view to work together to facilitate their offering of either a major or minor in Economics and subsequently other of our programmes. Staff members of the Faculty of Social Sciences continue to provide service to the community in various ways. These include serving on various boards, committees and other bodies of professional organisations, educational institutions, policy making and inter-governmental organizations, state and private sector companies and international journals. Additionally, a number of staff members remained active in the media by writing articles for newspapers and serving as special guest editors and by participating in radio and television interviews.

Some of the institutions and organisations served included: International Association for Media and Communication Research (IAMCR), Decision Sciences Institute, CVSS/United Way, Idea Group Inc. (IGI), Global Editorial Advisory Review Board, Broadcasting Commission of Jamaica, Small Business Association, School Boards, UNICEF, Optimist Club of Kingston, National Commission on Reparations, Institute of Jamaica, Friends of Liberty Hall, Journal of Liberty Hall, Jamaica Environment Trust, African Finance and Economics Association, Financial Services Commission, Forest Conservation Fund, JMMB, Chartered Accountants of Jamaica, University College of the Caribbean, Jamaica Flour Mills, University of Technology's Mechanical Engineering Advisory and Industrial Engineering Committees, Commercial Banks, Credit Unions and the University Hospital Board of Management.

Colleagues were also active in service to a wide range of journals including among these: *American Review of Political Economy*, *Southern Journal of Canadian Studies*, *International Bulletin of Political Psychology*,

*Journal of Diplomatic Language, Journal of Cross-cultural Psychology, Journal of Business, Finance and Economics in Emerging Economies, Caribbean Review of Books, Jamaica Journal.*

## **Transformation of the Administrative Culture and Processes**

The Faculty of Social Sciences continues to place significant emphasis on transforming the leadership and administrative culture and processes to be able to achieve our goals. In so doing, the Faculty sought to establish standards and improve its customer service to students through the working group on Promoting Excellence in Client Care. This year, the committee conducted regular mystery shopping activities and specific attention was paid to themes relating to the Campus Customer Charter. Various other initiatives have been taken in this area. Knowledge management activities have increased and as such, the Faculty is seeking to have available an up to date job description for all posts and to document in detail all the processes involved in carrying out the various duties. This is to ensure that there is a full range of feedback mechanisms to be able to respond effectively to the concerns expressed by all our clients. The Faculty has established a strong working relationship with HR to address outstanding issues of recruitment, appointments, assessments/appraisals, reclassifications, evaluations and promotions.

## **Addressing the Funding Constraints**

The main initiative of the Faculty of Social Sciences in addressing the funding constraints was the active planning to begin the FSS Weekend Programmes. The objective of the FSS Weekend Programmes is to offer degrees and short courses for professional job enhancement which will operate on Saturdays and Sundays. It is hoped that this initiative will bring in additional funds to the Faculty while providing new opportunities for access to higher education. This project is being carried out on a self funded basis and complements the various other self funded programmes already operating in the Faculty. Fees charged to students for the Weekend Programmes are at the level of “Non-Sponsored students from Contributing Countries”.

## **Conclusion**

In keeping its focus on the 2007-2012 Strategic Plan, the Faculty of Social Sciences continued to address issues of curriculum reform with a view to producing the ideal UWI candidate. Efforts are also directed at improving staff research efforts as staff members seek to focus their research on national, regional and international development initiatives. Special measures are being taken to cooperate with the IDU as well as Graduate Studies and Research to improve teaching and supervision. The Faculty's relationships with the Human Resource Department and other sections have also been strengthened to facilitate improvement in aspects of the transformation of the administrative culture in the Faculty. Additionally, the Faculty continues to address issues relating to the upkeep of its facilities with a view to enhance the student experience and to ensure that students are challenged to maintain high standards of professionalism. In keeping with the changing environment the Faculty is redoubling its efforts to deal with the issues of funding which are likely to prove very challenging in the coming year.