



DEPARTMENT OF SOCIOLOGY, PSYCHOLOGY AND SOCIAL WORK

Dr. Orville Taylor, PhD (Sociology), FIU – Head of Department

WORK OF THE DEPARTMENT

HRD UNIT

During this academic year the Unit continued to execute its own Strategic Plan 2017–2020 in accordance with the UWI's Strategic Plan for 2017–2022. To this end, the Unit established an Advisory Board to engage its stakeholders in realizing its aims of diversifying its sources of revenue, increasing student registration numbers, expanding its sphere of influence within the HR profession and retooling to strengthen its overall capabilities. Specifically, we began the processes of transforming the M.Sc. Human Resource Development programme for online delivery with the help of Dr. Lora Pilgrim of the University's Office of Online Learning; revamping the PhD Organisational Behaviour to enhance throughput efficiency; reviving the PhD OB Graduate Seminar; improving research and informational output; launching the *Journal of Human Resource Development and Organisational Behaviour* and creating the Organisational Analysis and Assessment Centre, our management consultancy.

Conference and Seminar Participation

The HRD Unit continued its collaboration with the Jamaica Business Development Corporation (JBDC) with the staging of the second Employee Engagement Conference between October 22 and 23, 2018 at the Jamaica Conference Centre. Along with Scotiabank Jamaica Limited, the University through the Department/HRD Unit were title sponsors of the two-day event. The main theme, *Disturb, Reconnect, Engage*, attracted 19 speakers including the Keynote presenters, Executive Leadership Coach and Empowerment Speaker, Alvin Day, and thought leader and People Strategist, Jason Lauritsen, and over 300 participants from 80 Caribbean organisations.

On the first day of the conference Olivene Thomas and Clement Branche delivered a

workshop titled “Strategies to Engage Fence-Sitters: From spectator to player” that was very well received. PhD OB student Henry Lewis also delivered a stellar workshop at the conference.

This event was also significant in the Unit’s life as it was here that we also promoted our *Organisational Analysis and Assessment Centre* for the first time. The Unit’s three administrators, Sophia Wellington, Doraine Valentine and Olivene Thomas set up a booth to promote the new venture and alert potential clients that we were open for business. This promotional exercise was repeated at the 38th Conference of the Human Resource Management Association of Jamaica in November 2018.

Additionally, the Unit continued its strategy of boosting our research output simultaneously with advancing their outreach by participating in several conferences. This plan was operationalised with their presentation about the organisational and existential identities that influence HR practice at the 18th Derek Gordon Conference hosted by the Department in May; in the analysis of their experiences as entrepreneurs at the fourth Mona School of Business and Management Conference held at the Jamaica Pegasus in July and at the 18th Association of Caribbean Higher Educational Administrators (ACHEA) Conference held in Negril, Jamaica also in July 2019, where we discussed administrator ‘maverickism’. Team members Olivene Thomas and Clement Branche took the lead on this aspect of their work.

Department Head, Dr Orville Taylor, attended the Jamaica Employers’ Federation Conference in May. The JEF is expected to be a critical focal point for our research and other activities for the foreseeable future.

During the academic year 2019–2020, Dr Brown travelled to several conferences. The most significant of these were those where I was invited to do major presentations. Both were in March 2019 in Chicago, Illinois, March 3, 2019 and Hoge University, March 5–9, 2019 in Utrecht, Netherlands.

RESEARCH INVOLVEMENT AND ACTIVITIES

- The Department formed a multidisciplinary team to address violence and crime. The team comprising of Dr Herbert Gayle and Dr Orville Taylor, the initial working group, met with the Minister of National Security for preliminary discussions. The larger group includes: Dr Claudette Crawford Brown, Ms Georgia Rose and Mr Michael Gordon.
- Dr Crawford Brown’s research activities this year have revolved around the UWI/Ryerson Children and Youth Project being coordinated by SALISES. She is also working in the sub-sector on Migration as well as the subsector on Child Care and Protection.
- Dr Gillian Mason is in collaboration with members of the Cluster from St.

Augustine (Dr. Christine Descartes) and Cavehill (Ms. Joan Cuffie) Campuses to work on a research project related to the knowledge, attitudes and experiences of Caribbean tertiary students.

- Dr Orville Beckford participated in a conference in New York: “League for Innovation in Community Colleges held February 24–27, 2019 at New York Marriot Marquis.
- Drs Taylor and Heather Ricketts are part of the FSS/SALISES Social Policy Cluster and are contributing chapters to the forthcoming publication, *Controversial Issues in Social Policy in the Caribbean*. Dr Ricketts is co-editor along with SALISES’ Prof Aldrie Henry Lee.
- The Psychology Unit, spearheaded by Drs Caryl James Bateman and Marina Ramkissoon is the core of the University’s Behavioural Sciences Cluster formed since 2018.

EXTERNAL COLLABORATION

Psychology Unit

A Jamaica International Chapter of the International Association of Eating Disorders Professionals (IAEDP) has been established, in the Department of Sociology, Psychology and Social Work. The International Association of Eating Disorders Professionals is one of the leading bodies worldwide in providing training for eating disorder specialists. IAEDP has asked Dr. Caryl James Bateman to chair the Jamaica Chapter.

Fulbright Scholarship

The Psychology Unit had a full semester with Fulbright Foreign Scholar Dr. Darrell Hull from the University of North Texas. Dr. Hull shared his datasets with the unit and is currently working on papers. The unit is also working with Dr. Hull on a project involving the National Youth Service. This project is validating an instrument that measure positive youth development. The instrument has been piloted and 1200 youths have been surveyed to validate the instrument.

Utrecht University/UWI Exchange

As it relates to the Depression study, in collaboration with Utrecht University, the Utrecht personnel will be in Jamaica for the first few weeks in June. The graduation ceremony was held for the Community Health Aides who have been trained to administer Problem Solving Solution Therapy in underserved populations. As it relates to the cross-cultural exchange with students from Utrecht University in

October 2018, the students have prepared a brief report, which included recommendations for future exchanges. These recommendations have been taken into consideration for the upcoming cross-cultural exchange in October 2019.

Linnaeus-Palme Gothenburg/UWI Exchange

Drs Orville Beckford and Doreen Gordon were sent as part of a lecturer exchange between The UWI and the University of Gothenburg under the Linnaeus-Palme Scholarship. Lectures were presented to undergraduates, postgraduates, and staff seminars which were well received. We also welcomed three faculty members and several students in the exchange.

HRD Unit Seminar Series

Beyond our participation in external conferences and seminars, Clement Branche and Doraine Valentine continued the HRD Unit's Graduate Seminar for students in the PhD programme in Organisational Behaviour in April 2019. Four students presented their work, namely: Ms. Zeudi Munroe, Ms. Bridgette Williams, Mrs Melva Armstrong and Mrs. Carol Bent-Wright. Additionally, Ms Munroe discussed her methodology and Mrs Corent McDonald presented her findings on the psychology of organisational change in the Department of Sociology, Psychology and Social Work's Graduate Seminar in December 2018 and in April 2019, respectively

Awards

- The Psychology Unit has been offered sponsorship from the Friendly Lodge No 383 Trust Ltd for research on suicide in youths. Official presentation will take place on September 8, 2019.
- Drs. Rose Johnson and Dennis Edwards were honorees for long service to educating Psychologists.
- Dr Barnett received a special award in March 2019 where he was Re-inducted as a Commander of the Order of the Star of Honour of Ethiopia by the Ethiopian Crown Council for services rendered to the Ethiopian Royal Family and the people of Ethiopia.

Changes to Coordinators

The Unit has made some changes to its coordinators as follows:

- Psychology Unit Coordinator – Dr. Rose Johnson
- Applied Psychology Coordinator – Dr. Tracy McFarlane
- Clinical Psychology Coordinator – Dr. Tracey-Ann Coley

- Dr. Caryl James Bateman proceeded on for Sabbatical on August 1, 2019.

School Visits

In his role as Associate Dean for Teaching and Learning and Undergraduate Affairs Professor Garth Lipps was involved in a number of activities directed at recruiting students from several High Schools to the Faculty of Social Sciences. Presentations were made to students from Kingston High School, Jamaica College, and Campion College, as well as at the University Information Day.

Several lecturers visited high schools across the country as part of the larger outreach activities of the University.

Dr Beckford continued the UWI thrust of ensuring that high school students are properly prepared for CAPE subjects that are pre-requisites for programmes in the Faculty of Social Sciences. Workshops were held for CAPE subjects which include Sociology, Management of Business (MOB), and Caribbean Studies.

Dr Beckford visited the Western Jamaican Campus (WJC) several times and prepared a report regarding issues affecting students within Social Science programmes. This report was submitted to the Dean.

Workshops

Dr Rose Johnson was the main facilitator at the following workshops:

- One Day Teacher Training Workshop: **Infusing Social-Emotional Learning into the Curriculum**. Ascott Primary School, Portmore, St. Catherine.
- Shortwood Teacher's College Amazing Math Powers (AMP) ... Primed for Success 2019 Teacher Training Workshop: **Social Emotional Learning: Facilitating a Growth Mindset in Your Students**.
- Half Day Seminar – **Work Life Balance**, Department of Sociology Psychology and Social Work, The UWI, Mona
- Seminar: **Team Building**, Caribbean Institute of Media and Communication (CARIMAC), The UWI, Mona.

Dr McFarlane participated in the following workshops:

- *Expert Workshop for University Lecturers: "Enhancing Capacity to teach Integrity & Ethics"*. – Invited Participant from Jamaica
- United Nations Office of Drugs and Crime: Education for Justice (E4J) Bogota, Columbia

Dr Barnett coordinated a Special Cultural Event [Founder's Day & Africa Day] at the Haile Selassie High School as part of its 50th Anniversary celebrations for the benefit of the students and staff at the school.

Miss Shawna Kay Burns was also the Facilitator for the **Equality for All Jamaica Limited, 'Parent Sensitization Workshop'**, a workshop geared towards Parenting Issues within the LGBTQ community in Jamaica.

Caribbean Journal of Psychology

The Psychology Unit, in collaboration with the School for Graduate Studies and Research (SGSR) and The University of the West Indies Press hosted the re-launch of the *Caribbean Journal of Psychology* on April 6, 2018. The launch has received positive reviews and was well attended. Professor Jaipaul Roopnarine, Editor in Chief since 2017 gave the keynote address. This re-launch was one of the FSS signature events for the UWI 70th anniversary celebrations. *CJP* has now been institutionalized as it is jointly owned by SPSW and the SGSR and officially published by The UWI Press. Three special issues will be published across 2018 to 2019. Psychological Measurement and Methodology in the Caribbean – Guest Editors – Nicole Alea and Sideca Ali has already been published, leaving two other issues: 1) 70th Anniversary Professor Jaipaul Roopnarine, Dr. Marina Ramkissoon and Mr. Clemente Branche and 2) Dying to be Beautiful – Guest Editors Dr. Caryl James and Dr. Orville Taylor.

Caribbean Alliance of National Psychology Associations (CANPA)

The *Caribbean Journal of Psychology* Editor in Chief Jaipaul Roopnarine, Journal Manager Marina Ramkissoon, Psychology Unit Coordinator Caryl James as well as the Financial Manager of The UWI Press Nadine Buckland, met with CANPA's President Guillermo Bernal and Co-Chair of their Publications Committee Ishtar Govia to partner with the journal. The meeting was positive and CANPA will be approaching its executive members to see if they are all in agreement. This proves promising for the journal in terms of its reach to psychologists locally, regionally and internationally. Drs. Gillian Mason and Tracy McFarlane along with several recent graduates also presented at the conference.

Psychology Day 2019

Ms Doneisha Burke was the Chair and Organizer for Psychology Day 2019. The theme this year was "The Psychology of Choice: Be the Best you" held at UWI Mona Western Jamaica Campus on March 29, 2019. She also presented at Psychology Day 2019 at the UWI Mona Western Jamaica Campus on the topic entitled "Be Social Media S.M.A.R.T"

The Unit wishes to thank Ms. Rose and Ms. Burke for once again planning the Psychology Day 2019. The Unit is proud of the outcomes in particular how it inspired the high schools and teacher's college attendees. Members of staff, students and visiting scholars from the Kingston campus also supported the event. Overall the event received high commendation, not only did it accomplish outreach but it also highlighted the research works of undergraduate and graduate students.

OUTREACH

The Department has maintained its long term *Engagement with Woodside, St Mary*: via the persona of Dr Erna Brodber in her attempts to bring attention to rural issues, including community talks, meetings and working on a funding proposal to complete the building of the Barry Chevannes Resource Centre in Woodside. It is expected that this resource centre will serve as a Rural Sociology Lab for researchers and students and therefore be an extension of the Faculty of Social Sciences at The UWI. Dr Gordon is one of the key persons in the current phase.

CARIBBEAN INTERNSHIP PROGRAMME

The Caribbean Internship Programme continues to serve as a bridge between teaching and learning. The UWI Mona collaborated with the UWI Cave Hill and regional social service agencies in Belize, Antigua, Dominica and Grenada in the assignment of four interns from the disciplines Psychology, Social Work and Media and Communication to serve three-month internships. The cost of internships in 2019 was US\$17,000 with contributions from partners The UWI (Mona and Cave Hill) US\$11,800, regional agencies US\$4,200 and interns US\$1050.

PAPERS PRESENTED

- **Barnett, M.(2019)** "Rastafari Repatriation as" part of the Caribbean Reparation Movement Presented at the 44th Annual CSA Conference, Santa Marta, Columbia. (10 pages).
- **Barnett, M. (2019)** Charting the way forward for a Truly Global African Reparations Movement PANAFEST Colloquium 2019 University of Cape Coast, Ghana, Africa (8 pages).
- **Barnett, M. (2019)** The Black Power Movement and Black Athletic Activism 49th Annual Meeting of the Association of Black Sociologists. Manhattan, New York, USA. (10 Pages)
- **Bowie Dean, J. (May, 2019).** *Rape myth acceptance: The role of religious, sexist, attitudes, conformity to gender norms, and closeness to a rape victim.* Presented at the Annual Derek Gordon Research Conference, 2019 at the University of the West Indies, Mona, Jamaica. (oral presentation – 49 slides)

- **Bowie, J.** (November, 2018). *Motivational Interviewing*. Presented at the 8th Annual National Adolescent Health Workshop: The Ministry of Health in Collaboration with the University of the West Indies Mona, Jamaica (oral presentation – 56 slides)
- **Thomas, O. and Branche, C.** “Competing Dynamics: Building intrapreneurial agility in a sleeping giant.” The Fourth Business and Management Conference: Delivering on the Promise of Entrepreneurship: Critical perspectives on research, practice and thinking in the fourth economy. 10–12 July 2019. The Jamaica Pegasus Hotel. (13 pages)
- **Burns, S.K., Moore, C.,** (2018, June) ‘*Weak To Yu: Vulnerability and Masculine Sexuality in the Jamaican Dancehall.*’ Paper presented at the Caribbean Studies Association Annual Conference: Havana, Cuba, W.I. 10 (pp. oral presentation)
- **Coley T,** (2019, March). Presenter-The release from a cut. The Paediatric Association of Jamaica 22nd International Biennial Conference. Spanish Court Conference Centre Worthington Avenue. Kingston Jamaica.
- **Noel Bell & Daley, C.** (2019) Beyond the Pain: Stories of Strength, Survival and Spirit, A Documentary on Living with Sickle Cell Disease in Jamaica.(oral presentation).
- **Gordon, D.** “Thinking through Fieldwork Encounters in Brazil: Critical Reflections and Future Pathways.” Caribbean Research Methodologies Conference, University of Trinidad and Tobago, September 12th and 13th, 2018.
- **Gordon, D.,** “The University of the West Indies and the Elaboration of the Social Scientific Baselines in the 1950s,. Paper presented at the: “Jamaican 1950s Symposium,” Penn Museum, University of Pennsylvania, USA, April 4–7th, 2019. (pp 1–12)
- **James Bateman, C** (2019, March). Presentation-*Consequences of skin bleaching in pregnant Black Women: The role of early childhood trauma and related psychological effects*. Frontiers of Science meeting between the Royal Society and the University of the West Indies, Buckinghamshire, England.
- **James Bateman, C.** (2019, May). Presenter – “How the Media May be Placing Jamaicans at Risk for Eating Disorders”. Derek Gordon Research Conference. Faculty of Social Sciences, Lecture Theatre, the University of the West Indies, Mona. Kingston Jamaica.
- **James Bateman, C.** (2019, March). Presenter – The Psychology of Skin Bleaching. The Paediatric Association of Jamaica 22nd International Biennial Conference. Spanish Court Conference Centre Worthington Avenue. Kingston Jamaica.
- **James Bateman, C.** (2018, November). Presenter-Psychological Effects of Trauma

- at the Faculty of Medical Sciences' Conference. The University of the West Indies, Mona.
- **Latibeaudiere, S. (2009)** Is 'different' still unacceptable?: Understanding disability using critical theory. Presentation at Faculty of Law Symposium on Law, Governance and Society, June 29, 2009, Melia Braco, Trelawny. (oral presentation)
 - **Latibeaudiere, S. (2009)** Caregiving: A risk factor for mental stress. Presentation at the Derek Gordon Research Conference, May 31, 2019. (oral presentation)
 - **Mason, G & Latibeaudiere, S.** *Intimate partner violence response training workshop for helping professionals (Introductory level)*, Dying to be beautiful conference, December 2017. (oral presentation)
 - **Lipps, G. (2018).** Factors Contributing to Child and Adolescent Depression. Invited Presentation to the Western Regional Mental Health Services Annual Mental Health Conference, October 14, 2018. (oral presentation)
 - **Lipps, G., Lowe, G.A., Gibson, R.C., Jules, M.A. & Maynard, D. (2019).** Perceptions of Academic Achievement Increases Depressive Symptoms Among Pre-Adolescent School Children Following High Stakes Exit Examinations While Gender Decreases Symptoms of Anxiety. Poster presented at the Association for Psychological Science, May 24, 2019. (oral presentation)
 - **Findley, S. & Lipps, G. (2019).** The relationship of self-concept discrepancies, employment status and depressive symptomology among university graduates. Presented at the 18th Annual Association of Higher Education Administrators, July 11–13th 2019. (35 pages)
 - **McFarlane, T. A. (2018, November).** Chairperson & Presenter. *Psychological and Sociological Perspectives on Gender in the Caribbean*. Symposium conducted at the 4th Biennial Caribbean Regional Conference of Psychology, Kingston, Jamaica. (oral presentation)
 - **McFarlane, T. A. (2018, November).** *"PAR with Us": A Support Group for Jamaican Teen Moms*. Roundtable Discussion facilitated at the 4th Biennial Caribbean Regional Conference of Psychology, Kingston, Jamaica. (oral presentation)
 - **Miller, C. S. & McFarlane, T.A. (2018, November).** *The Relationship Between Employee Well-being and Performance: Do Organizational Characteristics Matter?* at the 4th Biennial Caribbean Regional Conference of Psychology, Kingston, Jamaica. (poster presentation)
 - **Rose, G (2019, March).** Presenter – Navigating the social media highway: Raising socially smart children and adolescents. The Paediatric Association of Jamaica 22nd International Biennial Conference. Spanish Court Conference Centre Worthington Avenue. Kingston Jamaica. (oral presentation)

- Taylor, O (2019, January) “Retirement and other four letter words,” Council of Community Colleges of Jamaica Conference, Montego Bay(oral presentation – 24 slides)
- Thomas, O. and Branche, C. “The Organisational Analysis and Assessment Centre: A new tool for university transformation.” The 18th Annual Conference of the Association of Higher Education Administrators (ACHEA): New Times, New Approaches in Higher Education. 11–13 July 2019, The Royalton Negril, Jamaica. (14 pages)
- Branche, C. and Thomas, O. “Existential and Organisational Identity and the Courage to Be” The 18th Annual Derek Gordon Conference. 31 May 2019. The Social Sciences Lecture Theatre, UWI, Mona (Oral presentation only)
- Thomas, O. and Branche, C. “Strategies to Engage Fence-Sitters: From spectator to player”. The Second Employee Engagement Conference: Disturb, Reconnect, Engage at 22 October 2018. The Jamaica Conference Centre. (Oral presentation only).

PUBLICATIONS

Book Chapters

- Beckford, O. . “The Socio-cultural Nature of Crime and deportee in the Caribbean” In *Crime and Violence in the Caribbean: Lessons from Jamaica*. Edited by Sherill V. Morris-Francis, Camille A. Gibson and Lorna E. Grant
- McFarlane, T. A. (2019). “Heritage and (In) Equality: Social Psychology Applied to Race”. In K. O’Doherty & D. Hodgetts (Eds.). *Handbook of Applied Social Psychology*. (pp. 23–38). London: Sage.

Books

- Barnett, M.A. ed.(2018). *The Rastafari Movement: A North American & Caribbean Perspective*, Oxon, England: Routledge Publishers.

Refereed Journal Articles

- Ramkissoon, M.W P Anderson, J Hopwood. “Measurement Validation of the Jamaican Macho Scale Among African American Males”. *Journal of Men’s Studies* (2017): 1–18.

Non-Refereed Journal Articles

- Bowie, Jhodi. (August, 2018). *CARED Perspectives – Immigration at the border: Separation of children from their parents*. GradPsych Blogpost. Retrieved from <https://www.gradpsychblog.org/author/jhpdi-ann-bowie/#.XNePOJNKg0o>

- Burke, Doneisha, “How Social Media is helping Millennial Parents” *Jamaica Gleaner*
- Beckford, O, “Exploring the relationship between Medication Expenditure and Chronic Diseases in Jamaica. *Excelsior Community College Academic Journal (ECCAJ)*
- Gordon, Doreen. “A Critical Perspective on Venezuela. *Jamaica Gleaner* (Friday June 7th, 2019).<http://jamaica-gleaner.com/article/commentary/20190322/doreen-gordon-critical-perspective-venezuela>
- Latibeaudiere, S. (2019, June 12). Family caregivers of elderly need support, safeguards. *The Gleaner*, p.
- Taylor, O, 2018–2019, *The Sunday Gleaner*; a total of 52 during the period.

Technical Reports

- Ramkissoon, M., (2018). Culture audit report for the HEART Trust/NTA. (72 pages).

INCOME GENERATION

Research grants

Multidisciplinary Special New Initiative Grant – “Adverse Childhood Experiences and Health Outcomes Among Adult Jamaicans: Effectiveness of Mental Emotional Release in Managing the Effects of Negative Emotions from Trauma” – \$2,300,000.00

CONFERENCES AND SEMINARS

The Department, spearheaded by Dr Laura Obermuller, hosted multiple seminars, with myriad topics. Presenters included; Vice Chancellor Sir Hilary Beckles, Historian Arnold Bertram, Former Prime Minister PJ Patterson, President of the WI Cricket Board, civic leaders among others.

- Employee Engagement Conference October 2018, Jamaica Conference Centre.
- Derek Gordon Conference May 2019.

PUBLIC SERVICE

Barnett, Michael

- July 2019 – Re-appointed onto the National Council on Reparations – (Under the Jurisdiction of the Ministry of Culture, Gender, Entertainment and Sports)

Events sub-committee, Research & Publishing sub-committee and Internal Reparations Sub-Committee.

Beckford, Orville

- Member, the Board of Eltham High School and Chairman of the Board's Academic Committee.
- Chairman, Council of Community Colleges of Jamaica
- Chairman for the Mona Social Services Scholarship committee.

Bowie Dean, J.

- Subcommittee Member – The American Psychological Association of Graduate Students Committee for the Advancement of Racial and Ethnic Diversity (APAGS CARED).

Gordon, Doreen

- 2018–22 – Qualitative Research Team Member, IDRC-funded Project, “Improving Household Security and Public Health in the Caricom

Hinds-Heron, Kimberley

- External Examiner for the Bachelor of Social Work (BSW) in the Social Work Programme in the Department of Behavioural and Social Sciences at Northern Caribbean University.

Johnson, Rose

- Chair, University Council of Jamaica Standards for Psychology Committee.

McFarlane, Tracy

- Ongoing *Consultant, Support Group for Teen Moms, Kingston Technical High School*
- Ongoing *Consultant/Assessor, University Council of Jamaica*
- Sept 2017–Jan 2018 *Consultant, International Federation of the Red Cross and Red Crescent Societies (IFRC), Caribbean Zika Response and Preparedness*

Ramkissoon, Marina

- Productivity Ambassador, Jamaica Productivity Center, tripartite organization of the Government of Jamaica

Taylor, Orville

- Member, Editorial Board, *Issues in Race and Society; Journal of the (American) Association of Black Sociologists.*
- Consultant, Jamaica Constabulary Force
- Resource Personnel Sprintec Track Club

- Patron Taylor House, St Patrick's Primary
- Host Hotline on RJR94FM
- Gleaner Columnist
- Board member, National Commission on Parliamentary Dress Code

Thomas, Olivene

- Member, Organising Committee of the Third Annual Employee Engagement Conference
- Conceptualizer, Producer, Director, Writer and Editor for *HRD TV: The HR Channel of the Caribbean*. HRD TV is the HRD Unit's YouTube Channel. It is a free resource that has been developed for students, alumni and all HR Practitioners in the Region. The channel discusses HR issues from a Caribbean perspective.

STUDENTS

HRD STUDENTS

These are the students' from the HRD programme who received special awards, and graduated with MSc Distinctions and PhD degrees:

- Sherlette Rookwood-Brown, PhD Organisational Behaviour (December 2018)
- Dezric Beckford (Distinction, MSc HRD)
- Flona Brooks (The HRD Prize for Consultancy in Training)
- Renney Brown (The HRD Prize for Leadership)
- Stacy Brown (Distinction, MSc HRD and The HRD Prize for Consultancy in Performance Management)
- Shanique Cornwall (Distinction, MSc HRD)
- Georgianna Galloway-Hill (Distinction, MSc HRD)
- Aleshia Gopie (The HRD Alumni Association Prize)
- Celecia Lennon (Distinction, MSc HRD)
- Shermaine Lindsay (Distinction, MSc HRD and the HRD Prize for Consultancy in Staffing)
- Odaine Thomas (The HRD Prize for Consultancy in Organisational Research)
- Doreen Thompson (Distinction, MSc HRD and the Gordon Draper Prize in Human Resource Development)

David Bernard successfully defended his PhD thesis. Dr Taylor was his main supervisor along with Dr Ricketts.