

### 3. Meeting Human Resource Development Needs

#### Enrolment Trends

Over the Strategic Plan period 2002–2007, the Mona Campus registered a 27% increase in enrolment, from 12,095 to 15,412. This represents an average annual growth rate of 7%, surpassing by far the 2.4% targeted annual rate specified in the Plan. Owing to infrastructural and financial constraints, however, the Campus, in the reporting period, took the deliberate decision to curtail enrolment. Consequently, numbers fell slightly from 15,469 in 2005–2006 to 15,412 in 2006–2007. (Chart 1)

While off-campus enrolment increased from 3,133 in 2005–2006 to 3,428, on-campus enrolment decreased from 12,336 to 11,984 in the previous year.

Up until 2005–2006, the four main Faculties exceeded their projected annual growth rates for on-campus enrolment. The Faculty of Social Sciences had the largest enrolment, followed by Humanities and Education. The School of Graduate Studies and Research registered those students engaged in multidisciplinary studies at the postgraduate level. (Chart 2)

The most notable shift in the distribution of student enrolment is the increase in the number of students in the Faculty of Medical Sciences. This is attributable to the intake of full fee-paying students in the MBBS programme and the substantial

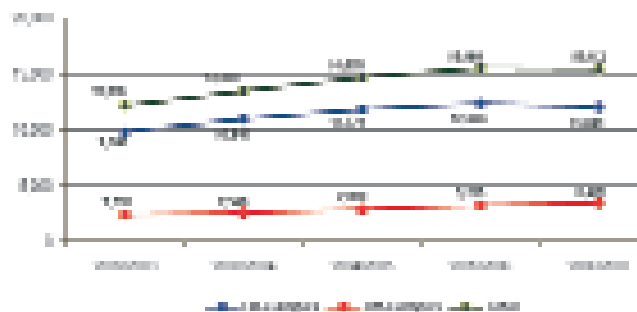


Chart 1 Growth in Student Enrolment, 2002–2003 to 2006–2007

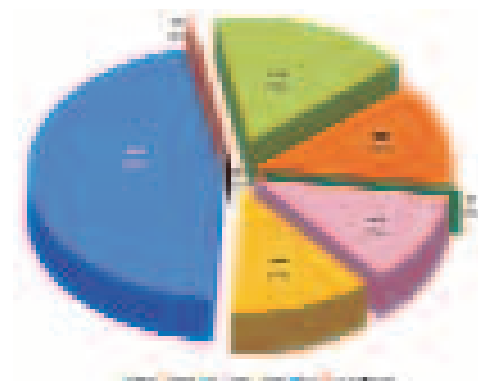


Chart 2 Enrolment by Faculty, 2006–2007



Principal Leo-Rhynie and Vice Chancellor Harris welcoming a new student, Miss Jahnvi Kakuturu, to the campus at the Matriculation Ceremony

increase in enrolment in the BSc Nursing programmes. Student enrolment in the Faculty of Medical Sciences over the past five years moved from 1,076 in 2002–2003 to 2,134 in 2006–2007 representing a 98% increase. Most of the increase is attributable to First degree enrolment which increased by 177%.

Consequent on the expansion of the health care industry as the population ages and becomes more affluent, the demand for health care workers is increasing. The Faculty of Medical Sciences must, therefore, respond to this demand if it is to remain the leading institution for training health care workers in the region. In the next academic year the Faculty will introduce new programmes in speech therapy and occupational therapy and student enrolment is, therefore, expected to rise appreciably in the 2007–2008 academic year.

First degree programmes have been the driver of growth at the Mona Campus. In 2002–2003, 71% of students were enrolled in First degree programmes. By 2006–2007 this figure climbed to 76%. By contrast, the proportion of students enrolled in Higher degree studies remained constant at 20%, to realize the Strategic Plan’s target. However, over the five-year Strategic Plan period, the number of graduate research students increased by 12%, a disappointing 23 percentage points less than was targeted for the period.

In recent years, the Mona Campus introduced a number of new postgraduate programmes in its effort to increase post-graduate enrolment and the range of programme offerings. Over the Plan period, the number of taught postgraduate courses increased from 378 to 549 (Chart 3), with a corresponding increase in registrations from 8,137 to 11,686. In particu-

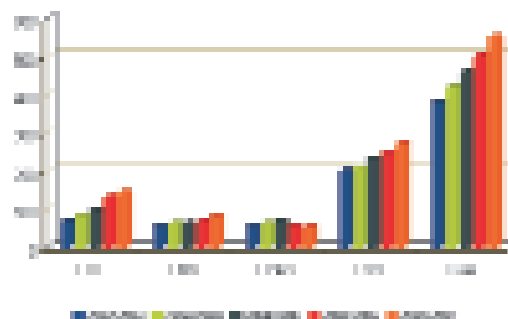


Chart 3 Number of Taught Postgraduate Courses , 2002–2003 to 2006–2007

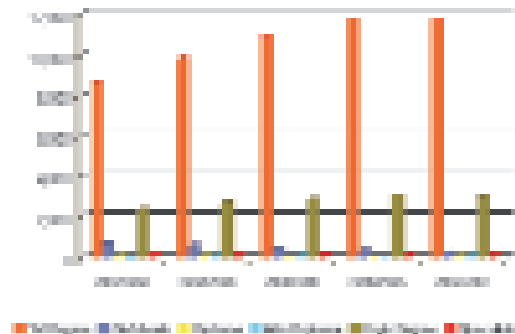


Chart 4 Enrolment by Programme , 2002–2003 to 2006–2007

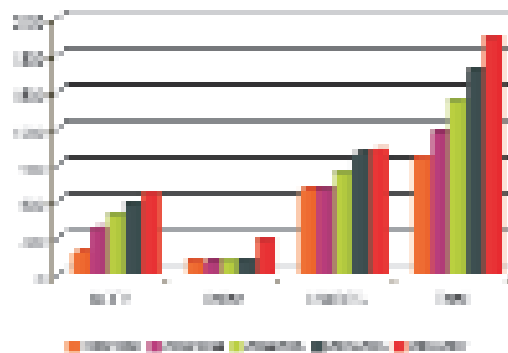


Chart 5 Enrolment in Distance Education Programmes , 2002–2003 to 2006–2007



lar, the Faculty of Humanities and Education experienced consistent growth in the number of course offerings and course registrations.

Enrolment in certificate and diploma programmes has steadily declined over the period, owing to a policy decision to discontinue most offerings at this level. (Chart 4) These programmes have been franchised to other tertiary level institutions with which Mona has established collaborative arrangements.

At the undergraduate level, the Mona Campus has been striving for increased efficiency in programme offerings to improve financial gains. These efforts have been worthwhile, resulting in a reduction in the number of course registrations with fewer than 25 students. Over the period, these declined from 272 to 174.

**Distance Education**

The Campus also experienced steady growth in its distance education and on-line programmes as identified in Chart 5. With the establishment of the fourth campus in academic year 2008-2009, the UWI Open Campus (UWIOC), there is expected to be a dramatic reduction in off-campus enrolment at all three traditional Campuses.

**Student Profile**

Like other universities in the region, the Mona Campus registered a disproportionate number of students by sex over the period. Since 2002-2003, approximately 73% of the student population has been female. Recognising the potential negative impact that this imbalance in the sex distribution could have on economic development, the Campus has been engaging in research initiatives to address the issue, even as it devel-

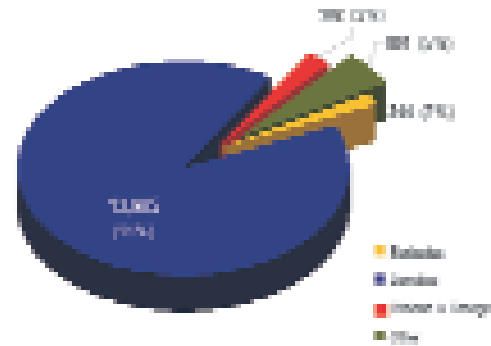


Chart 6 Distribution of Students by Country of Origin, 2006-2007

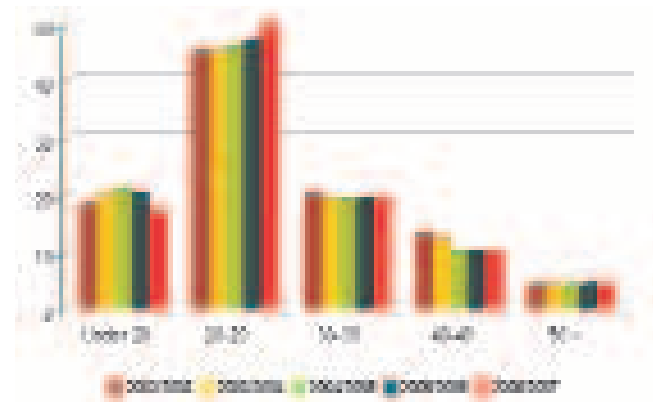


Chart 7 Percentage Distribution of Students by Age Group, 2002-2003 to 2006-2007

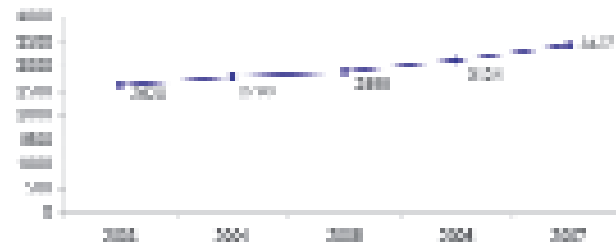


Chart 8 Number of Graduates, 2003-2007



ops proposals to redress male under-representation in the tertiary education enterprise, without compromising female participation and performance.

Of all students enrolled in the reporting period, only 1,442, or 9%, were from outside Jamaica, primarily from the CARICOM region. This number represents a 2% increase over the previous year when 7% was from the CARICOM region and other countries. (Chart 6)

As part of the effort to encourage more registrations from the UWI-12 countries, the initiative accepted by F&GPC on the recommendation of the Deputy Principal was fully implemented, whereby 20 scholarships were awarded to students from those countries for study at Mona.

The student population by age group remained stable over the Strategic Plan period. Approximately 50% of all students at the Mona Campus were 24 years and under. Students between the ages of 25–34 comprised the next largest cohort, at approximately 27%. (Chart 7)

### Graduates

Over the five-year period, the Mona Campus witnessed a 31% increase in the number of students graduating, from 2,620 in 2003 to 3,427 in 2007, representing an annual average 6% growth rate (Chart 8). Approximately 70% of graduates received First degrees while 21% obtained Higher degrees.

Among the programmes that had a dramatic increase in graduates were those of the School of Nursing. Two hundred and seventeen students successfully completed the BScN Programme and many earned honours degrees. The graduat-

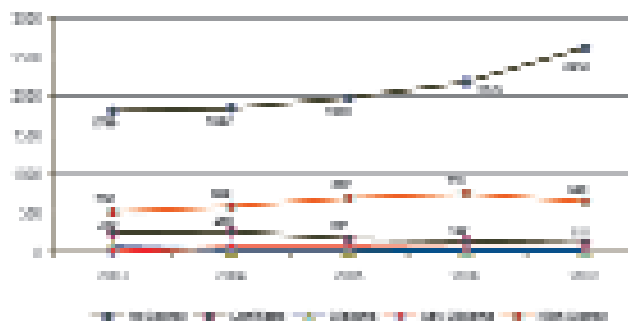


Chart 9 Graduates by Programme, 2003–2007

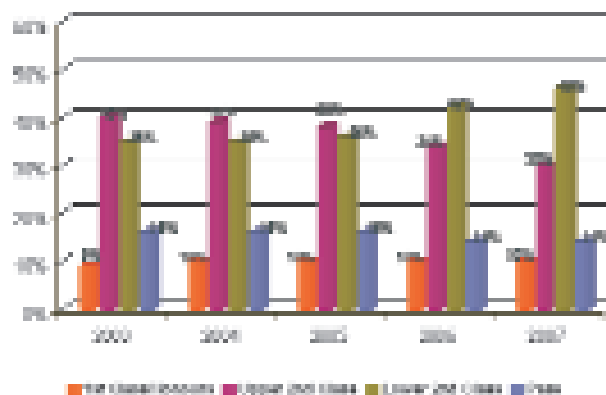


Chart 10 Percentage Distribution of First Degrees Awarded by Class of Degree, 2003–07

ing class comprised 105 students from the Mona Campus, 61 and 48 respectively from Excelsior and Brown’s Town Community Colleges, which delivered this UWI programme. This was the first group of students from the Baccalaureate Nursing Programme to graduate from the Mona Campus.

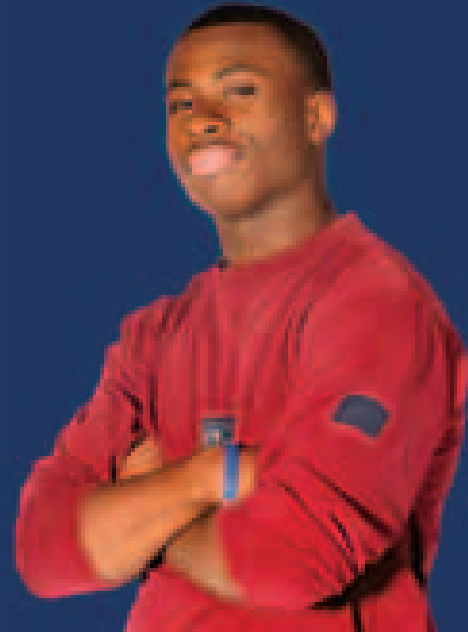
Among First degree graduates, approximately 10% graduated with First Class Honours, while 36% graduated with Upper



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## *Expanding Access*

The Campus made the decision to expand access within the projections of the 2007–2012 Strategic Plan through development of a branch campus in Western Jamaica at a 25-acre site at Irwin on the outskirts of Montego Bay. The Deputy Principal was given responsibility to coordinate this initiative during the year, and a project manager was contracted. This branch is expected to be the main point of increased student

intake, opening up greater opportunities for students in that part of the island, while offering programmes to attract registrations from across the region in fields such as Management, Tourism and Hospitality, Information Technology and Nursing, among others.

The Campus made efforts to increase access to tertiary education through an increase in the number of franchised programmes to the TLIs such as

Moneague College and the Jamaica Constabulary Staff College, both of which expressed interest in collaborating with the Faculty of Social Sciences to offer the BSc in Social Work and the first year of the Public Sector Management Degree Programme. Additionally, there is an agreement, subject to final review, for the Management Institute for National Development to offer year three of the same programme.



Second Class Honours. Thirty-nine percent (39%) of graduates received Lower Second Class Honours and 15% comprised the Pass category. (Chart 10)

The Campus has been focussing on ensuring students' timely completion of programmes. Only slight improvement has been noticed in this regard and concerted effort is being made to address causal factors such as financial constraints and time-table scheduling.

### Programme Demand and Development

Responding to economic developmental imperatives and student demand, the Campus introduced 23 new academic programmes and 181 new courses, representing increases of 41% and 21% respectively over 2005–2006. These programmes were at the graduate and undergraduate levels across all Faculties. The Deputy Principal continued to chair the Campus Academic Quality Assurance Committee (AQAC), taken as "best practice" and replicated at the other Campuses in furtherance of enhancing quality. AQAC during the year approved 59 new courses and secured from the Board of Undergraduate Studies (BUS) approval for the following programmes:

- BA in Entertainment and Cultural Enterprise Management
- Major in Gender and Development
- revision of BEd Special Education
- Certificate in Learning Support (a teacher-training programme by distance for St Vincent and the Grenadines, and
- a remedial summer programme for MBBS students in what used to be the "Pre-Clinical" years.

Among the newly developed programmes were the Diploma

in Leadership for Secondary School Principals, the BSc in Public Sector Management, the BA in Social Policy Administration, the MSc in Occupational & Environmental Safety/Health, the MSc in Sports Medicine, the MPhil in Nutrition and the PhD in Urban Studies.

The 2002–2007 Strategic Plan identified areas essential to building national capacity within the various Caribbean countries. These areas included education, environmental science, and computer and information technology. The Mona Campus has graduated a number of specialists in these areas at the First or Higher degree levels. In the area of education, for example, students of the Mona Campus meet the requirements for teaching in primary and secondary schools. Their areas of study include specializations in disciplines such as Mathematics Education, Science Education, Educational Administration, Special Education and Early Childhood Education, thereby enhancing the quality of the country's primary and secondary education system. The collaboration of the School of Education with other Faculties to offer joint disciplinary degrees such as Mathematics with Education is noteworthy.

In the area of environmental science, more than 500 students graduated over the Five-year Strategic Plan period. Of this number, 383 were First degree graduates with specializations in Geology, Biotechnology and Environmental Biology, to name a few. Another 71 students graduated with postgraduate research degrees in areas such as zoology and marine sciences, while 61 students graduated with Master's degrees in Environmental Management.

In Computer Science and Information Technology, the Campus graduated nearly 800 students from three Faculties over the

**Table 1:** Graduates in Computer Science and Information Technology from the UWI, Mona Campus for the Period 2003 to 2007

Faculty	Certificate	Discipline/Major	2003	2004	2005	2006	2007
Humanities & Education	BA, BEd, Diploma	Computer Sciences & Information Technology	12	10	19	37	27
Pure & Applied Sciences	BSc, Diploma, MSC	Actuarial Science, Computer Science, IT, Digital Technology	95	60	73	89	88
Social Sciences	EMBA, MBA, MSc	Management Information Systems	57	61	62	69	40
<b>Total</b>			<b>164</b>	<b>131</b>	<b>154</b>	<b>186</b>	<b>162</b>

period. Three hundred and sixty-four (364) students specialized in Computer Science while another 280 majored in Management Information Systems. The remaining graduates received qualifications in Actuarial Science (90), Digital Technology (51) and Information Technology (12). (Table 1)

In the Faculty of Social Sciences, one undergraduate major and two postgraduate programmes were finalized during the year. A major in Gender Studies is to be offered in the Department of Sociology, Psychology and Social Work in conjunction with the Centre for Gender and Development Studies. The Mona School of Business (MSB) also obtained in January 2008 approval to admit its first group of students into its Masters in Telecommunications Policy and Technology Management programme and its Doctor in Business Administration. The MSB now offers MBA combinations that allow students a wide variety of part-time and full-time options delivered throughout the seven-day week. The MSB also re-introduced its execu-

tive development courses covering topics in business communication, financial management, project management, negotiation and telecommunications policy & technology management.

As the demand for health care workers increases, the Faculty of Medical Sciences (FMS) must respond by diversifying its programmes and increasing enrolment. It is recognized, however, that the Mona Campus cannot satisfy this requirement for nursing training on its own. It is therefore employing a strategy of collaboration with its three sister Campuses and other tertiary institutions, hence the value attached to the current franchising arrangements with three community colleges. During 2007–2008, the Campus shall explore further collaboration with the University of Technology and Northern Caribbean University.

During the year the FMS, collaborating with Ryerson University and with private sector support, established an on-line nurs-

ing programme. This nursing programme is important as it makes the UWI Baccalaureate programme more accessible to the UWI-12 countries and responds to the international demand for nurses trained at the Bachelor degree level instead of at the Diploma level, which previously obtained.

The Master of Science in Sports Medicine was approved for commencement in the 2007–2008 academic year. As Sports is important to the region, the direction of the Faculty is a strategic one since the UWI must take a leadership position with respect to this growing field. In addition, our athletes who have performed at world class standard over a sustained period deserve assistance, scientific support and medical care from our brightest minds.

In the Faculty of Pure and Applied Sciences, the Computer Based Management Information Systems (MIS) programme increased registration by 37%, indicating a growing demand in this area.

A new interdisciplinary Bachelor's degree in Cultural Enterprise and Entertainment Management was developed under the aegis of the Institute of Caribbean Studies and approved for delivery in the 2007–2008 academic year. The degree draws on courses offered in CARIMAC, the departments of Management Studies, Literatures in English and the Institute of Caribbean Studies.

Also, in its attempt to engage greater interest of students, the Department of Literatures in English developed and offered for the first time, a course in "Reggae Poetry" which saw an enrolment of 55 students at first offering in the academic year. The department also offered new courses in African Literature and Contemporary Genres, and Crime and Science Fiction.

Significant developments in the Department of Language, Linguistics and Philosophy included the introduction of a new Diploma programme and a Major in Sign Language Interpreting. A long term objective of both these programmes is to make tertiary education more accessible to hearing impaired persons. The department which has responsibility for the foundation writing courses also reviewed the English Language Proficiency Test (ELPT) with a view to determining its appropriateness. While passing the test is not a matriculation requirement, the demand and competition for places within the Faculty of Humanities and Education (FHE) in recent years have been such that students who are not successful in the ELPT are not likely to be offered a place in the Faculty.

Another noteworthy academic initiative within the FHE was the absorption of the "Change From Within" project into the Department of Educational Studies (DES) curriculum for the training of teachers, with full agreement and endorsement of the Campus F&GPC. This innovative project, implemented over a period of years in a number of Kingston's inner-city schools, has successfully addressed the problem of violence in the schools by, among other things, integrating the surrounding communities into the activities of the schools and collaborating with parents, teachers and school administrators. The principles and techniques gleaned from the project will be integrated into the DES's curriculum for the training of teachers by the project director, who is to be appointed a full time member of the DES teaching staff. The timing of this development was also propitious, since the School of Education had itself set up a working committee to lead the process of curricula review and renewal within the School.

