

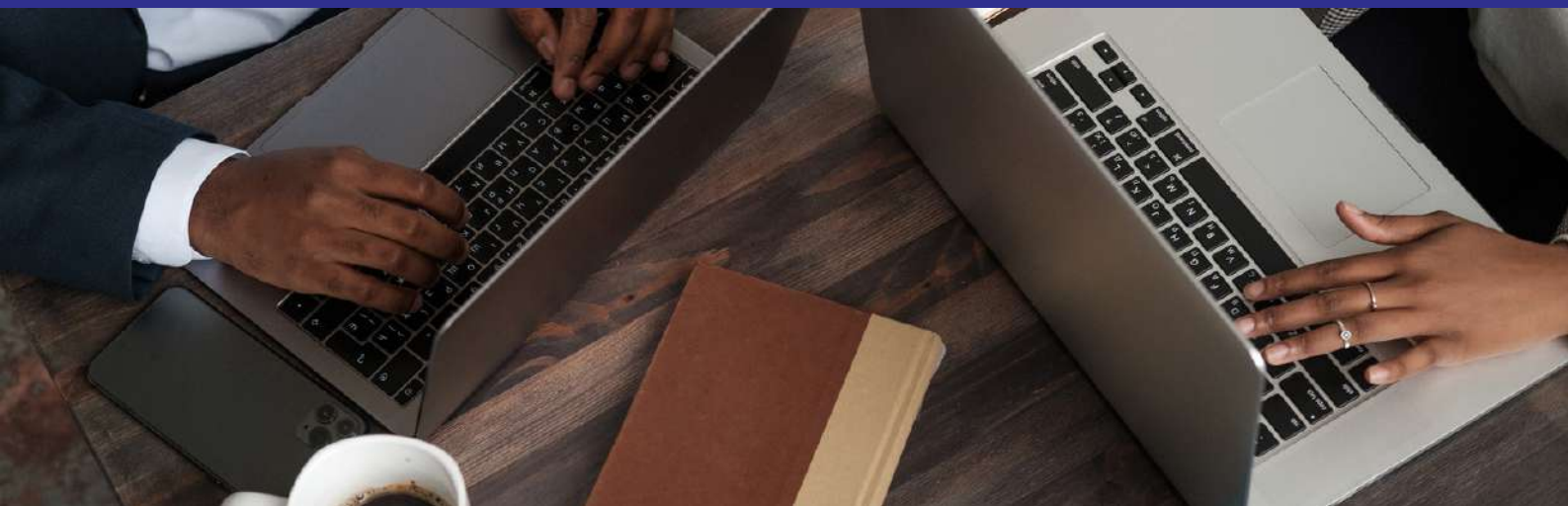


West Indies Group of University
Teachers, Jamaica

REG. T.U. No. 113

Newsletter

VOLUME 7 | ISSUE 5 • MARCH 2023



President's Message

PROF. PAUL BROWN

Time has certainly flown! We have completed the first semester of the 2022/23 Academic Year and have started Semester 2. I wish you all a productive and rewarding semester in all possible aspects of your operations. I will use this opportunity to share with you a few things that should remain at the forefront of your mind.

First, face-to-face classes resumed on the Mona Campus in Semester 1 after a lengthy period of remote teaching. We hope that you have been able to regain your rhythm while paying attention to COVID-19 protocols, mindful of the fact that the pandemic is still with us, with new strains of the virus still emerging.

Second, colleagues in the Open Campus, please be assured of our continued vigilance and support as the Campus continues to experience challenges and moves towards transitioning into the Global Campus.

(cont'd on p. 2)

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President's Message (cont'd)

PROF. PAUL BROWN

Third, it is important for you to keep the Union informed of developments in your department/unit/section through your representatives. This is the only way that issues or concerns can be addressed before they become grievances.

Fourth, I know there is much concern about the Government of Jamaica's Public Sector Compensation Review and the fact that several unions have already signed on to the recommendations and have received updates to their salaries. WIGUT (Jamaica) is mindful of the developments and asks members to exercise patience as we await the extension of the review to other public sector workers and The UWI in turn.

Last, but by no means least, this year, 2023, marks the 65th year of existence for WIGUT (Jamaica). Plans are being made for how we will mark this anniversary and you will be kept abreast and called upon to get involved. Feel free to share with the membership and PR committees any ideas that you might have for this important celebration.

Yours in the struggle,
Paul Brown



Executive Committee Members (2022/2023)

PRESIDENT	Prof. Paul Brown, Basic Medical Sciences (876-927-2290/ext. 8068)
Vice President	Dr. Charmaine McKenzie, Campus Office of Online Learning (charmaine.mckenzie@uwimona.edu.jm)
Vice President	Mr. Dunstan Newman, Library (Ext. 2479)
General Secretary	Ms. Anthia Muirhead, Office/Campus Registrar (Ext. 7609/977-0612 & 927-2765)
Assistant General Secretary	Miss June Barbour, Institute for Sustainable Development (Ext. 2336/2339)
Assistant General Secretary	Miss Sandra Stubbs, Library, Western Jamaica Campus (876-940-6665/ext. 7075)
Treasurer	Mrs. Shana Hastings Edwards, Office/Student Financing (Ext. 2670/7696/876-441-4120)
SPECIAL SECRETARIES	
Grievance	Mr. Kurt Vaz, Pathology (876-927-1410)
Professional Development	Mr. Dunstan Newman, Library (Ext. 2479)
Membership	Mr. Kirk Mullings, MITS (Ext. 7272)
Public Relations & Publications	Dr. Donnette Wright, UWISON (Ext. 2299/2696)
Research	Mrs. Marjorie Bolero-Haughton, Marketing, Recruitment and Communications (876-977-4313/927-2271/876-469-0471)
Pensions	Mrs. Maxine Lettman-Hall, MSBM (876-977-2666-7/ext. 231)

Executive Committee Members 2022/2023 (cont'd)

SECTION REPRESENTATIVES	
University Centre	To be filled
Senior Administration	Ms. Olivene Thomas, Soc., Psych., & Soc. Work (876-702-2359/ext. 3466)
Humanities	Miss Sandra Minott, Language Linguistics and Philosophy (876- 927-1641 or 970-2950, NAB 23)
Education	Ms. Heather Munro, Publications Unit, School of Education (876-861-5160)
Social Sciences	Dr. Charlette Donalds, MSBM (876-977-3808/977-3775, ext. 263)
Medical Sciences (Pre-clinical)	To be filled
Medical Sciences (Clinical)	Dr. Colette Cunningham-Myrie (876-970-6529/927-2476)
School of Nursing	Mrs. Sandra Chisholm-Ford, UWISON (Ext. 2299/2696)
Library	Mr. Godfrey Walker, Main Library (Ext. 3399)/ Mrs. Sonia Stewart, Main Library (Ext. 3393)
Professional Staff	To be filled
Open Campus (Mona)	Mrs. Sharon Gilzene, APDD (876-927-2831/977-6349/ext. 2417/2635)
Law	To be filled
Norman Manley Law School	Ms. Janett Levy, Legal Aid Clinic (876-977-1007/ext. 8714)
Science and Technology	Dr. Raymond Reid, Chemistry (Ext. 3116)
MITS	Mr. Andrew Litchmore (Ext. 7320)
Estate Management	Mrs. Audrey Ellis-Lettman (876-927-2103/or Ext. 2209)
IGDS	To be filled
Faculty of Engineering	To be filled
Faculty of Sport	To be filled
Western Jamaica Campus	Mrs. Beverly Eccleston-Burte (7077/876-940-6665)
UWI 12+2	Mr. McColin Fontenelle, Open Campus, St. Lucia (868-663-8155) Dr. Beverly Shirley, Open Campus, Cayman Islands (876) 371-0946 or (345) 325-5274
School of Clinical Medicine	To be filled
Retirees	Mr. Paul Payton (876-817-0646)
CO-OPTED MEMBERS	Dr. Minott-Kates and Prof. Hubert Devonish

WIGUT secures improved benefits for its members

The West Indies Group of Teachers, (Jamaica) continues to make representation for improvement in emoluments and benefits for its members. The negotiations for the 2020-2023 triennium resumed in January 2022, with positive talks concerning an agreement of benefits over the period. The matter has been concluded and WIGUT members received new benefits between April and May 2022.

Discount Programme

WIGUT is currently working to provide membership cards with access and benefits opportunities. As we complete these activities, the Union is offering its members access to the benefits available under the membership scheme. Should a member wish to access the available benefits, they may visit the WIGUT office for a formal letter allowing access.

Please [click here](#) to view the list of available benefits.

Data Protection Workshop

The West Indies Group of University Teachers (Jamaica) in collaboration with the Data Protection Office hosted a 2-hour workshop discussing the data protection policies, responsibilities, and regulations associated with organizations that manage sensitive data. The workshop was held on January 28, 2022 on Data Protection Day.

The session was chaired by WIGUT president, Professor Paul D. Brown and the keynote speaker was Dr. Patrick Anglin. The workshop catered to more than 100 attendees across UWI 12+2. The session culminated in a vibrant discussion concerning the repercussions of data breach, strategies to prevent data breach, data subjects, and who should be allowed access to sensitive data.

The WIGUT uses these and other opportunities to maintain its response to important national and international policy changes and recommendations for the highest standard of operations.



DID YOU KNOW? 

Leave for Academic, Senior Administrative, and Professional (ASAP) Staff

1. **STUDY LEAVE**

Study leave becomes available to you every 3 years and lasts for 3 months. It is normally taken in the Summer period.

(Blue Book, Clauses 123 - 127)



New Members

WIGUT extends a warm welcome to all new members!!

- Ms. Kaezia Mills – Modern Languages and Literatures
Dr. Andrea Goldson-Barnaby – Chemistry
Dr. Taka Oshikiri – History and Archaeology
Mrs. Sherrian Wright-Martin – UWISON
Mr. Gregory Thomas – MITS
Ms. Annazika Watkins – Mona Ageing & Wellness Centre
Mrs. Christine Puddie – International Centre for Environmental & Nuclear Sciences
Ms. Amika Wright – Caribbean Institute for Health Research
Ms. Jody Grizzle – Open Campus, Business Development Unit
Ms. Kadia Hufford – Norman Manley Law School
Miss Rosemarie Smith – Nursing – WJC
Mrs. Mala Gooden- UWISON
Dr. Thera Edwards – Geography & Geology
Mr. Ramone Jackson – Engineering
Ms. Keilah Mills – UWI Press
Dr. Keisha Allen-Dougan – Basic Medical Sciences
Mr. Alphanso Blake – Caribbean Institute for Health Research
Mr. RonMcCrea Cushnie – International Centre for Environmental & Nuclear Sciences
Dr. Robert Kinlocke – Geography & Geology
Mr. Samorae Campbell – Management Audit
Dr. Andre Bateman – Sociology, Psychology & Social Work
Ms. Ingrid Nicely – Institute for Gender & Development Studies
Mr. Germaine Daley – Biochemistry
Dr. Daine Clarke – Surgery, Radiology, Anesthesia & Intensive Care
Ms. Dionne A. Cruickshank – Norman Manley Law School
Ms. Khimaja Connell – Language, Linguistics & Philosophy
Dr. Taneisha Edwards – Geography & Geology
Mrs. Joan Campbell-Maitland – Office of Finance
Mr. Jevon Henry – Economics

THE BLUE BOOK

Section IV: Appointment & Termination

56. (a) Where a member of staff is recruited from another country for a period of three years or more, the University will pay on first appointment, not more than five economy passages for the member of staff, spouse and dependent children.

(b) Claims for passages on appointment for spouse and children will not normally be allowed after the expiry date of the first three-year contract.

(c) If a staff member vacates his or her appointment before the end of the first year of service he or she will be liable to refund the cost of passages paid by the University on first appointment.

(d) On termination of contract a member of staff is entitled to not more than five full passages for himself/herself, spouse and dependent children, subject to the following exceptions:

- (i) Where a member of staff is dismissed for misconduct in accordance with the Statutes, or vacates his or her appointment without due notice or determines the appointment by due notice but leaves before the completion of his or her first year of service, the University is not liable to provide such passages;
- (ii) Where a member of staff determines the appointment by due notice to end before the completion of his or her second year of service, the University will provide only one-third of the cost of such passages;
- (iii) Where a member of staff determines the appointment by due notice to end before the completion of his or her third year of service, the University will provide only two-thirds of the cost of such passages.

57. (a) The general principle in the application of the rules at 1. (d)(i) - (iii) above is that the University will pay one-third of the cost of return passages for every completed year of a first contract of three years duration.

Where the member of staff terminating his or her appointment has completed his or her University commitments and leaves with the consent of the appropriate Appointments Committee before the end of the relevant year of service, he or she shall be treated as completing that year of service for purposes of determining the quantum of return passages due.

(b) Where, however, due notice has not been given or where notice has been given to terminate an appointment before the last day of January, the appropriate Appointments Committee shall take a specific decision as to whether full passages should be paid.

58. Passages for children are paid up to the end of approved full-time education provided they are dependents, or up to the end of the school year in which the child reaches the age of 22, whichever is the earlier.

59. A member of staff is also entitled to termination passages for such of his or her children, up to the age of 22 years, who cease to be dependent during his or her tenure of office.

60. Return passages must be taken up within twelve (12) months of termination.

DOMICILE

61. Passages on termination are paid to the staff member's domicile determined as follows:-

(a) Subject to (b) domicile means the place where the person is normally resident at the time of recruitment.

(b) Residence for purposes of study or for employment, whether temporary or on fixed contract, for less than three years is not normally treated as domicile.

(c) Citizenship of a country or landed immigrant status is treated as domicile.

THE BLUE BOOK

Section IV: Appointment & Termination (cont'd)

BAGGAGE ALLOWANCE

62. (a) Where a member of staff is recruited for a period of three years or more from another country, the University will pay, on first appointment, the cost of transporting and insuring the household and personal effects, on the production of vouchers, up to a maximum amount to be specified from time to time (Appendix 11). For the purposes of clauses 62 - 66 the term 'vouchers' includes receipts and invoices.

(b) If a member of staff vacates his or her appointment before the end of the first year of service, the member of staff will be liable to refund the baggage allowance paid by the University on first appointment.

(c) On termination of contract, the University will pay baggage allowance of the amount set out in Appendix 1, subject to the following exceptions:

- (i) Where a member of staff is dismissed for misconduct in accordance with the Statutes and Ordinances or vacates his or her appointment without due notice, or determines his or her appointment by due notice but leaves before the completion of his or her first year of service, the University is not liable to pay the baggage allowance.
- (ii) Where a member of staff determines the appointment by due notice to end before the completion of his or her second year of service, the University will provide only one-third of the baggage allowance.
- (iii) Where a member of staff determines the appointment by due notice to end before the completion of his or her third year of service, the University will provide only two-thirds of the baggage allowance.

63. A separate special baggage allowance at the prevailing rate for the Campus (See Appendix II) may be granted so as to permit the member of staff to pack and ship academic books and teaching and research equipment, provided these are to be used or were used in the interest of the University and on the strict understanding that adequate supporting vouchers and a list of the items are submitted to the Bursary through the Head of Department who is expected to comment in relation to the above criteria.

64. The general principle in the application of the rules in clauses 62 and 63 above is the same as that stated in clause 56 above of the section, Passages on Appointment and Termination.

65. In special cases, the allowance for Senior Academic Staff recruited for short-term appointments at the end of their teaching careers may be fixed at the higher rate at the discretion of the appropriate Appointments Committee.

66. The allowance on first appointment shall normally be available only up to three months after the date on which the member arrives at the University, but the University may extend the period up to 12 months after the date of employment where the member of staff concerned has applied in writing in advance of his or her arrival.

Note: The baggage allowance is intended to be a grant to assist the member of staff in meeting his or her transport costs and does not purport to cover the whole of those costs.

WIGUT Appreciation

The West Indies Group of Teachers wishes to recognize and express appreciation for past members who have made significant contribution to the Public Relations and Publications Committee.



PAULINE
OSBOURNE



SOYINETT
WHYTE

Past executive member Miss Pauline Osbourne and co-opted member Miss Soyinett Whyte have significantly contributed to the artistic development and content generation of publications including the Newsletter and ADZE magazine, as well as the upkeep of the website and coordination of WIGUT activities.



As these members transition professionally, we wish to recognize their indelible support and contribution to the Union and the Public Relations and Publications Committee in particular, and wish them all the best in their future endeavours.

DID YOU KNOW?

Did you know that behind this red door, located at The Old Confucius Centre, 6 Gibraltar Road, lie endless possibilities for some of us to take our research in a new direction?

Mona Office for Research and Innovation (MORI) stands ready to help inventors commercialize their work. Here are some of the things to be considered in the commercialization process:

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COMMERCIALIZATION OF RESEARCH: A UNIVERSITY CONTEXT

- An academic entrepreneur must clarify ownership of their invention and establish an intellectual property protection plan before commercializing.
 - In most cases, a university employer will own the invention created by its researchers, to include students of researchers, undergraduate students and faculty in conjunction with their employment, and will make intellectual property protection decisions.
 - A university may either license out the entrepreneur's invention to a third-party company to further develop and commercialize it, or it may license the invention back to the entrepreneur so that they may commercialize it themselves.
 - Such license agreements will assign responsibility for paying for patent coverage to protect the invention, set a fee or royalty schedule, and clarify ownership of further improvements or developments.
 - Should the entrepreneur decide to commercialize the invention themselves, besides licensing the invention from the university, they should also be mindful of disclosure issues, ensure clear contracts are in place with founders and other interested parties to clarify issues of equity and intellectual property ownership, and consider whether they need to establish freedom to operate.
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Source: <https://repository.upenn.edu/cgi/viewcontent.cgi?article=1023&context=ace>

The steps involved in commercializing one's inventions were taken from the MORI website with permission. Please visit the website to read about other exciting opportunities for yourself.

WIGUT Activities since January 2022



- January 28, 2022: WIGUT & UDPO Data Protection Webinar
- February 9, 2022 - Supported the Lunch and Learn: Data Privacy Awareness Month Discussion

- February 25, 2022 - Supported the HEARTS Capacity Building Seminar #3
- March 23, 2022 - WIGUT Annual Virtual Pension Seminar - Planning for & adjusting with Retirement
- March 30, 2022 - WIGUT Pension Seminar - Maintaining healthy body, mind and pension

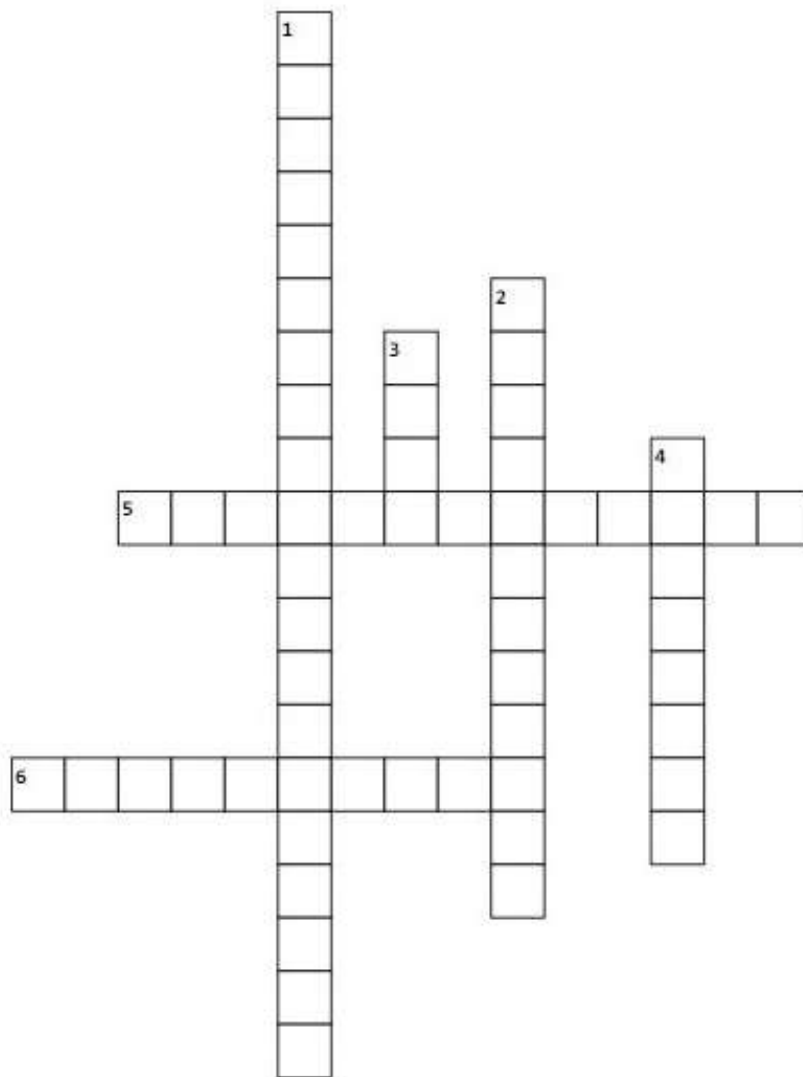


- April 27: ACHEA Financial Health during the Covid-19 Pandemic Webinar
- May 31: WIGUT AGM
- July 7 - 9: ACHEA Conference 2022

2022 Holiday Initiative

In December 2022, WIGUT (Jamaica) issued vouchers to all members valued at J\$5,000.00 for either a festive meal or groceries. In January 2023, uncollected vouchers were donated to a charitable organisation.





ACROSS

5. Who actually owns the invention created by academic researchers?
(2 words)

6. Should entrepreneurs decide to commercialize the invention themselves, besides licensing the invention from the university, they should also be mindful of these issues.

DOWN

1. An academic entrepreneur must clarify ownership of their invention and establish this kind of protection plan before commercializing.
(2 words)

2. This academic must clarify ownership of their invention and establish an intellectual property protection plan before commercializing.

3. This arm of The UWI stands ready to help inventors commercialize their work. (Abbrev.)

4. The vehicles by which development and commercialization of inventions take place.

Remembering...



Mrs. Elaine Brooks

joined The UWI Mona in 1975 as a part-time Coding Supervisor in the Department of Sociology. In 1985 she was appointed Administrative Assistant in the Faculty of Humanities, and moved through the ranks to become Senior Administrative Officer before her retirement in 1994.

She transitioned on Sunday, January 23, 2022.



Dr. John Maxwell

joined The UWI Mona in 1971 as a Lecturer in the Department of Sociology and Social Work. He was promoted to Senior Lecturer in 1989 and served as Head of Department from 1993-2000; then as Deputy Dean of the Faculty of Social Sciences. He passed away on August 1, 2022.



Dr. Chloe Morris

joined The UWI Mona in 1994 as an Administrator in the Department of Community Health & Psychiatry. She was promoted to Lecturer in 2001 and retired in 2012; continuing in service until 2013 as Lecturer at the Mona Aging and Wellness Centre.

She passed away on September 15, 2022.



Professor Michael McFarlane

joined The UWI Mona in 1986 as an Associate Lecturer Department of Surgery, Radiology, Anaesthesia & Intensive Care. He was promoted to Senior Lecturer in 2007 and Professor in 2013. He retired from the UWI in 2019 and continued in service to the institution up until the time of his passing on September 20, 2022.



Dr. Muriel Lowe Valentine

was among the first batch of Medical Students of the then University College of the West Indies in 1948. After retiring from the National Chest Hospital as Senior Medical Officer (SMO), Dr. Lowe Valentine became the Registrar of the Medical Council of Jamaica.



Hon. Barbara Gloudon, O.J.

was conferred with the Doctor of Letters (DLitt) degree as an Honorary Graduate of The UWI, Mona Campus in 1993.

Your Pension & You

PENSION HANDBOOK

http://wigut.uwimona.edu.jm/sites/default/files/UWI_FSSU_Members%27_Handbook_September_2017_Revision.pdf

CHECK YOUR BALANCES ON HARTLINK

<https://www.hartlinkonline.co.uk/>

Puzzle Answer Key

ACROSS

5. the university
6. disclosure

DOWN

1. intellectual property
2. entrepreneur
3. mori
4. licenses

Contribute to the WIGUT Bursary Fund

We extend this call for members to contribute to the scholarship and bursary fund that supports the needs of students.

You may make a one time commitment or you may choose to establish continuous support by filling out the bursary fund [salary deduction form](#) and submitting to the WIGUT secretariat.

These amounts will be deducted from your salary and deposited directly to the Bursary Fund.

Please help to support this worthy cause!



WORKING FOR YOU SINCE 1958

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Produced by The WIGUT Public Relations & Publications Committee

Connect with us!



@WIGUTJAMAICA

WIGUT@UWIMONA.EDU.JM

WIGUT.UWIMONA.EDU.JM