

Annual Report 2010-2011

University of Belize

UB

Education Empowers a Nation



University of Belize



Mission

The University of Belize is a national, autonomous and multi-location institution committed to excellence in higher education, research and service for national development. As a catalyst of change it provides relevant, affordable and accessible educational and training programs that address national needs based on principles of academic freedom, equity, transparency, merit and accountability.

Vision

The University's vision is directed at the transformation of the University into a recognized national university in the region and as the premier degree-granting university in Belize. It will be student-centred and will respond to the national development needs and priorities of the country to strengthen higher education

Core Values

Excellence and Merit
Relevance and Contribution to National needs
Spirit of Inquiry and Academic Freedom
Diversity and Equitable Access
Sustainability and Future Orientation
Accountability and Transparency
Empowerment and Initiative

UNIVERSITY OF BELIZE

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UB SNAPSHOT



AUGUST 2010

UB signs solar project for clean energy project with JICA



SEPTEMBER 2010

Student Services host Scholarship Fairs



OCTOBER 2010

Health services provided to over 700 Stann Creek residents



NOVEMBER/ DECEMBER 2010

Launch of European Union \$BZ 1.2 million project to train teachers in Banana Belt Communities



JANUARY 2011

UB host Belize's First Hicatee Conservation Forum

2010-2011

FEBRUARY 2011

Memorandum of Understanding for Solar power for clean energy project signed between UB and Government of Belize



MARCH 2011

UB delegation at OAS/CICACD hemispheric forum



APRIL 2011

Belize –Mexico Seminar III & First Annual Research Conference



MAY 2011

Inauguration of state-of-the-art Micro-propagation Laboratory

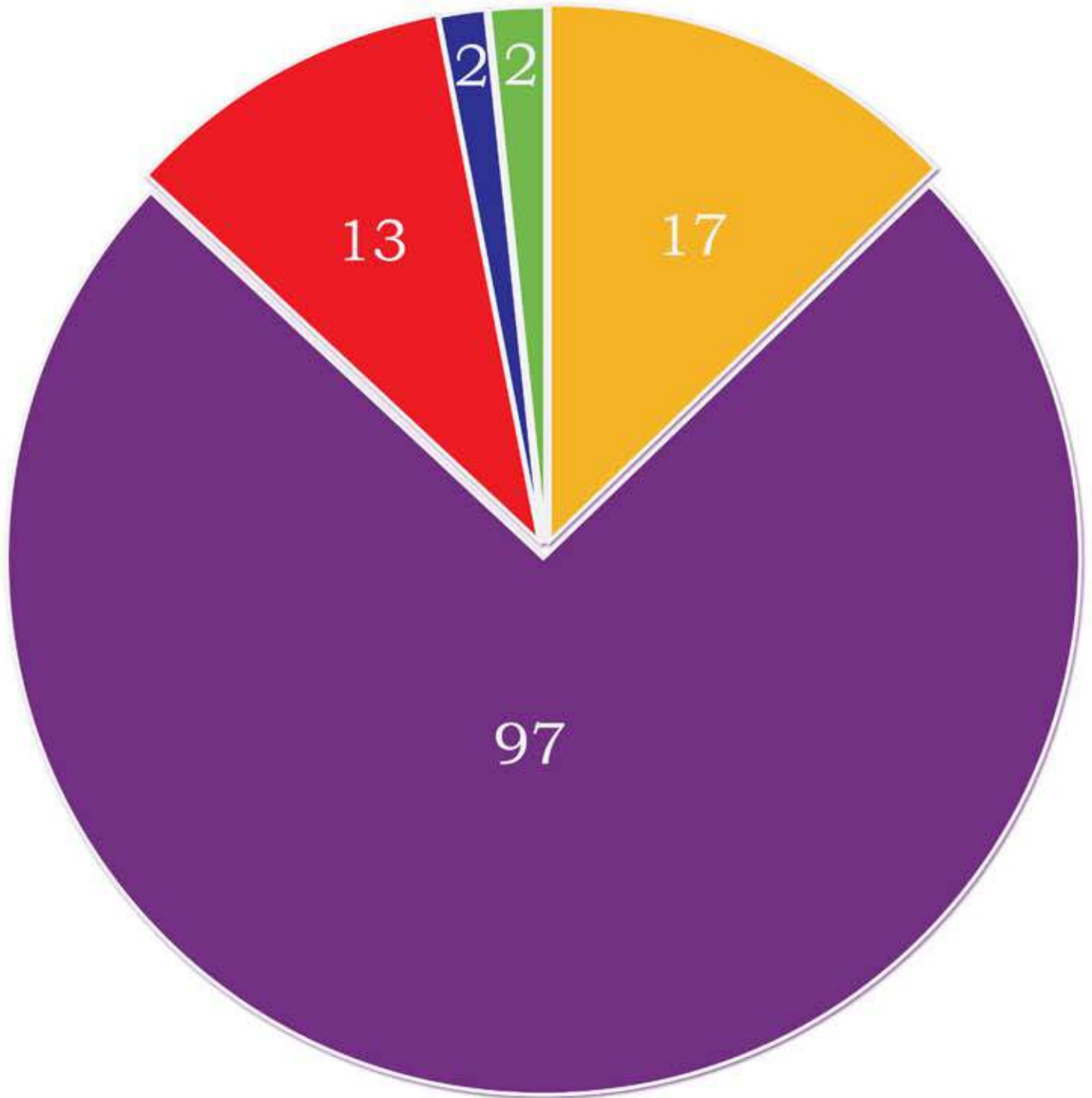


JUNE 2011

Historical milestone: Launch of First Master's Degree Program



QUALIFIED & EXPERIENCED FACULTY



HND

Doctorate

Master's

Certificate

Bachelor's

A Year of Positive Partnerships

As we embark on our second decade, it is imperative that we acknowledge our accomplishments, that we learn from our mistakes, and that we all recommit to using the human and material resources of this institution to do more for our citizens – we need to create more leaders of tomorrow and contribute to the quality of life of all Belizeans.

This year has been a period during which the country has experienced social crises that have created tensions and commanded our attention, both individually and nationally, in areas of security and health. Some members of our community have been victims of these social ills, and while the rest of us may not have been impacted directly, we have shared in the grief and offered support to those affected.

Despite these challenges, we have been able to move forward by establishing positive partnerships nationally, regionally and internationally and embracing the resulting developmental initiatives made available to us. Some of these partnerships have produced immediate fruits and will continue to produce positive results in the future.

One of the most noteworthy among these partnerships this year has been the signing of a Memorandum of Understanding with the Government of Belize through the Ministry of Finance. As a result of this MOU, a system of photovoltaic panels will be built on 2.04 Acres on the Central Campus in Belmopan and is scheduled to be completed in August of 2012. Not only will this clean energy solar project provide much needed revenue for the University, but through training provided by the Government of Japan, the project's funding agency, it will also facilitate the transfer of cutting edge technology to our lecturers and students in the Faculty of Science and Technology, the Information and Communication Technology Department, and the Environmental Research Institute.

Another important partnership is with the United Nations Children's Fund (UNICEF) which has committed, through a Memorandum of Understanding, to financing a Policy Observatory within our newly established Research Department. The major goals of this partnership has is to expand our national capacity for research, analysis and policy-making and to provide support to national authorities, NGOs and other

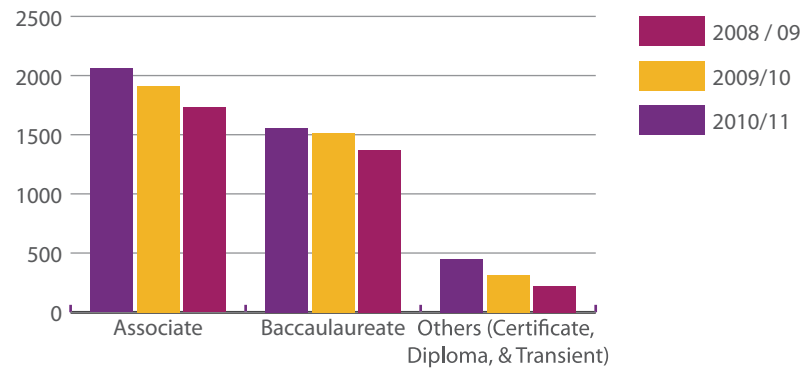
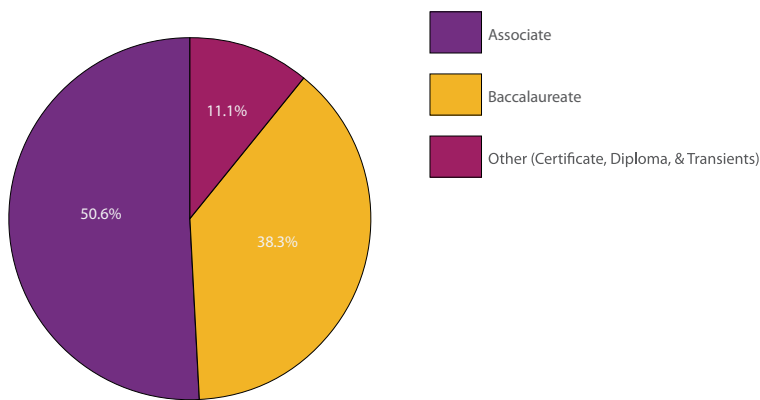


agencies that work with children.

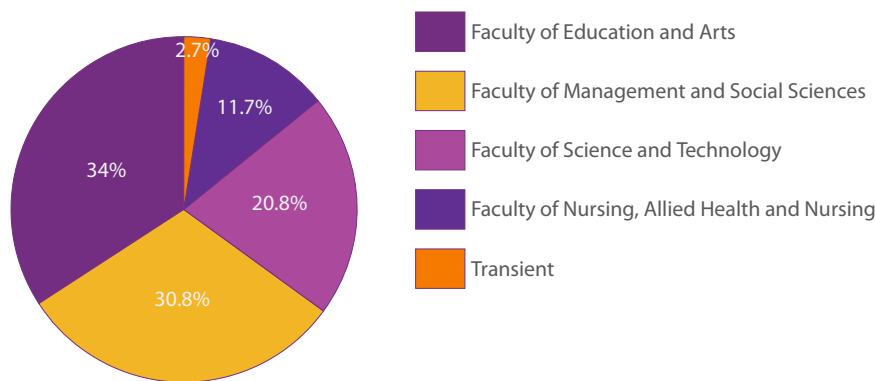
The inauguration of the European Union funded Bio-propagation Lab at our Department of Agriculture in Central Farm is another strategic partnership forged over the past year. This facility will allow the University to produce large volumes of disease free in-vitro plants that will greatly benefit Belize's agricultural sector, particularly the banana and sugarcane industries; it will also assist in our national food security efforts.

Congratulations and thanks must be extended to our faculty and staff at all levels of the institution for the role that they have played in facilitating these various initiatives. Special thanks also to our Board of Trustees for their stewardship. And to all our partners, big and small, national, regional and international, Thank you!

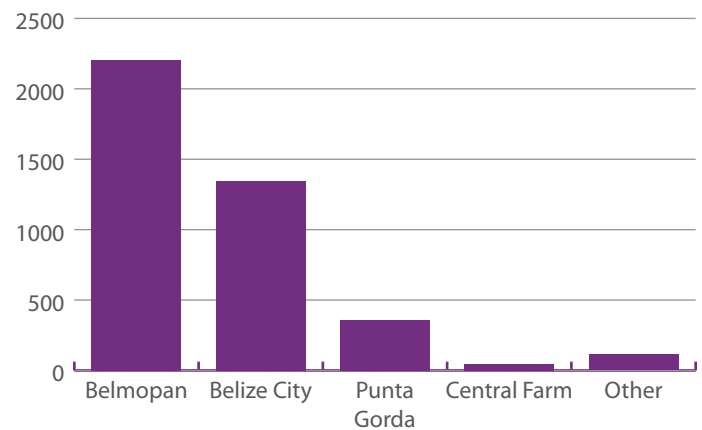
Students Enrolled by Degrees



Students Enrolled by Faculty



Students Enrolled by Campus



In 2010-11 the overall student enrollment* in the four faculties was 4,066, an increase of 8.75 per cent from the previous year's figures of 3,739. A majority (59 per cent) of the students were full time. The student population range from age 17 to 63 with an average age of 26. As has been the trend over the years, females continued to outnumber males by almost a two to one ratio (65 per cent females to 35 per cent males).

Total Number of Students

4,066

The highest enrollment continued to be in the Associate Degree programs which saw an increase of 7.7 per cent over the previous year. The Associate in Business Science and the Associate in Primary Education were the most subscribed associate degree programs with enrollment of 549 and 460 respectively. Enrollment in most of the baccalaureate programs has not increased significantly over last year (up only 3.2 per cent from 2009-10 figures). The Bachelor's Degree in Business Management and the Bachelor's Degree in Primary Education continue to have the highest enrollment.

The Faculty of Education and Arts had the highest increase in enrollment (15 per cent). Since the move to the main campus in Belmopan in 2004, enrollment on the Belmopan Campus has grown at a steady pace. In 2010-11, 54.2 per cent of the total population of students were attending classes in Belmopan.

Most of the students came from the districts with a campus, i.e., Belize, Cayo and Toledo and the least came from the other districts without a campus, i.e., Orange Walk, Stann Creek and Corozal. Most of the students on the four campuses were from the districts in which the campus was located.

*Enrollment trend is tracked using semester 1 figures since this is the semester when the majority of new students enter.



Provost Overview

The Academic Division continues to implement the Strategic Plan 2012 - 2015 - 'The Way Ahead: Transforming the University of Belize.' Each unit within the division has aligned their respective plans for a unified thrust in the strategic plan implementation. This unified thrust has allowed success in the following areas Enhancing Academic Quality & Rigour, Expanding Educational Opportunities, Research, Innovation & Development. Major achievements in these areas have positioned the university as an important provider of and leader in higher education in Belize.

Enhancing Academic Quality and Rigour

UB has embarked on a rigorous project to strengthen its academic programs. The strategy comprises:

- a thorough academic program review;
- strengthening of the general education core;
- diversification of academic programs;
- and continuous program evaluation and assessment

The program review comprised of an internal and external review process. Fourteen programs have been reviewed and eight more are scheduled for completion in the academic year 2011-2012. The completed program reviews outlined a number of strengths including well articulated program curricula, discipline specific learning outcomes, faculty & student lead research, and delivery of programs. In addition, the external review panels commended UB on its focus on academic quality and provided recommendations for further strengthening in services, infrastructure and process. Quality Enhancement Plans are developed after each program review. These quality enhancement plans incorporate the recommendations from the program review and implementation strategies to ensure that programs are enhanced. The academic deans, chairs and coordinators continue to implement, evaluate and monitor the delivery of quality education programs at UB and ensure that the recommendations of the program reviews are implemented.

The academic leaders have been spearheading the development of new programs with the assistance of advisory councils. These advisory councils comprised of stakeholders that have a solid commitment to the development of UB and its role in Belize's development. As a result, UB now offers on site programs in all of the six districts as well as San Pedro Town. These on-

site offerings have been possible through the collaboration with our educational partner institutions. In addition, UB along with ATLIB institutions have completed the first set of courses articulation amongst junior colleges and UB.

This benchmark achievement which is supported by the Ministry of Education and Youth is expected to facilitate movement of students among these institutions. The second component of this articulation project is underway and focuses on developing articulation for nine programs. The completion of the program reviews, the enhancement of current programs, the development of new programs, and articulation projects form part of UB's strategic goal to achieve accreditation.

Expanding Educational Opportunities

UB has invested in projects to expand the services offered and addressed three components of this concerted effort, namely, expand infrastructure/resources, build institutional capacity and establish/reinforce linkages. The first element of expanding resources is directed at providing access to an expanded UB's electronic resources and additional electronic resources. As a result, the MOODLE platform for online teaching has been adopted and an external server has been secured to host online courses and facilitate access. Electronic resources to support Agriculture, Rural Development, Nursing, Medical Laboratory, Social Work programs have been obtained through our library. Throughout the semester, the Quality Assurance Office has facilitated several workshops at UB to build capacity in online teaching.

Research, Innovation and Development

As the National University, UB is committed to the development of policies that are informed by evidence. Through the Offices of the Provost and Research several faculty members from various faculties have received "seed" monies to develop research proposals. The purpose of this initiative is two-fold- (a) to encourage and support research among faculty and (b) to seek additional funding from outside UB for the implementation of the research projects.



Quality Educational Excellence

The vision of the Office of Quality Assurance (QA) is to prepare the University of Belize for institutional and subsequently or simultaneously for academic program accreditation premised on standards comparable to those in the region and beyond. QA continues to focus on achieving quality educational excellence among its UB's graduates and ensure that they are qualified, and equipped with the relevant training and knowledge for entrepreneurships and meaningfully contribute to development of Belize as productive citizens.

In the process of achieving quality teaching and learning, QA monitored the use of human, technological and other resources to promote the efficient and effective teaching/learning, service and research functions of the institution, and reinstated a program in Faculty Continuous Professional Development (FCPD) as one of the mechanisms for improving the quality of teaching and learning. Other workshops offered to faculty were Teaching Methodology I, Introduction to Moodle, Use of I.T. to improve teaching and learning, Syllabus Construction, and Classroom Assessment etc.

Programs reviewed by QA included Building & Civil Engineering (Associate), Business Studies (Associate) and Management (Bachelor), English as a Second Language (Certificate), Information Technology (Associate and Bachelor) and Nursing (Bachelor). The external reviewers were from the University of Illinois (Chicago), University of North Florida (Jacksonville), University of the West Indies (Jamaica), Pedagogical University of Honduras, (Tegucigalpa), University of Quintana Roo (Chetumal), Sacred Heart Junior College (San Ignacio, Belize), Ministry of Works (Belmopan) and other professionals.

Based on recommendations received from both the internal self study reports and the EPRT reports, a Quality Enhancement Plan (QEP) is to be developed for each of the programs for implementation beginning August 2012. Other accomplishments by QA are the ATLIB National Articulation Framework committee's Course Equivalency Exercise where most junior colleges participated in this exercise. For instance, Course Equivalency Grids highlighting courses transferable to UB from given junior colleges are now being used at UB. The planning of a major and more ambi-

tious Program Articulation project is underway; funding for 2011-12 has been secured from ATLIB and from the Ministry of Education and Youth (MOEY).

In addition to the hosting of external peer academic program reviewers, QA through ATLIB NAF hosted a national orientation meeting for the Course Equivalency Exercise in which representatives from subject teams drawn from junior colleges participated in a general orientation to the exercise; subsequently, subject teams met to carry out course evaluations. A review of the draft UB Assessment of Student Learning policy and regulations manual was conducted at a faculty consultation.



Steadfast in its continued commitment to provide relevant educational programs, and in accordance with the University of Belize's strategic plan, the Faculty of Education and Arts focused in 2010–2011 primarily on fulfilling its role as the leading teacher training institution in Belize and creating access to these programs countrywide.

THE BANANA BELT PROJECT

The Faculty of Education and Arts realised several important accomplishments this year, and chief among them was the completion of year one of the Banana Belt Primary Education Project funded by the European Union and the University of Belize in partnership with the Ministry of Education and Youth, the University of the West Indies Barbados, and the University of West England, Bristol.

This project consisted of five components: teacher training, leadership training, parenting/community participation, early childhood education and professional development in Mathematics, Science and Literacy. The project's overall goal is to foster social and economic development leading to poverty reduction through improved quality primary education.

During this first year of the project, UB/FEA implemented two teacher training programs: The Certificate in Education (Cert. Ed.) Program which is designed for in-service school teachers who already have either an associate's or bachelor's degree in a subject area other than teaching, and the Professional Teacher Training 1 (PTT1) program designed for in-service teachers who have a high school certificate or its equivalent (eg. a First Teacher's Certificate).

The first cohort of student-teachers from the Cert. Ed. Program graduated during this academic year (2010–2011). There was a total of 292 graduates. This high completion rate can be attributed to the exceptional level of motivation among instructors and students as well as the structure of this 18 month program and the financial support which teachers received from the Ministry of Education.

Through these programs, FEA continues to have a profound impact on teacher training by increasing access in various geographic locations throughout the country.



FACULTY OF EDUCATION AND ARTS
EDUCATION EMPOWERS A NATION

“The Faculty of Education and Arts continues to strive for academic excellence and is committed to meet the demands for trained teachers and other professionals across the country”

Romina Pop is one of the many teachers who has benefited from the Banana Belt Project. She has been teaching for nine years at Independence High School in the Stann Creek District before enrolling in the E.U. Secondary Teachers BA program in May 2011. Ms Pop says that being in the program has motivated her to remain in the teaching profession:



When it was announced that a B.A. program was coming on stream and that the courses would be delivered through the University of Belize, I was overjoyed, since I had always wanted to be an educator with the required qualifications that would enhance my delivery in the classroom. My purpose as an educator is to model positive ideals that my students could emulate, and I am also able to glean a lot from the lecturers in this program.

Just as the University of Belize at the Associate level paved the way for me to enter the profession at the age of twenty, this B.A. program in the Banana Belt has been an answer to my prayer. I am about to complete my Bachelor's Degree with a concentration in English. With this qualification I will continue to serve Independence Village in the capacity of an educator, and I will have the privilege of shaping the future of our nation through my input in the lives of the students whom I teach, Belize's most precious resource.

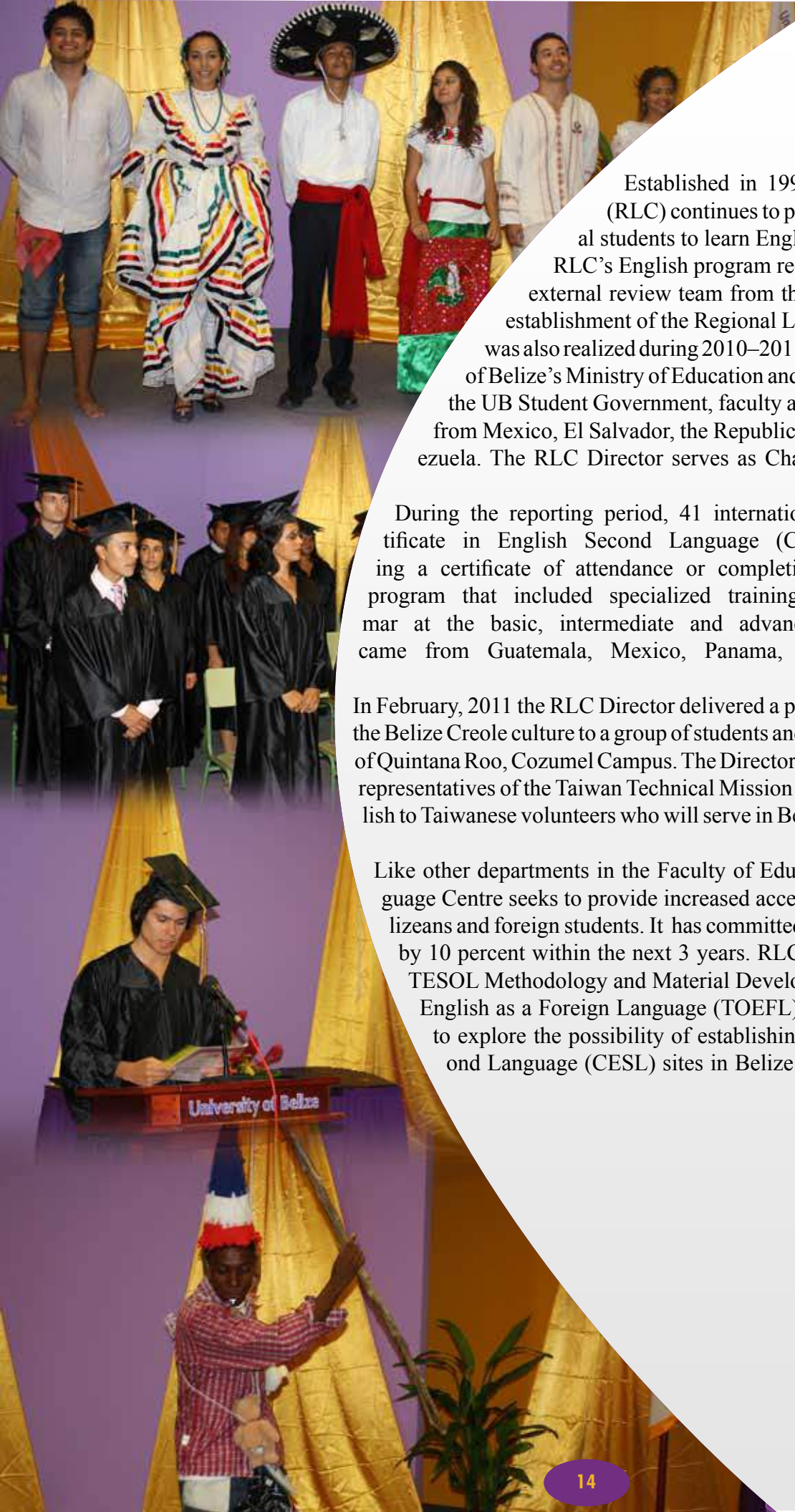


FEA WEEK

Another of this year's highlights was FEA Week which gave the faculty an opportunity to publicly showcase some of its accomplishments. The faculty had agreed to pool all of its resources to create a large impact rather than the many small projects that had been previously presented.

The week was celebrated in the month of March to coincide with Early Childhood Stimulation Month so that FEA's own Early Childhood Stimulation Center could be showcased. One of the highlights of the week was the Multi-cultural fair during which students enrolled in the Belizean History classes collaborated with students from the early Childhood Stimulation Center in displaying the various cultures of Belize. This fair was hosted by the Belize City, Belmopan and Toledo campuses and took place at the Central Campus in Belmopan. The participation of international students enrolled at the Regional Language Center also enriched the week's activities with a display of their cultural traditions, foods, costumes and dances.





Established in 1995, the Regional Language Centre (RLC) continues to provide opportunities for international students to learn English as a second language. This year RLC's English program received a rating of "Excellent" by an external review team from the University of North Florida. The establishment of the Regional Language Centre's Advisory Council was also realized during 2010–2011 and is comprised of representatives of Belize's Ministry of Education and Youth, the UB Alumni Association, the UB Student Government, faculty and staff members, and ambassadors from Mexico, El Salvador, the Republic of China (Taiwan), Brazil and Venezuela. The RLC Director serves as Chairperson of the Advisory Council.

During the reporting period, 41 international students enrolled in the Certificate in English Second Language (CESL) program with 33 receiving a certificate of attendance or completion from the rigorous ten month program that included specialized training in language skills and grammar at the basic, intermediate and advanced levels. This year's students came from Guatemala, Mexico, Panama, Honduras, Ecuador and China.

In February, 2011 the RLC Director delivered a presentation on the ESL program and the Belize Creole culture to a group of students and their professor from the University of Quintana Roo, Cozumel Campus. The Director also participated in discussions with representatives of the Taiwan Technical Mission in Belize to provide training in English to Taiwanese volunteers who will serve in Belize and other Caribbean Countries.

Like other departments in the Faculty of Education and Arts, the Regional Language Centre seeks to provide increased access to quality education both for Belizeans and foreign students. It has committed to the goal of increasing enrolment by 10 percent within the next 3 years. RLC also plans to offer a Certificate in TESOL Methodology and Material Development and to establish a Testing of English as a Foreign Language (TOEFL) centre. The Center has also begun to explore the possibility of establishing a Certificate in English as a Second Language (CESL) sites in Belize City, Punta Gorda, and San Pedro.

REGIONAL LANGUAGE CENTRE



“The Regional Language Centre established in 1995 continues to provide a conducive learning environment to international students to learn a second language designed at breaking the barriers of communication”



VISION

The transformation of the RLC as the linguistic bridge between Spanish-speaking Central America and the English-speaking Caribbean

MISSION

The Regional Language Centre (RLC) provides quality, customized and accessible language programmes that enhance national, regional, and international integration

During 2010–11, the Faculty of Management and Social Sciences responded to the need to build the human resource capacity of the residents of San Pedro by offering a Bachelor's Degree in Tourism Management. Tourism stakeholders on the island had expressed concern about the limited amount of trained persons that had necessitated the importation of a qualified workforce from other countries. Consequently, the University of Belize partnered with the San Pedro Junior College and obtained financial support from the Ministry of Tourism that made it possible to offer the B.A. in Tourism Management program to the first cohort of 18 students in August of 2010 and another cohort for the coming academic year.

In another effort to meet the needs of students and further Belize's national development, in April, 2011 the Faculty of Management and Social Sciences introduced the FMSS Student Research Conference which already promises to become one of the faculty's flagship initiatives.

The primary objective of this conference is to publicize, through a public forum, the research output of the faculty and students. It also provides a means for faculty and students to build their research, presentation and professional expertise by presenting topics of individual, community, national and regional importance on a variety of areas in business, management and social sciences. Some areas of research included:

- Investment in Belize Telemedia Limited
- Offshore Drilling in Belize
- Suicide Rates in the Belize Defence Force
- Value Chain for the Citrus Industry in Belize
- Factors Impacting the Level of Motivation in the Belize Police Department
- Migration Factors in Belize
- Child Sex Abuse Indicators

Conference presentations by students were the products of individual or group research projects and undergraduate theses. These are critical components of our five Bachelor level programmes and are prerequisites for graduation.

This Research Conference initiative provides a showcase for the university's efforts to become a research-based institution.



FMSS has also forged a robust internship programme with leading private sector and business entities aimed at equipping students with the knowledge, skills and practical tools necessary to examine Belize's position in the global environment, and to respond in informed,

dynamic ways to the country's developmental needs.

The delivery of high quality instruction in the classroom is the hallmark of FMSS. Faculty members participated in a variety of professional development activities, both locally and internationally, which offered opportunities to enrich the curriculum.

The expertise and contributions of members of the Faculty of Management and Social Sciences are quite visible in national decision making bodies as they participated in consultations and other professional and technical activities. Students have also participated alongside faculty members in business conventions and symposiums. One such event is the annual Entrepreneurship Symposium which this year was delivered by entrepreneurs from Beltraide and other service providers.



Other notable events that FMSS engaged in included the Marketing Exposition; the CARICOM Fisheries Leadership Training; the Disney Internship; the Japanese International Cooperation Agency (JICA) Small Business Training in Costa Rica; and a lecture series by national, regional and international lecturers.

Furthermore, in an effort to foster strategic working partnerships with the private sector and business community, the Faculty has been instrumental in securing representation on the boards of the Belize Hotel Association, the Economic Council of the Chamber of Commerce, the Micro-small Business Working Group for Beltraide, and the working group for Belize Youth Business Trust, thus demonstrating that the contributions of the Faculty of Management and Social Sciences have an impact upon national development.

The goals of the Faculty of Management and Social Sciences for the next academic year are to complete proposals for the Criminal Justice and MBA programs, develop proposals for a Hospitality and Tourism Bachelors Degree program as well as an Entrepreneurship Centre.

FACULTY OF MANAGEMENT AND SOCIAL SCIENCES

FACULTY OF NURSING

ALLIED HEALTH AND

SOCIAL WORK

Public health nurses are employed to provide a wide range of health care services across the landscape of the country. They are usually based in our local health centers and polyclinics and are assigned to cover specific geographical areas. They provided services in schools, in day care and other community centers and in people's homes. Hence, to meet the increasing demand for these services in Belize, the UB, FNAHSW initiated the first pilot program – the Bachelor of Science in Public Health Nursing. It marks a singular achievement and can best be described as a true success with a graduation class of 13 of 15 (86.7%) students. This accomplishment will have a positive impact for Belize, for with an increase in the number of Public Health Nurses available through the country, there will be increased access to the health care for our people.

Other accomplishments in the academic year included the strengthening of a collaborative framework with the Ministry of Health (MOH) in the area of Nursing. Such strengthening promotes the production of Belize's next generation of competent nursing personnel. In addition, FNAHSW was actively involved in CARICOM Single Market and Economy (CSME) initiatives by engaging in the Caribbean Pharmacy education network. Furthermore, in an effort to respond to Central America's HIV/AIDS situation, FNAHSW partnered with the IntraHealth's capacity IV in a project funded by USAID.

Since the development of the Medical Laboratory Technologist career group in the 1920s, the clinical laboratory science professional has played an increasingly vital role in the diagnosis and prevention of disease. Today, the clinical laboratorian is a key member of a health care team. This awareness was the talk of UB Belompan campus, when the first Medical Laboratory Technology awareness week was conducted in April of this year. But beyond meeting the public need, the celebration of MLT week had helped to increase recognition for the profession and it seeks to improve the individual practitioner's sense of self-worth.

University of South Florida Global Public Health graduate students hosted a successful field experience in July 2011.

This year, FNHASW enhanced its traditional Health Fair by focusing on reproductive health. In October 2010, a large number of nursing, medical technology and social work students congregated in the village of Maya Mopan, Stann Creek District, to provide several health care services and to conduct health education session. Central to this health fair was the involvement of the pharmacy students. The purpose of the health

fair was to increase this Mayan community's awareness of various health topics such as Family Planning, The Birthing Process, Sexually Transmitted Diseases, and Femal Sexual Health Issues. Individuals who attended the fair were able to take advantage of preventative screenings for health and wellness. The services provided were greatly appreciated by the villagers and were free of cost.

Faculty member and students trained for HIV counseling through the Intra-health Capacity IV Project.

FNAHSW Allied Health Chair participated in PAHO conference to create a harmonized Pharmacy curriculum in CARICOM countries.



Faculty of Nursing, Allied Health and Social Work (FNAHSW) graduates at the end of the 2010–2011 academic year	
Bachelor	49
Associate	24
Certificate	38

External technical and financial resources were mobilized from several sources. Through IntraHealth, the Faculty developed a comprehensive Allied Health Course with a focus on primary health care, HIV and other sexually transmitted infections.

The Pan American Health Organisation (PAHO) was instrumental in the realization of working sessions to report on external review processes and begin development of Quality Enhancement Plans (QEP) for Medical Laboratory Technology (November 2010) and Pharmacy (January 2011); PAHO sponsored the participation of a FNAHSW member at the Second Caribbean Workshop on Pharmacy Education (October 2010); PAHO also provided technical support of external program reviewers from the University of the West Indies School of Nursing and the University of Illinois External Peer Review for the Nursing Bachelor degree (May 2011).

Viterbo University providing both technical (conference presenters) and financial resources (conference fees) for a national Preceptor's Training Workshop held in April 2011.

The FNAHSW focus for the immediate future will be on a continuation of the process to build an interdisciplinary team of professionals with the required expertise in program offerings and strengthened personnel capacity in teaching, research, advocacy and outreach in health related areas.

In academic year 2011-2012, FNAHSW expects to work towards the expansion and increase of Bachelor programs such as the Health Sciences and Nutrition Sciences. Development of several post bachelor specialization programs will also be explored.

Identification and mobilization of financial, material and technical resources will be a key focus in the next academic year to support implementation of recommendations made in all program reviewed to date. Particular emphasis will be placed on several Nursing advanced practice areas.



Historic Milestone:
**LAUNCH OF FIRST
MASTERS PROGRAM
IN BIODIVERSITY
CONSERVATION AND
SUSTAINABLE DE-
VELOPMENT**

The launch of the University of Belize's first M.A. in Biodiversity Conservation and Sustainable Development, led by the Faculty of Science and Technology in their commitment to provide programs relevant to the needs of Belize, has been a milestone achievement this year.

This M.A. Program is aimed at creating a pool of highly qualified graduates who will complement the Government's efforts to accelerate the development of human resources, specifically in the area of Natural Resource Management in Belize. Moreover, this M.A. program builds the country's capacity to tackle urgent issues in environmental management, biodiversity, and sustainable development.

The University of Belize through this initiative has established significant partnerships with the University of the West Indies, St. Augustine, Trinidad and Tobago, the University of Guyana and Anton de Kom Universiteit van Suriname, and the University of Oxford, England.

Another groundbreaking and rewarding achievement by the Faculty of Science and Technology was the hosting of the first Belize-Mexico Symposium for Research Collaboration on Biodiversity and Natural Sciences. The inauguration of this event marks the establishment of a durable relationship between the Science department of UB and those of premier institutions in Mexico.

In its efforts to increase access and develop relevant programs, the primary aim of the event was to share information relevant to the development of a Bachelor Degree program in Marine Biology at the University of Belize. Through this significant



collaboration FST also increased the capacity for both its faculty and students to engage in research and educational programs with its newly formed, prestigious partnerships, which include: the National Autonomous University of Mexico (UNAM); the Southern Border College (ECOSUR); and the Research and Advanced Studies Centre (CINVESTAV).

An exceptional output of this symposium was the internship opportunity granted to four FST students, who were sent to Mexico as part of a research internship program through the DELFIN (Programa Institucional para el Fortalecimiento de la Investigacion y el Postgrado del Pacifico which in english translates Pacific Programme for Strengthening Institutional and Postgraduate Research) . One of these interns, Vanessa Figueroa's presentation of her research and her excellent performance on the knowledge entrance exam, resulted in her receipt of a scholarship to pursue a Master's degree at the Instituto Polytechnico Nacional.

Other significant FST accomplishments included providing support to the Ministry of Tourism and the Belize City Council in the preparation of a Master Plan for downtown Belize City, placing 15 Bachelor and 12 Associate Degree interns students at various organizations countrywide, hosting the annual Earth Day Extravaganza, and the completion of the Program Review for the Associate and Bachelor Degrees in Information Technology.

The Faculty of Science and Technology now has the highest number of members with terminal degrees, and several with master's degrees



Publications

Enrique Caliz, Karthikeyan Umapathy, Arturo J. Sánchez-Ruíz, and Sherif A. Elfayoumy. 2011. Analyzing Web Service Choreography Specifications Using Colored Petri Nets.

Hicks, M., M.A. Bailey, T. Thiagarajan, T. Troyer and L. Huggins. 2011. Antibacterial and Cytotoxic Effects of Red Mangrove (*Rhizophora mangle* L. Rhizophoraceae) Fruit Extract. *European Journal of Scientific Research* (Submitted).

Wei Tong Chen, Po-Yi Chang, Kyle Chou, Leonard Mortis, July 2010. "Developing a CBR-based adjudication system for fatal construction industry occupational accidents. Part 1: Building the systems framework". *Expert Systems with Applications*, Volume 37, Issue 7, July 2010, Pages 4867-4880.

Sabu, T. K., Vinod, K. V., Latha, M., Nithya, S. and Boby, J. 2011. Cloud forest dung beetles (Coleoptera: Scarabaeinae) in the Western Ghats, a global biodiversity hotspot in southwestern India. *Tropical Conservation Science*. Vol. 4 (1):12-24. Available online: www.tropicalconservationscience.org

Latha, M., Cuccodoro, G., Sabu, T.K., and Vinod, K.V. 2011. Taxonomy of the dung beetle genus *Ochicanthon* Vaz-de-Mello (Coleoptera: Scarabaeidae: Scarabaeinae) of the Indian subcontinent, with notes on distribution patterns and flightlessness. *Zootaxa*. 2745:1-29.

ENVIRONMENTAL RESEARCH INSTITUTE

MISSION

The Environmental Research Institute continuously builds national scientific capacity for the effective management, sustainable use and conservation of Belize's natural resources

VISION

As the premiere environmental research institute in Belize and highly respected in the region, ERI provides sound science and creates a culture of evidence-based decision-making in the public and private sector in areas relevant to Belize's sustainable development

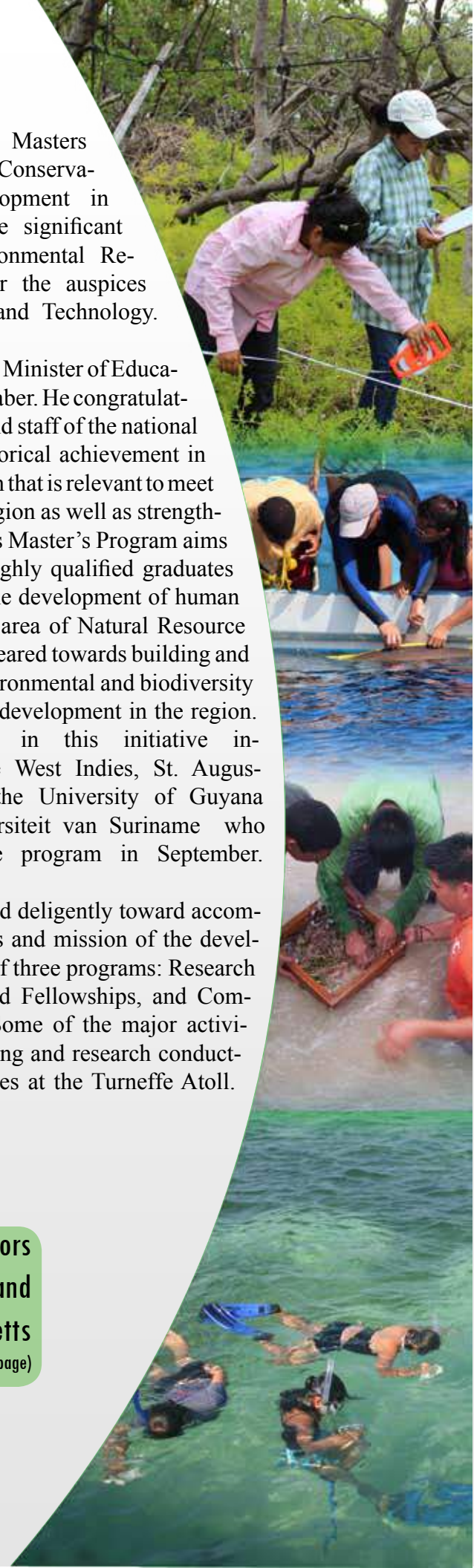
The launch of the First Masters Program in Biodiversity Conservation & Sustainable Development in June, 2011 was one of the significant achievements by the Environmental Research Institute (ERI) under the auspices of the Faculty of Science and Technology.

Speaking at the launch was the Minister of Education and Youth, Hon. Patrick Faber. He congratulated the management, faculty and staff of the national tertiary institution for its historical achievement in developing a graduate program that is relevant to meet the needs of Belize and the region as well as strengthen our research activities. This Master's Program aims to create a critical pool of highly qualified graduates who will help to accelerate the development of human resources, specifically in the area of Natural Resource Management, in Belize. It is geared towards building and strengthening capacity in environmental and biodiversity management and sustainable development in the region. The University's partners in this initiative include the University of the West Indies, St. Augustine, Trinidad & Tobago, the University of Guyana and Anton de Kom Universiteit van Suriname who will offer the mixed-mode program in September.

In 2010–2011, the ERI worked diligently toward accomplishing their main objectives and mission of the development and implementation of three programs: Research and Monitoring, Training and Fellowships, and Communications and Outreach. Some of the major activities included marine monitoring and research conducted within ecosystems and sites at the Turneffe Atoll.



Administrative Directors
Dr. Elma Kay and
Dr. Leandra Cho-Ricketts
(following page)



MAJOR PROJECTS

Oak Foundation:

Developing National Research and Monitoring Capacity for the Management of Belize's Marine Protected Areas and Natural Resources.

National Environmental and Natural Resources Management (NRM) Research Agenda; Online research publications repository

Panthera Collaboration:

Wildlife research and monitoring within the Central Belize Corridor (CBC); Jaguar population survey in the Cockscomb Basin Wildlife Sanctuary (CBWS)

Darwin Belize Large Mammal Corridor Project:

Wildlife research and monitoring within the CBC; Recommendation from National Protected Areas Technical Committee (NPATC) to include work in the CBC as a priority in the operational framework for implementation of the National Protected Areas System

Darwin Lowland Savanna Project:

Conservation of the lowland savanna ecosystem of Belize: Re-curation of the Belize National Herbarium located at the Forest Department now being led by ERI; Botanical field guides to the savannas of Belize, botanical database and updated map of lowland savannas;

PROGRAMS

Research and Monitoring

Focus on inventory and assessments, resource monitoring, species of concern, ecosystems in natural and human-dominated landscapes/seascapes; Training and Fellowships (training for students and NRM practitioners) and Communication and Outreach (to decision-makers in NRM management, public and private sector)

Wildlife Research and Monitoring:

Live trapping and radio tracking of pacas, coatis, kinkajous, grey foxes and tayra in CBC through Darwin Large Mammal Project; Post-Richard camera surveys of jaguars in CBC to determine hurricane impact; support from *Darwin Large*

Mammal Project & Panthera; and Camera survey in Cockscomb shows 40% of jaguars above age 10; support from Panthera and the Belize Audubon Society (BAS).

Botanical Research

ERI Darwin Botanist German Lopez now leading re-curation effort of the National Herbarium at the Forest Department; Botanical database for herbarium created and being updated; a checklist of the vascular plants of the lowland savanna in Belize submitted to journal *Phytotaxa* for peer-review and publication; and Photographic field guides of savanna for use by students and public now available

Training and Fellowships

More than 40 UB undergraduates received training through the ERI and taught four field and field-based courses in NRM Program for 3rd and 4th year Bachelor students (Wildlife Management, Fisheries and Aquaculture, Tropical Forest Ecology and Management and Field Methods and Assessment); trained 10 student volunteers through the Oak Project in diving and/or marine monitoring methods; seven student volunteers trained in mammal live trapping and radio-tracking through Darwin Large Mammal Project; hired four student assistants at ERI through Oak Project; two students completed internships on sea-turtle nesting at the CCFS and two completed internships in the CBC; supervised data collection for thesis project and/or thesis project completion for students and Chapter on Threats to Coral Reefs for marine textbook underway in conjunction with NRM Program

Communications and Outreach

Hosted Hicatee Forum and Workshop in December 2010; presented at First Belize-Mexico Symposium in February 2011, Co-organized/hosted 5th NRM Symposium with MSBC in March 2011, established new partnerships: Healthy Reefs, Oceanic Society, Sea grass Net-University of New Hampshire, Turtle Survival Alliance, Center for Protected Areas Management Training at Colorado State University, Ya'axche Conservation Trust, BAS, National Networks and Relevant Committees: SPAGs, Coral Network, NHCMN, NPATC, Belize National Climate Change Committee, Turneffe Atoll Sustainability Council. conjunction with NRM Program



CENTRAL FARM CAMPUS

UBCFC was transformed into a revenue generating centre earning \$150, 000...

The University of Belize Central Farm Campus (UB-CFC) was transformed into a revenue generating centre earning \$150,000 thus ensuring the financial sustainability of the campus as a training centre for students, farmers and as a living laboratory of a self sustainable farm is the hallmark achievement for Central Farm in 2010 – 2011.

The Central Farm department of the Faculty of Science and Technology houses the University of Belize's integrated program in agriculture. This program delivers and evaluates the department's program of studies, agriculture-based extension services and applied research, thereby contributing to Belize's food security in a sustainable manner.

The department offers a high quality program in general agriculture to produce graduates with current and relevant skills and competencies as farmers, agrobusiness entrepreneurs, technicians or professionals in agro-industry. Production and extension services included the production of improved genetic stock, planting material, technical and research services and commercial products, both primary and processed, for agro-industry in a manner that allows students, faculty and technical support staff to learn by studying and working in a self sustainable farm that serves as a living laboratory.

UB CFC has been successful in making an impact in Belize during the reporting period through effective upgrades of local fowl stock. This has been accomplished countrywide through the distribution of Black Sex Link roosters to farmers. In collaboration with the Food and Agriculture Organisation (FAO), UB is conducting several capacity building sessions in Orange Walk, Corozal, Belize, and Cayo districts in activities related to Disaster Risk Mitigation. The sessions included food canning, agronomic training, health issues associated with disasters, and contingency planning associated with disasters; and the completion of an FAO study on "Gender, Culture, and Ethnic issues associated with Disaster Planning." FAO has also provided support for poultry development and Capacity Building amongst farmers. In January, 2011 UBCFC hosted the Board of Trust-

ees (BOT) meeting for the first time as well as an Official visit a month after by the Minister of Education Hon. Patrick Faber at which time the Minister inaugurated the gymnasium, opened a lunchroom for staff, and laid the foundation for the stairway to two new classrooms. Another major achievement

of significance was the inauguration of the Plant propagation laboratory in May, with technical assistance from scientists from Cuba. UBCFC continues to develop its infrastructure to establish an aesthetic environment designed to promote enhanced teaching and learning effectiveness. It also provides facilities for staff so as to improve the work environment.



MISSION

To deliver an agriculture programme of studies, agriculture-based extension services and applied research thereby contribution to Belize's food security and national development

COMPLETION OF GOALS

Goal 1:

Gymnasium equipped and inaugurated, new toilet building started, campus fully landscaped with gate project at front of Campus completed, dorm 1 renovated with fully tiled bathroom, recreation lounge completed, basketball court fitted with lights, Karate instruction initiated.

Goal 2:

Lunchroom for staff with toilet and shower, refrigerator, microwave and lockers completed and inaugurated, a second worker facility, though expected to be temporary, was completed by renovating an unused dormitory.

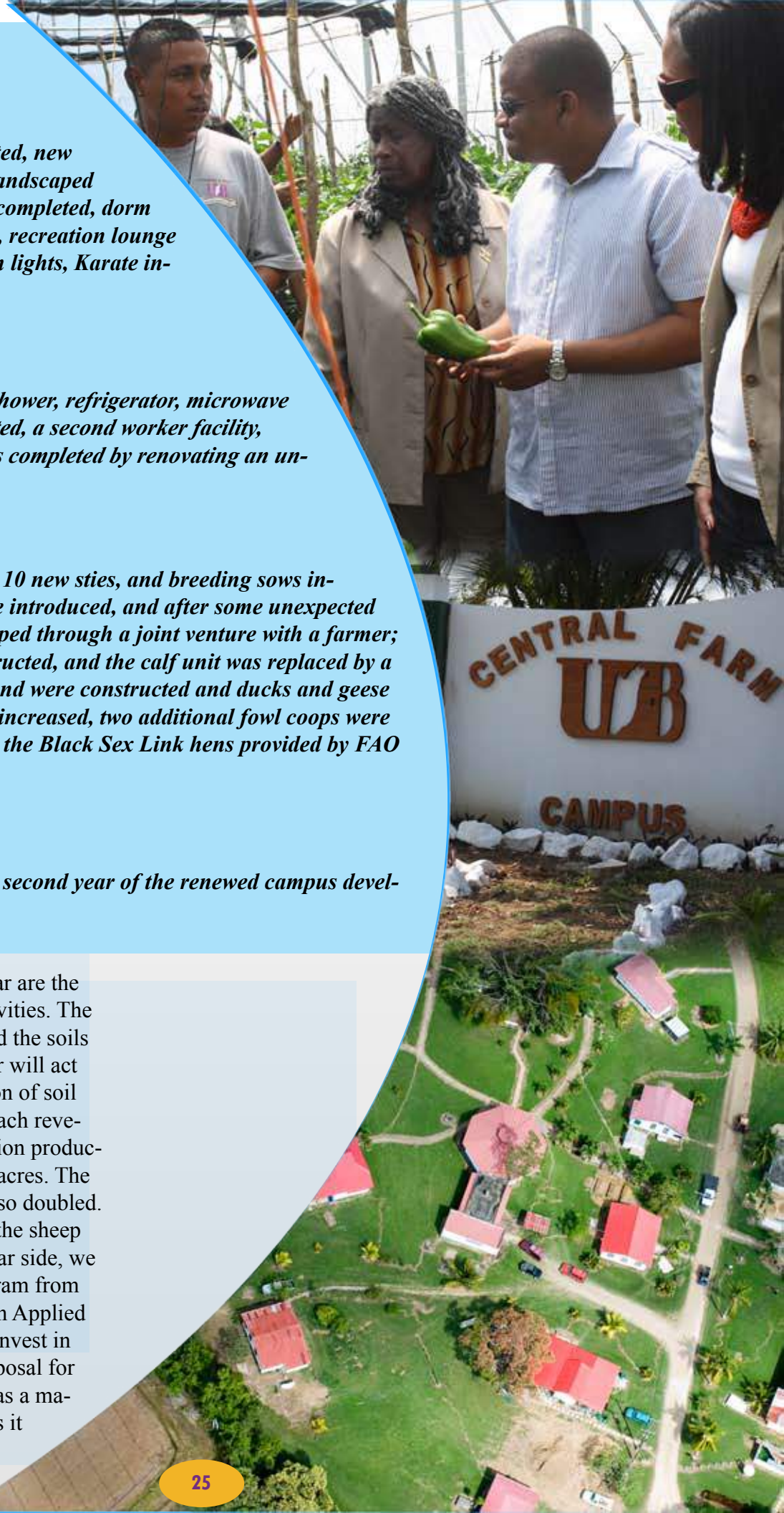
Goal 3:

The pig pen was expanded to include 10 new sties, and breeding sows increased from four to nine, sheep were introduced, and after some unexpected setbacks, the flock was rapidly developed through a joint venture with a farmer; a corral with water trough was constructed, and the calf unit was replaced by a fattener unit; two duck pens and a pond were constructed and ducks and geese introduced; sweet pepper production increased, two additional fowl coops were constructed and egg production from the Black Sex Link hens provided by FAO commenced in October.

Goal 4:

The projected revenue realized in the second year of the renewed campus development.

UBFC goals for the next academic year are the integration of production/revenue activities. The completion of two new classrooms and the soils laboratory is also scheduled. The latter will act as a starting point for the reintroduction of soil analysis to Belize. The expansion of each revenue activity is targeted. Grain production production will increase from 52 acres to 82 acres. The number of sows and layer hens will also doubled. Fish farming will be introduced, and the sheep unit will be expanded. On the curricular side, we will begin efforts to upgrade our program from an Associates to a Bachelor's degree in Applied Agriculture. Toward this end we will invest in the training of staff and develop a proposal for funding which would develop UBCF as a major centre for training in Agriculture as it relates to Climate Change.



TOLEDO CAMPUS

The University of Belize Toledo Campus (UBTC) provided tertiary level education to over 300 full and part time students from the Toledo district; assisted upper division teachers in upgrading their knowledge of Mathematics to teach all of the areas of mathematics at the primary school level resulting in higher passes for the students in mathematics at the Primary School Examination (PSE). UBTC assisted in the development of an Associate Degree in Primary Education using a distance education mode; supported the development of an Associate Degree in Sustainable Agriculture; worked along with the Ministry of Education and Youth (MOEY) delivering Summer Workshops to teachers and the Teacher Development Unit in offering the Certificate in Primary Education; developed a proposal to seek funding from the European Union (EU) for Integrated Rural Development; and developed a proposal aimed at securing funding from UNICEF to upgrade content area knowledge of teachers in Mathematics, English, Social Studies, Science, and Information Technology.

MISSION

The University of Belize Toledo Campus exists to provide access to quality tertiary level education for the inhabitants of the Toledo District. It also provides Adult and Continuing Education opportunity to the people of the Toledo District. The University of Belize-Toledo Campus also seeks opportunities to participate in the development of the district and its people



Stanley Nicholas
Campus Administrator

ASSISTANT PROVOST OVERVIEW

The Assistant Provost supervises the Department of Student Affairs and Academic Support (SAAS). Student Affairs includes: Admissions and Records, Student Affairs, Student Services, Wellness, and Physical Education and Sports. The academic support units include UB's Bookstores and Libraries on the various campuses.

The department is committed to provide greater focus to and uphold the student-first commitment of the University; address students' current and future needs; to create and maintain greater efficiency in management and monitoring through the development and expansion of services and academic support to students; and to highlight opportunities for the university to open access to tertiary education and for revenue generation through open and distance learning.

The year was challenging for the department as a result of posts that became or remained vacant. The post of Dean of Students which was vacant from January 2010 was not filled until November 2010. The post of Director of Open and Distance Learning (ODL) unit has been vacant from August 2010 and has not been filled. In addition, most of the units had to manage with limited finances to grow in any significant way.

Notwithstanding these challenges, the department has made significant progress with respect to the infusion of technology in its operations. The library's catalog is now searchable from anywhere. There is internet access so students and faculty are now able to request books online even if the book is available on a different campus. The library has expanded its online databases to include TEEAL and other EBSCOHOST databases. The admissions and records offices continue to improve and expand services to students through online application portal and online registration services allowing students to make payment online or at the bank. The Xenegrade system is being explored to also provide additional online services to students, including students' ability to check their account balances online. To expedite communication with students more efficiently both the library and student affairs have established face book.

A new Dean of Students was employed in November 2010. Since then the department has reached out to students to obtain their participation in a number of college events—talent under the tent, faculty connections, and a host of other campus events.



Plans are underway to provide improved counseling and tutoring services and to establish more efficient management systems in the department. In the absence of a financial aid office, the department has a more organized system for managing scholarships and for sharing these opportunities with students. The next budget submission will include a request for personnel to manage scholarships and any other form of financial aid to students.

With the post of Director of the ODL Unit still vacant, this unit has been able to offer only limited services. Through the Developmental Program students who applied and were rejected because of low Math or English scores in high school had an opportunity to upgrade their skills so that they could re-apply into the university. The collaboration with external agencies to provide work force development courses continued. During 2010-11 the ODL unit collaborated with BERT to offer Emergency Management Training and with the BTB to offer Tour guide training.

The ODL unit has the potential to spring board the university into other areas of open schooling and distance learning. We hope to move the unit forward by seeking support and assistance from the Commonwealth of Learning (COL) and the Commonwealth Open Schooling Association (COMOSA), of which UB is a member, and to engage the four faculties to develop and launch online courses and programs.

ADMISSIONS OFFICE

The Admission Office played a pivotal role in the growth of the university and as the recruiting arm of the University of Belize it is important that the information disseminated is accurate and reaches the targeted population of the institution namely students, potential students, parents and guardians. As the office ushered in the academic year 2010-2011 the office participated in the annual fair of the Consortium for Belize Educational Cooperation (COBEC) to market the undergraduate programs of the University to prospective students as well as scholarship opportunities.



The University of Belize participated in the Annual National Agricultural and Trade Show which attracted a large crowd to visit our booth display.

During this year the Admissions Office conducted recruitment twice to accommodate the change in the time it was done. The official recruitment drive was conducted in the first semester from the 18th October – 12th November, 2010 with visits to most secondary and tertiary institutions within the country. The continued support from these institutions is very much appreciated, as we work together for the improvement and growth of education in our country. The recruitment team comprised of the Admissions Coordinator and representatives from some of the faculties.

The total number of applications received for the 2011-12 intake is 1979. Of this amount 1774 were accepted and 205 were rejected. The number applicants accepted increased by approximately 45 compared to 2010-11 intake. Even though there was an increase in the number of applicants accepted, the percentage of students who registered decreased from 68% in 2010-1 to 57% in 2011-1. The Admissions Office continues to promote the university and its program offerings. The year was productive even though we had many challenges. Nevertheless, we continue to promote our National University with much enthusiasm so that our institution becomes the University of choice in and around this region.

OPEN AND DISTANCE LEARNING

To advance the work of the ODL unit, we will have to ensure that faculty and staff are trained and that they are aware of opportunities that ODL can provide to Belizeans. To begin the process of engaging faculty, two faculty members from FEA participated in a research titled “Factors contributing to Success in Online Learning” conducted by the Commonwealth of Learning. Students currently enrolled in the Banana Belt Primary Education Project participated in the survey.

The results of the survey will be presented at the annual general meeting of the Commonwealth Open Schooling Association (COMOSA) of which UB is a member. The two faculty members also travelled to Trinidad and Tobago to attend a Monitoring and Evaluation Workshop in Open and Distance Learning. The workshop was held at the National Open School of Trinidad and Tobago (NOSTT). The purpose of the three day workshop was to identify the importance of Monitoring and Evaluating Open and Distance Learning initiatives. As we advance the work of our ODL Unit we may want to look at the work at NOSTT, one of the most successful open schools in the region.

The unit collaborated with BERT and the BTB in offering workforce development programs—Emergency Management Training and Tour Guide Training respectively. Through this unit, opportunities for students to improve their English and Math skills were also made available. Some students who had applied to UB but were rejected because of low English and Math Scores enrolled in the Developmental Program.

STUDENTS AFFAIRS

Through its growing athletic program and a variety of scholarship initiatives this past year, the Office of Student Affairs continued to provide opportunities for students to develop their talents and further their studies both at home and abroad. In July our Black Jaguars male basketball team was crowned champion of the first ever Digicel Balling 4 Life Basketball Tournament, and in March our lady Jaguars also reigned supreme when they won the Belize District Rural Softball Competition.

The Black Jaguars canoe team also did us proud, with Pedro Witz, Elvis Sutherland, and Christopher Waight placing second in the grueling 179 mile La Ruta Maya Canoe Race, an annual event that promotes not only sportsmanship but environmental consciousness and pride in Belize's rich history.



The UB Black Jaguars also excelled regionally when in April our male basketball team played a three game undefeated series in Tabasco, Mexico, and in March our male football team tied for first place with Universidad Rafael Landivar in the Quadrangular Feria Titular in Guatemala City.

The month of March also featured the epic battle of the sexes, the historic UB Relathon that attracted 27 female and 35 male athletes. The men fought valiantly during their entire seventy-mile leg of the handicap race, but, like the previous year, the women held them at bay and finished with an impressive win. Kaina Martinez and Daniel Nolberto emerged as the female and male with the best time per mile respectively.

In 2010 – 2011, a total of 405 students received scholarships from the Government of Belize. These included partial scholarships and full scholarships covering tuition, books and fees.

Athletic scholarships are also an important means by which the University of Belize continues to provide access to higher education, and this year the Office of Student Affairs awarded 33 scholarships to both male and female athletes in three disciplines: basketball, football and softball. Not only do these athletic programs and scholarships increase access to university education, but they often enable the fulfillment of life-long dreams for many students. One such student is Ryan Zuniga, a B.A. in Biology major and one of the star players on the UB Black Jaguars basketball team. “I have the opportunity to complete a bachelor’s degree due to my love of basketball, and honestly, I don’t know how far education wise I would have gone were it not for this scholarship that I am on,” writes Zuniga who, in his own words, tells of his journey from his neighborhood basketball court where he was ostracized and teased for being a chubby kid, to the University of Belize where he is now a leading athlete on the varsity team:

Ever since I can remember, playing basketball has always been my favourite hobby. As a child, I was overweight, and that is obviously not a quality a ball player should possess. At the age of ten I weighed over a hundred pounds, but despite that, on most days, I would take my ball to the court up the street from my house, only to have it taken away by the bigger boys. “Sit down, fat bwai,” they would taunt. “This game is not for you.” I would run home in tears. My mom would become so upset, she’d go to the basketball court and rail hell on all the boys. Then she would beat me for going out there and putting myself into such a compromising situation.

My mother tried to get me involved in other activities, hoping to take my mind off basketball. She put me in Cub Scouts, but I immediately joined their basketball team. She signed me up for karate classes, but on the way to the dojo, I would stop at a basketball court and watch the boys play. Basketball remained my passion.

Then, to my great joy, my older brother made a mock court in our front yard. I practiced there and eventually improved my skills. I also lost a little weight and started to grow taller. Feeling more confident now, I ventured once more to the court up the street to show the boys what I had accomplished.

The usual crowd was there, and when they saw me they snubbed me once more, and none of them wanted me on their team. They tried to take away my ball again, but with trembling hands and knees, I clutched onto the ball and refused to let go. Eventually, they left me alone. I went down to the far side of the court and started dribbling and shooting by myself. Before long one of my friends came along, and he and I played a game of PIG, which basically involves trying to copy the other player's moves; Each time you fail to do so, you earn one of the three letters until you spell PIG, an animal no-one wants to be associated with.

My friend went first and did a basic move that I easily matched. When it was my turn, I did a more complicated move that he couldn't copy. He got a P. I did another move, a dunk over the head of a small boy who had come along. The shot didn't go into the basket, but I heard cheering, not laughter, not mockery. I turned and saw the older boys watching. They came over and asked me to play with them. I saw it as the opportunity I needed to prove myself. It was my first "big game," and it was a level above my league, but I held my own. But, having played mostly by myself for a while, I didn't know how to handle their rough tactics. I wound up with a broken nose, and once again I went home crying. My mom was horrified when she saw me and forbade me to go to the court ever again. I began to wonder if she was right and whether I should indeed pursue an alternative hobby. I tried drawing and painting for a while and was pretty good. But something was missing from my life. I still yearned for basketball.

Unknown to my mother, I tried out for my primary school basketball team and was selected. I practised tirelessly on my own, still determined to prove that I could be just as good as or even better than the other boys in my neighbourhood. I even got my older brother, who once played on the Belize National Basketball Team, to help me with a couple moves here and there. I watched every basketball game I could catch on TV, and I went with my older sister to her games, as she too is a basketball star. Before long, my primary school coach saw in me the dedication needed to excel, and he trained me privately. But when it was time for my first game, my mother refused to let me go because she was afraid for me. I begged and pleaded, and she eventually allowed my sister to take me.

I scored record points that night at the Civic Centre and throughout the entire season.

I was voted Most Valuable Player; it was a shining moment in my life, the beginning of a new me.



About two years

later, I ventured once more to the court up the street. A game was just being organised, and I was shocked when I heard my name as I stepped through the gate. I was being asked to be a part of a team.

During my high school years I continued to play, and my school's varsity team won a championship game in the National Secondary School Sports Association games. Again, I was awarded MVP, and my entire family was there cheering me on. My mom couldn't hold back the tears as she congratulated me and commented on how far I had come and how much my sacrifice and dedication had paid off.

Now, thanks to a sports scholarship from the University of Belize, I have the opportunity to complete a bachelor's degree. Because of basketball and my involvement with the UB Black Jaguars, I have also travelled all over the world, from neighbouring Mexico and all the Central American countries to the United States, and to China where in 2008 I participated in the Olympics junior youth camp. When I walk onto that stage in January 2012 to receive my B.A. in Biology from the University of Belize, it will be a very proud and significant day for my entire family, not only because I will be the first in my immediate family to earn a Bachelor's degree but also because my success represents their success, my dream fulfilled their dreams fulfilled.

UB LIBRARY

The University of Belize Library provides access to and delivery of information resources to UB administrators, faculty members, students, and staff in support of the University's teaching and research mission within a conducive environment at all campuses for learning, discovery, and cultural life to clientele to achieve professional goals.

The Library contracted the services of Liblime Inc., US to provide technical support services for KOHA—UB's Library Integrated System. Services included: proper installation of the KOHA's updated database, configuration, migration of records, maintenance, hosting of server, and online training to library staff.

KOHA's features are allowing the Library to:

- Maintain an online catalog for UB Libraries so that patrons can search on the availability of items, and to make requests online. For the academic year, 2010-2011, a total of 4,705 entries/books were added to KOHA bringing the total to 18,207. The online catalog is searchable wherever there is internet access.

- The summer Reading program held for primary school students in the Belmopan area has been very successful. The program promotes reading, and encouraging children to read, which will be beneficial to both the chil-

dren, and by extension, the country. The Governor General, Sir Colville Young was the guest

speaker at the closing ceremonies, and assisted with the issuing of certificates.

- The Library Staff teaches UB students to utilize the online databases and to conduct research. These students then become life-long learners, and can share their knowledge with others in the country.

Library staff of all branches made educational and professional visit to the Universidad de Quintana Roo (UQROO) Library. UQROO Library staff provided orientation of library and entertained questions from Library staff.



HUMAN RESOURCES

The Department of Human Resources provided efficient and effective human resource services by developing, implementing and maintaining active and responsive policies, strategies and practices for recruitment and appointment. The department is seeking to train and retain quality staff within a stable and productive working environment.

HR notable achievements included the reengineering of the HR Records Management System designed to make the records management of the Offices of the President, Provost, Director of Finance and the Director of Human Resource more efficient and effective followed by the initiation of the Employee (Faculty & Staff) satisfaction survey of all employees. Over (54%?) responded to the survey. The results are expected to enhance HR Development needs as well as enrich the cultural climate among UB employees.

A significant customer service achievement was the implementation of a totally online applicant tracking system. The Orange HRIS provides a more streamlined, professional experience to those seeking employment with the University of Belize. Vacancies are posted on UB's web page and applicants and employees are able to complete initial applications and



to upload their resumes, cover letters, transcripts and other documents. The new tracking system allows HR staff better access to application data and determines applicant qualifications for specific job titles on a timelier basis. An Operating Manual for the HR Office was developed and operationalized.

Initiatives were implemented for staff morale focused on Records Management Consultancy and training for Faculty and Staff; staff meetings and increased HR presence on all campuses, and refurbishment of staff lounge, Belmopan.

STAFF TRAINING:

- Customer service training for Front desk replacement personnel (Linkels and Partners)*
- Workplace etiquette for all front line staff*
- Pesticides handling for Physical Plant staff.*
- Self defense for All Public Safety Officers*
- Supervisory Management training for all supervisors*
- Time Management (BIM)*
- HR training for 2 HR Assistants (Linkels and Partners)*
- Training of Secretaries in electronic records management in collaboration with PAHO*
- Pesticide Control Training: Physical Plant employees*
- Implementation of an Employee Assistance Program*

GOALS FOR THE NEXT ACADEMIC YEAR

- Faculty and Staff Handbook Revision*
- Appraisal Review*
- Records Management*
- Finalizing conflict of interest policy*
- Implementation of approved merit award system for Faculty and Staff*

DEVELOPMENT OFFICE

MISSION

The Development Office partnered with the UB Alumni Association in the planning and hosting of the UB Alumni Association Annual General Meeting.

The office drafted an updated list of all MOU's and facilitated the drafting of several MOU's including Study Abroad programs with Prairie View A & M University and East Carolina University. Assistance was also provided to the Office of the President; consulting architects, Mitchell and Moody and the University of Quintana Roo with drafting a revised Campus Development Master plan with the inclusion of concept drawings for a health science and library buildings. In addition, the Development Office participated in negotiations between the Office of the President, Government of Belize and the Japan International Cooperation Agency (JICA) to formulate, draft and sign an agreement to construct a Photovoltaic solar panel system designed to produce clean energy for Belize on UB's campus.

The Office of Development has contributed to Belize's development through its international partnerships, which helps to enhance UBs international prestige and market the country's cultural, ecological and educational assets to a broad array of tourists. It continues to contribute to Belize's development through the continued planning and development of the Belmopan campus via the campus master plan which it hopes will attract increased interest from students and the business community.

-Create UB capital campaign strategy. Determine campaign target amount and estimate how much money the campaign will cost.

-Establish an International Alumni Association Advisory Council to identify wealthy (High Net Worth) Belizeans abroad.

-Establish international UB Alumni Chapters in LA, NYC and Chicago to solicit support for UB fundraising priorities.

-Establish faculty forums with the Director of Research to help faculty prioritize fundable projects.

-Work with key UB stake holders to establish UB Foundation.

-Identify and select fundraising database vendor to centralize data about prospective donors.

-Identify ways to generate more money from existing MOU partnerships.

- Create an Office of Development policy draft. Provide Stewardship of existing UB Programs, Projects and opportunities.

- The campaign target amount of US\$2million

was determined by talking to the Chair of the UB Fundraising Committee and capital campaign cost was determined by reviewing data from Supporting Advancement.com and research by James Greenfield, author of Fund-raising: Evaluating and Managing the Fund Development Process (1999).

The book states that the overall U.S. national average cost to raise a dollar is 20 cents (or 80 cents of every dollar raised goes to the charitable purpose/programs).

The mission of the Development Office is to secure resources, maintain key partnerships, and enhance the sustainability of the University of Belize's revenue centers. Furthermore, the office supports UBs overall commitment to excellence in higher education, research and service for national development



PUBLIC SAFETY

The Department of Public Safety has developed and promoted the establishment and maintenance of a work environment that is conducive to learning and self-actualization thus the prevention of criminal activity on campuses is top priority. To this end, the department disseminates information to the UB community that is students, faculty and staff regarding security threats and criminal activities that pose a danger to the welfare of all at campuses.

The department in pursuit of providing safe campuses, the department has forged a sound working relationship with residents of the community resulting in enhanced collaboration and partnership.

A notable accomplishment of the office in 2010 – 2011 featured the training of Public Safety Officers as Special Constables in order to perform their task in a professional manner; orientation presentation for students at RLC and for Student Affairs on safety tips.

The goals of the department for the next academic year includes the increase of training, install a walkthrough metal detector coupled by a camera system that will put on extra eyes in areas on all our campuses, and conduct more drills in relation to fire and other threats etc



CAMPUS LOCATIONS

The map shows the outline of Belize in purple. Six yellow dots indicate campus locations, each connected by a thin line to a corresponding photograph. The University of Belize logo is centered on the map, featuring the letters 'UB' and the motto 'Education Empowers a Nation'.

- Belmopan**: A photograph of a modern university building with a sign that reads 'University of Belize'.
- Belize City**: A photograph of a long, low-profile university building with a red roof.
- Central Farm**: A photograph of a green field with a tractor, representing agricultural studies.
- Calabash Caye**: A photograph of a tropical beach at sunset.
- Toledo**: A photograph of a university building with a sign that reads 'University of Belize' and 'Toledo'.
- Hunting Caye**: A photograph of a tropical beach with a lighthouse in the distance.

OFFICE OF PUBLIC INFORMATION

The Office of Public Information supported the outreach and recruitment initiatives of the University. The University has been focused upon establishing an image of academic excellence, and building its capacity for research, that will both contribute to the improvement of the quality of life in Belize.

The UB's mandate as the national university will require a transformation of its role in Belize. The University will have to position itself as an agent of social change and empowerment by improving the quality of and access to tertiary education in Belize.

The Office of Public Information has pursued a strategy of maintain a constant flow of information about the activities of students, faculty, and staff by way of the UB Bulletin, press releases and media interviews to the wider community resulting in increased awareness and visibility of the national tertiary institution among internal and external publics. The OPI has provided systematic coverage of new initiatives such as the project funded by the Japanese International Cooperation Agency (JICA) etc.

In addition, the OPI Director has also attended meetings to represent the University at Caribbean Knowledge Learning Network (CKLN), the Regional Conference of Caribbean Youth, United Nations Development Programme (UNDP) Millennium Development Goal 3 launch, Ministry of Foreign Affairs & Foreign Trade Diaspora of joint initiatives between UB & MFAFT, the Inter-American Drug Abuse Control Commission (CI-CAD) Secretariat of Multidimensional Security of the Organisation of American States (OAS) and the Caribbean Community (CARICOM) in Jamaica, Government

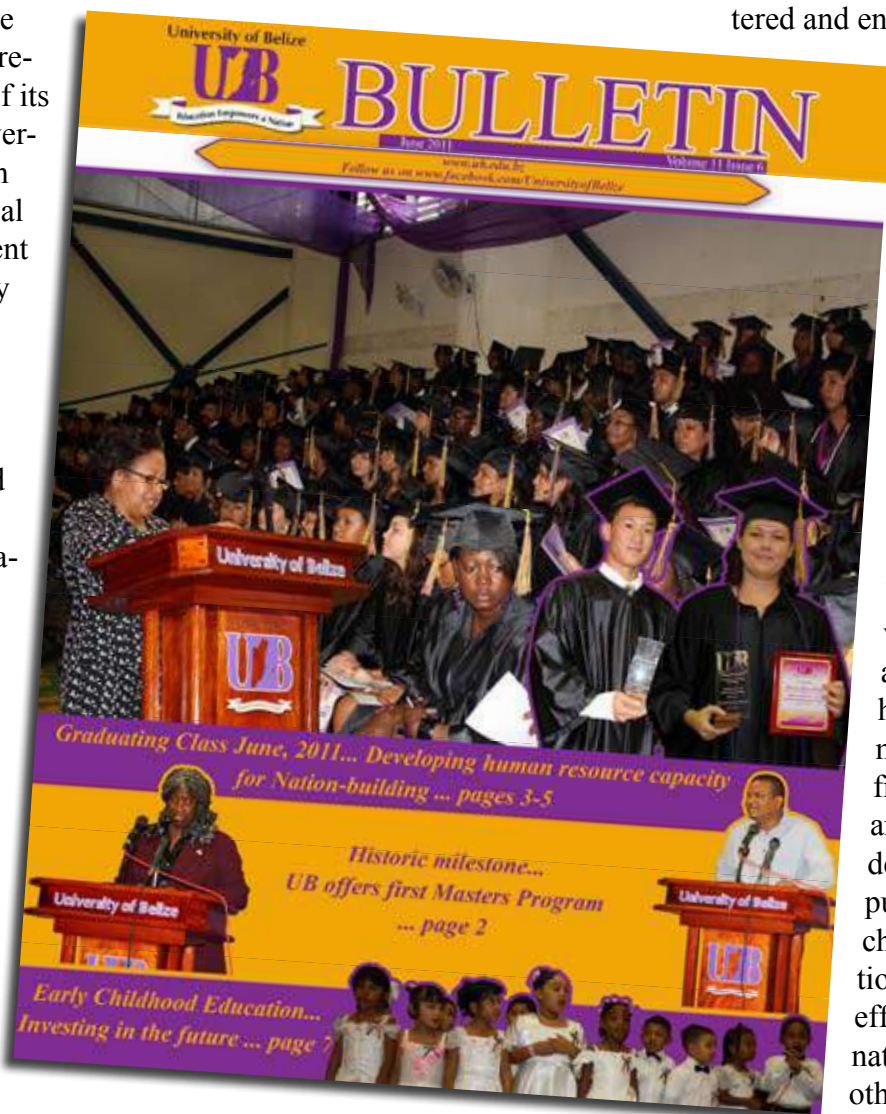
ministries and the Diplomatic Corps, in Belize, etc.

OPI has been actively engaged in coordinating all aspects of the media to attend and provide positive publicity of the University's events, including effective coordination of media interviews with University personnel for radio, television and print news broadcasts. The office has fostered and enhanced the visibility of

the University World Wide Web presence among internal and external publics by making timely and relevant information accessible and available across national, regional and global landscapes.

The University of Belize Face book page was also established as a communication vehicle for instant communication and feedback from students, faculty and staff, stakeholders, decision makers, and the public. In this regard, the channels of communication has resulted in a more effective flow of dissemination of UB Bulletins and other print publications to the Board of Trustees, Gov-

ernment officials, senior government officials, faculty, staff, students, Diplomatic Corps, regional and international agencies, the media and the wider community.



UB BULLETIN

August 2010 Volume 18, Issue 5

Education Empowers A Nation

Prime Minister Dato Barisan, Guest Speaker at UB's Belmopan Graduation Ceremony

...I admire you graduates for your year of hard application, in studies, sports and extracurricular activities, and champions of the life, work and development of our great nation. (Page 10)

UB Signs into \$20 million Solar Project for Clean Energy Promotion

...The University of Belize (UB) has signed a competitive bid for a project funded by the European Union, to provide education and training support services to schools in the Belize Belt communities. (Page 11)

UB Wins Bid for EU Grant of \$25.2 million for Education and Training to Belizean Belt Communities

The University of Belize has won a competitive bid for a project funded by the European Union, to provide education and training support services to schools in the Belize Belt communities. (Page 11)

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UB BULLETIN

September 2010 Volume 18, Issue 6

Education Empowers A Nation

Faculty Staff & Students welcome President Dr Corinn Morter Lewis & his family to Grand President Dr Santos Malmag

A Post Release event for the Office of the Prime Minister announced that a mutually agreed voluntary termination of the Original Agreement with Dr Santos Malmag as President of the City of Belize (UB) with effect October 1, 2010 is made. (Page 12)

Dr Corinn Morter Lewis

Dr Corinn Morter Lewis is appointed as the President of the University. (Page 12)

BANANA & CUCURBIT INDUSTRIES TO BENEFIT FROM UB'S CUTTING-EDGE TECHNOLOGY

The University of Belize (UB) established in its continued pursuit to excellence in higher education, research and in national development will provide high-quality plant materials in the country's banana and cucurbit industries. (Page 13)

MOBILISING RESOURCES FOR CONTINUED GROWTH & DEVELOPMENT

The University of Belize (UB) has embarked on a Professional Development Programme (PDP) in Resource Mobilisation and Entrepreneurship in Higher Education at Belmopan Campus. (Page 14)

UB BULLETIN

October 2010 Volume 18, Issue 7

Education Empowers A Nation

OVER 700 BENEFIT REVEALS FROM HEALTH FAIR

...The University of Belize (UB) has been successful in its bid to address the Millennium Development Goals (MDG) by 2015 in the area of health. (Page 15)

THE IMPACTS OF HURRICANE RICHARD (OFFSHORE CAMPUS)

...The University of Belize (UB) has been successful in its bid to address the Millennium Development Goals (MDG) by 2015 in the area of health. (Page 16)

UB BULLETIN

November 2010 Volume 18, Issue 8

Education Empowers A Nation

BANANA BELT COMMUNITIES TO BENEFIT FROM UB'S \$25.2 MILLION PROJECT

The University of Belize (UB) in collaboration with the Ministry of Education and Youth and the European Union (EU) has signed a competitive bid for a project funded by the European Union, to provide education and training support services to schools in the Belize Belt communities. (Page 17)

UB BULLETIN

University of Belize

UB Hosts Mexico Seminar III...

Empowering future leaders with cutting-edge technology...

Students host successful Earth Day... page 5

UB hosts panel discussion on The Heads of Agribusiness of 1981...

Management Review Conference page 6

FEA Reel and Cultural Simulation Month...

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UB BULLETIN

University of Belize

First Jaguar slain in Mexico...

First UB Talent Under the Tent...

UB Hosts Professionals Fair Page 2

UB Hosts Professionals Fair Page 2

UB Hosts Professionals Fair Page 2

UB Hosts Professionals Fair Page 2

UB BULLETIN

University of Belize

Rolls Out Belmopan Campus Development Plan

Health Science Complex

Multi-purpose Building

University Center

Library

UB Place You Want to Be

The flagship institution of tertiary education

Qualified and Experienced

13 Master's
17 Bachelor's
2 Doctorate
2 Certificates
97 HND

UB BULLETIN

University of Belize

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UB BULLETIN

University of Belize

Foreign students breaking the barriers of communication...

UB inaugurates EU funded lab...

UB wins second Annual Tertiary Level Research Competition...

UB holds distinguished lecture to launch Millennium Development Goal 3...

UB BULLETIN

University of Belize

Graduating Class June, 2011... Developing human resources capacity for Nation-building...

Historic milestones: UB offers first Masters Program...

Early Childhood Education... Investing in the future...

University of Belize

*Financial Statements for the Years
Ended July 31, 2011 and 2010 and
Independent Auditors' Report*



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Julian Castillo, CA

Audit & Risk Advisory

Business Solutions

Outsourcing

Real Estate

Corporate

Paralegal

INDEPENDENT AUDITORS' REPORT

**To the Board of Directors of:
University of Belize**

We have audited, in accordance with the International Standards on Auditing, the Statements of Financial Position of University of Belize as of July 31, 2011 and 2010, and the related statements of comprehensive income, statements of equity, and cash flows for the years then ended (not presented herein); and in our report dated May 25, 2012, we expressed a qualified opinion on those financial statements as we were unable to validate student receivables based on limitation of scope.

In our opinion, except for the effects of the such adjustments, if any, as might have been determined to be necessary had we been able to satisfy ourselves of value of student receivable as stated above, the information set forth in the accompanying condensed financial statements is fairly stated, in all material respects in relation to the financial statements from which it has been derived.

A handwritten signature in cursive script that reads 'Castillo Sanchez & Burrell, LLP'. The signature is written in black ink and is positioned above the printed name of the firm.

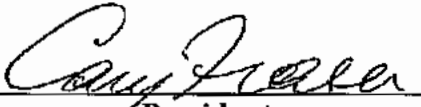
**Chartered Accountants
May 25, 2012**

UNIVERSITY OF BELIZE

**STATEMENTS OF FINANCIAL POSITION
JULY 31, 2011 AND 2010**

<u>ASSETS</u>	<u>2011</u>	<u>2010</u>
CURRENT ASSETS:		
Cash and cash equivalents – unrestricted	\$ 2,062,275	\$ 3,130,983
Cash and cash equivalents – restricted	4,670,457	4,607,458
Students tuition receivables – net	3,235,054	3,539,091
Tuition receivables from Government of Belize	3,899,787	1,111,321
Other receivables	253,537	219,608
Employee advances	104,778	39,691
Inventories	841,191	750,246
Total current assets	<u>15,067,079</u>	<u>13,398,398</u>
NON-CURRENT ASSETS:		
Property, plant and equipment – Net	33,959,665	34,594,568
Investment	225,000	225,000
Total non-current assets	<u>34,184,665</u>	<u>34,819,568</u>
TOTAL ASSETS	<u>\$49,251,744</u>	<u>\$48,217,966</u>
<u>LIABILITIES AND FUND BALANCES</u>		
CURRENT LIABILITIES:		
Bank overdraft	\$ 346,361	\$ 340,270
Accounts payables	1,236,392	840,094
Total current liabilities	<u>1,582,753</u>	<u>1,180,364</u>
FUND BALANCES:		
Capital grant	32,727,143	33,518,149
General fund	14,941,848	13,519,453
Total fund balances	<u>47,668,991</u>	<u>47,037,602</u>
TOTAL LIABILITIES AND FUND BALANCES	<u>\$49,251,744</u>	<u>\$48,217,966</u>

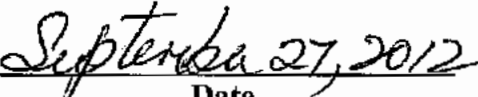
The financial statements were approved and authorized for issue by the Board of Trustees on August 29, 2012 and are signed on its behalf by:



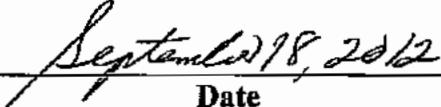
President



Director of Finance



Date



Date

UNIVERSITY OF BELIZE

**STATEMENTS OF ACTIVITIES
YEARS ENDED JULY 31, 2011 AND 2010**

CONTINUING OPERATIONS	<u>2011</u>	<u>2010</u>
OPERATING REVENUES:		
Tuition and fees	\$10,849,932	\$ 9,992,820
Other	2,641,135	1,428,091
Government subvention	9,999,999	9,999,999
Amortization of capital grant	791,006	811,962
	<u>24,282,072</u>	<u>22,232,872</u>
OPERATING EXPENSES:		
General and administrative	19,337,910	17,335,401
Educational services and facilities	3,888,786	3,357,304
	<u>23,226,696</u>	<u>20,692,705</u>
SURPLUS FROM OPERATIONS	1,055,376	1,540,167
NON-OPERATING REVENUES:		
Interest earned and investment income	<u>367,019</u>	<u>277,952</u>
SURPLUS FOR THE YEAR	<u>\$ 1,422,395</u>	<u>\$ 1,818,119</u>

UB Management Team

**Acting President and President Emeritus
Provost
Director of Finance
Director of Human Resources**

**Corinth Morter-Lewis, Ph.D
Ismael Hoare, Ph.D
Sandra Miranda, MBA
Hertha Gentle, MA**

University Officers

Acting President and President Emeritus

Corinth Morter-Lewis, Ph.D

**Provost
Assistant Provost
Dean, Faculty of Education & Arts
Dean, Faculty of Science & Technology
Dean, Faculty of Management & Social Sciences
Dean, Faculty of Nursing, Allied Health and Social Work
Dean, Student Affairs
Registrar
Campus Administrator, Toledo Campus
Campus Administrator, Central Farm Campus
Director, Regional Language Centre
Director, Environmental Research Institute
Director of Research
Director, Information Technology
Accountant
Quality Assurance Officer
Coordinator of Admissions
Coordinator, Early Childhood Stimulation, Ctr
Coordinator, Recreation and Sports
Coordinator, Student Services
Chief Librarian
Bookstore Manager
Acting Chief Security Officer
Public Relations Officer, Office of Public Information**

**Ismael Hoare, Ph.D
Cynthia Thompson, Ph.D
Wilma Wright, Ph.D
Thippi Thiagarajan, Ph.D
Vincent Palacio, Ph.D
Abigail McKay, Ph.D
William Neal MA
Roy Young, Ph.D
Stanley Niclolas, ABD
Gordon Holder, Ph.D
Rosemarie Modera, M.Ed.
Elma Kay, Ph.D
Filiberto, Penados, Ph.D
Marco Valle, BSc.
Dawn Smith, BSc
Angel Cal, Ph.D
Andrea Middleton, MBA
Feliciano Torres, M.Ed.
Kirk Smith, BSc.
Sharon Palacio, B.Sc.
Erwin Woodye, BSc.
David Jones, MBA
Jerome Ellis
Selwyn King, BSc.**

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(Vice Chair: since July 2011)
National Council for Education

Minister's Representative, Industry Sector
(Vice Chair: July 2010-April 2011)
Mr. Emile Mena
(September 2010-April 2011)

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National Trade Union Congress Representative

Mrs. Carol Babb
Ministry of Education Representative

Mrs. Allison Crawford
UB Faculty Representative

Mr. Steve Spiro
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Dr. Jorge Polanco
Ministry of Health Representative

Mr. Anthony Sabal
ATLIB Representative

Ms. Yvette Alonzo
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Mr. Harrison Pilgrim
Minister's Representative, Industry Sector
(July 2011)

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Belize Council of Churches Representative

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UB Student Representative
Association of Student Governments
(November -July 2011)

Mr. Steve Sho
UB Student Representative
Association of Student Governments
(September 2010)

Dr. Corinth Morter-Lewis
Secretary to the Board
(October 2010-July 2011)

Dr. Santos Mahung
Secretary to the Board
(August 2010-September 2011)



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