



University of Belize



Education Empowers a Nation

The COVID-19 Global Pandemic
UB RESPONDS PURPOSEFULLY & INNOVATIVELY



University of Belize



Education Empowers a Nation

ANNUAL REPORT 2019

2019-20



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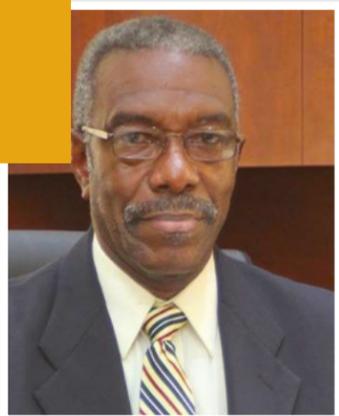
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TABLE OF CONTENTS

- └ Chairman's Message
- └ President's Report
- └ Vision/Mission
- └ Transformational Plan
- └ UB at a Glance
- └ A Year in Review
- └ Teaching and Learning
- └ Voices of Our Academic Leaders
- └ UB Student Life
- └ Outreach and Engagements
- └ Voices of Our Administrative Leaders
- └ Board of Trustees
- └ Academic Council
- └ Senior Leadership
- └ University Management Team
- └ Faculty & Centers
- └ Financial Reporting



Chairman's *Message*

Mr. G.A. Harrison Pilgrim, BA, MBA, CLU
Chairman of the Board of Trustees
November 2013 - November 2020

“Not by might nor by power but by My Spirit” (Zechariah 4:6)

The dawn of the University's nineteenth year in August 2019 crested with enthusiasm fueled by the modest successes realized in the first year of operationalizing the redrafted Strategic Plans. These plans, drafted as the way forward for 2018-2022 formulated a “Transformational Leap” - a blueprint for unprecedented advancement in the physical appearance, academic performance and very ethos of the University of Belize. UB had come alive; its Management and Academic Leaders had announced to the world that today could no longer wait for tomorrow and that in each yesterday would be etched visible notches on the climb to excellence.

This academic year has witnessed the appointment of a Dean of Health Sciences, the signing of a cooperation agreement with the National Autonomous University of Nicaragua to give guidance for the creation of a home-grown School of Medicine; ground-breaking and completion of the buildings to house the UB Medical School; the year has also seen the completion of the complex housing the India Belize Center for Engineering. This latter paves the way for the University to transition its entire Engineering Faculty to its Belmopan main campus and we were near completing our project with the Indian Government and the Government of Belize for the construction of buildings to house the Faculty of Engineering at the Belmopan Campus.

Under my Board's tenure we hosted the first annual meeting in Belize of CSUCA (The Supreme Council of Central American Universities) and largely out of these latter interactions we were able to sign that

important cooperation agreement with the university of Nicaragua at Managua, an agreement that is poised to propel our medical programme forward.

We forged partnerships with Regional and International Organizations. One such alliance was with CICan (Colleges and Institutes of Canada) and together we have been developing a new programme in Climate Smart Agriculture at the UB Central Farm. At the same time, we have been building partnerships between the ITVETs and the University.

As I am writing these remarks in 2021, ten months after a change in Government accompanied by a change in UB leadership at the Board and Senior Management levels, let me take the opportunity to chronicle my stewardship as a policymaker for this, the Flagship Tertiary Institution within Belize.

First appointed to the Board of Trustees in July 2011, I served under Chairlady Imani Fairweather and after her departure I was elected chairman in November 2013. I have had the privilege to serve alongside of distinguished educators, business and community leaders and benefitted tremendously from support provided by Deputy Chairpersons such as Dr. Sharmayne Saunders and Lynn Young - now Ambassador to the USA. Trustees whose service went above and beyond include Deryck Satchwell and Dr. Deborah Domingo (representatives of the Ministry of Education), Luke Palacio from the National Trade Union Congress, Brenda Armstrong, Gaspar Martinez and Darlene Vernon and it has benefitted from the input of several remarkable student representatives whose often thoughtful and mature inputs have guided many of the Board's student-centric decisions.

Serving the University for nine years - seven years as Chairman - was as demanding as it was emotionally rewarding. During that tenure the Board navigated the tenure and termination of two Presidents and charted a bold new course under the experienced leadership of Professor Emeritus Clement Sankat, a veteran educator who retired as a two-term Principal of the University of the West Indies St Augustine Campus. Prof Sankat's informed and enlightened leadership has energized the

University's management and with the support of a team comprised of Vice President Dr. Mariot Simon, Mrs. Sherlene Julien (Director of Finance Sept 2014 -August 2019), Ian Sangster (Acting Director 2019-2020), Hertha Gentle (HR Director) and Denise Robinson (Administrative Officer) - UB was in change mode. But not just change, transformational change. We transformed the appearance of campuses; changed, through public media blitzes, the way in which the University was perceived by its community, its sponsors and its users. New academic leaders were empowered; new nation-building programs introduced; new alliances forged at home and abroad.

The University exploded in sports and our Black Jaguars made us proud in female and male competitions. Who can forget the heroic performance of our team in the 2019 La Ruta Maya River Challenge? Or the spirited 2018 Relathon in which the septuagenarian Board Chairman ran the first leg for the male team, perhaps giving them the enthusiasm and vigor to win that event after several years of female dominance?

During this renaissance period a backlog of Annual Reports was addressed and University Financial husbandry converted annual deficits into sustainable if modest year-end surpluses. The retirement age for staff was moved from 55 to 60. And when COVID -19 descended just before the Easter break in 2019, hurling clouds of uncertainty, gloom and severe reduction in Government support, UB weathered the financial exigency by adopting the required risk management techniques that kept it intact even in the face of intense staff agitation. Prudent human resource and financial planning once more prevailed, allowing the University to adapt to the necessities dictated by the constraints of the Corona Pandemic and continue to meet the educational and developmental expectations of its constituents.

The physical closure of the University with the advent of the pandemic in March 2020 did not stop us from delivering our programmes to students. Our Administration and Academics summoned the courage to go fully on line, a methodology of teaching for which we were not fully prepared. But we did it despite opposition from certain quarters and we succeeded beyond even our imagination. UB, our students,

parents and academics are reaping the benefits of these tough but foresightful decisions - decisions we had to make in the interest of the National University.

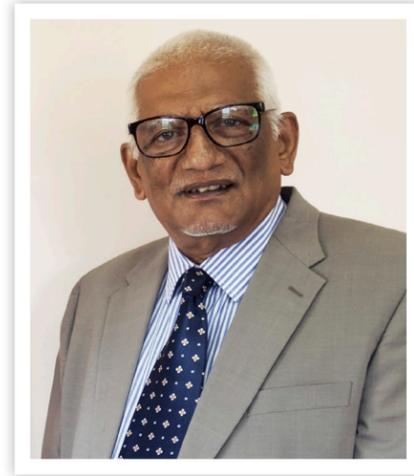
I say farewell to UB as I extend the continued hand of friendship to colleagues on the current Board of Trustees and within its Senior Management. On behalf of the 2019-2020 Board, thanks to all those who contributed: to Hon. Patrick Faber, the Ministry of Education and the Government of Belize all of whom saw achievement and were prepared to reward good university governance; to notable benefactors such as the late Gian Ghandi, Cornelius Cacho, the Belize Bank - Thank You! To the Faculty and Staff and the students over whom you supervised, coached and taught - keep bright your torches of knowledge.

"We fought the good fight, we finished the race, we have remained faithful" 2 Timothy 4:7 (adapted)

G. A. Harrison Pilgrim BA, MBA, CLU.
Chairman
University Board of Trustees
November 2013 - November 2020

President's Report

Overcoming the Unprecedented Challenges of the Covid-19 Pandemic



PROFESSOR CLEMENT SANKAT
PRESIDENT

GREAT EXPECTATIONS

The year 2019/2020 began on August 1st, 2019, like the prior years under my watch, with great expectations to continue the drive to reshape the National University of Belize (UB) for a sustainable, impacting future ahead, guided by the **Board approved, Transformational Plan, Vision 2022**. One which began in 2017/2018 under my leadership as UB's 7th President with a focus on the **4 Rs - Responsiveness, Relevance, Reach and Responsibility** - guiding words for all of us in the Academic community, especially our leaders. The Academic year began, normally but expectantly enough through:

- A simple flag raising ceremony on August 1st at the Gazebo in Belmopan Campus to mark our 19th Anniversary, with Faculty, Staff, Students and Administrative Directors.
- Welcoming our new students with an interactive orientation held during the period July 24th – August 1st. This was facilitated by our new Dean of Student Affairs, Dr. Martin Cuellar, who was no stranger to UB, as he was with us before. We expected another record breaking students' population of 5000+ students for this year.

ANNUAL RETREAT - RELEVANCE

The enthusiasm for our transformational agenda was highlighted at our Annual Retreat of Senior Administrators, Deans, Heads, Directors etc. held on November 8th at the Belmopan Campus, chaired by the President with the Chairman of the Board of Trustees (BOT), Mr. Harrison Pilgrim in attendance. This forum is meant to hold all accountable in terms of meeting the goals we have set for ourselves for 19/20, in accordance with our transformational agenda.

From the **Faculty of Education and Arts (FEA)**, the late Dean Dr. Nestor Chan spoke on the following goals:

- Recruitment for the second cohort of the Master's in Educational Leadership. Our second Master's degree at UB, developed in conjunction with the Commonwealth of Learning, COL, in Vancouver, Canada.
- A Master's Degree of Education with concentrations in Literacy/Reading-Special Needs and Early Interventions with Grambling State University of Louisiana.
- Bachelor's of Arts with Majors in History, Archaeology and Anthropology
- Bachelor of Education in Primary Education-Counselling and Special Education, and in Early Childhood Education
- Associate Degrees in Medical Studies, Communication, Journalism and Music.

As President, let me immediately express my sorrow at the loss of Dean Chan during the Covid-19 pandemic, and my sympathies to his immediate family.

Dean Bernard Watler of the **Faculty of Management and Social Sciences (FMSS)** established the following goals:

- The MSc in Project Management
- Recruiting the second cohort for the MBA- UB's first Master's Degree
- The Bachelors' in Business Administration (BBUA) with major in Entrepreneurship
- The BSc in Economics/Criminal Justice
- Associate Degree with majors in Psychology and Sociology

Dean Julianne Pasos of the **Faculty of Science and Technology (FST)** projected the following goals:

- Recruiting for the Certificate in GIS
- Curriculum development and approval for a Bachelor's in Technology (BTECH) in Building and Construction Engineering
- Preparing the move of the Engineering Department from the ITVET Belize City site to the Belmopan Campus
- Developing a Physics/Chemistry Education Degree with the FEA

The Acting Dean of the newly renamed **Faculty of Health Sciences (FHS)**, Ms. Lily Gomez-Mahung shared the following goals:

- Putting all the elements in place for the Bachelor in Medicine, Bachelor in Surgery (MBBS) program (Medicine)
- An Associate (Technician Degree) in Pharmacy with the Ministry of Health
- Revise the Internship Manuals for Pharmacy and Medical Laboratory Science

From Our Three Centres and Institutes the Following was Shared:

ERI

- A focus on Sustainability post OAK grant
- Operational Model of Calabash Caye Field Station to be examined
- More Marketing, new Projects and Income
- Recruitment of students for M.Phil Research Degree
- New Graduate Programs

UB Central Farm

- Second Cohort for the Bachelor in Agriculture and for the Certificate in Agriculture
- Review of the Associate Degree in Agriculture
- Income generation – niche markets for farm fresh products
- Infrastructure Upgrading – Dorms, Cafeteria, Water
- Micropropagation Lab and plants for the Banana industry
- SAGE Project

RLC

- Diversification of Languages offered as a Second Language
- A Spanish Language Certificate (CESP) Program
- Make the RLC the official Translation Center for the GOB
- Review of all RLC programs

Working with the private sector, to support income generation and sustainability, The Retreat provided a sense of hope that we were transforming ourselves at UB, with new, more attractive programs in Medicine, Engineering, Education, Management and Social Sciences, Agriculture, Music and Archaeology, as well as new income generation. Most of these have been achieved with programs developed and approved by the faculties, or to be approved, by the Academic Council and then the Board of Trustees before delivery. As President, let me therefore restate, in in terms of relevance of our programs, **UB has made an informed direction for transformation of its portfolio of programs and for continuity with a clear focus on Science and Technology.**

REACHING OUT IN BELIZE

In terms of “**Reaching out**”, we signed agreements with Stann Creek Ecumenical Junior College in October for our programs in Education (FEA) and Business Administration (FMSS) to be delivered there. A similar agreement was signed with San Pedro Junior College to develop similar programs there. Through our outreach office in the Orange Walk/Corozal area, we enhanced our efforts to deliver programs there in Secondary Education and Business Administration. Once more, UB, succeeding in reaching out to our underserved students, as we steadily do through our PG Campus, serving such areas of the southern community in Toledo.

FISCAL RESPONSIBILITY

With respect to Finances, the University has demonstrated fiscal responsibility, imbibing the theme, “**Never spend your money before you have earned it**” – **Thomas Jefferson**. We committed to:

- Striving to balance our budget with recurrent income \$27(M) \geq to recurrent expenditure \$26 (M), not taking into account any depreciation and/or capital expenditure
- On the income side, zero tolerance for graduating any student who has not met their financial obligations to the UB (in keeping with directive of the BOT) and keeping student receivables to a minimum \leq 1% of projected income.
- On the expenditure side, strengthening our financial efficiencies, vigilance and determined actions on controlling centers of costs and getting value for monies spent.
- Implementing the step-wise increases in tuition fees for Associate and Bachelor degree students and as approved by the Board of Trustees in 2017/2018, and ensure their collection.
- Recruitment of a Student Financial Counsellor to guide/assist students on financial payment plans, help from financial institutions, scholarships/bursaries etc.
- Striving for a Capital Budget
- Timely completion of our 18/19 Financial Audit by our External Auditors.

Much of the above have been achieved, thanks to our strong Financial Team, formerly headed by Ms. Sherlene Julien and now by Mr. Ian Sangster. This is demonstrated by our positive cash balance between income and expenditure at the end of the year, as well as the enhanced bank balance held by our university. Not to mention the timely publication of our Annual Report for 18/19 with audited Financial Report for the year. For this let me thank our marketing and communication team as well as our external auditors and Mrs. Julien in particular.

On the Human Resource front, our energetic Director of Human Resource, Ms. Hertha Gentle steadily focused on the filling of key leadership vacancies, namely viz



- Mr. Ian Sangster was appointed Acting Director of Finance with the departure of Ms. Sherlene Julien, who served UB with distinction.

- Ms. Zoe Zetina, a UB graduate with training in Agribusiness and Marketing was appointed as the Director of the UB Central Farm
- Dr. Lisa Johnson, MBBS, MD and Specialist Medical Doctor was appointed Dean of the Faculty of Medical Sciences after a lengthy search. She is the first Dean of the Faculty to be a Medical Doctor and there is great hope for her leadership of the Faculty to bring the MBBS program to fruition.
- An offer of appointment was made to Dr. Marcia Commisiong as a seasoned Quality Practitioner out of Jamaica/Trinidad, to fill the vacant and important position of Director of Quality at UB. Again, this was after a lengthy search in and out of Belize and we looked forward to her coming to UB.
- Continuing work on a Contributory Pension Plan for UB and a new instrument for Faculty and Staff appraisal
- Making recommendations to the BOT on Assessment and Promotion of Faculty through a rigorous process.
- Dr. Dion Daniels of the FST was promoted to Associate Professor and Mr. Danladi Chiroma (now Doctor) was promoted to Senior Lecturer. Congrats to both!
- Making recommendations for study and sabbatical leave so as to train /upgrade our faculty. Two notable successful faculty were Dr. Omie Bevans of FMSS, a medical doctor who proceeded on study leave to Havana for her specialist medical qualifications and Dr. Elma Kay former Director of ERI who will proceed on a most earned sabbatical to pursue her research.

TRANSFORMING OUR INFRASTRUCTURE

The transformation of the University, its ability to comfortably and safely host its growing Faculty, Staff, Students and programs as well as our overall infrastructure and the appearance of our various campus sites have been a steady work in progress under my leadership. Mr. Francis Burns our Director of Physical Plant and his team together worked with contractors steadily to enhance our campuses. Among some of the works:

COMPLETED PROJECTS

MEDICAL BUILDING

IBCE ENGINEERING BUILDING

NEW GAZEBO, BELMOPAN

FRONT GATE PAVEMENT

ADMIN BUILDING ENTRANCE UPGRADE

NEW CONFERENCE, BELMOPAN



NEW CONFERENCE CENTRE BLESSED AND A RENEWED BOARD OF TRUSTEES (BOT)

The UB has constantly benefitted by thoughtful, mature and experienced Board of Trustees, led by Chairman Harrison Pilgrim and Vice Chair Lynn Young who were re-elected in their capacities in November 2019, and in the presence of the Honorable Minister of Education, Mr. Patrick Faber. Two new member representatives of Health and Agriculture respectfully were selected to the BOT, Dr. George Gough and Mr. Belarmino Esquivel. At the same time, our new Conference Centre at the Belmopan Campus was blessed by Reverend Lisbeth Tulloch, parish Priest of St. Ann’s Church in Belmopan. The President and Chairman thanked the Student Government Representative, Mr. Steve Good for his thoughtful contributions to the BOT.



MATRICULATION CEREMONIES

Our new students for academic year 2019/20 were inducted at matriculation ceremonies in Belmopan and Belize City respectively with keynote speakers being Hon. Tracy Taegar-Panton, Minister of State at the Ministry of Economic Development, Petroleum, Investment, Trade & Commerce, at the Belmopan Campus and Ambassador A. Joy Grant, Governor of the Central Bank of Belize. The keynote speakers all provided stirring inspirational addresses to our students (and faculty and staff) in very well attended ceremonies at the Jaguar Auditorium and the Bliss Center in Belize City. I wish to commend our two illustrious speakers for their support of UB. I travelled to our PG Campus and also inducted our students to UB at the matriculation ceremony there.

STUDENT SUPPORT

I have always said that students are at the ‘center’ of the University enterprise, and thus as President I continued to engage them – steadily.



I was also pleased that we supported our deserving students with 45 Students’ Athletic Scholarships.



Further 11 students were first recipients of the Lorenzo Cacho Scholarship, with there being full scholarships. The University sincerely thanks Mr. C. Cacho for this great benefaction to the UB that made this possible. In addition, from our fundraising drive, the President’s Fete for example, four students were awarded UB Endowment Fund Bursaries and as President I sincerely thank the Belizean public for their support of our events.



We had our third President’s Endowment Fund Fete at the Muffles Auditorium with the Peruvian Artiste Rosy War backed by our Belizean bands, Super Furia and Gilharry 7. I sincerely thank the Mayor of Orange Walk, His Worship Kevin Bernard, for his tremendous support of this event. But we also raised funds through our unprecedented Glow Party at the Belmopan Campus, and our students had a memorable time – one that lingers in the memories of all students.



THE GIAN GANDHI BUILDING, FMSS

The FMSS building in the Belize City Campus was named the “Gian Gandhi Building” after the late Gian Chand Gandhi, Belize’s most admired former Solicitor General and Senior Crown Counsel, on October 25th, at an auspicious ceremony at the FMSS. In attendance was Mr. Gandhi’s niece Ms. Shefalika Gandhi and her two children, Financial Secretary, Mr. Joseph Waight, as well as acquaintances of Mr. Gandhi, Chairman and members of the BOT, Faculty and Staff. It is worthy of note that the Gandhi estate made a benefaction of \$500, 000 to the UB Endowment Fund, for which the University is very grateful. My hope is that through the examples of Mr. Cacho and the Gandhi Estate, more of Belize would give support to UB, through benefaction to its Endowment Fund.



HONORARY FELLOW AT COL

It would be remiss of me not to say a “big thank you” to the Commonwealth of Learning (COL) of Vancouver, Canada and especially to its President, Professor Dr. Asha Kanwar, for conferring on me an “Honorary Fellowship” at the Ninth Pan-Caribbean Forum in Edinburgh, Scotland attended by hundreds of Commonwealth Educators. This recognition is testament to my service and collaborative efforts with COL, both at the regional University of the West Indies and at the UB- building partnerships for progressing tertiary education.



INTERNATIONAL PARTNERSHIP

Our University has been steadily forging relationships with international partners. To support these activities, as President, I once more made a presentation to Resident and non-Resident Ambassadors accredited to Belize and who were gathered for our September Celebrations. I spoke on our transformational Plan. Identifying areas where there were needs to help build UB’s capacity through institutional partnership, were highlighted. In the course of the academic year, we made tremendous progress on a number of international partnerships.



The India Belize Center for Engineering (IBCE) Project

The buildings to house the workshops and laboratories were completed including the necessary power, laboratory/workshop equipment were received from India and commissioned by Indian experts with our Engineering Faculty and Facilities Division headed by Mr. Burns present. The final element of the project needed to be completed and that was the training of qualified Belizeans in Workshop Technology, by Indian experts. I wish to especially thank Mr. Francis Burns and his team for their steady work on this IBCE Project both the construction of the buildings and their equipping.





Autonomous University of Nicaragua (UNAN-Managua: Universidad Nacional Autónoma de Nicaragua – Managua)

As part of our continued commitment to empower Belize through education, the University signed a first-of-a-kind cooperation agreement with the Autonomous University of Nicaragua (UNAN-Managua: Universidad Nacional Autónoma de Nicaragua – Managua) with the mutual goal of developing Belize’s first National Medical School. The Agreement was signed on December 2nd by the Dean of UNAN-Managua’s Faculty of Medical Sciences, Dr. Freddy Meynard Mejia. This agreement follows along my earlier visit to UNAN with Dr. George Gough, CEO of the MOH and our Mr. Arnulfo Kantun, and the agreement signed with Rector Ramona Rodríguez Pérez of UNAN at the historic CSUCA meeting in Belize in April 2019. I said at the signing ceremony, **“I am very honored of this collaborative work with UNAN-Managua. Our National University is developing a fraternal relationship with UNAN-Managua to make an incredible difference for Belizean students to pursue a career in Medicine and for the country itself”**.

The agreement was put to work between December 3-13, 2019 when Faculty from UNAN-Managua led a Medical Pedagogical Training programme for Belizean Medical practitioners and Faculty from the FMSS, FST of UB, all with a view **to preparing our own people to teach Medicine at UB**. This was a resounding success, with more such training planned in semester II. At the same time, we saw rapid progress with the development of our School of Medicine building.



The Colleges and Institute of Canada (CICan/UB/ITVETs – Stann Creek, Toledo, MOE) Project – Skills to Access the Green Economy(SAGE)

This project which aims to enhance our Curriculum at UB Central Farm in Climate Smart Agriculture in particular, and to build the ladders between UB and the two ITVETs, progressed steadily. It is hoped that through this project we will include courses in Sustainable Forestry/Agro Forestry and possible Food Science and Technology. We were able through a competitive process, to select our Canadian Partners, Vancouver Island University (VIU), Parkland College and Memorial University at a partnership meeting held in Winnipeg, Manitoba and then engage with our partners on our work plan for the next couple of years.

Steel Pans for the Band “UB Steel”

One other important and notable partnership was that with Belize Bank, who made a grant of \$50,000 to UB to assist with the purchase of steel pans for the band “UB Steel”. Mr. Lyndon Guiseppi CEO of Belize Bank and his team are sincerely thanked for this. In the academic year we ordered the pan set from “Panland” in Trinidad and other percussion equipment from the US.



BRINGING THE CURTAINS DOWN FOR THE YEAR 2019

The President thanked all who attended the festive celebratory party to end the year 2019, and thanks everyone for their tremendous support in making the event a success, especially the staff of the Office of the President for organizing the event, along with the Physical Plant and the Marketing & Communications teams.

President Sankat would once again like to congratulate all members of Faculty and Staff who received awards for their tremendous services to UB and noted the following special awards:

1. Ms. Abbie Godoy, UB final year student, for being the first female recipient and the second in Belize of the prestigious Commonwealth Caribbean Rhodes Scholarship;
2. Mr. Francis Burns & the Physical Plant Department for their steady commitment to the maintenance and upgrading of the physical infrastructure at all our campuses;
3. Dr. George Gough, Chief Executive Officer of the Ministry of Health and Chairman of the Belize Medical Council, for his steadfast support for the development of the Medical program (MBBS) at the University of Belize;
4. Mrs. Leolin Swift-Castillo, Former Dean of the Faculty of Nursing, Allied Health and Social Work over the period of 6 years and for her stellar contributions to the Faculty and the University; and
5. Mr. Nectaly Vela, for his creative efforts and steady support of the Marketing & Communications function at the University (2009 - 2019) and for going beyond the call of duty.



THEN CAME COVID-19, MARCH 20, 2020. UNPRECEDENTED AND UNPREDICTABLE

After a tremendous first semester of progress and our entry into the year 2021, no one could have anticipated what would have occurred in March 2020 – the advent of the dreadful COVID-19 pandemic! While we at the UB had a public forum on this yet to be escalated matter in early March, led by officials of the Ministry of Health and to alert the community of the potential dangers, little did we know that this was going to escalate exponentially and globally – illness, deaths, closing of public and private spaces, impacting countries and their borders, universities, transportation etc.



The Government of Belize announced that all schools were going to be closed for three weeks effective Friday, March 20th, 2020. UB followed, first with a view to resume normal operations after the Easter break on Monday, April 20th. Well this never happened and has not in the main till this date. A State of Emergency (SOE) was declared in Belize and a planned reopening date of May 4th was further pushed back to resumption of “face to face” teaching to the new Academic Year August 1st, 2020. Such is the deadly impact of COVID-19 on people, lives and livelihoods, institutions and countries! **UB was not spared, but the UB responded magnificently!**

We took the decision that beginning May 4th to go fully into online teaching, a teaching methodology that we were not fully prepared for. **Our faculty, staff, students responded positively, and I complement them all, as they understood that the alternative was a completely shuttered university.** I wish to commend our Director of ODL, Dr. Frieda Palma and of ICT, Mr. Abdulaziz Sanderson for the leadership shown in these uncertain, difficult times as well as all our Senior Administrators, Deans and Directors for their steadfast support to keep the University delivering on its teaching mandate and keeping all our essential services running efficiently (with a skeleton staff) as most of faculty and staff (as well as our students) were asked to work from home. Hence we were able to bring semester II to a successful close, with a graduation ceremony for 1,192 successful students planned for later in the calendar year. **A record number in this difficult time, and a triumph for all at UB.**

The other major challenge we faced in the COVID-19 lockdown was a potential financial crisis. Universities globally were facing challenges of financial cuts created by reduction in Government subventions and loss of other income like tuition and fees, brought about principally by reduced students’ numbers and other income loss with universities closed. We were not spared. **Because of the negative effects of COVID-19 on Belize’s economy, we experienced in the April 2020 national budget a reduction in Government subvention of \$2.66 million per annum, near 25%! It was originally larger but we appealed successfully to the Ministry of Education and I thanked the CEO of the MOE as well as the Board Member, Ms. Deborah Domingo for her support here. Together with a loss of \$1 million because of freezing tuition increases planned and reducing fees by 25% so as to support our students in difficult times.**

We projected, a worst case scenario, a loss of 25% of our students resulting in a potential loss of \$3.5 million in income. Overall for the new academic year 20/21, we were projecting a loss of \$7.16 million - 26% of our 2018/2019 budget! It is difficult for any university to be exposed to such a budgetary reduction in a single blow. A most pressing matter to be addressed. As President, I have steadily ensured that **“we cut our cloth to suit our length”** and to strive for **“a balanced budget”**. We had begun to turn the clock on annual financial losses at UB, and hence this matter had to be addressed if we were not to go financially downhill once more. The BOT after considering all the consultations and implications, declared the UB to be in a state of Financial exigency. The subsequent results would indicate, after consideration, discussions, consultations and deliberations, that for the upcoming year 2020/21, the BOT projected a reduced budgetary income of \$19.6 million and a reduced total expenditure of \$21.3 million, with a deficit of \$1.7 million. We were going to anchor this change for the new academic year principally by the reduction of (Personal Emoluments) expenditure. To overcome the impending challenge, I engaged our people at all levels through faculty/staff consultations, the Academic Council, Senior Managers and our Board of Trustees (BOT). **An overall “tiered” reduction in salaries from 5% to 25% was projected as was a voluntary separation scheme (vsep), redundancy and the withholding of increments. There was to be a freeze in new hires and other expenditures in operating cost like in the utilities, fuel etc. to be reduced.** Like in all of these discussions and deliberations we engaged the UBFSAs, soon to become a recognized union.

The period May to the end of the academic year at the end of July, was no doubt a trying time for all, particularly the BOT and the Sr. Administration Team - Dr. Mariot Simon, VP, Director of Finance and HR, Mr. Ian Sangster and Ms. Hertha Gentle, Ms. Denise Robinson, Administrative Officer and myself. Despite the challenges of COVID and lockdown of our university, **we worked daily and conscientiously, as a united team, planning to steer our university for the present lockdown and dangers, bringing the academic year 19/20 to a successful end and looking towards 20/21 and beyond.** And I must say my public thanks to them, as I should to a thoughtful Board of Trustees led by Chairman Harrison Pilgrim and Vice Chairman Lyn Young. We would not have achieved what was accomplished, and as could be measured in the

2020/2021 academic year. Without their committed leadership- a commitment to a sustainable UB for the future! The understanding of faculty and staff about the importance and primacy of the University and the sacrifices to be made and were being made, is also gratefully acknowledged. As President, I agonized over many of the daunting decisions that had to be made and their effects on the spirit and livelihoods of our employees. But that was for 2020/21, the academic year ahead.

The other good news for 2019/2020 was that despite the advent of COVID-19, and without making the financial cuts proposed for 2020/2021, we did realize a surplus of \$2.2 million as the financial statements attached in the report will show. This was achieved by a total team effort. My sincere thanks!

In closing let me therefore say, what a good, bright and promising year 2019/2020 was for UB until March 20th, 2020 came and with COVID-19, we went into a “lockdown”. But with the goodwill of all, we closed at the end of July, in triumph, as our students succeeded. And this is what ultimately matters and as the university positioned itself to be sustainable in the immediate future.

Once more thanks to all students and student government, faculty, staff, UBFSAs, Dean and Directors, Senior Administration and the Board of Trustees – your understanding and goodwill at this unprecedented, daunting time in our history allowed the University of Belize through our collective and creative solutions to prevail.

Thank you.

Professor Clement Sankat

President



OUR VISION

The University of Belize is committed to being a recognized University in the region and the premier degree - granting University in Belize, responding to national development needs and priorities of Belize and its aspirations for higher education.

OUR MISSION

The University of Belize is committed to excellence in higher education, research and service for Belize's national development.

A TRANSFORMATIONAL LEAP

2017

Agreeing on a way forward by all stakeholders, this initial phase focused on Teaching and Learning and Quality Assurance. Innovative and relevant undergraduate programs being conceptualized and developed with a 2 + 2 framework. The University also launched its accreditation drive and commenced with pedagogical training for full-time lecturers.

2018

Building programmatic developments across all faculties, partnerships with businesses, government, alumni and the international community to leverage possibilities for research, outreach, income-generating initiatives and teaching; moreover, the University will focus on communicating with all stakeholders and will commence embedding sustainability in its financial practices and operations to further the cause of financial efficiency.

2019

To embed efficiency and sustainability in all aspects of its operations and teaching and learning programs that continue to support national development and harnessing itself into a modern and efficient university, capable of evaluating ourselves through focused stakeholder feedback.

2020

To put graduate and post graduate teaching and research at the heart of the University, which will serve to build the University's reputation for producing high level graduates and for research with impact that will enable the University to better serve the country through knowledge and information – Recognizing and rewarding Academic Faculty/Graduate Students who are contributing significantly to this endeavor.

2021

To transform the University's ecosystem, including its infrastructure and its HR policies, into one that provides opportunities for students, faculty and staff to successfully participate and be fully engaged in the educational, cultural and social life of the University.

2021

Striving steadily to enhance the quality of our programs and in our drive for student centeredness, and in our HR, Finance, Academic and communication processes so as to seek Institutional International Accreditation.

VISION 2022

OUR FOUR “R’s”

RELEVANCE

Offering students, a global education where they are and where they want to go

RESPONSIVENESS

Meeting the current and future national needs through innovation, outreach, service and research

REACH

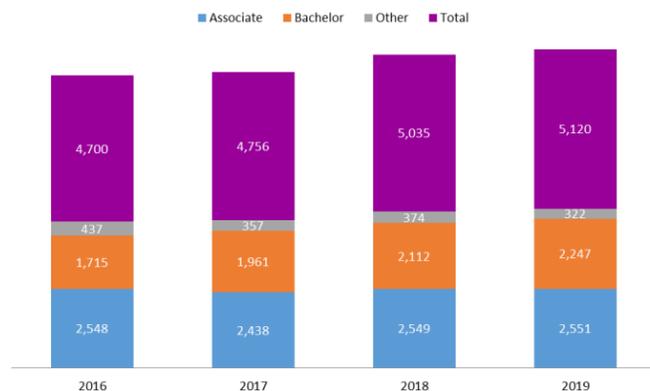
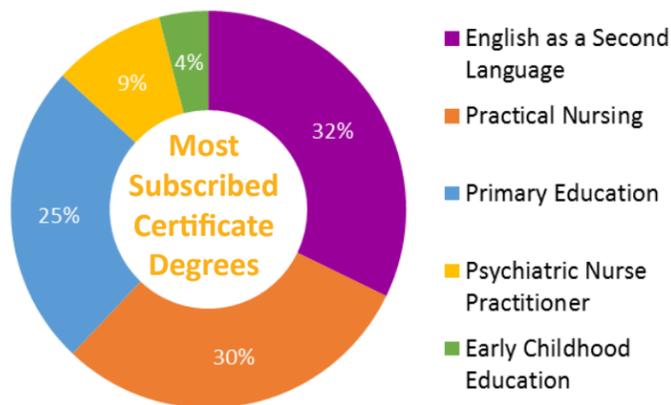
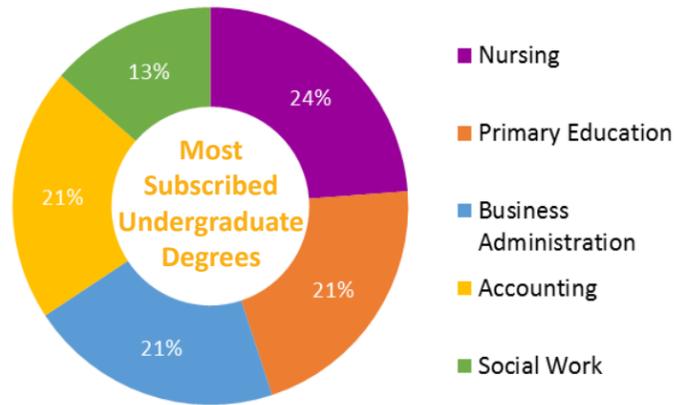
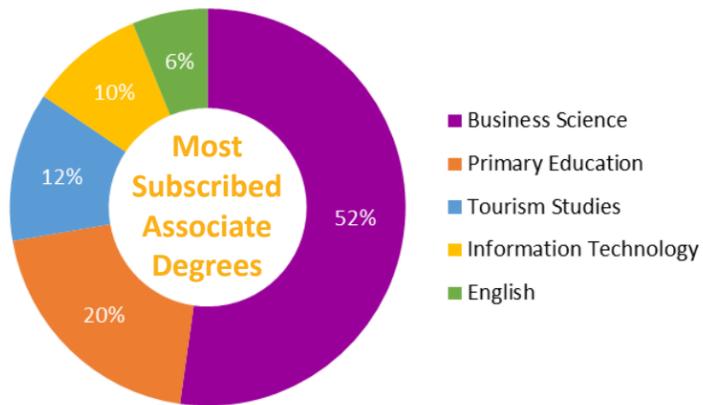
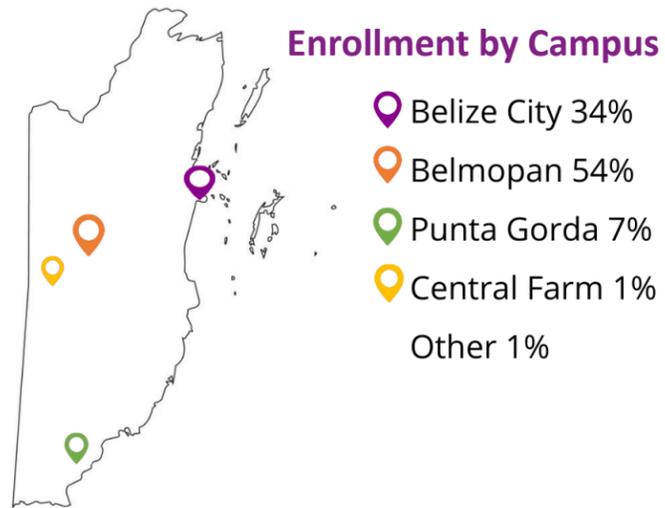
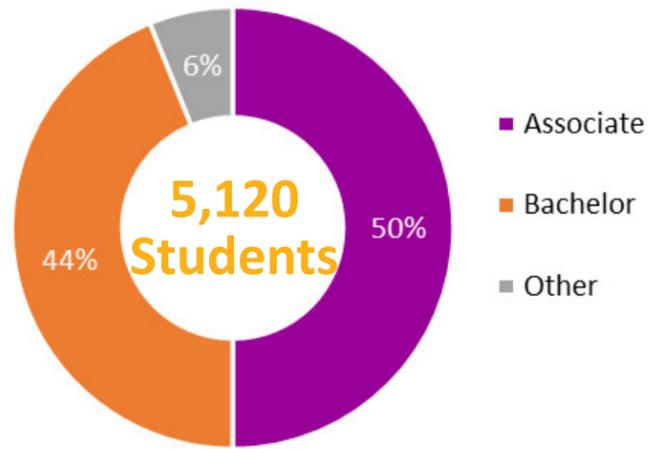
Engaging with and strengthening our communities, enabling our partners and enhancing our enterprises, both local & International

RESPONSIBILITY

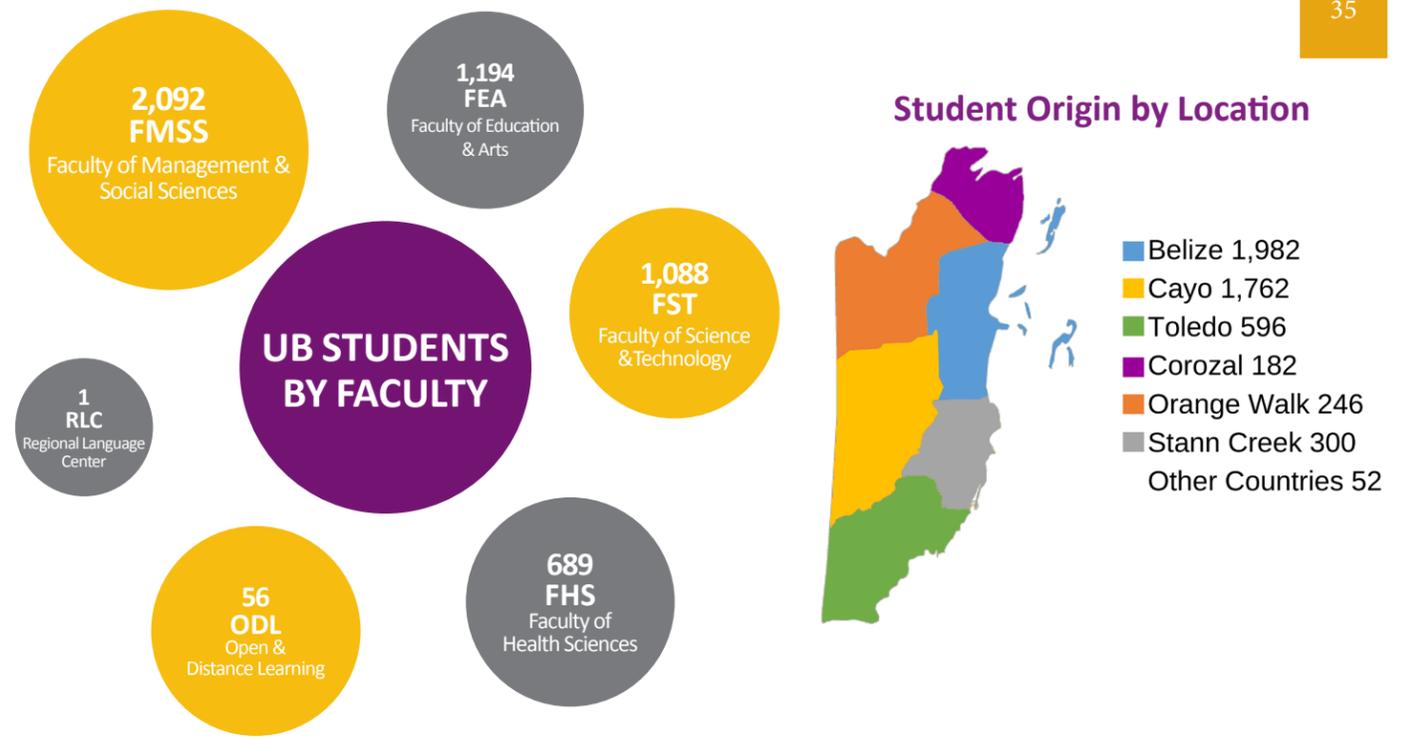
Operating an efficient, cost-effective & sustainable University



Student Enrollment



Number of Students Enrolled per Year



A Snapshot of Faculty and Staff



UNIVERSITY OF BELIZE
FACULTY OF
MANAGEMENT & SOCIAL SCIENCES
THE GIAN CHAND GANDHI BUILDING



Section 1 of 4

Welcome to the University of Belize
Technology Assessment Survey

This survey will take less than 1 minute. Thanks for your participation.
TRANSITIONING TO THE ONLINE ENVIRONMENT

for the First Time!
A Guide for
University of Belize
Faculty



COVID-19 GUIDELINES
PLEASE READ BEFORE ENTERING
All personnel entering the lab must always maintain social distancing of 2.0m.
The use of a face mask and proper PPE's (gloves, long pants, closed shoes, goggles) is mandatory. No exceptions.
Reservations and staff will be guided to the use of their workspaces to reduce your working area as well as flow of movement.
Wash your hands when entering the lab with hand soap for 20-30 seconds. It is advised that you reuse the multiple times throughout the day. If you will be in the lab you must wash your hands upon exiting.
If equipment or glassware is being shared with other people please disinfect these surfaces with bleach solution as well as 70% alcohol.
Reduce the number of people that can be in the lab to "3 persons"



A YEAR IN REVIEW

Transforming our student experience through technology ...the beginning of a New Era

The covid19 Pandemic in 2019-20 semester has drastically changed the way the University delivers its classes. This pandemic helped the university to focus on its 2019 Vision, “To embed efficiency and sustainability in all aspects of its operations and teaching and learning programs that continues to support national development and harnessing itself into a modern and efficient university, capable of evaluating ourselves through focused stakeholder feedback.” quality improvements in our teaching and learning structures to improve the UB student experience with the use of technology. Even though faced with new challenges the National University aspires to continue to produce excellent academic excellence in Belize.

TEACHING & LEARNING

With support from the Ministry of Education and our internet providers, the University was able to obtain the necessary support for our students, primarily through establishing hotspots, both on our Toledo campus and in selected communities. Students were able, in limited numbers, to access the campus for this service.



ATLIB VOLLEYBALL CHAMPIONS 2019



Voices of Our Academic Leaders



DR BERNARD WATLER

Dean, Faculty of Management and Social Sciences

The Faculty of Management and Social Sciences continues to develop and implement innovative and nation building programs. In August 2019 the Bachelor in Hospitality program was introduced. Additionally, several new courses for the noted program were delivered. During the 2019 Academic Year FMSS lecturers and administrators worked astutely on the development of the five new programs from the Associate to Master level as listed below in our continuous quest towards nation building via the provision of higher educational services.

The Faculty continues to contribute to Belize's national need to become self-sustainable and this is what drives the faculty and their initiatives. They enhanced the culture of entrepreneurship in the students and Belize. Via these activities students were exposed to the realities of productions and operations, and supply and demand.

Additionally, the Punta Gorda students that participated in the Entrepreneurship Product Showcase donated the funds raised to UB Student Government to assist with their COVID Relief efforts for UB Toledo Students who needed assistance during this time.

The Conventions and Events Management course (HOSP4101) of the Bachelor in Hospitality Management Program for 2019-1 planned three events. They included a cabaret show, a tropical vibe shows and a fashion show. Two of these events were executed for profit while The Mr. Fashion Trends show was hosted as a charitable event to raise funds for a local community-based organization, Living in Full Existence for the Elderly (LIFE).

Voices of Our Academic Leaders



DR NESTOR CHAN

Dean, Faculty of Education & Arts

 *In Memoriam* 
FEBRUARY 26, 1967 - OCTOBER 30, 2020

The Faculty of Education and Arts (FEA) is committed to excellence in teaching, research and service and to the development and implementation of programs for initial preparation and continuing professional development of teachers and other educational professionals, empowering them to act as catalysts of change in response to national needs. In 2019 -2020 the faculty created a network with primary schools in the Belmopan area by instituting the Professional Development School Initiative (PDSI) in eight primary schools in Belmopan.

The Faculty of Languages and Literatures worked toward the completion of an MOA with John Paul II Junior College for transferring their Associate degree in English students into our Bachelor's program directly. FEA diligently work towards the completion of all parts of the Music Program that was set to begin in August 2020 but was put on hold due to the Covid19 Pandemic.

FEA held its 2nd Caribbean Studies Forum International Conference was a resounding success by all accounts from participants and audience. The Silvaana Udz Lekcha was also successful this year with the lecture of Derek Satchwell. In summer 2019, our lecturer and students accepted the invitation from Professor of Anthropology of the University of Tyler at Texas, Thomas Guderjan, to excavate a new Maya site in Blue Creek. This activity exposed our history students to the material evidence that substantiates the cultural history of the Mayas in Belize.

Despite the restrictions FEA is proud of three of their outstanding students, Isabel Lanza who participated in a Study Abroad this semester where she was challenged academically and enjoyed learning about a new country, new people, and new subjects for study. Also, Apphia Wade continues to be one of our most enthusiastic scholars, maintaining a high GPA and a willingness to inspire and motivate her fellow students. Lastly, Abbie Godoy has just become the recipient of a Rhodes scholarship and is applying to Oxford University in Development Studies.

Voices of Our Academic Leaders



DR LISA JOHNSON

Dean, Faculty of Nursing, Allied Health & Social Work

The Faculty of Health Sciences is committed to the development of competent and caring practitioners respectful of human rights and dignity, embracing a multi-disciplinary educational system that emphasizes leadership, professional standards, knowledge creation, dissemination and excellence.

The Covid19 Pandemic prevented face-to-face contact and interrupted and delayed practical/laboratory courses. Resumption of these activities had to occur based on law, protective measures and health regulations, the availability of inter-district transport, and the safety and consent of lecturers and students. All theory courses for semester 2019-2 were transitioned to online delivery and completed by the end of June 2020. Because of the pandemic, practical courses extended into the summer semester and semester 2020-1 (for final year students).

Sorting out the issues presented by the pandemic became all-encompassing for the remainder of the academic year and so the launch of the Medical School is postponed. FHS was unable to recruit faculty due to the pandemic and the fallout from its economic consequences and travel restrictions.

The most significant accomplishment of FHS is that its constituent programs have continued to deliver content to its students, no matter the circumstances, with daily changes in the environmental risks that they face. The Pharmacy students from the BPHA4402 Pharmacy Management course and the elective BPHA4802 Drug Regulatory Affairs, both delivered by Mr. Kishan Uppala, funded and produced the following products based on the content and activities of Mr. Uppala's courses: UB Pharmacy students conceived of these products, bought the ingredients, manufactured, labelled, and marketed these products based on the courses taught by Mr. Uppala. In doing so, they learned about quality control in manufacturing, trademark and branding, and the national regulations on labelling and the regulation of substances.

The Faculty of Health Sciences would like to recognize Mr. Husaini Danladi for encouraging and nurturing a research culture in the Pharmacy program and its students.

Voices of Our Academic Leaders



MRS JULIAN PASOS

Dean, Faculty of Science & Technology

The Faculty of Science and Technology focus in 2019/2020 was to re-launch the Certificate in GIS, Developing a Chemistry/Physics Education Degree with the FEA.

To offer relevant programs in the field of Science and Technology that can prepare our students to ensure their success in meeting workplace requirements.

- Relaunching of the Certificate in GIS
- Revising/Updating the Bachelors in Natural Resource Management (NRM)
- Curriculum Development and Approval for a Bachelor in Technology (BTech) in Building/Construction Engineering
- Preparing the move of the Engineering Department from the ITVET, Belize City site to the Belmopan Campus
- Promoting STEM education in Primary and Secondary Schools
- Fostering a culture of Research
- The Bachelors program in Marine Biology was a recent significant development in this faculty.
- A major initiative is to develop a new School of Engineering moving from its very old facilities in Belize City to the Central Campus in Belmopan and one that is intrinsically linked to the Faculty of Science and Technology and its programs
- Anticipated programs include Bachelor of Technology Applied degrees in Civil/Building Engineering, Mechanical, Electrical and Computer Engineering.
- This requires considerable resources for new physical facilities including laboratory equipment and the training and deployment of high level human resources (PhDs).

Voices of Our Academic Leaders



MRS. ZOE ZETINA

Director, Central Farm Campus

Despite the challenges that has been brought on by the Covid19 Pandemic the University of Belize Central Farm had the production of vegetable crop under cover structure and livestock production of poultry, pigs and sheep continued uninterrupted for primarily teaching and secondarily for income generation. Through UBCT the UB signed MOU with CICAN and GAC to review and revise the AAGR program under the SAGE project. This project aims to include aspects of gender sensitivity, indigenous students and students with disabilities into a new associates degree with enhanced streams focused on skills for climate adaptation in farming practices, skills in agroforestry and value added agro-processing and entrepreneurship. Zoe Roberson Zetina officially takes on responsibilities of Campus Director, Central Farm Campus: February 18, 2020.

The major highlight for 2019-/2020 was getting funds from the New Zealand Government Climate Smart Project – Biodigester/Piggery project. Developed working plan with SAGE-01 for implementation. Deliverables includes: Revised AAGR curriculum with focus on Agroforestry and Agro processing, short courses for non-traditional learning and training of faculty and staff. They also, assisted the Ministry of Agriculture in developing curriculum to training extension officers in climate smart practices and extension services. Faculty and Students participated in World Food Day activities. National Agriculture and Trade Show and UB's Marketing EXPO on the Belmopan Campus were planned but cancelled due to COVID-19. Faculty converted the second half of semester 2 to online delivery in response to SOE due to COVID-19. With all the challenges faced the University of Belize Central Farm campus is still continuously improvement of practical learning and knowledge transfer that improves competencies and skills.

Voices of Our Academic Leaders



MR. ROY POLONIO

Campus Coordinator, Punta Gorda

The Punta Gorda Campus serves as the southern arm of the University of Belize, making educational/training programs and professional development opportunities accessible to students coming from both urban and rural communities in southern Belize. This Division also engages students in outreach and service while endeavoring to meet national development needs through partnering with local, regional and international interest groups.

The PG campus continues its partnership with the Toledo District Education Center Management and the Teacher Education & Development Services (TEDS) to sustain the support system we've established for our FEA teacher-training program. The campus also collaborated with the Mayor of Punta Gorda Town and co-hosted a forum held by Taiwanese Ambassador His Excellency Remus Li-Kou Chen, who shared vital information about Taiwanese scholarship opportunities available to the residents of Toledo District.

The campus was able to get wifi and internet access for students from the villages during the COVID19 pandemic with help from President Sankat and Chair of UB Board of Trustees Mr. Harrison Pilgrim. UB students to access the hot spots on the PG Campus during national state of emergency in order to help them successfully complete Semester 2019-2.

Quality Teaching & Learning

In the second semester of the academic year 2019, it all came down to carrying out the University's most important function, that of delivering content to students. In that regard, all Faculties responded appropriately and worked with its students and partner sites to ensure that students could continue their clinical attachments in as safe a manner as possible. This meant that the faculty and staff of FHS have continued to re-enter partner sites to ensure that students are getting the hands-on experiences that they should, even in the face of the ebb and flow of the pandemic.

In 2019-2 semester, UB streamlined 418 of its courses to online due the effects of the covid19 pandemic. This transition was not an easy one, as some students were not prepared for the move to online. It was learning experience for all parties involved. The move online has simplified several of its portfolios of programs and courses, enabling the University to expand its e-campus.



INSTRUCTORS & STUDENTS: Making Partnership Work

The University has long upheld the practice of students as equal partners in their education, but this year, with the increase in its partnerships and opportunities, which resulted, the University provided valuable opportunities through projects, outreach, contributing to the University strategy and research for students and faculty to partner to enhance the UB student experience.

This was achieved in conjunction with the University's Student Experience goals in the areas of learning space, professional development, and eLearning and in-line with the University's 'Transformation Leap: Vision 2022' for a more student centered University, which seeks to foster greater responsiveness to a changing world and transform the mindset of our students needed for leaders.





LIL JUNE AT THE GARIFUNA EXPLOSION 2019



UB STUDENT LIFE

UB focused on giving students a well rounded educational experience that will mold students educational and personally as we contribute to Belize's workforce and development. The University's main focus is to development its students on a professional level.

UB Placed 1st Place in the Intramural Category for the 2020 La Ruta Maya Challenge



The University has long upheld the practice of students as equal partners in their education, but this year, with the increase in its partnerships and opportunities, which resulted, the University provided valuable opportunities through projects, outreach, contributing to the University strategy and research for students and faculty to partner to enhance the UB student experience.

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UB Host Garifuna Explosion

The Department of Student Services hosted its Garifuna Explosion under the gazebo at the Belmopan Central Campus on November 13, 2019, to celebrate Garifuna Settlement Day. The event included the sale of Garifuna cuisine, displays on different Garifuna cultural wear, musical instruments, etc. Booths from various local institutions such as the Institute for Social and Cultural Research and the Belize Archives and Record Services were also present to provide information on the history of the Garifuna. The highlight of the evening was the musical performance by "Lil Jun" as well as the drumming group.



Yurumein (Homeland or St. Vincent) is the re-enactment of the arrival of the largest group of Garinagu to Belizean shores in 1823. This annual celebration on 19th November in Garifuna communities is known as **Garifuna Settlement Day**. Efforts by **Thomas Vincent Ramos** and other leaders led colonial government to declare 19th November a holiday in the Stann Creek District in 1941 and Toledo District in 1943; in 1977, it was declared a national holiday. The re-enactment demonstrates the Garinagu's struggle and determination to survive. It features elders, elegant women, youth and children as they arrived on Belizean shores. According to tradition, **Alejo Beni's** third appeal resulted in the Superintendent granting them permission to settle south of the Sibun River. The favourable response results in the crowd rejoicing in song and drumming. The re-enactment includes a lively procession with

UB Dominates ATLIB Basketball Championships

The Lady Black Jaguars participated in the ATLIB Basketball Championship on November 23rd, 2019 in Independence. The University of Belize's Black Jaguars won the national female basketball championship for the second year in a row.

UB dominated the Southern Regional Champions, Ecumenical Junior College, 44-2 and the Central Zone champions, St. John's Junior College, 50-4 in the finals. UB's No.7 Delta Flores won the Most Valuable Player award for the second year in a row! The team was presented with a team trophy and individual medals.



UB Wins ATLIB Volleyball Championship

The University of Belize's Jaguars won the national men's volleyball championship organized by the Association of Tertiary Level Institutions of Belize (ATLIB) at the San Pedro High School auditorium on Ambergris Caye on October 26. The UB men prevailed over the Northern regional champions, the Corozal Junior College Scorpions, 2-0 in the finals. UB's Edgar Martinez won the Most Valuable Player award.



CHAMPIONS

UB Student – Abbie Godoy – Named 2020 Rhodes Scholarship Winner the First Female from Belize

On November 27th, 2019 at the Barbados Governor's House, the Commonwealth Caribbean Rhodes Scholarship Committee announced Abbie Godoy as the 2020 Recipient of the Prestigious Commonwealth Caribbean Rhodes Scholarship.

Every year, the Rhodes Scholarship Selection Committee awards young Caribbean nationals of outstanding intellect, character, leadership, and commitment to service and who demonstrate a strong propensity to emerge as “leaders for the world’s future”.

This year, UB’s Abbie Godoy has made history for being the first Belizean female and the second Belizean to be conferred with this prestigious Scholarship Award.

The first UB student to be chosen for this award, Abbie serves as the Program Director on the University’s Belmopan Student Government and is a final-year Bachelor of Art’s English major in the Faculty of Arts and Education (FEA).

Abbie noted, “When I was announced as the winner, I was in complete shock. I had been chosen from a group of people who are the brightest in all of the Caribbean.” When asked as to why she chose Developmental Economics, she stated she believed that it was only through “developing and understanding who we are [as a people] and how our identity was constructed and formed can we address our developmental challenges and advance [as a country].”





UB Nursing Students Excel in Regional Examination for Nurse Registration

The University of Belize (UB) would like to congratulate our recent nursing graduates who successfully passed their Regional Examination for Nurse Registration (RENr), where 70% of our graduates, who sat the exam, passed on their first attempt. The RENr exam is a standardized regional exam, administered by the Caribbean Examination Council (CXC), that the Nursing Council from each Commonwealth Caribbean country uses to determine whether or not a candidate is prepared for entry-level nursing practice.

Sixty-eight (68) individuals from Belize sat the exam in October 2019. Thirty (30) individuals (44%) were successful and twenty-nine (29) of the country's passes were graduates of UB.

Ms. Damaris Torres, a June 2019 nursing graduate, had the highest examination score for Belize.

The University of Belize Association of Computing Machinery Student Chapter Officially Chartered

The University of Belize (UB) Association for Computing Machinery (ACM) Student Chapter was officially chartered on September 3rd, 2019. This historic charter makes the UB ACM Student Chapter the second ACM Chapter in Central America.

Founded in 1947, the ACM is the world's largest scientific and educational computing society, delivering resources that advance computing as a science and a profession. The Association provides its members and the computing profession with leading-edge publications, conferences, and career resources.

The UB ACM Student Chapter provides student members opportunities to play active roles in the association and its activities by organizing technical talks, learning forums, field trips, and programming contests which facilitate communication and collaboration within the university's computer science community and with Belizean computing communities outside the institution. This enhances the University's teaching and learning framework via the exchange of ideas among students and between students and established professionals.

Additionally, the UB ACM Student Chapter members will be able to take advantage of ACM activities and services that include the Distinguished Speakers Program, the International Collegiate Programming Contest, the Upsilon Pi Epsilon ACM Student Chapter Scholarship Award, the ACM Student Chapter Excellence Awards, Student Research Competition and get involved in the business world with workshops, resume assistance, and career-building initiatives.

Importantly, ACM Student members of the UB ACM Student Chapter are automatic members of the ACM Women's Committee (ACM-W) which through professional chapters, work to increase recruitment and retention of women in computing at the university level through professionals' activities and projects that aim to improve the working and learning environments for women in computing.



Belize TOO Expo 2020



SCHOLARSHIPS

The University currently manages seven (8) scholarship programs: The Black Jaguars Athletic Scholarship, The President Scholars' Scholarship, The Barton Scholarship, The Diane Sylvestre Scholarship, Anil Sinha, Stanley Longworth and Laura Tucker Scholarship and Cornelius Cacho Memorial Scholarship. Currently there are fifty (50) students obtaining their UB degree via these scholarships.

Also, there are four (4) students who received bursaries from the UB Endowment Fund, which was as a result of the second Endowment Fete. Additionally, the Government of Belize, through the Ministry of Education, supported 2, 978 students with scholarships at the University.

Also, in 2019/2020, twenty-five (14) employees and thirty-nine (24) dependents benefitted from Tuition Waivers at the University.



UB Awards 45 Students with Athletic Scholarships

On August 25th, the University of Belize (UB) held its annual Student Athlete Scholarship Ceremony at the Jaguar Auditorium in Belmopan.

Forty-five (45) students from across all faculties both at the Associate and Bachelor levels were recipients of Student Athlete Scholarships for the 2019-2020 academic year. Of these, seventeen (17) were females and twenty-seven (27) were males, where nineteen (19) were returning students and twenty-five (25) were new students. Scholarships, which were given based on academic and athletic abilities, were in Basketball, Football, Softball, Volleyball, Track and Canoeing.

UB Awards Eleven (11) Students with the Lorenzo Cacho Scholarships and Four (4) Students with UB Endowment Fund Bursaries

On October 11th, the University of Belize (UB) awarded fifteen deserving students enrolled at the University of Belize with scholarships and bursaries for the 2019-2020 academic year.

Under the Lorenzo Cacho Scholarship scheme – the first big benefaction of this kind for the University – UB welcomed its first cohort of recipients. Eleven students were provided with full scholarships and stipends to complete their studies at the National University. These students are – Shantel Andrews, Zair Aragon, Catherine Camal, Roberto Can, Cassandra Lewis, Elsie Moralez, Saijah McNab, Ian Oliva, Alson Ovando, Elder Quewell and Thaina Vasquez.

This scholarship fund was established in honor of Mr. Cornelius Cacho, a Belizean economist, who worked with the World Bank's International Bank for Reconstruction and Development (IBDR). Deeply committed to the improvement of disadvantaged Belizeans, Mr. Cacho endowed the University with \$250,000 BZD as a way to increase access to a UB education. This fund will provide significant financial aid in the coming years to students enrolled in their final two years of their undergraduate studies to help them complete their education at the University. It is awarded based on financial need, academic excellence and specific program enrolment in the areas of Science and Technology.

The University also awarded its second cohort of students with bursaries from the University's Endowment Fund. Each bursary is tenable for one academic year and covers tuition only for twelve (12) credits per semester. These four (4) students – Olivia Sho, Jason Reyes, Jamilet Campos and Steven Palma – were selected based on financial need and academic excellence.

2ND ANNUAL STRIPING CEREMONY 2020



Dr. Lisa Johnson Named Dean of the University of Belize's Faculty of Health Sciences



As the University of Belize (UB) continues to advance as Belize's national leader in tertiary education, expanding and strengthening our academic leadership in critical academic areas, we are pleased to announce that Dr. Lisa Johnson, MBBS, DM (Surg) has been appointed Dean of the Faculty of Health Sciences (FHS), effective January 6th, 2020. She will also be an Assistant Professor in the Faculty.

As Dean, she will lead the development and implementation of our ambitious plan for the future direction of UB's FHS – especially our National School of Medicine, will provide leadership and oversight to grow and strengthen the Faculty's healthcare programs in Nursing, Pharmacy, Medical Laboratory, Midwifery, Social Work and other Allied Health areas. The new Dean is expected to deepen our partnerships with Belize's Health Care Industry.

UB Promotes Two Faculty Members



MR. DANLADI HUSAINI
Faculty of Health Sciences

From
Lecturer to
Senior Lecturer



DR. DION DANIELS
Faculty of Science and Technology

From
Assistant Professor to
Associate Professor

Research & Publications

- » Genisca, AE; Sampayo, EM; Mackey, JM; Johnson, L; Crouse, HL Assessment of Attitudes Toward the Emergency Triage System in Belize. *Global Paediatric Health* 2020 Vol 7: 1-7.. <https://doi.org/10.1177%2F2333794X20911581>
- » Husaini DC, Uppala K, Cherrington ES, Espadas KL, Myvett CS, et al. (2020) Knowledge and practice of hormonal contraceptives among females aged 18-45 in 3 districts of Belize. Is prescription still a barrier to contraceptives? *Frontiers in Womens Health* Vol 5: 1-7 https://www.researchgate.net/publication/341803392_Knowledge_and_practice_of_hormonal_contraceptives_among_females_aged_18-45_in_3_districts_of_Belize_Is_prescription_still_a_barrier_to_contraceptives
- » Husaini D, Uppala K, Wu C-Yi, Guerra E, Bush C, Perez A, Coc I (2020). Field-based screening of selected oral antibiotics in Belize. https://www.researchgate.net/publication/342259587_Field-based_screening_of_selected_oral_antibiotics_in_Belize (NB, the first 2 authors are lecturers in the Pharmacy Program, the last 3 are students).
- » Husaini, D et al. (2020). Nitrate levels in Rural drinking water in Belize. *Journal of Health and Pollution*. Vol 10. 1-8. 10.5696/2156-9614-10.27.200904. https://www.researchgate.net/publication/343750301_Nitrate_leveSl_in_Rural_drinking_water_in_Belize_pdf
- » Lewis, R., (2019). *Enterprise Classification: A Financial Perspective*, Scholar Press
- » Avila, Deserie. Revision of a Book's Chapter: Marais, Duarte B., *Tourism Micro entrepreneurship: Evidence-based Strategies to Develop and Integrate the Informal Supply Sector for Improved Destination Equity, Sustainability, and Competitiveness*, Emerald.
- » Thiagarajan, S., and Reynolds, T., (2020). Challenges faced by small farmers in Belize, *European Journal of Social Sciences*, 59 (4), 345-359.
- » Middleton, G.H. and Lee, H.T. (2020), "Non-profit organization's innovative donor management-the identification of salient factors that drive donor loyalty", *Asia Pacific Journal of Innovation and Entrepreneurship*, Vol. 14 No. 1, pp. 93-106.

Research & Publications

- » Rogers, A., W. Call., J.-F. Hamel & A. Mercier. 2020. Loggerhead sea turtle *Caretta caretta* found preying on sea cucumber on a reef in Belize. *SPC Beche-de-mer Information Bulletin*, 40: 17-19.
- » Rogers, A., J.-F. Hamel & Mercier A. 2019. Earthquake induces mass-spawning event in two coral-reef sea cucumber species in Belize. *Hidrobiológica*, 29(10): 49-51.
- » Carnes, Blaine and Abidas Ash (2020) Evidence for Suspension of Pre-basic Molt in a White-eyed Vireo. *Western Birds* 50:52–54, 2019; doi 10.21199/WB50.1.7
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- » Goodwin, Z.A., G.L. Stott, L.P. Ronse de Craene, E. Kay, G.N. Lopez, E. Haston and D.J. Harris (2020) Belize and the RBGE: Reflecting on 16 years of collaborative training. *Edinburgh Journal of Botany* 77(2): 291-309. DOI: <https://doi.org/10.1017/S0960428620000025>
- » Ivory Kelly published her collection of short stories, *Pengereng*, in November of 2019

The Journey Towards the MBBS at UB. The Work Continues

The Faculty of Nursing, Allied Health and Social Work (FNAHSW) was renamed to the Faculty of Health Sciences (FHS) effective August, 2019, and this allowed UB to develop more programs consistent with national needs like that of a Medical program. The initial meeting with Ministry of Health and UNAN-Managua - The Representatives of the Faculty of Medicine from the National Autonomous University of Nicaragua (Drs Charles Wallace and Margarita Perez) visited the University of Belize on June 18 – 20, 2018, together with representatives of the Minister of Health of Belize, Dr. Natalia Beer and Mr. Andrei Chell and the PAHO/WHO Institutional Advisor Ms. Claudia Pescetto. The Representatives held meetings with the Dean of Faculty of Nursing Allied Health and Social Work and Faculty of Science & Technology 2018 to do an assessment on the feasibility of the establishment of a Medical Program at UB.

On October 24, 2018 - UB Met with Medical Council to Discuss Proposed Medical Programmes at UB.

UB President Discusses Health Education with KHMH CEO - Professor Emeritus Clement Sankat along with Mr. Arnulfo Kantun, Business Development Officer, met with Mrs. Michelle J. Cox Hoare who is the Chief Executive Officer of the Karl Heusner Memorial Hospital (KHMH). They discussed medical education and the possibilities for partnering with the hospital.

UB and UNAN-Managua Meet to Develop Program Specifications - The University of Belize hosted Dr. Charles Wallace of the University of Nicaragua's Faculty of Health Science. Dr. Wallace along with Dr. George Gough from the Belize Medical Council were providing technical support to assist UB with developing program specification documents for its proposed Medical program.

December, 2018 - UB and UNAN-Managua Sign MOU At the conclusion of the historic 113th Meeting of CSUCA held in Belize City on April 11, 2019.

On June 10, 2019 - Dr. George Gough Presents Feasibility Study to Board of Trustees. August 12-17, 2019 - Facilitating the Clinical Training of Student Doctors at KHMH The President and Mr. Kantun further engaged the Board of Directors of Karl Heusner Memorial Hospital (KHMH) on September 19, 2019 on a Memorandum of Agreement that has to be signed so as to facilitate the clinical training of our student doctors in the hospital in Belize City.



Medical Pedagogical Training



**UB MEDICAL SCHOOL
...A WORK IN PROGRESS**



OUTREACH & ENGAGEMENTS

single-celled eukaryotes (organisms whose cells have nuclei) that characteristics usually associated with animals, most notably mobility

Trematodes

Mode of Transmission: ingestion of dormant microbial cysts in contaminated water or food, or by the local oral route through poor hygiene practices and bloating (gas or flatulence), nausea, abdominal cramps and vomiting.

Symptoms: diarrhea or greasy stools, weight loss, abdominal cramps and bloating (gas or flatulence), nausea, weight loss, vomiting, headaches.

Treatment: Metronidazole, Triclabendazole, Praziquantel.

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Symptoms: diarrhea or greasy stools, weight loss, abdominal cramps and bloating (gas or flatulence), nausea, weight loss, vomiting, headaches.

Treatment: Metronidazole, Triclabendazole, Praziquantel.

Third President's Annual Endowment Fund Fete with Rossy War at Orange Walk Town



The University had a successful Fete on October 26, 2019 with great and incredibly entertaining music: Rossy War and her troupe from Peru, Gilharry 7 and Super Furia. There is much good will for our National University.

UB and San Pedro Junior College (SPJC) Sign MOA

On August 1, 2019, President Sankat; Dean of the Faculty of Management and Social Sciences Dr. Bernard Watler; Dean of the Faculty of Education and Arts, Dr. Nestor Chan; and Mr. Arnulfo Kantun from the Office of Institutional Advancement visited the San Pedro Junior College (SPJC) and signed an agreement with the Dean of SPJC, Mr. Gustavo Ellis. The aim of the agreement is for UB to work with SPJC to deliver some of its programmes in San Pedro. Among the programs identified for delivery are the Bachelors' in Primary and Secondary Education, the Bachelors' in Business Administration and in Tourism Management. Through this MOA, the UB re-enters the San Pedro Community.

Meetings to Reinvigorate UB Central Farm Campus - Work Bank and Resilient Rural Belize

A team from the World Bank has been engaging the University of Belize and in particular the University of Belize Central Farm (UBCF) on possibilities for the University's involvement in a project related to training in Climate and Agriculture. They made two visits on October 2, 2019 and on November 13, 2019, accompanied by others of the Ministry of Agriculture, Fisheries, Forestry, the Environment and Sustainable Development. The UBCF also received officers from the Resilient Rural Belize Office, Alfred Serano and Lorne Solis, who provided guidance on a possible project also designed to assist with Climate Smart Agriculture for Belize.

Expanding Our Reach in Dangriga

On October 15, 2019 the University of Belize (UB) and Ecumenical Junior College (EJC) signed a Memorandum of Agreement ("MOA") for Institutional Cooperation. The purpose of this Agreement is to define the areas for academic cooperation, collaboration and interaction between the two institutions.

The objective of this Agreement is to enhance the learning opportunities available to students and residents of Dangriga and surrounding areas the opportunity to pursue a Bachelor's degree in Business Administration, Bachelor Degree in Primary Education and Bachelor Degree in Secondary Education, beginning January 2020.

Presentation to Resident and Non Resident Ambassadors on Transformation at UB

In his presentation entitled, "The Transformation at the University of Belize has begun: Opportunities and Challenges," Professor Sankat outlined key achievements made by the University since the commencement of its strategic plan, A Transformational Leap: Vision 2022, in 2017. However, the thrust of the presentation was focused on building international partnerships and discovering areas of interest for collaboration to achieve the University's future initiatives, which include staff development programs to the PhD level in selected fields, new program development including joint/dual degrees between institutions, joint research and the application for research grants, infrastructural development for new teaching and learning facilities, new laboratories, staff/student services, residences and increased opportunities for cultural/sporting/academic exchanges so as to enhance student experiences.



Signing of Cooperation Agreement with UNAN-Managua

As part of its continued commitment to empower Belize through education, the University of Belize (UB) signed a first-of-its-kind cooperation agreement with the Autonomous University of Nicaragua – Managua (UNAN-Managua) with the mutual goal of developing Belize's First National Medical School.

A collaborative effort between the two Universities, the Cooperation Agreement was signed Monday, December 2nd at the UB's Belmopan Campus Conference Center by the President of the University of Belize, Professor Emeritus Clement Sankat and the Dean of the UNAN-Managua's Faculty of Medical Science, Dr. Freddy Meynard Mejia.

As noted by Professor Sankat, "I am very proud of this collaboration with UNAN – Managua. It is a bold move for UB and revolutionary for Belize's educational sector. Our National University is leveraging a fraternal relationship with UNAN-Managua to make an incredible difference for Belizean students who wish to pursue a career in Medicine and for the country itself."





COBEC Winter Conference 2020

*Hosted by UB in Belmopan
with a Focus on Quality*



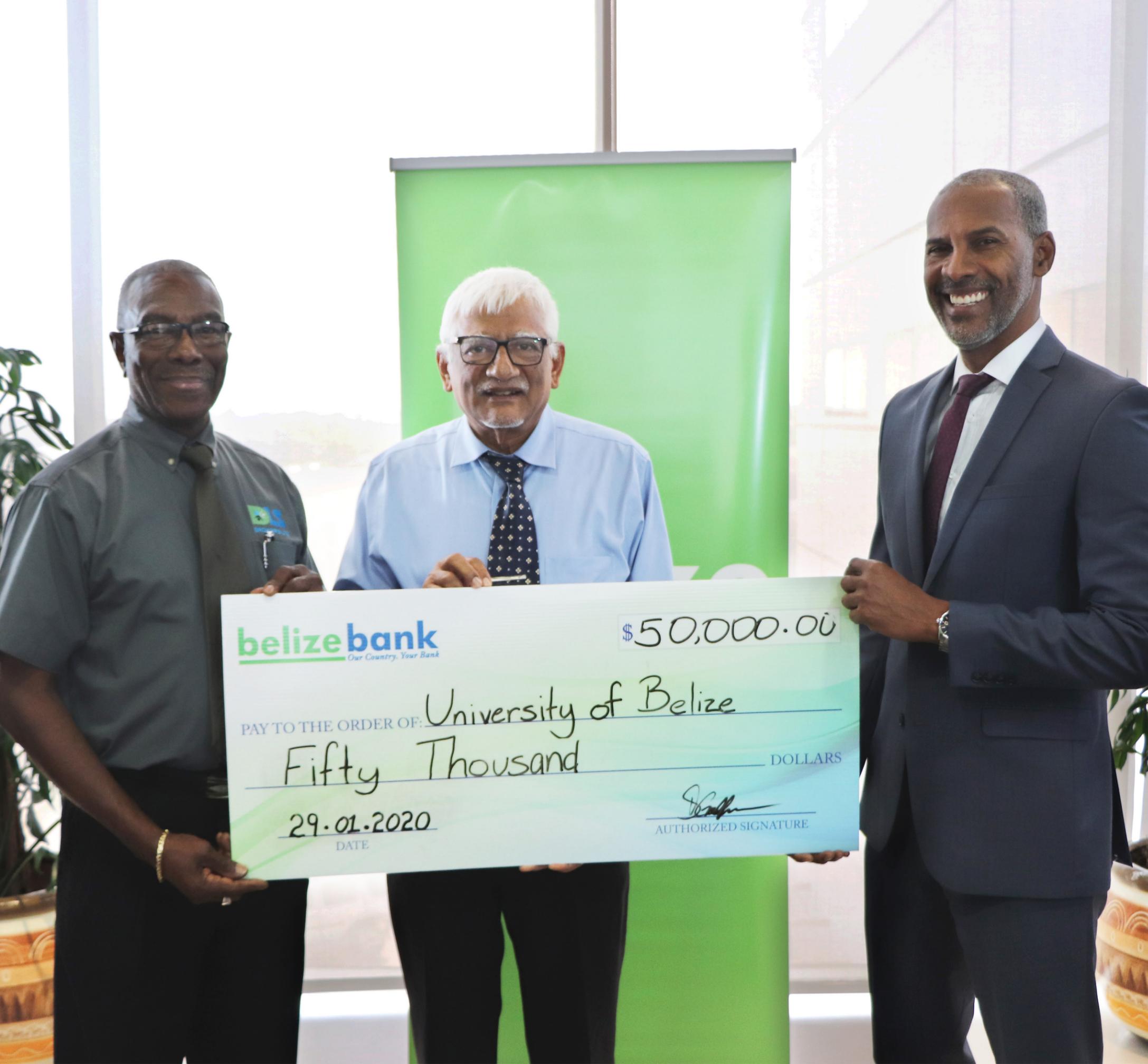
President made a presentation entitled "Building Quality in Higher Education The University of the West Indies Best Practices" to the delegates from the various Universities.



The Belize Bank Limited Donates \$50,000 to the University of Belize to Acquire a Steel Band

The University of Belize (UB) is currently exploring ways to formally develop a pathway for students interested in music to pursue academic or technical careers, or further hone skills in music performance at the National University. This is in line with its vision of becoming the respected choice for Belizean music studies, the premier program for preparing graduates for the creative arts industries, and a major contributor to the on-going articulation of Belizean cultural identity.

In this vein, the Belize Bank Limited, on January 29th, 2020, made a \$50,000 donation to the University of Belize (UB) to fund a University Steel Band, the "UB Steel". This generous donation will enable the University to acquire pans for the steel band and will aid in allowing culture, the arts and entertainment to grow at UB, giving Faculty, Staff, Students and Alumni an opportunity to participate fully.



The University of Belize Receives Grant from the Technical Cooperation Program of the International Atomic Energy Agency

The Faculty of Science and Technology (FST) of the University of Belize (UB) has received a grant for \$234,834 BZD from the Technical Cooperation Program (TCP) of the International Atomic Energy Agency (IAEA). This grant is a result of a proposal that UB's Assistant Professor Dr. Abel A. Carrias and research collaborators (Mr. Jair Valladarez, Mrs. Cecy Castillo, Ms. Shareen Arnold, Mr. Joaquin Magana and Dr. Joaquin Urbina) submitted to the TCP for the 2020-2021 funding cycle.

The project's goal is to strengthen UB's laboratory capacity for environmental research and monitoring of fresh water and marine environments. To date, the TCP has contributed over one million BZD in projects to UB. Funds have and will continue to be used to train personnel in analytical chemistry and in nuclear based techniques applied to environmental pollution studies and to procure laboratory instrumentation.

The Faculty of Science and Technology aims to advance science in environmental pollution research, monitoring and to provide laboratory testing services to respond to University of Belize's and stakeholder's needs. This grant will contribute immensely to these efforts and ultimately to efforts to generate scientific data to inform social and environmental stewardship of Belize's terrestrial and aquatic environment, its biodiversity and other resources, while ultimately safeguarding livelihoods, the economy and the health of users of Belize's aquatic resources.

UB Graduates 600 Students for Semester III from All Parts of Belize

The University of graduates 600 students from our Semester II Cohort. The Board of Trustees of UB approved the graduation list at their meeting on 29th July, 2020.

The Board expressed its pleasure, that despite the challenges of the COVID 19 pandemic and the near physical lock down of the University, that the University responded through online teaching and learning modality to ensure that this large number of students met their requirements as hoped for. The Board congratulated the students, faculty, staff and administrators of UB for their support of these students through their creative work in difficult times. Also noteworthy is that for the very first time, the University has produced more graduates at the Bachelors level (281) compared to graduates at the Associates level (241). This is a major directional change as the University advances on its Transformation Plan. Our graduates have come from all parts of Belize; 341 from our Belmopan Campus, 167 from our Belize City Campus, 53 from our Punta Gorda Campus, 26 from our Central Farm Campus and 12 from our outreach location in Corozal Town. Again, like previously years, the vast majority of graduates are females and 18% of our graduates completed their requirements with honors.

PUBLIC HEALTH FORUM by UB & the Ministry of Health



Voices of Our Administrative Leaders



MR FRANCIS BURNS

Director, Physical Plant, Projects and Facilities Department

Physical Plant, Projects & Facilities Department is responsible for the maintenance and major projects that are being development and undertaken by the University of Belize. In 2019/2020 the focus of the department was to create and enhanced campus atmosphere by creating a better campus atmosphere with the painting of buildings, proper paved street and drive ways, better quality computer labs and most of all giving our students and better and safe student life.

Projects completed for the year 2019 - 2020:

- Interior painting of Classrooms where needed for and when school reopen
- Completion of new Classroom Building in Punta Gorda
- Upgrade water cisterns on the Belmopan Campus for Jaguar, Jabiru and Scarlet Macaw Building.
- Wiring of three buildings for the IBCE Project
- Installation of Pad Mount Transformer for IBCE Project
- Restructure and Renovation of Library Building to create more computer space for students.
- Installation of IBCE equipment donated by the Indian Government.
- Paving of both FEA and FMASS Campus
- Install new Partition cubicles for ERI Office
- Completion of the New Medical Facilities
- Pouring of Concrete road way on the entrance of the Belmopan Campus
- Renovating of Recording Room for ODL
- Installation of wash hand tubs to help prevent COVID-19

Voices of Our Administrative Leaders



MR ABDULAZIZ SANDERSON

Director, Information and Communications Technology Department

Transformation for the ICT Department means reducing down time of systems throughout UB while reducing overheads and increase efficiency of work done as it relates to ICT. The ICT has worked throughout the year to ensure the upkeep of all resources. In 2019/2020 they have made the necessary adjustments to meet the challenges of the Covid19 pandemic. Which have included: Increasing bandwidth throughout the various campuses through DigiNet's internet for schools' program which gave 500Mb to each campus at no additional cost to the University, rewiring of the library to cater for the needs of our students in our ever evolving environment as we will facilitate an E-Library, Networking of the new medical building and assessed current needs as impacted by the pandemic in order to adapt to the "new normal" and change the role of ICT and its staff.

A major challenge the department had was the availability of funds thus ICT was very creative in removing and merging services in order to move forward with our plans. The most impactful change was modifying the roles of ICT staff. Due to the effects of the pandemic and the online education model, ICT became more intimate with various departments within the university. Additional work load was assigned while some existing tasks had to be redistributed for a seamless transition. With an increase in work under our "new normal", ICT has been able to balance a mixed schedule, working from home and at the office. The support period for ICT has increased to 6 days a week to help facilitate individuals' adjustments to our new normal. ICT worked with ODL to reduce errors received in the past through Moodle by optimizing servers and changing hosting. ICT has remodeled what is expected for the purchasing of VOIP system to further reduce the monthly phone bill while catering for our new normal, a blended modality of the old and the new.

Voices of Our Administrative Leaders



MRS HERTHA GENTLE

Director, Human Resources Department

In the 2019/2020 year the Human Resource Department (HRD) focused on promoting, encouraging, and strengthening communication between employee and management at all levels which should result in fair reliable and effective resolutions across the University and the completion and implementation of personnel policies and provisions which have been drafted from 2017.

There was one study leave application approved for this year, Dr. Omie Bevans, Specialization in General Surgery at the Universidad de Ciencias Medicas de la Habana, Cuba. given that the area of study will be beneficial to the development of the Faculty of Health Sciences.

The University promoted five staff and three faculty members during the 2019/2020 year namely Richie Cal, Yeltsin Ramirez, Desiree Henry, Mateo Jor, Elder Quewell, Dr. Gilroy Middleton, Dion Daniels and Danladi Husaini.

The University Tuition Waiver Policy covers 100 percent of the cost of tuition for each semester. The waiver cover covers the cost of tuition for all eligible staff and their dependents whose cumulative GPA is 2.5 or above.

For the year 2019/2020 tuition waiver to the employees and their dependents amounted to \$100,793.00, broken down as follows: 47 in 2019-1, 41 in semester 2019-2 and 4 in semester 2019- 3.

Voices of Our Administrative Leaders



MR JOHN SALAM

Director, Public Safety Department

The role of the University of Belize, Department of Public Safety, is to develop and promote the establishment and maintenance of a work environment that is conducive to learning and self- actualization. The department is responsible for providing protection to the university community (students, faculty, staff, visitors, and campus). In addition, for a safe university campus, the Department of Public Safety is also responsible for maintaining a good working relationship with residents of the community in an effort to develop good and friendly community relations for the University. In the year 2019-2020, Our Public Safety Officers perform a variety of tasks that include, apprehension of criminal and suspicious activity, accident and fire response, traffic enforcement on campus, and security for special events. The department also offers campus safety statistical information, as well as posters, brochures, and seminars on a variety of safety topics. At the beginning of the Covid19 Pandemic the team played a major part of protecting the grounds and operate within the constraints of the department budget, reducing costs wherever possible.



Installation of the New Board of Trustees, November 11, 2019

(L-R) Dr. Fred Shyu, Dr. George Gough, Professor Emeritus Clement Sankat, Mr. Luke Palacio, Mr. Gaspar Martinez, Mr. Lynn Young, Dr. June Young, Hon. Patrick Faber, Mr. G.A. Harrison Pilgrim, Mrs. Deborah Domingo, Mr. Jalen Good, Mr. Belarmino Esquivel

The Members of the University of Belize's Board of Trustees:

CHAIRMAN

Mr. Harrison Pilgrim

Representative – Minister of Education

VICE CHAIRMAN

Mr. Lynn Young

Representative – Industry Sector

Dr. Fred Shyu

Representative – Belize Council of Churches

Dr. George Gough

Representative – Ministry of Health

Mr. Gaspar Martinez

Representative – Agriculture Sector

Mr. Belarmino Esquivel

Representative – Ministry of Agriculture

Mr. Luke Palacio

Representative – National Trade Union
Congress of Belize

Dr. Oxaka Tehu ax'Oxo

Representative – Non-Governmental &
Belize Network of NGOs

Ms. Darlene Vernon

Representative – UB Alumni Association

Mr. Jalen Good

Representative – UB Student Government

Dr. Sharmayne Saunders

Representative – ATLIB

Professor Emeritus Clement Sankat

UB President & Secretary to the Board

Dr. June Young

Representative – UB Faculty

Ms. Denise Robinson

Recording Secretary

Mrs. Deborah Domingo

Representative – Ministry of Education

BOARD OF TRUSTEES

ACADEMIC COUNCIL

The Academic Council (AC) is a regulatory body established to
 Oversee the academic affairs of the University
 Formulate academic policies, plans and procedures
 Evaluate and lead the implementation of the University's strategic development plan as it relates to
 the Academic Division

President

Professor Emeritus Clement Sankat

Vice President (Chair)

Dr. Mariot Simon

Dean, Student Affairs

Dr. Martin Cuellar

Director, Regional Language Center (RLC)

Mr. Lugie Cruz

Chief Librarian

Mr. Erwin Woodye

Admissions Coordinator

Mrs. Camilla Barker

University Registrar

Mrs. Rose Pineda

Director, Environmental Research Institute (ERI)

Dr. Elma Kay

Dean, Faculty of Health Sciences (FHS)

Dr. Lisa Johnson

Dean, Faculty of Education & Arts Work (FEA)

Dr. Nestor Chan

Dean, Faculty of Science & Technology (FST)

Ms. Juliane Pasos

Dean, Faculty of Management & Social Sciences (FMSS)

Dr. Bernard Watler

Campus Administrator, Punta Gorda

Mr. Roy Polonio

Director, Open and Distance Learning (ODL)

Dr. Freida Palma

SENIOR LEADERSHIP TEAM

Led by the President of the University, the Senior Leadership Team manages and monitors the University's strategic objectives and risks,. It steers its businesses – its financial, human and physical resources and sets targets and benchmarks for the University.

PRESIDENT

Professor Emeritus Clement Sankat

VICE PRESIDENT

Dr. Mariot Simon

DIRECTOR OF FINANCE

Mr. Ian Sangster

HUMAN RESOURCE DIRECTOR

Hertha Gentle

ADMINISTRATIVE OFFICER

Denise Robinson

UNIVERSITY MANAGEMENT TEAM



PROFESSOR CLEMENT SANKAT
PRESIDENT



DR MARIOT SIMON
VICE PRESIDENT



MR IAN SANGSTER
Director (Acting)
Finance



MRS HERTHA GENTLE
Director
Human Resources



MS DENISE ROBINSON
Secretary to
Senior Management



DR NESTOR CHAN
Faculty of Edu & Arts



DR LISA JOHNSON
Faculty of Health Sciences



DR BERNARD WATLER
Faculty of Management
& Social Sciences



MS JULIANE PASOS
Faculty of Science
& Technology



DR MARTIN CUELLAR
Student Affairs

DIRECTORS



MRS ROSE PINEDA
Registrar
Records Department



DR ELMA KAY
Administrative Director
ERI



MR ERWIN WOODYE
Chief Librarian
Belmopan Campus



DR FREIDA PALMA
Director
Open & Distance Learning



MR ROY POLONIO
Campus Administrator
Punta Gorda Campus



MR JOHN SALAM
Supervisor
Public Safety Officer



MRS ZOE ZETINA
Director
Central Farm Campus



MR FRANCIS BURNS
Director
Physical Plant, Projects & Facilities



MR LUGIE CRUZ
Acting Director
Regional Language Center



MR ABDUL SANDERSON
Director
Info & Comm Technologies

DEANS

2019-20

FACULTY & CENTERS

FACULTY OF EDUCATION & ARTS

FACULTY DEAN, DR. NESTOR CHAN

SCHOOLS	CHAIRS
History	Ms. Francine Sabal
Language & Literature	Dr. Virginia Hampton
Education	Ms. Thisbe Usher
Outreach Chair (Belize City)	Dr. Priscilla Lopez
Internship Coordinator	Dr. Maxine McKay
Regional Language Center (Acting Director)	Mr. Luigie Cruz

FACULTY OF SCIENCE & TECHNOLOGY

FACULTY DEAN, MS. JULIANE PASOS

SCHOOLS	CHAIRS/DIRECTOR
Information Technology, Physics & Mathematics	Mr. Steven Lewis
Chemistry & Biology	Dr. Apolonio Aguilar
Engineering	Mr. Emeri Cayetano
Environmental Research Institute	Dr. Elma Kay

FACULTY OF HEALTH SCIENCES

FACULTY DEAN, DR. LISA JOHNSON

SCHOOLS	CHAIRS
Nursing	Ms. Isidora Espadas
Allied Health	Ms. Lydia Thurton
Social Work	Ms. Ava Pennill

FACULTY OF MANAGEMENT & SOCIAL SCIENCES

FACULTY DEAN, DR. BERNARD WATLER

SCHOOLS	CHAIRS
Administrative (Belize City)	Mr. Gilroy Middleton Jr
Academic (Belize City)	Ms. Sharette Yearwood
Administrative Belmopan	Dr. Somanadevi Thiagarajan

OPEN AND DISTANCE LEARNING

DIRECTOR, DR. FREIDA PALMA



STAFF HIRED 2019-20 (PRE COVID-19)

FACULTY HIRED 2019-20 (PRE COVID-19)

Angeneal Hamilton **Seremei Cayetano Human Resource Clerk I (HRIS)**
 Ariel Ayala **Driver/Maintenance Personnel**
 Ashley McFadzean **Secretary II**
 Carrie Wade **Counselor - Students**
 Christian Perez **Human Resource Assistant (Compensation)**
 Courteney Carrillo **Secretary I**
 Cristel Young **Public Safety Officer**
 Devon Bernardez **Public Safety Officer**
 Isoleta Hewlett **Maintenance Personnel (Housekeeping)**
 Jamaal Dacoff **Public Safety Officer**
 Jenna Lucario **Human Resource Clerk (General)**
 Juan Vasquez **Public Safety Officer**
 Raven Petillo **Maintenance Personnel (Housekeeping)**
 Samuel Ack **Public Safety Officer**
 Shanice Rudon **Learning Management System (LMS) Specialist**
 Trevor Parham **Public Safety Officer**
 Vanessa Chavez **Maintenance Personnel (Housekeeping)**
 Warren Williams **Driver-Dispatcher**
 Zayri Cocom **Website Administrator and Graphic Designer**

Full - Time

Full -Time Faculty

Adelita Cal **Receptionist - Switchboard Operator**
 Corren Franklin **Relief Cook**
 Haberald Can **Field Labourer**
 Jevon Castillo **Public Safety Officer**
 Jo-Anne Sanchez **Temporary Accounts Clerk II**
 Michelle Gentle **Relief Cook**

Part-Time

Full -Time
Employee

Amelia Bo **Temporary Project Assistant**
 Gliselle Marin **Temporary Maya Forest Corridor Officer**
 Kalene Eck **Temporary Fisheries Researcher**
 Kevin Novelo **Marine Biologist**
 Ki'ila Salas **Temporary Forestry Specialist**
 Yahaira Urbina **Temporary Wildlife Specialist**

Project
Funded
Employee

Temporary

Seremei Cayetano **Service Provider (Staff)**

Service
Provider

Joel Cadle **Driver-Dispatcher**

Temporary

Lester Muralles **Farm Manager**

Agreement

Adriano Vasquez **Crops Lecturer**

Aida Besong **Lecturer - FHS**

Alexander Evans **Music Lecturer**

Daniel Juan **Lecturer - FST**

Denise Hall **Clinical Instructor**

Gaudencio Mucul **English as a Second Language (ESL) Lecturer**

Gretchin Fernandez - Hernandez **Associate Lecturer**

Lisa Kile **Lecturer - FEA**

Lisa Johnson **Dean-FHS**

Janeen Quiroz **Assistant Professor**

Anna-Kaye Wade **Lecturer - FMSS**

Ashley Lightburn **Associate Lecturer**

Jamir Cal **Lecturer - FST**

Jennifer Lawrence **Associate Lecturer**

Jenny Olivas-Paz **Associate Lecturer**

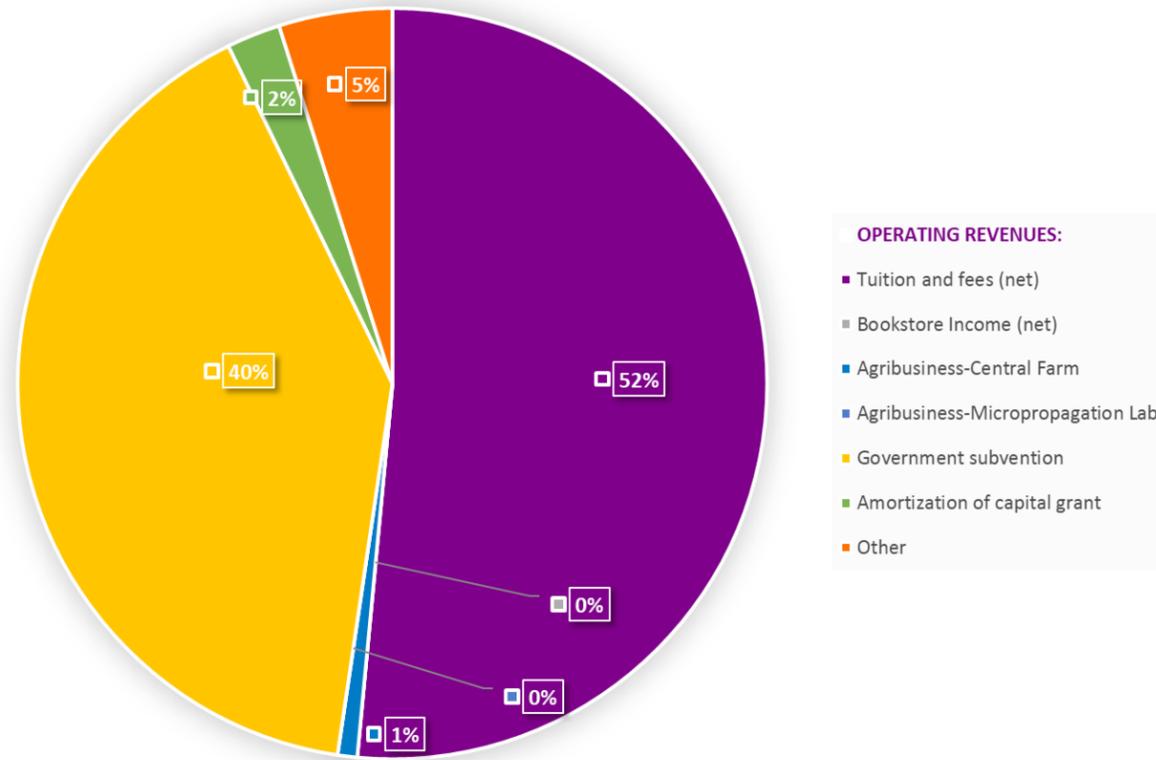
Maya Penner **Spanish Lecturer**

FINANCIAL REPORTING

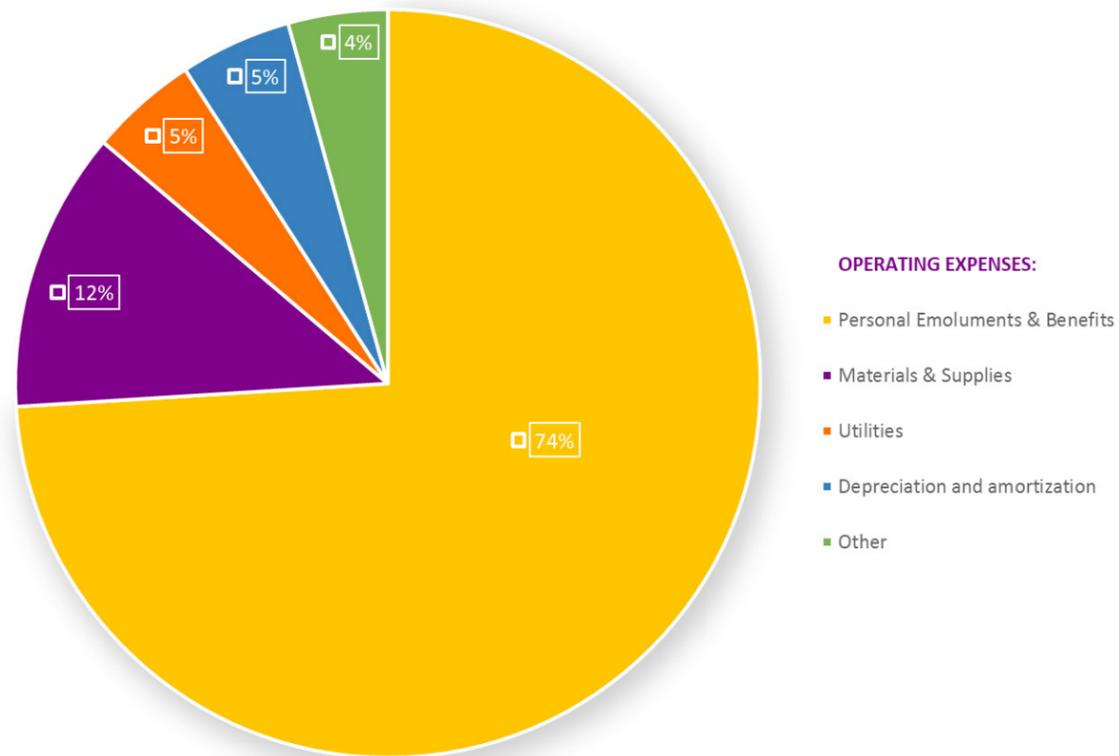


OPERATING BUDGET 2019-20

Income



Expenses



UNIVERSITY OF BELIZE

Financial Statements for the Years Ended July 31, 2020 and 2019 and Independent Auditors' Report

INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of:
University of Belize

Opinion

We have audited the financial statements of University of Belize which comprise the statements of financial position as at July 31, 2020 and 2019, and the statements of comprehensive income, statements of changes in fund balances and statements of cash flows for the years then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the University of Belize as at July 31, 2020 and 2019, and of its financial performance and its cash flows for the years then ended in accordance with International Financial Reporting Standards (IFRSs).

Emphasis of Matter

The supplementary information accompanying the financial statements is not necessary for fair presentation of the financial position or results of operations in accordance with International Financial Reporting Standards. Management has decided to include this information to assist in understanding the individual performance of the Environmental Research Institute of the University of Belize. The supplementary information has been subjected to the auditing procedures applied in the examinations of the financial statements and in our opinion, is fairly stated in all material respects in relation to the financial statements taken as a whole.

Basis for Opinion

We conducted our audits in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the University of Belize in accordance with the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants* (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the ability of the University of Belize to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the University or to cease operations, or has no realistic alternative but to do so.

hlb.bz

Partners: Claude Burrell, CPA, CISA, CDPSE | Giacomo Sanchez, CPA

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HLB Belize, LLP is an independent member of HLB, the global advisory and accounting network

Those charged with governance are responsible for overseeing the University of Belize's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error; to design and perform audit procedures responsive to those risks; and to obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the University of Belize to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identified during the audit.



Chartered Accountants

Belize City, Belize

July 22, 2021

UNIVERSITY OF BELIZE
**STATEMENTS OF FINANCIAL POSITION
JULY 31, 2020 AND 2019 (IN BELIZE DOLLARS)**

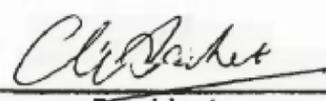
<u>ASSETS</u>	<u>Notes</u>	<u>2020</u>	<u>2019</u>
CURRENT ASSETS:			
Cash and cash equivalents - unrestricted	2g. 3.	\$ 5,385,469	\$ 3,070,477
Cash and cash equivalents - restricted	2g. 4.	2,393,055	1,475,491
Short term investment - unrestricted	2g. 5.	466,288	466,288
Short term investment - restricted	2g. 6.	2,347,106	2,346,371
Student receivables - net	2g. 7.	733,034	476,600
Government of Belize receivable	2g. 8.	8,459	109,794
Prepayments		88,014	128,756
Other receivables	2g. 2h.	570,940	514,200
Employee loans and advances	2g.	23,834	29,702
Inventory	2i. 2k. 9.	104,810	101,761
Total current assets		<u>12,121,009</u>	<u>8,719,440</u>
NON CURRENT ASSETS:			
Other asset	2k. 10.	1,101,869	1,101,005
Investment in associate	2g. 2l. 12.	450,000	450,000
Other investments	2g. 2m.	-	100,000
Property, plant and equipment - net	2j. 2k. 11.	93,207,033	93,367,919
Total non-current assets		<u>94,758,902</u>	<u>95,018,924</u>
TOTAL ASSETS		<u>\$ 106,879,911</u>	<u>\$ 103,738,364</u>
<u>LIABILITIES AND FUND BALANCES</u>			
CURRENT LIABILITIES:			
Line of credit	2g. 13.	\$ 344	\$ 44,227
Accounts payable	2g. 14.	3,534,459	3,407,244
Gratuity and severance	2n. 15.	146,178	176,646
Deferred income - current portion	2o. 16.	314,968	296,628
Total current liabilities		<u>3,995,949</u>	<u>3,924,745</u>
NON CURRENT LIABILITIES			
Gratuity and severance payable	2n. 15.	7,854,638	6,345,682
Deferred income	2o. 16.	895,080	895,080
Total non-current liabilities		<u>8,749,718</u>	<u>7,240,762</u>
TOTAL LIABILITIES		<u>12,745,667</u>	<u>11,165,507</u>

Continued on page 4.

UNIVERSITY OF BELIZE
**STATEMENTS OF FINANCIAL POSITION
JULY 31, 2020 AND 2019 (IN BELIZE DOLLARS)**

	<u>Notes</u>	<u>2020</u>	<u>2019</u>
FUND BALANCES:			
Capital grant	2r. 17.	28,511,833	29,215,746
Revaluation surplus	18.	62,226,157	62,226,157
General fund		3,396,254	1,130,954
Total fund balances		<u>94,134,244</u>	<u>92,572,857</u>
TOTAL LIABILITIES AND FUND BALANCES		<u>\$ 106,879,911</u>	<u>\$ 103,738,364</u>

The financial statements on pages 3 to 7 were approved and authorized for issue by the Board of Trustees on July 22, 2021 and are signed on its behalf by:

 _____ President	 _____ Chairperson, Audit Committee	 _____ Director of Finance Rep.
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The notes on pages 8 to 27 are an integral part of these financial statements.

UNIVERSITY OF BELIZE
**STATEMENTS OF COMPREHENSIVE INCOME
YEARS ENDED JULY 31, 2020 AND 2019 (IN BELIZE DOLLARS)**

	<u>Notes</u>	<u>2020</u>	<u>2019</u>
OPERATING REVENUES:			
Tuition and fees	2p.	\$ 14,084,546	\$ 13,939,239
Other revenues	2p. 19.	2,628,374	3,126,158
Government subvention	2p. 2e.	10,466,670	10,333,332
Amortization of capital grant	2r. 17.	703,913	704,950
		<u>\$ 27,883,503</u>	<u>\$ 28,103,679</u>
OPERATING EXPENSE:			
General and administrative	2q. 20.	\$ 1,995,221	\$ 2,159,903
Educational services and facilities	2q. 21.	2,880,720	3,848,446
Depreciation	2j. 11.	1,369,382	1,388,838
Employee benefits	22.	19,497,976	18,740,065
		<u>\$ 25,743,299</u>	<u>\$ 26,137,252</u>
SURPLUS FROM OPERATING ACTIVITIES		2,140,204	1,966,427
NON-OPERATING REVENUES:			
Interest earned and investment income		<u>125,096</u>	<u>94,742</u>
SURPLUS FOR THE YEAR		2,265,300	2,061,169
OTHER COMPREHENSIVE INCOME			
		-	-
TOTAL COMPREHENSIVE INCOME		<u><u>\$ 2,265,300</u></u>	<u><u>\$ 2,061,169</u></u>

The notes on pages 8 to 27 are an integral part of these financial statements.

UNIVERSITY OF BELIZE
**STATEMENTS OF CHANGES IN FUND BALANCES
YEARS ENDED JULY 31, 2020 AND 2019 (IN BELIZE DOLLARS)**

	Capital Grant	Revaluation Reserve	General Fund	Total
Balance, August 1, 2019	\$ 29,215,746	\$ 62,226,157	\$ 1,130,954	\$ 92,572,857
Total comprehensive surplus for the year:				
Surplus for the year	-	-	2,265,300	2,265,300
Amortization	(703,913)	-	-	(703,913)
Total comprehensive income	\$ (703,913)	\$ -	\$ 2,265,300	\$ 1,561,387
Balance, July 31, 2020	<u>\$ 28,511,833</u>	<u>\$ 62,226,157</u>	<u>\$ 3,396,254</u>	<u>\$ 94,134,244</u>
Balance, August 1, 2018	\$ 29,920,696	\$ 62,226,157	\$ (930,215)	\$ 91,216,638
Total comprehensive surplus for the year:				
Surplus for the year	-	-	2,061,169	2,061,169
Amortization	(704,950)	-	-	(704,950)
Total comprehensive income	\$ (704,950)	\$ -	\$ 2,061,169	\$ 1,356,219
Balance, July 31, 2019	<u>\$ 29,215,746</u>	<u>\$ 62,226,157</u>	<u>\$ 1,130,954</u>	<u>\$ 92,572,857</u>

The notes on pages 8 to 27 are an integral part of these financial statements.

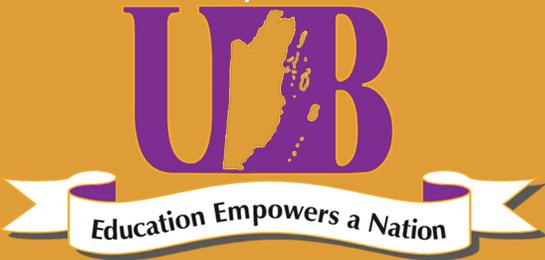
STATEMENTS OF CASH FLOW
YEARS ENDED JULY 31, 2020 AND 2019 (IN BELIZE DOLLARS)

	<u>2020</u>	<u>2019</u>
OPERATING ACTIVITIES:		
Surplus for the year	\$ 2,265,300	\$ 2,061,169
Adjustment for:		
Amortization of grant income	(703,913)	(704,950)
Expected credit loss	154,898	-
Depreciation	1,369,382	1,388,839
Provision for gratuity and severance	2,444,211	1,286,904
Interest income	(125,096)	(94,742)
Gain on disposal of property plant and equipment	(64)	-
Operating surplus before working capital changes	<u>5,404,718</u>	<u>3,937,220</u>
Changes in:		
Student receivables - net	(411,332)	(46,312)
Prepayment	40,742	96,339
Other receivables	(56,740)	(277,080)
Government of Belize receivable	101,335	(103,818)
Employee loans and advances	5,868	26,751
Other asset	(864)	(223,894)
Inventory	(3,049)	558,901
Accounts payable	127,215	154,867
Operating surplus after working capital changes	<u>5,207,893</u>	<u>4,122,974</u>
Interest received	125,096	94,742
Gratuity and severance paid	(965,723)	(984,541)
Net cash provided by operating activities	<u>4,367,266</u>	<u>3,233,175</u>
INVESTING ACTIVITY:		
Acquisition of property, plant and equipment	(1,248,432)	(818,787)
Proceeds from disposal of property, plant and equipment	40,000	-
Other investment	100,000	-
Net cash used in investing activities	<u>(1,108,432)</u>	<u>(818,787)</u>
FINANCING ACTIVITIES:		
Line of credit	(43,883)	14,175
Deferred Income	18,340	29,350
Net cash (used in) provided by financing activities	<u>(25,543)</u>	<u>43,525</u>
NET CHANGE IN CASH AND CASH EQUIVALENTS - UNRESTRICTED	<u>3,233,291</u>	<u>2,457,913</u>
CASH AND CASH EQUIVALENTS, AUGUST 1 - UNRESTRICTED	<u>3,070,477</u>	<u>1,344,882</u>
NET TRANSFERS TO CASH AND CASH EQUIVALENTS - RESTRICTED	<u>(918,299)</u>	<u>(732,318)</u>
CASH AND CASH EQUIVALENTS - UNRESTRICTED, JULY 30	<u>\$ 5,385,469</u>	<u>\$ 3,070,477</u>

The notes on pages 8 to 27 are an integral part of these financial statements.

LET'S BUILD UP
TOGETHER

University of Belize



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