



MISSION STATEMENT

To provide accessible quality educational and training opportunities to help individuals achieve their personal and professional goals and to cater to the changing needs of the labour market in our developing society.

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About TAMCC

The T. A. Marryshow Community College (TAMCC) is a publicly funded institution established to provide tertiary level training in the state of Grenada. The College is dedicated to expanding and enriching educational opportunities for citizens to enhance the overall development of the nation. TAMCC programmes of study lead to Certificates, Associate Degrees and Baccalaureate Degrees.

The Grenada National College was established by the Government of Grenada on July 1, 1988 by an amalgamation of the following institutions:

The Grenada Teachers College (GTC)
The Grenada Technical and Vocational Institute (GTVI)
The Institute for Further Education (IFE)
The National Institute of Handicraft (NIH)
The Mirabeau Agricultural Training School (MATS)
The Domestic Arts Institute (DAI)
The Continuing Education Programme (CEP)

In 1995, the T. A. Marryshow Community College became a statutory body under the control of a Council. In October 2004, the Six Roads Campus was established, and in September 2007 the Multi-Purpose Centre in St. Patrick was incorporated. In 2007, the School of Nursing became part of the College.

In all, there are five campuses:

- Tanteen, St. George
- Mirabeau, St. Andrew
- St. Patrick's
- Six Roads, Carriacou
- General Hospital Campus, St. George



The Governing Structure of the College The College Council

Mr. Terence Moore	Chairman
Mr. Ronald A. Peters	Deputy Chairperson
Mr. James Alexander	Principals' Association
Mr. Marvin Andall	Grenada Union of Teachers
Sen. Christopher De Allie	Grenada Chamber of Industry and Commerce
Mr. Martin Duncan (2009-2010)	Student Representative Council
Mrs. Pauleen Finlay	Chief Education Officer (<i>Ex-Officio</i>)
Mr. Aaron Francois	Ministry of Agriculture
Mrs. Madonna Harford	Public Workers Union
Mr. Kenny James	Grenada Union of Teachers
Mr. Frankson Marshall (2008-2009)	Student Representative Council
Mr. Michael Philbert	Employers Federation Representative
Mr. Coleman Redhead	Grenada Hotel and Tourism Association
Dr. Jeffrey Britton	Principal (<i>Ex-Officio</i>)
Dr. C. Nigel Gravesande	Registrar/Secretary to the Council



Front row: Mrs. P. Finlay, Dr. N. Gravesande, Mr. T. Moore, Dr. J. Britton, Mr. R. Peters
Back row: Sen. C. De Allie, Mr. C. Redhead, Mr. K. James, Mrs. M. Harford, Mr. M. Andall, Mr. M. Philbert
Missing: Mr. J. Alexander, Mr. M. Duncan, Mr. A. Francois, Mr. F. Marshall



The Finance Committee

Mr. Curlan Gilchrist	Chairman
Mr. Phillip A. Gittens	Private Sector Representative
Mr. Kenrick Bhola	Bursar
Mr. David Fleming	Dean, School of Continuing Education (SCE)
Mrs. Brenda Griffith	Ministry of Education Representative
Sen. Christopher De Allie	Private Sector Representative
Dr. Jeffrey Britton	Principal
Mr. Barnaby Mc Cabe	Dean, School of Applied Arts and Technology (SAAT)
Dr. Dunbar Steele	Dean, School of Arts, Sciences and Professional Studies

The Academic Board

Dr. Jeffrey Britton	Chairman
Dr. C. Nigel Gravesande	Registrar, Secretary to the Academic Board
Dr. Dunbar Steele	Dean (SASPS)
Mr. Barnaby McCabe	Dean (SAAT)
Mr. David Fleming	Dean (SCE)
Dr. Nicole Phillip	Associate Dean (SASPS)
Ms. Marlene Abraham-Finlay	Associate Dean (SAAT)
Ms. Maria Williams	Associate Dean (SCE)
Mr. Michael Noel	Chair - Business Studies, SASPS
Ms. Merlisia Polius-John	Chair - Tourism & Hospitality, SAAT
Mr. Cecil Johnson	Chair - Teachers' Education, SASPS
Ms. Patricia Benjamin	Chair - Electrical Technology, SAAT
Ms. Gracelin Cadore- Forde	Chair - Foundation and Access Studies
Mr. Raphael Johnson	Chair - Mechanical Engineering
Ms. Donna Gordon	Administrative Co-ordinator– Department of Student Affairs

The Senior Management Team

Dr. Jeffrey Britton	Principal
Dr. Dunbar Steele	Dean (SASPS)
Dr. Nigel Gravesande	Registrar
Mr. Kenrick Bhola	Bursar
Mr. Barnaby Mc Cabe	Dean (SAAT)
Mr. David Fleming	Dean (SCE)
Mrs. Donna Gordon	Administrative Coordinator– Department of Student Affairs



*Statement from the Minister for Education and
Human Resource Development
Senator the Honourable Franka Bernadine*



Dear All,

TAMCC continues to play a critical role in National development. All students graduating from Secondary Schools in our tri-island State are encouraged to ‘move on to College’ to obtain tertiary level training before entering the working world. A significant number of them continue on to access full degree opportunities at other institutions locally, within the region and further afield.

TAMCC provides that critical link as a Community College, offering a wide range of opportunities to the young secondary school graduate, and others, including that of completing a degree program in certain disciplines.

The College must also continue to be a focus of opportunity for **all age groups** seeking to advance their knowledge in a specific area and therefore enhancing the quality of life of the people of this country. It must remain accessible to all, and at the same time meet the economic realities of a turbulent financial world and the limited resources of a developing country.

It is encouraging to note the efforts of the College Council, under the Chairmanship of Mr. Terence Moore, and the Staff of the College as they strive for greater levels of accomplishment under sometimes trying circumstances. This Nation appreciates your efforts and spurs you on to greater heights. Your role is so important in our vision as a Nation!

Every good wish for success in your endeavours, for further growth and development in 2011 – 2012. The Nation is depending on you!

Franka Alexis- Bernardine,
Minister for Education and
Human Resource Development



Chairman's Report



As current Chairman of TAMCC, I am pleased to be associated with the publication of this institutional annual report for the period 2008-2010, which covers a very important and evolutionary period in

the life of the College.

The College continues to demonstrate its ability to partner successfully within the educational sector and in other sectors across the Grenadian society. It is an honour to share with the public a closer look at TAMCC's success in maintaining quality academic programmes and educating the finest future community leaders. New initiatives continue to make TAMCC a choice educational destination for post- secondary students.

During the 2008-2010 academic period, we embarked in a new direction, reflecting, listening, and speaking about what matters most to the life of TAMCC. The result is the revision of the Strategic Plan with its nine overarching goals, and accompanying objectives, - a blueprint that is responsive to the challenges of change that confront us as a learning community, and was approved by the present College Council in 2009.

Indeed, the last two years saw a greater focus on outreach to the outer campuses in Carriacou, St Patrick's and Mirabeau, with the objective of giving greater accessibility to training opportunities in the rural areas of Grenada. One measure being looked at to give effect to this is through the use of Information and Communication Tech-

nology (ICT) so that the College can deliver online education to the rural campuses, using video conferencing facilities. This will have an impact on the need to build too much physical infrastructure, while at the same delivering quality teaching to our rural students.

Other new initiatives undertaken in the period include the setting up of a Resource Mobilization Office to assist in mobilizing additional resources for the development of TAMCC through effective project writing and networking with funding agencies; the plan to establish an Alumni Association soon to be launched; and a Consultancy arm of the College. In 2010, the celebration of TA Marryshow week saw the initiation of the TAMCC Lecture Series which was done by Dr Edward Cox, notable Grenadian historian. It is expected that these lecture series will now become permanent feature in the TAMCC calendar.

Our goal is to make TAMCC the premier tertiary institution, if not in CARICOM, certainly in the OECS. This will be done not only through upgrading the technical and human resource base of our teachers, but also being more aggressive in broadening and deepening the partnerships with well known universities, and the corporate world as well.

Such partnerships will form the foundation to provide more academic interchange, and scholarship opportunities for our graduates to get full degrees, even while remaining at home, as well as on the job placements and internships; and give a boost to the social wellbeing of the financially disadvantaged student.



Unfortunately, our only impediment is the inadequate financial resources. Each of the strategic goals exerts us, in its own way, to be more mindful in the use of resources and to be constantly informed by fresh perspectives, either to do new things or to do old things in more efficient and effective ways. Education is both a cost and an investment. It is costly to educate students at the tertiary level, but having a tertiary education also ensures that the most valuable asset a country has- its people-perform at its maximum capability, and is a key factor in breaking the vicious cycle of poverty.

TAMCC's fee structure remains the lowest in the OECS but must be reviewed if the College is to continue to deliver a high quality education to the nation's populace. Given the level of funding for the College, significant reinvestment is vital. There is now no getting away from the fact that students will have to pay a little more for their programmes, given the current financial constraints of government. We cannot fully contribute and evolve as we should without appropriate financial resources.

The consequences of inadequate funding become more serious daily.

Nevertheless, despite the severe financial constraints, the College has performed well in the period under review. In the CAPE exams in 2009 and 2010, student performance averaged 88% and 79% respectively. The Hospitality Arts Department was able for the first time to send twenty-two (22) students to complete internships

in Barbados, at the Crane Hotel Beach Resorts. All students did excellent with thirteen (13) of them being offered employment in Barbados. This is just a sampling.

Thanks go to the Government of Grenada, through the Ministry of Education, for its continued support, to all staff of the College for the unstinting and professional commitment and hard work, and to the students whom we serve, without whom we would not be where are. Special gratitude to our Minister for Education, also the Minister of Finance and other Cabinet Ministers. We extend our heartfelt thanks to members of the Private Sector and other well-wishers. We recognise the tremendous support TAMCC has received to help students achieve their dreams; whether through travelling assistance, books, tools and other supplies.

We look forward to further to be of continued service to our young people, and by extension, Grenada as a whole.

Terence Moore
Chairman
College Council



Principal's Report



TAMCC has consistently held as its first objective a determined focus on the provision of accessible quality tertiary education and training opportunities to all our citizens. Our distinctive thrust is the collective product of faculty, students and staff, as well the outcomes of our graduates, and their contributions to all facets of the Grenadian society.

TAMCC is the principal provider of tertiary level training and human resource development in our tri-island state. One of our aims is to be totally involved in all areas of development in the communities. We strive to educate students to become well informed and deeply motivated citizens who can think critically, analyse problems of society, look for solutions to these problems, and accept social responsibilities. In all our endeavours, we consider the four pillars of learning; *learning to know, learning to do, learning to be, and learning to live together with respect and dignity.*

Despite the financial crisis and lack of essential resources, there were some remarkable achievements during the two years. Our students performed well in the external examinations of CAPE, City and Guilds-Pitman, Shortwood College Early Childhood Programme, the University of the West Indies (UWI) Teacher Education

Programme, the University of Technology (UTECH) TVET Programme, and *the American Hotel and Lodging Examination*. They were outstanding in their Internship and Apprenticeship Programmes at national and regional enterprises. Our students are receiving transfer of credits (between 56 and 60 credits) to Universities in the USA, Canada and the region. They continue to perform with excellence in Universities throughout the Global Village. Our first session of the Annual Lecture Series was held in 2010. In 2008 we had our first graduates of the Bachelor's Degree programme in Educational Administration. The cricket team has performed well at the National League level. They have won several tournaments. Many of our students are part of the national teams in athletics, cricket, basketball, football, and swimming. Several members of our faculty and staff have fostered meaningful accomplishments in the writing of books, articles, and critical reviews. Some have also made presentations at various regional and international conferences. The School of Continuing Education has entered in partnership with several local and international Agencies to provide training to the youths of the nation (the Food and Agriculture Organisation, the Basic Needs Trust Fund, International Youth Foundation/USAID, Ministry of Youth Empowerment and Sports, etc.). You will find a more detailed analysis from the reports of the Schools and Departments.



By any measure, TAMCC's output is remarkable. These results are astounding. This is an illustration of an institution of unswerving commitment to intellectual curiosity, independent inquiry of truth, scholarship and service. We have learned to accomplish more with fewer resources. We have redoubled our efforts to ensure that our students could continue to access a quality education despite the financial limitations and lack of essential resources.

We build our programmes, review them for quality and relevance, monitor their evolution and ensure that they meet international standards of excellence. We also have a need to stay close to all sectors of the Grenadian economy which will employ our graduates. I am pleased to state that we are doing so more and more.

Investing in education and training is essential for long-term economic development, and must not be overlooked in the current crisis. Educating our citizens at home is the most significant investment of any Government. And though it is true that much of our economy is based on the beauty of our natural resources, it is also true that the sustainable future of these very resources and the extent to which Grenadians benefit from their development will be a direct consequence of our national investment in highly-qualified and talented human resources.

It is time for our stakeholders to truly recognise the efforts we make to sustain the daily activities at TAMCC. We have to stretch ourselves too thinly to maintain the daily operations of our five campuses. We find ourselves at a juncture where

our progress has outpaced our resources. And we have come to realise that financial sustainability is critical for the survival of the only authentic National Tertiary Institution of the Tri-Island State. Other institutions, although they provide valuable training to students, do not have a mandate to meet our national needs. We do.

We have the talent and drive to contribute significantly to our country's prosperity, to the sustainability of our resources, and to the overall quality of life in Grenada. We have the expertise to do what we are mandated to do. We need however to have the financial, moral and social support from all our stakeholders. They need to objectively consider the role of TAMCC in nation building. As a Quasi-Statutory Body, we should not be compared with other statutory bodies like National Water And Sewerage Authority (NAWASA), or the Marketing and Importing Board (MNIB). Their activities produce *incomes*, and the activities of TAMCC produce *Outcomes with little income*. The Teaching and Learning Process must never be compromised. Research has illustrated that the misguided notion of running colleges as a business has failed. Many Educational Pundits have stated unhesitatingly that the approach of managing their institutions along corporate lines, and to accept their role as Corporate Managers has started to shift the focus from the true purpose of education, which is students' multifaceted preparation in a conducive scholastic environment. There is a quadrilateral dilemma among accessibility, cost, quality and relevance. Our policy makers should not live in denial of this imperative. And at the same time, we (the educators) need to be accountable.



Should we accept all Grenadian students who are qualified to enter our programmes, or should we put a cap on the number of students we admit in accordance with our financial resources? If the latter is chosen, where will the other qualified students go? Will that be a responsible decision? We are in the nation-building business and we need a nation of nation-builders to assist us in our endeavours as we strive to respond adequately to the training needs of all who aspire to access and benefit from higher education, but who are not currently well-served by the gaps in the national higher education system. We are the National Agent for the Teaching and Learning Process at the tertiary level. We are pivotal to the Government's goal of a graduate in every household, and 15% participation in tertiary education by 2015.

During the coming years we hope to achieve the following: Establish a College-wide quality assurance mechanism; enhance the teaching and learning environment; provide an effective staff development programme; refurbish and equip laboratories, workshops and classrooms; strengthen the role of project development and fund mobilization; introduce widely open and distance learning; work closely with all ministries and private sector, and to involve them to be part of the advisory committees as a means of maintaining quality and relevance in the curriculum; form an effective Alumni and Endowment Association; provide more meaningful support services to students; introduce Technical and Natural Sciences programmes to Carriacou; introduce programmes in Marine Technology, Public Health,

Criminal Justice, Public Administration, Industrial Relations, post-graduate Nursing Programmes (Oncology, Pediatrics, Ophthalmology, and Geriatrics); Water and Wastewater Management in collaboration with NAWASA; Strengthen partnership with other institutions and agencies through Memoranda of understanding (NAWASA, International Youth Foundation (IYF-USAID), University College of the Caribbean, Ministry of Agriculture, Ministry of Social Development, University of Brussels, and renew MOU with the University of Guyana).

On behalf of the Administration, Faculty and Staff, I wish to thank the Government of Grenada and specifically the Ministry of Education and the Ministry of Finance for the financial support. I thank our Council for their guidance and moral support. I wish to further thank the members of the Appointments Committee and the Finance Committee for their guidance and information on public finance and public service policy respectively. My gratitude extends to our committed Faculty, Staff, and students. And finally I wish to acknowledge the support of the rest of our stakeholders and well-wishers, and of course, the Private Sector.

Together, we intend to show Grenadians a future where knowledge powers our economy and empowers our citizenry. *Together, if we can see it, we can achieve it.*

Jeffrey Britton
Principal



Strategic Plan

In 2006, the Government of Grenada sought the assistance of the Caribbean Development Bank to fund the following:

- *A ten year Strategic Development Plan*
- *An organizational Audit*
- *A Facilities Master Plan*

The Strategic Development Plan was formally presented to the Government in early 2007 following extensive consultations with a broad base of stakeholders including the private sector. The main recommendations outlined in the strategic plan called for action in the following broad areas:

- *Governance*
- *Management*
- *Implementation*
- *Strategic Issues.*

The Strategic Issues outlined in the approved strategic plan called for action in the following specific areas:

- **Recruit well organized management team**
The post of Deputy Principal was internally advertised. Dr. R. Dunbar Steele was appointed September 1, 2010.
- **The statorisation of the College must be accelerated with all employees falling under the authority of one (1) employer.**
It was agreed that the College Administration should request the Ministry of Education to arrange for the vesting of the St. Patrick's Campus property to the College as well as that of the Six Roads property in Carriacou.
- **Review College Policies and Management Systems**
The Council called for the College Administration to circulate a number of academic and administrative policies which were developed and approved by various organs of the College. The Council also noted that there was an ongoing review of Management Practices and Systems. The policies approved for period under review were:
 - The Examinations Policy and Manual
 - The Academic Integrity Policy and HandbookThe Records Policy continues to be a work in progress.
- **Consideration should be given to the revision of the College Act**
The Council directed the Senior Management Team to undertake an assessment of the College



Act and provide any recommendations for possible amendments/enhancements. It must be noted that this is a work in progress.

- **Urgent need for Academic Reform and Quality Assurance Systems**
The Council directed that the Administration should identify the College's strengths in delivering at least Bachelor's degree programmes in Social Work, Mathematics, English Language and Science. It was also agreed some attention should be given to delivering programmes in Music and the Performing Arts. These are under active consideration by the Academic Board.
- **Improve and Strengthen Private Sector involvement**
There are five Advisory Committees that take initiatives on curriculum matters in consultation and collaboration with the Private Sector.
- **Strengthen financial sustainability of the College**
The Council requested the Administration to move expeditiously in the establishment of an Alumni Association and the development of Professional Consultancy Services. The Administration was also requested to explore the establishment of a Canteen Service for the College. Ms. Candia Alleyne was appointed as Consultant for Resource Mobilisation effective October 2009. The Office of Resource Mobilisation was established to develop a programme for financing the growth of the College through partnerships and strategic projects.
- **Place greater emphasis on social impact and the involvement of enhanced Student Services.**
The Council agreed that counseling services at the College should be strengthened. The College is currently served by one professional counselor. It was noted that extra curricula activities had to be restricted owing to financial constraints. Some co-curricular activities that currently exist are: Choir, Latin Dance, Drum Corps, Photography, Drama and Chess.
- **Utilize applied research to develop TAMCC's staff**
The Council requested the Administration to prepare a proposal for the development of a Consultancy Office.
- **Improve physical facilities on all Campuses and plan for the development of a new campus facility for TAMCC**
The Council acknowledged that improved physical facilities at all campuses must be accorded the highest priority.
- **Develop and expand Distance Education**
The College is pursuing a the goal of connectivity between Tanteen and St. Patrick's and Carriacou with the support of Caribbean Knowledge and Learning Network (CKLN).
- **Introduce and maintain a strong program in Staff development.**



Dean: Mr. Barnaby McCabe
Associate Dean: Mrs. Marlene Finlay

The School of Applied Arts and Technology delivers the full time technical training of the College. During the period under review the School of Applied Arts and Technology offered fifteen programmes: seven (7) at the Associate Degree level and eight (8) at the Certificate Level. These programmes were delivered through the following departments:

Tourism and Hospitality
Building Construction
General Education

Mechanical Engineering
Electrical Engineering

1. ACHIEVEMENTS/ACTIVITIES

A) Graduates

A total of two hundred and twelve (212) students graduated from the School of Applied Arts and Technology in the year 2009; one hundred and thirteen (113) students at the certificate level, seven (7) of whom graduated with honours. At the Associate Degree level, ninety-nine (99) students graduated, with twelve (12) receiving honours.

In 2010, one hundred and ninety-six (196) students graduated: eighty-four (84) at the certificate level and one hundred and twelve (112) at the Associate Degree level. Three (3) Certificate students graduated with Honours while eight (8) Associate Degree students graduated with Honours.

B) Programmes

A policy of upgrading course outlines to include specific objectives in the categories 'knowledge', 'skills' and 'attitude' was implemented. This is the same framework in use by the National Training Agency in the assessment for National Vocational Qualifications and Caribbean Vocational Qualifications. General Education courses were reviewed and upgraded.



The following programmes were introduced during the academic period 2008-2010:

- Fabrication Engineering Technology (a replacement for Welding Technology and General Mechanical Engineering Technology)
- Electrical Engineering Technology (an upgrade of Electrical Installation to Associate Degree level)
- Computer Systems Engineering (a revision of Micro-Computer Technology)
- Electronic Engineering Technology (a revision of Consumer Electronics Technology)

The Industrial Engineering Technology and Auto-Collision Repair programmes remained suspended (i.e. not offered to new students) owing to low enrolment.

C) Organisation of the School

The organisation of the School was improved, with better timetabling, more efficient academic advising, and scheduling of repeats in the summer session, with resulting efficiency in the utilisation of human resource. Recruitment of lecturers with at least Bachelor's degrees generally enhanced the human resource capabilities of the School.

The Electrical/Electronic Engineering Department had a successful innovation with students giving a formal presentation of their final year projects. These were judged by lecturers and partners from industry.

In December 2008, a fund-raising activity was held. Our industry partners made monetary contributions and a laptop was donated to the School by Grenadian General Insurance Company Limited.

A few very able new entrants to the School were accommodated in registering with SASPS for the Caribbean Advanced Proficiency Examination (CAPE) subjects. This meant some careful manipulation of the timetable, which nevertheless proved largely successful for the students involved.

A 'Dean's list' of students with Grade Point Averages of 3.50 or higher was produced, with photographs of the students being displayed prominently in the administrative building, the Dean's office and on the notice board in the entrance to the Library. This clearly had a motivational effect on students.

D) Physical Infrastructure

The walk-in freezer in the Tourism and Hospitality Department was commissioned. Tables and Chairs were procured for the Restaurant. However, the commercial kitchen is not in full use as the School awaits procurement of small equipment and installation of adequate ventilation.



Little progress was made in the project to refurbish the Mechanical Engineering Building. The project proposal was revised and a clean-up of the interior was effected.

Work commenced on the concrete slab extension to carpentry/building workshop which was done by students as part of their practical class work.

The electronics, electrical, refrigeration and air conditioning, micro-computer repairs, and carpentry laboratories were painted by students under the supervision of faculty. Additionally, the electrical infrastructure in the Queen's Park facility was repaired .

E) Internship

At the beginning of 2009 an Internship Consultation was held with Industry partners at the Trade Centre Annex. The School was able to respond to questions from the Industry partners, and clarify expectations. The internship exercise was a tremendous success for the period 2009-2010, with over ninety percent of the students receiving appropriate placements. This was due to the close co-operation among the Associate Dean, in her capacity as Chair of the Internship Committee, department chairs, and faculty.

As part of the preparation process, students were addressed by the Dean and speakers from relevant industries.

To enhance the internship opportunities for Tourism and Hospitality Department students, an arrangement was made to have 23 students complete their internship at the prestigious The Crane Residential Resort in Barbados. These students were also able to achieve internationally recognised certification in two designations, Front Desk Representative and Restaurant Server, offered by the American Hotel and Lodging Association. This is a clear demonstration of the quality of the output from the Department. It is the College's expectation to build on the cooperative arrangement and in that regard, a formal Memorandum of Understanding will be consummated between TAMCC and the Crane Residential Resort to structure the collaborative arrangement between the partners.

2. CHALLENGES

A) Infrastructure

The condition of the Mechanical Engineering building continued to be the greatest challenge faced by the School. It is envisaged that the project will result in the construction of a concrete roof and an additional second floor to accommodate an auditorium, staff offices and the Dean's office. Adequate facilities and faculty supervision were a challenge at the facility at Queen's Park where the Welding and General Mechanical Engineering programmes were delivered.

Urgent funding is needed to supply the Computer Systems Engineering ('MCR') Laboratory with computer hardware and the Tourism and Hospitality Department with necessary equipment.



B) Internship

Securing internship placement was a bit difficult in the Hospitality and Tourism sector during the low season. In the case of the Building Technology programme, when students were not placed, alternative arrangements were made for them to complete an internship programme on campus under the supervision of faculty and staff.

C) Classroom space

For a number of years, and particularly since the passage of Hurricane Ivan, the College benefited from the use of temporary classrooms in the Old Trafford playing field. These were subsequently removed, and the lack of available classrooms continued to pose a real challenge for the School. Classrooms were managed by careful scheduling of the timetable. The Hospitality Restaurant area continued to be in full use as a teaching classroom, sometimes accommodating two classes simultaneously.



Dean: Mr. David Fleming

Associate Dean: Mrs. Maria Williams

The School of Continuing Education (SCE) focuses primarily on the vast majority of men and women outside of the formal education and training system to help improve their livelihood and intellectual development. Attention is given to linkages with the business and private sector to promote requisite training in skills for personal and national development, and to collaborate with reputable institutions to obtain accreditation for its certificate and associate degree programmes. During the period under review the School offered Associate Degrees in Business Studies and Marketing, and anticipates the initiation of others in professional and technical areas believed to offer good potential for expanded employment opportunities.

1. ACTIVITIES/ACHIEVEMENTS

A) Lecture Series

In November 2010 the School coordinated the College's inaugural T. A. Marryshow Lecture Series as part of its commitment to the core mission of the College in achieving educational effectiveness. The presentation was delivered by Professor Edward Cox from Rice University in Texas. The topic for the lecture was *T. A. Marryshow: The Visionary— His ideologies on Caribbean Integration and their implications for today and the future.*

B) Funded Projects

The School of Continuing Education has worked in close partnership, and obtained funding from the following agencies to provide training to our citizenry:

- International Youth Foundation with funding from United States Agency for International Development (IYF/USAID)
- Food and Agriculture Organisation (FAO)
- Basic Needs Trust Fund (BNTF)
- Pan American Health Organisation (PAHO)
- Grenada Youth Empowerment and Training Project (GYETP)



Through these organizations the College has facilitated training for four hundred and fifty six (456) young persons.

The resources brought to TAMCC through these funding opportunities amounted to one million one hundred and eleven thousand three hundred dollars (\$1,111, 300.00 EC).

The training activities in this scheme can be classified in four categories:

- 1.New and innovative technologies currently in use in the respective sectors
- 2.Service based industries such as hospitality and tourism
- 3.Distance Education
- 4.Skills in the development and sustainability of small entrepreneurship operations.

The new paradigm shift in training is varied in the parishes, with the focus being on new and innovative technologies currently in use in the respective sectors, and improvement of proficiency in the service based industries such as media, hospitality and tourism.

C) Staff development

During the period under review three Assistant Lecturers at the main campus and five at the St. Patrick's campus participated in Technical and Vocational Education and Training (TVET) instructors and assessors training hosted by Grenada National Training Agency and facilitated by the Vocational Training Development Institute (VTDI) out of HEART Trust Jamaica and National Training Agency Trinidad respectively.

D) Promotion of new programmes

During the month of October 2010 various promotional strategies were used to effect a greater level of visibility of the four Associate Degree programmes being planned for the St. Patrick's campus. These campaigns targeted individuals within St. Patrick's and as far as St Mark's on one side and St. Andrew's North East on the other.

A series of meetings were conducted with various credit unions across the island to negotiate tailored loan products to accommodate persons in St. Patrick's who have interest in, but find it difficult to attend the programmes offered.



St. Patrick's Campus

Campus Director: Mr. Alford Tannis

The St. Patrick's Campus aims to make a positive difference in the lives of the students by providing quality Competency Based Training with a view to produce graduates who are respectable, knowledgeable, and who also exhibit standards of excellence.

In this regard, the campus achieved the following objectives:

- Provided adequate materials to facilitate teaching and learning.
- Recruited additional staff.
- Introduced new programmes (Life Skills, Entrepreneurship Skills, Accounting Clerk Refrigeration and Air Conditioning).

The following Competency Based Programmes are delivered at the St. Patrick's Campus:

- Accounting Clerk
- Electrical Installation
- Furniture Manufacturing and Design
- General Office Administration
- General Construction
- Hospitality Services
- Refrigeration and Air Conditioning
- Welding
- Motor Vehicle Repair

There is a total of twenty-one (21) staff members at the campus. Thirteen of them are full-time, three part-time, three ancillary and two clerical. Professional development continues to be a major focus on the campus. In this regard, instructors participated in workshops to improve their understanding of and the delivery of Competency Based Training Programmes. The National Training Agency facilitated these workshops.

Various forms of improvement have been implemented on campus. A new infusion of technology was received in the form of an LCD Projector, a photocopier and four personal computers. There is ongoing maintenance work on the campus. This work includes roofing, roof repairs, electrical upgrade as well as major capital projects such as the annex where three additional class rooms have been constructed.



Dean: Dr. R. Dunbar Steele
Associate Dean: Dr. Nicole Phillip

The School of Arts, Sciences and Professional Studies is the largest of the three Schools and offers most of the Associate Degree and Certificate programmes delivered by the College. During the period under review the School offered seventeen (17) full time programmes and three (3) part time programmes.

1. ACHIEVEMENTS/ACTIVITIES

A) Graduates

For 2008-2009 the total number of students graduating from the School of Arts, Sciences and Professional Studies was five hundred (500). The number receiving honours was twenty one (21), six (6) of whom came from the Natural Sciences programme and six (6) from the Business programme.

At the end of the 2009 - 2010 academic year, six (6) students graduated from the first delivery of the Certificate in Agriculture programme at Mirabeau and twelve (12) students successfully graduated from the first delivery of the Diploma in Early Childhood programme. The total number of students graduating from the School of Arts, Sciences and Professional Studies was five hundred and seventy eight (578) of which forty-nine received honours. Seventeen (17) of those receiving honours were graduates from the Associate Degree in Primary Education programme, eight (8) from the Associate Degree in Natural Sciences programme and seven (7) from the Associate Degree in Office Administration programme.

B) The Edulink Programme

The T.A. Marryshow Community College signed a Memorandum of Understanding (M.O.U) with Roehampton University in the U.K and the National Institute of Education, Seychelles in 2008 to develop and run a project in Special Inclusive Education. The programme began in August 2008 and ran for approximately two years.



It was made up of the following three phases:

1. Developing three training modules and piloting these.
2. Training six (6) Master Trainers, two of whom, Mrs. Margaret Charles and Mrs. Sylvia Mitchell, are members of staff of the Department of Teacher Education. The training was in the delivery of the three training modules.
3. The Master Trainers then trained a group of twenty (20) teachers selected from schools in Grenada at TAMCC during the period May 17th, 2010 to June 29th, 2010 in the delivery of the three modules previously prepared.

All twenty (20) teachers completed the programme and will receive certificates from Roehampton University. They will be expected to deliver these modules to groups of teachers in 2010 – 2011 at a time to be arranged. The modules remain the property of TAMCC and the Government of Grenada.

Some rationalisation of departments was done so that the number declined from ten (10) to eight (8). A new goal was developed at this stage, which was, to encourage the acquisition of the Armstrong building where we could establish a Cafeteria and other facilities for the department of Student Affairs and the students, as well as provide rooms for SCE.

C) INFRASTRUCTURE

A.S.P.S BUILDINGS (Tanteen)

From August 2008, the Dean's Office was moved from the SASPS block down to the UNICOL building and teaching in all of the SASPS buildings was transferred to other buildings including the J.W. Fletcher Primary School.

The Chemistry, Physics and Biology practical classes were moved to the G.B.S.S laboratories which were used by TAMCC from 3:00 p.m. to 6:00 p.m., Monday to Friday of each week. Rehabilitation of the vacant SASPS buildings began in August 2008. These buildings, refurbished through the generosity of the Regional Council of Martinique and the Government of Grenada, were re-occupied in January 2010, at which point the use of the J.W. Fletcher Memorial School and the G.B.S.S laboratories ceased. S.A.S.P.S was however still short of classrooms.

NEW SCIENCE BUILDING (Tanteen)

Construction of the new World Bank funded Science Block alongside the road leading to the SASPS buildings began in the last quarter of 2008. Construction continued slowly on this building in 2009 eventually coming to a halt in 2010. Between July – September 2009, items of furniture and equipment destined for the building arrived and were stored. In January, much of the furniture and some of the equipment were used to furnish the refurbished SASPS offices, lecture rooms and laboratories.



Mirabeau Campus

Operations Manager: Mr. Daniel Patterson

The Mirabeau Campus has an established reputation as a teaching institution for students in the field of agriculture. The lean financial times have magnified the need for this campus to play a critical role in the drive towards self sufficiency. The overall goal of the Mirabeau Campus is to deliver programmes and courses that will serve as the basic source for the development and improvement of agriculture in Grenada. It is our mission to provide students and members of the public with a practical education that is up to date and based upon current scientific knowledge.

Objectively, this goal can be reached through the following:

- Increase production and sales to that point of breaking-even within the next three to five years.
- Work towards increasing student numbers.
- Introduce new programmes with farmers and other practicing agricultural professionals as the target audience.
- Do basic experiments that will benefit the public.
- Liaise with the Ministry of Agriculture and non-governmental organisations to work towards shared national outcomes in the field of agriculture.
- Solicit assistance from the corporate public to assist in the refurbishment of the buildings that had been destroyed by Hurricane Ivan.
- Increase the animal holdings (specifically the small ruminant and swine).

1. ACHIEVEMENTS/ACTIVITIES

A) Programmes

Three programmes are currently being offered at Mirabeau. These are an Associate Degree in Agriculture, and a Certificate in Agriculture. The Associate Degree programme is offered through the School of Arts, Sciences and Professional Studies while the Certificate programme is offered through the School of Continuing Education.

Registration		
Year	# of Registrants	Programme
2008-2009	4	Associate Degree in Agriculture
2009-2010	6	Certificate in Agriculture



From October 2008 to December 2009 the campus hosted a Youth Empowerment /SCE Agriculture Programme. Forty-five (45) students completed the programme.

B) Produce

Income figures have been climbing steadily upwards since 2007. Returns from the sale of produce, animals and meat products have doubled in the last four years and it is hoped that figures will continue to increase annually.

2007	\$ 26,600.00
2008	\$ 44,488.90
2009	\$ 51,142.25
2010	\$ 62,412.78

Collaboration with the Ministry of Agriculture saw the introduction of the “Fiia” Plantain, a cultivar from Costa Rica. In addition, all students taking the required Plant Propagation course completed the practical part of same at the Ministry’s propagation station located next door.

C) Campus tours/seminars

At the end of every school semester, the campus hosts a number of schools on education trips with the expressed purpose of learning about the variety of careers in agriculture. Some of these schools include the St. Dominic RC, St. Peters RC, Constantine Methodist, Beacon Learning Center, Anglican High School, Happy Hill Secondary School and Grenada Seventh Day Comprehensive Secondary School.



Six Roads Campus

Campus Director: Ms. Fleure Patrice

The aims of the TAMCC Six Roads campus are:

- To support students' lifelong educational development by offering programs and services consistent with their needs, interests and abilities.
- To continue to persevere for the construction of a science laboratory and a technical department in order to provide access to educational programs and services that will strengthen the economic, social, and cultural life of our diverse community.
- To foster creativity and innovation, high standards of professional excellence, and a developed sense of community.

1. Programmes

The campus enrolled 75 full-time students within the following Associate Degree programmes:

- Information Technology
- Business Studies
- Social Science
- General Studies
- Arts and Humanities

A full two year Psychology program is offered at the campus and students have the option of writing the GCE 'A' Level Psychology Examinations.

Through the Carriacou campus, the School of Continuing Education (SCE). offered a few Caribbean Secondary Education courses, as well as, provided technical training geared towards increasing job related competencies among the youth. The following CSEC courses were offered: Mathematics, English A, Human and Social Biology. A range of technical courses were also offered.

Continued on Page 28



2008-2010 Review in Pictures



Students get their blood pressure checked during Marryshow Day activities 2010



Field of cabbage under cultivation at the Mirabeau campus



Recipients of the Carriacou-Petite Martinique Inc scholarship 2010



Culinary Arts student prepares cake batter



Dr. Edward Cox delivers address at Marryshow Lecture Series 2010



2009 graduates of the Hospitality-Crane Resort Internship

2008-2010 Review in Pictures



Students participate in Building Technology project in 2009



Ms. Blake speaks with students at P.I.C.A. 2010



Participants at Sports Day 2010



New SASPS Building completed January 2010



Cross-section of Nursing graduates 2009



Cross-section of graduates 2010



2. ACHIEVEMENTS/ACTIVITIES

A) Academic

In 2009 a total of twenty eight (28) students sat the CAPE exams. The best subject performances were recorded in Economics Unit 1 (100 %), Management of Business Unit 1 (81.81%), Sociology unit one (100 %), Accounting Unit 1 (100%), Accounting unit 2 (100%), Economics Unit 2 (100%), Management of Business Unit 2 (100%), Sociology Unit 2 (100%).

In 2010 a total of thirty four (34) wrote the CAPE exams. There was, however, a slight drop in the overall pass from 80.49% in 2009 to 70.73% in the Unit One examination, and in Unit Two from 96.15% in 2009 to 85.71%. The best subject performances in the 2010 Unit One CAPE examinations were recorded in Sociology (81.25% pass), Management of Business (66.667%), and Economics (63.64% pass).

The best subject performances in the 2010 Unit Two CAPE examinations were recorded in Accounting (100% pass), Management of Business (75%), Economics (75% pass), and Computer Science (100% pass).

B) Staff

In October 2010, Information Technology lecturer within the School of Arts Science and Professional, Marsha Davis took up the position of Parish Coordinator under the School of Continuing Education. As a result, Miss Amanda Mitchell was transferred as the Business lecturer and became the new Information Technology lecturer.

At the end of the period under review there was a total of three adjunct and eleven full-time staff members: six faculty, three administrative, one librarian, and two support personnel.

C) Challenges

The campus is challenged by the lack of adequate storage facility. As enrolment has increased, the physical size of the classrooms has been a limitation particularly for large classes such as Communication, Caribbean studies and Introduction to Information Technology



General Hospital Campus

Chairman Ms. Hermilin Ashton

The programme offered under the Department of Nursing Education is a three (3) year (calendar year) programme, plus a post basic Midwifery programme of ten (10) months duration. The Nursing Assistant programme of one year has not commenced as yet.

1. Student population

The student population as of December 2010 comprised of the following:

- Thirty-five Year 1 students
- Thirty-two Year 2 students
- Thirty-three Year 3 students
- Forty-seven Finalists 1
- Thirty-eight Finalists 2
- Twenty-six student midwives

2. Midwifery

Mrs. Gwendolyn Noel coordinated this programme. Twenty one students commenced training in September 2009 and completed the programme in June 2010. Seventeen (81%) students passed at their first sitting while four (19%) referred. They were all successful at the second sitting. Twenty five new students commenced training on October 26th 2010

3. Finalists

Thirty eight (38) students wrote the Regional Examination for Nurse Registration (RENr) in April 2010. Eight candidates were successful at the first sitting of this examination. Twenty four (24) referred in one, two, or three subjects and six were unsuccessful. Seventy six (76) students wrote the examination. The statistics show that there was a 62% passes at this sitting. The other students referred in one, two or three subjects.



Department of Student Affairs

Administrative Coordinator: Mrs. Donna Gordon

The Department of Student Affairs provides the following services:

- Counseling, Health & Disability Services
- Student Judiciary Services
- Student Life Programmes & Activities
- Career Advising

1. ACHIEVEMENTS/ACTIVITIES

Marrayshow Day 2009 was celebrated with a range of activities. Son of T.A. Marrayshow, Mr. Bert Marrayshow donated a plaque to the college and gave a synopsis of his father's life. Cultural performances by co-curricular groups and public lectures were held during the afternoon session. A Marrayshow Day cruise was also organized.

The Student Representative Council held its elections on April 7, 2010. A total of three hundred fifty-eight (358) votes were cast at three (3) polling stations. There were no spoiled ballots.

The following co-curricular activities and clubs commenced during this reporting period: Choir, Latin Dance, Drum Corps, Traditional Dance, Aerobics and Campus Ministry. During the period under review the choir performed at a number of events including the Red Cross church service, funerals, a concert (to raise funds for a sick parent), Marrayshow Day celebrations, Mr. and Ms. TAMCC and Graduation. The Drum Corps participated at our Annual Athletic Sports Meet, Drum Fest at the National Stadium and Grenada Drum Festival which was held in Tivoli, St. Andrew's.

Mr. and Ms. TAMCC 2009 took place on the scheduled date of December 19, 2009 at the Reno Theater. Students competed in the following categories: Talent, Casual wear, Evening wear and Interview.

Ms. Verlanna Williams, now a graduate of the College wrote the first ever T.A. Marrayshow Community College song which will be used at every College function.

Twenty five (25) students travelled to Antigua and Barbuda on the Student Mission from September 27-



October 3, 2009 to assess, **inter alia**, the CARICOM Single Market and Economy at work in that Member State. They were accompanied by Dr. C. Nigel Gravesande, Registrar and Ms. Hadassah Roberts, Assistant Lecturer.

2. International Dish Day

An International Dish Day was held on Thursday February 19, 2010, at SAAT. Thirteen (13) countries participated in the event namely: Guyana, Barbados, Trinidad & Tobago, Cuba, St. Vincent, Republic of Congo, India, Dominica, China, Jamaica, United States of America and Grenada. The activity generated revenue in the sum of one thousand two hundred and fifty-eight dollars and forty seven cents (\$1,258.47)

3. Sports

On Friday, March 26, 2010 the College held its Annual Sports Meeting at the Tanteen Recreation Ground, St. George's. Prior to the Sports meet, a number of events such as cross-country, road relay, shot put, long jump, javelin, and discus in both male and female categories were scheduled. An intercampus relay (male and female open) was also held. The final results of the meet were as follows:

- 1st position — Francis Mansion
- 2nd position — Radix Mansion
- 3rd position — Friday Mansion
- 4th position — Pitt Mansion

A mansion based cricket wind ball competition was played in 2010. It comprised both male and female with every individual mandated to bowl one over.

In 2010, TAMCC played undefeated in the St. George's Cricket Council's Cricket competition to win the thirty five over competition. In the past seven years TAMCC has played six finals.

4. Counseling

The Department offered Counseling services to students. From these sessions it was noted that some of the issues affecting students were affected by included: depression, conduct disorder and oppositional deviant disorder. About 50% of the College's populations sought academic advising from the Office.

5. Educational/Study Abroad Information

Students and the general public received information from the Department which served as a U.S. Educational Information Center. A number of booklets relevant to Scholastic Aptitude Test (SAT) and study in the U.S.A., Canada and England were also distributed.



6) Financial Aid

Students requesting Financial Aid were interviewed and recommended. J & J Trust Fund awarded thirty two (32) scholarships which covered books, tuition & examination fees. The Student Representative Council awarded scholarships which covered tuition for twelve (12) students. The Student Representative Council assisted with funds for transportation and lunch for approximately two hundred and eighty seven (287) students. The College awarded book scholarships in the amount \$1,506.70, travel allowances \$7,000.00, and examination fees \$3,000.00. The Grenada Employers' Federation paid graduation fees for ten (10) students, and the Student Representative Council provided for six (6) students.

7) Community Service

There were a total of fifty-six (56) Community Service placements during the period 2009-2010. There were thirty-seven (37) Community Service placements in the parish of St. George, fourteen (14) in the parish of St. Andrew, one (1) in the parish of St. Patrick, one (1) in the parish of St. John, two (2) in the parish of St. Marks and one (1) in the parish of St. David. There were a total of 632 students registered, however all the registered students did not come to select a place to perform their community service. Students living in various parishes were permitted to perform their service at venues and parishes that were convenient to them.

8) Policies formulated by the Department

The following policies were reviewed

- Health and Disability
- Judicial System
- TAMCC Sports programmes
- Student Life Policy
- Student Handbook

9) Training facilitated by the Department

- Grenada Development Bank Student Loan Scheme
- Career Key Seminars were done in nineteen(19) secondary schools
- Leadership Development was done with the Student Representative Council.

Resource Mobilisation

Consultant for Resource Mobilisation: Ms. Candia Alleyne

An Office of Resource Mobilisation (ORM) was established by the T. A. Marrayshow Community College in October 2009. A consultant with experience in project management and project development, as well as knowledge of development agencies and fund raising experience was hired to develop the office.

The aim of the Office of Resource Mobilization is to establish a sustainable programme of financing the growth of the T. A. Marrayshow Community College while mobilizing resources for immediate and short term needs. The work of the office included the targeting of charitable foundations and International Funding Institutions (IFI) such as the European Union (EU), the Canadian International Development Agency (CIDA), the UK Department Fund for International Development (DFID), UN Agencies, the Organisation of American States (OAS), and the Commonwealth Secretariat to name a few. The ORM also targets professional organizations and Grenadian organizations overseas, as well as Grenadian businesses. A particular organisation is targeted depending on the development objective. The ORM recognises the Grenada Electricity Corporation (GRENLEC) for being the first local donor for a major development at the Carriacou Campus since the establishment of the ORM. This project involves the building of an extension to house an Electrical and Electronics Technology lab at the Six Roads Campus.

The projects prepared during the period of November 2009-December 2010, still pending support from local and international agencies are focused on the development of the following:

- Creative and Performing Arts aimed at expanding the creative abilities of youth with which they can earn an income
- Expansion of ICT capacity for administration, teaching, learning and innovation in all campuses
- Renovation and purchase of buildings to support the modernization of the Applied Arts and Technology departments, as well as Student Services
- Development of the Agricultural Campus at Mirabeau, for renovation of buildings damaged during hurricane Ivan, and expansion to meet the agriculture and food technology training needs of Grenada, Carriacou and Petite Martinique
- Staff development through scholarships to upgrade qualifications by distance learning

Additionally, the ORM has researched and is in the process of developing plans for the establishment of programmes for sustainable sources of income for the college. These include the establishment of an endowment fund, the expansion of the student support fund through the establishment of the Alumni Association, as well as a consulting service provided by the staff of TAMCC.



Library

Librarian: Ms. Gilda Campos

During the period under review, the Library undertook a range of activities aimed at improving operations and service to patrons.

- All books were checked in and out using the Alexandria system
- The Alexandria software enabled staff to easily recognize patrons via their ID photos from the A.V. Unit and has made it possible to have a comprehensive and itemized list of all the items in each of the various collections
- All magazines received were indexed, affording easy access
- A Grenadian/West Indian Collection was established

During the period under review there were nine hundred and thirty-seven (937) registered Library patrons. The number of items in circulation continued to increase. A total of 19,527 books from the General, Reference and Reserve Collections were on loan. Books from the overnight loan service increased as students became more aware of the availability of this service. Some of the most heavily used books are from Law, Sociology, Chemistry, Business Accounts and Mathematics.

A complete revision of the Periodical Section was done including relabeling and rearranging of material. Both first and second year students made full use of instructor hand-outs and past-papers in various disciplines. In the Reserve and General Collection, texts in the greatest demand were in the areas of Chemistry, Business and Sociology. Patrons have the opportunity to view newly acquired books through a display shelf. Reserve and General Collection books that are seldom used are also displayed.

Students gained on-campus access to the EBSCO Database library. It is one of the world's largest online libraries. This powerful database enables students to easily reach a wider cross-section of information improves their research capabilities.

The library played an active role in the College's orientation programme for first year students. Orientation occurred from the months September to November and enlightened students about Library regulations and services offered.



Department of Information Technology Services

Technical Coordinator: Arthur Lewis

TAMCC's IT Services Department plays an important role in the daily tasks of the College. It provides support to all other departments as well as the students attending the College. The goal of IT Services is to help users achieve a level of efficiency with the use of technology.

TAMCC has enhanced its IT Services during the period under review. In October 2010, the structure of the Department was solidified with the appointment of a new IT Director. The first accomplishment was the introduction of a new email system for staff and students in November. The email system provided communication to all campuses. In addition to email, this new system provided document collaboration, website creation, calendar and meeting functionality.

Next, the Department installed 18 new computer systems in Resource Lab 2 at the Tanteen Campus. The new machines provided the IT students with the technology they need to create software and websites that meet the business world's demands. The other computer labs also received upgrades of memory for faster processing. In each school, Deans who did not have access to a computer received one.

The Mirabeau Campus was given internet access in 2010. With stabilized internet service, a new computer lab was installed in their library for students. The campus also received its first projector. This gave teachers another medium to deliver a well-rounded lecture.

The St Patrick Campus received four new machines to supplement their student lab. They also received a much needed projector.

Students at the Six Roads Campus have benefited from a new computer lab with state of the art technology.

The Department of Nursing Education received eight new machines. The machines replaced the library computer lab that was not providing adequate service. Teachers also received machines in their staff room.

The IT Services Department has provided the College with some well-needed tools in an effort to provide students with a quality education. This is expected to continue with better service to all campuses.



Human Resource Overview

Human Resource Manager: Mr. Irwin Abraham

The T.A. Marryshow Community College, in its transition from an amalgamation of post-secondary entities to a modern Institution of Higher Education, has had to confront its human resource capacity.

In this regard, a manpower audit of the institution was commissioned in 2004. This was followed by the completion of a comprehensive Strategic Development Plan in 2006. Both undertakings identified the existence of employees having four (4) distinct sets of terms and conditions of employment as a fundamental problem affecting the College. At present, workers are governed by the dictates of the employment policies of the College, the Public Service Commission's Staff Orders, the Education Act, and rules pertaining to the hiring of temporary staff by the Ministry of Education. The Manpower Audit of 2004 recommended that "a high priority for the stabilization of the College is the uniformity of the remuneration and working conditions of the staff." The 2007 Strategic Development Plan went even further by positing that one of TAMCC's "greatest challenges ... [is] achieving full 'statutorisation' in order to reconcile the existing employment anomalies." The consultants cautioned that this situation "produce[s] serious problems for staff morale, the disciplining of staff, and the creation of a single, committed College community."

It is to be noted however, that during this period of review, slow but steady progress has been made resolving some of the staffing issues highlighted in the abovementioned studies. These include reconfiguring the College's organizational structure, filling critical faculty and administrative vacancies, upgrading of the academic qualifications of faculty, and revising the College's pay and grade scales. There are three hundred and five (305) persons working at the College made up of two hundred and thirty-nine (239) or seventy-eight percent (78%) employed by the College Council and sixty-six (66) or twenty-two percent (22%) by the Government of Grenada. Of the total number of persons employed, one hundred and forty-two (142) are faculty members.

**Employment structure of College by departments and qualifications**

CATEGORY	PH.Ds	MASTERS	BACHELORS	FCCA / ACCA	DIPLOMAS, ASSO-CIATE DEGREES, CERTIFICATES, CAPE, CSEC, OTHER	TOTAL
Administrative and Support Staff						
Principal's Office	1	2	1		2	6
Deputy Principal's Office	1		1			2
Registrar's Office	1	2	3		12	18
Bursar's Office				1	6	7
Students Affairs Dept.			3		4	7
Human Resources			2		5	7
Library			1		12	13
I.T. Services		1			11	12
Facilities Department			2		34	36
Schools and Campuses						
<i>School of Arts, Sciences and Professional Studies</i>						
Tanteen Campus	3	13	50	1	11	78
Mirabeau Campus		1	1		13	15
Six Roads Campus		1	3		6	10
Dept. Nursing Education		2	6		6	14
<i>School of Applied Arts and Technology</i>						
Tanteen Campus		8	22		14	44
<i>School of Continuing Education</i>						
Tanteen Campus		3	8		5	16
St. Patrick's Campus		1	3		15	19
Six Roads Campus			1			1
Totals and Percentages						
	6 (2%)	34 (11%)	107 (35%)	2 (1%)	156 (51%)	305



The following employees have been granted study leave:

Ms. Jessie-Ann Bruno	Master of Arts
Ms. Bernadine Francois	Master of Science
Ms. Moricia Japal	Bachelor of Arts
Mr. Alford Tannis	Master of Education
Ms. Diana Whyte	Master of Arts
Mr. Martin Williams	Master of Arts

The College has the mandate of providing accessible, affordable, and relevant higher education to the youthful, technologically savvy population of our country. In doing so, cognizance must be given to developing and maintaining a human resource base at the College that is highly qualified, current, and capable of adapting to the whirlwind of advancing information and technologies. In this regard, the College will have to be resourced to meet the following strategic objectives:

- An aggressive staff development program that keeps faculty and staff abreast of best practice within their field of expertise;
- Increasing the rate at which faculty in particular are qualified at least to the graduate level;
- Increasing the avenues for research and publication;
- Improving the pedagogical skills of the faculty; and
- Providing access to the use of emerging technologies to expand access through online and distance modalities.

Statistical Data: Registrar's Office

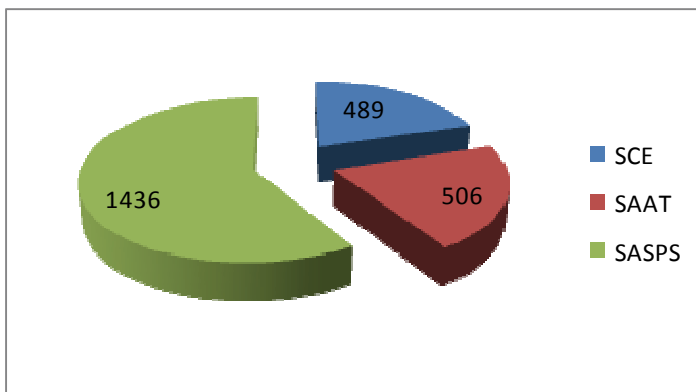
Registrar: Dr. C. Nigel Gravesande

Deputy Registrar: Ms. Eslyn Lewis

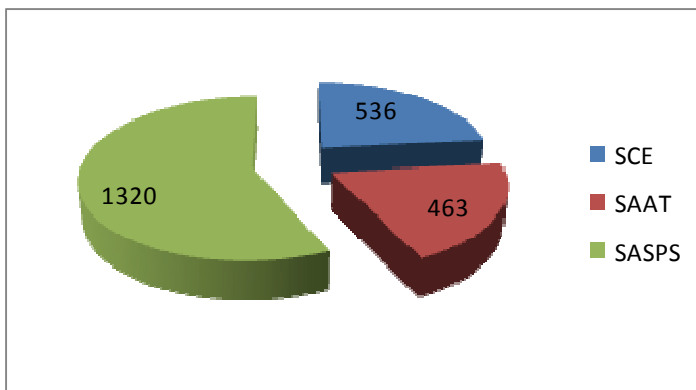
Division of Admissions

Assistant Registrar for Admissions: Ms. Stasia Blake

2008-2009 Enrolment by School



2009-2010 Enrolment by School



Facts and Figures 2010

Number of SASPS students registered in full-time programmes on the Tanteen campus: **1253**

Number of SASPS students registered in full-time programmes on the Carriacou campus: **67**

Number of SAAT students registered in full-time programmes on the Tanteen campus: **463**

Number of SCE students registered in full-time programmes on the Tanteen campus: **459**

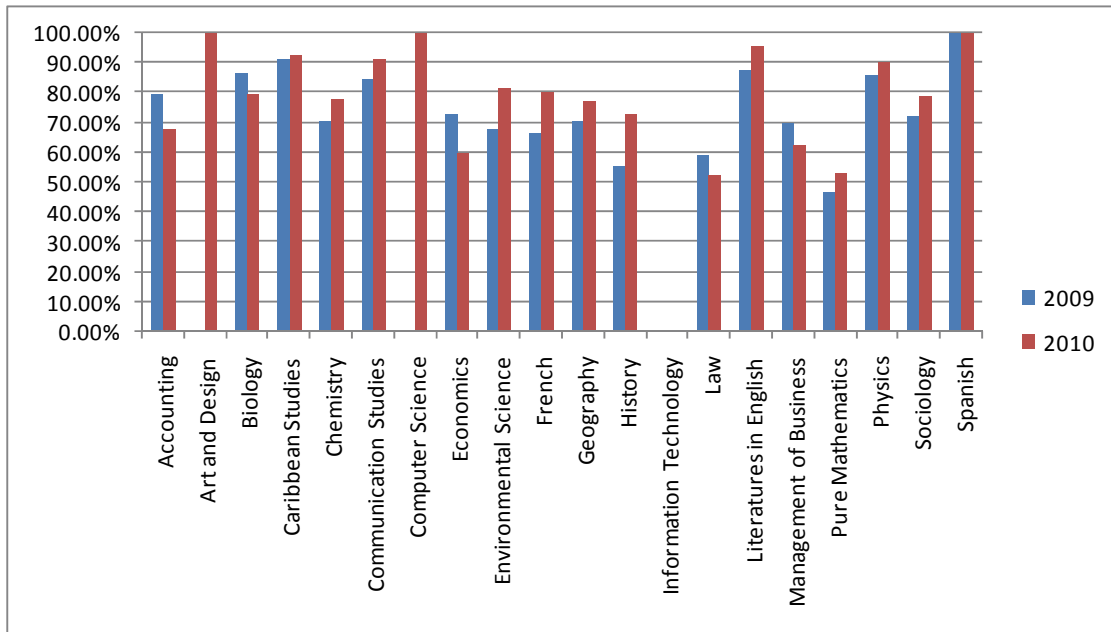
Number of SCE students registered in full-time programmes on the St. Patrick's campus: **114**



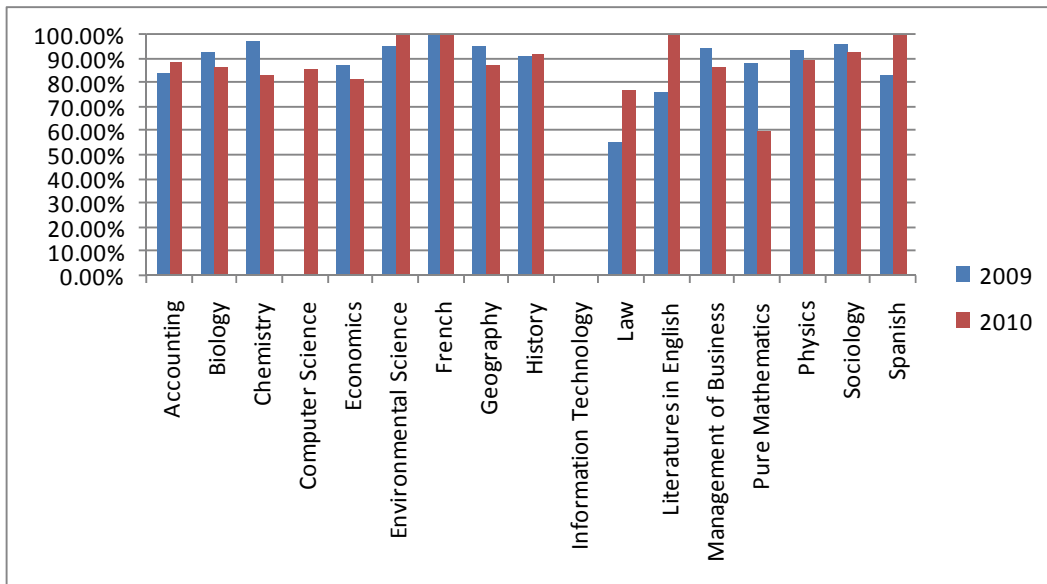
Division of Examinations

Assistant Registrar for Examinations: Ms. Anique Wilson
CAPE Examinations — Tanteen Campus

Unit One (1) results 2009-2010



Unit Two (2) results 2009-2010

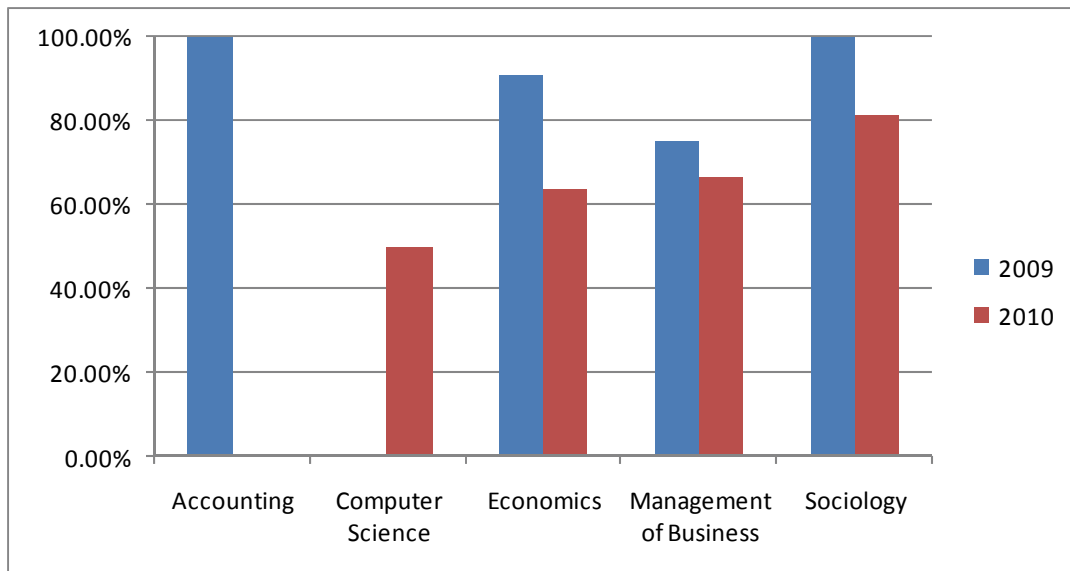




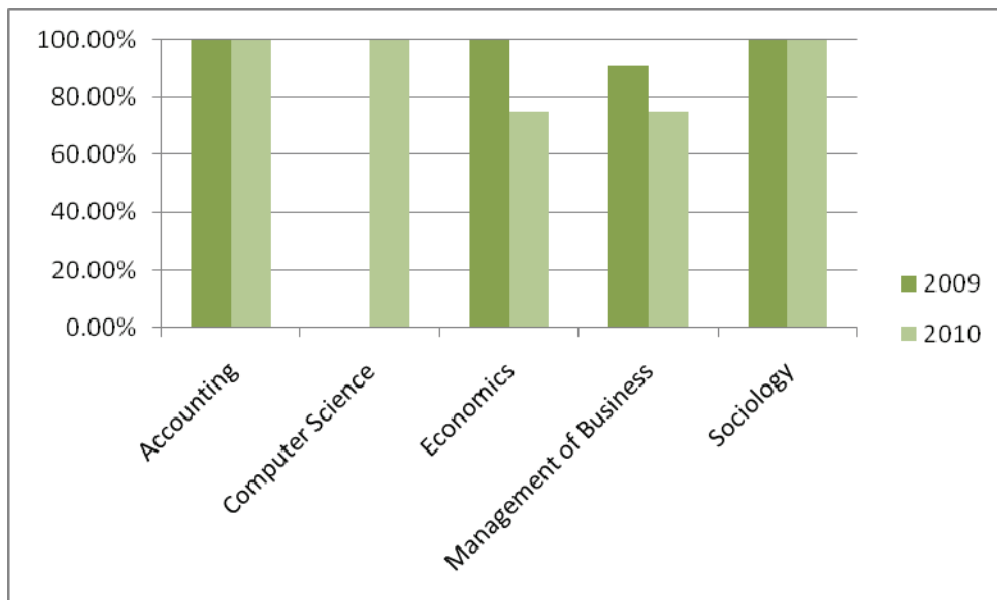
Division of Examinations

Assistant Registrar for Examinations: Ms. Anique Wilson
CAPE Examinations — Carriacou Campus

Unit One (1) results 2009-2010



Unit Two (2) results 2009-2010

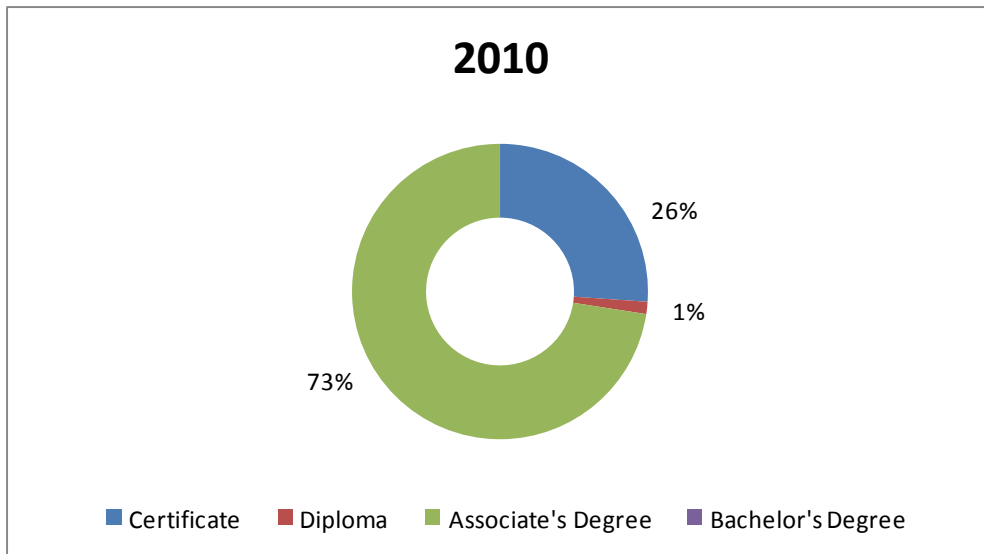
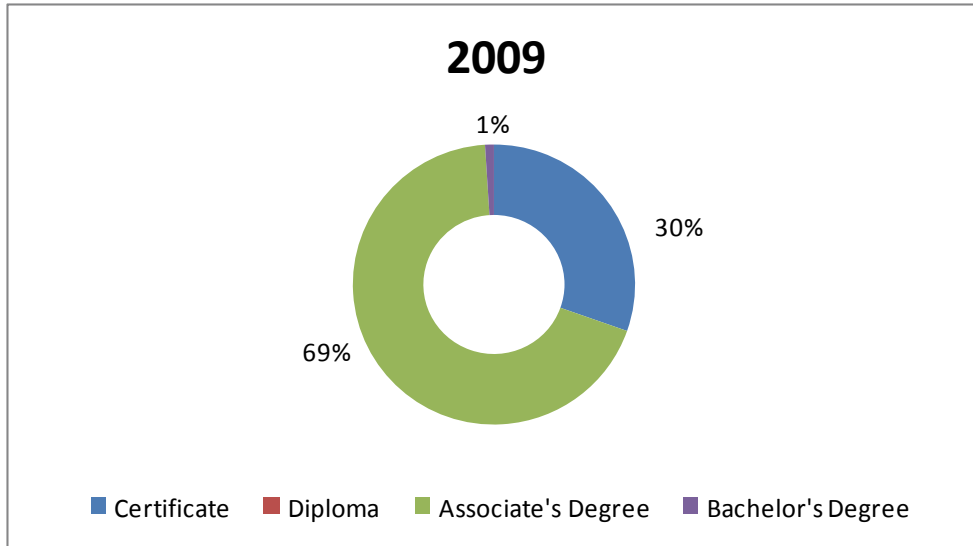




Division of Examinations
Assistant Registrar for Examinations: Ms. Anique Wilson
Pitman's Examinations

Examination	PERCENTAGE PASS RATE					
	Jan 09	Mar 09	May 09	Dec 09	Jan 10	May 10
English for Business Communication - Level 1	95	67	90	87	100	75
English for Business Communication - Level 2	N/A	N/A	96	N/A	N/A	65
English for Business Communication - Level 3	N/A	N/A	N/A	N/A	N/A	100
Shorthand 50wpm	36	100	38	91	N/A	15
Shorthand 70wpm	10	N/A	25	N/A	N/A	0
Shorthand 80wpm	N/A	N/A	100	N/A	N/A	64
Word Processing Techniques - Elementary	89	100	0	100	0	N/A
Word Processing Techniques - Intermediate	73	92	80	81	N/A	88
Word Processing Techniques - Advanced	N/A	N/A	67	N/A	N/A	77
Spreadsheet Processing Techniques - Essential	75	75	0	76	100	0
Spreadsheet Processing Techniques - Intermediate	91	100	45	80	90	29
Spreadsheet Processing Techniques - Advanced	N/A	N/A	75	N/A	0	30
Typewriting - Elementary	100	100	0	100	100	100
Typewriting - Intermediate	100	100	90	91	100	80
Typewriting - Advanced	N/A	N/A	94	N/A	N/A	87

Division of Records
Assistant Registrar for Records: Ms. Jasmine Miller
Graduation Data



2009

Certificate: 240
 Diploma: 0
 Associate's Degree: 534
 Bachelor's Degree: 8

2010

Certificate: 236
 Diploma: 12
 Associate's Degree: 656
 Bachelor's Degree: 0



Partnerships and Memberships

The College has entered into formal agreements with a number of local, regional, and international institutions including:

University of Guyana
St. George's University
University of Technology, Jamaica
Medgar Evers College (New York, U.S.A)
Midwestern State University (Texas, U.S.A.)
University of the West Indies
The Ministry of Health
The Grenada Board of Tourism
Basic Needs Trust Fund
Caribbean Knowledge and Learning Network
Crane Residential Resort (Barbados)
Florida State University (Florida, U.S.A.)

The College holds membership in the following associations:

- Association of the Caribbean Tertiary Institution (ACTI)
- American Association of Collegiate Registrars and Admissions Officers (AACRAO)
- Association of Caribbean University, Research, and Institutional Libraries (ACURIL)
- Grenada Library Association



Audit Department

Audit Report No. 1 of 2010

Report of the Director of Audit, Grenada
on the Financial Statements of the

T.A. Marryshow Community College

For five months ended 31 December 2006,
the years ended 31 December 2007 and 2008.



**The Director of Audit
Audit Department**

**Report of the Director of Audit, on the Financial
Statements of the T.A. Marrayshow Community College for five months ended 31
December 2006, the years ended 31 December 2007 and 2008 respectively.**

Anslem Joseph

**Director of Audit
Audit Report No. 1 of 2010**



Ref. No. (9) In 7/17

31st March 2010


The Hon. Minister for Finance
Ministry of Finance
Ministerial Complex
St. George's

Dear Sir

In accordance with Section 82 (4) of the Grenada Constitution Order 1973, I submit my Report on the accounts of the T.A. Marryshow Community College for the five months ended 31 December 2006 and twelve months ended 31 December 2007 and 2008 respectively. This report is for laying before the House of Representatives.

Section 82 (4) of the Grenada Constitution Order 1973 stipulates that every report made by the Director of Audit, shall be laid before the House of Representatives not later than seven days after the House first meets, after the receipt of the report by you.

Yours respectfully,


.....
Director of Audit



Acknowledgements

I wish to express my gratitude to the staff of the audit department whose dedication and hard work have facilitated the production of this report.

I also want to thank the government printer, the staff of the T.A Marryshow Community College for their courtesy and cooperation.



Auditors report

I have audited the accompanying Income Statement, Balance Sheet and Cash flow Statement of The T.A. Marryshow Community College for the period August to December 2006 and January to December 2007 and January to December 2008 respectively.

These financial statements are the responsibility of The T.A. Marryshow Community College Management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted the audit in accordance with International Standards on Auditing. Those Standards require that I plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements presentation. I believe that my audit provides a reasonable basis for my opinion.

In my opinion, the financial statements give a true and fair view of the financial position of the T.A. Marryshow Community College for the period August to December 2006, January to December 2007 and January to December 2008 and of the results of its operations and its cash flows for the years then ended in accordance with International Accounting Standards.


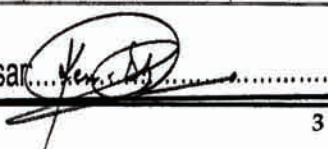

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Director of Audit

31st March 2010



T.A. MARRYSHOW COMMUNITY COLLEGE INCOME AND EXPENDITURE FOR THE PERIODS 2006-2008			
Details	December 2006 (5 Months)	December 2007	December 2008
Income	\$	\$	\$
Government Grant - TAMCC	3,666,336.98	9,780,001.51	12,968,560.48
SGU Grants & Others		746,000.00	1,101,500.00
Administration	130,952.59	936,269.71	634,071.51
School of Applied Arts and Technology	165,187.85	303,819.23	224,136.51
School of Arts, Science and Professional Studies	1,554,339.00	2,117,199.32	1,578,779.51
School of Continuing Education		183,602.45	117,229.77
Grand Total	5,516,816.42	14,066,892.22	16,624,277.78
Expenditure			
Human Resources	4,222,569.97	10,877,738.45	13,643,938.48
Utilities	98,241.60	299,065.00	390,000.00
Shipping costs	19,379.00	36,858.90	47,972.40
Finance charges	492.06	2,065.82	1,696.78
Administration costs	1,179,333.27	2,654,613.69	3,174,805.29
Total Expenditure	5,520,015.90	13,870,341.86	17,258,412.95
Net Surplus/(loss)	(3,199.48)	196,550.36	(634,135.17)



T.A. MARRYSHOW COMMUNITY COLLEGE STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 2006-2008				
		December 2006 (5 Months)	December 2007	December 2008
		\$	\$	\$
Non-Current Assets (Net of Depreciation)	Notes	15,895,712.06	16,233,320.42	16,044,091.77
Current Assets				
Cash in hand		2,650.00	2,650.00	2,650.00
Cash at Bank		400,120.90	698,199.05	159,796.27
BNS - Special Account		59,390.30	10,902.42	
Accounts Receivable	2	81,642.88	105,659.08	103,400.78
Prepayment		34,536.94	88,087.70	75,215.98
Employee Advances		19,684.36	17,067.59	19,684.36
Student Loan		270.00	270.00	270.00
Work in Progress		487,506.97		
Inventories	3	204,529.94	240,677.25	203,876.40
		1,290,332.29	1,163,513.09	564,893.79
Creditors falling due within one year				
Trade Creditors		65,944.80	50,253.18	52,783.67
Accruals and Payables	4	351,443.59	362,847.60	671,442.42
		417,388.39	413,100.78	724,226.09
Working Capital				
		872,943.90	750,412.31	(159,332.30)
		16,768,655.96	16,983,732.73	15,884,759.47
Financed by				
Equity Balance		158,306.56	158,306.56	158,306.56
General Fund Balance		15,094,275.04	15,369,379.45	14,841,315.24
Revaluation Reserve		1,519,273.84	1,519,273.84	1,519,273.84
Net Income		(3,199.48)	(63,227.12)	(634,136.17)
		16,768,655.96	16,983,732.73	15,884,759.47
Chairman:..... 			Bursar..... 	



Notes