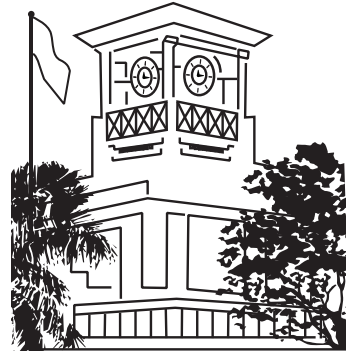


ANNUAL REPORT 2016-2017



**BERMUDA
COLLEGE**

EST. 1974

COVER IMAGE BY **ASHA GALLOWAY** "CLASS OF 2017" - ASSOCIATE OF ARTS (ART & DESIGN)
TITLE OF PAINTING: "ATMOSPHERE "

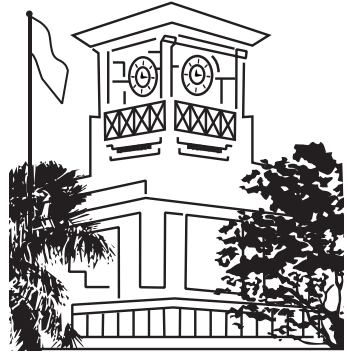
Information contained in this 2016-2017 Annual Report is current according to records on file and verification at the time of printing.

Bermuda College is accredited by the New England Association of Schools and Colleges, Inc., through its Commission on Institutions of Higher Education.

Inquiries regarding the accreditation status by the New England Association should be directed to the administrative staff of the institution.

Individuals may also contact:

The Commission on Institutions of Higher Education
New England Association of Schools and Colleges
209 Burlington Road, Bedford, MA 01730-1433
■ Tel: (781) 271-0022 ■ E-Mail: cihe@neasc.org



**BERMUDA
COLLEGE**

EST. 1974

■■■■ VISION STATEMENT ■■■■

Bermuda College will be recognised locally and internationally as a centre for excellence as it responds to the diverse needs of the community through innovative, quality teaching and research that enables students to enrich their lives intellectually, economically, socially, and culturally.

■■■■ MISSION STATEMENT ■■■■

Bermuda College, the only tertiary level institution in Bermuda, is committed to setting Bermuda's students on the paths to success through the provision of comprehensive academic and technical education, along with professional training, personal and academic support services, quality facilities, and interactive partnerships with local and international entities.

■■■■ CORE VALUES ■■■■

COMMITMENT TO STUDENTS

QUALITY TEACHING

COMMITMENT TO EMPLOYEES

RESPECT, RECOGNITION AND BEING VALUED

COMMITMENT TO HIGH STANDARDS

STABILITY, SECURITY AND SAFETY

RESPONSIBILITY AND ACCOUNTABILITY



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PRESIDENT'S REMARKS

It is with great pleasure that I write this my 10th annual report as the President of Bermuda College. As I reflect on my time as a student at Bermuda College, my 30-plus years as an employee, and my 10 years as President, I do so with a sense of gratitude and humility. I am grateful for all those that have supported me along this journey including the supportive employees of Bermuda College who have worked tirelessly to move Bermuda College from good to great. There is still much to be done but we have accomplished much over the past 10 years, and this past year is no different.

The theme for this year was “Students First” which afforded us an opportunity to re-focus on the reason why Bermuda College exists and to ensure that everything that we do puts the student first. This involved beginning the process of reviewing our policies and procedures to ensure that they were not a hindrance to our students’ success.

Our students continued to reward our commitment to them with their outstanding achievements. Our first nursing students sat and passed the NCLEX, the nursing licensure examination, and earned the right to use the professional designation RN (registered nurse). Four public high school students were the first dual enrolment students to graduate with both their associate degree from Bermuda College and their high school diplomas in the same year. More than 50% of our graduates were accepted with advanced standing in to various universities/colleges throughout Canada, USA, UK and the Caribbean and many have received scholarships and awards to assist them in furthering their studies. Students have participated in various local events and activities and have served as great ambassadors and advocates for Bermuda College.

Our faculty and staff continue to represent Bermuda College locally and internationally. Several have been invited to serve on various local and international committees; and have presented at local and international conferences and forums. Of special note is the Research Award received by Senior Lecturer, Mr. Shawn Deshields, from the International Academy of Business & Public Administration Disciplines.

In September 2016, Bermuda College admitted its first cohort of dual enrolment students in its newly established Certificate in Applied Science Technology to encourage high school students to consider technical education as a career. This 2-year programme allows students to explore various technical disciplines while enhancing their mathematics, science, communication and computer skills.

With the challenges facing some of Bermuda’s Black males, Bermuda College was pleased to partner with the University of Wisconsin-Madison to host the 5th International Colloquium on Black Males in Education in October 2016. The theme for the conference was “Educational Transitions and Life Trajectories: Bridging Pathways to Success for Black Males. It provided a forum for local and international educators, researchers and community activists to educate participants about global research strategies pertaining to Black males that inform education policies and programmes locally and around the world. The pre-conference roundtable brought together approximately 35 local community and organisational leaders to discuss critical outcomes that should shape local policy and action to improve the quality of life of Bermuda’s Black males. The newly established National Taskforce for the Development of Black Males in Bermuda evolved from this discussion and is focused on addressing the challenges facing Black males in Bermuda; shaping national policy for Black males locally; and creating and promoting an agenda for action.

Although 87% of the graduates surveyed indicated that they would recommend Bermuda College to others, during this past year the College saw a decrease in enrolment. This is deemed to be attributed to the declining birthrate and many parents opting to send their children overseas to university/college directly after high school, even though the first two years for most disciplines can be completed at Bermuda College for a fraction of the cost. As an accredited institution it was thought that more parents would elect to send their children to Bermuda College, but this does not appear to be the case. During the upcoming year marketing Bermuda College to the parents of potential students will be a major focus in an attempt to reverse this trend.

As always, my heartfelt gratitude and appreciation is extended to the dedicated and committed employees at Bermuda College for the role that they play in helping the College fulfill its mission of setting Bermuda’s students on their paths to success. I wish to also thank our new Board Chair, Mr. Peter Sousa, and the Board of Governors who generously give of their time in support of Bermuda College. A special thank you is also extended to our former Chair, Mrs. Jill Husbands who completed her 3-year term during this past year.

These are just a few highlights at Bermuda College over the past year. I now invite you to journey through this annual report and explore the many achievements of each of our Divisions and Departments as we continue to move Bermuda College from strength to strength.

Magna Mirabilia Portendi—great and wonderful things are foretold!

Dr. Duranda V. Greene
President



CHAIRMAN'S REPORT

On behalf of the Board of Governors, it is my pleasure to submit my first Bermuda College Annual Report for fiscal year April 1, 2016 to March 31, 2017. The Board is indebted to Dr. Greene, the senior leadership team, and all employees for their continued commitment to the mission, core values and vision of Bermuda College.

There were several changes to the Board over this reporting period. It was with regret that we saw the departure of Mr Bryant Trew, Dr. Dawnelle Walker, Dr. Geoffrey Rothwell and Board Chair Mrs. Jill Husbands. I would like to thank those members for their commendable commitment and support to the College during their tenure. The Board also welcomed new members Ms. Susan Jackson, Mrs. Karmeta Hendrickson (support staff representative), Mr. Bruce Sharpe, Mrs. Coral Wells and Mrs. Ann Parsons (faculty representative), on board. The Minister supported the request from the Bermuda Public Services Union to have a member of the newly formed Support Staff Association be represented on the Board; however, the Bermuda College Act, which outlines the Board composition, has not been changed. This effectively retains an appointment at the discretion of the serving Minister. The Board also welcomed Miss Chelsea Ray as the new student representative.

The results of a Bermuda College Climate Survey and a series of focus groups, facilitated by management consultant company, Ontru, were received by the Board and subsequently shared with employees. Recommended action steps were created and circulated to all employees for feedback at the end of the fiscal year.

Maintaining the College's fiscal good governance is always a priority for the Board. The March 31, 2014 audited financial statements were tabled in the House of Assembly. The College received an unqualified audit report for the draft financial statements 2014-15, and the financials will be presented in the House of Assembly. The audit packages for March 31, 2016, and March 31, 2017, were initiated. Once these audits are complete, the College will be current with its audits. The operating budget 2017/18 was approved, and for the first time in several years, the College received \$850,000 in capital funding.

Due to the continued decrease in the College's grant from the Government, the Board was not in a position to offer a pay increase but offered a one-time 1% appreciation award to employees.

A Board Retreat was held in September and December. Agenda items included: Board Governance; an update on the College Strategic Plan; the Bermuda College Foundation; Goals and Objectives for the 2016-2017 Academic Year; Budget Goals for the 2017-2018 year and Board Professional Development.

The Bermuda College Foundation remains a work in progress. A Chair for the Foundation is being actively sought, and the newly established ad hoc committee of the Board is meeting to develop a plan of action for the establishment of the Foundation by Fall 2017. The Office of the President continues to work on establishing an accurate alumni database to be ready for the Foundation's use.

Three new Honorary Fellows were inducted into the Company of Honorary Fellows at an Induction Ceremony and formal dinner in January. Inductees were: Mrs. Jill Husbands, Mr. Patrick Tannock and Mr Michael Murphy. This was the last official event for Dr. Idwal Hughes who stepped down as the Chair of this august group. Following a successful election, the Hon. K. H. Randolph Horton was announced as the new Chairman of the Honorary Fellows. Mr. Gary Phillips is the new Deputy Chair.

Other notable Board decisions and approvals included:

- The establishment (in principle) of a National Educators Institute
- Coco Reef is now being billed for its actual electricity as a result of the metering project from the Energy Audit
- The Document Retention Policy and Retention Schedule
- The Break-Even Policy

In closing, I wish to express my gratitude to the very hard work and commitment of the Board's sub-committees: Academic & Student Affairs; Building & Grounds; Finance; Honorary Fellows and the newly established Executive and BC Foundation Committees.

Peter Sousa

Chair, Bermuda College Board of Governors

BOARD OF GOVERNOR'S
'2016 -2017'



CHAIR

Mr. Peter Sousa

DEPUTY CHAIR

Mr. Dane Commissiong

MEMBERS

Dr. Duranda Greene

Dr. Idwal "Walwyn" Hughes

Mrs. Karla Lacey

Mr. Marshall Minors

Ms. Layona Millett

Mr. Andrew Richardson

Mrs. Valerie Robinson-James

Dr. Geoffrey Rothwell

Mr. Zikomo Simmons

Mrs. Kathleen Sharpe Keane

Mr. Bryant Trew

Dr. Dawnnelle Walker

Mrs. Romelle Warner

ABOUT BERMUDA COLLEGE

Bermuda College was re-accredited by the New England Association of Schools and Colleges in 2015, and has approximately 700 students; 636 of whom are registered in credit courses. There are 37 full-time lecturers. Bermuda College offers a variety of academic, technical and professional courses in the following Divisions: Arts & Science; Business Administration, Hospitality & Technical Education; and Professional and Career Education (PACE). Credit programmes lead to associate degrees, diplomas or certificates, while the College's partnerships with external institutions provide on-Island access to undergraduate degrees and professional designations.

Bermuda College embraces the community college philosophy and is dedicated to offering the highest standards of academic and professional excellence. It boasts a virtual campus with wireless coverage throughout the campus.

HISTORY

The College was created by the Parliament of Bermuda through the passage of the Bermuda College Act in 1974 with the amalgamation of three flourishing institutions: the Bermuda Technical Institute, established in 1956; the Bermuda Hotel & Catering College, established in 1965; and the Academic Sixth Form Centre, established in 1967.

SIZE OF CAMPUS:

26 acres



DEGREES AND CERTIFICATES GRANTED:

Associate degrees, certificates and diplomas

NUMBER OF FACULTY:

37 full-time lecturers

AVERAGE CLASS SIZE:

15 students

STUDENT APPLICANTS 2016/17:

391 – 295 traditional (16 – 24); 96 non-traditional (25+ years)

STUDENT ENROLMENT:

675 students





SUPPORTING STUDENT ENGAGEMENT

Counselling & Career Centre

Director of Counselling & Career Centre

Ms. Nikkita Scott Ed.M., MA

Student Life Coordinator

Terryn Fray

Counselling and Student Activities continue to deliver on the mandate of developing initiatives and resources to address stakeholder needs and interests. These range from counselling services, group work, workshops, and student activities, to outreach projects with external stakeholders.

The Counselling and Career Centre's (CCC) journey to embrace the concept of "student life" has been strengthened by the addition of Mr. Terryn Fray as the Student Life Coordinator. The first step of this journey involved encapsulating physical education activities (PEDs), registered student organisation (RSO) activities, Student Government Council (SGC), and general student activities under one umbrella. This dedicated attention, in addition to newly created SGC office hours, has increased access to direct student feedback.

In addition to Spirit Week activities, social hours, and pop-up activities, Student Life also facilitated a Student Resource Fair to address the reported lack of awareness of available resources on campus. Further, Student Life hosted an information session with Alpha Nu Omega in March that was met with sufficient interest to necessitate a follow-up session, suggesting that Greek life may be arriving on campus in the near future.

The Freshman Survey administered by the CCC underwent a mini-facelift to address changing technology and to improve the collection of data that supports the development of intentional student engagement initiatives. While it continues to align with the graduate survey on key items to provide entry and exit data, items have been introduced to assess student interest in participating in campus activities ranging from student clubs, to workshops, wellness initiatives and team sports both on and off campus. These additions are intended to provide a wealth of information supporting student-centred initiatives in the future.

Mr. Lyndon Jackson continues to spearhead the CCC's community partnerships by connecting with "at-risk" client groups through collaborations with Court Services and other support organisations. The goal is to

provide a support network that facilitates realistic educational and career-related goals. This initiative is expected to produce an initial cohort of students for Fall 2017. The RSO, MENSPEAK, is in transition after more than ten years in its current format. The Spring 2017 semester has been dedicated to re-shaping its operations and services. One goal is to provide opportunities for males to "share" their stories. MENSPEAK members also participated in the College and Graduate Academy components of the Fifth Annual International Colloquium on Black Males in Education hosted in Bermuda in October 2016. From this, a qualitative study on the male experience in education will be undertaken by MENSPEAK, to shed light on the experiences of one hundred (100) male Bermuda College students and their journeys through middle and high school.

Bermuda College was established as an EducationUSA Advising Centre in a Memorandum of Understanding with the American Consulate in 2015. The partnership provides educational services to Bermuda College students and members of the community, and was further strengthened by the designation of a dedicated advisor in August 2016. Consequently, Mrs. Janea Mallory provided professional educational advising services to approximately sixty students this year. She also had the opportunity to attend the EducationUSA Caribbean Advisors workshop hosted in Bridgetown, Barbados in September, achieving Level One Adviser Certification. This allowed her to facilitate an orientation for senior school counsellors from both the public and private sectors; and conduct or support information sessions and workshops about work/study options in the United States.



Listener statistics have increased exponentially from 3000 to 4,000 per month to similar numbers per day. Social media promotion has played a significant role with advertising on Facebook and Instagram. Posting links and previous shows on SoundCloud and YouTube has also diversified how listeners can access BC Radio content.

With this significant increase in listeners, BC Radio has set the following goals for 2017-18:

- The official launch of www.bdacollegeradio.com (May 2017)
- Launch of #LiveInspired BC Radio t-shirt line (May 2017)
- Production of an event/show (July 2017)

New on-air programmes are also anticipated for the coming year.

External employers appear to be embracing the Bermuda College student body as a viable recruitment pool with at least eleven (11) organisations, representing a number of industries, requesting students for employment. In ten of the eleven instances, students reached the interview stage; five of whom gained placements.

The launch of “The Day in the Life of...” series introduced a new element to standard workshop offerings by providing students with access to the personal stories of working professionals engaged in graphic design, architecture, accounting, wealth management, and health services. The format allows participants to share and learn through interaction versus the standard presentation method. A Drop-in Journaling session was launched in Fall 2016 by counsellor, Mrs. Lisa Latham at the request of two cohorts who completed the six-week process earlier. Participants expressed a desire to continue journal writing and to expand on previously learned techniques. This has been followed by a third cohort filled with students recommended by previous participants.

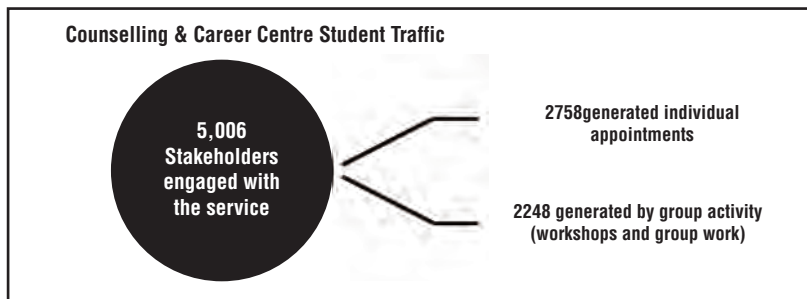


FIGURE 1: Numbers reflect actual students registered for the RSO and do not include informal participation

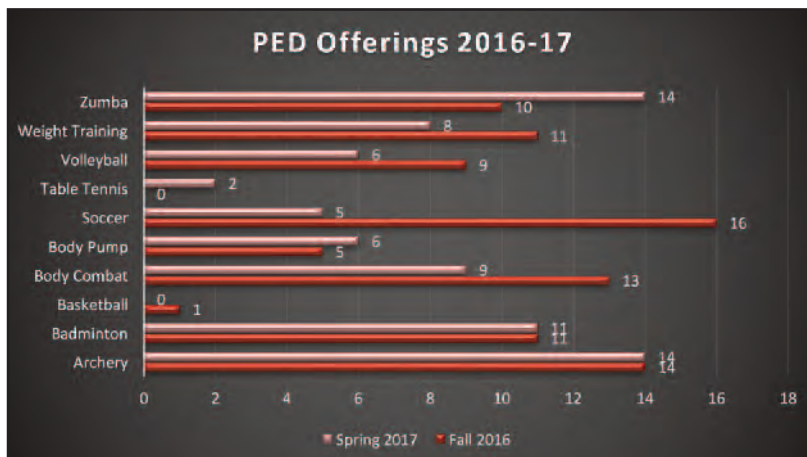


FIGURE 2: Numbers reflect actual students registered for the RSO and do not include informal participation



FIGURE 3: Numbers reflect actual students registered for the RSO and do not include informal participation



THE DETERMINATION TO ACHIEVE EXCELLENCE

OUR CULTURE



May 2016 Commencement Ceremony - Dual Enrolment Graduates

Left to Right: Sophia Hamilton, Taiyana Allen, Necheeka Trott (Dean of Arts & Science) Dejanee Hill-Edwards and Kyrsten Burrows

Academic Resource Centre

Director

Lisa Osborne, Ed.D.

The Academic Resource Centre (ARC) is an integral part of student success at Bermuda College, providing academic support in a student-friendly, comfortable environment. A variety of services are offered: tutoring, the Computerized Placement Test (CPT), academic skill-building workshops, Disability Support Services and SMARTTHINKING Online Tutoring.

In November 2016, the College Skills Course was added to the remit of the Academic Resource Centre's Director. Other changes associated with this department included the transfer of two tutors to the Division of Arts and Science, and the welcome assistance of a part-time English tutor.

The ARC collaborated with the Division of Applied Science, Business and Hospitality to design and implement Bermuda College's first Technical Education Certificate Dual Enrolment Programme. The cohort of 24 students started in August 2016. On July 8, 2016,



Sheldon Jones (Major Accounts Coordinator, BELCO)

'Class of 2010' • Associate in Web Development

'Class of 2012' • Associate of Applied Science in Business Administration

"At Bermuda College, I was able to create a foundation for professional networking. Many of my instructors worked in the industry and helped me to build a network. I also had the opportunity to transition from being a Bermuda College student to becoming a professional through the Technology Leadership Forum which gave me my start at BELCO. I went through the programme and was hired, and while I was there, was able to earn my second (associate) degree. When I started, I hadn't been in a classroom for twenty years! I hope to be able to go on for my Bachelor's degree in Business Administration, and focus on business analytics. I remember Mr. Lyndon Jackson who ran the Menspeak Registered Student Organisation (RSO). That was a great experience. And Angela Barry's English courses. She assisted me in a presentation for an African Literature course, which led to a staged reading at City Hall and ultimately my participation in a local drama production. Bermuda College provides exposure to so much more than the academic experience. It was certainly more than I expected from a community college experience. It's very reasonably priced, and best of all, more than 70 of my credits will transfer to my undergrad degree."

Orientation was held for both the new Technical Certificate Programme students and the Associate Degree Programme students. The ARC Director presented a report about the Associate Degree and Applied Science Certificate Dual Enrolment program to the Academic and Student Affairs subcommittee of the Board of Governors, indicating appreciative results in both achievement and retention. The Director also attended the National Alliance of Concurrent Enrolment Partnerships. The annual conference focused on the goals, best practices, and challenges of dual enrolment programmes. Forty five states and Bermuda were represented.

In the May 2016 Commencement Ceremony, there were four Dual Enrolment graduates, an historic occasion for Bermuda College, which was widely publicized: Taiyana Allen, Kyrsten Burrows, Sophia Hamilton and Dejanee Hill-Edwards. All dual enrolment students are to be commended for their diligence in the pursuit of academic excellence.

Associate Degree Programme

TOTAL NUMBER OF STUDENTS

At start of FA2016	31
At the end	31
GPA 2.00 or above at end of semester	30
GPA below 2.00	1

TOTAL NUMBER OF STUDENTS

At start of SP2017	28
At end	26
GPA below 2.00	1
GPA 2.00 or above at end of semester	25
GPA 2.0 - 2.99	(11)
GPA 3.0 or above	(14)

Technical Education Certificate Program

TOTAL NUMBER OF STUDENTS

At start of FA2016	24
At end	24
GPA below 2.0	4
GPA 2.0 or above	20
GPA 2.0 - 2.99	(9)
GPA 3.0 or above	(11)

In November, the ARC was given the responsibility of creating a new CSC course to replace the current one under the remit of the Career and Counseling Office. Under the leadership of the Director, the ARC team had several meetings to discuss this groundbreaking venture. The new course, Learning Strategies for Success will be introduced in Fall 2017, and will include the following topics: time management, note-taking, reading strategies, writing skills, library research, study and learning strategies. Also included are learning styles, emotional intelligence, exam and test-taking strategies, how to succeed in math and how to overcome math anxiety.

Twenty-three students with disabilities were enrolled in Spring 2016 and fourteen testing sessions (extended time or reduced distraction) were provided for them. In Fall 2016, twenty-nine students were enrolled and seventeen testing sessions were provided. The Director presented a report about the Disabilities Support Services to the Academic and Student Affairs subcommittee of the Board of Governors in October 2016. Twenty-four students were enrolled in Spring 2017 and twenty testing sessions were accommodated.

Because of its critical role in student success, ARC staff are encouraged to keep abreast of latest pedagogy in academic support and learning. The Science faculty tutor attended the National Science Teachers Association Annual Conference in Los Angeles, California to learn about strategies that can enhance teaching delivery.



Graham Foster (Graham Foster Art)
 'Class of 1990' Diploma in Fine Arts

"I always drew when I was growing up... but I never thought of art as a career. Until I was 18, I was thinking of becoming a fisherman. Not much art was done, and consequently I was rejected from 10 different London art colleges when I applied for a BA course. This was a somewhat humbling experience, and I returned to Bermuda College for a year's diploma course, where Charles Zuill, and Diana Amos kick-started a real interest in art.

If the artistic fire is really burning, and is a true passion, young artists should give it a shot if able to. Always have something to fall back on though. My "go-to" job is as a qualified bartender. I'm armed with a C+ in mixology from Bermuda College..."

APPLICATION ENROLMENT GRADUATION TABLE

APPLICATIONS	2016	2015
Traditional Applicants (16 – 24)	295	240
Non-traditional Applicants (25+ years)	96	67
TOTAL APPLICANTS	391	307
<hr/>		
Part-time students	158	94
Full-Time students	233	213
<hr/>		
Division of Business, Hospitality and Technical Education	195	20
Division of Arts & Science	196	87
Nursing Office	62	200
<hr/>		
Male Students	122	93
Female Students	269	214
<hr/>		
ENROLMENT		
Total Number of Enrolled Students	675	965
External Programmes	35	38
<hr/>		
Students taking Credit Courses	636	797
Students taking Non-Credit Courses	39	168
<hr/>		
Male Students	257	297
Female Students	418	668
<hr/>		
Full-time Students	304	324
Part-time Students	371	641
<hr/>		
Students in Programmes [^]	551	603
Students not in a Programme	124	362
<hr/>		
GRADUATES		
Division of Business, Hospitality & Technical Education	54	54
Division of Arts & Science	51	54
Total Graduates	105	108
Professional and Career Education (PACE) Awards	198	170
<hr/>		
GRADUATES – EXTERNAL PROGRAMMES		
Mount Saint Vincent University (BBA)	6	6
Mount Saint Vincent University (BA)	0	0
Total Graduates	6	6

[^]Not including PACE students

CREATING A DATA-DRIVEN CULTURE OF INSTITUTIONAL EXCELLENCE

Institutional Research & Planning
Institutional Research & Planning Co-ordinator
Cordell W. Riley, M.Sc., JP

“In God we trust. All others must bring data.”

~ W. Edwards Deming

Statistician and Management Consultant

This year, as a follow-on to establishing a data-driven culture at Bermuda College, the focus leaned more towards effectively using data to assist in achieving organisational goals. From an Institutional Research (IR) perspective, the targets were enrolment, retention and graduation.

Bermuda College has been experiencing declining enrolment. There are varied reasons. The economy, whilst perhaps out of recession, is experiencing slow, but steady growth. Key constituents, i.e., public school students, and their families, are likely to be still experiencing the effects of the economic slow-down. Another is the declining birthrate. Using official government statistics, it appears that the senior population (those 65 and over) is likely to overtake the youth population (those under 18) sometime in 2017. To arrest and turnaround this downward trend, the College began developing key strategies to directly confront these challenges with the ongoing development of the 2018-2023 Strategic Plan.

Retaining students is a challenge faced by many institutions of higher learning and Bermuda College is no exception. While the Fall-to-Fall retention rate indicated a significant increase (56% to 71%), early detection, and readily available assistance are key components in the retention of students who are struggling to remain afloat, whether academically, financially or otherwise. The College's new Student Information System (SIS) has an early-warning trigger that alerts key stakeholders and initiates remedial processes. Coupled with this are additional assessment instruments which provide further insight into the issues confronting students. Thus we have the data to effectively address student needs and increase or maintain retention rates.

There are two statistics generally associated with graduation: the graduation rate, i.e., the percentage that graduate within a specified period of years; and the length of time it takes an individual to graduate. In the United States, the graduation rates for community colleges over a six-year period are generally low, about 40%. The reason for this is that community colleges service the various needs of its students, many of whom are employed. The need to maintain a job may override the need to obtain a degree. Bermuda College is currently establishing Key Performance Indicators (KPIs) based on North American community college guidelines. However, preliminary data points to a comparably lower rate than North America.

In recent years, the College has seen the average number of years it takes to graduate drop from more than four years to three years. Most programmes are designed to be completed over two years. This is a positive development and if this continues, the graduate rate will also rise.

The IR section is committed to producing accurate and timely data. By using such data efficiently, the College can not only meet its recruitment, retention, and graduation goals, but effectively improve its overall performance goals.

Plan

Unlock Your Potential

Potential Performance




A/a



Design





CREATING A SKILLED WORKFORCE for the PRESENT...and the FUTURE



Division of Arts and Science

Dean

Ms. Tammy Richardson

The Division of Arts & Science provides students with an exceptional foundation to study in a broad base of careers. The staff and faculty continuously support students by exposing them to relevant real-world scenarios and sharing their knowledge with not only students, but the wider community. Economics Lecturer, Craig Simmons, conducted workshops, media interviews and presented papers relevant to the impact of various issues on the local economy. He served as a member of the Blue Ribbon Panel on the proposed LF Wade International Airport; a panelist for the Parliamentary Joint Select Committee, and was interviewed by the Fiscal Responsibility Panel. He presented papers to The Seniors Learning Center, the Emancipation Committee forum, and Sandys Rotary Club. Chief Operating Officer with Hudson Structured Capital Management Ltd., Mr. Tim Tetlow, invited Mr. Simmons and his senior students to attend the Insurance Linked Securities Conference at Hamilton Princess. Mr. Simmons also presented a paper, "A Note on Pathways to Status: an Economic Perspective between Population and Economic Growth" to the Chamber of Commerce.

Two natural science courses, took advantage of the College's partnerships with Bermuda Aquarium Museum and The Bermuda Zoological Society to coordinate a snorkelling excursion for first-year Biology students. They were able to observe various life forms found in local waters. Environmental students, meantime, studying hydrosphere topics, participated in a Reef Watch survey in collaboration with Dr Alex Amat from the Bermuda Aquarium Museum and Zoo (BMAZ)

to help track the state of our reefs. The students learned how to identify families of fish as well as major types of corals on the reefs. Other partnerships in the course included Dolphin Quest and Land Rover Bar where students learned about the impact on oceans and the importance of sustainability in the use of them; and the National Trust for conservation projects at Paget Marsh. Field trips included a tour of the Material Recovery Facility, and planned participation in a national waste audit conducted by the Government in May. Other partnerships with industry allowed for job opportunities, including one for a first-year student with BE Solar. The partnership formed with Greenrock and the Young Reporter for the Environment programme in both lower and upper-level Earth and Environmental classes proved exciting.

This year Bermuda College was awarded internationally recognised "Green Flag" status as part of the Eco-Schools programme. The Fitness Challenge was held in the Fall and Spring semesters to raise awareness and encourage healthy living on campus. The Challenge involved not only weight loss objectives, but improved fitness generally, through a series of exercises. The Bermuda College Art Gallery (BCAG) under the direction of Dr. Edwin Smith and Mr. Michael Walsh continued to produce five quality exhibitions. Particularly captivating, was "Boundaries", a one-night exhibition of performance art put on by the Intermediate Sculpture class. Performance art features artists using their bodies as a medium to sculpt an experience for visitors. The students' pieces were genuinely engaging and provocative. The Department is extremely proud of the students who undertook this challenge and excelled. Four teams of design students participated in the Annual Sand Sculpting Competition, earning first place



Jill Dill (Public Relations, Projects Manager - Bermuda Tourism Authority)
'Class of 1982' • Art Certificate 1 year (Merit)

"I came to Bermuda College for one year and received my Art Certificate in 1982. I stayed here and worked for a couple of years, before going to Moore College of Art and Design in Philadelphia, to finish my undergraduate degree in Graphic Design. When I was at Bermuda College, Art History was one of my favourite classes. Diana Amos was my core instructor, and really helped and encouraged me to strive to do great work. This was the standard I took to Moore College.

After I left college, I worked as a Graphic Designer at Butterfield Bank, and then opened my own design studio, Dillwerx. I also worked for a while in hospitality and destination management, and am currently with the Bermuda Tourism Authority as the PR Projects Manager, managing international media. I also help create authentic experiences for overseas visitors.

Bermuda College provides an excellent academic foundation for those seeking further education after high school. The opportunity to study university level courses on the island is a cost benefit to students that should not be overlooked. Bermuda College is a worthy consideration when considering your higher education options."

in the group category and an honourable mention. An interdisciplinary dialogue between poets and painters was showcased in the art gallery in January. Writers from Dr. Sharon Virgil's English class submitted poems and short stories to the Colour and Composition class who were then challenged to respond to poems in an exploration of content traversing medium.

In the community, Art Lecturer Dr. Edwin Smith held an art exhibition in collaboration with his two sons at the Bermuda National Gallery. Dr Sharon Virgil attended the Conference on College Composition and Communication, and was able to attend a wide variety of workshops which focused on teaching composition and dual enrolment. Chair of the Mathematics Department, Dr. Ali Arouzi attended the 29th International Conference on Technology in Collegiate Mathematics, presenting on "Enrichment Activities on the Poincare Disk". His presentation emphasised utilising technology, resources and activities that can be integrated to enhance students' understanding of the Hyperbolic Plane.

Two faculty and one staff member participated in the Adopt-a-School Programme at Gilbert Institute. Mrs. Shirley Kelly and Ms. Toneka Hayward supported the primary school science curriculum through hands-on practical experiences in our Corange Science Centre with the P6 students, and provided professional develop-

ment support for Gilbert's classroom teachers. Mrs. Lynne Wade provided strategies for parents in incorporating math skills for everyday life.

The annual Corange Science week is supported by the partnership between Corange Limited and Bermuda College to promote science in Bermuda. Corange Science Week 2017 featured Bermudian scientist Mr. Tariq Smith who conducted a Master Class for approximately 100 senior school students where he discussed many of the water engineering research projects he has completed in countries such as Africa, Spain and the Caribbean. Mr. Smith also visited Gilbert Institute and Saltus School to inspire and expose students to various careers in Science. A public forum, "Water Engineering: Facing the Challenges of Water Management" was well attended by approximately 150 people. The Americas Cup Endeavour Programme also participated in Science week, exposing students to their interactive STEAM (Science, Technology, Engineering, Arts and Math) activities through the sailing curriculum. In addition, sailors from all four Americas Cup Teams demonstrated a grinder challenge for Middle School students. The 2017 Corange Scholarship recipient was Keirra Phillips who is pursuing a career in gynaecology.

CORANGE SCIENCE EVENTS 2017



Promoting Quality, Innovation, and Excellence in Nursing Education & Practice

Director of Nursing Education

Mrs. Kathy- Ann Swan, MA, BScN, Diploma RN

The 2016-17 reporting period heralded a celebration of excellence in nursing education as the Nursing Programme accomplished its vision of being recognised both locally and internationally for delivering high quality, innovative nursing education and promoting excellence in nursing practice.

The first nursing graduate of the College's Associate Degree in Science (Nursing), Ms. Josephine Bean, succeeded with the National Council Licensure Exam-RN (NCLEX-RN); the second nursing graduate, Ms DaShuntae Furbert, followed soon after. Both accomplishments were historic as it signalled international approval of the Nursing Programme's curriculum by both the Commission of Graduates of Foreign Nursing Schools (CGFNS) as well as New York's Department of Education. The Programme is indebted to Ms. Nadine Francis of Terra Law for her time and services to assist the nursing students with the process.

Despite this initial success, the site visit scheduled with the Accreditation Commission for Education in Nursing (ACEN) to seek full accreditation of the Programme, was postponed to allow more nursing graduates to write the NCLEX-RN; it was a difficult decision.

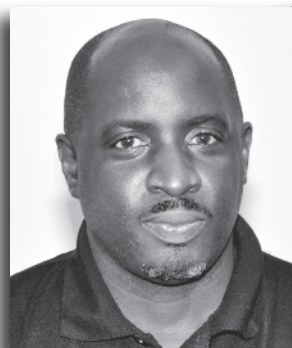
Collaboration with key community stakeholders is essential in the Nursing Programme's success. This year, the Bermuda Nursing Council, the Bermuda Nurses Association, the Bermuda Hospitals Board, the Department of Health, the Department of Corrections, and Westmeath Residential and Nursing Care Home, all re-committed their support to the vision of the programme. Applications and enrolment have increased, perhaps the most singular indicator that it is gaining acceptance in the local community. The Nursing Education team



Nursing Programme Students offering screening to our community.

remains committed to student retention and success and to advancing nursing education at the College. We acknowledge and commend the commitment of Mrs. Renee Faulcon, Ms. Lisa Blyden, Mrs. Deon Burrows, Mrs. Kirsten Chow, Mrs. Sonia Stowe, Mrs. Karen Raynor, Mrs. Maxine Simmons and Mrs. Tammoi Simmons. We are also indebted to the long list of preceptors who were gracious to share their time, experience and expertise with the nursing students.

Another major accomplishment in ensuring academic excellence for the Nursing Programme was the successful completion of the first phase of the Programme Review. The curriculum was revised based on best practices and was evidence-based. Again key stakeholders in nursing education collaborated and made significant progress in achieving this accomplishment



Thomas Christopher Famous (Plant Technician - Bermuda Electric Light Company)
 'Class of 1989' • Certificate in Automotive Mechanics

"When I came to Bermuda College, it was at the Roberts Avenue campus, and I was in the automotive programme. Some of my instructors that come to mind are (the late) Mr. John Carey, Dean of Technology and Mr. Terry Greene. They were a real inspiration and help to me during my time at the College teaching me technical drawing and metal work. Bermuda College really helped me be prepared for the world. I would have never worked at BELCO, if it wasn't for the College. They just didn't teach you the mechanics side, they also taught us the business side as well. Take advantage of Bermuda College. It provides great preparation for you to be able to go into your field of work."

and ensuring the College maintains a strong academic programme.

Each nursing cohort is required to attend a Professional Day. This year the theme was Cultural Awareness. Dr. Lynette Gibson, Ph. DRN, a Bermudian Nursing Associate Professor and Director of Research in Nursing at University of South Carolina Upstate, accepted the invitation to present to our students. Dr. Gibson not only presented but in a kind gesture offered to assist with the Nursing Programme which was gratefully accepted. In May, Bermuda College held the inaugural Nursing Pinning Ceremony at Coco Reef Hotel and Resort. The ceremony officially signifies the completion of nursing education and welcomes nursing graduates into the nursing profession. Guest speaker for the event was the newly crowned Nurse of The Year 2016, Mrs. Beverley Howell. Each graduate chose to be 'pinned' by someone who played a significant role in their educational journey. Candles were lit and the Nurses' Pledge recited.

Attainment of a Baccalaureate Degree in Nursing has always been identified as the 'next step' of the Nursing Pathways initiative. Two articulation agreements were signed for the Bachelors of Science in Nursing (BScN) with Walden University and Framington State University. Walden University's articulation agreement also offers a pathway to the Master of Science in Nursing.

In an effort to ensure nursing students perform safe and effective patient care, they are regularly exposed to clinical experiences to practice and gain essential clinical expertise, and hone technical and decision-making skills. Settings include the on-campus simulation laboratory, in local health care facilities, and at overseas partners, Temple University Hospital in Philadelphia, and SickKids, in Toronto, Canada.

Promotional undertakings include presentations to Parent Student Teacher Associations (PSTA) meetings at the primary, middle and high school levels, and free

community health screenings at health fairs and other events island-wide.

The second Annual Paediatric Health Fair in conjunction with Lahey Hospital and Medical Centre was staged in February. This was another community outreach aimed at increasing awareness of paediatric services available on the island, and providing health promotion to the paediatric population and their families. Over twenty organisations participated attracting a crowd of nearly one hundred.

Six nursing students were recipients of Work Force Development Nursing Scholarships. The Nursing Programme is indebted to them for the support and commitment to Bermuda's nursing students.

The accomplishments reported during this period demonstrate significant progress and achievement and much potential for continued alignment with the institutional mission.

Division of Business, Hospitality and Technical Education

Dean

Dr. Trescot Wilson

The Division of Business, Hospitality and Technical Education remains strong and active in providing opportunities for students to develop careers in the respective disciplines. Hence, faculty and staff are committed to making instruction current and relevant, using practical instructions, behaviour modification and internships.

The Department of Technical Education has diversified its offering by introducing the Applied Technology Certificate programme to provide students with technical fundamentals to pursue a professional career or



Dexter Smith (Editor, Royal Gazette)
Business Administration (Accounting Programme – 1 year)

"Attending Bermuda College was a good experience. Coming from Saltus at the time, it was good to be able to mingle with the opposite sex, although the co-ed model took a little getting used to. I was 18 or 19 at the time and lacked drive and focus, but it was an opportunity for me to catch myself, refocus and reconnect with my goals. In my second year, however, the College discontinued the Accounting programme. That affected me, but I was and had always been an avid reader. At the time, I answered a job advertisement for a sports reporter. My Communications class at BC helped and perked me up. I remember Mr. Khan who taught finance. My experience was a bit of a struggle at first, but pivotal in that it put me on a path that I've continued."

degree. Designed largely for students who require vocational and technical core subjects to be successful, this unique instruction allows students to complete core courses while exploring different technical disciplines in the process of enhancing math, science, communication, and computer skills. The pilot programme was launched Fall 2016, and was particularly attractive to senior high schools students, who could enter as dual enrolment students and then transition seamlessly to the College after completing high school. Students are able to select a technical concentration in the second year and continue to develop technical competencies to pursue apprenticeships in the workplace, or matriculate into four-year vocational technical training institutes. The department admitted 25 dual enrolled students in its initial launch.

The Technical Education Department accepted an invitation from Bermuda Motors General Manager, Kris King to host a five (5) day comprehensive training exercise at the Motor Vehicle Training Lab to gain a better understanding of the Kia brand and to upgrade the skills of technicians and apprentices. The international trainer covered a series of topics: theory, system diagnosis, diagnosis practice, repairs, reporting, and hybrid and electric vehicle technology. Upon completion, attendees received Kia Technicians Certification. Eight Bermuda College students were able to participate in the class which included trainees from the Cayman Islands, Barbados and Belize, twelve employees from Bermuda Motors and four employees from the Department of Works & Engineering.

The Computer Information Systems (CIS) Department represented Bermuda College at the Annual United Nations International Day of the Girl at the National Stadium in October. The mission was “to galvanize worldwide enthusiasm for goals to better girls’ lives, and to provide them with an opportunity to show leadership and reach their full potential.” Bermuda College was invited to host a station for IT programming. CIS Instructor Michael Simmons and CIS student Victoria Santos obliged, with Ms. Santos demonstrating her skills in Scratch Programming. She also shared her experience at the College and encouraged young women to enter the industry. Mr Simmons provided parents with detailed information on the essentials of the IT industry.

In Summer 2016, four interns from the CIS programme: Luis Correia, Steve Lawrence, Victoria Santos and Brandon Franke, represented Bermuda College at the Technology Leadership Forum (TLF). The forum was designed to prepare students for a career in Information Technology (IT) Industry by encouraging dialogue,

addressing challenges and proposing action steps, mentoring ICT students and young professionals, and serve as a networking group among peers.

Mr. Michael Simmons attended the “2016 Secure Bermuda” IT Security Conference at the Fairmount Hamilton Princess, and gained insight to the cybersecurity threats in healthcare, banking and finance, education, and retail. Strategies were also shared on the different ways to combat ransomware during a time of skills shortage, and trends in ransomware and malware.

During the Fall of 2016, IT students also attended the Information Systems Audit and Control Association (ISACA), Bermuda Chapter Conference, where cybersecurity was also the central theme.

The relationship between Bermuda College and Validus Re was strengthened during the Fall and Spring semesters, as Validus Re accepted three Bermuda College interns. Jameko Gomes was selected for the internship during Fall 2016, while Victoria Santos and Diogo Mota were both chosen for Spring 2017. This partnership has continued to develop over the last three years, and Validus Re has acknowledged the growth of students during the internship. A press conference was held to formalise and promote the benefits of partnering with industry.

Senior Lecturer Shawn DeShields earned a Research Award from the International Academy of Business and Public Administration Disciplines for co-authoring with Dr. David M. Baker and Dr. Festus Olorunniwo of Tennessee State University, an academic paper “Structural Relationships amongst Cruise Ship Services, Destination Experiences and Passenger Satisfaction,” at its Fall conference in New Orleans in October. The paper investigated the extent to which tourists are willing to travel around the world in search of satisfying and authentic experiences, and postulated that understanding cruise passengers’ experiences, tourism planners and marketers could be assisted by the research in formulating marketing strategies. The findings suggested that cruise companies would do well to focus on the quality of services and food offered on the ship, and that scheduled destinations should provide ample opportunities for passengers to relax.

A follow-up study conducted by Mr. DeShields and fellow College colleague, Mr. Cordell Riley, examined Bermuda-bound cruise ship passenger brand satisfaction levels by collecting customer loyalty data to determine the likelihood of using the same cruise company if a return trip was planned. The findings suggest

that this research can assist destination managers, local government, and policy makers to formulate private and public development and marketing strategies for repeat Bermuda cruise visits. During the period under review, Mr. Deshields authored other articles such as “Impacts of Technology on Learning Experiences at Bermuda College: Student Perception”.

Professor Ann Parsons from the Department of Business participated in the Certified Professional Accountants (CPA) Canada, Prerequisite Equivalency Mapping initiative to ensure that students who take Bermuda College credit level courses in accounting, finance, economics, statistics and business law will receive exemptions from CPA Canada. This ensures the CPA Atlantic Post-Secondary Institutions (PSIs) Equivalency Chart includes Bermuda College and lists 13 courses eligible for exemptions. Professor Parsons also provides invaluable assistance in garnering student internship and scholarship opportunities in the accounting industry, and securing full-time employment for graduates.

Science Week 2017 hosted approximately 475 students (300 middle school and 175 seniors) on campus in January with the Division providing interactive activities in the Information Technology, Motor Vehicle, HVAC and Culinary labs. An exhibit featured the Americas Cup

team captains demonstrating the techniques of sailing. Chef Teneika Eve again drew an appreciative audience using both her culinary skills for the live “Live, Love, Eat” presentation.

The fourth annual “Plates of Passion” event was a resounding success as the Bermuda Hospitality Institute, in collaboration with the Division of Business, Hospitality and Technical Education hosted the event in April 2016. The event grossed a substantial amount of money, and \$7,000 was donated towards the Hospitality Scholarship Fund.

The critical role that businesses play in attracting international companies and investors to Bermuda to create jobs and raise GDP, was brought to bear on students in the International Business class taught by Dr. Barbara O’Shaughnessy, as part of her guest lecture series. She featured Mr. Sean Moran, Mr. Kevin Richards and Ms. Rosemary James, managers from the Business Development Agency.

SCIENCE WEEK 2017



ENTREPRENEUR



Research

A careful study or a systematic study in order to establish facts or to discover new information.

Analysis

A process to examine something in detail in order to explain it as a basis of discussion or interpretation.

Ideas

Any thoughts, opinions, creation, suggestions or conception that is existing in the mind as to a possible cause of action.

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Professional and Career Education (PACE) Emergency Medical Technician (EMT) Graduates 2016

Division of Professional & Career Education

Director

Ms. Tawana Flood, MTA

The Division of Professional and Career Education (PACE) plays a critical role in the workforce, assisting learners to realise professional and career goals while keeping pace with a dynamic and growing global economy. The Division creates a base for true lifelong learning by providing professional and workforce development training, contract training, online bachelor and master's degree programmes, and accelerated professional review programmes. To ensure relevancy and financial viability, the programmes are developed with input from government, professional networks and major industries that drive Bermuda's economy. Moreover, instructors are qualified and accomplished professionals in the community who bring a passion for their subject areas in to the classroom.

The Division also extends opportunities through vital external partnerships with globally recognised institutions thus ensuring first-class instructional competency and internationally standardised curricula. It has recently begun a partnership with the American Hotel and Lodging Association, and has continued long-standing partnerships with City and Guilds, an internationally-recognised, leading organisation in vocational training.

During this reporting period, the PACE Director was invited, along with several other local workforce development stakeholders, to take part in a 10-day International Visitor Leadership Program (IVLP) project for Bermuda, entitled 'Workforce Development'. The

annual affair is facilitated by the IVLP on Demand Division of the U.S. Department of State Bureau of Educational and Cultural Affairs, in conjunction with the U.S. Consulate in Bermuda. The group travelled to four U.S. States, visiting seven U.S. cities and met with over fifty individuals to explore, compare and contrast workforce development issues. The recommendations emanating from the group's report will undoubtedly assist Bermuda in improving local workforce development policies and programmes. Bermuda College is expected to play an integral role in ensuring that Bermudians are equipped with the relevant skills required by business and Industry.

Twelve local Emergency Medical Technicians (EMTs), were recognised at Camden House earlier this Spring. The group made history as the first graduating cohort of the pilot programme of a partnership between the College, the Bermuda Hospitals Board, and the Bermuda Fire & Rescue Service. The local programme has been validated by the National Registry of Emergency Medical Technicians (NREMT), another first for Bermuda, and it was the first time that the Registry has been allowed to be used internationally. Three of the twelve new graduates have already sat and passed the NREMT exam; two of the graduates, have secured employment. It is the first of many health care courses on tap for the community as collaboration continues with the Bermuda Health Council, and the Bermuda Nursing and Medical Associations to offer continuing and professional development opportunities on island.

Two outstanding graduates of the Building Owners and Managers Institute (BOMI), Gordon Bowen and Tekle Ming were featured in the local media for successfully completing the programme after passing 8 exams with

impressive scores. Exceptional instruction by BOMI International award-winning instructor and Bermudian, Mr. Henry Ming came in for high praise.

In a strategic blend of industry, education, and workforce development, the Island's distinctive brand of intrinsic hospitality prepared to make a comeback as the Division partnered with the Bermuda Hospitality Institute, the Department of Workforce Development, the Restaurant Division of the Bermuda Chamber of Commerce and the Bermuda Tourism Authority to offer specialised training to potential local food and beverage servers. Accredited by the American Hotel and Lodging Association, this internationally-recognised training was customised to include theory, an internship, cultural communication, customer service and an open dining practical experience. Coco Reef Hotel and the Wahoo Restaurant are singularly acknowledged for hosting practical sessions at their establishments, with other restaurants indicating interest for later in 2017. Fourteen students completed the programme and five were immediately offered full-time employment. A similar programme in bartending also prepares students to work in the recovering hospitality industry. The students' end of semester exhibition held at Paradise Lounge was a resounding success with a full house of supports and recruiters from the hospitality industry. Training for Intervention Procedures (TIPS) training was recently added to benefit the students' experience. An appreciative surge in registrations was experienced, most notably the real estate and marine navigation courses, as Bermudians prepared for the hosting of the 35th Annual America's Cup.

The Division announced three new certifications in its leadership management suite of courses to provide local businesses with a new tier of business prowess and professionalism. Statistical data in the UK reveal that 93 percent of employers find staff perform better after achieving a professional qualification. Ten soldiers from the Bermuda Regiment enrolled in ILM Level 3 Certificate in Leadership and Management and another eight students enrolled from various government departments, including the Bermuda Post Office and the Bermuda Corrections Department.

The Mount Saint Vincent University Bachelor of Business Administration programme remains the most popular choice of Associate of Business graduates who want to complete baccalaureate degrees but who cannot leave the island for personal or professional reasons. In May 2016, six graduates celebrated completion of their degrees. In addition, two additional students completed the Master of Education in Special Education with certification and licensure as a result

of the partnership with Miami University Distance Education programmes.

This year the Division celebrated the largest cohort of 12 students in the University of West Indies (UWI) Postgraduate Diploma in Education programme providing teacher certification in various subjects. The face-to-face, online delivery system connects students from Mona, Western Jamaica, and various Caribbean islands, and works well for students who are not able to leave the island to complete their educational requirements.

The Division plays an integral role in preparing high school students for the workforce. More than 200 students from the public senior high schools completed the City and Guilds (C&G) Entry Level Introductory Award in Employability Skills. The courses were offered in partnership with the Ministry of Education's Career Pathways team and covered attitudes for work, career planning, safety standards in the workplace, proper usage of business protocols and more.

The Division also partnered with the Department of Workforce Development to offer training and re-certification for over 100 local electricians; and with the Department of Works and Engineering and the Division of Business, Hospitality and Technical Education to offer the Certificate in Basic Carpentry for its employees.

The Division is very much aware of the importance of continuous engagement to enhance the effectiveness of learning and retention. This year PACE partnered with the Atlantic School of Business, Halifax to host an alumni reception for Streetwise MBA alumni and prospective students. The 2016 Streetwise graduates were also recognised for their achievements during an Entrepreneurship Week event held at the residence of the US Consulate. The local ACCA chapter partnered with the Division to host a networking reception at the Royal Dingy Yacht Club to encourage relationship building with professional accountants. Students were able to secure tutors and mentors as result. It is hoped that such networking opportunities can be expanded for other programme students.

Finally, the PACE Division hosted its tenth Annual Awards Celebration in December at the Fairmont Hamilton Princess. Employers, family and friends applauded 198 students who received their respective international qualifications, and workforce or professional development certificates.

CREATING ACCESS

Bermuda College Library

Director

Mr. Robert Masters, MLIS

The mission of the Bermuda College Library is to successfully facilitate and support the learning and teaching objectives of students and faculty. The library brings together exceptional resources, services, programmes and comfortable spaces to support both student success and excellent instruction in accordance with Bermuda College core values.

The Library and Friends of the College Library (FOCL) hosted an evening presentation and book-signing by Dr. Edwin Smith in April 2016. More than 40 persons attended as Dr. Smith explored various influences on his recent artwork introduced in his new book.

Bermuda College officially launched the promotional video on the Brian Burland Centre for Research in February 2017. A number of dignitaries and Government officials attended, including The Hon. Sylvan Richards, JP, MP, Minister of Social Development and Sports. Ms. Lee-Ann Liles and Dr. Angela Barry spoke on behalf of the Centre, providing insight into the production of the video and thanking those who participated. It is hoped that this video will attract graduate students or researchers to the wealth of information on Brian Burland that is housed in the Centre for Research.

A transfer of Boston University's Burland papers and manuscripts to Bermuda College was contracted with the approval of its President, Dr. Robert Brown. This will create a valuable, new addition to the Brian Burland Centre for Research. The Boston University collection is comprised of the 'missing parts' of Brian Burland's manuscripts and published and unpublished novels. The arrival of the collection of 22 boxes is expected in April 2017.

Flipster is the newest Ebsco database available to students and the campus with a subscription of forty general interest magazines, accessible from any smart device with a library membership. To date, there has been a good deal of interest in the new database with some patrons requesting assistance in navigating Flipster.

This year, there was emphasis placed on making the community more aware of the College Library's unique resources. Invitations were sent to the senior public high schools, the private schools, the Seniors Learning Centre and the entire campus community. The Bermuda High School for Girls and Warwick Academy responded with interest, requesting library instruction for International Baccalaureate (Year 11) students focusing on special topics for their final assignments. In total, 85 IB students attended library instruction sessions this year. At the end of the instruction session, Recruitment Officer Thaaao Dill spoke to the students about the benefits of attending Bermuda College.

Centre for Human Resources and Development

Director

Ms. Lorrita J. Tucker, A. CInst. L.Ex

The Centre for Human Resource and Development (HRD) has responsibility for the management and support of all human resources and training functions at Bermuda College. Most significant this year was the conversion to a new software system to allow payroll, vacation, new hires, departures, and retirements records to be centralized.

We must learn new things because the world is changing at rapid speed. Technology, international migration,



Larry Mussenden (Director of Public Prosecutions, Department of Public Prosecutions)

'Class of 1982' • Diploma in Data Processing

"I started Bermuda College with the Police Cadet programme, completing 2 years in the Data Processing programme. After I finished, it provided me a year of credits when I went off to Acadia University. The College and the Police Cadets were the starting point for me as I started looking at career paths. Mr. Jansheed Kham, was one of the computer and math teachers that really helped me at my time at the College. The class size at the time was pretty small, about ten people in the class, so this really helped with getting the most from the lecturer. He was able to give us one-on-one attention. Bermuda College is a great place for students to adjust to the transition from high school to college before they leave the island to go to university. It also helps with the financial side of saving for college."

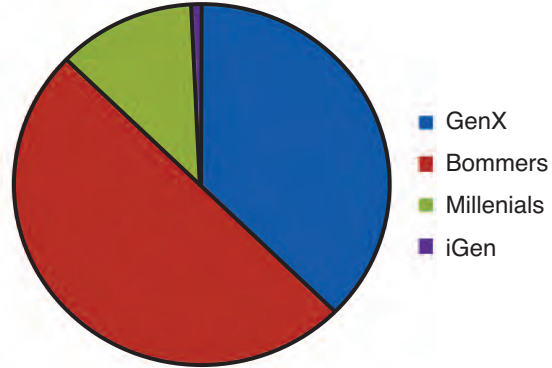
and rapid global transportation have changed what we do, how we are doing it, and with whom we are doing it.

As a tertiary institution, acquiring academic intelligence is paramount. However, the world’s intelligence landscape is dynamic, and demands that other types of intelligence such as Emotional Intelligence (EQ), Cultural Intelligence (CQ), and Symbiotic Intelligence (SYM-Q) are also considered in addition to Academic Intelligence (IQ). Thus, the Office of Training and Development sought to meet training needs in each of these areas – IQ, EQ, CQ, and SYM-Q during this reporting period.

Workshops were held for support staff on the topic of Emotional and Cultural Intelligences. Support staff learned about the similarities among these types of intelligence, and were engaged in activities to help them become more self-aware and self-regulating. By doing so, the best can be derived from personal development and interpersonal relationships - at home and at work. Meantime, a Lunch and Learn Session was hosted for members of faculty and faculty-tutors. “Developing Student Metacognition: The Role of the Community College” explored ways to promote and develop student metacognition (the set of skills or tools a student has that can be drawn upon to learn new things) in the classroom. In this session, intelligence theory was, again, shared.

As a cross-generational and cross-cultural workplace, Bermuda College employees engaged in various discussions on job identity factors such as role discretion, role novelty, role conflict, and role quality. The goal was to probe the impact that these factors have in our workplace and in working relationships between departments and individuals.

Workshops helped employees first to understand and then to accommodate varying perspectives, ways of doing business, and interaction patterns.



Snapshot of Bermuda College in November 2015 Intergenerational Workplace • Ages 22-65

In March 2017, the Professional Development bursary of \$50,000.00 funded 31 applications (1 online, 12 local, and 18 overseas). Twelve members of faculty and faculty-tutors attended professional conferences in their respective disciplines. Seven support staff members travelled abroad to attend professional conferences, while eleven attended sessions on-island, on-campus, or online.

The Office of Training & Development supported the Faculty Association’s roll-out of Faculty Professional Development Day in Fall 2016 by using customised videotaped vignettes on Peer Coaching. The session was presented by using cooperative learning strategies and the videotapes modeled the coaching methodologies that were being suggested. Later in the year, the HRD training effort also expanded to address the needs of those who were identified for the College Succession Plan. Decision-making was explored through the use of the EPISTLE™ decision-making model and incorporated two interpersonal components; emotional intelligence and cultural intelligence. Participants were also encouraged to survey various leadership styles – Machiavellian, Trait Theory, Situational Leadership, Theory X/Theory Y, and Servant Leadership. The overview helped candidates formulate strategies for their



Shawn Ming (Culinary Instructor, Bermuda College)
 ‘Class of 1986’ • Diploma in Arts and Science

“I came to Bermuda College 1984, and started the Diploma in Arts and Science. My father, Mr. Fred Ming had a catering business at the time, and every afternoon after school my brothers and I would help him make sandwiches. My real interest was in Biology. Dr. Michael Bradshaw was my main Biology professor, and he really got me interested in science. I went to Acadia University and received my undergraduate degree in Biology. My father noticed that I enjoyed cooking and I decided to enrol in the Culinary Institute of America. After I graduated from there, I came back to Bermuda and applied for a lecturer position in the Hospitality Division at Bermuda College. One of my highlights was being able to work alongside my father at the College for four years until he retired.

Bermuda College is a great stepping stone for students coming from high school. It gives them a chance to find themselves and it also prepares them very well for overseas studies.”

own leadership aspirations for the future. The Leadership Development focus ended with a three-day exploration of Transformational Leadership and the measurement tools that support it. The Transformational Leadership sessions were facilitated an external consultant. Succession Plan candidates also took advantage of on-island sessions conducted by a management consulting firm.

The Centre for HRD led several initiatives designed to reinforce the College's Core Values – Commitment to Employees, Respect, Recognition, and Being Valued, and Quality Teaching. The founding of the Bermuda College Support Staff Association (BC-SSA) gave one voice to the support staff, served as a clearinghouse for information, and provided an avenue for year-long community service. The most significant undertaking in this regard, was the Adopt-A-School Initiative at Gilbert Institute, an elementary school adjacent to Bermuda College. Recognising the potential for these students to become either dual enrollment students or college freshmen, the BC-SSA extended a hand of friendship across the boundary to share teaching and learning resources. Interest in the initiative on campus grew to include faculty members and tutors, who assisted by offering hands-on science instruction for students, professional development sessions for teachers, and learning tips for parents.

The BC-SSA also sought to recognise those non-teaching employees and departments who work toward the mission of student success. Commencement 2017 saw the debut of support staff wearing coloured stoles to represent departmental affiliation in honour of the achievement of the graduates. It was a colourful procession, and indicated, at-a-glance, the various support functions that contribute to student success. This initiative was a collaborative effort that reinforced the Centre's role in employee recognition. Other activities to promote recognition and camaraderie was the quarterly barbeques and Friday afternoon socials.

The Centre for Human Resources and Development once again solicited nominations for the annual Out-

standing Employee of the Year. The winner is traditionally acknowledged by the President at an Awards Luncheon in January, provided a letter of commendation, a gift certificate, public recognition in the newspaper, and carries the ceremonial Mace during the Commencement ceremony. This year, the Centre re-introduced the Annual Awards Dinner, a more formal gala to fête the awardees.

2016-17 NOMINEES INCLUDED:

- Lauren Alleyne - *Human Resources Officer*
- Michael Brangman - *Facilities Maintenance Technician*
- Jamel Darrell - *Security Officer/AV Technician*
- Mary Jane Filson - *Web Data Analyst*
- Karmeta Hendrickson - *Assistant Director Information Technology*
- Lee-Ann Liles - *Reference, Bibliographic and Instruction Librarian*
- Theresa Miller - *Records Administrator, PACE*
- Ben Nwasike - *Director of Information Technology*
- Nikkita Scott - *Director of Counseling and Career Centre*
- Jalinta Smith - *Test Centre Administrator*
- Lorrita Tucker - *Director of Human Resources and Development*

2016-17 Employee of the Year

Mr. Michael Brangman

LONG-SERVICE AWARDS

Five Years

Mr. Trevor Blackwood

Ten Years

- Ms. Teneika Eve
- Ms. Dana Lightbourne
- Ms. Ru-Zelda Severin
- Mrs. Ahisha Francis
- Ms. Takia Martin

Fifteen Years

- Ms. Leonie Dill
- Ms. Gina Lowe
- Mrs. Renika Stowe
- Ms. Tiara Symonds
- Mrs. Evelyn James-Barnett
- Mr. Troy Lowe
- Mrs. Sherlyn Swan-Caisey
- Ms. Lorrita Tucker

Twenty Years

- Dr. Ali Arouzi
- Dr. Jeremiah Faries
- Dr. Sharon Virgil
- Mrs. Dawn Darrell
- Dr. Lisa Osborne



Stan Douglas (Building Supervisor at Washington Properties Ltd., Building Supervisor at Washington Properties Ltd.)
 'Class of 1971' • Diploma in Accounting

"When I started Bermuda College, I was at the old Roberts Avenue campus, and interested in accounting at the time. The skills and the platform that it gave me, doing college level management, economics, alongside my accounting course, gave us a leg up on the average person. After doing the CGA programme I worked in one of the companies in Hamilton. I then left and started to work in the hotel industry at the Marriot Hotel and this is where I really started to blossom. The lesson that I learnt from the College and from my experience in the working world really prepared me for success. Bermuda College is a great place to start your career and prepare you for working in the field of your choice."

Twenty-Five Years

Mr. Delroi Flood

Mr. Keith Philpott

Thirty Years

Mr. Michael Brangman

Retirees

Mr. Stephen Dyer

Dr. Angela Barry

Mr. Michael Brangman

Communications

Director

Mrs. Evelyn James Barnett, MA

The Communications Office ensures that the combined communication functions of recruitment, marketing, advertising and public relations inform potential and current students, employees, external stakeholders and the general public of the college’s vision, mission, programmes, services and events. It also solicits information from its various constituents on the efficacy of its communication vehicles in promoting the academic and professional needs of the community it serves.

Community engagement featured prominently for the College during this reporting period. Several initiatives underscored the desire for the College to assume more of a prominent presence in its community, and in other than academic contexts. The male-centred Registered Student Organisation, MenSpeak, participated in the annual End-to-End charitable race; employees and students signed on for the Bermuda Heroes Weekend event with Bermuda College sponsoring T-shirts for all volunteers; and in October, the College partnered with the Ministry of Education and principals of the Fifth International Colloquium on Black Males in Education forum to host a round-table

discussion on the theme, “Educational Transitions and Life Trajectories: Bridging Pathways to Success for Black Males”. The College also sponsored local senior high school and Bermuda College students and their overseas counterparts for engaging dialogue on campus. The third and final phase of the Because You’re Worth It (BYWI) campaign entered its public phase in local theatres and on local TV. It continued the underlying theme of accentuating personal employee commitment to student success. Bermuda College President, Dr. Duranda Greene, addressed members of the Hamilton Rotary Club and the English Speaking Union on the benefits and merits of a Bermuda College education.

Building on the success of its pilot webinar information sessions in the previous year, the Communications Office introduced live video streaming on the Bernews FB page for three of its community events, again allowing free public access to topics of community interest through the convenience of technology. Although all events were well attended, video livestreaming capitalised on the College’s reach potential. The Corange Science Week public forum, featuring Tarik Smith and his presentation on Water Engineering garnered 1,069 viewed and reached 3,815 people; the BC Journal, “Voices in Education” forum series featuring Dr. Llewellyn Simmons’ and Dr. Sharon Speir’s dual-presentation of a new pedagogical model of learning for pre- and primary school-aged children garnered 1,408 views and reached 3,989 people; and the College Spring 2017 Lecture Series featuring Celebrity Chefs Marcus Samuelsson, Dennis McIntosh, and Keith DeShields garnered 2,499 views and reached 8,180 people.

The cost-value comparison of a BC education to overseas institutions is a message that continues to resonate with parents of students in the senior schools as they prepare to consider the significant financial outlay for tertiary education. The tremendous savings



Cordell Riley (Institutional Research and Planning Coordinator – Bermuda College
 Managing Director, Profiles of Bermuda)
 ‘Class of 1982’ • Associates Diploma in Hotel Administration (University Transfer)

“I was in the University Transfer programme, after I received my Associates Diploma in Hotel Administration in 1982. I transferred to the University of New Haven, with the credits that I had earned, and was there for two years before attaining my undergraduate degree cum laude in Hotel Management. I returned to Bermuda and worked at the Southampton Princess hotel before commencing graduate studies in Tourism and Marketing at the University of Surrey, graduating in 1986.

I remember Ms. Patricia Robinson, who was very encouraging and high on education at the College. When I was the president of the Campus Association, Dr. Hallett gave me a lot support as well, as did Dan Marshall, a lecturer in the Hospitality Department. We still communicate on social media.

You get a quality education at Bermuda College, and you can transfer your credits overseas. With the articulation agreements the College has with other higher ed institutions, you can easily chart your academic direction. Bermuda College also gives the students the experience of college life before going away; and it prepares them very well for higher learning.”

realised is uniquely useful for those parents who are increasingly considering the popular dual enrolment option.

Aggressive recruitment efforts in partnership with the Dean of Business, Hospitality and Technical Education yielded new markets and Fall 2016 marked the start for a new cohort of dual enrolment student. 20 technically minded high school students were able to get access to tertiary experience and achievement through the Certificate in Applied Technology programme. In another new recruitment initiative, early registration was granted to 42 public high school students, based on pre-determined academic eligibility and pre-existing exam results. These students were identified by their high school counsellors, and were scheduled for college classes months before graduating from high school.

The Recruitment Officer developed and managed a new BC Social Media Plan and associated activity through a designated student employee. Postings became normalised on the College's major social media platforms, resulting in hundreds of aggregate posts.

The partnership with the Workforce Development Department continues to develop with now weekly correspondence to facilitate those clients seeking to continue further or higher education pursuits.

Eleven campus tours were conducted during this reporting period, showcasing the campus facilities and offerings to the entire range of Bermuda's student population. Bermuda College was also regularly represented at school career days and fairs.

The Communications Team also introduced mobile recruitment stations in the City of Hamilton to carry the BC message beyond traditional locations and traditional students. The Washington Mall proved an ideal locale to connect with the working community once a month from 12 – 4 p.m. The Recruitment Officer, Marketing Assistant and an occasional representative

from the College were able to engage in meaningful exchange and establish solid contacts which have yielded enrolled students. In the eight months of this new recruitment tool, approximately 1 in 5 persons were converted into either a registered or enrolled student.

As part of its commitment to enhance the student experience on campus, two new gaming stations were purchased and installed in Student Hall and an assortment of popular games purchased to expand recreational options for the student body.

Communications Team members participated in several webinars to stay current with community college marketing trends and best practice. These included, "The Best (and Worst) of Student Recruitment Experience" which engendered inter-departmental discussion; "Working with Faculty and Others to Recruit and Retain Students"; and "Breaking Down Organisational Silos". The Communications Director attended the National Council on Marketing and Public Relations annual conference in Charleston, South Carolina in March.

There were 97 positive stories about Bermuda College published or aired through various media channels, including the daily newspaper, online news media, livestreaming and social media.

Facilities Management & Security

Director

Mr. Oliver Pitcher, FMA and Security

The Facilities Management Department is responsible for the overall maintenance of the various facilities and ground of the College campus, including painting, electrical, plumbing, air-conditioning and refrigeration maintenance contracts, and the monthly elevator service, a physical security presence on campus and the mail system.



Carlton Crockwell (Chief Operating Officer (COO) - Bermuda Security Group)
 'Fall 2002 - Spring 2004' • Associate of Applied Science (Business Administration)

"I actually came to Bermuda College twice; the first time at the Roberts Avenue campus, then fifteen years later I came back to the College a second time at the Stonington campus. This time I was much older than most of the kids in class, so they started to call me Uncle Carlton. This is where I met Dr. Wilson who, along with my wife, was a big help to me. Craig Simons was another lecturer that really helped with undertaking my graduate (Masters) degree at the University of Liverpool. All of my hard work has paid off because I'm about to graduate with my Masters. The College has helped me as an older student to fulfil my dreams and to continue my education. It's a great place for all ages to come and learn, and succeed."

During the 2016-2017 reporting period, several classrooms and offices, portions of the lower roof of Brock Hall, and all campus parking bays were re-painted. North Hall was fumigated.

The transformers serving the Coco Reef Resort and Hotel, the guest bedroom blocks and the chiller plant were upgraded.

The College experienced water intrusion in several buildings, damage to some of the exhaust fans, roof damage at Tech Hall along with damage to the camera dome system in North Hall, as a result of Hurricane Nicole in the Fall. In addition, electronic equipment, such as external card readers, WiFi equipment and closed-circuit television cameras were damaged and the Chiller Plant well pump at Coco Reef needed repair. The total claim for damages was \$92,711.95.

The Department of Health and the Tobacco Control Act (2016), identified Bermuda College as a smoke-free institution, along with all public education facilities. This means that smoking is prohibited anywhere on campus, including campus grounds, in buildings (bathrooms, offices, stairwells, etc.), and former designated smoking areas. As a result, the four ashtrays that were located around campus as smoking-designated areas, were removed.

Michael Brangman, who served as the College carpenter for 31 years, was voted as the Employee of the Year. He retired at the end of January.

Information Technology Services (ITS)

Director

Mr. Ben Nwasike, MA

Information Technology Services (ITS) oversees the administration of computing service at Bermuda

College. Those services include, but are not limited to, the acquisition and management infrastructure, the management and provision of helpdesk services, installation and maintenance of desktops, laptops, Enterprise Resource Planning (ERP) applications, and user training. ITS also maintains the e-mail system, campus collaborative portal and websites as well as the learning management system (LMS), Moodle, and printing services. Support for the College's computer labs and audio/visual services also fall under this remit.

A Request for Proposal (RFP) for IT Helpdesk and infrastructure support was issued when the existing contract expired. Out of five local vendors that responded, three were invited to make a presentation to a selection committee that evaluated presentation, technical experience, cost of engagement, and support service differentiation. Applied Computer Technologies (ACT) was selected as the new Bermuda College technical partner. In addition to supporting the IT infrastructure, ACT will provide adequate resources for the Helpdesk and mentor Bermuda College Helpdesk students.

The first phase of the student-centred Bermuda College mobile app was implemented and released for easy download to end users' mobile devices. Features include the student schedule, account information, online payment, student grades, class roster, bus schedule, announcements, assignments and class discussions in their learning management system (LMS) class site. When fully implemented (Summer 2017), the mobile app is expected to contribute greatly to student engagement and facilitate access to information for students and faculty.

The Department engaged in a critical review of its current processes and practices and their consequent alignment with the overall mission and vision of the College. Key factors deemed to have an impact on the level of service, emerged. These included, but were not limited to infrastructure upgrade, internal communication and information sharing, user experience



Shawnette Griffin (Vice President, Consumer Credit, Butterfield Bank)

'Class of 2006' • Associate in Business Administration

'Class of 2009' • Bachelor of Business Administration, Mount Saint Vincent University

"I wasn't a full-time student when I came to the College. I was a working adult with a family and took most of my classes at night. The teachers and staff helped a lot as I continued to pursue my undergraduate degree. Some of the professors and staff that come to mind are Dr. Ameenah Ahad, who assisted with getting me into the MSVU programme, and always encouraged me to keep pushing forward. Dr. Wilson was also a big supporter, and pushed me to finish as well. When I completed the associate degree programme, I had already been enrolled into MSVU. Then (Dr. Wilson) started talking to me about getting my graduate degree. Even up until today, he still checks on me to see how I am doing... and jokes about me getting my doctorate! I would tell any student, 'What you put in, is what you will get back'. Also, if the teachers see that you are serious about what you want to do, they will provide as much help as you need to ensure your success."

(focusing on accessibility and user empowerment), staff training (using just-in-time and knowledge-based methodologies), the review of IT policy and security controls currently in place.

The Department partnered with the Division of Business, Hospitality and Technical Education to transform an old classroom in the Technical Education Centre in to an “active learning” classroom, equipped with new furniture, computers and an interactive display system, Aquos Board. Compared to traditional boards, the Aquos Board is portable and enables impactful communication and presentation displays that are particularly effective in educational settings. It is hoped that, as more faculty are exposed to the technology, more classrooms will be similarly upgraded.

For several years, the usernames for students were based on their assigned six-digit unique numbers. However, with the implementation of the new Student Information System (SIS) in 2015, it became necessary to adopt a new naming convention that concatenates students’ first and surnames with a dot in between. This change has eliminated several issues in the new SIS, as well as simplified the recognition of a student to their username.

A decision was made to re-build the College website with capabilities based on open-source technology. Subsequent to website training overseas, Web and Data Analyst, Mrs. MJ Filson, was able to rebuild the College website based entirely on a free open-source technology. The website is now no longer intertwined with a vendor’s distinctive technology and licensing. Also, as a result of the rebuild, ITS can now collaborate with other BC stakeholders, including students, to transform the website into a more vibrant and user-friendly space.

In December 2016, at the end of the Fall examination period, the College experienced an unprecedented,

unscheduled system downtime which resulted in the network being inaccessible for approximately two weeks. Although no data was lost and services were eventually restored, the seriousness of this incident was sobering. The cause was later attributed to the application of a software patch which resulted in the corruption of a critical configuration data. Stringent measures have since been implemented to avoid a similar occurrence in the future.

The existing external firewall system, which protects the internal network from inbound traffics, was no longer meeting the needs of the College due to increased services and internal user activities. As a result of the performance degradation, a more robust and extensible system was implemented. Similarly, a new IT Helpdesk system was implemented to improve Helpdesk ticketing and IT inventory. New software, Lansweeper, was acquired and successfully implemented to assist with Helpdesk troubleshooting. More importantly, the software provides scanning and tracking features for all hardware and software on the BC network. Another amenity for future consideration is software deployment to any BC network attached device. Additionally, Lansweeper offers a knowledge base to allow the campus community the ability to access solutions to technical issues that will help to resolve re-occurring problems. The goal is to empower users, reduce helpdesk calls, and ultimately improve the quality of service.

In conclusion, with the impending upgrade to the core infrastructure and other planned application-based enhancements scheduled for the new fiscal year, the department expects the overall user experience at Bermuda College to be significantly improved.



Scott Roberts (Police Constable, Bermuda Police Service)
 ‘Class of 2007’ • Associates of Applied Science Motor Vehicle Technology

“I started Bermuda College in 2004 in the Liberal Arts Programme, a year into it, after speaking with Mr. Ellsworth Lovell, I decided to join the Motor Vehicle Technology programme. I found out that I had a fondness for cars and for fixing them, and it was the practical experience at the College, working on cars that got me started with the Bermuda Police Service. After I had finished my second year in the automotive programme I interned at the police garage, and that led to me applying full-time to the police service.

Mr Lovell and Mr. Cannoth Roberts where both very influential. Mr. Roberts was my advisor and my father. So the support I received from both really played a part in my success at the College and beyond.

If I could say anything to a student considering the College, it would be that there are no excuses ... You can work, still go to classes and get your degree; and the faculty and staff, are there to help, from beginning to end. “



#BYWI
"BECAUSE YOU'RE WORTH IT"

#BYWI

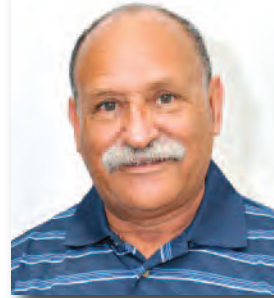
"BECAUSE YOU'RE WORTH IT"



LEE-ANN LILES
Research & Instructional Librarian

"My job is to assist with library research at the Bermuda College Library. No matter what your research needs are, I will make myself available daily, after hours and even on weekends, if it helps you to get ahead. Whenever you need assistance with library research, I am available by phone, email or just walk-in..."

"BECAUSE YOU'RE WORTH IT"



CANNOTH ROBERTS
HVAC Instructor

"When I see my students whom I've taught at Bermuda College working in the HVAC industry that's what makes it worth it..."

"BECAUSE YOU'RE WORTH IT"



LEONIE DILL
Bookstore & Purchasing Assistant

"Your energy and spirit moves me to create a meaningful atmosphere in the bookstore where you can come and be recharged and refreshed..."

"BECAUSE YOU'RE WORTH IT"



DR. JEREMIAH FARIES
Psychology Professor

"My subject – Psychology – is one of the most popular for BC students, which means my freshman class sizes are normally around 50 or more per section. It takes hours and hours to read your assignments and incorporate your ideas

and questions into our class discussions. This helps to ensure a meaningful dialogue with you to get a genuine understanding of how you're thinking about the material and – more importantly – how I can help you to make these theories and concepts more understandable and memorable. Frankly, I wouldn't have it any other way..."

"BECAUSE YOU'RE WORTH IT"



AMY HARVEY
Earth & Environmental Science Senior Lecturer

"Every year, I take you snorkeling to investigate impacts on our coral reefs from climate change and ocean acidification. This is often a first experience of life below the surface for many of you. I push you past your comfort level to connect you with a world you may never have experienced..."

"BECAUSE YOU'RE WORTH IT"



BEN IKE NWASIKE
Director, Information Technology Services

Every day that I see you around the campus rushing from classroom to classroom, or completing assignments in computer labs or just chatting with friends in the courtyard, I am reminded that you are the reason we are all here. This realization has shaped the way that I fulfill my duties to ensure that you have access to the best technology that enhances your learning experience at Bermuda College..."

"BECAUSE YOU'RE WORTH IT"



DENISE SIMONS
English/Faculty Tutor

"You inspire me to come to work because I enjoy watching you improve academically as the semester progresses. I thoroughly enjoy assisting you and encouraging you to improve your work ethic. I celebrate with you when you return with an improved grade on your paper or in your respective class. Investing in you and observing you improve motivates me to do what I do everyday."

"BECAUSE YOU'RE WORTH IT"



MARCUS NICHOLSON
Lab Technician

"As a Lab Technician I assist the science lecturers, to make sure the laboratories are appropriately equipped and prepared. I help you to understand the importance of health and safety, as well as providing you with assistance; allowing you to get the best from your experiments. Every time I assist one of you I look for innovative ways to improve the advice I give to others."

"BECAUSE YOU'RE WORTH IT"



MICHAEL WALSH
Arts Lecturer

"To be an artist you need the courage to validate your perspective and the empathy to validate the perspectives of others. It's not an easy equation to balance, but I'm here to help..."

"BECAUSE YOU'RE WORTH IT"

Associate of Arts

(Art and Design)
(Arts)
(Arts and Science)
(Business Administration)
(Human Services)

Associate of Science

(Actuarial Science)
(Computer Information Systems)
(Education)
(Science)
(Nursing)

Associate of Applied Science

(Business Administration)
(Culinary Arts)
(Heating Ventilation & Air Conditioning)
(Hospitality Management)
(Human Services)
(Motor Vehicle Technology)
(Plumbing Technology)

Certificate Programmes

Accounting Technician
Applied Science Technology
Electrical Wiring Technology
Heating, Ventilation and Air Conditioning
Technology
Motor Vehicle Technology
Plumbing Technology

Diploma Programmes

Computer Network Administration
Computer Network Technology
Culinary Arts
Food & Beverage Management
Heating, Ventilation & Air Conditioning
Technology
Hospitality Management
Motor Vehicle Technology
Plumbing Technology

COMMUNITY ACCESS PROGRAMMES

BC On-line (Distance Education courses)
Culinary Education at Department of Corrections
Dual Enrolment Programme (High Schools)

EXTERNAL PROGRAMMES

Georgia State University
Bachelor of Business Administration
(Finance and/or Risk Management and Insurance)

Miami University, Ohio
M.Ed. Special Education Online Hybrid (SEOH)

Mount Saint Vincent University
Bachelor of Arts (Child & Youth Study)

Mount Saint Vincent University
Bachelor of Business Administration

The University of the West Indies
Postgraduate Diploma in Education
(Mathematics)

THE DIVISION OF PROFESSIONAL AND CAREER EDUCATION (NON-CREDIT COURSES)

ACCA	Association of Chartered Certified Accountants
AMA	American Management Association
BOMI	Building Owners and Managers Institute
CPA	Certified Public Accountant (USA)
CPA	Chartered Professional Accountant (CANADA)
CILEX CITY & GUILDS	Institute of Legal Executives
ICDL	International Qualifications
ILM	International Computer Drivers License
NCCAP	Institute of Leadership & Management Activity Professionals
CISCO	National Certification Council for CISCO Networking Academy
RCA	Bermuda Compliance Certification
SCMA	Supply Chain Management Association

WORKFORCE DEVELOPMENT CERTIFICATES

TRAINING AND DEVELOPMENT COURSES



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