

The University of Papua New Guinea



SCHOOL OF HUMANITIES
AND SOCIAL SCIENCES

ANNUAL
REPORT
2022



The University of Papua New Guinea



School of Humanities and Social Sciences

Annual Report 2022

UPNG

**The Innovative Global University of Papua New Guinea
and the Pacific Region**



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CONTENTS

1	Inspirational Report from the Executive Dean	03
2	Introduction	05
3	The Academic Structure of the School of Humanities and Social Sciences	06
	3.1 Strands within the School	06
	3.2 Organisational structure of SHSS administration	08
	3.3 School Committees	08
	3.4 Brief background of the School	09
	3.4.1 Staffing and staff movements	09
	3.5 Student Enrolment	12
	3.6 Student attrition for 2021 & 2022	13
	3.7 Student average performance (2021, 2022)	14
	3.8 Graduates (2021 - 2022) – BA, BAH, MA, PhD	15
4	Strategic Focus	15
	4.1 Research Publications and conferences	15
	4.2 The Approved Research and Conference Grants for the School	17
	4.3 SHSS Weekly John Waiko – Otto Nekitel Seminar Series	17
5	Open College	18
	5.1 Courses and enrolments for SHSS at Open College	18
	5.2 Enrolments for 2021 and 2022	18
6	Progress, Challenges, and New Initiatives	19
	6.1 Existing Challenges	19
	6.2 Achievements	21
	6.3 New Initiatives	21
7	Financial Report	21
	7.1 Expenditure Budget	21
	7.2 Revenue - Open College for 2022	23



Professor Leo Marai

1. Inspirational Report from the Executive Dean, Professor Leo Marai

It is with gratitude and excitement that I am presenting my first Annual Report for the School of Humanities & Social Sciences (SHSS) in 2022. It is also the first development message since the School began implementing our Strategic Operational Plan, 2022, and I so as appointed as the Executive Dean in 2021.

The Development Initiative and Report have been hibernating in the walls of our School for quite some time. These initiative and report are derived from new strategic initiative undertaken by the University Interim Council Goals and KPI's that have been approved for implementation.

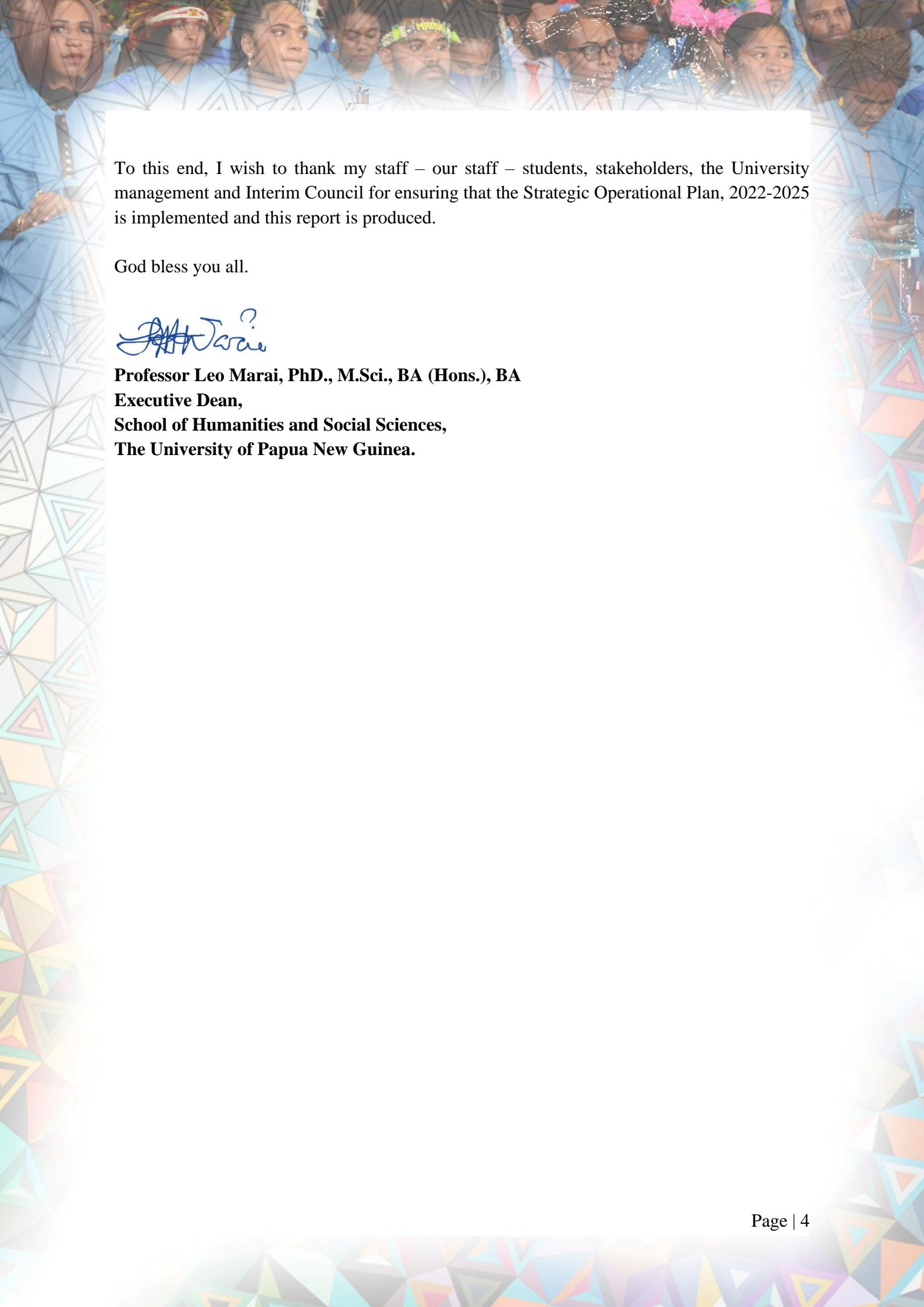
That report provided vital information to the University Interim Council, senior management, government, international partners, Graduates and current students, parents/guardians and stakeholders to use and make decisions in regard to their engagement with the School.

This report covers the implementation of The School's Strategic Operational Plan, 2022–2025 which has been pegged against the five main goals in 2022, and our major plans and strategic initiatives and targets for 2023. The information and data provided in this report are reflected in our work and commitments to educating our students, conducting research, and providing community services to the communities and organizations. These achievements add to, and promote, our growing profile of programs and projects that are achieving “academic excellence”.

This report further includes major activities that have been, and are being, undertaken in order to establish an effective organisational management system to protect and enhance the integrity of the academic programs in the school for the benefit of our students and stakeholders. The usage of funds to fund our activities in the school is also reported.

We are seeing improvements in the areas of management of academic programs, and managing students and staff affairs. There are increases in our postgraduate student intakes, as well as research and publications. There is also a large increase in our student numbers in our Open College programs. We have reduced the undergraduate (Year 1 to Year 4) student attrition rate from 25.28% in 2021 to 24.82% in 2022 and hope to further reduce it in 2023.

Nevertheless, there are challenges that we face, as a School in regard to human resources capacity and capabilities, leadership in Strand/degree programs, finances, health, infrastructure, and academic issues related to high student attrition rates. These issues are to be addressed in the life-span of the School's Strategic Operational Plan, 2022-2025, as we move forward.



To this end, I wish to thank my staff – our staff – students, stakeholders, the University management and Interim Council for ensuring that the Strategic Operational Plan, 2022-2025 is implemented and this report is produced.

God bless you all.



**Professor Leo Marai, PhD., M.Sci., BA (Hons.), BA
Executive Dean,
School of Humanities and Social Sciences,
The University of Papua New Guinea.**

2. Introduction

The School of Humanities and Social Sciences has the largest enrolment of any School in The University of Papua New Guinea. It engages 1,317 students and 115 teaching and administrative staff, with 74 positions currently filled and 41 currently vacant.

The key objective of the School is “Academic Excellence”. The focus of the School is in disciplines related to humanities and social sciences such as anthropology, sociology, history, political science, psychology, literature, social work, and linguistics. These disciplines are elaborated below in terms of specialities. The School undertakes teaching, research, and community outreach. It also collaborates with international stakeholders and participates in international dialogue related to disciplines within the school.

There are undergraduate and postgraduate programs, which are benched-marked on international standards that are applicable to any university in the world.

Recently, the School is undertaking major review of its thirteen programs to ensure that the contents meets the students and stakeholders’ demands and address some of the gaps that was highlighted by the external review of UPNG conducted in 2014 by external reviewers.



Photograph 1: SHSS Students at Orientation.

3. The Academic Structure of the School of Humanities and Social Sciences

3.1 Strands within the School

The School of Humanities and Social Sciences conducts research, trains highly qualified personnel, and offers advisory services to public and private organizations in specialist areas of: Anthropology, Sociology and Archaeology, Creative Arts, History, Gender Studies, and Philosophy, Journalism and Public Relations, Information Communication Sciences, Linguistic and Modern Languages, Literature and English Communication, Political Science, Psychology, Social Work, and the Open College section of the School.

The following infograph shows the ten Strands within the School of Humanities and Social Sciences (see figure 1).



Figure 1: The Ten Strands of SHSS

Currently, the School of Humanities and Social Sciences has thirteen programs and 325 courses ranging from Diploma and Graduate Diploma (16), Bachelor of Arts (212), Bachelor of Arts [Honours] (44), Masters (13), Ph.D. (13), Professional Studies (11) and Open College (4) offered under the different Strands.

The following **table 1** presents the number of programs and courses available in each Strands.

Table 1: Academic Programs and Courses offered by Strands in SHSS

Strand/ Division	Current Programs								
	Dip/ Grad Dip	BA	BAH	Masters	PhD	Prof Studies	Open College	Others	Total
Anthropology, Sociology & Archaeology	0	23	4	2	2	0	0	12	43
Creative Arts	0	60	0	1	1	0	0	0	62
History, Gender Studies & Philosophy	0	17	8	3	3	0	0	0	31
Information & Communication Science	0	15	4	1	1	0	0	0	21
Journalism & Public Relations	0	16	5	1	1	1	1	0	25
Linguistics & Modern Languages	16	17	7	1	1	0	0	0	42
Literature & English Communication	0	23	3	1	1	0	0	0	28
Political Sciences	0	12	5	1	1	0	0	0	19
Psychology	0	15	4	1	1	0	1	0	22
Social Work	0	14	4	1	1	10	2	0	32
TOTAL	16	212	44	13	13	11	4	12	325



Photograph 2: Graduating Students and Staff of SHSS.

3.2 Organisational Structure of SHSS Administration

The SHSS is managed by the Executive Dean, Professor Leo Marai, and his management team comprising two Deputy Deans (*Academic and Student Affairs and Planning and Resources*), an executive officer, an administration officer, with four secretaries and three technical staff. The School also has two staff members who coordinate and administer the SHSS Degree programs that are offered through the Open College (see figure 2).

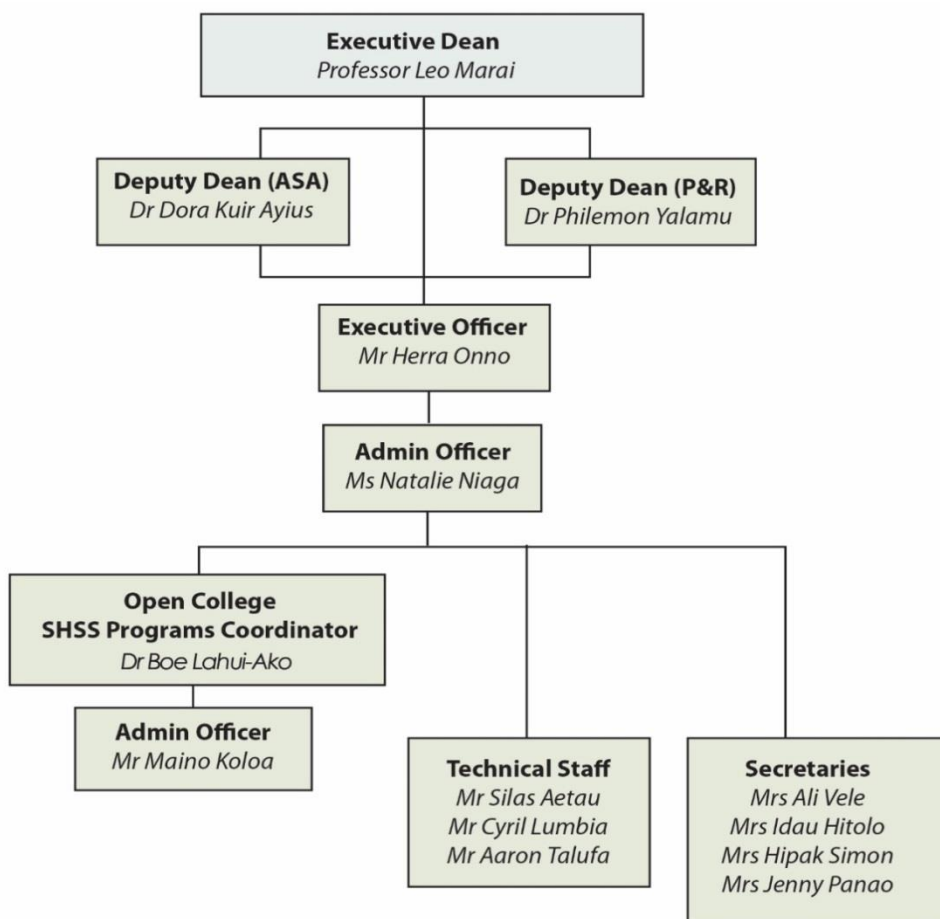


Figure 2: Organisational Structure of the SHSS Administration

3.3 School Committees

The School of Humanities and Social Sciences has several committees that provide oversight and direction to guide the operation of the School (see figure 3). They contribute by way of discussing issues within the School, and assist in the decision-making process. The School committees comprise SHSS administration, and most include the ten strand leaders and other senior staff members of the School.

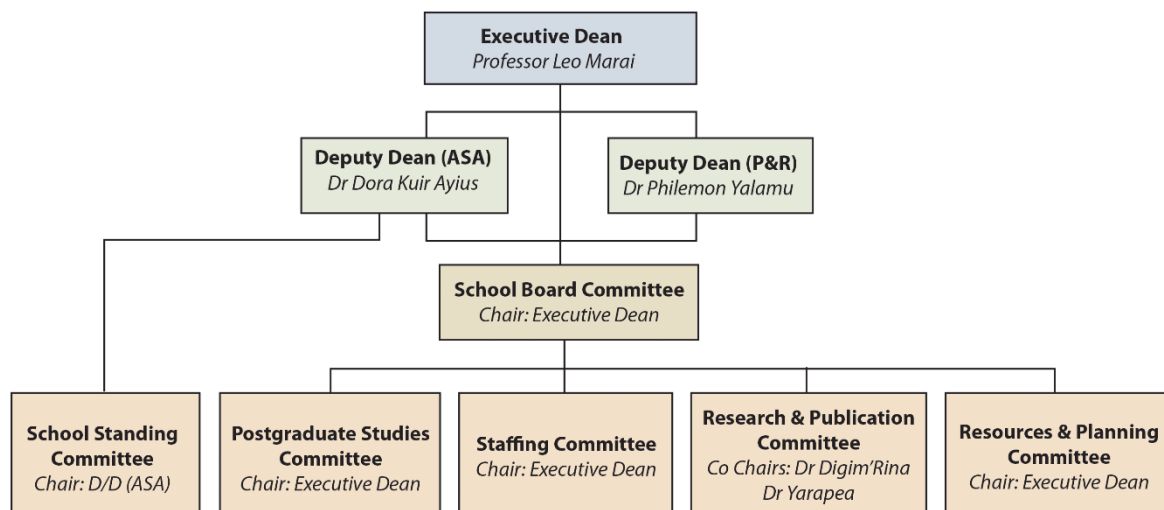


Figure 3: The Structure of SHSS Committee

3.4 Brief background of the School

3.4.1 Staffing and staff movements

The School of Humanities and Social Sciences currently has 95 academic staff members of which 60 (63%) are on full-time contract, 29 (30%) are on temporary full-time, and the other seven (7%) are currently on study leave or are engaged as Teaching Fellows. Besides, there are 12 non-academic staff currently engaged to support the administration of the School (see table 2).

Table 2: Total number of staff at the School of Humanities and Social Sciences

Strands and Divisions	Employment Status of Staff				Total
	Full-Time	Part-Time	Study/ Fellows		
Anthropology, Sociology and Archaeology	5	8	0	Academic staff members	13
Creative Arts	8	4	1		13
History, Gender Studies, and Philosophy	11	0	1		12
Journalism and Public Relations	2	2	0		4
Information Communication Sciences	4	1	0		5
Linguistic and Modern Languages	5	2	0		7
Literature and English Communication	12	3	0		15
Political Science	4	3	3		10
Psychology	3	2	2		7
Social Work	5	4	0		9
Administration	11	1	0		12
TOTAL	70	30	7		107

The School of Humanities and Social Sciences currently has qualified staff with different levels of qualifications; Ph.Ds. (14%), Masters (45%), Bachelors (38%), and other technical staff (3%) with specialist diplomas in their respective trades. The Pie chart in **figure 4** and **table 3** shows the distribution of staff qualifications in the School.

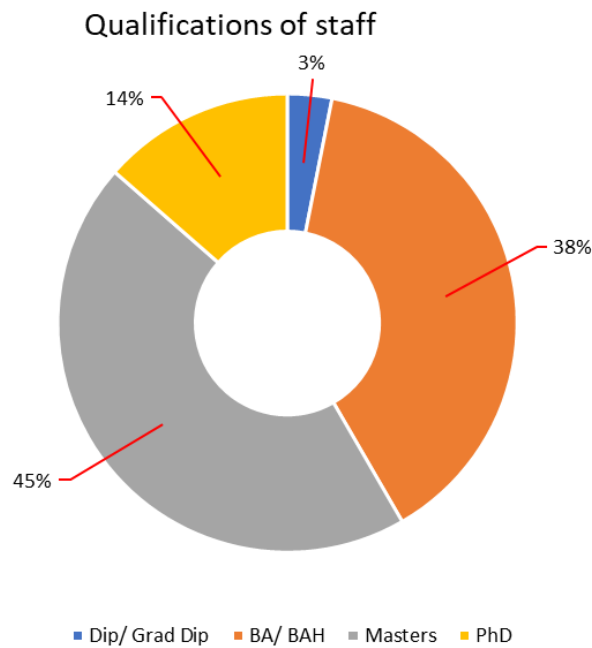


Figure 4: Differentiation of Qualifications in the School

Table 3: Academic Staff from the different strands and their qualifications

Strand	Staff Qualifications				Total
	Dip/ Grad Dip	BA/ BAH	Masters	PhD	
Anthropology, Sociology and Archaeology	0	8	1	4	13
Creative Arts	0	8	4	1	13
History, Gender Studies, and Philosophy	0	4	7	1	12
Journalism and Public Relations	0	3	1	0	4
Information Communication Sciences	1	1	3	0	5
Linguistic and Modern Languages	0	0	5	2	7
Literature and English Communication	0	4	9	2	15
Political Science	0	2	7	1	10
Psychology	0	3	3	1	7
Social Work	0	4	4	1	9
TOTAL	1	37	43	13	95

The non-academic and support staff from the administration unit, includes the executive officer, administration officer, the secretaries, the technical staff and the open college staff who play important roles in ensuring that the School office is operating effectively as they assist queries pertaining to students and staff (see table 4).

Table 4: Non-Academic staff for the School of Humanities and Social Sciences

Division	Staff Qualifications				Staff
	Dip/ Grad Dip	BA/ BAH	Masters	PhD	
Administration	3	3	1	0	7
Technical Staff	3	0	0	0	3
Open College	0	0	2	0	2
GRAND TOTAL	6	3	3	0	12



Photograph 1: Academic Staff from SHSS

3.5 Student Enrolment



Photograph 2: SHSS Staff and students during orientation and registration

Postgraduate Studies

The postgraduate student enrolments for SHSS for the year 2022 was at 28, with 13 (46%) males and 15 (54%) females (**refer to table 5**).

Table 5: Student Enrolments for postgraduate studies in 2022

PhD		Masters		BA Honours	
Male	Female	Male	Female	Male	Female
0	0	1	1	12	14
0		2		26	

Undergraduate Studies

The undergraduate student enrolments for SHSS for the year 2022 was at 1,317 comprising 729 (55%) males and 588 (45%) females (**refer to figure 5 and figure 6**).

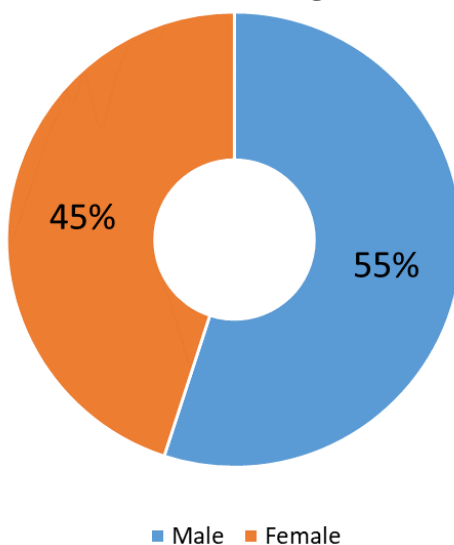


Figure 5: Undergraduate student enrolments for 2022 based on gender.

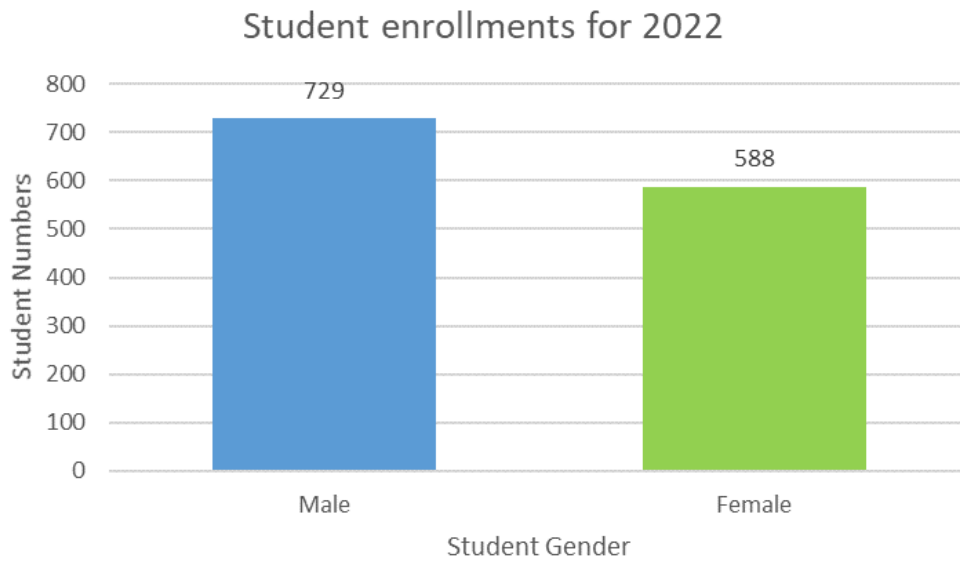


Figure 6: Student enrolment for 2022 by gender

Between 2021 and 2022 (see figure 7), the enrolment figures varied with a slight drop from 2021:1430 (752 males, 678 females), and 2022:1317 (729 males, 588 females).

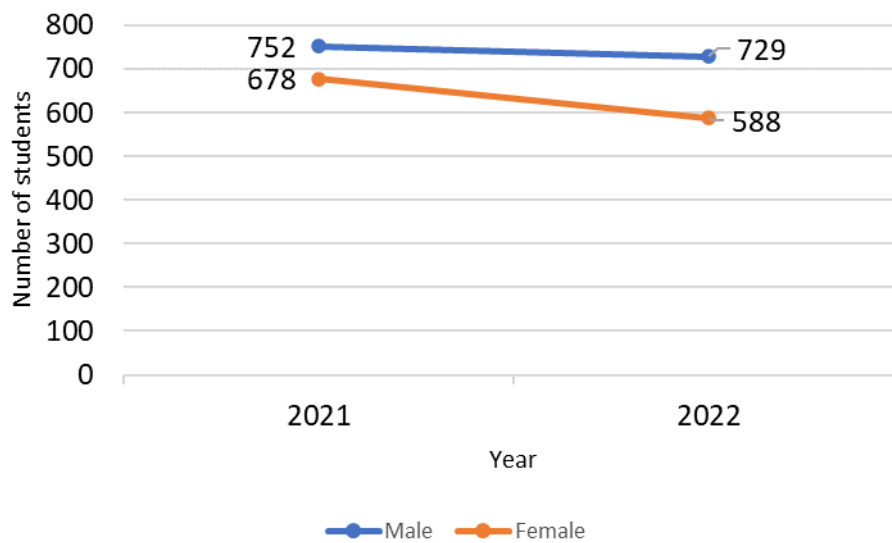
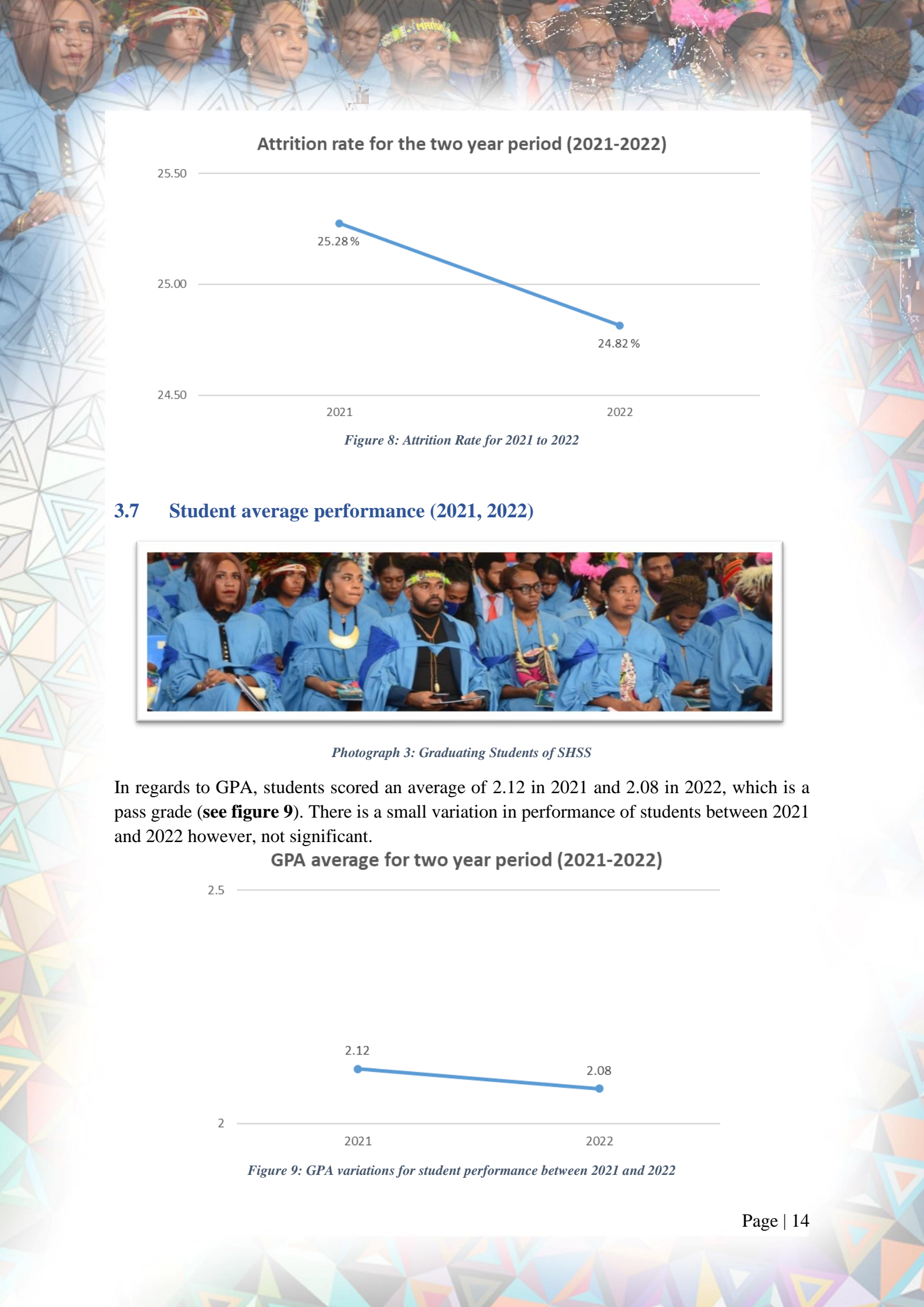


Figure 7: Enrolments for students by gender from 2021 to 2023

3.6 Student Attrition Rates for 2021 and 2022

The attrition rate for the School of Humanities and Social Sciences was at 25.28% in 2021. This had been a result of various challenges and some of those are highlighted in section 6.1 *Existing Challenges*. Some immediate actions were taken to address this, which resulted in a reduced attrition rate to 24.82% in 2022 (see figure 8) and hopefully, a further reduction in 2023.



Attrition rate for the two year period (2021-2022)

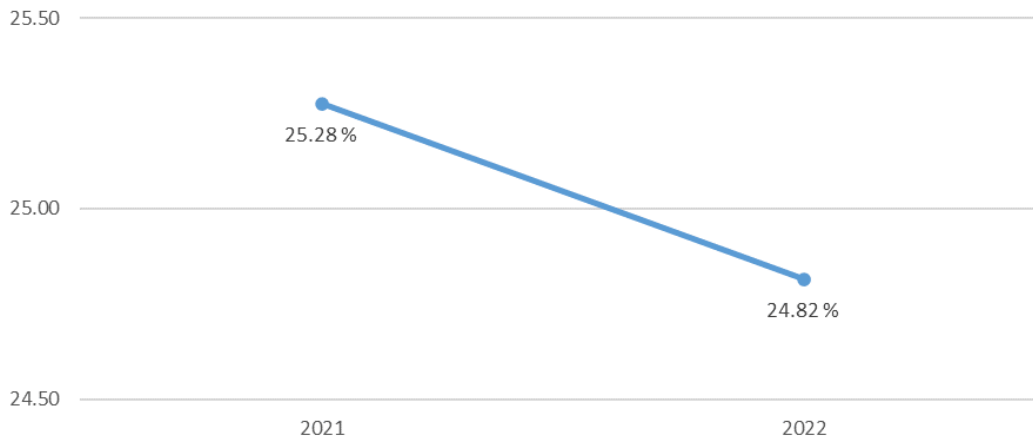
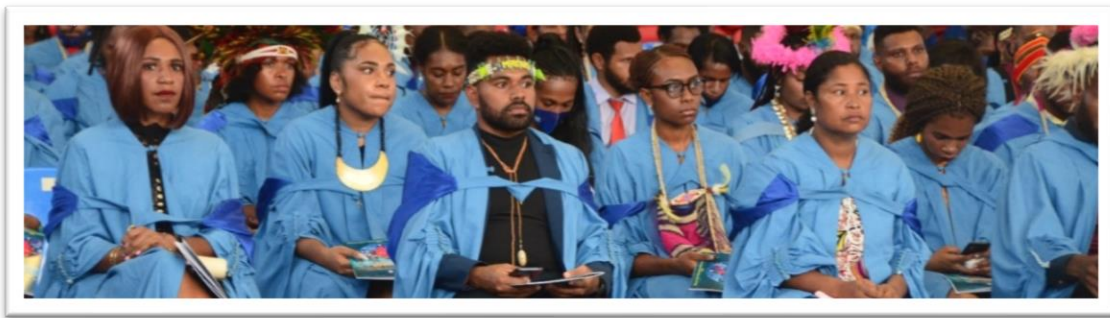


Figure 8: Attrition Rate for 2021 to 2022

3.7 Student average performance (2021, 2022)



Photograph 3: Graduating Students of SHSS

In regards to GPA, students scored an average of 2.12 in 2021 and 2.08 in 2022, which is a pass grade (see figure 9). There is a small variation in performance of students between 2021 and 2022 however, not significant.

GPA average for two year period (2021-2022)

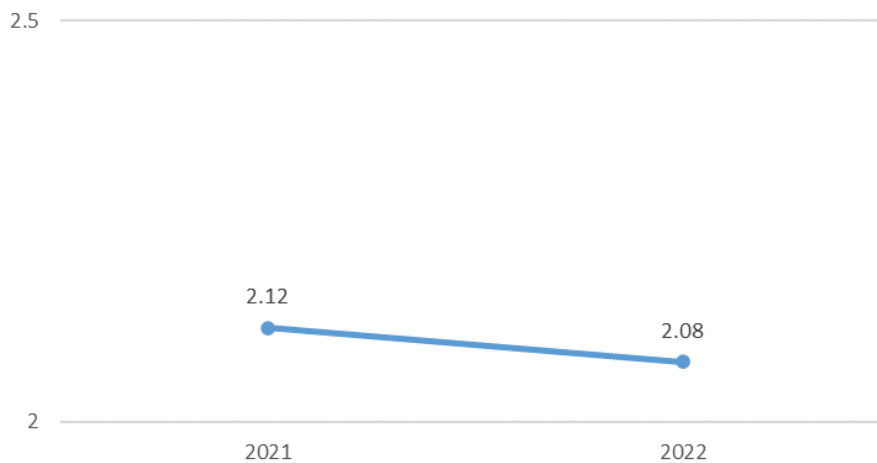


Figure 9: GPA variations for student performance between 2021 and 2022

3.8 Graduates (2021 - 2022) – BA, BAH, MA, PhD

In 2022, 251 students graduated in various degree programs and out of this, 136 (54%) were males while 115 (46%) were females (see figure 10).

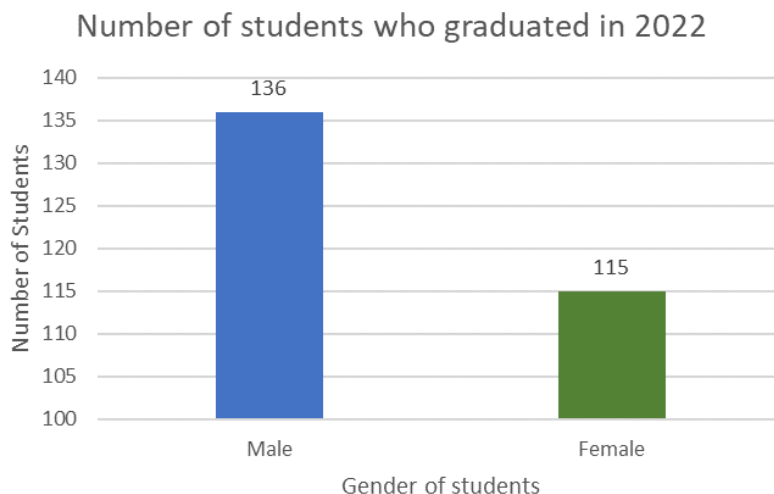


Figure 10: Graduation showing number of students who graduated in 2022

4. Strategic Focus

4.1 Research publications and conferences

- Research and Publications for 2020 – 2022

The School emphasises on research as part of academic performance and to uplift the research profile of the school and the university and staff have been encouraged to do research, attend conferences and publish papers in peer review journals, etc. Within the three-year period, the School of Humanities and Social Sciences staff and students have contributed to 80 publications and conferences (refer to table 6).

Table 6: Summary of Publication and Conferences by year, from 2020-2022

Year	Publications and Conferences										
	Journals	Online/ Blog	Book	Book Chapters	Book Reviews	E-book	Reports	Discussion Papers	Conference & Seminars	Others	Overall Total
2022	13	1	-	6	1	1	2	1	16	2	43
2021	8	9	-	4	-	-	-	-	6	-	27
2020	4	2	-	3	-	-	-	-	1	-	10
Total	25	12	0	13	1	1	2	1	23	2	80

Each strand publications and conferences are shown in **table 7** and **figure 11** respectively.

Table 7: Summary of Publications for each strand between 2020 and 2022

Strand	Journals	Online/ Blog	Book	Book chapter	Book Review	E-book	Report	Discussion Paper	Seminars & Conferences	Others	Total R & P for Strand
Anthropology, Sociology & Archaeology	8	5	-	4	1	-	-	1	3	-	22
Creative Arts	2	-	-	3	-	-	-	-	3	2	10
History, Gender Studies, and Philosophy	-	-	-	1	-	-	-	-	3	-	4
Journalism and Public Relations	-	-	-	-	-	-	-	-	-	-	0
Information Communication Sciences	-	-	-	-	-	1	-	-	-	-	1
Linguistic and Modern Languages	2	-	-	-	-	-	-	-	6	-	8
Literature and English Communication	2	-	-	1	-	-	-	-	-	-	3
Political Science	6	6	-	1	-	-	1	-	4	-	18
Psychology	3	-	-	-	-	-	-	-	2	-	5
Social Work	2	1	-	3	-	-	1	-	2	-	9
TOTAL	25	12	0	13	1	1	2	1	23	2	80

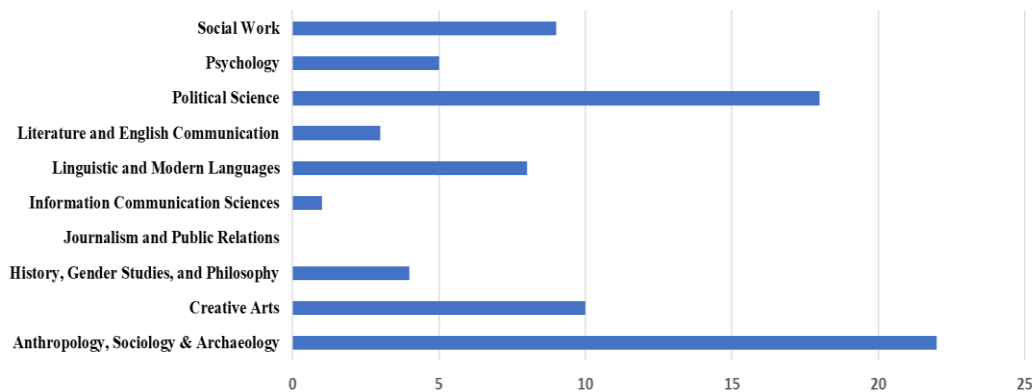


Figure 11: Publication and Research records for each strand in SHSS

4.2 The Approved Research and Conference Grants for the School

Table 8: Research grants that were approved by the School

	Number of Awards	Strands	Amount (PGK)	Divisional Total	%
Staff Research Grants	3	Social Work	111 519.53		
	3	Political Science	47 630.28		
	3	Linguistics	35 550		
	1	ICS	6 500		
				K 201 199.81	76.5
Staff conference grants	1	Anthropology	22 574.2		
	1	Political Science	4 959		
				K 27 533.2	10.5
Graduate program Support	7	Political Science	17 320		
	4	Social Work	11 000		
	1	Philosophy	3 000		
	2	History	3 000		
				34 320	13
Grand Total				K263 053.01	100

4.3 SHSS Weekly John Waiko – Otto Nekitel Seminar Series

In 2022, the School of Humanities and Social Sciences conducted a series of weekly seminars, which commenced in week 8 of Semester 1 and ended in week 12 of Semester 2 (see table 9).

From these seminars, there were twelve presentations; three in Semester 1 while another nine in Semester 2. The seminar topics varies from politics, history, psychology, governance, anthropology, linguistics, trade & commerce, and governance in Melanesia. There were also a variety of presenters including academics, students, and public servants.

The outcome of this seminar would lead to further research projects, seminars and publications.

Table 9: Summary of Seminar Presentations done in 2022

Number of Papers presented in 2022	
Semester 1	Semester 2
3	9
12	

5. Open College

5.1 Courses and enrolments for SHSS at Open College

The School of Humanities and Social Sciences also offers its first and second-year courses through the Open College mode. Altogether, the SHSS offered 21 courses through Open College of which 11 are available in Semester 1 while the other 10 are offered in Semester 2.



Photograph 4: SHSS students and staff during orientation

5.2 Enrolments for 2021 and 2022

In 2021, 3,370 students registered for various SHSS courses through open college while in 2022, 3,541 registered. There was an overall increase in enrolment of 171 students registering for SHSS courses at the Open College in 2022 compared to 2021 (see figure 12).

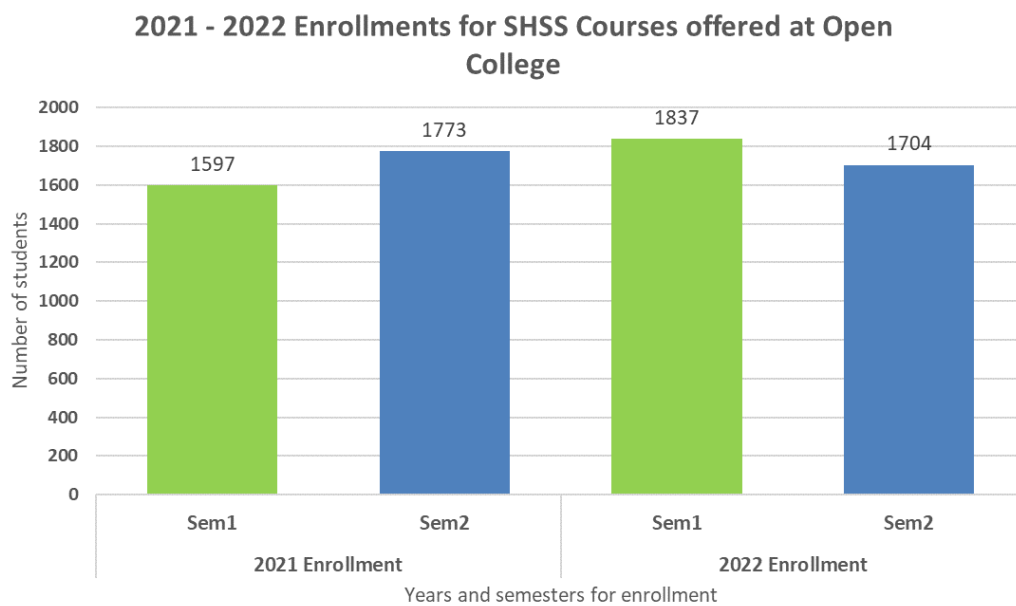


Figure 12: Student enrolments for SHSS courses offered at the Open College in 2021 and 2022

In 2022, there were more male (58%) than female (42%) students registering for the SHSS courses via the open college mode. **Figure 13** summarises the enrolments data for SHSS.

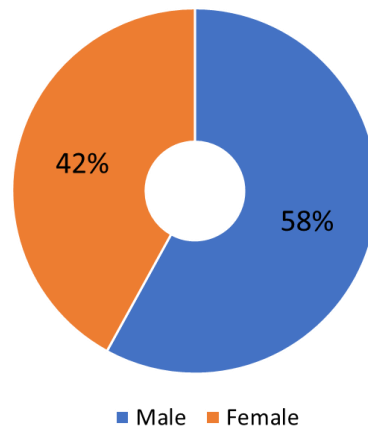


Figure 13: 2022 open College enrolments for SHSS by gender

6. Progress, Challenges, and New Initiatives

The School has been progressing well. However, there are also challenges that the school is facing which the school has taken note of and will strategize to mitigate ways to overcome and where possible, address them.

6.1 Existing Challenges

- Run-down facilities
 - Building and office spaces
 - Laboratories need repair/ maintenance/ replacements
 - Equipment need repair/ maintenance/ replacements
 - Computer laboratories need replacements
 - Ulli Beier Multimedia laboratory
 - Ulli Beier Media laboratory
 - Ullie Beier Auditorium
 - SHSS laboratory
 - Language & literature laboratory
 - Archaeology laboratory
 - Journalism Media Studio
 - Psychology Laboratory
 - FCA Raun Haus and recording studio
 - FCA Gallery
 - Textiles Printing Studio

- Academic Integrity
 - Courses and programs out-of-date
 - Less qualified human resources
 - Staff qualifications to be addressed
 - Too many overloads of courses
 - Too many student appeals
 - Non alignment of succession plan across strands in the school
- Organisational effectiveness
 - Outdated by laws governing programs
 - Undergraduate and Postgraduate
 - Non-existence of some of school committees
- Weak research culture
- Weak leadership in strands
- Staffing issues
 - 22 positions were not advertised
 - New positions to be created



Photograph 5: SHSS Kuri Dom/Arts I building

6.2 Achievements



Photograph 6: MOU Signing between UPNG and NCC, 2022

Despite the numerous challenges faced, the School has achieved some milestones in 2022 and these include;

- SHSS Strategic Operational Plan (2022 – 2025)
- 5 million Kina was proposed in the activities derived from the strategic plan (submitted)
- Review of academic programs: 2 Meetings with DHERST to start the review of programs and courses
- Advertised 22 positions (3 non-academic, 19 academic positions)
- 8 New positions submitted to URPC (New ones to be submitted)
- Secured a medical volunteer doctor (Dr. David Inaho from SMHS)
- Began Seminar SHSS Weekly John Waiko-Nekitel (12 papers presented)
- 15-seater Bus for the school (November 2022, Cheque delivered to Ela Motors from NGCB)
- Secured PIP funding for Arts I and Arts II buildings for 2023 and renovation will commence in 2023.
- Establishment of committees:
 - Postgraduate Studies Committee
 - Research and Publication Committee
- Signing of MOUs
 - National Cultural Commission – UPNG
 - Universitas Seblas Maret – UPNG
 - JICA Chair – UPNG
- Senior management spoke to students on the running of the school to get their feedback and discuss ways forward.

6.3 New Initiatives



Photograph 7: SHSS Students Expo during COVID-19 era

The new initiatives that the School plans to undertake this year and onwards are;

- Development of postgraduate coursework programs: social work, psychology, language and media, literature, education, etc.
- Review of Programs and Courses for all strands in consultation with DHERST
- Review of By-Laws governing degree and postgraduate programs
- Research Cluster (*13 publications are expected by 2025*)
- Increase the number of intakes for postgraduate programs
- Develop Work Plan for Open College implementation
- Develop courses for Open College
- Additional new positions will be submitted to URPC
- Human Resource Empowerment – Supporting staff to undergo further studies (*E.g. 5 already sent abroad: 1 Masters, 4 PhD*)
- MOU with Marie Stopes to be signed in 2023
- Initiate MOU with Department of Personal Management (DPM)
- SHSS Annual Report 2022
- Research & Publications Report 2020-2022
- SHSS Virtual Help Desk
- SHSS Database Project
- SHSS courses handbook to be developed through workshops
- Develop double degree programs with other Schools (*e.g: SBPP; human resource and psychology*)

7. Financial Report

7.1 Expenditure Budget

In 2022, the School of Humanities and Social Sciences was allocated with a budget of K562 900.00 to fund its operations, which K514 990.82 was spent on various activities and projects in the School, leaving a closing balance of K47 909.18. **Table 10** shows the summary of the expenditure for the School's operational budget for 2022.

Table 10: Summary of the School's Operational Budget for 2022.

Operational Budget	Expenditure	Balance
K562 900.00	K 514 990.82	K47 909.18

Categories of expenditure:

- Stationeries
- Photocopies of learning materials, etc...
- Furniture
- Computers/ Equipment
- Meeting Meals
- Functions
- Transport
- Others

7.2 Revenue - Open College for 2022

The revenue generated from the fees paid by students enrolled in SHSS courses offered through the Open college from Semester 1 (S1) of 2021 to Semester 2 (S2) of 2022 amounts to K2 087 739.85. Out of this, K1 213 200.00 was generated in Semester 1 and 2 of 2021 to Semester 1 of 2022 while the other K874 539.85 was generated in Semester 2 of 2022. **Table 11** below presents a summary of the revenue generated from the fees paid by the SHSS Open college students in 2021 and 2022.

Table 11: Summary of the fees generated from the Open College SHSS courses for 2022.

2021 (S1) – 2022 (S1)	K1 213 200.00
2022 (S2)	K874 539.85
TOTAL	K2 087 739.85