

Incorporating any amendments approved at subsequent Board meetings

The University of Dublin

Trinity College

Minutes of Board Meeting, 29 January 2003

Present Provost (Dr J Hegarty), Vice-Provost (Dr J B Grimson), Registrar (Mr R A Stalley), Bursar (Dr J W O'Hagan), Senior Lecturer (Dr S M Greene), Dr S P A Allwright, Mr B Connolly, Dr S Duffy, Dr J A Fitzpatrick, Ms A-M Gatling, Dr H Gibbons, Dr C Horn, Mr H Kearns, Ms M Leahy, Dr J G Lunney, Dr A N M Ní Chasaide, Mrs J O'Hara, Mr W Priestley, Mr D Scammell, Dr J C Sexton, Dr F Shevlin, Ms E K Stokes, Dr D L Weaire, Dr T T West.

Apologies Dr L E Doyle, Dr J M Mossman, Mr I Moynihan.

In attendance

(ex officio) Secretary, Treasurer, Assistant Secretary.

8/148 Minutes

- (a) The Minutes of the meeting of 18 December 2002 were approved and signed.
- (b) The Minutes of the meeting of 22 January 2003 were approved and signed.

8/149 Matters Arising from the Minutes A number of matters arising from the Minutes were discussed and have been recorded below, (see Minutes 8/150, 8/151, 8/152, 8/153, 8/154).

8/150 Financial Situation (see Minute 6/115 of 18 December 2002) The Vice-Provost advised Board that the emergency staffing group considers proposals for recruitment for posts which are funded from the *cista communis*, noting that positions funded from such sources as self-financing courses and targeted initiatives are referred to the Personnel and Appointments Committee according to the normal procedures. The Board noted that only in the most exceptional of circumstances has the emergency staffing committee approved the filling of vacant posts, further noting that staffing plans to address the current financial difficulties will be prepared at faculty level.

8/151 Finance Committee – Stationery Procurement (see Minute 7/147 of 22 January 2003) In response to a query from Ms Leahy, the Secretary advised Board that, following the Board decision to proceed with the closure of the Stationery Store, he would take up again the issue of appropriate consultation.

8/152 Staff Development Office (see Minute 6/127 of 18 December 2002) The Secretary advised Board that while there had been some discussion on the matter at the Personnel and

Appointments Committee there had been no recommendation to Board, to date, concerning the replacement of the Staff Development Manager.

- 8/153 Governance Procedures (see Minute 6/111 of 18 December 2002)** Following the clarification of points raised by a number of Board members, the Provost advised Board that the Executive Officers would present proposals in relation to College governance to Board in due course.
- 8/154 Provost's Report (see Minute 6/116 of 18 December 2002)** The Board noted that a representative of the Students' Union had been selected to attend a world conference on e-learning. The Provost advised Board that the Strategic Plan is being finalised and will be circulated for discussion at a joint meeting of Board and Council.
- 8/155 Provost's Report** The Provost invited Board's attention to the following issues which had been discussed at the meeting of the Conference of Heads of Irish Universities (CHIU) on 27 January 2003:
- (a) **Financial situation:** The Board noted that individual universities are at different stages in addressing the current crisis and that CHIU will be preparing a sectoral response to the reduction in government funding for presentation to the HEA and the Department of Education and Science. It was noted that CHIU will also mount a public campaign on the implications of the cut in funding.
 - (b) **Funding structure of university sector:** The Provost advised Board that a report on the overall structure of funding for the university sector, which had been commissioned by CHIU, will be issued over the coming months.
 - (c) **Work permits for non-EU staff:** The Board noted that the requirement to advertise academic appointments on the FAS website, which the College, following its own recruitment process, wishes to make to non-EU nationals, will no longer be required. It is expected that the time now taken to process work permits will be reduced to about three weeks.
 - (d) **Indirect research costs:** The Board noted that a sectoral report on indirect research costs is nearing completion.
 - (e) **E-learning:** The Provost advised Board that the HEA has launched an initiative on e-learning to which CHIU is preparing a sectoral response, noting that the Institutes of Technology and the Dublin Institute of Technology are also preparing a response.
 - (f) **Copyright:** The Provost invited Board's attention to the implications of the Copyright Act 2000 which came into force on 13 January 2003, and which, *inter alia*, requires the College to pay €6 (plus VAT) for each registered student.

- 8/156 Financial Situation** The Provost invited Board's attention to his memorandum, dated 21 January 2003, which had been circulated outlining the actions which had been taken to date to address the current financial crisis, noting in particular the establishment in September 2002 of the Financial Review Advisory Group under the chairmanship of the Bursar to consider how the College might be able to respond flexibly and strategically to an anticipated shortfall in the budget for 2003. The Board noted that, as the estimated short-fall in the budget for the current year is far greater than originally envisaged, the Advisory Group refocused its initial efforts to address the reduction in government funds, which together with unexpectedly high insurance and other costs, will result in an estimated shortfall in current funds in the order of €8 million – an estimate which has been confirmed by the Higher Education Authority as being of the correct order of magnitude.

The Bursar invited Board's attention to the Interim Report of the Financial Review Advisory Group which had been circulated, outlining the context for the current crisis together with the

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guiding information and principles on which the Review Group based its proposals and targets. The Board noted a series of overall targets as proposed by the Review Group together with more detailed proposals in relation to income and pay and non-pay expenditure further noting the time-scales over which it was proposed the targets would be achieved.

In response to queries from Board members, the Bursar and the Treasurer clarified a number of issues in relation to the 2003/2004 target for pay savings. The Board also noted the levels of unspent departmental balances in a number of specific areas which would be available to Deans and Heads of Department in addressing short-term pay issues arising from the necessity to meet targets.

In considering indirect cost contributions from research funds, the Board noted (a) that contributions varied depending on the sponsor and (b) that each Head of Department currently had discretion regarding the allocation of the departmental share of the overhead, further noting that this matter will be considered again on the completion of the sectoral study.

The Board noted Dr Gibbons's comments in relation to the implications of the Benchmarking Body's recommendation for the Lecturer pay scale. The Board further noted the comments of a number of Board members in relation to the difficulties there will be in spreading the impact of the cuts evenly across all academic departments and the impact the proposed measures might have on the long-term development of the College.

The Board, noting that the College had an accumulated surplus of almost €1m at the end of September 2002, approved an additional income target of €0.25m for 2002/03 and savings of €1.35m in pay costs and €5.15m in non-pay costs for the same year. In approving these targets the Board also agreed that:

- (a) decision-making in relation to the achievement of these and the 2003/2004 pay targets should be devolved to Deans and Heads of Service, Administrative and other areas, noting that the Unit Cost Management Working Group would have responsibility for signing-off on proposed staff pay plans and that pay savings would be applied uniformly across the broad areas of College
- (b) the present total freeze on recruitment should remain in place until mechanisms for achieving pay targets had been agreed
- (c) the Personnel and Appointments Committee should deal with exceptional staffing needs within agreed budget targets, noting that exceptional cases would be those where not filling a post would lead to a breach of legislation or would increase costs to College.

For the year 2003/2004 the Board approved an income target of €0.5m and pay and non-pay savings objectives of €5m and €4m respectively, further agreeing that the Financial Review Advisory Group would present to Board, within about three months, details of non-pay savings for 2003/04, new income generation possibilities and proposals in relation to the desirability or otherwise of alternative resource allocation models, including an initial commentary on the issue of devolved budgeting. Dr Gibbons dissented.

The Board also agreed that proposals in relation to the Capitation Grant, Chair appointments, increments and promotions and Personal Chairs would be referred to the Executive Officers for further consideration, noting that discussions should take place with representatives of the Capitated Bodies in relation to the Capitation Grant.

The Board agreed that in the interim, a comprehensive communications strategy should be put in place to advise staff and the general public on the impact of the cuts and the steps which are being taken to address them.

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- 8/157 College Pension Fund** The Secretary invited Board's attention to a memorandum, dated 14 January 2003, which had been circulated outlining details of the College's pension fund including details on the benefits, contributions and post-retirement increases. The Secretary also advised Board of the duties and obligations of the Pension Fund Trustees, as prescribed by the Pensions Act 1990, and the relationship between the Trustees and the College's Investment Committee. The Board noted the investment policy adopted for the pension fund and its performance over the previous five years as well as the actuarial valuation results at 30 September 2001. The Secretary invited the Board's attention to the review of the Pension Fund which had taken place in November 2002, the results of which had been advised to Board at previous meetings when it had been noted that early retirements with added years could not, for the present, be met from the Pension Fund (see minutes 3/42 of 23 October 2002 and 5/77 of 20 November 2002). The Secretary further advised Board that members of staff who had formally concluded arrangements, approved by Board, to retire early over the next year to eighteen months are being facilitated and that individual costings are being prepared in relation to those additional staff members who had indicated that they wish to retire early over the next number of years. The Board noted that the Pension Fund will be in a position to pay a pension in every case, on a cost-neutral basis to the fund, but that this will inevitably be less than the staff member could have been paid under the previous arrangements.

Following a discussion of the issues raised and the clarification of a number of technical queries the Board agreed that the matter would be discussed again when the costings in relation to early retirements would be available.

The Board thanked the Secretary for his very informative paper.

- 8/158 Acta of the University Council** The Board confirmed Acta of the University Council from its meeting of 15 January 2003 subject to further comment covering the following: 24/A, 25/A, 26/B, 26/C.
- 8/159 Academic Affairs Committee – Broad Curriculum (see Actum 24/A of 15 January 2003)** The Senior Lecturer invited Board's attention to the procedure which had been agreed by Council to implement the previous decision not to fill the lecturer posts associated with the further six broad curriculum courses approved for 2003/2004 until the issue of substitution had been resolved (see minute 6/121 of 18 December 2002). All Departments will be asked to identify those elements of existing programmes for which a broad curriculum course can be substituted. The Senior Lecturer advised Board that the decision on whether to proceed to recruit the additional six lecturers associated with these cross-faculty courses will be based on the responses received from Departments and the recommendations of the Academic Affairs Committee, noting that any barriers identified by Departments will be considered by the Academic Affairs Committee.
- 8/160 Disciplinary Balance (see Actum 25/A of 15 January 2003)** The Senior Lecturer advised Board that CHIU will be preparing a response to the HEA study on the disciplinary balance in the higher education sector being undertaken by Dr D O'Hare, noting that the draft response will be discussed by the Academic Affairs and Deans' Committees.
- 8/161 Nominations for Appointment (see Actum 26/B of 15 January 2003)** The Board, on the recommendation of the University Council, approved the appointments as summarised in Appendix 1 to these Minutes.

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8/162 Chairs (see Actum 26/C of 15 January 2003) In response to a query from Dr Fitzpatrick the Provost advised Board that the interviews for the Chair of Theology (1980) will proceed as planned, noting that there will be no start-up funds associated with the appointment. The Board also noted that the process will proceed for other advertised Chairs pending a further review of the situation in the context of the funding targets and staffing plans which will be prepared by Deans.

8/163 Dublin Molecular Medicine Centre The Secretary invited Board's attention to a memorandum, dated 21 January 2003, which had been circulated reporting on the activities of the Dublin Molecular Medicine Centre (DMMC) and the College's involvement since it was established in April 2002, noting that under the terms of the PRTLTI funding which established the Centre, it is a company limited by guarantee owned jointly by TCD and UCD and that the College currently has four members on its board. The Secretary also invited Board's attention to the Centre's on-going research programmes, external funding achievements and the proposed joint UCD/TCD Chair in Bioethics for which the College is actively seeking external funding to provide its share to match that of UCD, and to the corporate governance and operating principles under which the DMMC operates. The Secretary advised Board that significant funding has been awarded to the DMMC under PRTLTI Cycle 3 for a Programme in Human Genomics for which RCSI is the lead partner, in recognition of which, the DMMC Board has requested that a representative of RCSI be included among its members. The Secretary, noting that the total membership of the Board of DMMC is defined as twelve in the company's Articles of Association, requested Board's approval for the inclusion of a representative of RCSI on the DMMC Board, noting that, for similar reasons, there may be a similar request in the future to include a representative of DCU on the DMMC Board. If such arose, the matter would be brought to Board for its consideration.

In response to queries from a number of Board members, the Secretary advised Board that researchers associated with the DMMC have employment contracts with either UCD or Trinity and that intellectual property accrues to each university accordingly. The Secretary also advised Board that there are no risks to the College arising from its participation in the DMMC and that through membership of its Board the College is fully aware of all relevant activities and plans, also advising that it is intended that the DMMC would prepare an annual report on its activities for submission to the boards of its member institutions. The Board agreed that a review of the College's participation in the DMMC would be undertaken once sufficient time had elapsed to allow the structures within the Centre to be established and appropriate reporting mechanisms implemented.

The Board thanked the Secretary for his report and approved the inclusion of a representative of the RCSI on the DMMC Board.

8/164 Site and Facilities Committee The Board noted the Minutes of the Site and Facilities Committee from its meeting of 7 January 2003 as circulated and approved the recommendations, noting in particular:

2.4 Sculpture of the Double Helix In response to a query from Mr Connolly, the Registrar advised Board that the placing of a number of external pieces of sculpture in the East End of the campus will be reviewed in the context of the current building programme and that the proposal relating to the sculpture of the double helix would be considered as part of that exercise.

3.1 Capital Projects – Nassau Street Carpark In response to a query from Dr Duffy, the Bursar advised Board that the rationale for the Director of Buildings contacting the Dublin City Council to look at the possibility of re-zoning the Nassau Street carpark was to offer as many options to the College as possible in the re-drafting of its

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Development Control Plan, noting that this plan would be presented to Board for consideration and approval, further noting that an agreement from the Dublin City Council in this regard while enabling, is not binding on the College. The Bursar also advised Board that it had been indicated to him that development on the Nassau Street carpark could generate a sizeable rental income for the College and that as Bursar, especially in the present financial climate, it was his duty to inform Board of this possibility, thereby allowing Board, in time, to decide on the advisability, or otherwise, of developing this site.

In response to a query from Dr Ní Chasaide, the Treasurer advised Board that allocations in respect of capital projects were from previous years and that the suspension of cash under Cycle 3 of the PRLTI for this year may have an impact in the current year.

In response to queries from Board members the Bursar undertook to refer the suggestion to clean the Nursing Building in D'Olier Street to the Director of Buildings and also to clarify the situation with regard to the number of free car-parking spaces in the An Post carpark to replace those which had been lost in the North East Corner.

8/165 Sealings The Board noted:

- (a) **Spirit Bond** The Seal of the College was put to a Spirit Bond (General Counter Indemnity) between the Provost, Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth near Dublin and Allianz Corporate Ireland Public Limited Company. [12/12/02]
- (b) **Enterprise Centre, Pearse Street – Lease** The Seal of the College was put in duplicate to:
 - (i) The surrender of a lease of Unit 13 and the substitution of other rights in respect of Unit 13 in the Trinity College Enterprise Centre to Magnetic Solutions Ltd;
 - (ii) A Licence Agreement for Unit 30 in the Trinity College Enterprise Centre for a period of two years from 1 January 2003 between the College and Magnetic Solutions Ltd;
 - (iii) An Agreement for the Occupation of Land. [14/1/03]
- (c) **Enterprise Centre, Pearse Street – Lease** The Seal of the College was put in duplicate to a lease of Unit 12 in the Trinity College Enterprise Centre to Corvil Network International. [17/1/03]
- (d) **Enterprise Centre, Pearse Street – Lease** The Seal of the College was put in duplicate to a lease of Unit 2.5 in the Trinity College Enterprise Centre to Emergency Nutrition Services Limited. [17/1/03]

8/166 Higher Degrees The Board noted Higher Degrees, approved by the sub-committee of Board and Council on 7 January 2003, as circulated.

8/167 Prizes and Other Awards

- (a) **Annie Anderson Memorial Prize** The Board noted the Senior Lecturer's recommendation: Ms Maev MacCoille (02428962) and Ms Deirdre O'Connor (02317486);

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- (b) **Entrance Exhibitioner Award** The Board noted the Senior Lecturer's recommendation: Ms Eilis Hurley (02768917);
- (c) **Committee Membership for the award of the Lucy Gwynn Prize and the Alice Oldham Memorial Prize** The Board noted and approved a memorandum from Ms M McMahon, circulated dated 22 January 2003.
- (d) **Minchin Bursary-2002-2003 Recommendations**
Mr R Dolan (00700231) JS Science
Ms C Fahey (97053252) SF BESS
Mr R Howlett (01522876) SF Eng
Value of each bursary: €1,269.74

8/168 **Bequests and Benefactions**

- (a) **Miss S A P Collins (Deceased)** The Board noted the Treasurer's memorandum, circulated dated 13 January 2003 whereby a sum of GBP3,000 in respect of a legacy to the College had been lodged to the re-established John Rupert Collins Memorial Fund.
- (b) **Estate of the late Revd Brendan Heffernan, pp 'Heffernan Bursary/The Heffernan Trust in memory of Lola Margaret Heffernan and Reverend Brendan Heffernan p.p.'** The Board noted the Treasurer's memorandum, circulated dated 17 January 2003 whereby a sum of €127,000 had been received in respect of a legacy in the late Revd Brendan Heffernan's will to establish 'The Heffernan Bursary'.

8/169 **Nominations for Appointment** The Board approved nominations for appointment, as circulated (see Appendix 2 to these Minutes).

8/170 **Library – Loan of Maps to Ordnance Survey Ireland** The Board approved a request from the Librarian to loan 4,000 maps of the counties of Ireland from the Map Library for eight weeks, for scanning, the Library to receive copies with associated search software. The Board noted that the Library is satisfied that the conditions for handling, storage and insurance of the maps are appropriate for this material.

8/171 **Senate – Business Meeting of 26 February 2003**

- (a) **Master in Arts (*jure officii*)** The Board noted and approved a memorandum from the Registrar, circulated dated 22 January 2003;
- (b) **Degree of Master in Social Work (Calendar Part II, pp 42-3) – Title of Degree** The Board noted and approved the proposal from the Registrar in respect of the above degree, as follows:
Title: *Magister in Opera Sociali* (Master in Social Work)
Abbreviation: M.S.W.
Hood: Black, lined with gold (silk or poplin lining), edged with blue.

8/172 **Scholarship – Permission to Intermit** The Board noted and approved the Senior Lecturer's request in respect of two Scholars (Nos 971011045 and 99156164) to intermit their Non-Foundation and Foundation Scholarship respectively, for the academic year 2002-03, constituting a second year of intermission, both having previously intermitted in 2001-02.

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8/173 Department of Spanish and Portuguese – Change of Name The Board noted and approved the change of the title of the Department of Spanish and Portuguese to: ‘Department of Hispanic Studies’.

8/174 Nominating Committee The Board noted the following membership:

Maintenance Manager (Permanent)

Bursar

Director of Buildings

Mr B Leahy

Dr M M O’Mahony

Mr F Horrigan (NUI Maynooth)

Item C.8 was withdrawn from the Agenda and referred to the next meeting of the University Council.

Signed:

Date:

Appendix 1 to Minute 8/161

Nominations for Council – 15 January 2003

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry	Part-Time Lecturer	BORAN, Gerard Peter Raphael, B.A. Mod. (Dubl) MB, BCh, BAO (Dubl), MA (Dubl), M.Sc. (Lond.), FRCPath (Lond.), FFPath RCPI	01/12/02	30/11/05
Biochemistry	Research Associate	CHAMBERS, Claire M., BA Mod. (Dubl), M.Sc. (Dubl), MA (Dubl)	01/12/02	0/11/05
Biochemistry / Pharmaceutical Chemistry	Research Fellow	SCALABRINO, Gaia A., B.Sc. (R'ding), Ph.D. (Belf.),	01/01/03	31/12/04
Centre for Research in IT in Education	Research Fellow	BRENNAN, Eileen, H.Dip.Ed, BA (NUI), MSc (Dubl)	01/10/02	31/09/03
Chemistry	Research Fellow	FITCHETT, Christopher Mark, B.Sc. (Cantab.) Ph.D. (Cantab.)	27/01/03	31/01/04
Chemistry	Research Fellow	LEONARD, Joseph, Ph.D. (Dubl)	01/12/02	30/11/03
Chemistry	Research Fellow	NAYDENOV, Borislav, Georgiev, M.Sc. (Sofia), Ph.D. (Muenchen)	01/01/03	31/12/03
Chemistry	Research Fellow	PILLAI, Suresh, C., B.Sc. (M. Gandhi), M.Sc. (M. Gandhi), Ph.D. (Dubl)	01/03/03	30/06/04
Clinical Surgery	Non-Clinical Lecturer in Surgery	BYRNE, Patrick J., BSc. (Lond.), MSc., PhD (Dubl), FAGIP, CBiol, MIBiol	01/01/03	N/A
Community Health & General Practice	Clinical Tutor in General Practice	ABOUD, Richard, LRCP&SI, M Med Sci. (NUI), Dip Sports Med (RCSI), DObst (RCPI), DCH (RCSI), MICGP, FRAMI	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	BULBULIA, Abdul, LRCP&SI, LM (RCSI), DObst (RCOG), LFOM, FRAMI	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	COX, John, MB, BCh, BAO (NUI), DObst (RCPI), FRCPI, MICGP, FRCGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	GALLAGHER, Finian, MB, BCh, BAO (NUI), DObst (RCPI), MICGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	KILBY, Seamus, Columba, MB, BCh, BAO (NUI), DCH (NUI), DObst (RCPI), DGM (RCPI), DCP, (RCPI), MRCGP, MICGP	01/01/03	31/12/03

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Community Health & General Practice	Clinical Tutor in General Practice	MAGUIRE, Sean Henry, MB, BCh (Manc.), DRCOG, MRCPGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	MANNION, Anthony Alfred, MB, BCh, BAO (NUI), DFP (RCOG), DCH (RCSI), Dip Obs (RCPI), MICGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	MARSHALL, Katherine, MB, BCh, BAO (Belf.), DRCOG, MRCPGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	McFADDEN, Mary, MB, BCh, BAO (NUI), DCH (RCSI), Dip Dermatology (Wales), Dip Therapeutics (ICGP), MICGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	NEARY, Paul, MB, BCh, BAO (NUI), DCH, (NUI), DObst (RCPI), MRCPGP, MICGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	O'DONOGHUE, Patrick, MB, BCh, BAO (NUI), DCH (RCSI), DObst (RCPI), MRCPGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	O'LEARY, Nial, MA, MB, BCh, BAO (Dubl), DCH (NUI), MRCPGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	O'MAHONY, Mary, MB, BCh, BAO (NUI), DCH (RCSI), DObst (RCPI), MICGP, MRCPGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	O'SHEA, Conor Robert, BA, MB, BCh, BAO (Dubl), DCH (NUI), DObst (RCPI), DGM (RCP), MRCPGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	PERDUE, Gregory Keith, MB, BCh, BAO (Dubl), DCH (RCP), DObst (RCPI), HDOH (NUI), MRCPGP	01/01/03	31/12/03
Community Health & General Practice	Clinical Tutor in General Practice	SHEERAN, John, MB, BCh, BAO (Dubl), DCH (NUI), DGM (RCP), MRCPGP	01/01/03	31/12/03
Community Health & General Practice	Part-Time Lecturer (Temporary)	RYAN, Clíona Maebh, BA, MB, BCh BAO (Dubl), DObs (RCPI), DCH (RCSI), MICGP	01/01/03	31/12/03
Community Health & General Practice	Part-time Lecturer in General Practice	DYER, Marion, MB, BCh, BAO (NUI) MRCPGP	01/01/03	31/12/04
Computer Science	Research Fellow	OZER, Emre, B.S., M.S. (Istanbul) Ph.D. (N. Carolina State)	20/11/02	19/11/03
Electronic & Electrical Engineering	SFI Research Professor	FUKUDA, Atsuo, BA, PhD. (Tokyo)	11/12/02	10/12/03
Geography	Research Associate	McCARRON, Stephen, BSc. (Belf.), MSc. (Leic.), D.Phil. (Ulster)	Immediately	N/A

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Geography	Research Associate	McCARTHY, Timothy, Ph.D., M.Sc. (Lond.) P-Grad. Dipl. (NUI), B.Sc. (NUI)	13/12/02	31/10/05
Institute for International Integration Studies	Research Fellow	St. JOHN MARNER, Dominic, PhD (E. Anglia), MA (Vic.(Tor.)), BA (Regina, Canada)	01/12/02	31/05/03
Institute for International Integration Studies	Research Fellow	UGUR, Ali, B.Sc. (M.E. Technical, Ankara).	01/01/03	30/09/03
Irish	Part-time Lecturer (Temporary)	NIC LOCHLAINN, Róisín, M.Litt (Dubl)	01/10/02	30/06/03
Irish	Part-time Lecturer (Temporary)	McCAUGHEY, Terence, Reverend, B.D., M.A. (Dubl)	01/10/02	30/06/03
Mathematics	Lecturer	ZAITSEV, Dmitri, Dipl. (Ruhr) Ph.D. (Ruhr)	01/01/03	N/A
Mechanical Engineering	Research Fellow	LENNON, Alexander, Benedict, B.E. (NUI), Ph.D. (submitted)	11/11/02	11/02/03
Modern History	Research Fellow (Bank of Ireland Fellowship)	PUIRSÉIL, Niamh, Ph.D., BA (NUI)	01/12/02	30/11/04
Ophthalmology & Surgery	Lecturer in Ophthalmology	CHACKO, Elizabeth Maliyackal, MS Ophthalmology (Kerala), Dip. Ophthalmology (Kerala) B.Sc. (Calc.) FRCS (Edin.)	01/10/02	30/09/03
Physics	Research Fellow	ARMSTRONG, Gordon, B.Sc., Ph.D. (UL)	06/01/03	05/01/05
Physiology	Research Fellow	NOLAN, Yvonne Mairead, B.Sc., Ph.D. (NUI)	02/01/03	01/01/05
Psychiatry	Clinical Tutor	KENNEDY, Miriam, M.B., B.Ch., B.A.O. (NUI), B.Sc. (NUI), Ph.D. (NUI)	01/01/03	30/09/05
Psychology	Research Fellow	WALSH-DANESHAMANDI, Anne, BSc. Hons. (NUI), Dip. Stat., PhD (Dubl))	13/12/02	30/09/03
Sociology	Research Associate (Honorary)	DRAZIN, Adam, BA Hons. (Cantab.), PhD (Lond.)	01/01/03	31/12/04
Sociology	Research Associate (Honorary)	HERRERO, Martha, BA (Barcelona), MA (Lanc.)	01/01/03	31/12/04
Sociology	Research Fellow	PEILLON, Michel, L és Lettres (Sorbonne), M.A., Ph.D. (Sorbonne)	01/01/03	15/06/03

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Appendix 2 to Minute 8/169

Nominations for Appointment – Board 29 January 2003

Department	Post	Name and Qualifications	Start date	Termination Date (if contract)
Careers Advisory Service	Careers Advisor	HENNESSY, Anne, BA Applied Psychology (NUI), MA HR & Occupational Psychology (NUI), Dip. Public Relations (PRII)	20/01/2003	19/01/2006
Careers Advisory Service	Project Officer – Careers Education	SHERRY, Rhona, Bachelor of Business Studies (UL), N.Dip in Personnel Management (NCIR)	13/01/2003	12/01/2004
Faculty of Health Sciences	Administrative Officer (Web Community Support)	GILES, Majella Anne	01/02/2003	N/A
Faculty of Health Sciences	Administrative Officer (Admin. Support for Heads of Schools)	KEATING, Mary, BBS (DCU), MSc (Leic)	T.B.A	N/A
IS Services	IT Security Specialist	McANENEY, Sara, BSc Economics & Information Systems (Belf.)	13/01/2003	12/03/2004
Policy Institute	Research Co-ordinator	RIORDAN, Sinéad, BA European Studies (UL), MA European Social Policy Analysis (NUI)	13/01/2003	12/01/2005 with possible 1 yr extension
Student Counselling Service	Student Counsellor (Part-Time)	NAUGHTON, Anne-Marie, Bach. Social Studies & Cert. Of Qualification in Social Work (TCD), MSocSc (NUI)	07/01/2003	06/01/2006
The Library	Assistant Librarian (Early Printed Books)	MAWE, Shane, BSc (Econ.) (Wales), Dip. Inf. Stud. (Dubl)	04/12/2002	03/12/03
The Library	Assistant Librarian	MOCKLER, David, BSc (Wales), DLIS (NUI)	23/12/2002	N/A
Treasurer's Office	Financial Resources Manager	BYRNE, Janet, BA Accounting & Finance (DCU), MBS Accounting & Finance (DCU)	06/01/2003	N/A
Treasurer's Office	Procurement & Payments Manager	RYAN, Mark, BComm (NUI), ACA (ICAI)	T.B.A.	N/A

Incorporating any amendments approved at subsequent Board meetings