

*Incorporating any amendments approved at subsequent Board meetings*

**The University of Dublin**

**Trinity College**

**Minutes of Board Meeting, 16 April 2003**

*Present* Provost (Dr J Hegarty), Vice-Provost (Dr J B Grimson), Bursar (Dr J W O'Hagan), Senior Lecturer (Dr S M Greene), Dr S P A Allwright, Dr L E Doyle, Dr S Duffy, Dr J A Fitzpatrick, Ms A-M Gatling, Dr H Gibbons, Mr H Kearns, Ms M Leahy, Dr J G Lunney, Dr J M Mossman, Mr I Moynihan, Dr A N M Ní Chasaide, Mrs J O'Hara, Mr W Priestley, Mr D Scammell, Dr J C Sexton\*, Dr T T West.

*Apologies* Registrar (Mr R A Stalley), Mr B Connolly, Dr C Horn, Dr F Shevlin, Ms E K Stokes, Dr D L Weaire.

*In attendance*

*(ex officio)* Secretary, Treasurer, Assistant Secretary.

*(by invitation)* Dean of Graduate Studies (for Minute 12/245).

*(present for)* \* Minutes 12/230 – 12/249

**12/230 Minutes**

- (a) The Minutes of the meeting of 12 March 2003 were approved and signed.
- (b) The Minutes of the joint meeting of Board and the University Council held on 2 April 2003 were approved and signed subject to the following amendment:

**11/229 Strategic Plan 2003-2008** The following additional point was added to the list on page 2: *(vii) References to the desire for a diverse college community should reflect the necessity for accompanying support services.*

**12/231 Matters Arising from the Minutes** A number of matters arising from the Minutes were discussed and have been recorded below, (see Minutes 12/232, 12/233)

**12/232 Elections to Board (see Minute 10/209 of 12 March 2003)** The Board agreed that a working group comprising a representative from each elected constituency and the Registrar and the Secretary to the College would bring forward proposals for biennial Board elections to a Board meeting before the summer vacation.

**12/233 Calendar Changes (see Minute 10/227 (a) of 12 March 2003)** The Board noted that the approved name change for the Dublin University Women's Club would be deferred until next year.

**12/234 Provost's Report**

- (a) **CHIU** The Provost invited Board's attention to the following of issues which had been discussed at the CHIU meeting held in NUI Maynooth on 7 April 2003:  
*Structure and funding in the university sector:* A paper quantifying the impact of the reduction in Government funding for the sector will be available prior to the launch of the 2004 national estimates campaign.  
*E-learning:* A CHIU working party has been established to develop a proposal on e-learning for submission to the HEA.  
*Borrowing framework for PRTL Cycle 3:* The HEA is preparing a borrowing framework to facilitate the sector in borrowing funds to substitute for government funds which have been suspended for PRTL Cycle 3 activities. The Board noted that the terms of this agreement would be presented for consideration in due course.  
*Universities Ireland:* The group formerly known as the Conference of University Rectors in Ireland has been re-established under the title *Universities Ireland* and is currently chaired by the Vice-Chancellor of the University of Ulster.
- (b) **Science Foundation Ireland** The Provost invited Board's attention to a SFI initiative to assist in the recruitment of research professors by providing start-up funding for five years. The Board noted that this scheme could provide financial support to Chair holders the College might wish to recruit. The Board emphasised the importance of seeking funds to support research in all disciplines not just those funded by Science Foundation Ireland.
- (c) **Strategic Plan** The Provost advised Board that the Strategic Plan will be placed on the College website for a period of two weeks' consultation after which the final version will be prepared and presented to Board.
- (d) **Racism in College** In response to a query, the Provost advised Board that the Equality Committee had been requested to prepare a College anti-racism policy as a matter of urgency.
- (e) **Student Representation** The Provost, on behalf of the Board, offered his congratulations to Mr Priestley on his election as President of the Union of Students in Ireland and to Ms Gatling on her election as President of the TCD Students' Union.

**12/235 Estimates of Recurrent Income and Expenditure - 2003** The Provost, introducing the topic, advised Board that, following receipt of the likely allocation for 2003 from the HEA in February 2003, the Executive Officers had reviewed the funding requirements from a strategic point of view and that their recommendations had been noted by the Finance Committee when formulating its recommendations for the 2003 allocations.

The Provost invited Board's attention to the following issues which have made very difficult the task of securing sound budgeting, financial planning and management of financial resources in a legislative environment where no deficits can be incurred:

- late notification of grant (5 months into the financial year)
- provisional nature of the grant notified on 18 February 2003
- lack of clarity of the levels of additional funding for pay awards
- lack of State/HEA multi-year budgeting process.

The Board noted a memorandum from the Treasurer and Deputy Treasurer, dated 25 March 2003, which had been circulated, noting in particular the policy issues, financial risks/exposures and related financial matters relevant to the consideration of the 2003 estimates.

***Incorporating any amendments approved at subsequent Board meetings***

The Treasurer invited Board's attention to the estimated outturn for the Calendar year 2003, noting that the estimates of the shortfall of €7.5m presented to Board by the Financial Review Advisory Group in January 2003 was of the correct order of magnitude in the context of the all the data from the HEA at that time, further noting that the indication that separate provision will now be made by the HEA for the IMLT award has reduced the shortfall by an amount of €2.058m. The Board noted Mr Kearns's comments in relation to the fact that the previously agreed award to members of the IMLT had not yet been sanctioned for payment.

In discussing the estimates for 2003, and the current financial situation, issues in relation to high insurance costs, academic pay costs and the indirect costs of research were raised by a number of Board members.

The Board, on the basis of the current situation in relation to the shortfall for 2003, approved the following:

- restoration of the Conference Travel Grant for 2002/2003 (€250,000)
- once-off allocation for non-pay purposes to the Deans' Committee (€500,000)
- emergency refurbishment fund for 2002/2003 only (€300,000)
- restoration to the Student Services Committee (€8,000)
- emergency fund (€1,000,000)

The Board, noting the minutes of the Finance Committee meeting which had been held on 25 March 2003, also approved the Finance Committee recommendations that:

- (a) consideration be given to identifying opportunities for the potential outsourcing of service activities
- (b) every effort be made to bring the pay:non-pay ratio from its current level of 76:24 to the stated Board policy of 70:30
- (c) in view of the provisional nature of the recurrent grant allocation and the existing level of clarity in relation to supplementary grants to cover benchmarking and IMLT pay awards, along with current lack of assurances in relation to 2004, funding issues be kept under constant review in the coming months.

The Board noted Mr Gibbons's support for the role of the Staff Office in the reinstatement of the Conference Travel Grant.

The Board, noting that provisional estimates had been required by the HEA by 7 March 2003 agreed that the estimates, as approved, be submitted formally to the HEA. The Board thanked the Treasurer and her staff for their work in this regard.

**12/236 Acta of the University Council** The Board confirmed Acta of the University Council from its meetings of 26 February 2003 subject to further comment covering the following: 40/E, 41/A, 42/A, 43/A, 44/A, 44/B, 44/F.

**12/237 Centre for Academic Practice and Student Learning (see Actum 40/E of 2 April 2003)** The Board noted that the post of Director of the Centre for Academic Practice and Student Learning had been advertised and that the Nominating Committee would represent a balance across academic disciplines.

**12/238 Provost's Report – Financial Situation (see Actum 41/A of 2 April 2003)** The Senior Lecturer advised Board that the Deans' Committee would begin consideration of the distribution of the funds allocated to it under the estimates process.

***Incorporating any amendments approved at subsequent Board meetings***

**12/239 Faculty of Health Sciences – Restructuring Proposals (see Actum 42/A of 2 April 2003)** The Senior Lecturer invited Board's attention to the proposals for restructuring the Faculty of Health Sciences as presented by the Dean of Health Sciences, noting in particular Council's approval of the recommendation to establish the following four additional Vice-Deans: Vice-Dean, School of Physic; Vice-Dean, School of Nursing and Midwifery (subject to the agreement of the Director that the Vice-Dean will replace that role); Vice-Dean for the combined single department Therapy Schools; Vice-Dean, School in Research and Postgraduate Education. In response to queries from a number of Board members the Senior Lecturer advised Board that discussions are on-going concerning the financial impact of the proposed restructuring in the Faculty and that it was anticipated that not all committees/working groups would need to meet very frequently and that if specific committees/working groups did not prove to be necessary they would cease to exist.

**12/240 Academic Affairs Committee – Broad Curriculum (see Actum 43/A of 2 April 2003)** The Senior Lecturer invited Board's attention to the responses which had been received from departments concerning substitution arrangements for Broad Curriculum courses noting that agreement had been reached for 52% of courses and had yet to be confirmed in 18% of courses and that a further 9% had indicated that substitution arrangements were under consideration for future years. The Board noted that a further eight courses had been classified as exempt for geographical reasons or because the course involved three or more major disciplines. The Senior Lecturer advised Board that Council had approved that appointment of the six lecturers for whom funding had been secured as part of the Broad Curriculum initiative on the understanding that those departments/courses that had not responded positively should be given one more year to make the appropriate arrangements. The Board noted that, where difficulty in obtaining approval from accrediting bodies was cited as a reason for inability to provide substitution, the College would approach the relevant accrediting bodies. The Board also noted that Council would consider what further action should be taken to ensure that all eligible departments offer substitution arrangements.

In response to a query the Senior Lecturer advised Board that her office was aware of specific issues in relation to the implementation of the Broad Curriculum and that they would be dealt with on a case-by-case basis, noting that Broad Curriculum courses account for ten percent of courses in one year and that it is difficult to proceed without the involvement of all departments.

**12/241 Personnel and Appointments Committee (see Actum 44/A of 2 April 2003)** The Board confirmed the terms of this Actum arising from the memorandum from the Acting Secretary of the Personnel and Appointments Committee to Council, dated 19 March 2003, noting that Recommendation 10 in the circulated documentation should be amended to indicate that the extension of the career break was for a further eighteen months and not one year as indicated.

**12/242 Nominations for Appointment (see Actum 44/B of 2 April 2003)** The Board, on the recommendation of the University Council, approved the appointments as summarised in Appendix 1 to these Minutes.

**12/243 Chair of Theology (1980) – Nigel John Biggar, BA (Oxon), M Christian Studies (Regent Coll, Vancouver), MA (Chic), PhD (Chic)** Under Other Business the Board approved the nomination of Professor Nigel J Biggar to the Chair of Theology (1980) with effect from 1 January 2004, on the top point of the professorial scale, with pension provision.

*Incorporating any amendments approved at subsequent Board meetings*

**12/244 Leave of Absence (see Actum 44/F of 2 April 2003)** The Board confirmed the following applications for leave of absence.

- (a) **Drama**
  - (i) Dr M Causey – Michaelmas term 2003;
  - (ii) Dr K Rockett – Hilary term 2004;
  - (iii) Professor D Kennedy – Trinity term 2004.
- (b) **English**
  - (i) Dr N P Daly – Michaelmas term 2003;
  - (ii) Dr A Douglas - Michaelmas term 2003;
  - (iii) Dr J Nash - Michaelmas term 2003;
  - (iv) Professor I C Ross – academic year 2003-04.
- (c) **Geology** Professor G Clayton – Michaelmas term 2003.

In response to a query the Senior Lecturer advised Board that the Personnel and Appointments Committee and the Research Committee is discussing leave of absence with a view to developing a systematic approach for the College as a whole.

**12/245 Graduate Studies Annual Report 2001-2003** The Dean of Graduate Studies, present by invitation, invited Board's attention to the Graduate Studies Annual Report 2001-2003 which had been circulated. The Dean of Graduate Studies advised Board that the purpose of the report is to inform Council and Board of developments in Graduate Studies and also to provide statistical information on student numbers and other data. The Dean advised that following discussion of the report by the Graduate Studies Committee, and by the Academic Affairs Committee, he proposed to modify future reports to incorporate more information on the range and type of courses offered.

The Dean of Graduate Studies invited Board's attention to a number of points including the following:

- postgraduate student numbers had increased by 6% over the previous year
- the number of postgraduate students from outside the state had increased significantly to 20% of the total student body (13% in 2000/01)
- the gender balance of the postgraduate student body was 59% female and 41% male, although there were slightly more male than female research students
- the number of taught courses increased to 125 (121 in 2000/01) although not all courses were available in a given year
- very high academic standards were being maintained in Trinity's research degrees, as evidenced by reports from external examiners
- there had been discussion at the Academic Affairs Committee regarding the very high proportion of theses (83%) that required minor amendments and the burden that this placed on examiners, noting that this issue would be considered further by the Graduate Studies Committee later in the year
- the average examination period for research theses (from the time of first submission to Council approval of award) averaged seven months
- average completion times for research degrees had reduced overall : PhD 4.01 years (4.9 years in 2000/01); MSc 2.16 years (2.9 years in 2000/01); MLitt 2.75 years (2.8 years in 2000/01)
- reviews of taught courses continued to be conducted as part of the departmental review process
- applications for postgraduate research student awards had increased significantly over the previous year for all three categories of awards

***Incorporating any amendments approved at subsequent Board meetings***

- the Graduate Studies website had been improved and development will be continued as resources are available.

In the course of a long discussion which followed the Dean's presentation, the Board noted the serious dissatisfaction expressed by a number of Board members with the low level of resources available to the Graduate Studies Office and related matters which impacts negatively on the level of service the Office can provide. The Board also noted Mr Scammell's comments in relation to the relatively poor level of support services and research and study facilities currently available to graduate students, especially those from overseas, noting that there is a high level of dissatisfaction among graduate students in this regard. The Dean of Graduate Studies advised Board that his office is currently under-staffed and that while its primary function is to administer the College's postgraduate programme, it is increasingly being required to provide support services to individual students for whom such services are not provided elsewhere in College.

The Provost advised Board that the role and function of the Graduate Studies Office and associated resourcing issues are currently under consideration by the Executive Officers and that, following discussions with all relevant officers, proposals will be presented to Council and Board as soon as possible.

In response to a query, the Dean of Graduate Studies advised Board that the development of graduate schools is part of the evolving policy in this area.

On behalf of Board, the Provost thanked the Dean of Graduate Studies and his staff for preparing the report.

**12/246 Scholarship 2003** The Senior Lecturer reported on Foundation and Non-Foundation Scholarships, stating that sixty-seven scholars were proposed for election on Trinity Monday, of whom ten were Foundation. The Board noted that Foundation Scholars were distributed evenly across faculties. In response to a query, the Senior Lecturer advised Board that the Deans' Committee had considered alternative assessment methods for election to scholarship and had decided to maintain the current system, noting that the views of Board members on this issue would be welcome.

**12/247 Fellowship 2003** The Board noted the nominations to Fellowship as presented by the Provost.

**12/248 Board Meeting of 11 June 2003** The Board accepted the invitation from the Board of the Adelaide and Meath Hospital, Dublin Incorporating the National Children's Hospital to hold its meeting on 11 June 2003 in Tallaght.

**12/249 Tender for Audit of Financial Services** Under Other Business, the Provost invited Board's attention to a memorandum from the Chairman of the Audit Committee, dated 15 April 2003, which had been tabled, advising Board of the procedures which had been adopted to implement the tender process for the audit of the College's financial services following the Board decision on 15 May 2002 (see Minute 11/272) and the outcome of that process.

The Board approved the Audit Committee's recommendations that:

- (a) a three year contract be offered to KPMG to undertake the audit of the College's financial services, subject to written confirmation of the terms of their tender;

***Incorporating any amendments approved at subsequent Board meetings***

- (b) in order to minimise any possible risk to the College, additional resources be allocated to the Treasurer's Office to address the transition period, should the need arise;
- (c) should a satisfactory arrangement not be reached with KPMG, PWC be appointed.

The Board recorded its appreciation to PWC for their very significant contribution to the College over a long period of time.

**12/250 Application of the College Seal to Legal Documentation** Under Other Business the Secretary invited the Board's attention to a memorandum, dated 15 April 2003, which had been circulated seeking Board approval that, in order to comply with the provisions of the Universities Act 1997, *either* the Provost or the Vice-Provost, or in the event of their unavailability a Pro-Vice-Provost (who should be an Annual Officer and Board member), together with either the Treasurer or the Secretary, be signatories to documentation or instruments requiring the Seal of the College.

The Board approved the proposal.

**12/251 Finance Committee** The Board noted and approved the Minutes of the meeting of the Finance Committee held on 25 March 2003.

**12/252 Site and Facilities Committee** The Board noted the Minutes of the Site and Facilities Committee from its meeting of 1 April 2003 as circulated and approved the recommendations, noting in particular:

- 1.3 Waste Management on Campus** The Secretary agreed to investigate the possibilities for introducing re-usable envelopes for post within the College.
- 2.2 Larcenies on Campus** The Board noted with concern the number of reported larcenies on campus, particularly at the East End.
- 2.3.1 Grounds and Gardens Advisory Committee – Lincoln Place Lodge** The Board noted Dr Duffy's recommendation that the relocation of the Lincoln Place Lodge to a suitable location be addressed as soon as possible.

**12/253 The Visitors (see Board Minute 5/83 of 20 November 2002, Actum 13/A of 6 November 2002)** The Board noted that the Visitors had refused an appeal arising from the Board's confirmation of Actum 13/A of 6 November 2002 which approved the recommendations of the Academic Appeals Committee meeting of 16 October 2002.

**12/254 Personnel and Appointments Committee (see 44/A of 2 April 2003)** The Board noted and approved recommendations from the meeting of 10 March 2003.

**12/255 Higher Degrees** The Board noted Higher Degrees, approved by the sub-committee of Board and Council on 1 April 2003, as circulated.

**12/256 Bequests and Benefactions – Calendar Entries** The Board noted circulated memoranda from the Treasurer, in respect of:

*Incorporating any amendments approved at subsequent Board meetings*

- (a) Professor C T Keane/Pharmacia Medal, dated 19 March 2003;
- (b) John Prichard Memorial Prize, dated 26 March 2003;
- (c) Adrian Phillips Fund, dated 1 April 2003.

**12/257 Prizes and Other Awards – Studentships 2002-03 in the Faculty of Health Sciences** The Board noted a memorandum from the Administrative Officer, Faculty of Health Sciences, circulated dated 28 February 2003.

**12/258 Nomination for Appointment** The Board approved nomination for appointment, as circulated (see Appendix 2 to these Minutes).

**12/259 Careers Advisory Service – Annual Report 2001-02 (see Actum 41/B of 2 April 2003)** The Board noted the Careers Advisory Service Annual Report, as circulated.

**12/260 Technical Staff Committee – 2002 Review** The Board noted and approved recommendations, with effect from 1 October 2002, as set out in a memorandum from the Staff Secretary, circulated dated 1 April 2003, in respect of the following promotions:

Dr T Perova (Electronic and Electrical Engineering)  
 Mr P Greene (Chemistry)  
 Mr D Molloy (IS Services)

**12/261 Staff Matters – Early Retirements 2003** The Board noted and approved the following requests for early retirement, as set out in a memorandum from the Staff Secretary, circulated dated 8 April 2003:

- (a) 2001-2004 Early Retirement Scheme – 30 September 2003:
  - (i) Professor F Neelamkavil (Computer Science);
  - (ii) Dr P H Boyle (Chemistry);
  - (iii) Professor D W Jeffrey (Botany);
  - (iv) Dr G Davis (Pharmacology and Therapeutics);
- (b) Professor P K Kelly (Modern History) – 30 September 2003;
- (c) Mr R Howarth (Geography) – 12 July 2003.

In response to a query, the Secretary advised Board that the applications for early retirement presented for Board approval had been submitted prior to the decision by the Pension Fund Trustees to suspend pension funding for early retirements until further notice. It was also noted that some further recommendations in this regard would be brought to Board in June/July.

**12/262 Chaplains – Church of Ireland** The Board noted that the Archbishop of Dublin had nominated the Rev Dr A W McCormack for a further period as Church of Ireland Chaplain in College.

**12/263 Consultant Appointments in St James’s Hospital – Advisory Committee** The Board noted that the following would represent the College in connection with consultant appointments in St James’s Hospital:

***Incorporating any amendments approved at subsequent Board meetings***



- (a) Consultant Medical Oncologist: Professors D Kelleher and M Lawler;
- (b) Consultant Cardiologist: Professors D Kelleher and M Walsh;
- (c) Consultant Radiologist: Professor J Reynolds and a representative from the Radiology Department;
- (d) Consultant Rheumatologist: Professors D Kelleher and C Feighery.

**12/264 Scholarship – Permission to Intermit** The Board approved the request of the Senior Lecturer, with the approval of the Dean of Graduate Studies, to permit a Scholar (98275941) to intermit his Non-Foundation Scholarship in the academic year 2003-04 constituting a second year of intermission, having previously intermitted in 2002-03.

**12/265 Search Committee – Chair in Oral and Maxillofacial Surgery** The Board approved the replacement of Dr T N Mitchell, Chairman, St James’s Hospital, with Mr J O’Brien, Chief Executive Officer, St James’s Hospital as a member of the search committee.

Signed: .....

Date: .....

Appendix 1 to Minute 12/242

**Nominations for Council**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Biochemistry	Lecturer (Part-Time)	LOVE, William Clayton, BSc (NUI), MSc (NUI), PhD (Indiana)	14.06.2002	N/A
Biochemistry	Research Fellow	McMAHON, Ruth, PhD (NUI), BSc (NUI)	17.02.2003	16.02.2004
Botany	Research Fellow	BLAAUW, Maarten, PhD (Amst.)	07.04.2003	06.04.2006
Botany	Research Fellow	PERRIN, Philip, BSc (Nott.), MSc (Nott.), PhD (Dubl.)	03.03.2003	02.01.2003
Chemistry	Research Fellow	GOLDEN, Darragh, BSc (NUI), MSc (NUI)	01.03.2003	29.02.2004
Chemistry	Research Fellow	NARUSHIMA, Tetsuya, PhD (Tsukuba)	01.06.2003	31.05.2004 Renewable
Chemistry	Research Fellow	TEAGUE, Lucile Caroline, PhD (N. Carolina)	15.06.2003	15.01.2004
Civil, Structural & Environmental Engineering	Lecturer	PAVIA, Sara, BSc (Zaragoza), PhD (Zaragoza)	04.11.2002	03.11.2007
Civil, Structural & Environmental Engineering	Research Fellow	WIJNEN, Jeroen Johan Andreas, MSc (Amst.), PhD (Würzburg)	01.04.2003	31.03.2004
Classics	Research Fellow	VORWERK, Matthias, PhD (Mun)	01.01.2003	31.05.2003
C.L.C.S.	Visiting Research Assistant	HARDER, Søren, MA	24.03.2003	31.05.2003
Clinical Medicine	Honorary Lecturer	Ni EIDHIN, Deirdre, BSc (NUI), MSc (NUI), PhD (Dubl.)	01.01.2003	31.12.2004
Clinical Microbiology	Lecturer (Part-Time)	CROWLEY, Brendan Denis James, BSc (NUI), MSc (NUI), MD (NUI), DTM (RCSI), MRCPPath.	01.04.2004	N/A
Community Health & General Practice	Clinical Tutor	DUNNE, Liam, MB, BCh, BAO (NUI), Dip.Obs (RCPI), Dip.Dermatology (Cardiff), MRCPGP, MICGP	01.03.2003	29.02.2004
Community Health & General Practice	Clinical Tutor	McGOVERN, Patrick, MB, BCh, BAO (NUI), DCH (RCSI), DRCOG (Lond.) MRCPGP	01.03.2003	29.02.2004
Community Health & General Practice	Clinical Tutor	NELSON, Francis, MB, BCh, BAO (Belf.), DGM (RCP), DCH (RCP), DRCOG, MRCPGP	01.03.2003	29.02.2004

***Incorporating any amendments approved at subsequent Board meetings***

English	Research Fellow	THOMPSON, Tok Freeland, BA (Harv.), MA (Calif.), PhD (Calif.)	24.03.2003	31.12.2004
Geology	Research Fellow	HARDY, Robert James John, BSc (Dunelm), PhD (Cantab.)	01.03.2003	12.07.2003
Geology	Research Associate	NAYLOR, David, MA (Leeds), PhD (Leeds)	Renewal of Appointment	
Haematology	Consultant Haematologist	NOLAN, Elizabeth Mary, MB, BCh, BAO (NUI), MRCPI MRCPPath	06.08.2002	Category 1 Contract
Haematology	Consultant Haematologist	O MARCAIGH, Aengus, MB, BCh, BAO (Dubl.), MD (Dubl.), FRCPI.	01.07.1997	Category 1 Contract
Haematology	Consultant Haematologist	VANDENBERGHE, Elizabeth Ann, MB, BCh, BAO (NUI), MRCPI, PhD, FRCPath.	18.02.2002	Category 1 Contract
Haematology	Consultant Haematologist	WHITE, Barry Desmond, MB, MAO, BCh (NUI), MRCPPath, MSC (Dubl.), MD (Dubl.)	10.12.2001	Category 1 Contract
Mechanical & Manufacturing Engineering	Lecturer	DAVIS, Paul, BSc (DCU), MA (NUI)	03.06.2003	02.06.2008
Medicine	Lecturer	KIRBY, Brian, MB, BCh, BAO (NUI), MRCPI	N/A	N/A
Physics	Research Fellow	BHATTACHARYYA, Somnath, BSc (Calc.), MSc (Calc.), PhD. (IISc.)	01.07.2003	30.06.2005
Physiology	Research Fellow	MARTIN, Darren, BSc (NUI), PhD (Dubl.)	10.01.2003	31.12.2003
Psychiatry	Part-Time Lecturer	DOODY, Brendan, MB, BCh, BAO, MRCPsych, MRCCGP, MICGP, DCH, DObs, Dip. Man, MSc (Dubl.)	01.02.2003	31.01.2008
School of Nursing & Midwifery Studies	Visiting Professor	BARKER, Philip, PhD, RN, FRCN	01.10.2002	30.09.2003
Sociology	Research Fellow	COWMAN, Mick, BA (NUI), D.Social Studies (NUI), MBA (Dubl.)	10.03.2003	10.09.2003
<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Nursing and Midwifery Studies	Lecturer	O'BRIEN, Frances, RGN, BNS/RNT (NUI), M.A. (NUI), Dip N.S. (NUI)	01.12.2002	n/a
Nursing and Midwifery Studies	Lecturer	DEMPSEY, Margaret, RSCN, RGN, BNS (NUI), M.A. -Adult & Community Education (NUI)	01.12.2002	n/a
Nursing and Midwifery Studies	Lecturer	RYAN, Frances, RGN, BNS (NUI), M.A. Adult & Community Ed. (NUI)	01.12.2002	n/a
Nursing and Midwifery Studies	Lecturer	DOYLE, Louise, RPN, BNS (DCU), MSc. Nursing/Education (NUI)	02.01.2003	n/a

***Incorporating any amendments approved at subsequent Board meetings***

Nursing and Midwifery Studies	Lecturer	LYNCH, Siobhan, RGN, RPN, BNS (DCU), H.Dip - Mental Health Nursing (Brun.), Dip. Mgmt (RCSI) M.Ed. (Dubl.) Cert. - Adult Literacy (CDVEC)	02.01.2003	n/a
-------------------------------------	----------	--	------------	-----

Appendix 2 to Minute 12/258

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start Date</b>	<b>Termination Date (if contract)</b>
Library	Assistant Librarian	ALLEN, Deirdre, BA (NUI), MA (Brussels), H.Dip. in Library & Information Studies (NUI), Dip. in Legal Studies (DIT)	01.05.2003	31.04.2004