

Incorporating any amendments approved at subsequent Board meetings

The University of Dublin

Trinity College

Minutes of Board Meeting, Wednesday, 2 February 2005

Present Provost (Dr J Hegarty), Vice-Provost (Dr J B Grimson), Registrar (Dr D J Dickson), Bursar (Dr J W O'Hagan), Senior Lecturer**** (Dr J A Murray), Dr S P A Allwright, Dr W J Blau, Dr L E Doyle*, Dr J A Fitzpatrick, Dr H Gibbons, Dr H M C V Hoey, Mr H Kearns, Mr F Kieran, Ms M Leahy****, Dr J G Lunney***, Mr D Mac Síthigh, Dr A N M Ní Chasaide, Mrs J O'Hara, Dr M M O'Mahony**, Mr L Ryder, Mr R P Sheridan, Dr M K Simms, Mr B Sweeney.

Apologies Mr B Connolly, Dr F Shevlin, Ms E K Stokes, Dr D L Weaire.

In attendance

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

(by invitation) Dean of Research for BD/04-05/158.

(present for) * BD/04-05/154-157 (part)

** BD/04-05/154-161 (part)

*** BD/04-05/154-162

**** BD/04-05/154-163 (part)

BD/04-05/154 Minutes The Minutes of the meeting held on 26 January 2005 were approved and signed subject to the following amendment:

Appendix 1. Key Features of an Academic-based Resource Allocation Model (ARAM) approved by the Board on 26 January 2005 – 1.4 Replace the words 'should only' on the 2nd line with the word 'will'.

BD/04-05/155 Matters Arising from the Minutes A matter arising from the Minutes was discussed and has been recorded below, (see Minute BM/04-05/156).

BD/04-05/156 Financial Statements - Year to 30 September 2004 (see minute BD/04-05/146 of 26 January 2005) In response to a query the Treasurer advised Board that the Financial Statements, considered by Board on 26 January, represented the first phase of the accounts for the year 2003/2004 and that when the consolidated accounts had been finalised and considered by Board they will be forwarded to Fellows in the usual way.

BD/04-05/157 Provost's Report The Provost invited Board's attention to a number of issues which had been discussed at the CHIU meeting, which had taken place on 31 January 2005, noting that the sector is working together to address the current funding difficulties. The Board noted that there would be a colloquium on 14 February 2005 convened by the Minister for Education and Science and attended by representatives of the Department of Education and Science, the HEA, the University sector and the Institutes of Technology at which the implementation of the OECD report would be the major focus of discussion. The Board, noting that the costs associated with the proposed restructuring would be significant, agreed that they should be discussed in detail with the Government prior to their implementation.

The Provost also advised Board that Dr Barry McSweeney had been appointed as the Government's Chief Science Advisor to provide independent expert advice on all aspects of science, technology and innovation, including the coordination of research funding from different sources.

BD/04-05/158 Structures The Provost invited Board's attention to a paper from the Senior Lecturer, dated 28 January 2005, which had been prepared following consideration of papers by Board and Council on 18 and 19 January 2005 respectively and following discussion with Deans. The Senior Lecturer advised Board that the paper also included proposals to address issues which had been raised in the paper prepared by nine academic staff members and suggestions made at the meeting of academic staff held on 26 January.

Introducing the paper, the Senior Lecturer noted areas where it was felt consensus had been reached in relation to restructuring. He invited Board's attention to the current status of a new model which had been prepared in accordance with the decisions made at Board on 18 January 2005 (minute BD/04-05/145 refers) that: (a) proposals be developed based on the *Faculties as Co-ordinating and Integrating Structures* (Model II) and *Faculties Incorporating Resource Management and Planning Roles* (Model III); and (b) proposals should also consider the points raised in the paper prepared by the nine academic staff members. The Senior Lecturer invited particular attention to the following areas around which it was considered the differences in the specific models revolve:

- the determination of the Faculty or the School as the point to which resources and associated planning and decision-making are devolved;
- the role of Head of School or Faculty Dean as budget holder;
- the extent of the role of Faculty Dean as decision maker;
- whether departments that are not part of integrated schools should be 'located' in federated schools, or positioned as departments within a Faculty with the Dean as budget holder;
- the role of the Dean as intermediary between Schools and College.

The Senior Lecturer advised Board that, in discussing the nature of the new model (V), particular attention had been given to defining a structural arrangement which had the greatest possibility of achieving consensus and avoiding division within the College, especially between those who have favoured no faculties and those who have urged embodiment of faculties in future structures, noting that, whatever the outcome, the structural arrangements must serve the overall College interest.

The Senior Lecturer invited Board's attention to proposals in relation to the features of deanship and faculties which, he noted, were based on the assumption that faculties may contain both integrated and federated schools and that academic and resource planning and budget holding is devolved to schools. (These proposals are presented in Appendix 1 attached to these minutes)

The Senior Lecturer, inviting Board's attention to factors governing the necessity for integrated and federated schools, noted in particular, the difficulties in administration and the potential for confusion if faculty deans were to undertake two distinct roles, a facilitative and representational role for integrated schools and a budget holding and executive role for a group of departments within a faculty. The Senior Lecturer suggested that if a federated school is formed with the head of school as budget holder the faculty dean would be in a position to act as 'honest broker' and advisor in dealing with difficult choices concerning resource allocation and inter-department relations that remain unresolved at school level. The Board also noted the comment that Departments in a federated school should experience no difference in relation to their independence of identity than would be the case in a faculty.

In conclusion, the Senior Lecturer advised Board that the single remaining substantive issue of contention relates to whether departments that are not members of an integrated school are positioned as departments within a faculty or as members of a federated school within a faculty. The Board, noting possible faculty arrangements to accommodate integrated and federated schools, also noted that in attempting to design an appropriate means of accommodating these departments, it will be important to keep in mind the likely final situation with regard to the formation of schools.

The Board also noted the Senior Lecturer's comments in relation to the nomenclature of schools and departments under the new arrangements, noting that the objective will be to ensure parity across the various structural components.

In the course of a long and detailed discussion the following points were made by Board members:

- (a) federated schools would comprise departments which have not merged with other academic units adding an additional layer of administration between these departments and the Dean, resulting in departments not being represented at faculty decision-making; if there were to be a large number of departments not affiliated to integrated schools the need for federated schools comes into question; there is a perception that there would be a loss of power on the part of departments who would join a federated school;
- (b) from an academic point of view there are many advantages to developing integrated schools but from an administrative perspective federated schools could offer advantages;
- (c) there will be a need to maintain the identity of all disciplines within the College, particularly so that students will have a sense of belonging to a specific area as they proceed with their studies;
- (d) there may be a conflict between the concept of a faculty dean being a budget-holder for some academic units in the faculty and the same dean adopting a coordination and facilitation role for others;
- (e) there needs to be clarity in relation to the functions of faculties and schools and situations must not develop whereby structures become fragmented, thus losing the benefits which the restructuring can offer;

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- (f) under the ARAM, which will allocate funds according to an agreed formula, budget holders will be responsible for their entire budget and not just the non-pay element which is currently disbursed locally and which represents in the order of 10% of the total, noting that, if the units to which budgets are being devolved are small, their scope for development will be limited compared to larger structures;
- (g) the implementation of the ARAM will have a very significant impact on the future direction of disciplines and structures and must include mechanisms to allow inter-disciplinary activities to develop in the future and not result in stagnation.

In response to a query, the Senior Lecturer advised Board that in considering the devolution of administrative functions, consideration will have to be taken of the scale and function of faculties.

The Board noted that clarification is required as to why some departments who will not be part of an integrated school consider that it would be more advantageous to be a department in what is essentially a federated faculty rather than being part of a federated school. The Board also agreed that clarification was required from departments as to their vision for the role of the faculty dean in light of the possible conflict between the roles of 'honest broker' and budget holder.

In discussing the manner in which Heads of School would be appointed under the new arrangements, the Board, noting Mr Gibbons' comment that election of Heads should be the preferred option, also noted that issues in relation to such appointments would be the subject of governance proposals which would be developed once agreement had been reached on structures. In response to queries, the Senior Lecturer advised that the Board would continue to approve appointments to headship as heretofore and that the procedures for appointing heads would be a matter for consideration by schools at the appropriate times.

In conclusion, the Board agreed that consensus had been reached on the following matters and that further proposals should focus on the out-standing issues discussed above:

- i) the devolution of academic and resource planning and of decision-making and associated accountability;
- ii) the implementation of a transparent, logical, academically based resource allocation;
- iii) the freedom of existing Departments to retain their departmental titles where they deem this appropriate;
- iv) subject to the agreement of related governance issues, the manner of appointment of a Head of School should encompass three options (a) internal or (b) open competition or (c) combined nomination and election) with the most appropriate one being chosen as best suits the particular circumstances of a School;
- v) faculties, in some appropriate form, should be a part of the new structures;
- vi) those departments that have agreed on a formal proposal for the formation of a School should be encouraged to proceed to preliminary planning, pending final decision by Board and Council, after which the issue of the formation of interim school executives will be addressed;
- vii) some synthesis of Model II, Model III and Model III 'variant', is most likely to

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lead to a resolution of the significant differences in opinion across the academic community on the merits of structures involving schools-only on the one hand, or embodying faculties on the other.

The Senior Lecturer invited Board members to submit comments on out-standing matters directly to him.

BD/04-05/159 Acta of the University Council The Board confirmed Acta of the University Council from its meeting of 19 January 2005 subject to further comment covering the following: (CL/04-05/076, 077).

BD/04-05/160 Nominations for Appointment (see CL/04-05/076 of 19 January 2005) The Board, on the recommendation of the University Council, approved the appointments as summarised in Appendix 2 to these Minutes.

BD/04-05/161 Special Professorships - Framework from Approved Levels of Remuneration The Provost invited Board's attention to a letter from the HEA, dated 30 November 2004, which had been circulated, outlining a framework for remuneration for Special Professorships similar to the scheme approved on 12 April 2000 (minute 109/1 refers). The Board noted that in this case the proposals related specifically to positions which may be known as Edmund Burke Professorships and could be funded by the College and by bodies such as SFI, IRCHSS, IRCSET and others.

The Provost invited the Board's attention to the opportunities offered by having the flexibility to recruit exceptional staff at salaries in excess of the current pay scales which would be comparable to competitive international levels. The Board noted the terms and conditions of the remuneration awards as presented in the document, in particular that the number of such appointments would be small and that they would be awarded after a very stringent review and benchmarking exercise, noting that the continuance of approval for each appointment would be subject to periodic reviews to confirm the performance of the appointee in line with the international criteria agreed at the time of appointment. The Provost advised Board that the interval between reviews would be no greater than five years in the case of each appointment. In response to queries, the Provost advised Board that the additional remuneration costs of the appointments over and above the salary levels approved in accordance with the Section 25 (4) of the Universities Act would be met by the College from private or exchequer funds other than from the HEA block-grant and income from tuition fees.

The Board noted Dr Gibbons' comment on the lack of consultation with staff representative bodies in relation to the proposals.

The Secretary advised Board that individuals appointed to Special Professorships would revert to College salary scales should external funding cease or the review process indicate that the additional remuneration would be unwarranted. The Board noted that in a situation where external funds would cease, the source of funds for the additional top-up funds would be a matter for negotiation within the College.

The Board, noting the importance of the review process in assessing performance of appointees and the concern that a two-tier remuneration system should not be widespread throughout the College, approved the proposals as presented.

BD/04-05/162 Pension Arrangements for New Staff The Secretary invited Board's attention to developments in relation to pension entitlements for staff employed by the College since 1 January 2005, noting that the pension entitlements of staff employed prior to 1 January 2005 will remain unchanged under the new arrangements. He advised Board that, arising from the requirement in the Universities Act that each College secure approval for its pension scheme from the Minister of Education and Science and the Minister for Finance, discussions had commenced some time ago with the HEA and the relevant government departments on the development of an acceptable pension scheme for the sector, noting that the talks had progressed slowly due to the differing schemes in operation in each institution. The Board, noting that the relevant Government departments have indicated that a revised pension scheme similar to that in use in the public sector generally would be approved for the university sector, further noted the request from the Department of Education and Science that the new arrangements be introduced 'administratively' pending the finalisation of the scheme. The Secretary advised Board that this approach was not unprecedented in pension arrangements and that no new member of staff would be disadvantaged should they, or their spouse, need to have access to the pension fund prior to its formal approval by the Minister.

In response to a query, the Secretary advised Board that staff recruited since 1 January 2005 have been advised that such a new scheme is likely to be put in place and that it will be applicable to them. He also invited Board's attention to the terms of the scheme as compared to the arrangements for staff employed prior to 1 January 2005.

The Secretary agreed to prepare a paper for the information of Board members outlining the details of the new arrangements.

The Board approved the proposals. Mr Gibbons dissented.

BD/04-05/163 DMMC Review The Secretary, introducing the subject, advised Board that as a Director the Dublin Molecular Medicine Centre (DMMC) he had a potential conflict of interest with the Board's consideration of this matter and that he would withdraw prior to any decision being made by the Board. He advised Board that the DMMC had been established in 2000 with funds secured under Cycle 2 of the HEA's PRTLI scheme to support and develop strong inter-institutional collaboration in the area of molecular medicine research and education. He advised Board that a pre-requisite for the receipt of the funds was that the Centre would be incorporated as a limited liability company owned jointly by UCD and TCD. Further to this in 2001, under Cycle 3 of the PRTLI, funding was awarded for a programme for Human Genomics which was a joint initiative between the Royal College of Surgeons in Ireland (RCSI) and the DMMC. A component of the proposal and the subsequent commitment of funds was that RCSI would become a legal partner of DMMC within three years of the award.

The Secretary invited Board's attention to a report which the HEA had commissioned into the effectiveness and prospective future developments of the DMMC, a copy of which had been circulated. The Board, noting that overall the report had been positive, noted specific recommendations in relation to the need for the DMMC to become a

tripartite entity with its membership comprising TCD, UCD and RCSI. The report also made recommendations in relation to the DMMC's future funding opportunities and research scope and further recommended that consideration be given to designating the DMMC as a separate body under the HEA Act.

The Board noted recommendations on the management and governance of the DMMC and on the HEA's relationship with the DMMC, particularly the HEA's oversight of management reports and minutes of DMMC Board meetings. The report recommended that each College establish its own reporting arrangements with the DMMC, noting that at a minimum each College should receive an annual report from the Centre. Recommendations were also made on the outreach activities of the Centre.

The Secretary invited Board's attention to a number of concerns in relation to the report's proposals, particularly on the relationship between the HEA and the Board and management of DMMC. He also highlighted difficulties which the constituent institutions might face in relation to requirements for financial accountability without the necessary authority.

The Secretary withdrew from the meeting.

The Provost invited Board's attention to the proposal that the RCSI be admitted as a member of the DMMC on an equal basis with TCD and UCD.

In discussing the proposal, the Board agreed that the DMMC offers a very good opportunity for inter-institutional collaboration and that its research achievements to date have been impressive. The Board expressed some concern that the College could be placed in a very difficult situation in relation to the governance and control of the DMMC should all the report's recommendations be adopted and asked that clarification on this issue be sought from the HEA. The Board may request the Audit Committee to review this matter on its behalf when the HEA position is clear.

The Board, approved the proposal that the RCSI become a one-third member of DMMC together with TCD and UCD.

BD/04-05/164 **Advisory Committee on Higher Degrees** The Registrar advised Board that the Advisory Committee on Higher Degrees is currently considering nominations for a special Honorary Degree Ceremony which will be held during the British Association's Festival of Science which the College is hosting in September 2005 and that he would present nominations for approval at the next Board meeting. The Board agreed that the Dean of Science would be invited to a future meeting to brief Board on the plans for the Festival.

SECTION B

BD/04-05/165 **Personnel and Appointments Committee (see CL/04-05/077 of 19 January 2005)** The Board confirmed the recommendations of the Committee from its meetings of 26 November and 17 December 2004.

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BD/04-05/166 Site and Facilities Committee The Board noted the draft minutes of the meeting of the Site and Facilities Committee held on 18 January 2005 and approved the recommendations, noting concerns in relation to the loss of car parking on the An Post site.

BD/04-05/167 Student Services Committee The Board noted the draft minutes of the meeting of the Student Services Committee held on 2 December 2005 and approved the recommendations.

SECTION C

BM/04-05/168 Board Minutes – Corrections The Board noted:

- (i) Meeting of 7 July 2004, page 16, Appendix 1: start date and termination dates of Ms C M Mulhall's appointment to read, '01-07-2004' and '30-06-2005' respectively;
- (ii) Meeting of 24 November 2004, page 14, Appendix 1: 'Troll, Valentine' to read 'Troll, Valentin'.

BM/04-05/169 Senate – Master in Arts (*jure officii*) The Board noted a memorandum from the Registrar, circulated dated 27 January 2005 and a revised version of which was tabled, dated 1 February 2005.

BM/04-05/170 Site and Facilities Committee – Board Representative The Board approved the nomination of Dr M M O'Mahony as the Board representative on the Site and Facilities Committee.

BM/04-05/171 Higher Degrees The Board noted Higher Degrees, approved by the sub-committee of Board and Council on 18 January 2005.

BM/04-05/172 Trinity Ball 2005 The Board permitted the holding of the Trinity Ball 2005, on 13 May 2005, subject to licence from the Dublin City Council.

BM/04-05/173 Prizes and Other Awards

- (i) **Gold Medals** The Board noted and approved the award of Gold Medals to: Ms Susan Cliffe (Bachelor in Nursing Studies, February intake); Ms Yvonne O'Brien (Human Nutrition and Dietetics);
- (ii) **Home Hewson Award 2004-2005** The Board noted and approved this year's award to Ms Elizabeth Zickgraf (€2,500);
- (iii) **Entrance Exhibition** The Board noted and approved an Entrance Exhibition Award to Mr Stephen Dempsey;
- (iv) **School of Physic Prizes and Medals 2004** The Board noted and approved a memorandum from Ms A Wade, Faculty of Health Sciences, circulated dated 14 January 2005;

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- (v) **Studentships in the Faculty of Health Sciences** The Board noted and approved a memorandum from Ms A Wade, Faculty of Health Sciences, circulated dated 20 January 2004.

BM/04-05/174 Bequests and Benefactions - Estate of the Late Canon G H Jerram Burrows The Board noted and approved a memorandum from the Treasurer, circulated dated 13 December 2004.

BM/04-05/175 Calendar – John Purser Shortt Prize The Board noted and approved a memorandum from the Treasurer, circulated dated 11 January 2005.

BM/04-05/176 Representation – Dublin Institute of Technology Governing Body The Board noted the nomination of the Registrar, Professor David Dickson, as the representative of the University of Dublin on the DIT Governing Body.

BM/04-05/177 Deanship - Dublin Dental School and Hospital The Board extended the term of office of Professor John Clarkson as Dean of the Dublin Dental School and Hospital to 30 April 2005.

BM/04-05/178 Nominations for Appointment The Board approved nominations for appointment, as circulated (see Appendix 3 to these Minutes).

BM/04-05/179 Staff Matters

- (i) **Early Retirement – Change in Date (see BD/04-05139 (i) of 14 December 2004)**
The Board approved the request of Mr A Kasenter to bring forward his date of retirement from 31 August to 31 July 2005 (cost neutral basis to the pension fund);
- (ii) **Career Break** The Board approved the request of Mr D O'Donnchadha (Library) for a career break for one year from 1 April 2005 to 31 March 2006.

BM/04-05/179 Nominating Committees The Board noted the following memberships:

- (i) **Senior Lecturer's Area – Examinations Office- Administrative Officer (permanent)**
Dean of Engineering and Systems Sciences
Assistant Academic Secretary
Time-tables and Examinations Officer
Mr P Shearer (UCD)
- (ii) **Research and Innovation Services – Administrative Officer - Research Projects (contract of indefinite duration)**
Dean of Research
Director of Innovation Services
Research Development Officer

Dr S M O'Mara
Dr C Barrett (NUI Maynooth)

Under Other Business:

- (iii) **Administrative Officer – Grade 3/2 (Staff Office) – Contract of Indefinite Duration**
Assistant Secretary to the College
Professor J M D Coey
Ms D Savage
Mrs Daly
Ms A Taylor
Mr R Carey (UCD)

- (iv) **Administrative Office Grade 2 (Grade 1 for exceptional candidate) (Treasurer's office) – Contract of Indefinite Duration**
Deputy Treasurer
Ms D Savage
Ms M Tracey
Dr L E Doyle
Mr E Cuggy (DCU)

BM/04-05/180 Audit of Financial Statements 2003-2004 – Letter of Representation The Board noted and approved signature by the Provost of the letter of representation to the Auditors, circulated dated 2 February 2005.

Signed:

Date:

Appendix 1 – Proposals presented by the Senior Lecturer in relation to Deanship and Faculties

- (i) Faculty Deans should provide guidance in the further development and implementation of new structures and resource management.
- (ii) Faculty Deans should support and advise in the implementation of the 'Transition ARAM' plan for the three or more years of the transition period.
- (iii) Faculty Deans should play the role of 'honest broker' between schools and between schools and College centrally.
- (iv) Faculty Deans should be part of the College's system of checks and balances in the College's governance arrangements, in particular providing a counter to the natural expression of self-interest at School level.
- (v) Faculty Deans, with the Dean of Research, Dean of Graduate Studies, Dean of Students and Registrar (with particular responsibility for ISA) should provide a compact and influential group without sectional budgetary bias which, acting as a Deans' Committee, should exert appropriate and expert influence on the formation and implementation of College strategy and on academic operations.
- (vi) Faculty Deans should support and facilitate academic and resource planning in schools.
- (vii) Faculty Deans should provide, as has been the tradition with Deans to date, a strong well-informed sense of the College from their local knowledge as well as a College-wide perspective on matters of policy. Deans should form the nexus between policy and action; between Schools and College.
- (viii) Faculty Deans should continue to perform the role of mediator and facilitator within and between Schools and across faculties.
- (ix) Faculty Deans should have particular responsibility for promoting interdisciplinary activity between faculties and for removing barriers to such activity.
- (x) Faculty Deans should be involved in future quality assurance processes.
- (xi) Faculty Deans should play a role in the formation of Schools that may emerge in the future and in guiding the evolution of Schools.
- (xii) Faculties should consist of integrated and federated schools, as appropriate.
- (xiii) Federated schools should operate much as existing faculties do, with constituent departments, but with the Head of School as the budget holder and the ARAM operating in a formulaic manner to each department except where this is over-ridden by the School Executive for good reason.
- (xiv) Faculties should undertake the administration of common entry / joint undergraduate courses, with the Dean providing academic leadership.
- (xv) Faculties should undertake the administration of joint postgraduate activity where this is desired by constituent schools.
- (xvi) Faculties should provide support to Schools in the areas of academic and resource planning.
- (xvii) Faculties should be the location for specialist administrative and support services.

Appendix 2 to Minute BD/04-05/159
Nominations for Appointment (see CL/04-05/076)

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry	Research Fellow	MANSOUR, Rolan, BSc, MSc (Tees), PhD (Lond.)	01-01-2005	31-12-2006
Chemistry	Research Fellow	LE-BON, Bertrand, MSc, PhD (Nice)	03-01-2005	31-12-2005
Clinical Medicine	Research Lecturer	PIDGEON, Graham, BSc (DCU), PhD (DCU & RCSI)	01-12-2004	31-10-2007
Clinical Medicine	Part-Time Lecturer	GIBNEY, James, MB, BCh, BAO (NUI), MRCPI (RCPI)	01-09-2004	31-08-2007
Clinical Medicine	Part-Time Lecturer	GRAY, Steven, BA, MSc (Dubl.), PhD (Karolinska Inst. Stockholm)	01-12-2004	30-11-2007
Computer Science	Research Fellow	MAAD, Soha, BE, MSc (American Univ. of Beirut), Ph.D.(Warw.)	24-11-2004	30-09-2007
Economics	Research Associate	WALDRON, Patrick MA, MLitt (Dubl.), Ph.D. (Penn.)	01-12-2004	30-09-2007
Genetics	Research Fellow	MALONEY, Alan, B.Sc, Ph.D. (NUI)	10-01-2005	09-01-2007
Genetics	Research Fellow	WHITE, Sandra B.Sc., Ph.D. (NUI)	10-01-2005	09-07-2006
Geology	Research Associate	REDMOND, Patrick B., BA, MSc (Dubl.), PhD (Stan.)	01-01-2005	31-12-2007
Health Policy & Management	Lecturer	THOMAS, Stephen David, MA (Oxon.), MSc (Oxon), PhD (Cape Town)	16-05-2005	Permanent
Histopathology	Visiting Senior Lecturer	MASKREY QC, Simeon, LLB (Leic.), Barrister at Law, (Gray's Inn)	01-01-2005	31-12-2007
Immunology	Part-time Lecturer	LIDDY, Caroline, BSc. MSc., (Dubl.)	01-01-2005	Indefinite Duration
Mechanical & Manufacturing Engineering	Research Fellow	SUSMEL, Luca, Ph.D. (Padova)	01-11-2004	31-10-2006
Medieval History	Visiting Professor	FRAME, Robert F., MA, PhD (Dubl.)	01-11-2004	01-05-2005

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Microbiology Research Unit / Dublin Dental School	Research Fellow	YEOMANS, Tim, B.Sc. (Carlow IT), Ph.D. (NUI)	07-02-2005	06-02-2009
Pharmacology & Therapeutics	Part-time Lecturer	BENNETT, Kathleen E, B.Sc., Ph.D. (S'ton.)	01-01-2005	31-12-2005
Pharmacology & Therapeutics	Part-time Lecturer	TEELING, Mary, MB (NUI), MD (NUI), FRCPI	01-01-2005	31-12-2005
Pharmacology & Therapeutics	Part-time Lecturer	SALMON, Patrick F, B.A., M.B., M.A. (NUI), FRCPI	01-10-2004	30-09-2009
Physics	Research Associate	CARPENTER II, Leslie Earl, B.S. (Minn.), Ph.D.(Iowa State	01-09-2004	31-08-2007
Physics	Research Fellow	JANIAUD, Eric, B.Sc., M.Sc., DEA., Ph.D. (Paris 7)	01-02-2005	31-01-2006
Physiotherapy	Research Physiotherapist	COONEY, Sinead, BSc.,(Dubl.)	01-01-2005	31-08-2005
Psychiatry	Part-Time Lecturer	BARRY, Edwina, BMS, MB, BCh BAO (NUI), MRCPsych (Royal College of Psychiatrists)	01-01-2005	31-12-2007
Public Health and Primary Care	Research Fellow	WHITE, Patricia, BA,(NUI), Dip. App. Soc. Studies (DIT), M. Psych. Sc. in Health Psychology (NUI), Dip Stats (Dubl.)	01-12-2004	31-11-2005
Pure & Applied Mathematics	Research Associate	KAMLEH, Waseem Rolf, B.Sc. B.Sc. Ph.D.(Adel.)	01-12-2004	31-11-2007
Pure & Applied Mathematics	Part-time Lecturer	MC NAMARA, Cronan, B.Sc.(NUI), M.Sc.(Dubl.)	01-10-2004	30-09-2005
Pure & Applied Mathematics	Part-time Lecturer	BRADLEY, Kevin Geoffrey Thomas, B.A., M.Sc. Ph.D.(Dubl.)	01-10-2004	30-09-2005
Trinity College Institute of Neuroscience	Senior Research Physicist	FAGAN, Andrew, BA, MSc (Dubl.)	01-04-2005	Indefinite Duration
Trinity College Institute for Neuroscience	Lead Research Physicist	KERSKENS, Christian, Diplom Physik (Cologne)	01-03-2005	Indefinite Duration

Appendix 3 to Minute BD/04-05/178

Nominations for Appointment

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Careers Advisory Service	Project Officer	KING, Sarah BA, Higher Dip in Comp. Sc. (NUI)	24-01-2005	23-01-2006
Information Systems Services	I.T. Security Officer	MC ANENEY, Sara, BSc (Belf.)	04-01-2005	Permanent
Library	Assistant Librarian	GITTINS, Estelle, BA (Warw.),M.Lit (St And.), Dip in Archival Studies (NUI)	04-01-2005	03-01-2006
Library	Assistant Librarian	CLARKE, Frances, BA,MA, Dip in Archival Studies (NUI)	04-01-2005	03-01-2006
Senior Lecturer's Area	Timetables and Examinations Officer	MC MAHON, Mary	01-12-2004	Permanent
Student Counselling Service	Administrative Officer (1 year Half-time)	POWER, Louise, BA (NCEA), Dip Marketing, Advertising & Public Relations (Inst. Of Comm. Mgmt), Grad CIPD, MIITD	31-01-2005	30-01-2006

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