

*Incorporating any amendments approved at subsequent Board meetings*

**The University of Dublin**

**Trinity College**

**Minutes of Board Meeting, 13 December 2005**

- Present* Provost (Dr J Hegarty), Vice-Provost\* (Dr R M J Byrne), Registrar\*\* (Dr D J Dickson), Senior Lecturer (Dr C Kearney), Dr N Biggar, Dr A Butterfield, Ms G Clarke, Ms M Coffey, Mr H Kearns, Ms M Leahy, Dr M Lynch, Dr E Mac Cárthaigh, Mr D McCormack, Dr K J McGinley, Mr J Mannion, Ms S O'Brien, Dr E O'Dell, Dr D O'Donovan, Dr E O'Halpin, Dr J Parnell, Dr A Piesse\*\*\*, Mr R P Sheridan.
- Apologies* Bursar (Dr D C Williams), Dr W J Blau, Dr A Donnelly, Dr J M Kelly, Mr B Sweeney.
- In attendance*
- (ex officio)* Secretary, Treasurer, Assistant Secretary.
- (by invitation)* Chairman, Audit Committee (Mr T Forsyth), Internal Auditor (Mr F Sheeran) for Minute BD/05-06/104.  
Dean of Students for Minute BD/05-06/106.
- (present for)*
- \* BD/05-06/102-130
  - \*\* BD/05-06/103 (part)-106, 112 (part) - 130
  - \*\*\* BD/05-06/099-112

**SECTION A**

**BD/05-06/099 Minutes** The minutes of the meeting held on 23 November 2005 were approved and signed subject to the following amendments:

**BD/05-06/065 Governance: Student representation on School Executive Committees** Insert the following sentence at the end of the minute on page 4 'Dr Piesse stated that she did not consider this issue to be appropriate for raising under *matters arising*.'

**BD/05-06/69 Property Matters** Replace the word 'then' in the last sentence of the minute with the word 'them'.

**BD/05-06/071 Senior Promotions 5. Quotas for Promotion** Replace the word 'would' with the word 'will' in the first sentence of the minute. Replace 'up to twelve' and 'up to eight' in point (c) of the minute with 'twelve' and 'eight' respectively.

**BD/05-06/076 Chairs (i) Computer Science (1973)** The date '1 December 2006' was amended to read '1 December 2005'.

**BD/05-06/085 Student Services Committee** Add the following text to the end of the minute 'and she advised Board that the Student Disability

Service intends to submit a proposal to the Personnel and Appointments Committee for one additional permanent member of staff.'

The Board noted Dr Mac Cárthaigh's comments about the need to include a clear record of decisions made on each topic in the minutes.

**BD/05-06/100 Matters Arising from the Minutes** A number of matters arising from the Minutes were discussed and have been recorded below, (see Minutes BD/05-06/100, 101, 102).

**BD/05-06/101 Strategic Planning (see minute BD/04-05/068 of 23 November 2005)** In response to a query, the Senior Lecturer advised Board that the Heads of School are working towards meeting the deadline for the completion of their strategic plans in relation to research, undergraduate education, graduate education and contribution to society. The Board noted that these drafts will be considered by the group coordinating these areas at the end of Michaelmas Term, noting that one Head of School had asked for an extension until Hilary Term. The Senior Lecturer stated that it was recognised by the group considering the plans that they were being presented as drafts and that they could be refined and revised during Hilary Term while the second phase of the plans in relation to staffing, and infrastructural and financial resources were being prepared.

**BD/05-06/102 Governance: Student representation on School Executive Committees (see minute BD/05-06/065 of 23 November 2005)** Dr O'Dell and Professor Parnell advised Board that subsequent to the decision made at the previous Board meeting confirming the dual reporting relationship for School Administrators, all Fellows on Board had been contacted by one of the Heads of School opposed to this arrangement and had been provided with a document supporting his position in this regard. The Board noted comments from a number of Board members that while they agreed with the decision made at the previous meeting, it would have been desirable that, a full document, presenting the arguments for and against the dual reporting arrangements should have been made available to Board in advance.

The Secretary invited Board's attention to the delicate negotiations which had taken place over the summer in relation to the working arrangements for former Faculty Administrators. Paying tribute to the loyalty and dedication of these staff members who, despite on-going uncertainty about their future careers, had continued to fulfil their functions within Faculties and in the emerging Schools. He advised Board that negotiations on the future role of Faculty Administrators could not have started until decisions had been made in relation to academic structures but that those involved had always been assured that they would experience no change in working conditions as a result of the restructuring. The Board noted that the unwillingness of three Heads of School to agree to the previous practice of dual reporting had delayed the issuing of contracts to those recruited as School Administrators, hence the need to seek Board affirmation of the existing practices at the last meeting.

**BD/05-06/103 Research-related multi-institutional arrangements (see minute BD/05-06/063 of 23 November 2005)** In response to a query, the Provost advised Board that there had been an agreement in principle to enter into a relationship with The Irish Management Institute (IMI) and that discussions are on-going in relation to the detailed governance arrangements. The Senior Lecturer advised Board that much of the media coverage in relation to the IMI and the School of Business was being driven by activities external to the College.

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It was agreed that a paper would be prepared for the information of Board members in relation to IMI's relationship with the College and that the Head of the School of Business would be invited to make a presentation to Board at a future meeting.

**BD/05-06/104 Provost's Report** The Provost invited Board's attention to the two funds announced in the government Budget on 7 December 2005, namely an innovation fund of €300 million and a capital fund of €900 million, both funds to be administered to the sector, in both universities and institutes of technology, over a period of five years. The Board also noted that indications from the Book of Estimates suggest that there will not be a decrease in the core grant for the first time in three years. The Provost advised Board that the establishment of these funds was influenced very significantly by the review of the sector and its component institutions which had been carried out by the IUA and that there had been agreement between the seven universities that the establishment of these funds would be an appropriate way to proceed.

The Board noted the following in relation to the funds which will be administered by the HEA:

- institutions will have to compete for the funds;
- institutions will be required to provide funds to match those received from the government;
- the arts/humanities and social sciences will be eligible to apply for the funds as well as the science and engineering areas;
- a priority list of capital projects will be drawn-up and funding will be provided on a multi-year basis;
- it is anticipated that some of the funds will be allocated to capital projects already underway.

The Provost advised Board that, in addition to the announcement of the funds for the higher education sector, there were indications that other government Ministers are placing a high priority on the full spectrum of university activities.

In discussing the announcements, some Board members, while welcoming the additional funds, expressed concern that the activities funded by the core grant could suffer at the expense of activities funded from the competitive innovation fund. In response to queries, the Provost advised Board that the intention of the funding is to support additional activities and not supplant existing ones.

In conclusion, the Board welcomed the announcement and the opportunities that the additional funds offer the College.

**BD/05-06/105 Audit Committee – Annual Report 2005** The Provost welcomed Mr Forsyth, Chairman of the Audit Committee and the Internal Auditor to the meeting. Mr Forsyth, introducing the Audit Committee's Annual Report for 2005, invited Board's attention to the proposed Terms of Reference for the Committee which were due for consideration under a later agenda item and which had been included as an Appendix to the Report (BD/05-06/117 below). He advised Board that the proposed terms of reference were drawn up in accordance with best practice and noted that in recent years governance requirements, both internal and external to the College, are placing an increasing reliance on the Audit Committee to provide assurances to the Board on issues such as financial reporting and internal controls. Mr Forsyth invited Board's attention to the resource levels in the Internal Audit function, which currently has one full-time person, and noted that a review which had been carried out by the Committee had suggested that three full-time staff would be required to deliver the proposed terms of reference in full.

He advised Board that following discussions with the Provost, the Executive Officers had approved the appointment of one additional staff member, which, in the current financial climate, had been very much appreciated by the Committee but would leave a number of areas in the terms of reference unfulfilled in the foreseeable future.

Mr Forsyth invited Board's attention to the following key issues which were addressed, *inter alia*, in the report.

***Production and usefulness of financial information:*** The Board noted Mr Forsyth's comments in relation to the resources needed in the Treasurer's Office to prepare annual consolidated accounts on the basis of the Generally Accepted Accounting Policies (GAAP) which are now required in addition to the Funding Statement, further noting his comment that the usefulness to the College of the consolidated GAAP accounts is as yet unproven. Mr Forsyth advised Board that while the use of the Funding Statement for informing funding policy and decision-making has its limitations, it has some justification in the College context, but that the use of consolidated GAAP accounts as a basis for developing policy and informing decision-making could raise difficulties when used in cross-sector comparisons. The Board noted the Committee's recommendation that there may be a need to develop, on a sectoral basis, more sophisticated financial data to inform funding policy.

***Risk management in College:*** Mr Forsyth invited Board's attention to role of the Audit Committee in advising on how the College is managing risk and he welcomed the work that is currently underway to complete a risk register for the College. He advised Board that it would be important to adopt a College Risk Policy as soon as possible and to ensure that risk management is integrated into the College's management procedures.

***Audit of Information Technology Security:*** Mr Forsyth advised Board that, following an audit of the College's IT systems, it was concluded that there were a number of significant exposures and that the conclusion had been that the security of the College's systems is at significant risk. He noted that significant progress had been made in addressing many of the low and medium risk issues but that a number of high-risk issues needed to be addressed, noting that some of these risks related to areas beyond the management and control of IS Services. Mr Forsyth invited Board's attention to the recommendation that the College's IT Disaster Recovery Plan be presented to Executive Officers and that agreement be reached on the recovery times of the different elements of the College's system and that the Plan be fully tested.

***Multi-institutional research ventures:*** The Board noted the Committee's concerns at the increasing trend to structure multi-institutional research ventures through companies, which can expose the College to possible risks and conflicts of interest beyond its control. The Committee fully recognised that, in the future, research will become increasingly multi-institutional and multi-disciplinary and that this will offer considerable scope for the College to compete internationally but in situations where funders require the College to participate in separate legal entities the decision to participate must reconcile the benefits of such participation with the College's long-term strategy and interests. The Committee welcomed the development of a policy in relation to the College's involvement in separate legal entities. The Board noted the recommendation that the Board receive reports on the activities of the Haughton Institute and DMMC on a regular basis.

***Draft Code of Practice for the Governance of Third Level Institutions:*** Mr Forsyth invited Board's attention to the Committee's concerns in relation to the possible introduction of a Code of Practice for the governance of the College which would be required in addition to the HEA/IUA Code currently in force. Noting that discussions are currently underway in relation to this additional code, the Board noted the

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recommendations that the draft code and any revisions to the existing HEA/IUA code should be reviewed at an early stage by the Audit Committee so that its views in relation to internal control and related issues could be taken into account and that the Board should be advised of emerging developments.

Mr Forsyth invited Board's attention to the Committee's proposals for future work, noting that not all the items listed could be achieved in one year but that it comprised a list of the issues which, in the Committee's opinion, should be addressed in the future. He invited the Board to identify priorities on which it would like the Committee to focus over the coming year.

Concluding, Mr Forsyth thanked the members of the Committee for their time and commitment during the past year. He also thanked the members of the College community who had supported the work of the Committee during the year and he extended his thanks to the Internal Auditor.

In response to queries from a number of Board members, Mr Forsyth and the Internal Auditor clarified issues in relation to the resourcing of the Internal Audit function, the Haughton Institute and value for money issues. Mr Forsyth advised Board that the Code of Practice currently being drafted would be pivotal for the College in relation to the level of assurances which the Board would be required to supply in relation to internal control and related issues.

In response to a query, the Secretary advised Board that the policy on participation in inter-institutional legal entities would be presented to Board in Hilary Term.

In response to a query from the Treasurer, the Board agreed that the Audit Committee and Executive Officers should discuss options in relation to the management of the C&AG audit.

The Board agreed that the Audit Committee's report would be considered by Executive Officers who would present a plan to Board in due course which would address the Committee's recommendations.

The Provost thanked Mr Forsyth and the Internal Auditor for the very comprehensive report and extended the Board's appreciation to the members of the Committee.

**BD/05-06/106 College Health Service** The Dean of Students, present by invitation, invited the Board's attention to the Report of the *ad hoc* Working Group on the future of the Trinity College Health Service, which had been circulated.

The Dean advised Board that, following consideration by the Board and Executive Officers of the Annual Report of the College Health Service (CHS) in 2004, and the Student Life Survey prepared by the Students' Union and the Graduate Students' Union, an *ad hoc* Working Group had been established to consider the future options for providing health care to students and staff. The Board noted that the review had been undertaken in the context of the current Medical Director's retirement in September 2006, the changing nature of primary health care and the financial pressures facing the CHS. The *ad hoc* Working Group, which comprised the Secretary to the College, the Dean of Students, the Director of the CHS, the Professor of General Practice and Chair of the College Health Committee, and the Professor of Nursing and Midwifery, had considered the following issues:

- (i) the type of health services required by College students and staff in the future, including occupational health and health promotion;
- (ii) how and where the main health services should be delivered;

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- (iii) the provision of health care for students and staff based off-campus;
- (iv) the increasing demands for mental health services;
- (v) funding options for providing improved health care;
- (vi) the skills needed by the Medical Director's successor.

The Dean advised Board that the *ad hoc* Working Group had carried out the review by visiting other university health centres, holding discussions with staff and students within College and meeting with a number of people outside College who are involved in either primary health care or occupational health.

The Dean invited the Board's attention to recommendations under the following headings:

- (a) provision and location of CHS;
- (b) services to be provided under the headings of occupational health, psychiatric services and health promotion;
- (c) management and operation of the CHS under the headings of administration, nursing staff and services to off-campus students;
- (d) funding;
- (e) new Medical Director.

Noting that many of the recommendations would be addressed in the Strategic Plan for Student Services currently being prepared by the Student Services Committee and also as part of the Estimates process for 2006, the Dean sought Board's approval to proceed with recruiting a replacement for the Medical Director with the addition of an appropriate academic title to the post of Medical Director to facilitate him/her in carrying out a limited amount of teaching and research.

In the course of a discussion, Board members welcomed the report and expressed general support for the proposals. The Board also agreed that the recruitment a Medical Director, with the inclusion of an appropriate academic title, to replace Dr Thomas should commence as soon as possible.

The Board thanked the Dean of Students for his report.

**BD/05-06/107 Acta of the University Council** The Board confirmed Acta of the University Council from its meeting of 7 December 2005 subject to further comments covering the following: (CL/05-06/060, 062, 063, 069).

**BD/05-06/108 Senior Lecturer's Annual Report 2004-05 ( including Admissions Data for 2005) (see Actum CL/05-06/060 of 7 December 2005)** The Board noted the publication of the Senior Lecturer's Annual Report 2004-05 further noting that it had been made available on the College's website.

**BD/05-06/109 Heads of School Committee (see Actum CL/05-06/062 of 7 December 2005)** The Senior Lecturer advised Board that guidelines on the nature of business that should normally be handled as items of reserved business at meetings where student representatives were present were being prepared and that it was intended that they would apply to meetings of School Executives, noting that there would be discussions with student representatives as part of the consultation process. He also advised Board that the proposal that the Deans' Committee would report directly to Council was being considered by the Heads Committee.

**BD/05-06/110 Nominations for Appointment (see Actum CL/05-06/063 of 7 December 2005)** The Board, on the recommendation of the University Council, approved the appointments as summarised in Appendix 1 to these Minutes.

**BD/05-06/111 Heads of Disciplines (see Actum CL/05-06/069 of 7 December 2005)** The Board noted that the following had been elected for the period 2005-2008:

- (i) **Biochemistry** Dr T J Mantle;
- (ii) **Immunology** Professor K H G Mills

**BD/05-06/112 Task Forces** The Senior Lecturer invited Board's attention to the work of the two Task Forces which had been established by the Provost to consider issues in relation to administrative support structures and resources.

*Task Force 1* was asked to examine and report on value for money issues including:

- a) optimum location of services as between the centre and schools, or clusters thereof;
- b) costs of services and benchmarking against other institutions for justification;
- c) impact of e-strategy;
- d) whether parts of any one service might be best located in another service area.

Its membership comprises the Bursar (Chair), the Senior Lecturer, the Treasurer, the Secretary, the Academic Secretary, Head of School of Natural Science and the Staff Secretary (in attendance). A sub-group comprising members of the Task Force and four Heads of School has also been established to assist the Task Force in its work. The Board noted that the Task Force is currently engaged in collecting data both within the College and from other institutions to assist it in its work.

*Task Force 2* was asked to examine and report on organisation and reporting structures including appropriate portfolios and reporting arrangements for administrative and support areas, and the role of Academic Annual Officers. Its membership comprises the Senior Lecturer (Chair), the Registrar, the Dean of Research, the Secretary to the College, and the Staff Secretary. Sub-groups to address specific issues have been established and much of the Task Force's work to date has been concerned with the role of Academic Annual Officers as these roles will impact on the organisation and reporting structures for administrative and support areas. The Board noted that reports of meetings and progress reports from the Task Force are available on the College website.

In response to queries from a number of Board members, the Provost advised Board that there would be full consultation and discussion with the Board, all staff representative groups, the Partnership Committee, Heads of administrative, support and service areas and the College community before final proposals are presented to Board.

In the course of a discussion on the possible inclusion of Elected Board Members on Task Forces, it was agreed that, while the Board did not want to be involved in detailed day-to-day management issues, it wished to retain the possibility of membership on Task Forces in order to fulfil its oversight function on behalf of the College. The Board noted the Secretary's comments that, when considering the inclusion of Elected Board Members on Task Forces, care would have to be taken to ensure that there could be no potential conflict of interest when recommendations from Task Forces would ultimately be considered by Board.

- BD/05-06/113 Panel of Enquiry** Under Other Business, the Secretary advised Board that the Warden of Trinity Hall had referred a case against a named student to a Panel of Enquiry and that the case would be conducted by the Deputy Chairman, Mr Alex Owens. The Board noted that Mr James Connolly had resigned as Chairman of the Panel and that a replacement to succeed him would be proposed to Board in due course.
- BD/05-06/114 Headship of School of Medicine** Under Other Business, the Board approved the nomination of Professor Dermot Kelleher as Head of the School of Medicine for 2005-2008, following an election in the School.
- BD/05-06/115 Fellows' rights to accommodation in College** Under Other Business, the Secretary advised Board that a Statutory issue in relation to the rights of Fellows to free accommodation in College had arisen and Dr O'Dell noted that the Fellows hoped to conclude their investigations and be in a position to present a report to the next Board meeting.
- BD/05-06/116 Student Disciplinary Statute** Under Other Business, the Registrar advised Board that the requisite number of assents had been received from the Fellows in relation to the proposed amendment to the Statute on student discipline and that the amendment had been sent to the Visitor for signature.

#### SECTION B

- BD/05-06/117 Audit Committee** The Board noted, and where appropriate, approved proposals in the draft minutes of the meeting of the Audit Committee held on 24 November 2005.

The Board approved the Terms of Reference of the Committee as proposed.

- BD/05-06/118 Finance Committee** The Board noted, and where appropriate, approved proposals in the draft minutes of the meeting of the Finance Committee held on 1 December 2005.

- BD/05-06/119 Information Policy Committee** The Board noted, and where appropriate, approved proposals in the draft minutes of the meeting of the Information Policy Committee on 21 November 2005.

The Board approved the Records Management Policy as proposed.

- BD/05-06/120 Personnel and Appointments Committee (see Actum CL/05-06/066 of 7 December 2005)** The Board noted, and where appropriate, approved proposals in the draft minutes of the meetings of the Personnel and Appointments Committee on 2 and 16 November 2005.

- BD/05-06/121 Research Committee (see Actum CL-05-06/067 of 7 December 2005)** The Board noted, and where appropriate, approved proposals in the draft minutes of the meeting of the Research Committee on 27 October 2005.

The Board noted the Memorandum of Association of the National Institute for Bioprocessing Research and Training Limited.

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**SECTION C**

- BD/05-06/122 Higher Degrees** The Board noted Higher Degrees, approved by the sub-committee of Board and Council on 22 November 2005, as circulated.
- BD/05-06/123 Proctors' Lists – Winter Commencements** The Board noted that the Proctors' Lists were approved by the sub-committee of Board and Council on 6 December 2005.
- BD/05-06/124 Bequests and Benefactions – Estate of Dr M Knight (deceased)** The Board noted a memorandum from the Treasurer, circulated dated 1 December 2005 and approved that the further sum of €3,018.54 be added to the Provost's Academic Development Fund.
- BD/05-06/125 Prizes and Other Awards – Late Entrance Exhibitioners** The Board noted a memorandum from the Senior Lecturer, circulated dated 7 December 2005, and approved the list of late Entrance Exhibitioners.
- BD/05-06/126 Staff Matters – Leave of Absence** The Board noted and approved the request of Ms V Jenkins (Senior Lecturer's Area) for leave of absence from 1 March 2006 to 28 February 2007.
- BD/05-06/127 Community Liaison Officer** The Board noted and approved the appointment of Dr C F Brady as Community Liaison Officer, with effect from 1 January 2006.
- BD/05-06/128 Nominations for Appointment** The Board approved nominations for appointment, as circulated (see Appendix 2 to these Minutes).
- BD/05-06/129 Technical Staff Committee – 2005 Review** The Board approved the recommendations of the Technical Staff Committee in respect of the following promotions in accordance with the memorandum from Staff Relations Manager, circulated dated 30 November 2005. The recommendations take effect from 1 October 2005:
- (i) **Biology Teaching Centre** Ms I Cregan;
  - (ii) **Genetics** Ms P O'Toole;
  - (iii) **Microbiology**
    - (a) Mr R Black;
    - (b) Ms M Roche;
  - (iv) **BioResources Unit** Ms B Walsh;
  - (v) **Pharmacy**
    - (a) Ms I Pelow;
    - (b) Ms P McGlue;
  - (vi) **Psychology** Ms J Switzer;
  - (vii) **Physics**
    - (a) Mr J Kavanagh;
    - (b) Mr N Carroll;
  - (viii) **Computer Science** Mr S Greenan.

**BD/05-06/130 Nominating Committees** The Board noted the following:

- (i) **School Administrators – Administrative Grade 3/2, Pure and Applied Mathematics and Linguistic, Speech and Communication Sciences (permanent posts) (see BD/05-06/098 (vii) and (viii) of 23 November 2005)**  
Ms A Anderson will be the Academic Secretary’s nominee on these committees.
- (ii) **SAS User Support Unit – Business Analyst (9 month contract)**  
Assistant Academic Secretary  
Ms H O’Hara  
Professor V J Scattergood  
Mr N Cronin
- (iii) **SAS User Support Unit – Business Analyst (3 year contract)**  
Assistant Academic Secretary  
Ms H O’Hara  
Ms A Anderson  
Professor V J Scattergood  
Mr N Cronin

Signed: .....

Date: .....

## Appendix 1 to Minute BD/05-06/110

**Nominations for Appointment (see CL/05-06/063 of 7 December 2005)**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Biochemistry and Immunology	Research Fellow	UNTERHOLZNER, Leonie, BSc (York), MSc (Imperial), PhD (Dund.)	01-11-2005	31-12-2005
CLCS	Research Associate	NOLAN, Brian, Dipl in Advd Comp Prog, MPhil, PhD (Dubl.), BSc (Ulster)	01-11-2005	30-09-2008
CLCS	Research Fellow	TOOHER, Michelle, BSc (DCU)	01-11-2005	31-10-2007
Chemistry	Research Assistant	CLOUGHLEY, George K, MSc (DCU), PhD (NUI)	17-10-2005	16-10-2006
Chemistry	Research Fellow	BLAKE, Rowan, BA Mod, (Dubl.)	01-11-2005	30-09-2006
Chemistry	Research Fellow	FERNANDEZ GARCIA, Pablo, BS, MS, PhD (Oviedo/Heidelberg)	01-12-2005	01-12-2007
Chemistry	Research Fellow	GOETZ, Sandrine, BSc, MSc (Louis Pasteur), PhD (Lough.)	01-12-2005	30-11-2007
Chemistry	Research Fellow	WEN, Baomei, PhD (Chinese Academy of Sciences)	01-01-2006	31-12-2006
Clinical Medicine	Part-time Lecturer in Palliative Medicine	HIGGINS, Stephen, MB, BCh (NUI), MRCPI, RCPI	01-06-2005	30-05-2008
Clinical Medicine, Institute of Molecular Medicine	Research Fellow	ONG, Seow Theng, BSc (Putra, Malaysia), PhD (Sing.)	06-02-2006	05-02-2008
Computer Science	Research Fellow	WALSH, Tim, BAI, BA (Dubl.)	15-11-2005	14-11-2007
Computer Science	Visiting Research Fellow	ALVAREZ, Carlos Carrion, BEng (UDC)	07-11-2005	30-11-2005
CRANN	Research Fellow	NANVUMA KAGGWA, Gillian Barbara, B Tech (Flin.), BSc (Adel.)	16-12-2005	15-12-2007
English	Arts Council/ TCD Writer Fellow	GEBLER, Carlo, BA (York)	01-12-2005	30-06-2006
Geography	Lecturer	FERNANDEZ DE ARROYABE, Pablo, PhD (Barcelona)	01-09-2005	31-08-2006
Geology	Visiting Researcher	GRAZIA, Litrico Maria, MSc (Catania)	01-10-2005	01-10-2006
Hispanic Studies	Language Assistant	NAVA, Maria, Dipl, BA, MPhil (Dubl.)	01-10-2005	31-05-2006
Hispanic Studies	Language Assistant	KELLY, Deirdre, BA (Dubl.)	01-10-2005	31-05-2006

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Hispanic Studies	Part-time Lecturer	DE LA O VARGAS RUIZ, Maria, BA, MPhil (Seville)	01-10-2005	31-03-2006
Hispanic Studies	Part-time Lecturer	MAGNIER, Grace, BA, MA, PhD (NUI)	01-10-2005	30-09-2006
IIIS	Research Associate	AHEARNE, Alan G, BBS(UL), MEconSc (NUI), MS, PhD (Carnegie Mellon)	01-10-2005	31-10-2008
IIIS	Research Associate	FRANCOIS, Joseph F, BA, BA, MA (Virginia), PhD (Maryland)	01-10-2005	31-10-2008
IIIS	Research Associate	GURDGIEV, Constantin T, BA, MA (Calif.), MA (Johns H.), PhD (Dubl.)	01-10-2005	31-10-2008
IIIS	Research Associate	HACKER, Andrea, MA, PhD (Moscow )	01-10-2005	31-10-2008
IIIS	Research Associate	MARTIN, John Paul, BA,MA, BPhil (Oxon)	01-10-2005	31-10-2008
IIIS	Research Associate	SUTHERLAND, Dylan, BA (Brist.), MPhil, PhD (Cantab.)	01-10-2005	31-10-2008
IIIS	Research Fellow	FRICKER, Karen Paula, BA, MA (Stan.), PhD (Dubl.)	01-10-2005	30-09-2006
Irish	Part-time Lecturer	DE PAOR, Pdraig, BA(NUI), PaCE, PhD (QUB)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	DOHERTY, Jim, BSc (QUB), MPhil (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	KELLY, Fergus Samuel, BA Litt D (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	LYONS, Patrick Joseph, BA, MLitt (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	MAC UID, Audrey, BA (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	MC KENNA, Malachy, BA, PhD (Belf)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	O'HAINLE, Cathal Gearoid, BA, BD (NUI), MA (Dubl , NUI.), Litt D (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	O'RAGHALLAIGH, Eoghan, BA (Dubl.)	01-10-2005	01-06-2006
Mathematics	Part-time Lecturer	BRADLEY, Geoffrey, BA, MSc, PhD (Dubl.)	01-10-2005	30-09-2006
Mathematics	Part-time Lecturer	CONSTANTIN, Olivia Aurora, MSc (West Timisoara, Romania), Licenciate degree in Mathematics, PhD (Lund.)	01-01-2006	30-08-2006
Mathematics	Part-time Lecturer	FROST, Dermot, BA (Dubl.)	01-10-2005	30-09-2006
Mathematics	Research Fellow	O CAIS, Alan, MSc, BA (Dubl.)	01-11-2005	30-09-2006
Mechanical and Manufacturing Engineering	Research Fellow	JOUHARA, Hussam, PhD, MPhil (Manc.),Dipl, BSc (Damascus)	17-10-2005	16-10-2006
Mechanical and Manufacturing Engineering	Research Fellow	MURPHY, Enda, BA, Dipl. in Statistics (Dubl.)	09-11-2005	08-11-2006

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Natural Sciences	Lecturer	DONOHUE, Ian, BA (Mod), PgDip, PhD (Dubl.)	01-01-2006	31-12-2007
Philosophy	Research Fellow	FORDE, Alan Francis, BA (Milltown Inst.)	01-11-2005	30-09-2006
Physics	Research Fellow	CARRIER, Vincent, DEA (Paris), Engineer Degree of Physical Chemistry (ESPCI), PhD (Bordeaux)	01-12-2005	30-11-2006
Physics	Associate Research Lecturer	FAGAN, Andrew, BA, MSc (Dubl.), PhD (Aberd)	01-04-2005	Indefinite Duration
Physics	Research Fellow	GOMES DE ROCHA, Claudia, PhD, UFF (Brazil)	07-11-2005	06-11-2006
Physiology	Research Fellow	COWLEY, Thelma, BSc (NUI)	07-11-2005	06-11-2008
Psychiatry	Clinical Tutor	BANDYOPADHAYAY, Barge, MBBS, DGO (Calcutta), MRCOG (Lond), DCP (RCPI), MRCPsych	01-10-2005	30-09-2006
Psychiatry	Part-time Lecturer	HAWI, Ziarh H, BSc (Baghdad), MPhil (Strath.), PhD (N'cle)	01-10-2005	30-09-2010
Smurfit Institute of Genetics	Research Fellow	SEMON, Marie, DEA, PhD (Lyon)	01-10-2005	30-09-2007

## Appendix 2 to Minute BD/05-06/128

**Nominations for Appointment**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Research and Innovation Services	Industrial Liaison Officer	CROSBIE, Audrey, BA Mod (Dubl.)	10-10-2005	Indefinite Duration
Staff Office	Staff Development Manager	O'REILLY, Claire, BSc (Econ), MBS (NUI)	13-02-2006	Permanent
Trinity Access Programme	Administrative Officer	GRIMSON, Sarah, BA, Higher Dipl. In Education (Dubl.), MSc (Edin.)	21-11-2005	20-11-2006