

*Incorporating any amendments approved at subsequent Board meetings*

**The University of Dublin**

**Trinity College**

**Minutes of Board Meeting, 20 June 2007**

<i>Present</i>	Provost (Dr J Hegarty), Vice-Provost (Dr R M J Byrne), Registrar (Dr J Barkhoff), Bursar (Dr D C Williams), Senior Lecturer (Dr C Kearney), Dr N J Biggar, Dr A Butterfield, Dr J F Donegan, Dr A C Donnelly, Mr H Kearns, Dr J M Kelly, Ms D Keogh, Ms M Leahy, Dr M A Lynch, Dr E Mac Cárthaigh, Dr K J McGinley, Dr E J O'Halpin, Ms R Pe Palileo, Dr A J Piesse, Dr J K Vij.
<i>Apologies</i>	Ms G M Clarke, Ms M A Coffey, Mr R Kearns, Dr D P O'Donovan, Dr J A N Parnell, Mr D Quinn, Mr B Sweeney.
<i>In attendance</i>	
<i>(ex officio)</i>	Secretary, Treasurer, Assistant Secretary.

**SECTION A**

- BD/06-07/326 Minutes** The minutes of the meeting held on 30 May 2007 were approved and signed subject to the following amendments:
- BD/06-07/313 Proposals on Academic Restructuring/Proposals on Central Management and Administrative and Support Services Reform** The title 'Professor Vij' was replaced with 'Dr Vij'.
- BD/06-07/316 Modularisation – Initial Proposals** The phrase *Working Group on Scholarship* was amended to read 'Working Group examining the Scholarship examination process' in the second sentence in point (b) on page 4.
- BD/06-07/327 Provost's Report** The Provost invited Board's attention to a number of issues which had been discussed at the meeting of the IUA on 18 June 2007, including the timing of the anticipated call for proposals under the Strategic Innovation Fund, funding issues and on-going discussions with the HEA and planned interaction with the newly-formed government.
- BD/06-07/328 HEA Funding Model** The Provost invited Board's attention to a memorandum, dated 13 June 2007, which had been circulated, outlining issues associated with the application of the HEA's Recurrent Grant Allocation Model (RGAM). He invited Board's attention to the history of the model, noting that it had been first applied in 2006, based on student data for 2002/2003 and that the 2007 outcomes had been based on student data for 2005/2006. The Provost stated that the RGAM is an allocation model rather than a funding model, in that it applies a sectoral budget, adjusted for inflation, in the context of a system where there is no control over student numbers. There is, therefore, an incentive for institutions to increase student numbers in order to compete for an

increased share of a fixed amount of funds. The Board noted that, by contrast, the UK model, on which the RGAM is partially based, is a full funding model based on a fixed allocation, adjusted annually, for each student.

The Provost advised Board that, following the initial analysis for 2007, the HEA had undertaken an audit of student numbers across each institution. The Board noted that this audit is almost complete and it is expected that the outcome for Trinity will show that the College is overfunded by about 7% compared to other universities. The Board noted the HEA policy of capping the maximum impact in any one institution's budget at 2% in any one year which will result in an increase of 3% in the current year's budget rather than the 5% which the HEA has available to allocate.

The Provost invited Board's attention to the following conclusions which the College can draw from the outcome to date:

- (a) that there is a disconnect between the Strategic Plan of Trinity College and the underlying drivers in the RGAM, noting that the College's Strategic Plan is aligned with the Government's National Development Plan and is aimed at improving quality, the development of research, and the postgraduate programme, while maintaining undergraduate numbers at a constant level. The Board noted that the RGAM is based on increases in student numbers with little reference to quality;
- (a) that there is a possibility that the nature of RGAM will be changed in time to become a funding rather than an allocation model, with greater weighting given to research performance. This could represent a convergence between the two strategies. The timescale, however, could be 3-4 years.

The Provost invited the Board's attention to a range of options facing the College to respond to the outcomes of RGAM. The Board noted the potential costs and benefits of actions to continue, and in some cases to accelerate, the implementation of the College's Strategic Plan, particularly in relation to the doubling of non-EU students, philanthropic fund-raising, increasing, in the short-term, the number of PhD students by a minimum of 500 and undergraduate numbers by up to 500, and maximising the use of the SFI Stokes and similar schemes. The Provost stated that every effort will be made to secure funds from the HEA's Strategic Innovation Fund (SIF) to address the immediate short-term shortfall in funding, as well as seeking SIF funds to support the College's change programme and new IT systems. The Provost advised Board that all possible sources of funds will be examined to try to augment the College's current deficit. He stated that there will be a need for strong management and control, as well as investment in information systems, over the coming years to make sure that the College achieves its objectives.

In conclusion, the Provost invited Board's attention to the following options on which he sought Board's opinion:

**Option 1:** Significantly increase student numbers at all levels to maintain market share across the sector in both numbers and income. Along with this could be considered cutting expenditure immediately. The outcome would be full alignment with the RGAM but with a serious and unacceptable risk of a reduction in quality of teaching, research, and the student experience.

**Option 2:** Continue the implementation of the Strategic Plan and accelerate key elements, including doubling PhD numbers, increasing international students, increasing philanthropic fundraising, and increasing undergraduate numbers strategically, maintain the College's present level of activity, reduce the cost base where it makes sense, and find ways to secure funding over the interim period.

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In the course of a very long discussion, during which support was expressed for Option 2 as being the only way forward for the College, the following points were made by Board members:

- (i) there appears to be a disconnect between the HEA's approach to funding the university sector and the objectives of the Government's National Plan;
- (ii) notwithstanding the opportunities for fund-raising from a range of non-Government sources, the Government will always be the main provider of funds for undergraduate education. The College should invest as much time and effort as possible in lobbying for the provision of adequate core funds for undergraduate teaching and the College should make some provision for enhancing undergraduate education and not focus exclusively on postgraduate students, this is particularly relevant in professional degree courses;
- (iii) in particular, College needs a Government commitment to funding the College's liability under the Fixed Term Workers Act;
- (iv) there is a pressing need to make significant investments in state-of-the-art IT systems and consideration should be given to submitting a sectoral proposal under SIF in this regard;
- (v) there is a limited capacity within the College to double the number of postgraduate students over a five year period, particularly as supervisors in some areas are at full capacity and cannot take on any more students. An increase in the number of postgraduate students will require additional investment in space and equipment. Technical opportunities, such as on-line application procedures, need to be adopted if the College is to compete for postgraduate students. Other universities look to Trinity as the leader in postgraduate education and the College should do all it can to consolidate that position of leadership;
- (vi) the IUA needs to seek a policy document from the HEA on its vision for third level education;
- (vii) the College has to continue to ensure the high quality of undergraduate education and research if the College is to be successful in attracting postgraduate and international students as well as being successful in applying for SFI-funded schemes;
- (viii) a significant increase in student numbers would militate against the quality of undergraduate education;
- (ix) the College will have to increase its marketing activities and overall competitiveness if it is to be successful in attracting international students;
- (x) all staff, particularly younger academic staff, are working under extreme pressure, which militates against their ability to participate in the community life of the College;
- (xi) there is a need for a communication campaign to advise decision-makers, and the general public, about the impact of recent legislation and the HEA's funding model on the sector's financial situation;
- (xii) the College must ensure that any reduction in its cost base does not lead to an erosion of standards and services, noting that funds available for equipment and refurbishment of the College's buildings have decreased significantly in real terms in recent years;
- (xiii) consultation with all relevant groups in College will be required no matter what strategy is adopted;
- (xiv) previous experience has shown that government funding for research is an early victim of cut-backs in Government expenditure in times of economic hardship.

In response to queries, the Treasurer advised Board that the outcomes for 2007 indicate that Trinity's dominance in relation to the numbers of postgraduate students is no

longer the case as other institutions have increased their numbers in this regard. She also advised Board that an augmentation of the State grant will be required to support additional staff costs associated with increased postgraduate supervision and infrastructural requirements. The Board also noted the Treasurer's comments on the need for very good financial planning and management in relation to activities being funded by SIF and other externally raised funds. She emphasised the need to set clear targets and outcomes for all the College's activities, noting particular concerns in relation to decisions on academic staffing plans for 2008/2009 which are currently being prepared.

In response to comments about the disincentive to undergraduate teaching afforded by the current application of ARAM and the need to implement the model which ensures that funds follow undergraduate student numbers, the Bursar advised Board that recent ARAM calculations suggest that this revised model would not be a panacea for small Schools and would reduce the funds available for research-related activities.

Following a short recess, after which Dr Vij withdrew previously made remarks, the Board agreed that Option 2, suitably amended to include the need for an appropriate communications strategy to present the College's vision for the university and the need to maintain standards of quality education, would be adopted and implemented.

**BD/06-07/329 Annual Office** The Provost invited Board's attention to the following nominations to Annual Office, noting that they would be formally proposed for approval at the Board meeting on 4 July 2007 and that their terms of office would commence on 13 July 2007:

Vice-Provost	Professor Ruth M J Byrne
Senior Lecturer	Professor Colm Kearney
Bursar	Professor D Clive Williams
Dean of Students	Professor Gerard F Whyte
Junior Dean	Dr Emma K Stokes
Senior Proctor	Professor William T Coffey
Junior Proctor	Dr John R Graham
Public Orator	Professor Brian C McGing

For completeness, the Board also noted the nomination of the following whose nominations had been approved on 25 April 2007 (minute BD/06-07/237 refers).

Registrar	Dr Jürgen Barkhoff
Dean of Research:	Dr David G Lloyd
Dean of Graduate Studies:	Professor Carol A O'Sullivan
Senior Dean:	Professor Michael B Jones
Senior Tutor:	Dr Myra O'Regan (elected by the Tutors).

**BD/06-07/330 Acta of the University Council** The Board confirmed Acta of the University Council from its meetings held on 9 May 2007 and 10 May 2007 subject to further comments covering CL/06-07/186, CL/06-07/187, CL/06-07/193, CL/06-07/194.

**BD/06-07/331 Advancing Humanities and Social Sciences Research in Ireland (see Actum CL/06-07/186 of 6 June 2007)** The Senior Lecturer invited Board's attention to the main findings of a report by the Royal Irish Academy on Advancing Humanities and Social Sciences Research in Ireland which had been considered by Council at its meeting on 6 June 2007, noting in particular:

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- (i) reference to the funding opportunities for the humanities and social sciences such as the Irish Council for the Humanities and Social Sciences (IRCHSS) and the Programme for Research in Third Level Institutions (PRTLTI);
- (ii) the fact that 58% of all new full-time entrants in 2004/2005 to higher education were admitted to programmes in humanities and social sciences;
- (iii) the importance of having clear career paths for researchers and the need for higher education institutions to consider how best to strengthen links between doctoral and undergraduate studies, noting that the four year degree in Trinity presents some difficulties in this regard as against the 3+1 education model.

**BD/06-07/332 Research in Arts and Humanities (see Actum CL/06-07/187 of 6 June 2007)** The Senior Lecturer invited Board's attention to the key findings of a review of research in Arts and Humanities in Trinity which had been carried out in December 2006 and which had involved seventeen disciplines and approximately 237 staff members. He advised Board that the reviewers had acknowledged the excellence and international prominence of arts and humanities research at Trinity and that they had observed that these disciplines in College were 'research intensive' rather than 'research led'. The Board noted that the reviewers had enthusiastically endorsed the concept of the Trinity Long Room Hub. The Senior Lecturer invited Board's attention to comments that there is a need to break with the tradition of being overly dependent on state grants and funds to support academic activity in the arts and humanities.

In welcoming the reviewers' findings the Board noted that there appeared to have been an overly long delay in presenting the findings to Council and Board. It was noted that the relative infrequency of Research Committee meetings may have been a contributory factor.

**BD/06-07/333 Nominations for Appointment (see Actum CL/06-07/193 of 6 June 2007)** The Board on the nomination of the University Council, approved the appointments as summarised in Appendices 1 and 2 to these Minutes.

**BD/06-07/334 Senior Promotions – Personal Chairs (see Actum CL/06-07/194 of 6 June 2007)** The Board confirmed the recommendations of the University Council and approved the following promotions to Personal Chairs with effect from 1 October 2007:

Professor J F McGilp (Physics)  
 Professor M A Marsh (Political Science)  
 Professor A H Matthews (Economics)  
 Professor P J Prendergast (Mechanical and Manufacturing Engineering)  
 Professor M J Rowan (Pharmacology and Therapeutics)  
 Professor I Shvets (Physics)

**BD/06-07/335 Research Matters** Under Other Business, Professor Donegan and Professor Kelly invited Board's attention to a number of research related matters including the procedures used to rank the College's PRTLTI proposals, the operation and impact of the SFI-funded Stokes Professorship Scheme and the resignation of the Director of Research and Innovation. In response to a query, the Secretary advised Board that the recruitment costs associated with the appointment of the Dean of Research and Innovation Services were within the normal range for such appointments.

In considering the issues raised, the Board agreed that, in future, a quarterly report on research issues would be a standing item on the Board agenda and that the minutes of

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the Research Committee would be submitted to Council and Board in draft form, similar to the practice of other Principal Committees.

It was also agreed that the Dean of Research would be invited to attend the Board meeting on 26 June 2007 to clarify the queries raised

**BD/06-07/336 Investigation of Staff Complaint** In response to a query, the Secretary advised Board that the Pro-Senior Dean investigating a complaint initiated by a named staff member had completed his report and would be consulting with the relevant parties over the coming week. The Board agreed that it would receive a report on the outcome of the investigation at the meeting to be held on 4 July 2007.

**BD/06-07/337 Science Gallery** The Secretary invited Board's attention to a briefing note which had been tabled out-lining the current status of fund-raising activities for the Science Gallery. He advised Board that the Department of Enterprise, Trade and Employment had, on 6 June 2007, committed to providing funding of €4.454m to support the start-up costs of the Science Gallery in 2007, €3m of which is to go towards building costs. The Board noted that, taken together with other funds raised, there is now €4m available to meet the deficit on the Naughton Building costs. The Secretary invited Board's attention the fund-raising campaign for the Science Gallery currently being undertaken by Trinity Foundation, noting in particular the very positive impact which the Government commitment to the initiative is likely to have on funds raised. The Secretary advised Board that it was proposed that the repayment of the final €1m outstanding on the building cost deficit be deferred pending the outcome of the current fund-raising campaign and that funds raised to date, over and above the €4m for the building costs, be used to support the Gallery's programme of activities.

The Board, welcoming the Government's contribution to the Science Gallery, congratulated all those involved. The Board approved the proposal that the repayment of the out-standing €1m be deferred pending the outcome of the current fund-raising activities on which there would be a further report in Michaelmas Term 2007.

## SECTION B

**BD/06-07/338 Finance Committee** The Board noted, and where appropriate, approved proposals in the draft minutes of the Finance Committee from its meeting of 30 May 2007 with particular reference to:

**FN/06-07/76 – Treasurer's Office Review** The Provost invited the Board's attention to the emphasis placed by the review's findings on IT systems as enablers of change and advised Board that the College must give priority to investment in fit-for-purpose Financial Information systems.

**BD/06-07/339 Site and Facilities Committee** The Board noted, and where appropriate, approved proposals in the draft minutes of the Site and Facilities Committee from its meeting of 5 June 2007.

## SECTION C

**BD/06-07/340 Higher Degrees** The Board noted Higher Degrees, approved by the sub-committee of Board and Council on 29 May 2007.

**BD/06-07/341 Proctors' Lists for First Summer Commencements** The Board noted that the Proctors' Lists were approved by the sub-committee of Board and Council on 12 June 2007.

**BD/06-07/342 Sealings** The Board noted:

(i) **Provost's Stables – Building Work** The Seal of the College was put to an Agreement and conditions of Contract for Building Work with Doyle Building Contractors Ltd for conversion of the Provost's Stables to provide accommodation for TRIARC. [15/5/07]

(ii) **Lincoln Inn – Lease** The Seal of the College was put in triplicate to a lease between the Provost, Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth near Dublin and Sharmane Limited for the Lincoln Inn. [31/5/07]

(iii) **Enterprise Centre, Pearse Street**  
The Seal of the College was put in duplicate to a Licence Agreement for Unit 1.2A Trinity College Enterprise Centre with Eoghan McCabe Ltd.

The Seal of the College was put in duplicate to a Licence Agreement for Unit 15, Trinity College Enterprise Centre with Corvil Networks Ltd.

The Seal of the College was put in duplicate to a Licence Agreement for Unit 2.4, Trinity College Enterprise Centre with Doolin Technologies Ltd.

The Seal of the College was put in duplicate to a Memorandum of Rent Review for Unit 11, Trinity College Enterprise Centre with Pieterse-Davison International Limited. [21/5/07]

(iv) **Enterprise Centre – Collateral Agreement** The Seal of the College was put in duplicate to a collateral agreement between the Provost, Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth near Dublin and SK Electrical Services for the refurbishment of Unit 7, Trinity College Enterprise Centre.

The Seal of the College was put in duplicate to a collateral agreement between the Provost, Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth near Dublin and McKeon Bros Ltd for the refurbishment of Unit 7, Trinity College Enterprise Centre.

[21/5/05]

**BD/06-07/343 Calendar Change – Daniel John Cunningham Memorial Medal** The Board noted and approved a memorandum from the Treasurer, circulated dated 11 June 2007.

**BD/06-07/344 Disciplinary Offences in respect of Students – Maximum Limits of Fines and correction of textual error** The Board noted and approved a memorandum from the Registrar, circulated dated 6 June 2007.

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**BD/06-07/345 Douglas Hyde Gallery Board** The Board noted and approved the nomination of Dr Danielle O'Donovan to the Douglas Hyde Gallery Board for a term of four years.

**BD/06-07/346 Staff Matters – Early Retirement** The Board noted and approved the following applications for early retirement:

- (i) **IS Services** Mr M Nowlan, Director of IS Services, with effect from 31 December 2007;
- (ii) **Pharmaceutics and Pharmaceutical Technology** Professor O I Corrigan, with effect from 30 September 2007.

**BD/06-07/347 Committees** The Board noted the following changes in membership for the academic year 2007-2008 and two further academic years thereafter:

- (i) **Administrative and Library Staff Review Committee**  
Ms J Maxwell to replace Ms T McDonald;
- (ii) **Technical Staff Committee**  
Dr V A Campbell and Dr U Bond to replace Dr A Kelly and Dr G J Farrar.

**BD/06-07/348 Senior Promotions Appeals Committee** The Board noted and approved the following membership:

Senior Dean (*ex officio*)  
Professor R A Stalley (IFUT/ASA representative)  
Professor J H Ohlmeyer (member appointed by the University Council)

**BD/06-07/349 Nominations for Appointment** The Board approved nominations for appointment as circulated (see Appendix 3 to this Minute).

**BD/06-07/350 Nominating Committees** The Board noted the following memberships:

- (i) **School of Mathematics – Systems Administrator – Administrative Grade 2 -(2 year contract)**  
Professor S Shatashvili  
Mr D Malone  
Ms R Welsh
- (ii) **School of Medicine – Administrative Officer (Student Administration (permanent) (see BD/06-07/306 (v) of 23 May 2007)** Professor S R McCann and Ms M Keating to be replaced by Ms J Hussey and Mr B Murray.
- (iii) **School of Nursing and Midwifery – Administrative Officers – Administrative Grade 3/2 (Permanent)**
  - (a) **Assistant Allocations Officer**
  - (b) **Administrative Officer - Events**
  - (c) **Administrative Officer – Post-Registration Courses**
  - (d) **Administrative Officer - Timetabling**
  - (e) **Administrative Officer – Undergraduate**  
Assistant Secretary to the College  
Mr F O'Rourke



Ms C King  
Dr D Gregg  
Mrs A Finan (UCD)

- (iv) **Staff Office (see BD/06-07/307 (vii) (a) to (c) of 23 May 2007)**
  - (a) **Staff Development Manager – Administrative Grade 1 (permanent job-share)** The Staff Secretary will now chair this committee (in place of the Secretary to the College);
  - (b) **Staff Relations Manager – Senior Administrative Grade 3 (permanent)** Mr R Keaveney has been added to the membership;
  - (c) **Staff Relations Officer – Administrative Grade 1 (permanent)** The Staff Secretary will now chair this committee (in place of the Secretary to the College).

Signed: .....

Date: .....

## Appendix 1 to Minute BD/06-07/333

**Nominations for Appointment (see CL/06-07/193 of 6 June 2007)**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Biochemistry & Immunology	Research Fellow	STACK, Julianne, B.Sc. (N.U.I.), Ph.D. (Dubl.)	01-06-2007	30-09-2008
Biochemistry & Immunology	Research Fellow	UPADHYAY PATHAK, Rashmi, M.Sc., Ph.D. (Ban.)	01-05-2007	30-04-2009
Botany	Research Fellow	ABDALLA, Mohamed, B.Sc. (Khart.), M.Sc. (Wageningen), Ph.D. (Dubl.)	01-05-2007	30-04-2008
Business Studies	Visiting Academic	ENNS, Harvey, B.A. (Winn.), B.Comm. (Manit.), M.B.A. (Minn.), Ph.D. (W.Ont.)	14-07-2007	30-06-2008
Centre for Telecommunications Value-Chain Research	Research Fellow	FAHMY, Suhaib Muhamed, M.Eng. (Lond)	14-08-2007	13-08-2009
Clinical Medicine	Research Fellow	MOHAMED, Bashir Mustafa, Ph.D. (Dubl.)	01-05-2007	30-04-2010
Clinical Medicine	Visiting Research Fellow	BURGOS, Iker Montes, M.Sc. (Lund)	01-04-2007	31-03-2008
Clinical Microbiology	Part-time Lecturer	BOYLE, Breida, MRCPPath., M.B. (N.U.I.)	20-04-2007	19-04-2010
Computer Science	Research Fellow	O' CONNOR, Shane, B.A. (Dubl.)	14-05-2007	13-05-2009
Computer Science	Research Fellow	SHI, Yunhe, M.Sc. (Griffith College Dublin), B.Sc., M.Sc. (University of Shanghai for Science & Technology)	28-05-2007	27-05-2009
Dermatology	Clinical Tutor	CONNOLLY, Maureen, MRCPI, MRCPG, MICPG, DCH, B.A.O., B.Ch., M.B. (N.U.I.)	01-01-2007	31-12-2009
Drama	Lecturer	BRADY, Sara, B.A. (Lehigh, U.S.A.), M.A., Ph.D. (N.Y.)	02-10-2007	02-10-2008
Engineering	Lecturer	KELLY, Daniel, B.A., B.A.I., M.Sc., Ph.D. (Dubl.)	14-11-2007	13-11-2008
Engineering	Part-time Lecturer	DE PELLEGRIN, Dennis, Ph.D. (W.Aust.)	01-10-2007	30-06-2008
Engineering	Part-time Lecturer	HARTY, Niamh, MIEI, B.A., B.A.I., M.S. (Berkeley), Ph.D. (Dubl.)	01-06-2007	30-09-2008
Engineering	Research Fellow	MC MAHON, Louise, B.Sc. (Ulster)	01-06-2007	31-05-2008
Engineering	Adjunct Professor	MC NAMARA, Laoise, B.E. (N.U.I.), Ph.D. (Dubl.)	01-08-2007	31-07-2010
Engineering	Visiting Academic	O' BRIEN, Fergal, B.A., B.A.I., Ph.D. (Dubl.)	01-10-2007	30-09-2010
Engineering	Visiting Academic	HAUT DONAHUE, Tammy, B.S. (Mich.Stat.), M.S., Ph.D. (Calif.)	01-08-2007	31-07-2008

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French	Lecturer	FERRÉ, Annick, L. ÈS Lettres (Paris I), L. ÈS Sociologue (Paris V), Maîtrise (Paris I, Paris IV)	01-10-2007	30-09-2008
French	Language Assistant	BOUILLON, Pierre-Hubert, B.A., M.A. (ENS rue d'Ulm Paris)	01-10-2007	31-05-2008
French	Language Assistant	SCHINDLER, Clothilde, B.A., M.A. (Paris Sorbonne)	01-10-2007	31-05-2008
French	Language Assistant	RICHERT, Nathalie, B.A. (DEUG Lille III)	01-10-2007	31-05-2008
French	Language Assistant	RANDALL, Jennifer, B.A. (ENS Lyon)	01-10-2007	31-05-2008
French	Language Assistant	ALLAB, Hassen, B.A., M.A. (Tours)	01-10-2007	31-05-2008
French	Language Assistant	BEHILIL, Hadjera, B.A. (Tours)	01-10-2007	31-05-2008
Genetics	Lecturer	BRACKEN, Adrian, B.Sc., Ph.D. (Dubl.)	01-09-2007	Permanent
Genetics	Research Fellow	VENDRELL, Victor, Ph.D. (Valladolid)	01-04-2007	30-09-2007
Genetics	Research Fellow	COMMINS, Jennifer, B.Sc., Ph.D. (N.U.I.)	01-05-2007	30-04-2008
Histopathology	Lecturer Secondment	MARTIN, Cara, B.Sc., M.Sc. (N.U.I.), Ph.D. (Dubl.)	02-10-2006	01-10-2007
Histopathology & Morbid Anatomy	Part-time Lecturer	SHEILS, Orla, F.A.M.L.S., Ph.D. (Dubl.), Dip.Med.Lab.Sciences (D.I.T.)	01-10-2006	30-09-2009
Histories & Humanities	Lecturer	O' SIOCHRU, Micheal, B.A., M.A., Ph.D. (Dubl.)	01-10-2007	Permanent
Histories & Humanities	Lecturer	CLEMENTS, Ashley, B.A. (Lond.), M.Phil., Ph.D. (Cantab.)	01-09-2007	Permanent
History	Research Fellow	WALSH, John, B.A., M.Litt., Ph.D. (Dubl.)	01-04-2007	31-12-2007
Italian	Research Associate	GUEST, Clare Estelle Lapraik, B.A. (Oxon.), M.Phil., Ph.D. (Dubl.)	12-07-2006	11-07-2009
Law	Part-time Lecturer	MADDEN, John Patrick Michael, MIEI, FCI Arb, FCILS, JD, M.S.C.E. (N.Y.), B.S.C.E. (Manhattan Coll)	02-10-2006	20-04-2007
Linguistic, Speech & Communication Sciences	Research Associate	Ó RIAGÁIN, Pádraig, B.A., H.Dip.Ed. (N.U.I.), Dip.Stat. (Dubl.), Ph.D. (Belf.), M.Phil. (Glas.)	01-10-2007	30-09-2010
Medicine	Lecturer	SAVAGE, Tim, M.R.C.P.I.	01-07-2007	30-06-2008
Medicine	Part-time Lecturer	O' SULLIVAN, Catriona, B.A.O., B.Ch., M.B. (N.U.I.), FFR.RCSI.Dch.	01-04-2007	31-03-2010
Medicine	Clinical Tutor	PHELAN, Niamh, MRCPI, B.A.O., B.Ch., M.B. (N.U.I.)	01-10-2006	30-09-2008
Nursing & Midwifery	Lecturer	BEGLEY, Thelma, RGN, RCN, RNT, B.N.S. (Dubl.), M.Sc. (N.U.I.), H.Dip. in Nursing Studies (Nurse Education), H.Dip. in Nursing Studies (Sick Children's Nursing) (N.U.I.), Cert.	01-08-2006	Permanent

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		in Orthopaedic Nursing (Sligo General Hospital)		
Nursing & Midwifery	Lecturer	MULDOON, Kathryn, RGN, RM, RNT, B.Sc. (N.U.I.), M.Sc. (R.C.S.I.)	01-08-2006	Permanent
Nursing & Midwifery	Lecturer	DALY, Deirdre, RGN, RM, Dip. in Midwifery (Northern Ireland College of Midwives), B.Sc., PG Cert. in Adult Education (Ulster), M.Sc. (Belf.),	01-09-2006	Permanent
Nursing & Midwifery	Lecturer	HOLLYWOOD, Eleanor, RGN, RCN, RNT, Dip. in Nursing Studies, B.Sc., M.Sc., H.Dip. in Children's Nursing (N.U.I.)	01-08-2006	Permanent
Nursing & Midwifery	Lecturer	LAWLER, Denise, RNT, RM, RGN, B.N.S. (N.U.I.), M.Sc. (Ulster), Pg. Dip. in Child Psychology (R.C.S.I.)	01-08-2006	Permanent
Nursing & Midwifery	Lecturer	BIESTY, Linda, RGN, RM, LC, Cert. in General Nursing (N.U.I.), B.Sc. (Thames V.), M.Sc., Pg. Dip. in Clinical Health Sciences Education (Dubl.)	01-08-2006	Permanent
Nursing & Midwifery	Lecturer	GALLAGHER, Louise, RGN, RM, B.Sc. (King's College London), M.Sc. (N.U.I.)	01-08-2006	Permanent
Nursing & Midwifery	Lecturer	MURPHY, Mary Anne, RGN, RCN, RNT, B.Sc. (Royal College of Nursing), M.Sc., H.Dip. in Children's Nursing (N.U.I.)	01-08-2006	Permanent*
Nursing & Midwifery	Lecturer (Part-time)	MILLAR, Sally, Dip. in H.E. Midwifery (Dorset and Salisbury College), Dip. in Research (Bourne.), M.Sc., Pg.Dip. in CHSE (Dubl.)	01-08-2006	Permanent
Nursing & Midwifery	Lecturer (Part-time)	BRADY, Vivienne, RNT, RGN, RM, B.Sc., M.Sc. (N.U.I.)	01-08-2006	Permanent
Nursing & Midwifery	Lecturer (Part-time)	ANDREWS, Lorraine, RGN, RM, RNT, B.M.S. (N.U.I.), M.Sc. (Dubl.)	11-09-2006	Permanent
Nursing & Midwifery	Part-time Lecturer	BRENNAN, Michael John, RPN, RNT, Dip. in Addiction Studies (Dubl.)	01-10-2004	30-09-2008
Oral Surgery, Oral Medicine & Oral Pathology	Part-time Lecturer	CLARKE, Mary, FFD, FDS, RCPS, B.A., B.Dent.Sc., M.Dent.Sc. (Dubl.), Dip.Con.Sed. (N'cle)	01-02-2007	31-01-2010
Physics	Lecturer	CROSS, Graham, B.Sc. (Vic.(Tor.)), M.Sc., Ph.D. (McG.)	01-07-2007	Permanent
Physics	Lecturer	KRISTIĆ, Vojislav, Diplom Physiker, Ph.D. (Ruprecht Karls Universitat), MPI-FKF	01-12-2007	Permanent
Physics	Research Fellow	PHILIPPE, Severine, Ph.D. (Dubl.)	01-02-2007	31-12-2007
Physics	Research Fellow	GUO, Wei-Hua, B.Sc. (Nanjing), Ph.D. (Academy of Sciences)	01-10-2005	30-09-2008
Physics	Research Fellow	BLOOMFIELD, Shaun, M.S.C.I., Ph.D (Belf.),	01-10-2007	30-09-2009
Physics	Research Fellow	LIN, Chia-Hsien, B.Sc. (National Chene Kung), Ph.D. (S.Calif.)	01-09-2007	31-08-2009
Physics / CRANN	Research Fellow	LUTZ, Tarek, M.Sc. (Tübingen)	01-09-2007	31-08-2009

Physics / CRANN	Research Fellow	MOHAMED, Abid, Ph.D. (Louis Pasteur)	30-04-2007	01-05-2009
Physics / CRANN	Research Fellow	SOFIN, Sumesh, B.Sc., M.Sc. (M.Gandhi), Ph.D. (Dubl.)	01-11-2006	31-10-2007
Physics / CRANN	Research Fellow	KURT, Huseyin, B.Sc. (Bogazici), Ph.D. (Mich.State)	14-05-2007	30-04-2010
Political Science	Lecturer	THOMSON, Robert, B.A. (Strath.), Ph.D (Gron.)	01-05-2007	Permanent
Psychiatry	Research Fellow	AHMED, Mohamed, MRCPsych (U.K.), M.B. (Jordan)	01-07-2007	31-12-2007
Psychiatry	Course Co- ordinator	CARMODY, Julie, Trained Teachers Cert. (Dept. of Education, New Zealand) Dip. in Pastrol Care (YTU, Melbourne), M.Sc. (Dubl.), Clinical Dip. in Psychoanalytical Psychotherapy (IIPP), European Cert. of Psychotherapy (ICP),	01-09-2006	31-08-2011
Psychology	Lecturer	THOMAS, Kevin, B.Sc., M.Sc., Ph.D. (Plym.)	01-09-2007	31-08-2008
Public and Child Dental Health	Part-time Lecturer	SOOD, Sanjeev, MFDS, RCSEd, B.D.S. (Glas.), M.Dent.Sc. (Dubl.)	08-01-2007	01-01-2008
Russian & Slavonic Studies	Thomas Brown Lecturer	KAMUSELLA, Tomasz, M.A. (Silesia), M.A. (Potchef.), M.A. (Open(UK), Ph.D. (Institute of Western Affairs)	01-09-2007	31-08-2010
Russian & Slavonic Studies	Language Assistant	GRZEGORCZYK, Ewa, M.A. (Jagiellonian)	01-10-2007	30-06-2008
Russian & Slavonic Studies	Language Assistant	ARTAMONOVA, Olga, Ph.D. (Nizhny Novgorod State Pedagogical University)	01-10-2007	31-05-2008
Social Sciences & Philosophy	Lecturer	YURDAKUL-BODEMANN, Gokce, B.A. (Bogazici M.A. (Middle East Technical University), Ph.D. (Tor.)	01-09-2007	Permanent
Social Work & Social Policy	Visiting Academic	MENESES-FALCON, Carmen, B.A. (Autonoma de Madrid), Ph.D. (Granada)	01-06-2007	31-08-2007
Zoology	Adjunct Professor	WILSON, Peter, F.Z.S.I., M.R.C.V.S., M.A., M.V.B., M.Sc., LL.D. (Dubl.)	30-04-2007	29-04-2010
Zoology	Research Associate	SPEIGHT, Martin, A.R.C.S., B.Sc., D.I.C., D.U.C., Ph.D. (Lond.)	01-04-2007	31-03-2010
Zoology	Research Associate	MARNELL, Ferdia, B.A., Ph.D. (Dubl.)	01-04-2007	31-03-2010
Zoology	Research Associate	JEAL, Frank, M.A. (Dubl.), M.A., (Oxon.), Ph.D. (Wales.)	01-04-2007	31-03-2010
Zoology	Research Associate	KELLY, David James, B.Sc. (Stir.), Ph.D. (Dubl.)	01-07-2007	30-06-2008
Zoology	Research Associate	MC MULLAN, John, B.Sc. (Belf.), B.Comm. (N.U.I.), Ph.D. (Dubl.)	01-04-2007	31-03-2010

## Appendix 2 to Minute BD/06-07/333

**Research Fellows converted to Contracts of Indefinite Duration in compliance with  
the Protection of Employees (Fixed-Term Work) Act, 2003  
(see Actum CL/06-07/193 of 6 June 2007)**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Haematology	Research Fellow	TEWARI, Purna, B.Sc. (Alld.), M.Sc. (Pune.), Ph.D. (All India IMS)	01-10-2006	Indefinite duration
Psychology	Research Fellow	CORRIGAN, Siobhan, B.Sc. (Ulster.), M.Sc. (Sheff.), Ph.D. (Dubl.)	01-04-2007	Indefinite duration
<b>Amended - Council 11 April 2007</b>				
Clinical Medicine / TCIN	Clinical Professor	HARDIMAN, Orla, B.A.O., B.Sc., B.Ch., M.B., M.D. (N.U.I.), F.R.C.P.I.	01-01-2007	30-12-2010
<b>Amended - Council 9 May 2007</b>				
Political Science	Lecturer	PHELAN, William, B.A. (Oxon.), M.Sc. (Lond.), M.A., Ph.D. (Harv.)	01-07-2007	Permanent

*Incorporating any amendments approved at subsequent Board meetings*

## Appendix 3 to Minute BD/06-07/349

**Nominations for Appointment**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Disability Service	Disability Officer	DOYLE, Alison, B.Ed. (Lanc.), Cert. in TEFL (Cantab.), Advanced Dip. in Screenwriting (N.U.I.), Dip. in Psychology (Open)	13-08-2007	13-08-2010
Hamilton Science & Engineering Library	Assistant Librarian	MAC NAUGHTON, David, B.Sc. (Wales), M.A. (D.C.U.), H. Dip. in Library & Information Studies (N.U.I.)	01-10-2007	Permanent
IIS	Senior Research Officer	KING, Michael, B.A. (Dubl.), M.A. (Harv.)	02-07-2007	01-07-2011
IIS	Research Officer	MC CARTNEY, Leslie, B.A., M.A. (Trent)	11-06-2007	31-08-2010
Library	Assistant Librarian (Manuscripts)	O' FLAHERTY, Ellen, H. Dip in Archival Studies (N.U.I.), B.A. (Dubl.)	02-07-2007	28-09-2007
Library	Assistant Librarian (Manuscripts)	O' CALLAGHAN, Eve, H. Dip. in Economic Science, H. Dip. in Archival Studies, B.A. (N.U.I.)	05-06-2007	04-09-2007
Medicine	Administrative Officer	WATSON, Deborah, B.Sc. (Napier)	01-07-2007	Permanent
Nursing & Midwifery	Administrative Officer - Undergraduates	DOHERTY, Lena, B.A. (N.U.I.), Dip. in Project Management (Dublin Business School)	11-06-2007	Permanent
Nursing & Midwifery	Administrative Officer – Events	RYAN, Jennifer	11-06-2007	Permanent
Nursing & Midwifery	Administrative Officer – Post Registration	SMITH, Valerie, M.Sc. (D.I.T.), B.A. (N.U.I.)	11-06-2007	Permanent
Nursing & Midwifery	Assistant Allocations Officer	KELLY, Mary Jacqueline	11-06-2007	Permanent
Nursing & Midwifery	Administrative Officer – Timetabling	MULDOWNEY, Anita, B.Sc., M.Sc. (N.U.I.), Cert. in Education (Belf.), Dip. in Educational Management (Open), Dip. in Information Technology (Senior College, Dun Laoghaire), M.A. (Milltown Institute)	11-06-2007	Permanent
Senior Lecturer's Area	Programme Evaluation Co-ordinator	COADY, Lisa, B.Sc. (N.U.I.)	16-07-2007	15-07-2010

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

Senior Lecturer's Area	Alumni Project Co-ordinator	CARROLL, Carmel, B.A. (Dubl.),	19-09-2007	17-09-2010
TCIN	Interim Accountant (Maternity cover)	HEWITT, Barbara, I.C.P.A.I., I.A.T.I.	22-05-2007	14-01-2008
TCIN	Manager (Maternity cover)	CONNELLY, Ciaran, M.Sc., M.Eng.Sc. (N.U.I.), B.Sc. (Dubl.)	30-05-2007	29-05-2008