



Incorporating any amendments approved at subsequent Board meetings

### Minutes of Board Meeting of 9 December 2015

<i>Present</i>	Provost (Dr P J Prendergast)(in the Chair), Vice-Provost/Chief Academic Officer (Professor L Hogan), Bursar (Professor V Campbell), Registrar (Professor S P A Allwright), Senior Lecturer/Dean of Undergraduate Studies (Professor G Martin), Mr C Clancy, Ms K Crowther, Mr F Cowzer, Professor W J Dowling, Professor E Drew, Professor S Draper, Mr D Frost, Mr G J Garrahan, Professor R Gilligan, Ms M Kenny, Mr T Keohane, Professor B Lucey, Professor C McCabe, Professor J F McGilp, Professor C O'Farrelly, Professor M Ó Siochrú, Professor D R Phelan, Professor D O'Neill, Ms L Ruane, Professor A Seery.
<i>Apologies</i>	Dr O Braiden, Ms S Dunphy.
<i>In attendance</i>	Assistant Secretary to the College (Ms Victoria Butler).
<i>(ex officio)</i>	Secretary to the College (Mr John Coman), Treasurer/Chief Financial Officer (Mr Ian Mathews).
<i>(by invitation)</i>	Chief Operating Officer (Ms Geraldine Ruane), Vice-President for Global Relations (Professor J Hussey).

### SECTION A

#### **BD/15-16/086 Incoming External member of the Board**

The Provost welcomed Mr Tony Keohane, external member of the Board appointed on the nomination of the Minister for Education and Skills to the meeting. At the invitation of the Provost, Mr Keohane made the required declaration for incoming Board members.

#### **BD/15-16/087 Statement of Interest**

The Provost requested Board members to declare any potential conflict of interest they may have in relation to items on the Board agenda. The Secretary to the College advised the Board that consideration should be given to whether a potential conflict of interest may exist for some Board members in respect of Agenda Item A.8 and whether any action needed to be taken. In keeping with the procedures for considering a potential conflict of interest, the Provost invited the views of Board members on this matter. Following a discussion on the matter, the Board decided that no action needed to be taken.

#### **BD/15-16/088 Minutes - Meeting of 11 November 2015**

The minutes of 11 November 2015 were approved and signed subject to the following amendments:

##### **BD/15-16/071 Human Resources Committee**

Amend the second sentence of the first paragraph to read:

'Following comments from the Chair of the Human Resources Committee regarding an outstanding proposal which was due to be presented to the Human Resources Committee in October 2015, it was noted that the Chief Operating Officer is to shortly present a proposal in relation to employment contracts for Professional, Administrative and Support Staff to the Executive Officer Group, the Human Resources Committee and then for final consideration by the Board.'

Amend the first sentence of the second paragraph to read:

'In response to comments from a Board member, the Vice-Provost/Chief Academic Officer clarified..'

**Minute BD/15-16/063** Global Brain Health Initiative remains open pending finalisation of proposed amendments suggested by a Board member.

**BD/15-16/089 Matters Arising from the Minutes**

There following item was raised under matters arising:

**BD/15-16/063 Global Brain Health Initiative**

The Secretary to the College advised the Board that work was progressing with preparing a proposal in relation to the noting and/or approval of major research projects at Board and that it would be brought to the meeting of the Board on 27 January 2016 for consideration.

**BD/15-16/090 Provost's Report**

The Provost provided the Board with an update on the following:

(i) 1916 and Decade of Commemorations

The Provost informed the Board that the Trinity programme of events for the 1916 centenary ('Trinity and the Rising' which was tabled for information) was officially launched by the Minister for Arts, Heritage and the Gaeltacht, Ms Heather Humphreys TD, on Wednesday, 2 December 2015. In addition, the launch of the book: 'Trinity in War and Revolution, 1912-1923' by Dr Tomás Irish, a scholarly contribution produced for the decade of commemorations, had also taken place on 7 December 2015.

(ii) Provost's Annual Review 2014-15

The Provost invited the Board's attention to copies of his Annual Review 2014-15 which had been tabled. By means of providing an overview of the current activities of the university, the Provost noted some statistics contained within the review including student number statistics for the period 2013- 2015, which reflected an increase in fulltime undergraduate students. He also noted that staffing levels in the administrative staff category had increased and that the levels of academic staff had decreased for the same period. It is envisaged that the implementation of income generating strategies will generate income or reduce costs in the longer term.

With reference to the financial elements contained in the review, it was noted that the level of State grant received had decreased over the period 2012-2014, which was compensated somewhat by a rise in income from student fees. The Provost highlighted to the Board that the level of 'Other Operating Income' is now greater than that of the level of State grant received. At the invitation of the Provost, the Treasurer/Chief Financial Officer clarified aspects of the financial information contained in the review. He advised Board members that depreciation is the annual charge associated with the use of the assets of the university over their useful life, which is a real cost incurred by the university. As such, it had been recognised in the financial statements in keeping with financial accounting standards. The Treasurer/Chief Financial Officer further clarified that amortisation represents the recognition of capital funding for assets over their useful life. As not all assets are funded by capital grants, with some being funded from future revenue, it is important to ensure that the provision is made annually for depreciation (net of amortisation) in future financial planning.

With reference to the level of income from interest received in the period, the Treasurer/Chief Financial Officer noted that the university had been operating in a low interest rate environment in recent years and as such interest income since 2012 had been greatly reduced. He advised the Board that this shortfall would need to be replaced with other forms of income in order to ensure income levels were

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maintained. In addition, he further advised the Board that a sizable increase in revenue would be required in the coming years to facilitate investment in the existing building infrastructure and to ensure that current resources and assets can be replenished and maintained. The Treasurer/Chief Financial Officer concluded by informing the Board of the present value of the university's total assets.

(iii) Trinity Fundraising Campaign

It was noted that an evening event to thank supporters of the University and reinforce Trinity's relationship with them as preparations for the fundraising campaign for Trinity continue, had taken place. The Provost informed the Board that work on developing the fundraising strategy is progressing which will allow the prioritisation of projects for funding under the campaign.

Noting the recent launch of the Global Brain Health Initiative (GBHI), the Provost, on behalf of the Board, recorded its appreciation to Professors Robertson, Lawlor and Kenny for their contribution to the initiative and in securing this significant level of research funding.

The Provost noted the request for support for student services to be included in the overall case for support for the university, as raised by a Board member.

(iv) The Trinity Rankings Strategy

The Provost informed the Board that a data cleansing project had been progressed and it is envisaged that this will be completed by the end of January 2016. This exercise will ensure that all Trinity publications are captured appropriately for use by the rankings agencies. In addition, he informed Board members that specialist expertise had been sourced to identify possibilities for Trinity to improve the way in which the university reports to the rankings agencies. The Provost also informed the Board that a communications strategy has been prepared which contained a global perspective and which looks to develop relationships with international media. An increased focus on specialist magazines, journals and relevant websites is also envisaged under the communications strategy for the rankings project.

An audit of all Principal Investigator contacts and collaborations is also being conducted. In response to comments from a Board member, the importance of ensuring that this exercise extends to all members of staff was noted. The Provost advised the Board that a full plan for the rankings strategy is currently being developed by the Dean of Research and is expected to be completed by the end of January 2016.

(v) Global Irish Economic Forum 2015

The Provost advised Board members that higher education funding and investment in talent had been key items of discussion on the agenda for the Global Irish Economic Forum. He informed the Board that the forum had received good coverage and had contributed to raising awareness of the main issues facing Irish higher education, but that it is difficult to forecast the longer-term funding landscape due to the upcoming General Election. While there had been much speculation in the media, it was noted that the exact date of publication of the findings of the Expert Group on Future Funding for Higher Education remained unknown. The Provost informed the Board that one message that is likely to emerge from the discussions is that there is significant evidence to indicate that the Irish higher education sector is badly underfunded relative to international standards and that action is required to ensure that the country's reputation for academic talent is not undermined.

In response to comments from a Board member regarding the possibility of the maintenance grant for students being abolished, the Provost noted the potential negative effect that such a change could have on all Irish universities and emphasised

the need for further investment from government in higher education. The potential role that Trinity could play in facilitating debate on the issue was noted, and the possibility of facilitating academic discussion on the issue, while highlighting the important role that third level education plays in supporting the Irish economy is to be considered.

In response to a comment from a Board member, the Vice-Provost/Chief Academic Officer advised the Board that over the last three years, Trinity has been engaging intensively with prominent alumni and Government Ministers to raise awareness and seek their support in championing the case for improvements in higher education funding. It was noted that, had it not been for a significant level of engagement from Trinity, the issue of higher education funding would not have been as prominent on the agenda for the forum as it had been and that the key for future discussions will be to try to influence policy as it is developed.

(vi) Review of Research Strengths

The Provost advised the Board that the thematic review of research strengths in the university was almost complete, the findings of which will inform future discussions and enable the university to further structure its research strategy.

**BD/15-16/091 Trinity Business School –Project Update**

The Provost welcomed Mr Leo Harmon, Independent Monitor; Mr Greg Power, Head of Capital Projects and Planning; and Ms Deirdre Tracey, Trinity Development and Alumni; who joined the meeting for this item. Professor Gerard Lacey, the Project Sponsor, who joined the meeting by teleconference (Skype), was also welcomed. Professor Lacey invited the Board's attention to a presentation, which had been circulated, and provided the Board with an update on the impact of the decant and demolition of the Simon Perry Building on the Trinity Business School project. He advised Board members that the removal of the Simon Perry Building, and the landscaping of the resulting site, is part of the planning permission that was granted in September 2015, noting that Trinity is obliged to complete all works within a 5 year period. He also provided Board members with an overview of the context drawings which illustrate the visual scenario of proceeding to construct the Trinity Business School with the Simon Perry Building in situ. In particular, Professor Lacey drew the Board's attention to the statutory considerations, the health and safety considerations and the operational impact of the demolition of the Simon Perry Building on the Trinity Business School project. He noted that a seven month timescale would be required to complete the demolition of the building including the subsequent landscaping and summarised the four possible approaches which may now be pursued, outlining the impact on the original budget of each. He noted that successful completion of the Trinity Business School project was reliant on the timely demolition of the Simon Perry Building.

Professor Lacey also provided an update on the proposed decanting of the staff of the Discipline of Civil, Structural and Environmental Engineering who, amongst other locations, are located in the Simon Perry Building and the adjoining Civil Engineering Building. He then identified some of the potential risks associated with this decant including the difficulties in identifying rental space that will accommodate the specialist teaching requirements of the discipline. The Bursar/Director of Strategic Innovation further advised the Board, while outlining the indicative costs of rental and refurbishment, that finding suitable alternative space would be a significant challenge given the current rental market, that the logistics and costs associated with access to a specialist test hall facility would require further consideration and that she would continue to explore possibilities with the Head of Discipline and the Head of School of Engineering. It was noted that the findings of these discussions would contribute to the further development of the E3 project. The Bursar/Director of Strategic Innovation also noted that the funding required to rehouse Civil Engineering was not included in the business case for the Trinity Business School project.

*Professor Robbie Gilligan joined the meeting at this point.*

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Ms Tracey informed the Board that there has been significant philanthropic success in securing support for the project to date. Being mindful of this fact, she advised the Board that, where possible, unnecessary delays should be avoided so as to indicate to supporters of the project that the university is committed to delivering the building in a timely fashion, as well indicating Trinity's capacity to deliver on its commitments, to all potential supporters.

Mr Power referred the Board to the original budget for the project noting that any delays to the project would impact on both the original forecasted costs and timeline. He noted that there may also be implications for the planning approval already received should the Simon Perry Building remain in situ longer than the five year timeframe.

The Independent Monitor, noting the positive response from the planning authority, informed the Board that the preparation of the tender documents would need to be completed as soon as possible and, as such, a decision regarding the timing of the demolition of the Simon Perry Building was required as soon as possible and no later than mid-January 2016.

The Provost then opened the item for discussion.

In response to comments from a Board member, the Treasurer/Chief Financial Officer advised the Board that failure to include a specific date of demolition for the Simon Perry Building in the tender documents with the building contractors would result in a significant risk of extra financial costs being imposed.

Following comments from a Board member, the Bursar/Director of Strategic Innovation clarified that both the Discipline of Civil, Structural and Environmental Engineering and the Head of School of Engineering are actively engaged in the process for identifying alternative facilities for the activities, including providing their input to the requirements of a new building. She further advised that every effort was being made to ensure any alternative space proposed would be compatible with the needs of the discipline and enable the current range of activities to continue.

In response to a query from a Board member in relation to the proposal to agree demolition of the Simon Perry Building by no later than September 2018, the Independent Monitor advised the Board that should an earlier possible date be identified and acted upon, it would be a beneficial outcome for the project which should be agreeable to the relevant contractors. The Provost also noted the importance of pursuing a course of action that would meet both the needs of the Trinity Business School project and those of the Discipline of Civil, Structural and Environmental Engineering, and as such, Scenario C, as outlined in the presentation was being proposed for approval. The importance of following the advice of those most fully informed on the matter was also noted.

The Board noted the update on the Trinity Business School Project as provided by the Project Sponsor.

The following actions were agreed:

1. The demolition of the Luce Hall is to proceed.
2. Demolition of the Simon Perry Building is to be completed no later than September 2018. A subgroup of the Board is to be formed to consider the demolition of the Simon Perry Building and to determine if an earlier demolition date is feasible.

It was noted that the necessary enabling demolitions will commence as soon as possible. The dissent of Professor Dowling was noted. The Provost thanked Professor Lacey, Mr Harmon, Mr Power and Ms Tracey who left the meeting at this point.

*Professor Eoin O'Dell joined the meeting for this item.*

The Registrar invited the Board's attention to her memorandum, dated 11 November 2015, which had been circulated. She provided the Board with an overview of the work of the Schedules Working Party to date noting that it is proposed to bring a comprehensive revision of the Schedules, and some associated revisions to the Statutes, to a joint meeting of Board and Council on 20 January 2016. She provided the Board with an overview of the proposed revisions as detailed in Appendix I of the memorandum, advising Board members that the revisions were proposed in light of previous statutory provisions, decisions of the Board and Council and current policy and practice. She concluded by outlining the proposed timeline for the adoption of the proposed revisions to the Chapters and Schedules noting that the assent process is envisaged to be completed by the beginning of March 2016. Professor O'Dell advised the Board that the majority of the proposed revisions were minor technical amendments, with the significant changes proposed to the schedules rather than the chapters of the Statutes. He further advised that many of the proposed revisions arose from the completion of the restructuring process and review of the academic year structure, which were still ongoing at the time of the initial review of the Statutes

In response to a query from a Board member, the Registrar clarified that a review of the provisions in respect of the eligibility for Fellowship would be part of the work for the next iteration of the Schedules Working Party.

The Board noted and approved the memorandum from the Registrar dated 11 November 2015 and noted the joint meeting of the Board and Council scheduled for 20 January 2016.

#### **BD/15-16/093 Commercial Revenue Unit – Update on CRU Business Plan**

The Provost welcomed Mr Adrian Neilan, Commercial Director, who joined the meeting for this item. The Commercial Director invited the Board's attention to his presentation which had been circulated. He informed the Board the financial contribution from the Commercial Revenue Unit in 2014/15 had exceeded the budgeted figure by 15.3%. He also advised the Board that the activities of the unit had contributed significantly to enabling the delivery of the academic mission and that some of the specific commercial plans in 2014/15 had delivered funding used for 40 Ussher Assistant Professorships. He noted that specific actions plans per business unit were in place for 2015/16 and that a contribution of €21.6 million, a 9.6% increase on the return for 2014/15, is projected. He also provided the Board with an update on initiatives under review for the catering department, noting some of the specific actions taken in response to previous discussions in relation to the booking of Commons and catering facilities on the St James and Tallaght hospital sites.

The Commercial Director advised the Board of some the key projects proposed for 2016 including increasing the use of teaching rooms during the summer months, a new central reservations system, a soft drinks pouring rights deal which will be extended across the campus and have potential benefits for the Students' Union Shop, the Science Gallery and the Pavilion Bar and an increase in temporary retail space during the summer months. He noted that a proposal to establish a subsidiary company will be brought to the Board for consideration in early 2016. He also noted that a consolidated risk register, outlining the potential risks currently being managed by the unit, had been circulated as part of the presentation.

The Provost thanked the Commercial Director for the update on the unit, noting that the income generated through commercial activity had facilitated an increase in academic appointments and in particular the recent round of Ussher Assistant Professorships. He then opened the item for discussion or comment.

The Commercial Director, responding to a query from a Board member, outlined the benefits of the proposed pouring rights initiative which, it is envisaged, will result in a reduction in the purchasing price of soft drinks across the campus. In response to comments from a Board

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member, the Bursar/Director of Strategic Innovation advised the Board that a working group had been established to review the current space allocation policy with a view to ensuring that the use of all rooms and space across the campus could be maximised as appropriate. Following comments from a Board member, the observed increased appetite for revenue-generating activities across the university was noted.

The Board noted the update on the Commercial Revenue Unit (CRU) Business Plan as presented by the Commercial Director. The Board reaffirmed its commitment to requesting that all space across the university, be made available for booking for Trinity activities, including by the CRU, to facilitate income-generating activities as appropriate.

Congratulations were extended to the Commercial Director and all members of his team for their contribution in continuing to ensure the effective implementation of the Commercial Revenue Strategy.

#### **BD/15-16/094 Oisín House Development Project**

The Dean of Students, and Director of Sport and Recreation who joined the meeting for this item, invited the Board's attention to his memorandum dated 2 November 2015, which had been circulated. Noting the request of the Board for further clarification on the proposed design and operation of the rifle range incorporated in the Oisín House Development Project (BD/15-16/060 refers), the Dean of Students advised the Board that the proposed facility is to be isolated from the main building, in that access can only be achieved from an external entrance, and that there is to be no direct access between the accommodation space and the sports zone. He further advised that the proposed design complies with all required regulations, statutory instrument SI 622 of 2011- Firearms (Authorisation of Rifle of Pistol Shooting Ranges) Regulations 2011 and the RCMP Range Design and Construction Guidelines. It was also noted that the facility is to be soundproofed, and with appropriate ventilation and lighting with the final design being reviewed by the local Garda Síochána Crime Prevention Officer.

In response to a query from a Board member, the Head of Sports and Recreation informed the Board that the Rifle Club is one of the oldest clubs in the university. She advised members that to date no incidents had been reported and that the club currently consisted of approximately 600 members. In particular, Mrs. Tanner noted some of the sporting achievements of the club to date, including success at the Common Wealth Games. She advised the Board that the club adheres to all target shooting regulations and is inspected by the National Range Inspector. It was further noted that all coaches are Garda vetted and receive full training. She advised that moving the facility offsite would represent an increase in potential risk as the club currently liaises closely with campus security and the Gardaí in Pearse Street and, as such, operates in a very controlled and contained environment.

The Dean of Students advised the Board that there would be significant security controls in place in the new facility. He further advised the Board that the equipment primarily consisted of air pistols used solely for target shooting practice.

The following issues were noted by Board members:

- The existing facility has been located next to student residences for several decades and has operated without incident;
- The importance of ensuring separate access routes to the facility and the accommodation in the new building;
- Further consideration should be given to the possible public perception of the proposal and the potential for reputational damage;

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- That perhaps consideration to an alternative venue for the facility should be considered;
- The possibility of the space in the development being put to another use could be explored;
- The importance for the university as a whole of continuing to support this sport by providing adequate facilities;
- Further clarity on the type of equipment used would be beneficial.

In response to a query from the Provost, the Dean of Students advised the Board that a decision to exclude the facility may have implications regarding the existing application for planning permission and that additional redesign costs may also be incurred.

It was agreed that the existing application for planning permission for the development of Oisín House Development and the project is to proceed, but that full commitment regarding the commissioning of the rifle range is subject to the support and final decision of the Board.

The Board noted the memorandum from the Dean of Students dated 2 November 2015. It was agreed that Board members would be invited to discuss the proposal further with the Head of Sport and Recreation and to visit the existing rifle range facility.

*The Dean of Students and the Head of Sport and Recreation left the meeting at this point. Professor O'Neill also left the meeting at this point.*

#### **BD/15-16/095 Promotions and Progression for Academic Year 2016/17**

The Provost welcomed the Director of Human Resources who joined the meeting for this item. The Vice-Provost/Chief Academic Officer invited the Board's attention to the memorandum dated 7 December 2015, which had been circulated. She advised the Board of that in the context of the current financial and employment control arrangements, and having regard to staff contractual considerations, that there is scope to run a round of promotions to take effect in 2016/17 whilst keeping within the prescribed grade ratios.

The Vice-Provost/Chief Academic Officer advised the Board that while the Employment Control Framework (ECF) had formally expired at the end of 2014, the letter regarding the 2015 Grant Allocation from the Higher Education Authority (HEA) in February 2015 advised that, while clarification was awaited from the Department of Education and Skills with regard to the status of the proposed new arrangements, the university must continue to adhere to the principles of the Employment Control Framework. She further advised the Board that, as such, consideration is being given to funding streams identified for posts and adherence to grade profiles as has been required in recent years.

Noting that an analysis of the scope for promotion within these constraints had been conducted by the Human Resources Department, the Vice-Provost/Chief Academic Officer advised that the proposal presented for approval was prepared with the aim of achieving the best level of promotions and progression possible while being cognisant of the associated financial implications. It was also noted that some current restrictions on increments were due to cease at the end of this calendar year.

With reference to the proposals in respect of Administrative, Library, Technical and Support staff, the Director of Human Resources advised the Board that it is proposed that progressions continue as normal but that reviews would only be carried out where existing contractual obligations arise. However, a review of existing policies and procedures surrounding the process for such staff members is also proposed. The Provost thanked the Vice-Provost/Chief

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Academic Officer and the Director of Human Resources and opened the item for discussion and comment.

Some Board members commented on the use of quotas to determine promotional capacity and on the benefits of the alternative system of promoting all candidates who were successful against an objective standard for the higher grade, without the use of quotas. The Vice-Provost/Chief Academic Officer advised the Board that in 2013 Board had decided to maintain the grade profile across academic grades being conscious of equity of treatment of staff and available financial resources. She further clarified that this decision had been agreed as an explicit result of the consequences for the university which arose from the 2008 round of promotions and to ensure compliance with the direction of the Higher Education Authority. The Vice-Provost/Chief Academic Officer also informed the Board that both she, and the Director of Human Resources, had recently attended a meeting at the Department of Education and Skills where assurances had been sought that Trinity would be compliant with the principles of the ECF for 2016/17. It was within this context that the proposals as outlined in her memorandum had been prepared. The Provost clarified that there had been no deviation from the framework agreed with the HEA in relation to Departures from Agreed Levels of Remuneration.

*The following comments from Board members were noted:*

- That caution in changing existing policy and practice without due consideration should be exercised;
- Delays to the promotions process should be minimised where possible;
- The limited opportunity for promotion amongst the Administrative, Library, Technical and Support staff grades was regrettable;
- The potential negative implications of not retaining staff due to the lack of promotional opportunities;
- The importance of ensuring the findings of the Gender and Promotions Report are taken in to account should a review of existing policy be conducted;
- The need to ensure as much flexibility in the process as possible and to maximise opportunities for all staff;
- That a sectoral response to the HEA regarding the lack of clarity in relation to the current environment should be considered;
- The possibility of removing quotas, where feasible, should be explored;
- The impact that optimizing promotional opportunities for staff would have on staff morale and the ability of the university to attract and retain leading academics;
- The need to ensure that any policy revision is in keeping with legal and regulatory requirements.

Responding to comments from a Board member, and noting the importance of ensuring sufficient time for a robust review of the existing policy to be conducted, the Provost suggested that the proposals as presented be agreed and that a review of the current policy, in keeping with the requirements of the regulatory and financial environments, be conducted. The findings of the review would then be brought to a future meeting of the Board for consideration. The Vice-Provost/Chief Academic Officer clarified that proposals for promotions and progression in recent years had been prepared with a view to maintaining the ratios within the junior and senior categories which was a Board decision, and not a HEA requirement, in order to be fair to all grades. This Board decision had been agreed after much consideration, including the use of international comparisons, and with a view to minimising the potentially detrimental impact of the HEA required restrictions. She further advised that assurances that Trinity would be compliant with the principles of the ECF for 2016/17 had been sought by the following Department of Education and Skills officials at a recent meeting in relation to the Ussher round: Ms Mary Doyle, Deputy Secretary General; Mr Kevin McCarthy, Assistant Secretary; and Mr Philip Crosby, Principal Officer. The Vice-Provost/Chief Academic Officer also noted that the other universities had indicated their compliance with the principles of the ECF.

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The Board noted the memorandum from the Vice-Provost/Chief Academic Officer and Director of Human Resources. It was agreed that the proposal for the 2015/16 promotions proceed as presented. It was also agreed that a review of the existing policy on promotions be conducted and brought to a future meeting of the Board for consideration.

The Board recorded its dissatisfaction with the restrictions resulting from compliance with the principles of the Employment Control Framework.

The Provost thanked the Vice-Provost/Chief Academic Officer and the Director of Human Resources for their contribution to the development of the proposals.

*The Director of Human Resources left the meeting at this point.*

**BD/15-16/096 Irish Language Policy**

This item was deferred to the meeting of 27 January 2016.

**BD/15-16/097 Quality - Implementation Plan for the Disability Service**

This item was deferred to the meeting of 27 January 2016.

**BD/15-16/098 Honorary Degrees**

The Registrar invited the Board's attention to her memorandum, dated 9 December 2015 which was tabled. She also reminded the Board of the confidential nature of the memorandum and asked for all copies to be returned. The Board noted the memorandum from the Registrar dated 9 December 2015 and approved the nominations contained within.

**BD/15-16/099 Acta of the University Council**

This item was deferred to the meeting of 27 January 2016.

**BD/15-16/100 Any Other Urgent Business**

This item was deferred to the meeting of 27 January 2016.

**Section A.2**

**BD/15-16/101 Revised Equality Policy**

This item was deferred to the meeting of 27 January 2016.

**BD/15-16/102 Change in legal status of the Agency for the Legal Deposit Libraries**

The Board noted and approved the memorandum from the Librarian and College Archivist dated 1 December 2015.

**BD/15-16/103 Museum Standards Programme for Ireland (MSPI) Maintenance of Accreditation Policy Review**

This item was deferred to the meeting of 27 January 2016.

**Section B**

**BD/15-16/104 Board Business**

**(i) Callover**

The Board noted the Board Callover from the meeting of 11 November 2015.

**(ii) Outcomes**

The Board noted the Board Outcomes from the meeting of 11 November 2015.

**BD/15-16/105 Coiste na Gaeilge**

The Board noted and approved the minutes of the meeting of 26 November 2015.

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**BD/15-16/106 Estates Policy Committee**

The Board noted and approved the minutes of the meetings of 6 February, 1 May and 26 June 2015.

**BD/15-16/107 Finance Committee**

The Board noted and approved the minutes of the meetings of 9 November 2015 and 23 November 2015.

**BD/15-16/108 Library and Information Policy Committee**

The Board noted and approved the minutes of the meeting of 5 October 2015.

**SECTION C****BD/15-16/109 Board Meeting Scheduled for 20 January 2016**

The Board noted that the Board meeting scheduled for Wednesday 20 January 2016 was not required for financial matters but would be used for a joint meeting of Board and Council to consider revisions to the Chapters and Schedules of the Statutes.

**BD/15-16/110 Higher Degrees**

The Board noted Higher Degrees, approved by the sub-committee of Board and Council on 11 November 2015 and 18 November 2015, as circulated.

**BD/15-16/111 Proctors' Lists for the Winter Commencements**

The Board noted that the Proctors' Lists were approved by the sub-committee of Board and Council on 23 November 2015.

**BD/15-16/112 Prizes and Other Awards****(i) Entrance Exhibition Awards 2015**

The Board noted and approved the memorandum from the Senior Lecturer/Dean of Undergraduate Studies, circulated, dated 10 November 2015.

**(ii) Jean Montgomery Fund**

The Board noted and approved the memorandum from the Student Support Officer, circulated, dated 23 November 2015.

**(iii) Lennox Bursary**

The Board noted and approved the memorandum from the Student Support Officer, circulated, dated 23 November 2015.

**(iv) School of Medicine Prizes and Medals 2014-15**

The Board noted and approved the memorandum from Medical Student Coordinator Sophister Years, circulated, dated 26 November 2015.

**BD/15-16/113 Committee on Student Conduct and Capacity – Membership 2015-16**

The Board noted and approved the memorandum from the Registrar, circulated, dated 9 November 2015.

**BD/15-16/114 Related Entity Financial Reporting**

The Board noted and approved the memorandum from the Treasurer/Chief Financial Officer, circulated, dated 1 December 2015.

**BD/15-16/115 Change of Editor of Hermathena**

The Board noted and approved the memorandum from the Secretary to the College, circulated, dated 1 December 2015.

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**BD/15-16/116 Scholarship – Intermission**

The Board noted and approved the memorandum from the Dean of Graduate Studies, circulated, dated 19 November 2015.

**SECTION D**

**In compliance with the Data Protection Acts this information is restricted.**

Signed: .....

Date: .....