

Incorporating any amendments approved at subsequent Council meetings

The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 2 April 2003 at 11.15 am in the Board Room.

Present Provost, Senior Lecturer, Registrar, Senior Tutor, Dean of Graduate Studies, Dean of Arts (Humanities), Dr P C Conroy, Dr M H Adams, Dean of Arts (Letters), Dr S J Matterson, Dr N McLelland, Dean of Business, Economic and Social Studies, Dr J C Stewart, Dr N Persram, Dean of Engineering and Systems Sciences, Dr D W O'Dwyer, Dean of Health Sciences, Dr A W Kelly, Dean of Science, Dr P Coxon, Dr B Espey, Ms G E Fallon, Dr C Benson, Ms H Fychan, Mr J Walsh, Dean of Dental Affairs.

Apologies Vice-Provost, Dr J K Vij, Dr M G Barry, Mr I Moynihan, Ms T Cox.

In attendance Librarian, Secretary, Academic Secretary.

Student observers Mr J Inderhaug, Mr F Kieran.

40/A Minutes The minutes of the meeting of 26th February 2003 were approved subject to the following amendment:

38/B Higher Degrees – Reports of Examiners – PhD Amend 'Deirdre Orla Corrigan' to read 'Deirdre Olive Corrigan'

40/B Matters Arising from the Minutes A number of matters arising from the Minutes were discussed and have been minuted under appropriate headings hereafter.

40/C Disciplinary Balance (see Actum 34/C of 26th February 2003) The Senior Lecturer advised that she had attended a further meeting convened by the Higher Education Authority (HEA) on this issue. The strengths of the present system had been identified i.e. flexibility, innovation and responsiveness to national needs, and these would act as principles for future development. Furthermore, there was an awareness of the need to avoid constraining the sector by attempting to undertake an unnecessary degree of central planning.

40/D Bachelor in Acting Studies (see Actum 34/D of 26th February 2003) The Senior Lecturer advised that admission to this course would resume in October 2003.

40/E Centre for Academic Practice and Student Learning (see Actum 35/A of 26th February 2003) The Senior Lecturer reported that, following approval by Council of the establishment of the Centre for Academic Practice and Student Learning, the recruitment process for a Director of the Centre had been initiated. She was also in the process of establishing a new committee to promote the learning development aspect of the Centre's activities. This

committee would be chaired in the first instance by the Senior Lecturer and would formulate proposals for developments in this area.

41/A Provost's Report

Financial Situation The Provost reported that following provisional notification by the HEA of College's grant for 2003, the projected deficit for the current year was not as high as had been anticipated. The Finance Committee had approved proposals that had yet to be considered by Board which included establishing a contingency fund, allocating some non-pay funding for distribution by the Deans' Committee and making several allocations in a number of specified areas. In response to a question, the Senior Lecturer stated that issues concerning the distribution of funding to the Deans' Committee would be discussed by that committee at its next meeting. Concerns were again expressed regarding the potential implications for part-time employment for postgraduate students arising from budget reductions and the need to make pay savings.

The Provost reported that financial issues including the possibility of multi-year budgeting would be an item for discussion at the CHIU meeting scheduled for 7th April 2003.

In relation to promotions, it was proposed that there should be six promotions to Senior Lectureship and four to Associate Professorship with effect from October 2003. In addition, it should be possible to allocate money that might in normal circumstances be used in senior promotions to alleviate the situation in relation to contract staff. The Provost proposed that two contract posts should be converted into permanent positions while noting that the feasibility and legality of such a move will need to be investigated.

41/B Careers Advisory Service – Annual Report 2001-02 A copy of the Annual Report had been circulated and the Director of the Careers Advisory Service (CAS), Mr Sean Gannon, attended for this item. In introducing the report, the Director noted that while there had been a downturn in the economy, the percentage of Trinity graduates still seeking employment was only 3%, representing virtually no change in the previous year's figure. Comparative data for the sector had not yet been published by the HEA however the corresponding figure for the United Kingdom was 6%. The work of the CAS had increased during the year reflecting more demand for its services in the more difficult economic circumstances. A consortium which included Trinity had developed a website for graduates (careers4graduates.com) which will be integrated with the existing CAS site. The Personal Development Programme, which aims to enhance the employability of graduates and prepare them for lifelong learning, continued to be developed. The VACWORK programme had just completed its eighth year of operation. It continued to develop both its contact base and its student focus and the feedback received from both students and employers reflected its continued success.

The following were among the points raised in the discussion:

- The number responding to the First Destinations Survey was 1582 giving a response rate of 58%
- The number of graduates who gained employment was 64%, a similar percentage to the previous year; 24% proceeded to further study; 9% had indicated they were not available for employment or study; 3% were seeking employment
- Employers rated interpersonal skills, flexibility and adaptability as important characteristics in graduates
- Career related work experience was highly valued by employers and certain employers favoured graduates that had longer work experience
- The benefits of work experience undertaken in the vacation compared to a work placement that was integrated into the academic programme might be considered

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further along with how work placement was perceived to contribute to the achievement of academic goals

- While the ESRI had undertaken research some years ago on the extent to which graduates move away from their disciplines, up-to-date information was not available. The Director commented that the circulated report pointed to the buoyancy of the services sector and stated that Arts graduates were well placed to move into service-based industries
- A more detailed breakdown (between research and taught programmes) may be available in relation to those who indicated that they were proceeding to 'Further Study'
- The Director stated that the Service maintained a contacts database on alumni and he indicated that certain areas used alumni as mentors.

On behalf of Council the Provost thanked the Director and his staff for preparing the report and he thanked the Director for presenting the report to Council.

42/A Faculty of Health Sciences – Restructuring Proposals A paper from the Faculty of Health Sciences dated 26th March 2003 had been circulated which set out proposals to implement strategic reform in the Faculty. In introducing the paper, the Dean of Health Sciences stated that the management infrastructure of the Faculty is not sufficient to cope with the challenges faced by the Faculty, and the restructuring proposals sought to provide for an effective and transparent management system that would facilitate reform. The Faculty of Health Sciences was the largest and probably most complex in College comprising seven schools, twenty-four academic departments/units, approximately 2500 undergraduate students and over 1000 academic staff (approximately two-thirds of whom were unremunerated). In addition, the Faculty worked closely with nine associated hospitals including two main teaching hospitals and with four health boards.

The Dean outlined various aspects of the Faculty's financial position including income from research, self-financing activities and non-EU fee income. He indicated that while the restructuring proposals could be implemented without additional resources, implicit in the proposals was the need to review distribution of fee income from non-EU students. The intake to the School of Physic had doubled from 60 to 120 and the additional fee income had been used largely to fund capital development in the Faculty. The continuation of existing arrangements regarding the non-EU fee income was no longer viable for the Faculty. The Dean also outlined the developments that had taken place in other Schools in the Faculty including Nursing and Midwifery Studies, and more recently in the Schools of Occupational Therapy, Therapeutic Radiography and Physiotherapy which had moved into new facilities in St James's Hospital.

The proposals from the Faculty are set out briefly under the headings below together with comments from Council members and decisions as appropriate.

- (i) *Establishment of a Faculty Advisory Board* - this committee would assist the Faculty in strategic planning and in anticipating developments in the health sector. It would have an independent chairperson appointed by the Provost and its membership would include the Chief Executive Officers of the two main teaching hospitals. Council approved the establishment of this Board and agreed that a more appropriate title was Faculty Policy Board. The Dean of Health Sciences clarified that both the Advisory Board and the Executive Management Group would include postgraduate student representation.
- (ii) *Establishment of an Executive Management Group* – Council approved the establishment of this group which would assist the Dean in the management of the Faculty and would include Vice-Deans of the Faculty (see below)
- (iii) *New Vice-Deans* – four new Vice-Deans were proposed as follows:
 - School of Physic;

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- School of Nursing and Midwifery Studies (subject to the agreement of the Director that the Vice-Dean will replace that role);
- Vice-Dean for the combined single department Therapy Schools (Occupational Therapy, Physiotherapy, Therapeutic Radiography, Clinical Speech and Language Studies)
- Vice-Dean for a new School in Research and Postgraduate Education and Training (see below)

Methods of election had been set out in the documentation.

Council approved the establishment of four Vice-Deans. The College Secretary indicated these arrangements reflected circumstances that were particular to Health Sciences. It was noted that the existing posts of Vice-Dean of the Faculty and Dean of Dental Affairs would continue.

- (iv) *Establishment of a School in Research and Postgraduate Education and Training* – Council approved the creation of this school which represented a major initiative and involved changing the role of the existing Graduate School of Health Sciences and increasing the emphasis on research activities as well as taught programmes.
- (v) *Clinical Academic Appointments* – the establishment of titles such as Clinical Tutor, Clinical Lecturer, Clinical Senior Lecturer, and Clinical Professor would allow the Faculty to grant academic recognition to unremunerated part-time staff. The Faculty proposed to document criteria that could be used for nomination to specific appointments using these titles. Council approved in principle the establishment of the titles and agreed that the Vice-Provost should consult with the Academic Promotions Working Group and/or the Personnel and Appointments Committee as appropriate regarding the use of the titles. It was recommended that the criteria for designation of titles should be closely aligned to those currently in use in College.
- (vi) *New Committees and Working Groups in the Faculty* – membership and preliminary terms of reference for several new committees and working groups had been set out in Appendix 2 of the circulated documentation. It was proposed that each committee/working group should reduce its membership to less than ten participants. The Provost proposed and Council agreed that apart from the Faculty Policy Board and the Executive Management Group, all committees and sub-committees set out in Appendix 2 of the documentation should be established as working groups at the present time. As such, it would not be necessary to include relevant entries in the *Calendar*.
- (vii) *Web-based community* - the development of an interactive website will facilitate the dissemination of information and greater transparency in decision-making, as well as serving to improve communication in a Faculty that was distributed across several sites.
- (viii) *Curricular reform* – a number of areas had been identified and a thematic approach was under consideration.
- (ix) *Change of Departmental/ School Titles* – Changes in title were proposed for three Departments/Schools. It was agreed to refer this to the Academic Affairs Committee for consideration.

Several members of Council indicated their strong support for the proposals from the Faculty of Health Sciences. It was noted that members of the Faculty had welcomed the extensive consultation that had taken place in developing the proposals which had the unanimous support of the Faculty. Following further discussion, the Provost thanked the Dean for his work in preparing and presenting the proposals to Council and complimented the Dean on the very significant progress that had been made in the Faculty.

- 43/A Academic Affairs Committee** The draft minutes of the meeting of the Academic Affairs Committee held on 4th March 2003 had been circulated.

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- (i) **Undergraduate Admissions** A query was raised by Dr Stewart regarding the International Baccalaureate qualification and the Senior Lecturer invited Dr Stewart to write to her on the matter.
- (ii) **Broad Curriculum** The Senior Lecturer invited Council's attention to the minute on the Broad Curriculum and in particular, to the section dealing with substitution of courses for credit. She reminded Council that following its approval in 1999 of the Policy on the Broad Curriculum, College had subsequently received substantial funding from Atlantic Philanthropies (AP) for implementation of a number of initiatives associated with that policy including funding for lecturers to deliver cross-faculty courses.

Council had agreed that unless the principle of substitution for broad curriculum courses were accepted, College should not proceed to fill the six lecturer posts associated with cross-faculty courses to be offered in 2003-04. Following this decision, the Senior Lecturer had written inviting departments to identify how substitution might be achieved in undergraduate degree programmes. The circulated minutes outlined the responses received from Departments/Faculties and also recorded the decision of Academic Affairs that as a positive response had been received in respect of only 35% of courses, the Senior Lecturer should write again to those departments who had not agreed to substitution or who had not responded.

The Senior Lecturer tabled a summary of the responses received subsequently from departments and noted that substitution arrangements had been agreed for 52% of courses and had yet to be confirmed in 18% of courses. A further 9% had indicated that substitution arrangements were under consideration for future years. In addition, eight courses had been classified as exempt for geographical reasons or because the course involved three or more major disciplines. The Senior Lecturer outlined a number of options for consideration by Council:

- (a) Having reviewed the situation, College was not sufficiently committed to the Broad Curriculum initiative and it should advise AP that it would not be proceeding with the next six lecturer appointments;
- (b) The appointment of the further six lecturers should be deferred for one year pending a more positive response from departments on substitution;
- (c) The appointment of the lecturers should be proceeded with on the understanding that those departments/courses that had not responded positively should be given one more year to make the appropriate arrangements. Where difficulty in obtaining approval from accrediting bodies was cited as a reason for inability to provide substitution, the College would approach the relevant accrediting bodies. Furthermore, Council should consider what further action should be taken to ensure that all eligible departments offer substitution arrangements.

Several Faculty Deans spoke in favour of the principle of substitution and acknowledged the significant amount of effort made by the Senior Lecturer to implement Council policy. It was again acknowledged that flexibility should be provided in course structures to facilitate student choice and that as discussed earlier in the meeting, the skills associated with implementation of the Broad Curriculum policy were in high demand from employers. Council also recognised the wide discrepancy in weightings for cross-faculty courses and it was agreed that this matter should be considered by the Academic Affairs Committee as soon as possible.

Following further discussion, it was agreed to proceed with option (c) above both in respect to the filling of posts and in terms of taking action aimed to secure participation of all undergraduate programmes in College.

- 44/A Personnel and Appointments Committee** Council noted and approved the recommendations arising from the meeting held on 10th March 2003 as set out in the circulated memorandum dated 19th March 2003 from the Acting Secretary of the Committee. The College Secretary advised that Recommendation 10 in the circulated documentation should be amended to indicate that the extension of the career break was for a further eighteen months and not one year as indicated.
- 44/B Nominations for Appointment** Council noted and approved the circulated information which is attached as Appendix 1 to the minutes subject to the withdrawal of nominations for appointment to Honorary Tutor, a title which is not currently in use.
- 44/C Graduate Studies Committee** The Council noted and approved the minutes of the Graduate Studies Committee meetings of 9 January and 6 February 2003.
- 44/D Consolidated List of External Examiners for Undergraduate Courses for 2003-04** The Council noted and approved the Consolidated List of External Examiners for 2003-04.
- 44/E Higher Degrees—Reports of Examiners - Higher Degrees by Research Alone** The Council noted and approved the reports of examiners on candidates for higher degrees, approved by the sub-committee of Board and Council on 25 February 2003.
- PhD** Eleanor Frances Dunn; Barbara Gisabella; Olivier Leopold Gobbo; Darach Golden; Helena Kelly; Leonard Gerard McCarthy; Marco Nicastro; George Francis Smith; Denise Ethel Waldron; Marta Herrero; Sandra Maria Hynes; Jennifer Ryan; Stephen Daniel Wilson; Barry James O'Donnell.
- MSc** Toby David Cohen; Ryan Corcoran; Kevin Paschal Dune; Mary Josephine O'Donnell; Peter Lonergan; Robert Downes.
- MLitt** Sebastian Patrick Walley; Michiko Sawada.
- 44/F Leave of Absence** The Council noted and approved the following applications recommended by Deans and Heads of Department concerned on the usual basis, satisfactory proposals having been made for provision for teaching and other needs:
- (i) **Drama**
- (a) Dr M Causey – Michaelmas term 2003;
 - (b) Dr K Rockett – Hilary term 2004;
 - (c) Professor D Kennedy – Trinity term 2004.
- (ii) **English**
- (a) Dr N P Daly – Michaelmas term 2003;
 - (b) Dr A Douglas - Michaelmas term 2003;
 - (c) Dr J Nash - Michaelmas term 2003;
 - (d) Professor I C Ross – academic year 2003-04.
- (iii) **Geology** Professor G Clayton – Michaelmas term 2003.
- 44/G Visiting Academics** The Council granted recognition to:

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- (i) **Centre for Language and Communication Studies** Mr S Harder (University of Southern Denmark – Odense) – 24 March to 31 May 2003;
- (ii) **Drama** Professor J R O’Shea (Universidade Federal Santa Catarina, Brazil) – January 2004 to January 2005);
- (iii) **Institute of International Integration Studies**
 - (a) Professor J R Markusen (University of Colorado) – September 2003 to August 2004;
 - (b) Professor A M Carlos (University of Colorado) – September 2003 to August 2004).

45/A Representation – Royal Irish Academy – National Committees The Council noted and approved the following nominations for the remainder of the four-year term until June 2004:

- (i) **Geodesy and Geophysics** Dr P Wyse-Jackson (in place of Professor C J Stillman);
- (ii) **Study of International Affairs** Professor R J Hill (in place of Dr N T Persram).

45/B Master’s in Social Work (MSW)/National Qualification in Social Work (NQSW) accredited Course – Preliminary Accreditation The Council noted that the National Social Work Qualifications Board had confirmed that the Master’s in Social Work course had been granted preliminary accreditation to lead to the award of the NQSW – this status to last until the full accreditation is completed (at the time of the first graduate output).

45/C Nominating Committees The Council approved the membership of the following committees:

- (i) **Lecturer – Medieval History (9 month contract)**
 Dean of Arts (Humanities)
 Professor P D J McManus
 Dr S Duffy
 Dr M K Simms
- (ii) **Lecturer – Intellectual Disability Nursing (contract of indefinite duration)**
 Dean of Health Sciences
 Dr C Begley
 Mr P Horan
 Ms R V Torode
- (iii) **Lecturer – Social Work (contract of indefinite duration)**
 Dean of Business, Economic and Social Studies
 Professor R Gilligan
 Dr T Walsh
 Dr M Shevlin
 Mrs C Halton (UCC)

Signed

Date

Nominations for Council -

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

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

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