

Incorporating any amendments approved at subsequent Council meetings

The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 25 February 2004 at 11.15 am in the Board Room.

Present Provost, Vice-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), Professor D M Singleton, Dr E V Patten, Dean of Business, Economic and Social Studies, Dr N Persram, Dr D W O'Dwyer, Professor P J Prendergast, Dean of Health Sciences, Dr A W Kelly, Ms G E Fallon, Ms H Fychan, Ms S Scott, Dean of Dental Affairs.

Apologies Dean of Engineering and Systems Sciences, Dean of Science, Dr M L Brennan, Dr C M Begley, Dr B Espey, Professor P Coxon, Dr C Benson, Ms M McMahon, Mr J O Q Inderhaug, Mr F de Bulbh, Ms L O'Brien, Mr C O'Coilean, Mr N Hughes, Ms R Ni Eidhin.

In attendance Librarian, Secretary, Academic Secretary.

Student observers None.

24/A Minutes The Minutes of the meeting of 4 February 2004 were approved and signed.

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

24/C Academic Developments – Changing Environment (see Actum 20/A of 4th February 2004)
The Provost advised Council of discussions by a Group chaired by Professor John Murray regarding the introduction of a resource allocation model and the implications that may arise for College structures. As part of that consideration, the Group had reviewed similar developments in other institutions and presentations had been given in recent weeks by senior staff from the three Scottish and two Irish institutions. There had been significant structural change in the Scottish universities associated with the introduction of new resource allocation models. It was noted that, for example, Edinburgh University had approximately sixty departments and nine faculties in 2001 and at the time was facing a declining budget. It had undergone significant change in 2001-02 and now has twenty schools in three Colleges. The new schools have increased administrative support, various incentives were put in place associated with increased student numbers and other activities, and in general terms a new academic dynamism had been generated.

The situation facing Trinity in recent years in relation to late notification of a reduced grant had made it very difficult to plan strategically. While recognising that change was difficult, it would be necessary for the College to change in order to position itself appropriately for the future. The Murray Group will report in April 2004 and proposals will be brought forward on the introduction of a resource allocation model and on re-structuring. It will also

outline the investment needed to make the necessary changes. At that point consideration would be given to approaching the government for funding to facilitate implementation of the change agenda.

In the discussion, it was noted that in relation to the University of Edinburgh, its reputation had been established long before the re-structuring took place and in general terms, it was not always clear whether there were any financial benefits arising from re-structuring. In response to a question, the Provost stated that if change is necessary, it should be change that the College wishes to make in order to deliver on its mission more effectively and it should not wait for change to be imposed. A number of Council members stated that College should ensure that the reasons for change were not determined solely on financial issues. It was acknowledged that Council would have a key role in the discussions regarding change and the change process.

In response to a question, the Provost stated that the Murray Group was an advisory group that would bring forward a number of options for discussion. While there were some members of Council who expressed concern about the need for radical change, others welcomed the developments and acknowledged the importance of the College taking the initiative in this area.

- 25/A European University Association – Quality Review of Universities (see Actum 21/C of 4th February 2004)** The Senior Lecturer advised Council of the membership of the Steering Committee that will prepare the self-evaluation report, as follows:

The Senior Lecturer (Chair)
The College Secretary
Dean of Research
Dean of Science
Dean of Engineering and Systems Sciences
Professor Paul Coughlan (Business Studies)
Education Officer, Students' Union
Vice-President of the Graduate Students' Union
Academic Secretary
Director of the Centre for Academic Practice and Student Learning (Secretary)

25/B Provost's Report

- (a) **OECD Review** The Heads of Irish Universities had met with the OECD Review team in the previous week and the discussion had been very open and helpful. Among the issues discussed were: the existing binary structure and possible implications for the universities once the Institutes of Technology are funded through the HEA; how educational policy is determined in Ireland and the role of the HEA; quality assurance, including the role of the Irish Universities Quality Board; funding issues, and the identification by universities of the areas to which they would direct any additional funding, should it become available; tuition fees, and whether they should be re-introduced. It was expected to be some months before the report of the review team was submitted.
- (b) **Graduate Studies** Concern had been expressed in recent times about the functioning of the Graduate Studies Office. Following a review of the functions and the management of operations which had been conducted by the Senior Lecturer's Area and in order to allow more time for the Dean to deal with policy-related issues, a new management structure would be introduced and administrative staff in the Office will report to the Academic Secretary. Several senior staff from the Senior Lecturer's Area (from the Admissions, Examinations, and Student Records Offices)

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will be involved in developing new information systems for the office and assisting with staff training. Given the importance of the graduate studies area and the intention as stated in the Strategic Plan to increase graduate students by 35% over the next five years, it was vital that every assistance be given to allow the office to develop and to cope with increased student numbers. The proposals had been discussed and agreed by the Dean of Graduate Studies, the Senior Lecturer, the Academic Secretary and the Secretary to the College. There would be resource implications that would have to be considered by the Board. It was noted that these proposals would not pre-empt any future devolution of activity to Faculties through the establishment of graduate schools. The proposals were welcomed by the Vice-President of the Graduate Students' Union and with the agreement of Council, the Provost stated that he would raise the matter at the next Board meeting.

- 26/A Departmental Review – Department of Physics** A report from the Provost dated 9th February 2004 on the review of the Department of Physics had been circulated. In introducing the report, the Provost stated that the external reviewers had submitted a very favourable report both in terms of teaching and research. The reviewers commended the Department on its undergraduate teaching, noting that the curriculum had recently undergone a detailed review. A number of more detailed comments had been made in relation to individual programmes offered by the Department. The reviewers expressed some concern about the fairly large fluctuations in the number of graduating students across undergraduate programmes in the Department.

In relation to research, it was noted that the Department had significantly built up the level of research in recent years and had an excellent track record in terms of publications. The reviewers commented on the Department's success in pursuing research opportunities, especially those offered by Science Foundation Ireland (SFI) and noted some concerns that SFI is creating a two-tier research structure within the Department. The reviewers were impressed with the very high quality of the (approximately 90) research students in the Department. They also noted the excellent staff-student relations in the Department, as evidenced by the comments from students, external examiner reports, and discussions with staff.

The Dean of Science had acknowledged the very positive report from the reviewers and in relation to comments regarding fluctuating student numbers, had indicated that departmental staff work hard to increase interest in Physics at second-level through school visits and other schools liaison activities. The Department welcomed the report, noting that the reviewers considered that the Department would command a '5' rating in the UK Research Assessment Exercise (RAE) system. The Department was in agreement with the reviewers on important points raised regarding threats to the Department which include the disruptive effects caused by loss of contract staff, fragmentation of space, and inadequate overhead returns. The Department noted that a number of steps had already been taken in response to the report.

Council noted and approved the following recommendations:

- (a) that the Department should:
1. build on its excellent achievements with regard to research and clearly identify its future direction and focus in this regard
 2. nurture the existing positive elements of its teaching programmes and its approach to students and take on board the recommendations of the reviewers in relation to possible improvements
 3. reconsider the range of its teaching programmes at undergraduate and postgraduate level in light of student demand and new developments in the field.

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- (b) that the Faculty should work with the Department to:
 - 1. integrate the SFI/CRANN staff with the Department and Faculty
 - 2. address issues in relation to the distribution of technical and contract staff in the Faculty.

- (c) that the College should:
 - 1. take into account the views of the reviewers and the Department in the current discussion on possible devolution of control over staff hiring and budgets
 - 2. make plans to address the issue of the physical separation of areas of the Physics Department in the light of the Development Control Plan
 - 3. continue to argue for appropriate levels of overheads in all research grants.

Arising from this discussion, it was noted that in consultation with the Deans of Research, CHIU had drafted a paper on the development of a career path for researchers and postdoctoral fellows in the university sector. The Dean of Research will be progressing discussions on this issue within College.

27/A Junior Freshman Pass Rates 2002-03 A memorandum from the Senior Lecturer dated 16th February 2004 had been circulated. In accordance with normal practice, the Deans' Committee had reviewed those courses that had a pass rate of below 80% in the Junior Freshman year. Faculty Deans had been requested to consult with the relevant department(s) and to provide a written report for consideration by the Deans' Committee. The Senior Lecturer noted that the pass-rate data included students who do not present for examinations due to illness or other reasons, or who withdraw at a late stage. In some cases, and particularly in courses with low student numbers, this might have a significant effect on the pass rates.

In their response a number of departments had indicated that a significant factor is that of students entering programmes with low entry points. Several measures had been taken to improve pass rates such as establishing help desks to address particular skill areas and also improving prospectus information to convey more detail about the demands of the course. Another issue cited was lack of motivation, where students were admitted to a low preference course. A number of departments commented that budgetary cuts had restricted retention activities such as provision of extra tutorials to assist students in difficulty.

In the discussion, it was noted that there was a strong correlation between entry points levels and performance. However in several cases, there was a confounding of low points levels and admission to a low preference course. In response to a question, the Senior Tutor stated efforts had been made to interview students who had dropped out and the findings indicated that incorrect course choice was the main reason why students chose not to continue. In addition, the transition from the learning experience and methodologies used in second-level to that in third-level also caused some difficulty. It was noted that several departments had put in place initiatives such as peer tutoring in order to bridge this gap.

Council noted and approved the report as presented.

27/B Personnel and Appointments Committee Council noted and approved the recommendations arising from the meeting held on 13th February 2004 as set out in the circulated memorandum dated 13th February 2004 from the Acting Secretary of the Committee. In terms of the operating principles being used by the Committee, the Vice-Provost stated that in general, no permanent replacement appointments were being recommended. Replacements were recommended when there was a contractual, legislative or health and safety issue involved or where there would be an increased cost arising from

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non-replacement. Appointments associated with self-financing activities were being recommended provided there was adequate funding in place to meet costs.

The Vice-Provost also invited attention to the recommendation from the Personnel and Appointments Committee regarding its operating procedures. Council noted and approved the recommendation that, where the Committee had made positive recommendations, arrangements for the filling of posts should proceed to advertisement pending endorsement by Council and Board, but that appointments be not offered until final approval of Council and Board had been received.

Noting that the Committee had deferred consideration of applications for replacement staff pending clarification of the College's future financial position, the Dean of Arts (Humanities) sought information on when such clarification might be available. The Provost indicated that discussions were continuing with CHIU and the funding authorities and it was likely to be April before there was any clarity in relation to next year's budget.

28/A Nominations for Appointment Council noted and approved the circulated information which is attached as Appendix 1 to the minutes.

28/B Graduate Studies – Proposals for New Courses

(a) **MPhil in Literary Translation** A memorandum from the Dean of Graduate Studies dated 18th February 2004 had been circulated together with supporting documentation. The Faculty of Arts (Letters) was proposing to offer an MPhil in Literary Translation, building on the wide range of languages, literatures and cultures studied within Trinity, and on the expertise of staff in the Faculty. Graduates of the programme will be qualified to work as literary translators and be well equipped to undertake cultural, academic or philosophical translation. Experience elsewhere suggested that such a course could also be an excellent way of attracting well-prepared research students. The administrative home of the course will be the Department of Italian although staff from six departments will be involved.

The course will be offered with effect from October 2004 on a full-time basis over one year with a quota of fifteen students. Council noted and approved the proposal as presented, subject to the approval of the Finance Committee.

(b) **Postgraduate Diploma in Clinical Supervision (Psychology)** A memorandum from the Dean of Graduate Studies dated 18th February 2004 had been circulated together with supporting documentation. The proposed Postgraduate Diploma in Clinical Supervision will offer training in the theory and practice of supervision. Its target market will be practising psychologists and psychotherapists who wish to further their professional development and train as supervisors. Potential participants will hold a primary degree in psychology or a related field. There is no Irish University programme for the training of counselling supervisors for which an academic qualification is granted. The addition of this course to the postgraduate programmes offered by the Department of Psychology will compliment both the existing MSc in Counselling Psychology and the Doctorate in Clinical Psychology.

The course will be offered with effect from October 2004 on a part-time basis over one year with an intake of 10-14 students. Council noted and approved the proposal as presented.

- 29/A Chair of Nursing and Midwifery Studies** The College Secretary reminded Council that interviews for the Chair in Nursing and Midwifery Studies would be held on Thursday 26th February 2004 and he encouraged a full attendance of Council members.
- 29/B Representation on Council – Faculty of Health Sciences** The Council noted that Dr C M Begley (School of Nursing and Midwifery Studies) has been nominated to represent the Faculty of Health Sciences for the academic years 2003-2004 and 2004-2005.
- 29/C 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 27 January 2004 and noted by Board on 18 February 2004.
- PhD** Mary Gilsean; Una Hanafin; Patrick Stephen Healy; Francis Oliver Maher; Paula Mayock; Bernice Mary Murphy; Joseph Patrick Salihu.
- MSc** Abdolbast Greede; Riccardo Pasquali.
- MDent Ch** Kevin Gilmore.
- 29/D Graduate Studies Committee—Minutes of 27 November 2003** The Council noted and approved the minutes of the meeting of the Graduate Studies Committee of 27 November 2003.
- 29/E Leave of Absence** The Council noted and approved the following applications recommended by the Deans and Heads of Department concerned on the usual basis, satisfactory proposals having been made for provision for teaching and other needs:
- (i) **Biochemistry** Professor D C Williams – Trinity term 2005;
- Under Other Business:
- (ii) **Law** Dr R A Byrne – academic year 2004-2005 (extension).
- 29/F Faculty of Health Sciences - School of Physic – Report from Medical Council** The Council noted the memorandum from the Senior Lecturer, circulated dated 18 February 2004.
- 29/G Co-ordinating Committee for the Professional Course in Theology** The Council noted and approved the following nominations:
- (i) nominee of the Department of Hebrew, Biblical and Theological Studies: Professor N Biggar;
- (ii) nominee of the College: Dr H H W Robinson-Hammerstein.
- 29/H Consolidated List of Teaching Assistants/Assistant Examiners 2003-2004** The Council noted and approved the memorandum from the Senior Lecturer, circulated dated 17 February 2004.

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30/A Nominating Committee The Council approved the membership of the following committees:

- (i) **Broad Curriculum Lecturer (5 year contract)**
Dean of Business, Economic and Social Studies
Dr G McHugh
Dr F Bannister
Ms M Keating
Professor C Kearney

- (ii) **Part-time Senior Lecturers in Health Services Management (5 year contracts – one full-time equivalent post)**
Dean of Health Sciences
Dean of Business, Economic and Social Studies
Professor C Normand
Professor D Kelleher
Professor K P C Conlon
Ms E McAuliffe

- (iii) **Lecturers in Pure Mathematics (2) (permanent posts)**
Dean of Science
Professor S Shatashvili
Professor A Constantin
Dr R M Timoney
Dr D B Murray
Professor J Escher (University of Hanover)

- (iv) **Lecturer in Medical Gerontology**
Vice-Dean of the School of Physic (Professor C Feighery)
Professor D Coakley
Dr J B Walsh
Dr V Timonen

- (v) **Lecturer in Nursing or Midwifery**
Lecturer in Psychiatric Nursing
Lecturer in Midwifery
(Contracts of Indefinite Duration)
Dean of Health Sciences (or nominee)
Dr C M Begley
Ms E Fahey-McCarthy
Dr A Finlay
Dr G Fealy (UCD)

Signed

Date

Appendix 1 to Actum 28/A

Nominations for Appointment

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry	Research Fellow	Ramadan, Zakia Ben, BSc (Al-Fateh), MSc (Carnegie Mellon) PhD (Dubl)	01.11.2003	31.10.2004
Botany	Research Fellow	Lanigan, Gary BSc , PhD (NUI)	01-03-2004	28-02-2006
Children's Research Centre	Research Fellow	Byrne, Christina BA (Dubl.)	01-01-2004	31-12-2004
Civil Structural & Environmental Engineering	Research Fellow	Donegan, Karen BSc (Ulster)	01.11.2003	30.10.2005
Civil Structural & Environmental Engineering	Research Fellow	Farrell, Seona, BSc (Ulster)	05-01-2004	04-01-2006
Clinical Medicine	Research Fellow	Lawless, Matthew William, BSc (NUI) PhD (RCSI)	01-03-2004	23-03-2007
Computer Science	Visiting Research Fellow	Delany, Sarah Jane, BA, Mod (Dubl.), MSc (Staffs.)	01.02.2004	30.09.2005
Nursing and Midwifery Studies	Lecturer	CORROON, Anne-Marie, BNS (Dubl.), RGN Dip Physics & Chemistry (RSCI, Dip. Pharmacology (RSCI), PG Dip. Nurse Education (Ulster), MSc Advanced Nursing (Ulster)	09.02.04	Permanent
Nursing and Midwifery Studies	Lecturer	MOONEY, Mary Theresa, RGN, R.M., H. Dip (Cardiovascular), RNT, MSc. Education (NUI)	12.01.04	Permanent
Nursing and Midwifery Studies	Lecturer	NOLAN, Louise Catherine, RGN, BNS, RNT, (NUI), MSc Nursing (Manc.) Diploma in Pharmacology (RCSI), Cert. in Gerontology (RCSI)	09.02.04	Permanent
Nursing and Midwifery Studies	Lecturer	WHELAN, Jacqueline, BNS (Dubl.) RGN, RSCN, RNT, MSc Nursing (Manc.)	09.02.04	Permanent
Obstetrics & Gynaecology	Lecturer	D'Arcy, Thomas John, MB, BCh, BAO, MD (NUI), FRCSI, MRCOG	19.01.2004	18-01-2009
Pharmacy	Research Fellow	Brennan, Fiona Sheena BSc (NUI) MSc (Newcastle) PhD (Dubl.)	01-04-2004	31-03-2005
Physics	Research Fellow	Wu, Guan Hong, B.Eng (Tianjin University) MSc. (Zhongshan University)	01.02.2004	28.01.2005
Physiology	Research Fellow	Lyons, Anthony, PhD (NUI)	01.02.2004	26.01.2007
Psychology	Research Associate	Johnston, Neil, BA (Open)	01.02.2004	28.01.2009
Zoology	Research Fellow	O'Toole, Constanze Susan, Erste Staatsprüfung für das Lehramt an Gymnasien, (Hanover), PhD (Dubl.)	01.12.2003	29.03.2005

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