

Incorporating any amendments approved at subsequent Council meetings

The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 10 November 2004 at 11.15 am in the Board Room.

Present Vice-Provost (in the chair), Senior Lecturer, Registrar, Senior Tutor, Dean of Graduate Studies, Dean of Arts (Humanities), Professor E O'Halpin, Dean of Arts (Letters), Professor D M Singleton, Dr E V Patten, Dean of Business, Economic and Social Studies, Dr M L Brennan, Dr M L Rhodes, Dr A Kokaram, Dr A W Kelly, Dean of Science, Professor P Coxon, Dr N Marples, Dr C Benson, Ms G E Fallon, Mr C Larkin, Mr D McCormack, Mr D Mac Síthigh, Ms C Waters, Mr C Larkin, Dean of Dental Affairs.

Apologies Provost, Dean of Engineering and Systems Sciences, Dean of Health Sciences, Dr P C Conroy, Professor C M Begley, Secretary, Ms D McClean, Mr J Bertram.

In attendance Librarian, Academic Secretary.

Student observers Ms M McMahon, Ms F Van Der Puil, Mr A Payne.

A member of Council attending for the first time made the statutory declaration.

SECTION A

CL/04-05/029 Minutes The minutes of the meeting of 13th October 2004 were approved.

CL/04-05/030 Matters Arising from the Minutes A number of matters arising from the Minutes were discussed and have been minuted under appropriate headings hereafter.

CL/04-05/031 European University Association (see Actum CL/04-05/006 (ii) of 13th October 2004)
The Senior Lecturer reported that the EUA had visited College on 14-16 October 2004 and had concluded the visit with an oral presentation of its main findings. The Review Team had been supportive of the system of self-regulation of quality assurance in Ireland. The main recommendations relating to activities of the Quality Office/Centre for Academic Practice and Student Learning were that (i) student evaluation of courses should be mandatory; (ii) the response from the Department (which is invited eighteen months following presentation of the Provost's report to Council) should be considered by the University Council; and (iii) the schedule of reviews should be extended to seven years.

The Senior Lecturer advised Board that in addition to issuing a sectoral report to the Irish Universities Quality Board (IUQB) and the HEA, the EUA would also issue a final report on each institution. Each institution will have an opportunity to comment formally on its report prior to its submission, together with the institution's comments

and those of the IUQB, to the Minister for Education and Science. On completion of this process each university will be required to publish its report on its website.

CL/04-05/032 Research – Report from the Dean (see Actum CL/04-05/007 of 13th October 2004) The Vice-Provost advised Council that very significant effort had been involved in producing an Annual Overhead Investment Plan for submission to Science Foundation Ireland (SFI). The Dean had presented the proposal to a panel involving members of the SFI and others on 8th November and the outcome of that submission was not yet known.

CL/04-05/033 Key Principles/Issues associated with an Academically-based Resource Allocation Model (see Actum CL/04-05/008 of 13th October 2004) The Vice-Provost reported that the paper discussed at the previous Council meeting had also been discussed by the Resource Management Working Group and by the Board. The Board had requested the Task Force to prepare a Questions and Answers paper which would be published on the Structures, Management and Systems website later in the week. Among the issues discussed by Board were the funding of student services and of the Library, how research would be weighted in the model, and the flexibility of the model in responding to fluctuations in student demand.

In response to a comment from the Vice-President of the Graduate Students' Union that the minutes had not captured all the nuances of the discussion at the previous meeting, the Senior Lecturer advised that all the issues raised had been noted in detail by the members of the Task Force and will be addressed. The Senior Lecturer confirmed that any comments received on the paper will be published on the website.

CL/04-05/034 Provost's Report In the absence of the Provost, the Vice-Provost reported on the following issues:

- (i) **Academic Structures** The Provost had sent an email to staff on 9th November 2004 which provided an update on discussions regarding academic structures. The email noted that the bottom-up consultation exercise had progressed to the extent possible and it was proposed that in the two week period before the November Board meeting, the Provost and Officers would engage more directly with the School groupings that had suggested themselves in order to help advance their thinking. A report to the November Board meeting would present an initial view of the overall structure that is emerging.

Council noted that the student representatives on Council had not received a copy of the Provost's email and the Vice-Provost undertook to have a copy circulated to student representatives on Council and Board.

In response to a question, the Senior Lecturer stated that it was the intention to circulate a report to Board for consideration at its meeting on 24th November 2004 and a copy of that report would also be circulated for consideration by Council at its meeting on 1st December 2004. It was agreed that the paper would be posted on the website following consideration by Board.

The Senior Lecturer advised that, in accordance with its decision of 7th July 2004, the Board will make firm decisions no later than its December meeting on the number and composition of Schools/Departments. Decisions in relation to (i) the election versus selection of Heads, and (ii) the number, composition and role of Faculties and on the role and methods of appointment of Deans, would also be made by Board at its December meeting.

- (ii) **Working Party on Administrative and Support Structures** Information on the terms of reference of the Working Party on Administrative and Support Structures was available on the Structures website together with details of its membership. The Vice-Provost chaired the Working Party and she advised Council that preliminary work had begun in relation to data collection and that issues surrounding service level agreements were being investigated.

The Vice-Provost also advised Council that a task force had been established to develop a high-level information systems strategy for the College. It had also begun its work and had drafted preliminary guidelines for a new information systems strategy for the College.

CL/04-05/035 Organisation for Economic Co-operation and Development (OECD) Report A memorandum from the Provost to Board dated 19th October 2004 had been circulated, together with the Conclusions and Recommendations section of the OECD report. In addition, the circulated information included a list of the Report's recommendations that referred specifically to issues that institutions themselves should consider and which did not require changes to the Statutes and/or the Private Act.

While the OECD report acknowledged the need for investment in third-level education, it noted that the system should not rely on state funding alone and it recommended that undergraduate fees be re-introduced. As there appeared to be a lack of political will to follow through on this recommendation, there was a real dilemma facing the sector. The Senior Lecturer informed Council that a sub-group of the Conference of Heads of Irish Universities (CHIU) had met the previous day to begin to develop a response to the report which would be submitted to the government and the Higher Education Authority. It was noted that the government's estimates would be published shortly and it would be important to ensure that a strong case was made for additional funding for the sector.

With regard to the relationship between the universities and the institutes of technology, the OECD report confirmed the binary system and recommended that the differentiation of mission between the universities and the institutes of technology be preserved.

The Senior Lecturer also drew Council's attention to the recommendation that the number of doctoral students in the universities should double by 2010, and that the number of international students should double in the next five years.

In the discussion, it was suggested that some of the recommendations in the report regarding PhD students could have implications for the quality of the degree. It was noted that in England, PhD students were funded for three years only and this had adversely affected completion rates. Significant additional funding would be required to support the doubling of numbers. The Dean of Graduate Studies commented that in addition to financial support, factors such as student demand and the capacity of the College to carry an increased supervisory load would have to be considered. Furthermore, while the report may have focussed on science-based areas, the College wished to increase research student numbers across all disciplines, as stated in the Strategic Plan.

The report indicated that in general, PhD awarding powers should be restricted to the university sector, and that where doctoral students were working in institutes of technology, they should always be registered for university degrees and work under a university supervisor, but with a joint supervisor in the institute. The Vice-Provost stated that if such arrangements were entered into, the quality of the PhD would be

monitored by staff in Trinity and the degree would be awarded by the University of Dublin.

Members of Council expressed some concern regarding the autonomy of the university in the context of the recommendation that there should be a National Council for Tertiary Education, Research and Innovation to be chaired by the Taoiseach, which would determine a rolling national strategic agenda for third-level education and its relation to innovation, skilled labour force and the economy. The Report also recommended that a new Tertiary Education Authority (TEA) be established, replacing the Higher Education Authority. The proposed TEA would be a single funding authority for both the universities and the institutes of technology, and institutions would agree a contract with the TEA on the basis of an institutional strategic plan. While the report recommended that multi-annual funding be put in place, it also noted that contracts with institutions be renewed annually. The Vice-Provost commented that the HEA and the government recognised the importance of establishing multi-annual funding for the universities.

It was noted that the report contained a number of recommendations in relation to governance that would be addressed by the Board.

In drawing the discussion to a close, the Vice-Provost noted that the Board would discuss the report at its next meeting.

CL/04-05/036 Admissions 2004 A memorandum from the Senior Lecturer dated 3rd November 2004 had been circulated together with updated tables on CAO first preference applications (including quotas, points, and numbers registered) and on the distribution of points within undergraduate courses. The Senior Lecturer invited Council's attention to the following points

- The number of applications to the CAO in 2004 had decreased by 1.5% on the previous year
- The number of first preference applications to Trinity had increased by one percent
- There was an overall ratio of 1.9:1 eligible first preference applications to quota
- 53% of the intake had 500 points and above, a pattern consistent with previous years
- Science, Business Economic and Social Studies, and Engineering, all with a quota of in excess of 170, had maintained a strong sectoral position
- The points for Mathematics increased significantly despite an increase in the quota for Mathematics in the Two-subject Moderatorship programme
- Several courses did not fill their quota
- The policy of reserving 15% of quotas for non-traditional applicants was implemented for the first time in 2004 and 10.5% of quotas were filled with non-traditional applicants (7% in 2003).

In response to a question, the Vice-Provost advised that the Department of Computer Science had taken various actions to address the fall-off in demand for several of its undergraduate courses, including the re-structuring of programmes. In relation to Engineering, although its ratio of eligible first preference applications to quota was 1:1, the course had filled its quota and maintained its points level. Concern was expressed that there were no admissions to Jewish Studies within the Two-subject Moderatorship programme.

Council noted that entrance exhibitions were awarded to students who achieved 545 points and above. While the number of exhibitioners increased each year, some members of Council were of the view that the points level for the award should not be

increased. It was acknowledged that the monetary value of the award was low in comparison to similar awards available in other institutions.

The Senior Lecturer answered a number of questions and clarified points raised. It was noted that the Senior Lecturer's Annual Report for 2003-04 would be circulated for consideration at the next meeting and would provide more detailed information on admissions and on other aspects of the activities in the Senior Lecturer's Area.

CL/04-05/037 Description of Current Provision and Policy in relation to Lifelong Learning and Options for Development A memorandum from the former Senior Lecturer dated 15th June 2004 had been circulated together with a copy of the Report. Council had given preliminary consideration to the report at its meeting on 23rd June 2004 and it had been re-circulated to allow further discussion. The Senior Lecturer invited attention to the statement in the report that the number of undergraduate and postgraduate students on courses offered in the College (other than full-time undergraduate degree programmes and postgraduate degrees by research alone) totalled 3599, representing 24% of the student population. In addition, there were 1349 students enrolled for uncertified courses. The student numbers involved and the variety of programmes available indicated that the College had a significant involvement in lifelong learning, particularly in the postgraduate area.

The Senior Lecturer stated that he hoped to make progress in developing a profile of the College's lifelong learning activities for presentation to external audiences. In addition, he would consult with the Director of the Centre for Learning Technology on whether the Centre might support lifelong learning through the further development of e-learning. It was noted that the OECD Report had recommended the development of lifelong learning opportunities and Council further noted that the promotion of lifelong learning was one of the objectives of the Bologna Process. The Senior Lecturer stated that the task force working on the Academic Resource Allocation Model will also consider how lifelong learning courses should be treated in terms of weightings and priorities.

The following were among the points raised in the discussion:

- The Education Officer of the Students' Union welcomed the reference in the report to modularised courses and he suggested that Council should give this further consideration. The Vice-Provost accepted the need for more flexible learning pathways but indicated that it was unlikely to be addressed in the current year given the current discussions on re-structuring
- Consideration should be given to developing the College's involvement with the National Distance Education Centre which offers a Bachelor in Arts programme through distance education, in conjunction with Trinity and other Irish Universities
- Students on part-time courses did not always have the same access to grants as full-time students and it was suggested that this matter should be raised with CHIU
- The Senior Tutor stated that evening students were somewhat disadvantaged in that (i) they were not assigned tutors and (ii) were often not able to access support services such as Student Health or Student Counselling as such services were not open in the evening
- If the College wished to develop lifelong learning activities, incentives should be offered to staff wishing to participate.

Arising from this discussion, the Dean of Graduate Studies advised that in conjunction with the Bologna Desk in the Senior Lecturer's Area, he was involved in a pilot scheme to produce the Diploma Supplement in 2005 for a number of postgraduate courses. Preparatory work involved the identification of elements within courses and the allocation of credits to the components of a course. It was noted that a review of credits assigned to all undergraduate programmes was in progress.

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Council noted that the report should be amended to reflect the fact that part-time evening degree programmes are offered in the Faculties of Engineering and Systems Sciences, Health Sciences, and Business Economic and Social Studies.

On behalf of Council, the Vice-Provost thanked the Senior Lecturer for presenting the report.

CL/04-05/038 Nominations for Appointment Council noted and approved the circulated information which is attached as Appendix 1 to the minutes.

CL/04-05/039 Other Business

- (i) **University Rankings** Council noted the comments of the Vice-President of the Graduate Students' Union regarding the rankings published in the Times Higher Educational Supplement in which Trinity ranked 87th in the world.
- (ii) **Students' National 10K Walk** Council members were invited to participate in the Students' National 10K Walk which would take place on 18th November 2004 starting at 1pm from Front Square. The aim is to raise funds for the children of post-Chernobyl Belarus, which was affected by the nuclear disaster in 1986.

SECTION B

CL/04-05/040 Academic Appeals Committee The Council noted and approved the recommendations of the Academic Appeals Committee from its meetings of 12, 14, and 18 October 2004.

Arising from consideration of the minutes, the Senior Tutor expressed some concern about the proficiency level in written and spoken English of some international students. She suggested that consideration should be given to this matter, especially in the context of the College's aim to increase the number of such students.

CL/04-05/041 Personnel and Appointments Committee The draft minutes of 29 October 2004 were approved. Council noted that minutes rather than recommendations of the Committee were now being circulated, in accordance with the recommendations of the Report on Governance.

The Senior Tutor requested that those making proposals for consideration by the Personnel and Appointments Committee should receive notification in writing of the outcome of their submission.

CL/04-05/042 Junior Promotions Committee – 2004 Review Council noted and approved the following recommendations from the Junior Promotions Committee as set out in the tabled memorandum from the Secretary to the Committee dated 8th November 2004

- (i) **Confirmation in Appointment** The following Lecturers to be confirmed in appointment with effect from 1 October 2004:

Dr D Hevey (Lecturer in Research Methods, Department of Psychology)
Dr C Houghton (Mathematics)

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Ms A Keaney (Statistics)
 Mr M Lohan (Lecturer in Sociology, Nursing and Midwifery Studies)
 Dr K Murphy (Lecturer in Psychology, Clinical Speech and Language Studies)
 Dr C Nicholas (Geology)

- (ii) **Accelerated Advancement** The following Lecturers be advanced by the award of an additional increment, at 1 October 2004:

Dr M Brown (Zoology)
 Dr A Davies (Geography)

SECTION C

CL/04-05/043 Higher Degrees—Reports of Examiners The Council noted and approved the reports of examiners on candidates for higher degrees, approved by the sub-committee of Board and Council on 28 September 2004 and noted by Board on 27 October 2004.

- (i) **Professional Higher Degrees by Research Alone**

MD James Crosbie; Sara Dineen.

- (ii) **Higher Degrees by Research Alone**

PhD Nawal Abdulla Al Katheeri; Pamela Bartley; Helen Brigid Conroy, Antonella Di Trapani; Marie-Louise Flannery; Áine Teresa Fox; Louise Gallagher; Athanasios Giannitsis; Mark Hanlon; Jan Geert Hazenberg; Bernard Keville; Áine McGillicuddy; Laoise Maria Bernadette McNamara; Cara Martin; Brona Murphy; Eoin Alexander Ó Cearbhaill; Kevin Charles O'Donnell; Martin David O'Leary; Denis O'Mahony; Michael Gerard O Shea; Nicola Porter; Lorenzo Sabatelli; Rhian Jane Smith; Caroline Smyth; Guillaume Yves Tourrette; Sinead Mary Weldon; Susanne Amanda Wiersma.

MSc Brian John Cullen; Rhonda Forsythe; John Galvin; Mark Nicholas Patrick Michael Gargan; Martin Lawrence; Janet McCormack; Melissa Peskin; Matthew Sammon; John Patrick Vard.

MLitt Fergal Dowling; Elena Novikova; Gerardine Philomena Skelly.

MAI Greta English.

The following names were corrected for the record (see Actum CL/04-05/021):

PhD Sharleen O'Reilly to read 'Sharleen Linette O'Reilly'.

MLitt Donal Francis O'Reardon to read 'Donal O'Reardon'.

CL/04-05/044 Graduate Studies Committee—Minutes of 3 June 2004 The Council noted and approved the minutes of the meeting of the Graduate Studies Committee of 3 June 2004.

CL/04-05/045 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) **Centre for Language and Communication Studies** Professor D M Singleton – Trinity term 2005;
- (ii) **Physics** Dr C H Patterson – academic year 2005-06;
- (iii) **Zoology** Dr K Irvine – Hilary term 2005.

CL/04-05/046 Career Break – Occupational Therapy The Council noted and approved the request of Ms Joan Brangan for a further year from 1 October 2004 to 30 September 2005.

CL/04-05/047 Student Cases The Council approved the request of the Senior Lecturer, with the support of the Dean of Science, for two named students to repeat in 2004-05, constituting a third attempt: (i) Junior Sophister year; and (ii) the Senior Freshman year.

CL/04-05/048 Visiting Academic - Statistics The Council granted recognition to: Professor E J O'Brien, University College Dublin – 1 November 2004 to 31 July 2005.

CL/04-05/049 Dental School and Hospital – Selection Boards The Council noted and approved the following Selection Boards:

- (i) **Senior Lecturer/Consultant for Medically Compromised Patients**
Chair, Dublin Dental Hospital Board
Professor J Clarkson (DDHB nominee)
Professor J Nunn (DDHB nominee)
Professor D B Shanley (TCD nominee)
Professor O Smith (TCD nominee)
Dr S Thompson (Wales) (external assessor, DES nominee)
Professor L Martens (Ghent) (external assessor, DES nominee)
- (ii) **Senior Lecturer in Dental Materials Science**
Chair, Dublin Dental Hospital Board
Professor J Clarkson (DDHB nominee)
Professor B O'Connell (DDHB nominee)
Professor D B Shanley (TCD nominee)
Dr W J Blau (TCD nominee)
Professor R McConnell (UCC) (external assessor, DES nominee)
Dr C Mitchell (QUB) (external assessor, DES nominee)

CL/04-05/050 Nominating Committee The Council approved the membership of the following committee:

Lectureship in Geology (5 year contract)

Dean of Science
Dr J Graham
Professor G Clayton
Professor D Taylor
Dr A Kelly
Dr P Haughton (UCD)

Signed

Date

Appendix 1 to CL/04-05/038

Nominations for Appointment – 10 November 2004

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry	Research Fellow Part-Time	BRIDGE, Mary Helen, BA (Dubl.), Dr. Nat. Sci. (University of Vienna)	12-10-2004	31-01-2005
Biochemistry	Research Senior Lecturer	JEFFERIES, Caroline, BA, PhD (Dubl.)	01-10-2004	30-09-2007
Biochemistry	Research Fellow	RUBOTHAM, Joyce, BA (Dubl.), PhD (Université Libre de Bruxelles)	01-11-2004	31-10-2006
Biochemistry & Immunology	Lecturer (Contract)	LAVELLE, Edward, BSc (NUI), PhD (Plym.)	01-10-2004	30-09-2006
Classics	Walsh Family Lecturer in Ancient History	WEIGELT, Andreas, MA (Freie Universitat Berlin), MA, PhD (Johns H.)	01-09-2004	31-08-2007
Clinical Medicine	Lecturer/Registrar	ALSHAREEFY, Ali, MBChB, (University of Baghdad), MRCPI	11-10-2004	10-10-2005
Clinical Medicine	Lecturer/Specialist Registrar	DON-WAUCHOPE, A.C., MscMed (University of Cape Town), MD (Edin.), MRCP (UK)	15-11-2004	14-11-2005
Clinical Medicine	Lecturer Part-Time	McDERMOTT, Seán Raymond, MB, BCh, BAO (NUI), MRCPI (RCPI), MBA (NUI & RCSI), PhD (NUI)	01-09-2004	31-08-2007
Clinical Medicine	Lecturer Part-Time	O'BYRNE, Ken, MB, BCh, BAO, DCH, MD (NUI), MRCPI (RCPI)	01-03-2004	28-02-2007
Clinical Medicine	Lecturer Part-Time	O'CONNELL, Niamh, MB, BCh, BAO (NUI), MRCPI (RCPI), MRCPATH (RCP London)	01-09-2004	31-08-2007
Clinical Medicine	Research Lecturer	TERRES, Ana, BSc, MSc, PhD (Complutense University of Madrid)	01-05-2004	30-04-2005
Economics	Lecturer Part-Time	BREW, Mary, BA (Dubl.)	01-10-2004	30-09-2005
Economics	Lecturer Part-Time	KEENEY, Mary, BA, PhD (Dubl.)	01-10-2004	30-09-2005
Economics	Lecturer Part-Time	McCOY, Daniel, BComm, MSc (NUI), PhD (Lond.)	01-10-2004	30-09-2005
Economics	Lecturer Part-Time	MURPHY, Alan, BA, MLitt, PhD (Dubl.)	01-10-2004	30-09-2005
Economics	Lecturer Part-Time	O'BRIEN, Edward, BA (Dubl.)	01-10-2004	30-09-2005
Economics	Lecturer Part-Time	RIZOV, Mariyan, MSc, PhD (Leuven)	01-10-2004	30-09-2005
Economics	Lecturer Part-Time	WHELAN, Karl, BA (Dubl.), PhD (M.I.T.)	01-10-2004	30-09-2005
English	International Writer Fellow	GÉBLER, Carlo, BA (York (UK))	01-10-2004	30-12-2004

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English	Research Fellow	LYALL, Scott E., MA (Edin.), PG Cert. (St. And.), PhD (St. And.)	01-10-2004	30-09-2005
English	Writer Fellow	Ní DHUIBHNE, Éilís, BA, MPhil, PhD (NUI)	01-10-2004	30-06-2005
French	Language Assistant	RHARADE, Nadia, MA (University of Paris, Nanterre)	01-10-2004	31-05-2005
Gender & Women's Studies	Lecturer Part-Time	McDERMOTT, Mary, BA (UWI)	01-10-2004	13-09-2007
Gender & Women's Studies	Research Fellow	O'CONNOR, Joan, BComm, LLB, HDip (NUI), MSc (Dubl.)	01-10-2004	13-09-2007
Genetics	Research Fellow	LIOLIOU, Efthimia, BSc, PhD (Aristotle University, Thessaloniki, Greece)	18-10-2004	17-10-2006
Geography	Research Fellow	NEGUSSIE, Elene, BA, MA (Stockholm University), PhD (Dubl.)	01-10-2004	30-09-2005
Geology	Lecturer (Earth Sciences)	TROLL, Valentine, BSc (St. And.), PhD (University of Kiel)	01-10-2004	Permanent
Germanic Studies	Lecturer Part-Time	CUSACK, Andrew, BA (Dubl.)	01-10-2004	31-12-2004
Germanic Studies	Lecturer Part-Time	KANE, Michael, BA, MA (NUI), Dr. Phil. (Berne)	01-10-2004	30-06-2005
Germanic Studies	Lecturer Part-Time	O'SULLIVAN, Helen Jane, BA (Camb.)	01-10-2004	30-06-2005
Health Sciences (School of Physic)	Lecturer Part-Time	HALLEY, Karina Maria, BA, MA (NUI), PhD (Dubl.)	01-10-2004	30-09-2004
Hispanic Studies	Language Assistant	LABADIE, Laura, BA (Universidad de Burgos), MA (University of Westminster)	01-10-2004	30-06-2005
Hispanic Studies	Language Assistant	SEGURA GONZALEZ, Virginia, BA (University of Seville)	01-10-2004	30-06-2005
Hispanic Studies	Language Assistant	SWANSEY, Bruce, BA (Universidad Iberomaericano, Mexico City), MA (Dubl.)	01-10-2004	30-06-2005
Hispanic Studies	Lecturer Part-Time	VARGAS, Ana, BA (Granada), MA (NUI)	01-10-2004	30-06-2005
IIIS	Research Associate	PANOPOULOU, Ekaterini, Dip. Mathematics (University of Athens), MSc, PhD (University of Piraeus)	01-09-2004	30-09-2007
IIIS	Research Fellow	VOREONKOVA, Svitlana, MA (Ivan Franko National University of Luiv, Ukraine)	01-01-2005	01-01-2007
Irish	Research Fellow	O'SHEA, Natalia, Higher Education Diploma, PhD (Moscow State University)	01-10-04	30-09-2005
Law School	Lecturer Part-Time	SIMMS, Daniel Paul, BA (Dubl.), Solicitor (Law Society of Ireland), LL.M (Cologne), Rechtsanwalt (State Judicial Examination Authority, Düsseldorf), Dr. iur (Cologne)	01-01-2005	30-09-2005
Mechanical & Manufacturing Engineering	Research Fellow	HUMPHREYS, Ivor Albert, BA, BAI, MSc (Dubl.)	28-09-2004	28-09-2005
Mechanical & Manufacturing Engineering	Lecturer	KELLY, Danny, BA, BAI, MSc, PhD (Dubl.)	15-11-2004	14-11-2007

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Mechanical & Manufacturing Engineering	Lecturer	ROBINSON, Anthony, BSc, MEng, PhD (McM)	18-10-2004	17-10-2005
Medieval History	Lecturer Part-Time	HARRISON, Stephen Hugh, BA (Dubl.), MA (NUI), MIAI	01-10-2004	30-09-2005
Medieval History	Lecturer Part-Time	McCARTHY, Thomas John Henry, BA, MA, MLitt (Dubl.), MA, DPhil (Oxon.)	01-10-2004	30-09-2005
Medieval History	Lecturer Part-Time	NORTON, Margaret Joy Susanna, BA, PhD (Dubl.)	01-10-2004	30-09-2005
Microbiology	Research Fellow	MONAGHAN, Paul Jude, BSc (NUI)	16-11-2004	31-01-2005
Modern History	Lecturer	ARMSTRONG, Robert, BA (Lond.), PhD (Dubl.)	18-09-2004	Permanent
Nursing & Midwifery	Lecturer	JANSEN, Patricia, BA, MA (S.Af.), PhD (Witw.)	01-09-2004	Indefinite duration
Occupational Therapy	Lecturer	O'NEILL, Orla, MSc (University of Wales), Dip. in Occ. Therapy (Dubl.)	01-11-2004	31-10-2006
Occupational Therapy	Lecturer / Fieldwork Co-ordinator	SPIRTOS, Michelle, BSc (Dubl.)	18-11-2004	Indefinite duration
Pharmacy	Research Associate	CURRAN, Gemma, BSc (Carlow I.T.), MSc (Dubl.)	01-11-2004	30-04-2005
Physics	Research Associate	CÉSPEDES BOLDOBA, Oscar, BA (Dubl.)	01-10-2004	31-12-2004
Physics	Research Associate	FERNANDEZ CEBALLOS, Sergio, BSc (Cantabria), MSc (Fribourg)	01-10-2004	30-09-2005
Physics	Lecturer Part-Time	FRAIN, Caoimhe, BSc, PhD (NUI)	01-10-2004	01-10-2005
Physics	Research Fellow	NEOG, Amid, PhD (NUI)	01-12-2004	30-12-2005
Physics	Research Fellow	O'MAHONY, Donagh, BSc (NUI), PhD (Dubl.)	01-11-2004	30-05-2005
Physics	Research Fellow	SURRE, Frederic, Dip. Eng., M.Eng., PhD (ENSEEIH, Toulouse, France)	01-11-2004	31-10-2005
Physiotherapy	Lecturer	BRENNAN, Lucy, BSc (Dubl.), Registered General Nurse Training (School of Nursing, St. James' Hospital), Cert. Science for Nurses (DIT)	01-09-2004	31-08-2005
Physiotherapy	Lecturer	O'SULLIVAN, Cliona, BSc (Robert Gordon University, Aberdeen), MSc (Dubl.)	01-09-2004	31-08-2007
Physiotherapy	Lecturer	WALSH, Jeremy, BSc (University of Wales), MSc (Curtin)	01-09-2004	31-08-2007
Psychiatry	Visiting Scholar	YANG, Mao Sheng, BS (HengYang Medical College, China), M.S. (Sun Yat-Sen University of Medical Sciences, China), PhD (Shanghai Institute for BiologicalSciences)	01-10-2005	30-09-2007
Pure & Applied Mathematics	Lecturer Part-Time	BUTLER, John, BA, MSc (Dubl.)	01-01-2005	31-05-2005
Pure & Applied Mathematics	Lecturer Part-Time	NÍ FLOINN, Eabhnat, BA (Dubl.)	01-10-2004	31-12-2004

Pure & Applied Mathematics	Lecturer Part-Time	O'HOGAIN, Seosamh, BSc, MSc (NUI), PhD (DIT)	01-10-2004	31-01-2005
Sociology	Research Fellow	DRAZIN, Adam Michael, PhD (Lond.), BA (Camb.)	01-10-2004	30-09-2005