

Incorporating any amendments approved at subsequent Council meetings

The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 1 June 2005 at 11.15 am in the Board Room.

Present Provost, Vice-Provost, Senior Lecturer, Registrar, Senior Tutor, Dean of Arts (Humanities), Dr P C Conroy, Dean of Arts (Letters), Dean of Business, Economic and Social Studies, Dr M L Rhodes, Dean of Engineering and Systems Sciences, Dr S P Wilson, Dr A Kokaram, Dean of Health Sciences, Dr A W Kelly, Professor C M Begley, Dean of Science, Professor P Coxon, Dr N Marples, Dr C Benson, Ms F M Haffey, Mr C Larkin, Mr D McCormack, Dean of Dental Affairs.

Apologies Dean of Graduate Studies, Professor E O'Halpin, Professor D M Singleton, Dr E V Patten, Dr M L Brennan, Mr D Mac Síthigh, Mr A Payne, Ms M McMahon, Ms D McClean, Ms F Van Der Puil, Mr J Bertram, Ms K Gibson.

In attendance Librarian, Secretary, Academic Secretary, Assistant Academic Secretary.

By invitation Bursar, Dean of Research.

SECTION A

CL/04-05/154 Minutes

- (i) The minutes of the meeting of 13 April 2005 were approved.
- (ii) The Minutes of the meeting of 4 May 2005 were approved with the following amendments:

CL/04-05/144 Nominations for Appointment – Appendix 1, Page 6
The Department of the Visiting Lecturer, Ram Kumar Maddala, should be amended to read 'Public and Child Dental Health', and not 'Public Health and Primary Care'.

CL/04-05/153 Nominating Committees (i)
Lectureships in Computer Science - should be amended to read 'one three-year contract, three five-year contracts' and not 'one three year contract and five one year contracts'.

CL/04-05/155 Matters Arising from the Minutes There were no matters arising.

CL/04-05/156 Provost's Report The Provost commented on the success of Trinity Week noting that this year eleven Professorial Fellows, one Honorary Fellow, thirteen new Fellows and eighty new Scholars were elected.

CL/04-05/157 **Academic Structures**

- (i) **Relationship between new Schools, Faculties, and Central Decision-making**
A discussion paper dated 25th May 2005 from the Senior Lecturer on the relationship between new Schools, Faculties and central decision making had been circulated. The Senior Lecturer introduced the paper commenting that the views of Council would be brought to the next meeting of Board.

1. *Heads of School Forum* It was proposed to establish this Forum consisting of all Heads and Vice-Deans and chaired by the Senior Lecturer. The Forum would meet regularly to discuss all matters of academic policy and its implementation as well as related matters, especially those involving resources and staffing. It was proposed that consideration should be given to including the Dean of Research and the Dean of Graduate Studies as members of the Forum, with the Bursar attending for ARAM related discussion.

The Heads' Forum should be a principal committee of the University Council.

2. *School Directors* The Directors of Teaching and Learning (Undergraduate) should be members of a new committee, chaired by the Senior Lecturer, which should in turn be a sub-committee of the Heads' Forum. This committee would take on some of the business of the Academic Affairs Committee and some of the business of the Deans' Committee.

It was further proposed that Directors of Teaching and Learning (Postgraduate) should be members of the Graduate Studies Committee, chaired by the Dean of Graduate Studies. The committee, instead of being a sub-committee of the Academic Affairs Committee should be a sub-committee of the Heads' Forum and should take on some of the business of the current Academic Affairs and Deans' Committees, while continuing the business of the Graduate Studies Committee.

As the Research Committee is a principal committee of Council and Board, all Research Directors cannot become members, and it was therefore proposed that a new sub-committee of the Research Committee be formed of which all Directors would be members. To ensure integration of academic policy and practice, it would be essential that minutes of this sub-committee were available to the Research Committee and to the Heads' Forum in a timely manner.

3. *Deans' Committee* It was proposed that the Deans' Committee should meet once a term and that Faculty Deans remain as members of Council. This arrangement should be reviewed at the end of the transition period.
4. *University Council* It was proposed that Council's central role in academic affairs be strengthened by having it relate directly to the new Heads' Forum as its principal committee. The overall membership of Council would have to be adjusted to reflect the new academic structure as the Schools and Vice-Deaneries were now central units of academic and resource related decision-making and would require a direct linkage to central decision-making. Since Deans would continue to perform a vital function in the new structures, it was proposed that their membership on Council should remain but that the traditional

faculty representation should be reviewed if all Heads of School/Vice-Deans became members.

Two options were suggested for initial discussion as follows:

Option A: All Heads of School (16) and Vice-Deans (3) should be members of Council, in addition to five Faculty Deans. They should be members *ex officio*. This number could change as new Schools form or existing ones combine. It was felt that accommodating up to twenty additional members would be difficult as the existing membership is thirty-two voting members plus eight in attendance. If the membership of all Heads of School and Vice-Deans is seen as providing full and active representation of all the academic units of the College then the faculty representatives could be displaced, resulting in a net increased membership of six (existing Faculty representation: 6 Deans, 6 senior representatives, and 6 junior representatives, replaced by 5 Faculty Deans and 19 Heads of School/Vice-Deans.)

Option B: Council membership should include the five Faculty Deans, five Faculty representatives at lecturer level, and ten Heads of School/Vice-Deans. This would result in a net additional membership of two. Heads of School/Vice-Dean membership would be determined on the basis of an agreed rotation among Schools and Vice-Deaneries for a term of three years. Faculty Deans and Heads/Vice-Deans would be *ex officio* members, and the faculty representatives would serve a two-year term of appointment. This model would not provide for universal membership by Heads but would provide for lecturer membership on a faculty basis.

As it will be important for Heads of School/Vice-Deans to be members of principal committees, this model allowed for a division of labour among Heads/Vice-Deans. Depending on the agreed rotation, approximately half the Heads/Vice-Deans would be on Council and half on principal committees at any one time. Given the conflicting demands for time to devote to headship and for time to devote to involvement in central decision-making, it may be appropriate to divide involvement in this manner.

It was proposed that the current Council and its membership be continued into 2005/06 as an interim arrangement as revisions to membership of the University Council would require statutory change.

5. *Principal Committees* There are eight principal committees of Council and Board of which the Academic Affairs Committee is one. It was suggested that the Academic Affairs Committee be dissolved and replaced by the Heads' Forum, leading to no change in the number of principal committees. In all other cases, except the Audit Committee, the addition of a Heads' representative required consideration. At present, principal committees have at least one Faculty Dean, but where more than one Dean is currently a member, the membership of Deans should be reviewed in the light of their redefined roles and responsibilities. It was proposed that during the transition period (four years to end of the academic year 2008/09), all principal committees should have one Dean and one Head of School/Vice-Dean as members and that representation be agreed by the Deans' Committee and by the Heads' Forum. The role of Deans in some committees should be reviewed at the end of the transition period.

6. *The Academic Affairs Committee* It was suggested that there was some considerable overlap between the work of the Deans' Committee, Academic Affairs Committee and Council. This issue had been raised in the recent Governance Report to Board which recommended that the role of the Academic Affairs Committee and the potential overlap with the Deans' Committee be reviewed.

The combination of the new Heads' Forum and a strengthened University Council would make the role of the Academic Affairs Committee redundant and its dissolution was recommended.

7. *Board* It was proposed that Schools/Vice-Deaneries should have two prime conduits to Board – through the Senior Lecturer as Chair of the Heads' Forum and also through Heads'/Vice-Deans' membership of Council and its close relationship with Board. As the composition of Board is established under the Universities Act, there is no freedom to adjust its membership. Nevertheless, the membership of Board is widely representative with a significant number of elected representatives.

The Provost thanked the Senior Lecturer for his presentation and invited comment from Council. The meeting discussed at length the various points raised and in particular the two proposed options on the membership of the University Council. It was considered that Option A was not desirable for a number of reasons: firstly, the composition of the Heads' Forum and the Council would be largely the same and this might result in the emasculation of either the Council or the Forum; secondly, the displacement of junior staff would be a retrograde step as junior staff representation provided another perspective to the work of Council and membership provided junior staff with a useful insight on the workings of College. It was argued that the Head of School was not elected under the same criteria as those for election to Council and that a balance between the Heads' Forum and Council was necessary. The view was expressed that the Heads' Forum might be a joint committee of Board and Council. Option B was seen as preferable to Option A.

A third option was suggested whereby option B should be modified to include five senior faculty representatives, giving a total membership/in attendance figure of 47. It was suggested that a grouping of this size would render the workings of the Council ineffective. It was also felt that very large groups ceased to function as a dynamic forum for discussion and decision making.

In response to a number of questions, the Senior Lecturer commented that no changes were proposed to the current student representation on Council. It was anticipated that the TSM Committee would continue in its existing role of managing the TSM programme. The College Secretary noted that it would be necessary to take legal advice on the statutory obligations of revisions to membership of the University Council.

The Senior Lecturer clarified further points that were raised. The meeting supported the recommendation that the current Council and its membership should continue into 2005/06.

- (ii) **Governance issues** A memorandum from the Senior Lecturer dated 25th May 2005 had been circulated together with terms of reference and membership for (i) an Executive Committee in a Vice-Dean Grouping and (ii) a Faculty Committee. In addition, appointment procedures for Vice-Dean had been circulated. In introducing the papers the Senior Lecturer stated that they had

been prepared by the Deans' Committee and were in line with governance procedures already approved by Council and Board.

- (a) *Executive Committee (Vice-Dean Grouping)* Council noted and approved the proposed membership and terms of reference for Executive Committees in Vice-Dean Groupings, as set out in the circulated documentation. In response to a question on how the quality review process would operate, particularly in a Vice-Dean Grouping, the Senior Lecturer commented that the Quality Committee had begun to address this issue and would report to Council in due course.
- (b) *Faculty Committee* Council noted and approved the proposed membership and terms of reference for Faculty Committees, as set out in the circulated documentation.
- (c) *Procedures for Appointment to Vice-Dean* Council noted and approved the procedures for appointment of Vice-Deans, as set out in the circulated documentation. It was noted that they followed closely the procedures for appointment of Heads of School, which had already been approved by Council and Board.

The Senior Lecturer advised Council that a paper on Graduate Schools would be circulated for consideration at the next Council meeting. He noted that issues concerning the governance of research centres and institutes had yet to be finalised and would be brought to a future meeting of Council.

- (iii) **Titles of Schools, Vice-Deaneries, Interim School Executives, Faculty Structure** The Senior Lecturer invited Council's attention to a paper dated 31st May 2005 on titles of Schools/Vice-Deaneries, the membership of Interim School Executives and the revised Faculty structure.

- (a) *Titles of Schools* Council noted and approved the proposed titles of the following new Schools and Vice-Deanery as set out in Appendix 1 of the circulated documentation:

School of Humanities and Histories
 School of Psychology
 School of Engineering
 School of Computer Science and Statistics
 School of Dental Science
 School of Nursing and Midwifery
 School of Pharmacy and Pharmaceutical Sciences
 School of Mathematics
 School of Physics
 School of Chemistry
 School of Biochemistry and Immunology
 Vice-Deanery of Genetics & Microbiology

The Senior Lecturer noted that titles for the remaining seven Schools/Vice-Deaneries and two faculties would be presented at the next meeting of Council.

- (b) *Membership of Interim School Executives* Council noted the membership of Interim School Executives (ISEs) and Vice-Deanery Executive Committees as set out in Appendix 2 of the documentation. It was noted that the membership of the ISEs did not create a precedent for membership of School Executives.

In respect of the School of Physics, it was noted that Professor Con Feighery was Chair of the Interim School Executive, not Professor Diarmuid Shanley as indicated in the document.

- (c) *New Academic Structure* Council noted the diagrammatic representation of the new Faculty / School / Vice-Deanery structure as set out in Appendix 3 of the documentation.

In response to questions, the Senior Lecturer indicated that the introduction of a revised academic structure would not affect the courses offered by Schools/Vice-Deaneries, and the situation would not arise whereby a course was withdrawn when students were midway through the programme. In relation to common entry programmes, he commented that the administration of these programmes in the new structures was currently being considered. In some instances, they would continue to be administered by the Faculty and in others, the administration would take place at School level.

CL/04-05/158 Departmental Review - Provost's Report to Council on the Review of the Department of Civil, Structural and Environmental Engineering A report from the Provost dated 24 May 2005 on the review of the Department of Civil, Structural and Environmental Engineering had been circulated. In introducing the report, the Provost commented on the successes of the Department to-date noting the overall impression of the Reviewers that 'all the staff of the Department of Civil, Structural and Environmental Engineering are committed to excellence in the many aspects of their work...and very committed to teaching, research, and [the Department's] role in society at large.' The Reviewers also noted that the Department's aspirations in teaching and industrial engagement had already been met.

In relation to teaching, the Reviewers commended the high level of staff commitment and noted that the large number of students taking civil engineering coupled with around 30 teaching hours each week inevitably lessened the time that staff had to devote to research. They supported the Department's short-term research plans to create more time for staff 'by minimising administrative roles, encouraging a more strategic view on contributions to College and society and making maximum use of College's support services.' The Reviewers noted that the research plans of academic staff addressed problems of national, European and international concern, which by their nature were more likely to attract research funding, and recommended that priority be given to these topics. The Provost noted the Reviewers' recommendation that the Department should strengthen its emphasis on publishing papers in peer review journals and also the need for the Department to achieve a greater balance between teaching, research and its contribution to society.

The Reviewers placed significant importance on filling the Chair of Civil Engineering which they considered to be a priority for the new School. They commended the Department's impressive record to-date in contributing to society and to the profession, but advised against sacrificing too much time to voluntary work at the expense of other activities.

The Dean of Engineering and Systems Sciences emphasised the Department's many strengths as well as its need to achieve a balance in its activities as observed by the Reviewers. The priority for the Department, in the Dean's view, was to build a strong research profile and to fill the Chair of Civil Engineering.

In the discussion, it was clarified that the recommendation concerning the Department's voluntary work on code committees or other industrial groups stemmed from a concern that the extent of the involvement in voluntary activities was having an adverse effect on the Department's research development. Concern was expressed

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regarding the recommendation that the Department should fix fees for its postgraduate courses according to the demand and what the market could bear. The Vice-President of the Graduate Students' Union argued that the high cost of living in Dublin and inflation should not be ignored when determining fees.

In relation to the filling of the Chair of Civil Engineering, the Senior Lecturer advised that the filling of Chairs and other posts was now a matter for Schools/Vice-Deaneries. While a Strategic Fund would not be available in 2005-06, some funding should be available in future years however it was intended that such funding would be used to seed innovation and not to support recurrent costs.

Council noted and approved the following recommendations arising from the review of the Department of Civil, Structural and Environmental Engineering:

- (a) that the new School should:
 1. Respond to the recommendations in the report concerning research and publication strategy.
 2. Enable an appropriate balance to be struck in the future between research commitments and output, excellence in teaching, pastoral care of students and involvement in professional and industry affairs.
 3. Develop a School policy with regard to fees for postgraduate taught courses and diplomas.
 4. Develop an immediate strategy for filling the Chair taking into consideration the long-term interests of the discipline as well as the strategic direction of the School.
 5. Consider the recommendations concerning the balance of staff resources across the disciplines in the School and develop a strategy to avail of opportunities to rebalance allocations in a manner that more closely reflects teaching and research activity in the context of any resignations, retirements and additional funding.

- (b) that College should:
 6. In the context of the School's Academic Strategy 2005/09, pay particular attention to innovative plans for curriculum, teaching and research development in civil, structural and environmental engineering that might be supported through the College Strategic Fund in 2006/07 and thereafter, and/or through the work of the Trinity Foundation.

CL/04-05/159 Junior Freshman Pass Rates 2003/04 A paper dated 24 May 2005 from the Senior Lecturer on Junior Freshman Pass Rates for 2003/04 had been circulated. The Senior Lecturer informed the meeting that each year, arising from data provided in the Senior Lecturer's Annual Report on Junior Freshman Pass Rates, the Deans' Committee undertakes a review of those courses with a pass rate below 80%. The Senior Lecturer commented that care was needed when reviewing pass rates, as in all but two of the courses involved the number of students taking examinations was 20 and below, and in two instances the numbers were as low as three and two students. These low numbers when presented as percentages exaggerated the 'failure' rate.

The Senior Lecturer noted that a recurring theme in the consideration of low Junior Freshman pass rates is that of students entering courses with low entry points. Other reasons cited for low pass rates include students being admitted to a low preference course, possibly resulting in low motivation. He invited Council's attention to the range of academic supports that have been put in place to improve pass rates as indicated in his circulated memorandum.

Council discussed the various measures in place and it was suggested that more should be done to assist students in making informed course choices. In response to a question, the Dean of Engineering and Systems Sciences commented that the low pass rates in the two Computer Science courses could be partly explained by the fact that these courses were not the first preference of many of the students admitted. He noted that as of 2005-06, these two courses have been amalgamated and a number of curriculum changes have been made.

The Provost thanked the Senior Lecturer for the report and noted the importance of collecting and analysing such data. It was suggested that consideration be given to providing several years of data in future reports.

CL/04-05/160 Junior Promotions Committee – Merit Bar Review 2005 Council noted and approved the recommendations as set out in the tabled memorandum dated 31st May 2005 from the Secretary to the Junior Promotions Committee, as follows:

(i) **Merit Bar Review** The following Lecturers to proceed beyond the Merit Bar at the date appropriate in each case:

Dr R Armstrong (Modern History)
 Dr S Bayó Belenguer (Spanish)
 Dr G Biehler (Law)
 Dr M Brown (Zoology)
 Dr S Cherkis (Mathematics)
 Dr G Davey (Neuroscience)
 Dr A Davies (Geography)
 Dr P Geoghegan (Modern History)
 Dr C Houghton (Mathematics)
 Mr A Johnstone (Music) (half-time)
 Ms A Keaney (Statistics)
 Dr A McLysaght (Genetics)
 Dr G Magnier (Spanish)
 Dr C Nicholas (Geology)
 Dr A O'Connor (Civil Engineering)
 Dr S Sanvito (Physics)

(ii) **Accelerated Advancement** The following Lecturers to be advanced by the award of one additional increment at 1 October 2005:

Dr G Biehler (Law)
 Dr M Brown (Zoology)
 Dr A Davies (Geography)
 Dr P Geoghegan (Modern History)
 Dr A Johnstone (Music) (half-time)
 Dr A McLysaght (Genetics)

It was noted that the Junior Promotions Committee will meet again in September 2005 to complete its review of Lecturers at the Merit Bar and to review candidates for confirmation in appointment.

CL/04-05/161 Nominations for Appointment Council noted and approved the circulated information (see Appendix 1).

CL/04-05/162 Chair Appointments – External Assessors On the advice of the College Secretary, Council noted and approved external assessors for the following Chair appointments:

- (i) Chair of Ecumenics
- (ii) Chair of Bioethics

CL/04-05/163 Chairs of Obstetrics and Gynaecology Council noted and approved the following changes to the membership of the Search Committee, as notified by the relevant hospital:

St James's Hospital: Mr John O'Brien, Chief Executive Officer, to replace Dr Tom Mitchell

Rotunda Hospital: Dr Ronan Gleeson to replace Dr Michael Darling

Coombe Hospital: Ms Emer Gilvarry to replace Professor John O'Leary

SECTION B

CL/04-05/164 Personnel and Appointments Committee Council noted and approved the recommendations as set out in the minutes of the Personnel and Appointments Committee from its meetings of 6 May and 20 May 2005, as circulated.

CL/04-05/165 Academic Affairs Committee Council noted and approved the minutes of a meeting of the Academic Affairs Committee held on 3 May 2005, as circulated.

SECTION C

CL/04-05/166 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 3 May 2005 and noted by Board on 11 May 2005, as circulated.

PhD Roland Gardner Budd; Gregory Christopher Robert Cabailh; John James Connolly; James Patrick Dowling; Orla Doyle; Colin George Dunlevy; Stephen Patrick Finn; Fiachra Paul Kennedy; Brian Lee; Eileen Mary Looby Zachary Declan Lyons; Brian Patrick McEvoy; Máire Mairead Mhic Mhathuna; Aedín Mary Minogue; Paul Smyth; Lorraine Tracey; Victor Usov; Sarah Kiltenic Wear; Alice Wemaere; Aine Marie Whelan; Catherine Yvard.

MSc Áine Patricia Hearty; Karen-Ann Hosie; Audrey Patricia Jennings; Courtney Keane; Anthony Paul Metcalf.

MLitt Simon Cullen; Colette Mary Ding.

CL/04-05/167 Graduate Studies Committee—Minutes of 14 April 2005 The Council noted and approved the minutes of the meeting of the Graduate Studies Committee of 14 April 2005, as circulated.

CL/04-05/168 Visiting Academics The Council granted recognition to:

- (i) **Civil, Structural and Environmental Engineering**
 - (a) Dr G Cuomo, University of Basilicata, Potenza, Italy (May to August 2005);
 - (b) Dr D Sanz, Universidad Politecnica de Madrid (June to December 2005).

- (ii) **Geography/Centre for Urban and Regional Studies** Professor L Murphy, University of Auckland, New Zealand – 23 July 2005 to 20 January 2006.
- CL/04-05/169 Faculty of Engineering and Systems Sciences – Abridged Entry and the Award of the BA Degree** The Council noted and approved a memorandum from the Administrator, circulated dated 6 May 2005.
- CL/04-05/170 Deanship**
- (i) **Faculty of Health Sciences – Nominating Committee for Election of Dean** The Council noted and approved the membership of the committee for the election of the Dean:
 Professor C F Feighery *Chair*
 Professor C M Begley
 Professor N M Claffey
 Mrs I L I Hook
- (ii) **Faculty of Science** The Council approved the recommendation of the Faculty Executive Committee that Dr M J Carroll's term of office as Dean should be extended to 30 September 2005 and noted that a committee would be established to ensure the filling of the Deanship at the start of Michaelmas term 2005.
- CL/04-05/171 Student Case** The Council noted and approved the request of the Senior Lecturer that a named student be permitted to repeat the Senior Freshman year in full in the academic year 2005-2006 constituting a third attempt.
- CL/04-05/172 Directorship of European Studies** The Council noted and approved the nomination of Dr R S Chari (Political Science) as Director of European Studies for three years from 1 September 2005.
- CL/04-05/173 School of Clinical Speech and Language Studies** The Council noted that the accreditation panel of the Irish Association of Speech and Language Therapists has recommended that the BSc in Clinical Speech and Language Studies be given full accreditation for a further five year period.
- CL/04-05/174 Consolidated List of Teaching Assistants/Assistant Examiners 2004/2005** The Council noted a memorandum from the Senior Lecturer, circulated dated 24 May 2005.
- CL/04-05/175 European University Association** The Council noted a memorandum from the Senior Lecturer, circulated dated 25 May 2005.
- CL/04-05/176 Nominating Committee** The Council approved the membership of the following committees:
- (i) **Lecturer in Greek (permanent)**
 Dean of Arts (Letters)
 Professor T B Barry
 Professor D P Nelis

- Professor B C McGing
- Dr C Morris
- Dr D Obbink (Oxford)
- (ii) **Temporary Lectureship in Medieval History**
Dean of Arts (Humanities)
Professor C E Meek
Professor I S Robinson
Dr M K Simms
Dr T R Jackson
- (iii) **Psychology – Broad Curriculum Lecturer (2-year contract)**
Dean of Arts (Humanities)
Professor R M J Byrne
Professor S M O'Mara
Dr M Gormley
Dr R S Chari
Professor A Moran (UCD)

Signed

Date

Appendix 1 to Actum CL/04-05/161

Nominations for Appointment

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry	Research Fellow	BRADY, Miriam Therese, BSc, PhD (NUI)	01-06-2005	31-05-2006
Botany	Research Fellow	HARBOURNE, Maeve, BA, PhD (Dubl.)	01-04-2005	31-07-2005
Botany	Research Fellow (Visiting)	MURPHY, Susan, BSc (Ulster), PhD (Dubl.)	09-05-2005	13-05-2005
Botany	Research Fellow	SAUNDERS, Matthew, BSc (E. Anglia), MSc (Dubl.)	01-05-2005	15-12-2006
Business Studies	Lecturer	VORONKOVA, Svitlana, MA (Univ. of Lviv), PhD (European Univ. Viadrina)	01-10-2005	30-09-2010
Chemistry	Lecturer	FITCHETT, Christopher, BSc, PhD (Cant.)	04-04-2005	03-04-2006
Children's Research Centre	Research Fellow	KELLY, Ruth, BA, MLitt (Dubl.)	16-05-2005	15-05-2006
English	Research Associate	JUNG, Sandro, MPhil (Wales), PhD (Wales)	01-06-2005	31-07-2005
Haematology	Lecturer/Registrar	HAYAT, Amjad, MBBS (Pak.), MRCP (UK), MRCPATH (UK)	01-07-2005	30-06-2006
Histopathology & Morbid Anatomy	Part-time Lecturer	DUNNE, Barbara M., MB, BCh, BAO (NUI), MMedSc (NUI), MRCPATH	01-10-2004	30-09-2007
Histopathology & Morbid Anatomy	Part-time Lecturer	HEFFRON, Cynthia, MB, BCh, BAO (NUI)	01-10-2004	30-09-2007
Histopathology & Morbid Anatomy	Research Associate	LOGAN, Caitriona, BSc, PhD (NUI)	01-10-2004	30-09-2007
Histopathology & Morbid Anatomy	Part-time Lecturer	McDERMOTT, Michael Bosco, MB, BCh, BAO (NUI)	01-10-2004	30-09-2007
Histopathology & Morbid Anatomy	Research Associate	O'TOOLE, Sharon, BSc, MSc (NUI), PG Dip. Statistics, PG Dip Quality Improvement, DPhil (Dubl.)	01-10-2004	30-09-2007
Histopathology & Morbid Anatomy	Research Associate	PILKINGTON, Loretto Josephine, Cert. Applied Biology (RTC Carlow), Dip. Analytical Science (RTC Carlow), BSc (Thames V.)	01-10-2004	30-09-2007
Nursing & Midwifery Studies	Part-time Lecturer	HAYES, Breda, BNS (NUI), Nursing Tutors Dip. (NUI), MSc (DCU)	01-10-2004	30-09-2006
Nursing & Midwifery Studies	Part-time Lecturer	LANE, Paula, Dip.H.Ed., N. (Ulster/WIT), BNS (DCU), PhD (Ulster)	01-10-2004	30-09-2006
Nursing & Midwifery Studies	Lecturer	MORRISSEY, Jean, Dip. in Nursing (Lond.), BEd (South Bank Univ.), MSc (Univ. of East London), RGN, RMN	01-10-2005	Indefinite Duration

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Nursing & Midwifery Studies	Part-time Lecturer	O'CONNOR, Catherine Marian, Dip. in TQL (UL), MSc (Dubl.), PGCEA (Sur.), Adv. Dip. in Midwifery (Swansea), RN, RM, RNT	01-10-2004	30-09-2006
Nursing & Midwifery Studies	Part-time Lecturer	PARLOUR, Randal, BSc, MSc, RGN, RMN	01-10-2004	30-09-2006
Nursing & Midwifery Studies	Part-time Lecturer	TUOHY, Dympna, BNS (NUI), Grad. Dip. Medical-Surgical Nursing (Univ. of Tech., Sydney), MSc (Manc.), RGN, RNT, ICU Cert.	01-10-2004	30-09-2006
Pharmacy	Research Associate	PAROJCIC, Jelena, BSc, MSc, PhD (Univ. of Belgrade)	01-05-2005	31-08-2005
Psychology	Course Director / Senior Lecturer, MSc in Counselling	TIMULAK, Ladislav, MA, PhD (Comenius Univ. Bratislava), Cert. In Person-centred Psychotherapy, Licensed Psychotherapist (Slovak Psychotherapy Society), Licensed Psychologist (Slovak Chamber of Psychologists)	04-07-2005	Indefinite Duration
Research & Innovation Services	Research Associate	McMAHON, Ruth, BSc, PhD (NUI)	30-05-2005	29-05-2007
Social Studies	Senior Research Fellow	PRENDERGAST, David, BA (Leeds), MPhil (Cantab.), DPhil (Cantab.)	01-09-2005	31-08-2010
Surgery	Part-time Lecturer	FEELEY, Thomas Martin, MB (NUI), MSc (Alta.), FRCSI	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	FREYNE, Patrick Joseph, MB (NUI), FRCR, FFR (RCSI)	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	GRAINGER, Ronald, BA, MB, DCH (NUI), FRCSI	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	MADHAVAN, Prakesh, MB (Madr.), FRCS ED., FRCS. GLAS. , FRCSI	01-05-2004	31-04-2007
Surgery	Part-time Lecturer	McCRORY, Connail, MB, BCh, BAO, LRCP & SI (RCSI), MD, FFARCSI	01-01-2005	31-12-2007
Surgery	Part-time Lecturer	McDERMOTT, Thomas Eugene Dermot, LRCP & SI, FRCSI	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	McGOVERN, Eilis, MB (NUI), FRCSI	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	MILLER, Nicola, BSc (KCL), MSc (NUI), PhD (NUI)	01-07-2004	30-06-2007
Surgery	Part-time Lecturer	MILLER, Stanley Thomas Kenneth, BA, MB, D.OBST. RCPI, FRCR	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	MOORE, Dermot, BA, MD, FRCSI	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	MORIARTY, Jeanne, MB (NUI), FFARCSI	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	SMYTH, Hugh Alexander, BA, MB, FRCSI, FRCS ED.	01-07-2005	30-06-2008
Surgery	Part-time Lecturer	WILSON, Graham Frederick, BA, MB, DMRD (Aberd.), FRCR, FFR (RCSI)	01-07-2005	30-06-2008