

*Incorporating any amendments approved at subsequent Council meetings*

**The University of Dublin**

**Trinity College**

**A meeting of the University Council was held on Wednesday 7 December 2005 at 11.15 am in the Board Room.**

<i>Present</i>	Provost, Vice-Provost, Senior Lecturer, Registrar, Senior Tutor, Dean of Graduate Studies, Dean of Arts and Humanities, Dean of Engineering and Systems Sciences, Dr A Kokaram, Dean of Science, Dean of Social and Human Sciences, Ms M L Rhodes, Dr C J Benson, Mr D McCormack, Mr R Kearns, Mr C Larkin.
<i>Apologies</i>	Professor E O'Halpin, Dr E V Patten, Dr P C Conroy, Dr A W Kelly, Dr N M Marples, Professor P Coxon, Ms F M Haffey, Mr S Hall.
<i>In attendance</i>	Librarian, Secretary, Academic Secretary.
<i>Observers</i>	Professor D M Singleton, Dr S P Wilson, Professor C M Begley, Dr M L Brennan, Dr N M Claffey.
<i>Student observers</i>	Ms A Fox.
<i>By invitation</i>	Assistant Admissions Officer (for CL/05-06/060); Dean of Research (for CL/05-06/061).

A student member of Council made the statutory declaration.

**SECTION A**

**CL/05-06/055 Minutes** The minutes of the meeting of 9 November 2005 were approved subject to the following amendment to Actum CL/05-06/046

Add a final sentence as follows: 'Council and Board may invite the Faculty Dean to give an academic overview in this regard.'

The Secretary undertook to make a number of corrections to the attendance list.

**CL/05-06/056 Matters Arising from the Minutes** A number of matters arising from the Minutes were discussed and have been minuted under appropriate headings hereafter.

**CL/05-06/057 Heads of School Committee (ii) draft minutes of 25<sup>th</sup> October 2005** (see Actum CL/05-06/044 of 9<sup>th</sup> November 2005) The Senior Lecturer advised Council that, in relation to the two task forces established by the Board on administrative and support structures, the website is now operational and can be accessed at the following address <http://www.tcd.ie/local/structures/admin/>.

**CL/05-06/058 Provost's Report** As reported previously to Council, the Irish Universities Association had submitted a paper to government seeking additional recurrent and capital funding. The Provost clarified that the paper does not represent a statement of policy on the part of Trinity but is a sectoral submission for funding under the estimates process. The budget for 2006 will be announced later in the day and it was hoped that additional funding will be made available under the Strategic Innovation Fund.

**CL/05-06/059 Strategic Planning** A memorandum from the Vice-Provost dated 10<sup>th</sup> November 2005 had been circulated. In introducing this item, the Vice-Provost stated that the College's Strategic Plan 2003-08, which is mid-way through its span, will be updated during the current academic year. Updating the plan will provide an opportunity to consider actions that have been accomplished and also to reflect new developments in College. There have been many changes in the internal and external environment since the plan was prepared. External changes include a decrease in the block grant, which highlighted the need to diversify funding sources. Internal changes include new academic structures and the strategic planning process that was being undertaken by Schools and Vice-Deaneries. Strategic plans for administrative and support areas will be developed following re-structuring in these areas.

The Vice-Provost noted that strategic planning will in future be an annual process, and part of the task this year will be to put in place a process by which strategic planning can occur on an ongoing participatory basis. A series of briefings has been carried out during November to various groupings of staff and students.

Two small groups have been established to co-ordinate the updating of the College's Strategic Plan, both chaired by the Vice-Provost. One group will consider strategic planning for research, undergraduate and postgraduate education, and contribution to society, and had already met on several occasions. It is expected that the School strategic plans for these components will be submitted by the end of Michaelmas Term. The second group will begin its work in the Hilary Term and will consider strategic planning for staffing, infrastructural and financial resources. Submissions from Schools on these aspects of their plans are due to be submitted at the end of Hilary Term. The two groups will co-ordinate the review of strategic plans from Schools/Vice-Deaneries and will receive comments on specific components from several working groups, including working groups of the Research Committee, the Graduate Studies Committee, the Undergraduate Teaching and Learning Committee, the Resource Management Committee, and the Personnel and Appointments Committee. The two groups will make recommendations to the Executive Officers' Group to assist in its decisions on the approval of plans from Schools/Vice-Deaneries.

The draft updated Strategic Plan will be available in Trinity Term 2006 and following wide consultation and communication, will be considered by Board and Council.

The Senior Tutor commented on the absence of the Dean of Students as a member of one of the sub-groups, given the importance of the student experience in College. It was also suggested that it would be necessary to have adequate mechanisms to ensure that ideas coming forward were properly co-ordinated. The Vice-Provost indicated that all Officers will be participating in the process and that several members of the groups had already briefed a number of committees. The Vice-Provost commented that the process will be both 'top-down' and 'bottom-up' and that part of the task of the co-ordinating groups is to align the renewed College Strategic Plan 2003-08 with the plans from Schools and Vice-Deaneries. As this was the first time that the College had engaged with the process at this level, there will inevitably be a learning curve involved. In response to a question, the Vice-Provost commented that the eStrategy will become increasingly important, particularly when plans are requested from

support areas, and that it will be necessary to incorporate the eStrategy into the overall process.

On behalf of Council, the Provost thanked the Vice-Provost for briefing Council on developments in relation to strategic planning.

**CL/05-06/060 Senior Lecturer's Annual Report 2004-05 (including Admissions Data for 2005)** The Senior Lecturer introduced the Annual Report, a copy of which had been circulated. He noted that the academic year 2004-05 had been dominated by the academic restructuring process and that the Senior Lecturer's Office had had considerable involvement in supporting this process. In terms of admissions in 2005, Trinity continued to attract 12% of first preference applications in the CAO system. Twenty-one percent of undergraduate programmes and 20% of TSM subjects did not fill their quota because of an insufficient number of applications. Entrance exhibitions were awarded to students achieving a minimum of 545 points: 491 entrance exhibitions were awarded representing 22% of the Junior Freshman class. It was noted that of the 54,069 CAO Leaving Certificate applicants for degree courses, 2.84% achieved 545 points or more. A survey of new entrants to undergraduate degree programmes was conducted in October 2005 and 1,595 students responded to the survey (68% response rate). Sixty-three percent of respondents cited Trinity's reputation for quality in teaching as being important in choosing Trinity College and 44% cited its international reputation. The importance of maintaining an attractive and useful web presence was also noted as 87% indicated that they had accessed the website. Thirty-two percent of respondents chose Trinity because of the courses on offer.

One of the policy initiatives introduced in 2003-04 was to reserve 15% of CAO quotas for non-traditional applicants. In 2005, 340 non-traditional students registered on undergraduate degree programmes representing 15% of the CAO intake.

The quality of academic staff is very important in determining the College's international reputation and 58 appointments had been made in 2004-05. Of these, two were professorial appointments, two appointments were made to senior lectureship, and there were 54 lecturer appointments. Fifty-five percent of staff appointed held doctoral degrees (51% in 2003-04).

The percentage of Junior Freshman students who successfully completed the year in 2004-05 averaged 90% across College. In relation to Foundation Scholarship, it was noted that the number of students presenting for the examination had increased from 343 in 2004 to 383 in 2005. The distribution of grades achieved at degree examinations in 2005 indicated that overall, 17% achieved a first class result, 59% achieved a second class first division, and 20% obtained a second class second division result. The Senior Lecturer invited Council's attention to the distribution of first class results and gold medals across the Faculties.

Eleven cross-faculty courses were offered under the Broad Curriculum initiative in 2004-05 with a total enrolment of 525 students in October 2004. A mid-term review of the initiative had been conducted and the report had been submitted to Atlantic Philanthropies.

The College's participation in the Bologna Process is co-ordinated through the Bologna Desk in the Senior Lecturer's Office. As agreed by Council, a review of the ECTS in undergraduate programmes had been initiated in Michaelmas Term 2004 and had yet to be completed in a number of areas. The Senior Lecturer also invited attention to the activities of the Centre for Academic Practice and Student Learning (CAPSL) and in particular, to academic development activities, the student feedback facility, and the Centre for Learning Technology. In terms of Quality issues, the reports of the European

University Association had been published in the spring of 2005: a response to the TCD report had been submitted to the Irish Universities Quality Board in March 2005 and a six-monthly progress report had been submitted in September 2005. A response from Trinity to the Sectoral Report was currently in preparation.

The following were among the points raised in the discussion

- An annual review is conducted of Junior Freshman pass rates and where the pass rate is 75% or less, the relevant Director of Teaching and Learning (Undergraduate) will be asked to review the matter and report to the Undergraduate Teaching and Learning Committee.
- A breakdown by Faculty of non-traditional new entrants will be provided in future reports. The Senior Lecturer also undertook to consult further with the Senior Tutor on issues associated with the distribution of the 15% of quotas between mature students, socio-economically disadvantaged students, and students with disabilities.
- Further efforts will be made to fill all course quotas and the introduction of the Academically-based Resource Allocation Model (ARAM) will provide additional incentives to Schools to engage fully with student recruitment activities.
- 61% of the student population was female in 2004-05. It was noted that females outperformed males in the Leaving Certificate examination and the proportion of females in the student population was also reflected in the distribution of Entrance Exhibition awards.
- In terms of student retention, it was suggested that it would be helpful if information were provided on the gender breakdown of Junior Freshman who do not continue in College.
- It was hoped that a Director of CAPSL will be in place early in the new year.
- The new entrant survey should include a question on the basis on which students formed their opinion i.e. what were their sources of information.
- The increase in the percentage of first class degrees from 9% in 2000 to 17% in 2005 was noted and it was agreed that these data should be carefully monitored on an annual basis.

The Provost stated that further consideration will have to be given to the size and composition of the student body over the next number of years. He also commented that it may be useful to correlate data on the performance of students throughout their undergraduate career e.g. how many Entrance Exhibitioners went on to become Scholars, and how they performed in their degree examination. In relation to new academic staff, while noting that the number with doctorates had increased from 51% in the previous year to 55%, he emphasised the need to continue to increase this proportion.

In response to a question on the functioning and efficiency of the Senior Lecturer's Area and whether this should be covered in an additional section in the report, the Senior Lecturer commented that in his view, the Senior Lecturer's Area was very efficient, as were other support areas in College. He noted that this was among the issues that were being considered by the Task Forces on Administrative and Support Structures.

Following further discussion, the Provost thanked the Senior Lecturer and his staff for preparing the annual report.

**CL/05-06/061 Research** The Dean of Research attended for this item to brief Council on developments in relation to research in College. The Dean of Research commented on the high quality of research and scholarship in Trinity and its continued success. Referring to recently published international rankings, he compared the performance of

Trinity with a UK university that had received a similar ranking, and noted the significantly greater funding level of the UK institution. While Trinity had dropped position in the current rankings, the Dean expressed confidence that this will be rectified in the coming year. The Dean commented on the increased activity and on the quality of activity in all areas of College, noting that research income in 1999 was approximately €20m and is projected to reach €70m in 2006.

In terms of strategic planning, four research strands are identified in the College's Strategic Plan and there are four strand leaders. The Dean of Research is also a member of one of the groups chaired by the Vice-Provost. The Dean commented that the Directors of Research are proving to be a very useful conduit for communicating with Heads of Schools and Vice-Deans.

In relation to new initiatives, the Dean advised Council of recent developments regarding two large-scale initiatives: (a) National Institute for Bioprocessing and Training (NIBRT) involving TCD, UCD, DCU and the Institute of Technology Sligo; (b) National Digital Research Centre (LIBERTY), involving TCD, UCD, DCU, the National College of Art and Design and the Institute for Advanced Design and Technology.

At a national level, the next cycle of the PRTL I will be announced in January/February 2006 with anticipated total funding of €17m and with a focus on sustainability. It was noted that the National Research Plan is under development and is expected to be launched in January 2006.

There was discussion regarding integrated PhD programmes and concern was expressed regarding the implication of moving away from the traditional PhD. It was suggested that in the UK, the traditional PhD had been dumbed down, and that the introduction of the integrated PhD was leading to a cultural shift and changing perception of the award. The Dean of Graduate Studies commented that PhD degrees in the UK were required to be completed within three years whereas the integrated PhD in Trinity is being proposed as a four year programme. It was envisaged that in the early years of the programme, there will be high quality specialist taught modules together with some modules focussing on generic skills. The degree award would be based solely on the thesis. The Dean of Graduate Studies clarified that both types of PhD can continue simultaneously and that it was not proposed that the integrated PhD should replace the traditional PhD. He also advised Council that he is preparing a paper on integrated PhDs that will shortly be considered by the Graduate Studies Committee and by the Heads' Committee.

The Dean of Research advised Council of new staffing appointments in Research and Innovation Services. In response to a question regarding the relationship between Schools and Institutes, he stated that a document on the governance and financing of research institutes was currently being finalised and will be considered shortly by the Research Committee. Following further discussion during which the Dean of Research answered a number of questions and clarified points raised, the Provost thanked the Dean for attending the meeting and reporting on developments.

- CL/05-06/062** **Heads of School Committee** The Senior Lecturer introduced the draft minutes of the Heads' Committee meeting held on 22<sup>nd</sup> November 2005, a copy of which had been circulated. He invited attention to the minute on international policy, noting that the Registrar had attended the meeting to present this item. A number of obstacles had delayed the development of a strong international policy such as (i) the absence of adequate incentives for non-EU recruitment, and (ii) under-investment in the International Student Affairs Office. Arising from the discussion, the Senior Lecturer had undertaken to present a paper to a future meeting on funding issues associated with SOCRATES students, and also to clarify the position regarding the treatment of

non-EU research students within ARAM. In relation to the latter, the Dean of Arts and Humanities stated that this presented particular difficulties in the Humanities areas and that the matter should be resolved as soon as possible.

It had also been agreed at the Heads' meeting that the Senior Lecturer should draft guidelines on the nature of business that should normally be handled as items of reserved business at meetings where student representatives were present. The Vice-President of the Graduate Students' Union advised Council that an issue had arisen at an Executive Committee meeting of the School of Physics regarding the handling of an item of reserved business, and that the matter had subsequently been resolved. He requested that the guidelines being prepared by the Senior Lecturer should be in consultation with the Students' Union officers.

The Heads had discussed a proposal from the Senior Lecturer on behalf of the Deans' Committee that the Deans' Committee should not continue as a sub-committee of the Heads but should report directly to Council in the transitional period to 2009. The response of Heads to this proposal will be discussed further at a meeting of the Deans' Committee that will be held later in the day.

In response to a question from the Education Officer, the Senior Lecturer clarified that approval was being sought from Council for new arrangements in relation to processing of new course proposals. It was agreed that in future, the Senior Lecturer should present a covering memorandum with Heads' Committee draft minutes specifying the items for which the approval of Council was being sought.

The Education Officer also queried whether the submission from the Students' Union and the Graduate Students' Union on the Heads' Committee minutes of 27<sup>th</sup> September had been discussed by the Heads' Committee. The Senior Lecturer confirmed that the Heads had noted the document but it had not been discussed.

**CL/05-06/063 Nominations for Appointment** Council noted and approved the circulated information (see Appendix 1).

**CL/05-06/064 Chairs – Chair in Civil Engineering (1842) – Search Committee** Council noted and approved the membership of the Search Committee as set out in a tabled memorandum from the Head of the School of Engineering dated 30<sup>th</sup> November 2005.

Provost  
Senior Lecturer  
Secretary  
Head of the School of Engineering  
Professor Jane B Grimson  
Professor Ignatius T McGovern  
Dr Eric R Farrell

It was noted that nominations for external assessors will be presented to a future meeting.

## SECTION B

**CL/05-06/065 Information Policy Committee** Draft minutes of the meeting of 21<sup>st</sup> November 2005 had been circulated and the Vice-Provost invited attention to Minute 03 on Peoplefinder. Student contact details had been removed from the Peoplefinder facility on the website as it was in contravention of the Data Protection Act. It was noted that a paper is being prepared for submission to the Data Commissioner on this matter. The

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Council also noted the Records Management Policy document which had been circulated.

**CL/05-06/066 Personnel and Appointments Committee** Minutes of the meetings of the Personnel and Appointments Committee held on 2<sup>nd</sup> November and 16<sup>th</sup> November 2005 had been circulated.

- (i) **Academic Titles – Associate Research Lecturer** The Vice-Provost invited Council's attention to Minute 49 of the meeting of 2<sup>nd</sup> November 2005 on Academic Titles, and to the memorandum from the Dean of Graduate Studies dated 19<sup>th</sup> October 2005 which was attached to the minutes proposing the establishment of the title Associate Research Lecturer. This proposal had been approved by the Heads' Committee and by the Personnel and Appointments Committee and the approval of Council was now sought.
- (ii) **Staff Identity Cards** Concern was expressed by a member of Council regarding arrangements for the recent re-issuing of staff identity cards and at the statement in the minutes of the meeting of 16<sup>th</sup> November which indicated that the College was tied to the existing service provider as the software was linked to the College's access control system. The Vice-Provost acknowledged that there have been difficulties in this area and noted that the matter will be discussed further.

The Council noted and approved the recommendations as set out in the minutes of the Personnel and Appointments Committee from its meetings of 2<sup>nd</sup> November and 16<sup>th</sup> November 2005.

**CL/05-06/067 Research Committee** The Council noted and approved the minutes of the Research Committee from its meeting of 27 October 2005.

### SECTION C

**CL/05-06/068 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 25 October 2005 and noted by Board on 23 November 2005.

- (i) **Higher Degree by Published Work**

ScD Paul Christopher Fannin.

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

**PhD** Blanca Arnaiz; David Bradley; Michael Brady; Chikkanna Gowda; Andrew Joseph Harte; Gemma Karena Kinsella; Murray MacLeod; Niamh Mangan; Julie O'Brien; Lisa O'Connor; Jeffrey O'Sullivan; William Patrick Prendergast; Kevin Philip Ryan; Hitesh Tewari; Qinwen Wang; Emma Teresa Whelan; Andrew Thomas Woods; Eoin O Malley; Petra Irene Aigner; Elizabeth Ann Curtis.

**MSc** Guillermo Álvaro; Kenneth Greene; Ming Zhao.

**MAI** Sinéad Mairéad Murphy.

**MDentCh** Kieran Daly; Michael David McConville; Sinéad O'Hanrahan; Ronan Perry; Ciara Scott; Minu Thomas.

**CL/05-06/069** **Heads of Disciplines** The Council noted that the following have been elected, for 2005-2008:

- (i) **Biochemistry** Dr T J Mantle;
- (ii) **Immunology** Professor K H G Mills

**CL/05-06/070** **Officerships in Schools and Vice-Deaneries** The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 29 November 2005.

**CL/05-06/071** **Executive Committees in Schools and Vice-Deaneries** The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 29 November 2005.

**CL/05-06/072** **European University Association – Quality Review of Universities in Ireland** The Council noted a memorandum from the Senior Lecturer, circulated dated 30 November 2005.

**CL/05-06/073** **Visiting Academics - English** The Council granted recognition to: Dr B K X Bastos, University of Sao Paulo - 1 January 2006 to 31 July 2006.

**CL/05-06/074** **Church of Ireland Theological College – Lectureship in Pastoral Studies** The Council noted that (i) the nominating committee for the above post had been unable to make an appointment and (ii) the Church of Ireland Theological College had appointed Rev T Gordon to provide some interim assistance with the running of the CITC pastoral programme on a part-time basis for three years while the pastoral studies programme is reviewed.

**CL/05-06/075** **BA Moderatorship in Physics and Chemistry of Advanced Materials – Course Director 2005-2007** The Council noted and approved the recommendation from the School of Physics and the School of Chemistry that Dr J N Coleman be appointed as Course Director for the above course from 30 September 2005 to 12 July 2007.

**CL/05-06/076** **Nominating Committees**

- (i) **Nominating Committees – Academic Appointments** Council noted that several of the nominating committees presented for approval did not have the Faculty Dean as Chair of the committee. It also noted that the roles and responsibilities of Faculty Deans specified that Deans will chair nominating committees for non-professorial appointments in the Faculty. It was agreed that in accordance with agreed guidelines, Faculty Deans should chair nominating committees and the College Secretary undertook to advise the relevant Heads of School. He also undertook to contact the Heads of School regarding membership of nominating committees already approved by Council where the Faculty Dean had not been included as Chair of the committee.

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The Council approved the membership of the following nominating committees:

- (i) **Lectureship in Molecular Psychiatry (permanent)**  
Pro-Dean of Health Sciences (Professor T R F Rogers)  
Professor M H Gill  
Dr L Gallagher  
Professor M Lawler  
Dr D Croake (RCSI)
- (ii) **Senior Lectureship in Psychiatry (permanent)**  
Pro-Dean of Health Sciences (Professor T C O'Dowd)  
Professor M H Gill  
Professor B Lawlor  
Professor S M O'Mara  
Professor R M J Byrne (St James's Hospital Board)  
Dr A-M O'Dwyer (St James's Hospital Medical Board)  
Mr J O'Neill (Health Services Executive)

Signed .....

Date .....

## Appendix 1 to Actum CL/05-06/063

**Nominations for Appointment**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Biochemistry and Immunology	Research Fellow	UNTERHOLZNER, Leonie, BSc (York), MSc (Imperial), PhD (Dund.)	01-11-2005	31-12-2005
CLCS	Research Associate	NOLAN, Brian, Dipl in Advd Comp Prog, MPhil, PhD (Dubl.), BSc (Ulster)	01-11-2005	30-09-2008
CLCS	Research Fellow	TOOHER, Michelle, BSc (DCU)	01-11-2005	31-10-2007
Chemistry	Research Assistant	CLOUGHLEY, George K, MSc (DCU), PhD (NUI)	17-10-2005	16-10-2006
Chemistry	Research Fellow	BLAKE, Rowan, BA Mod, (Dubl.)	01-11-2005	30-09-2006
Chemistry	Research Fellow	FERNANDEZ GARCIA, Pablo, BS, MS, PhD (Oviedo/Heidelberg)	01-12-2005	01-12-2007
Chemistry	Research Fellow	GOETZ, Sandrine, BSc, MSc (Louis Pasteur), PhD (Lough.)	01-12-2005	30-11-2007
Chemistry	Research Fellow	WEN, Baomei, PhD (Chinese Academy of Sciences)	01-01-2006	31-12-2006
Clinical Medicine	Part-time Lecturer in Palliative Medicine	HIGGINS, Stephen, MB, BCh (NUI), MRCPI, RCPI	01-06-2005	30-05-2008
Clinical Medicine, Institute of Molecular Medicine	Research Fellow	ONG, Seow Theng, BSc (Putra, Malaysia), PhD (Sing.)	06-02-2006	05-02-2008
Computer Science	Research Fellow	WALSH, Tim, BAI, BA (Dubl.)	15-11-2005	14-11-2007
Computer Science	Visiting Research Fellow	ALVAREZ, Carlos Carrion, BEng (UDC)	07-11-2005	30-11-2005
CRANN	Research Fellow	NANVUMA KAGGWA, Gillian Barbara, B Tech (Flin.), BSc (Adel.)	16-12-2005	15-12-2007
English	Arts Council/TC D Writer Fellow	GEBLER, Carlo, BA (York)	01-12-2005	30-06-2006
Geography	Lecturer	FERNANDEZ DE ARROYABE, Pablo, PhD (Barcelona)	01-09-2005	31-08-2006
Geology	Visiting Researcher	GRAZIA, Litrico Maria, MSc (Catania)	01-10-2005	01-10-2006
Hispanic Studies	Language Assistant	NAVA, Maria, Dipl, BA, MPhil (Dubl.)	01-10-2005	31-05-2006
Hispanic Studies	Language Assistant	KELLY, Deirdre, BA (Dubl.)	01-10-2005	31-05-2006
Hispanic Studies	Part-time Lecturer	DE LA O VARGAS RUIZ, Maria, BA, MPhil (Seville)	01-10-2005	31-03-2006

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Hispanic Studies	Part-time Lecturer	MAGNIER, Grace, BA, MA, PhD (NUI)	01-10-2005	30-09-2006
IIIS	Research Associate	AHEARNE, Alan G, BBS(UL), MEconSc (NUI), MS, PhD (Carnegie Mellon)	01-10-2005	31-10-2008
IIIS	Research Associate	FRANCOIS, Joseph F, BA, BA, MA (Virginia), PhD (Maryland)	01-10-2005	31-10-2008
IIIS	Research Associate	GURDGIEV, Constantin T, BA, MA (Calif.), MA (Johns H.), PhD (Dubl.)	01-10-2005	31-10-2008
IIIS	Research Associate	HACKER, Andrea, MA, PhD (Moscow )	01-10-2005	31-10-2008
IIIS	Research Associate	MARTIN, John Paul, BA,MA, BPhil (Oxon)	01-10-2005	31-10-2008
IIIS	Research Associate	SUTHERLAND, Dylan, BA (Brist.), MPhil, PhD (Cantab.)	01-10-2005	31-10-2008
IIIS	Research Fellow	FRICKER, Karen Paula, BA, MA (Stan.), PhD (Dubl.)	01-10-2005	30-09-2006
Irish	Part-time Lecturer	DE PAOR, Padraig, BA(NUI), PaCE, PhD (QUB)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	DOHERTY, Jim, BSc (QUB), MPhil (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	KELLY, Fergus Samuel, BA Litt D (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	LYONS, Patrick Joseph, BA, MLitt (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	MAC UID, Audrey, BA (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	MC KENNA, Malachy, BA, PhD (Belf)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	O'HAINLE, Cathal Gearoid, BA, BD (NUI), MA (Dubl , NUI.), Litt D (Dubl.)	01-10-2005	01-06-2006
Irish	Part-time Lecturer	O'RAGHALLAIGH, Eoghan, BA (Dubl.)	01-10-2005	01-06-2006
Mathematics	Part-time Lecturer	BRADLEY, Geoffrey, BA, MSc, PhD (Dubl.)	01-10-2005	30-09-2006
Mathematics	Part-time Lecturer	CONSTANTIN, Olivia Aurora, MSc (West Timisoara, Romania), Licenciate degree in Mathematics, PhD (Lund.)	01-01-2006	30-08-2006
Mathematics	Part-time Lecturer	FROST, Dermot, BA (Dubl.)	01-10-2005	30-09-2006
Mathematics	Research Fellow	O CAIS, Alan, MSc, BA (Dubl.)	01-11-2005	30-09-2006
Mechanical and Manufacturing Engineering	Research Fellow	JOUHARA, Hussam, PhD, MPhil (Manc.),Dipl, BSc (Damascus)	17-10-2005	16-10-2006
Mechanical and Manufacturing	Research Fellow	MURPHY, Enda, BA, Dipl. in Statistics (Dubl.)	09-11-2005	08-11-2006

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## Engineering

Natural Sciences	Lecturer	DONOHUE, Ian, BA (Mod), PgDip, PhD (Dubl.)	01-01-2006	31-12-2007
Philosophy	Research Fellow	FORDE, Alan Francis, BA (Milltown Inst.)	01-11-2005	30-09-2006
Physics	Research Fellow	CARRIER, Vincent, DEA (Paris), Engineer Degree of Physical Chemistry (ESPCI), PhD (Bordeaux)	01-12-2005	30-11-2006
Physics	Associate Research Lecturer	FAGAN, Andrew, BA, MSc (Dubl.), PhD (Aberd)	01-04-2005	Indefinite Duration
Physics	Research Fellow	GOMES DE ROCHA, Claudia, PhD, UFF (Brazil)	07-11-2005	06-11-2006
Physiology	Research Fellow	COWLEY, Thelma, BSc (NUI)	07-11-2005	06-11-2008
Psychiatry	Clinical Tutor	BANDYOPADHAYAY, Barge, MBBS, DGO (Calcutta), MRCOG (Lond), DCP (RCPI), MRCPsych	01-10-2005	30-09-2006
Psychiatry	Part-time Lecturer	HAWI, Ziarh H, BSc (Baghdad), MPhil (Strath.), PhD (N'cle)	01-10-2005	30-09-2010
Smurfit Institute of Genetics	Research Fellow	SEMON, Marie, DEA, PhD (Lyon)	01-10-2005	30-09-2007