

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 March 2007 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, Dr G Biehler, Mr D L Parris, Dr M Stuart, Dr H Gibbons, Dean of Health Sciences, Dr V A Campbell, Dr J P Gormley, Dean of Science, Dr M E G Lyons, Dr M J F Brown, Dr B M Lucey, Ms F M Haffey, Dr A O'Gara, Mr R Kearns, Mr P Laird, Mr C Reilly, Professor N M Claffey.
<i>Apologies</i>	Dr M H Adams, Dean of Engineering and Systems Sciences, Dean of Social and Human Sciences, Dr M L Brennan, Ms H Allen, Mr D Macken, Mr R Healy, Mr W Tobin.
<i>In attendance</i>	Librarian, Secretary, Academic Secretary (Acting).
<i>Observer</i>	Dr P Coleman.
<i>Student observer</i>	Ms N McGarrigle.

SECTION A

CL/06-07/109 Minutes The minutes of the meeting of 14 February 2007 were approved subject to a correction to CL/06-07/094 to change 'promoted' to 'progressed' in the sentence 'It was commented that the need to be promoted over the merit bar on the lecturer grade existed only in Trinity and this created an additional hurdle for Trinity staff.'

CL/06-07/110 Matter Arising from the Minutes The Senior Lecturer noted that a report on the review of the student administration system, QuercusPlus, will be discussed at the meeting of the Information Policy Committee on the 15 March 2007.

CL/06-07/111 Provost's Report

- (i) *Higher Education Authority - Resource Allocation Model* the Provost noted his concerns about the adverse impact that the Higher Education Authority (HEA) resource allocation model would have on the future funding for the College. The model is designed to reward teaching and training, and largely neglects research activity. The Provost and other senior College Officers were actively pursuing this matter with the HEA. The HEA was determined to introduce the model for 2007, but has agreed to retain 2% of the core grant until the outcome of an audit of student numbers, course classifications, and systems and processes was known. The Provost also noted discussions in respect of funding for three and four year degrees, and while nothing has been decided as yet, it is

widely believed that some moderating factor would be introduced to ensure the same level of funding across the sector for similar undergraduate degrees, regardless of their duration.

In response to questions on this matter, the Provost commented that, on balance, the majority of Irish universities offer four year degrees in all disciplines other than the Arts, and Trinity's four year undergraduate Arts degree was unique in this regard. The meeting discussed possible ways of securing funding for the fourth year of an undergraduate degree programme, and it was commented that there is now a possibility that fees may be reintroduced. The Provost reminded Council of the enormity of the risk that the HEA allocation model posed to College.

- (ii) *Trinity Forum on Acting* The Provost informed Council that a Trinity Forum on Acting was now established, and that a first meeting of the Forum, chaired by Professor Nicholas Grene, is scheduled for 29 March 2007. In response to a query from the Students' Union's Education Officer, the Provost advised that he should approach Professor Greene about student representation on the Forum.

CL/06-07/112 Restructuring: Academic and Administrative A memorandum from the Senior Lecturer dated 20 February 2007 together with draft proposals on budgeting arrangements for the new Faculties and the role and responsibility of the Faculty Dean, and the terms of reference of the Strategic Change Management Team were circulated with the papers for the meeting. The Senior Lecturer introduced this item, noting that the proposals were currently in draft form, and invited comments from Council. The following comments and observations were made:

- (i) *The role and responsibility of the Faculty Dean*
- Existing Faculty activity and roles and responsibilities of current Faculty Deans must not be lost in the transition from the five to the three-Faculty structure.
 - Clear lines of responsibility should be established vis-à-vis cross-faculty courses and joint entry programmes.
 - There is a need to address the role of Vice-Deans.
 - The role of the Dean in the promotion process must be clearly articulated.
- (ii) *Budgetary Arrangements for the new Faculties*
- The existence of a strategic fund is essential.
 - Need to clearly define the budgetary responsibility of the Head of School vis-à-vis the Dean.
 - It is necessary that the Dean has oversight of research budgets.
 - The budgetary reporting lines of the Director of Research Institutes needs to be further developed as Institutes can and do span across Faculties.
- (iii) *Strategic Change Management Team* Council welcomed the establishment of a Strategic Change Management Team, noting the importance of managing change.

The Senior Lecturer thanked Council for its comments, noting that these will be addressed in subsequent drafting of the proposals. In response to a specific question on Vice-Deans, he noted that the perceived need for a Vice-Dean is becoming less important as discussions on Faculty governance are being advanced.

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CL/06-07/113 Cessation of Academic Programmes A memorandum from the Senior Lecturer dated 21 February 2007 outlining draft procedures for discontinuing academic programmes was circulated together with a memorandum from the School of Computer Science and Statistics dated 28 February 2007.

- (i) **Cessation of academic programmes** The Senior Lecturer introduced this item, noting that Board at its meeting of 31 January 2007 and Council at its meeting of 14 February 2007 requested that such procedures be established as a matter of priority. He noted that the procedures were developed arising from dissatisfaction that a programme could be discontinued without reference to Council, and invited Council to comment on the policy at hand and to refrain at this stage from discussions on the Bachelor in Acting Studies programme.

Council welcomed the procedures, and the following observations were made. A School should include in its annual strategic plan any plans to discontinue a programme. It was felt that the School Executive and Committee should be informed well in advance of any proposed changes to programmes, including proposals to discontinue a programme. The authority of Council to approve the discontinuation of a programme on financial grounds was questioned. The Provost commented that all decisions, whether strategic or pedagogical, have financial implications. It was noted that the procedures may have to be revised when the new Faculty structure is implemented and suggested that in light of this pending change, they should be noted as interim procedures.

Council approved the following procedures for the cessation of academic programmes subject to the inclusion of reference to the requirement that proposed changes to programmes should be included in the School's strategic plan, and to their being reviewed when the new Faculty structure is in place.

Following full consultation at School(s) level:

- (a) Schools should present to Council a rationale for the cessation of a programme. The rationale for discontinuing a programme could be, for example, strategic, financial, pedagogical, low student interest, etc.
- (b) Assurance should be given that the School Executive and Committee of all Schools involved, where appropriate, have considered and approved the proposal for the discontinuation of the programme in question.
- (c) When approved by Council, the School(s) should follow due process and notify any other interested parties of its intention to discontinue the programme.

When considering proposals for the cessation of a programme, Council should have regard to the impact of the proposal on the overall academic interests of the College.

- (ii) **Cessation of the B.Sc. Business and Information Technology** The Senior Lecturer drew Council's attention to the memorandum dated 28 February 2007 from Dr M Brady, School of Computer Science and Statistics. He informed Council that Dr Brady had notified his Office of the School's intention to cease the B.Sc. Business and Information Technology (BIT) programme, and without prejudicing the outcome of Council's consideration of the draft procedures on the cessation of academic programmes, he had invited Dr Brady to comply with the draft procedures. The memorandum stated that a goal of the School of

Computer Science and Statistics was to rationalise undergraduate teaching and to merge the three evening programmes into one. Enrolment, despite the School's recruitment efforts, has declined significantly since 2001 and student numbers were now insufficient to continue offering three separate evening programmes. The BIT programme was jointly taught by the School of Computer Science and Statistics and the School of Business, and the Executive and School Committees of both Schools have approved the cessation of the programme.

Council noted with regret the demise of the B.Sc. Business and Information Technology, commenting that the programme had offered excellent life-long learning opportunities to many adult learners. It was acknowledged that the programmes specifically targeted people in the workforce and was established at the behest of Enterprise Ireland. The BIT programme did not qualify for fee remission, and it was held that the fees may have been prohibitive, this, however, was countered on the grounds that the employers usually paid the fee.

Council approved the discontinuation of the B.Sc. Business and Information Technology programme, and noted that the last student intake into the programme was in 2006.

- (iii) **The Bachelor in Acting Studies** The Senior Lecturer drew Council's attention to a concern raised at Board that the decision to discontinue the Bachelor in Acting Studies (BAS) without reference to Council could be legally challenged. There was an opinion based on an interpretation of Chapter XIII of the College Statutes that Council has a role in recommending the cessation of programmes. He advised Council of the necessity to close this loophole, and recommended that Council note that the School of Drama, Film and Music had followed due process in leading to the decision to discontinue the BAS. Council discussed at length the process and rationale for discontinuing the BAS. It was contended that the BAS course was discontinued solely on financial grounds. The student representatives noted their dissatisfaction, contending that due process was not followed. It was noted that Council approved in June 2006 a recommendation from the School to offer the option of a fourth year leading to an honors bachelor degree qualification with effect from the academic year 2007-08. Some members questioned the reasoning to discontinue the course some months later. It was felt that the decision processes resulting from academic restructuring may have adversely affected transparency, accountability and collegiality in the decision making process. Many academic staff members were involved in the development of the BAS, and the decision to close the programme did not appear to appreciate the contribution of these staff.

The Senior Lecturer, in response to the points raised, commented that the Board was satisfied that the School of Drama, Film and Music followed due process, that decision making in respect of academic activity has been devolved from Council and Board to the Schools, and that the School has acted properly under this delegated authority. The Dean of the Faculty of Arts and Humanities assured Council that he was satisfied that the School acted in good faith and that while all decisions are inevitably financially motivated, the decision to discontinue the BAS programme was made primarily on academic grounds.

Council agreed that the decision to discontinue the BAS programme was correctly taken under delegated authority. The Students' Union Education Officer, the Vice-President of the Graduate Students' Union, the Senior Tutor, and Mr Parris noted their disagreement with this conclusion.

CL/06-07/114 Graduate Studies

- (i) **The Dean of Graduate Studies' Annual Report 2005/06 with Postgraduate Admissions Data for 2006/07** was circulated with papers for the meeting. The Dean of Graduate Studies introduced this item, noting that the purpose of the report was (i) to provide the University Council, and the wider College community, with statistical information needed to make informed policy decisions about graduate education in College, (ii) to report on the work of the Graduate Studies Office, and (iii) to make the required statutory reports to the University Council regarding examiners appointed for higher degrees. The Dean drew Council's attention to the role that the Graduate Studies Office played in strategic planning, graduate programmes and integrated PhDs, and e-theses. He noted that in 2005-06, postgraduate students represented 29.5% of the total student population. Research students constituted 39% of all postgraduate students, and 11.6% of the total student population. Approximately 13% of postgraduate students came from outside Ireland. The female:male ratio of postgraduate students was 1.5:1.

The Dean noted that the average thesis examination period was seven months. In 2005/06, 84% of theses submitted required minor corrections, and 4% were referred for revisions. The annual report included for the first time quotas for postgraduate taught courses. There are many courses without defined quotas, and it was now necessary to get an understanding of overall student capacity. The report provides new data on the registered status of research students. There are significant numbers of students registered on year three of a Masters programme and on year five of a PhD programme. Funding is allocated for two years on a Masters programme and four years on a PhD programme, and students on year three of a Masters programme and year five of a PhD programme are not counted for funding purposes. It is important that Schools are aware of the funding implications of not transferring students to the PhD register after two years, and of students taking longer than four years to complete a PhD. The Dean drew Council's attention to the data on the 'supervision ratio' per School/Department, noting the disparity across Schools. Finally, the Dean thanked the Graduate Studies Office staff for their contribution to the work of the Office and to producing the annual report.

The Provost thanked the Dean of Graduate Studies for a very comprehensive report, emphasising the importance of using this information to inform policy. Council discussed the report, noting that the number of PhD awards was disproportionate to the number of registered PhD students. It was felt that a strategy to attract more funds for postgraduate awards, and in particular awards for taught postgraduates, was necessary. In response to a query, the Dean confirmed that the purpose of the report was to report on past activities, and undertook to explore the possibility of including a map for future graduate activities in subsequent annual reports.

Council noted the Dean of Graduate Studies' Annual Report 2005/06 with Postgraduate Admissions Data for 2006/07.

- (ii) **Creation of Separate Masters in Science Degree Awards** A memorandum from the Registrar and the Dean of Graduate Studies dated 28 February 2007 was circulated with papers for the meeting. The Registrar introduced this item, noting the background to the proposal to create a separate Masters in Science Degree award. Under current regulations of the University a student cannot

receive the same award a second time, and this creates a difficulty in respect of the Award of the Master in Science (M.Sc.) degree in those cases where a student completes a M.Sc. by research, having already been awarded a 'taught' Master in Science degree (or vice versa). The Registrar proposed in order to address this difficulty, College should create two distinct M.Sc. degree awards, a Master in Science (Research) and a Master in Science (Studies).

Council discussed the proposal, and it was noted that there were only a few instances of students receiving a M.Sc. for taught courses. There was some discussion about the rule that prohibits the receipt of the same award twice, and the Registrar confirmed that this rule is an established practice.

Council approved the proposal to create two distinct M.Sc. degree awards: (a) Master in Science (Research) to be awarded only to students on the research register who satisfy the requirements for the award of Master in Science degree, and (b) Master in Science (Studies) to be awarded only to students on taught programmes who satisfy the requirements of the course for which they have been registered. In the case where a student completes two or more taught Masters programmes that lead to the same award, Council approved the proposal that the Masters degree parchment would incorporate the student's course title as appropriate, and in this way the student would not be admitted to the same degree twice, but would present at Commencements as an *iam graduata* candidate and receive formal recognition of her or his additional field of study.

- (iii) **New Course Proposal – M.Sc./P.Grad.Dip. (exit only) in Physical Sciences in Medicine** A proposal to establish a new course with the award of M.Sc. in Physical Sciences in Medicine with an exit award of a postgraduate diploma together with a memorandum dated the 27 February 2007 from the Dean of Graduate Studies was circulated with papers for the meeting. The Dean of Graduate Studies spoke to this item and informed Council that a former course of this name was suspended for intake in 2005-06. The new course proposal, while leading to the same award, has a different format and syllabus. The course aims to provide suitably educated graduates with the knowledge and skills required to further their academic development in a manner that prepares them for the practical applications of the physical sciences in healthcare and related environments.

Candidates with an honours degree in Physical Science are eligible to apply. Candidates with a pass degree or diploma in Physical Science and who have a minimum of three years active work experience in the field will be eligible for consideration by the Course Admissions Sub-Committee. The course will be delivered full-time over one year and part-time over two years, with a minimum quota of 15 and a maximum, of 30 students. The course complies with College regulations of 90 ECTS credits for a taught Masters programme. If a student does not complete the dissertation component, but successfully completes the taught components, the existing Postgraduate Diploma (Physical Sciences in Medicine) will be awarded.

The Dean of Graduate Studies informed Council that the course proposal was positively assessed by an external reviewer.

Council approved the course proposal leading to an award of M.Sc. in Physical Sciences in Medicine with an exit award of a postgraduate diploma, subject to the financial arrangements being approved.

CL/06-07/115 Chairs

- (i) **Chair in Construction Innovation** The Council noted and approved the replacement of Professor D E O'Mahony by Professor J A Murray as a member of the search committee for this Chair.
- (ii) **Consultant Gastroenterologist/General Physician/Professor of Gastroenterology** A memorandum to the College Secretary from Professor D Kelleher dated 26 February 2007, was tabled, seeking Council approval to proceed with the recruitment of a Consultant Gastroenterologist and General Physician/Professor post in Gastroenterology which was approved by Comhairle as a joint appointment on a category 1 basis by St James's Hospital and Trinity College. Council deferred consideration of this item until the Dean of the Faculty of Health Sciences was consulted on this appointment.

CL/06-07/116 Nominations for Appointment Council noted and approved the circulated information (see Appendices 1 and 2).

CL/06-07/117 Any Other Business – Heads of School Committee Minutes of 27 February 2007 These minutes were circulated with the supplementary agenda for Council. Council noted the discussion on the closure of the gate opposite Pearse Street DART station on the North East Corner of College. In response to concerns raised about the closure, the Secretary commented that the closure was a matter for the Site and Facilities Committee.

SECTION B

CL/06-07/118 Information Policy Committee The Council noted and approved the recommendations as set out in the minutes of the Information Policy Committee from its meeting of 8 February 2007, which had been circulated.

CL/06-07/119 Personnel and Appointments Committee The Council noted and approved the recommendations as set out in the minutes of the Personnel and Appointments Committee from its meeting of 7 February 2007, which had been circulated. Council noted the discussion in respect of a tenure track system recorded under revised probationary procedures for academic staff.

SECTION C

CL/06-07/120 Higher Degrees—Reports of Examiners on 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 30 January 2007 and noted by Board on 28 February 2007.

PhD Kevin Byrne, Andrew Thomas Cusack, Alan Vincent Hore, Richard Francis Humphreys, Edward Thomas Madigan, Achille Pasqualotto, Kevin Anthony Scally, Abel Friday Ugba.

MSc Lotte Nickel.

CL/06-07/121 Directorships The Council noted and approved nominations for Directorships in the following Schools:

- (i) **School of Drama, Film and Music** from 1 October 2006 to 30 September 2009:
 - (a) Teaching and Learning (Undergraduate) and Research: Dr A C S Johnstone;
 - (b) Teaching and Learning (Postgraduate): Dr M D Causey;
- (ii) **School of Histories and Humanities – Moderatorship in Irish Studies – 2007-2008**
 - (a) Director: Professor C F Brady;
 - (b) Deputy Director: Dr P Delaney
- (iii) **School of Law – Teaching and Learning (Undergraduate)** from 7 February 2007 to 12 July 2007: Professor H Delany to be replaced by Ms I C Bacik,
- (iv) **School of Natural Sciences**
 - (a) **MSc in Biodiversity and Conservation** from 1 October 2006 to 30 September 2009: Dr S Waldren;
 - (b) **Trinity Centre for the Environment** from 1 October 2006: Dr N A Allott;
- (v) **School of Physics** from 13 July 2007 to 12 July 2009:
 - (a) Teaching and Learning (Undergraduate): Professor I T McGovern;
 - (b) Teaching and Learning (Postgraduate): Professor S Sanvito;
 - (c) Research: Professor J F Donegan.

CL/06-07/122 School of Social Sciences and Philosophy – Headship of Sociology The Council noted and approved the nomination of Mrs H Tovey as Head of Sociology for three years from 1 January 2007 to 31 December 2009.

CL/06-07/123 Supplementary List of Teaching Assistants/Assistant Examiners 06-07 The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 27 February 2007.

CL/06-07/124 Co-ordinating Committee for In-Service Education Courses The Council noted and approved the changed composition of this committee:

The Registrar *chair*
 The Dean of Graduate Studies
 The Head of the School of Education
 The Director of Teaching and Learning (Postgraduate)
 The Co-ordinator of In-Service Education
 Representative of the Department of Education and Science
 Representative from the Association of Education Centres
 Mr Brendan Patrick Diggins
 Br Michael Murray
 Academic Affairs Officer
 Student representative from M.St. course

CL/06-07/125 Irish Studies Course Committee The Council noted the composition of the following committee:

The Director of the Irish Studies Moderatorship *Chair*

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The Deputy Director of the Irish Studies Moderatorship
 2 representatives from the School of English
 2 representatives from the Department of History
 2 representatives from the Department of Irish
 1 representative from Centre for Language and Communication Studies
 1 representative from the School of Drama, Film and Music
 1 representative from the Department of Genetics
 1 representative from the Department of Geography
 1 representative from the Department of History of Art and Architecture
 1 representative from the Department of Political Science
 1 Director of Undergraduate Teaching and Learning
 4 student representatives (one from each year of the course)
 Executive Officer of Irish Studies *in attendance*

CL/06-07/126 Graduate Studies Committee Business requiring approval of the University Council
 The Council noted and approved the following:

- (i) Change in course name from Higher Diploma in Education (H.Dip. in Ed), course code 120, Section 29 page 172 in *Calendar Part 2 2006/07*, to Postgraduate Diploma in Education (P.Grad.Dip.);
- (ii) Change in name from 'Division of In-service Education', code 190, Section 23.1 page 171 in *Calendar Part 2 2006/07*, to 'Division of Continuing Professional Development';
- (iii) Introduction of a one-year full-time format of delivery to the currently only part-time two-year M.Sc./P.Grad.Dip. (exit only) in Mental Health, course code 735, Section 21 page 114 in *Calendar Part 2 2006/07*.

CL/06-07/127 Nominating Committees The Council approved the membership of the following committees:

- (i) **Adelaide and Meath Hospital, Dublin (incorporating the National Children's Hospital) and Smurfit Institute of Genetics – Lecturer in Medical Molecular Genetics (permanent) (see Actum CL/06-07/068 (iii) of 6 December 2006)**
 The Council noted a change in the membership: Dr E Roche replaces Professor H C M V Hoey, Professor K C P Conlon replaces Professor C A O'Moráin and Professor D Croke (RCSI) replaces Professor M Comer (Belfast);
- (ii) **Economics – Lecturers (2) (permanent) (see Actum CL/06-07/045 (vi) of 8 November 2006)** The Council noted that Professor A E Murphy (Pro-Dean) replaces Professor P P Walsh as Chair;
- (iii) **Linguistics, Speech and Communication Sciences – Lecturer in Applied Linguistics and Co-ordinator of Language Modules (permanent) (see Actum CL/06-07/107 (iv) of 14 February 2007)** The Council noted that Dr C Vogel replaces Dr S M S Devitt;
- (iv) **Irish and Celtic Studies – Lecturer in Modern Irish (permanent)**
 Dean of Arts and Humanities
 Professor N M McGowan
 Professor P D J McManus
 Ms M Ní Bháin
 Professor P J Drudy
 Professor R O'Huiginn (NUI Maynooth)
- (v) **Pharmacology and Therapeutics – Lecturer/Registrar (1 year contract)**
 Dean of Health Sciences
 Professor J Feely
 Dr M Teeling
 Professor T Gunnlaugsson

- (vi) **Religions and Theology – Lecturer in New Testament (permanent)**
Dean of Arts and Humanities
Professor N Biggar
Professor A D H Mayes
Professor B C McGing
Rev Canon Professor L Alexander (Sheffield)

Signed

Date

Appendix 1 to Actum CL/06-07/116

Nominations for Appointment

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Chemistry	Research Fellow	ROYDHOUSE, Mark, M.Chem. (York), Ph.D. (St And.)	15-01-2007	14-09-2007
Clinical Medicine	Part-time Lecturer	HARRIS, James, B.Sc. (Nott.), Ph.D. (University of West England)	01-02-2007	31-01-2010
Germanic Studies	Visiting Research Fellow	SMITH, Stuart, B.A. (Wales), Ph.D. (Dubl.)	01-03-2007	30-09-2008
Institute for International Integration Studies	Research Fellow	LIAO, Xijuan, B.Eng. (Beijing Forestry University), Cert. in Advanced Applied Commercial English (Beijing Foreign Language University), M.B.A., Ph.D. (Wales), Cert. in Business Civilisation (Paris IV)	01-04-2007	31-08-2008
Law	Part-time Lecturer	KELLY, Cliona, B.C.L. (N.U.I.)	01-12-2006	30-09-2008
Law	Visiting Academic	ZIFCAK, Spencer, LL.B., M.A.I.A.M., Cert. in Arbitration & Mediation (Adel.), B.A. (Melb.), B.S.W. (La Trobe), Ph.D. (London)	15-01-2007	12-07-2007
Medicine	Clinical Tutor	NEUMAN, John Correia, M.B.B.S. (Karn.), M.R.C.P.I.	01-10-2005	30-09-2008
Medicine	Clinical Tutor	KYAW TUN, Tommy, M.B., B.Ch., B.A.O. (R.C.S.I.), M.R.C.P.I., M.R.C.P. (U.K.)	01-10-2003	30-09-2007
Medicine	Research Fellow	RUNGAPAMESTRY, Vanessa, B.Sc., Ph.D. (Aberd.)	01-05-2007	30-04-2009
Psychiatry	Research Associate	ROGERS, Cathryn, B.A., B.A.O., B.Ch., M.B. (Dubl.), M.R.C.Psych.	01-03-2007	30-06-2008
Psychiatry	Research Fellow	NÍ BHRIAIN, Siobhán, M.R.C.Psych, M.R.C.P (U.K.), B.A.O., B.Ch., M.A. (N.U.I.)	01-09-2006	31-08-2009
Sociology	Research Associate	GALVIN, Treasa, B.Soc.Sc. (N.U.I.), B.Sc., D.Phil. (Z'bwé.)	01-03-2007	01-03-2010
Surgery	Research Fellow	MAHER, Stephen, B.Sc. (Institute of Technology, Tallaght), Ph.D. (R.C.S.I.)	08-05-2007	07-05-2010

Appendix 2 to Actum CL/06-07/116

**Research Fellows converted to Contracts of Indefinite Duration in compliance with
the Protection of Employees (Fixed-Term Work) Act, 2003**

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry & Immunology	Research Fellow	GREGG, Daniel, B.Sc. (Victoria U.T.), Ph.D. (Dubl.)	01-02-2007	Indefinite duration
CRANN / Chemistry	Research Fellow	NAYDENOV, Borislav, M.S. (Sofia State), Dr.Phil. (T.U. München)	01-01-2007	Indefinite duration
Genetics	Research Fellow	NGA, Thi Lao, B.Sc. (Ho Chi Minh City), Ph.D. (N.U.I.)	01-02-2007	Indefinite duration
Pharmaco- logy & Therapeutics	Research Fellow	KLYUBIN, Igor, M.Sc. (St. Petersburg State Tech.), Ph.D. (Russian Academy of Sciences)	01-01-2007	Indefinite duration
Physics	Research Fellow	OZGUR OZER, Hakan, B.Sc., M.Sc., Ph.D. (Bilkent.)	01-01-2007	Indefinite duration
Physics	Research Fellow	KOBAYASHI, Takeyuki, B.Sc., M.Sc., Ph.D. (Keio.)	31-12-2006	Indefinite duration
Physiology	Research Fellow	WELSBY, Philip, B.Sc. (Aberd.), Ph.D. (Glas.)	01-01-2007	Indefinite duration
Physiology	Research Fellow	WANG, Qin-Wen, B.Sc. (Lanzhou.), M.D. (Tongji.)	01-01-2007	Indefinite duration