

Incorporating any amendments approved at subsequent Council meetings

The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 2 October 2013
at 3.30 p.m. in the Board Room.

<i>Present</i>	Provost, Vice-Provost/Chief Academic Officer, Registrar, Senior Lecturer/Dean of Undergraduate Studies, Senior Tutor, Dean of Research, Dean of Arts, Humanities and Social Sciences, Dean of Students, Professor M Junker-Kenny, Professor D Faas, Professor J Walsh, Professor G Davey, Professor I Donohue, Dr S Bloomfield, Dr A O'Gara, Ms D Alexander, Mr J Leahy, Ms H Hughes, Mr I Mooney, Mr D McGlacken-Byrne, Ms S G Smith, Ms J Spillane.
<i>Apologies</i>	Dean of Graduate Studies, Professor E O'Dell, Dean of Engineering, Mathematics and Science, Professor G Watson, Professor R Dahyot, Dean of Health Sciences, Professor D Brennan, Professor S Smith, Professor J Nunn, Professor A-M Healy, Vice-President for Global Relations.
<i>In attendance</i>	Acting Librarian, Secretary to the College, Academic Secretary, Chief Operating Officer, Ms S De Brunner.
<i>Observers</i>	Ms M Dee (GSU), Secretary to the Scholars (Ms A P Worrall).
<i>By invitation</i>	Director of Human Resources (for CL/13-14/010)

SECTION A

The Provost requested that Council members declare any potential conflicts of interest in relation to the agenda items. None were declared.

CL/13-14/006 Statutory Declaration

Those members attending Council for the first time made the statutory declaration.

CL/13-14/007 Minutes

Subject to a correction to the title of the Marino Institute of Education under CL/12-13/196 (i), the minutes were approved and signed. The minutes of 18 June 2013 and 25 June 2013 were approved and signed.

CL/13-14/008 Matters Arising:

(i) CL/12-13/196 (i): The Vice-Provost/Chief Academic Officer informed Council that as part of the Higher Education Authority's (HEA) 2013 Strategic Dialogue and Performance Funding, the College prepared a draft 'Mission-based Performance Compact' and proposed indicators of success for the period 2014-16. The Compact

requires that institutions set out their mission and strategy as well as targets under the following headings; regional clusters; participation, equal access and lifelong learning; excellent teaching and learning and quality of the student experience; engagement with enterprise and the community; research and innovation; internationalisation; institutional consolidation. This document is to be submitted to the HEA shortly with related discussion due to take place in January/February 2014. In future years 10% of College's core funding will be linked to performance under these headline items. In response to a query the Vice-Provost/Chief Academic Officer clarified that the strategic areas and targets contained in the compact document are in line with the Strategic Plan 2009-2014 and the Mid-term Review of the Strategic Plan and, as such, have already received the approval of Board and Council.

(ii) CL/12-13/197: The Dean of Research outlined a number of developments under the College Strategy for Innovation and Entrepreneurship and noted that good progress is being made on a number of the recommendations made in the Strategy document. He informed the meeting that the Strategy would be formally launched by the Minister for Jobs, Enterprise and Innovation on 13 November 2013.

(iii) CL/12-13/198: The Academic Secretary notified Council that the School of Computer Science and Statistics had been identified as the 'home' unit for the M.Phil. in Creative and Cultural Entrepreneurship.

CL/13-14/009 Provost's Report The Provost noted that he would report at future meetings.

CL/13-14/010 General Procedure and Protocol for the Approval and Recruitment of Professors The Provost introduced the item and welcomed the Director of Human Resources to the meeting to speak to the memorandum on the General Procedure and Protocol for the Approval and Recruitment of Professors, dated 19 September 2013, as circulated.

The Director of Human Resources explained that the Strategic Staffing Sub Group considered the issues surrounding the decline in the success rate of filling professional positions in recent year; an item which had also been included in the College Risk Register. Where recruitment was not successful two overarching reasons emerged - the field of candidates was not strong enough or there was an inability to finalise the contract for various reasons. Analysing these further, a number of underlying causes were identified which led the Strategic Staffing Sub Group to propose a number of revisions to both the post approval mechanism and the recruitment process. These were brought to a meeting of each Faculty Executive, the Human Resources Committee and were discussed with the Provost with necessary amendments incorporated. He summarised the main changes proposed:

- (i) a renewed focus on the approval process with particular attention to the strategic case for the post (including the development of a compelling proposition for prospective candidates), and the involvement of the Provost;
- (ii) a revision of the status of the Search Committee whereby the Search Committee is established as a formal ad hoc Committee of Council with delegated authority;
- (iii) a revision of the role of Council in the process;
- (iv) the inclusion of long-listing of candidates and visits to College before short-listing as a recommended formal procedural step; and
- (v) the inclusion of College nominated independent referees to assess the short-listed candidates.

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He further explained that the current procedure whereby candidates are separately interviewed by Council is somewhat inflexible and advised that in the proposed process, members of Council would be welcome to attend the seminar presentations given by the candidates. He also noted the revised role of the relevant Faculty Dean will be that of project manager up to the point of interview.

In the course of the ensuing discussion comments were made in relation to the lack of explicit reference to students at certain stages of the process; the expectations of candidates versus the facilities and space which can be offered; the principle of confidentiality; the perceived diminution of the role of Council in the recruitment process; the mechanism for nominating independent referees. The Vice-Provost/Chief Academic Officer confirmed that graduate students already attend the seminar presentation and this could be extended to all students. The Director of Human Resources noted that inclusion of information about available facilities and infrastructure would be an important element of the strategic case and statement of commitment put forward by the School and, if the case for recruitment is supported by the Dean, the Strategic Staffing Sub Group would have cognisance of this aspect in deciding whether or not recruitment should proceed at the given time. Responding to concerns raised over safeguarding the confidentiality of candidates, he also commented that further consideration would be given to how the names of long-listed candidates are communicated. Addressing the concern about the role of Council, the Vice-Provost/Chief Academic Officer noted that the Strategic Staffing Sub Group considered the effect of the separate interview by Council which truncates the interview process and the potential difficulty if ever a particular meeting of Council were inquorate. She emphasised that Council members would be free to attend the seminar presentations given by short-listed candidates and ask questions. The Provost noted that Council also retains the responsibility to formally approve the membership of Search Committees. He also clarified that it was expected that the nomination of two independent referees by the Provost and the Faculty Dean would involve close consultation between the Faculty Dean and the relevant Head of School.

Council approved the revised General Procedure and Protocol for the Approval and Recruitment of Professors subject to the inclusion of minor amendments related to a greater emphasis on the role of students under '3.5 Candidates' and '3.8 Seminar Presentation', and reference to consultation with the Head of School under '3.7 References'. The Provost thanked the Director of Human Resources for speaking to the document and noted that the revised procedures would come into effect immediately.

CL/13-14/011 Any Other Urgent Business
There was no other business.

SECTION B

CL/13-14/012 Student Life Committee

The Dean of Students noted that the Student Life Committee had its inaugural meeting in September and discussed the strategic planning, the review of student orientation, the Irish National Student Survey and the work of the Working Group on Residential Accommodation. In relation to the latter item she highlighted that there had been a large increase in the demand for College accommodation this year

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resulting in a significant number of students not securing a place. The Provost welcomed the news that the Student Life Committee was now active.

SECTION C

CL/13-14/013 Administrative Procedures in the Summer Session

The Council noted a memorandum from the Secretary to the College, circulated, dated 24 September 2013.

CL/13-14/014 University Council

The Council noted the membership of Council for 2013-2014, and confirmed the co-optation of the Vice-President for Global Relations and the Dean of Students as members of Council for this academic year.

CL/13-14/015 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 12 and 18 June 2013 and noted by Board on 26 June 2013.

(i) 12 June 2013 - Higher Degrees by Research Alone

PhD Alison Mary Afra; Mirko Arnold; Posy Bidwell; Roisin Blunnie; Orla Brennan; Sara Burke; Eamonn Philip Caffrey; Stephen Carroll; Chris Cluxton; Niamh Collins; Anna Maria Bridget Corcoran; Claudio Cornaggia; Adrian Costigan; John Bosco Davis; Sonja Charlotte Anjuli Delmonte; Laura Devaney; Claire Donohoe; Brenda Donohue; Clodagh Dooley; Sara Rosarine Eftonga; Elizabeth Ekirapa Kiracho; Vesela Evtimova; Rayhann Farrelly; Nuala Ellen Angela Fitton; Christopher Thomas Flood; Hector Hugo Franco Penya; Elizabeth Anne Marie Geary Keohane; Valentina Gigliucci; Seratna Guadarrama-Beltran; Michael Harte; Selena Mary Harty; Shane Valentne Howley; Meriel Huggard; Ross Inman; Lorna Kelly; Tara Kelly; Warren Gerard Kenny; Paul John King; Olaf Leubben; Gerard Lynch; David John McCready; Andrew McCreddin; Eoin McGuirk; Maeve Malone; Bartosz Marzec; Michael Ignatius Millerick; Michelle Mulcahy; Emmanuel Doh Nji; Emily Yasmin O'Brien; Arlene O'Neill; Carole Palacio; Maria Pertl; Michael James Pyper; Aidan Quilligan; Conor Reid; Catherine Riordan; Darren Thomas Ruane; Sean Saunders; Susanne Schmitz; Anne Schneider; Gary Somerville; Sean Tallon; Matthew Teasdale; Rosanne Walker; Edmond Walsh; Christine White; Mary Bernadette White; Jesko Zimmermann.

MSc Aifric Eleanóir Isabelle Collins; Judy Hayden; Ursula Mary King; Louise Yorke.

MLitt Ciaran Michael Durkan; Mary Mc Tiernan; Aidan O'Hare.

MAI Brendan Walsh.

DEd Pauline Egan; Miriam Twomey.

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(ii) **18 June 2013 – Higher Degrees by Research Alone**

PhD Seline Keating.

CL/13-14/016 Heads of Schools

The Council noted the appointment of the following Heads of Schools:

- (i) **Engineering** Professor J B Foley, 2013-2016;
- (ii) **Psychology** Professor I H Robertson, 2013-2014;
- (iii) **Religions, Theology and Ecumenics** Professor I Atack, 2013-2014.

CL/13-14/017 School Directors

The Council noted and approved the following nominations:

- (i) **Genetics and Microbiology**
Director of Teaching and Learning (Undergraduate) (2013-2016): Professor G J Farrar.
- (ii) **Social Sciences and Philosophy**
 - (a) Director of Teaching and Learning (Postgraduate) (1 September to 31 December 2013): Professor T Hicks;
 - (b) Director of Teaching and Learning (Undergraduate) (20 September 2013 to 30 June 2015): Professor E Moriarty.

CL/13-14/018 Heads of Discipline

The Council noted and approved the following nominations:

- (i) **Microbiology**
Professor C Dorman (2013-2016)
- (ii) **Physiotherapy (2013-2014) (extension)**: Professor J Hussey.

CL/13-14/019 University Calendar

The Council noted changes to the format of the University Calendar as set out in the a memorandum from the Secretary to the College to Board, circulated, dated 4 September 2013 and approved by Board at its meeting of 11 September 2013.

SECTION D

In compliance with the Data Protection Acts this information is restricted.

Signed

Date