The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 15 January 2014 at 11.15 am in the Board Room.

Present	Provost, Vice-Provost/Chief Academic Officer, Registrar, Senior Lecturer/Dean of Undergraduate Studies, Senior Tutor, Dean of Graduate Studies, Dean of Research, Dean of Arts, Humanities and Social Sciences, Vice-President for Global Relations, Dean of Students, Professor E O'Dell, Professor M Junker-Kenny, Professor J Walsh, Dean of Engineering, Mathematics and Science, Professor G Watson, Dean of Health Sciences, Professor R Dahyot, Professor I Donohue, Professor D Brennan, Professor J Nunn, Dr S Bloomfield, Dr A O'Gara, Ms D Alexander, Mr J Leahy, Mr D McGlacken-Byrne, Ms S G Smith.
Apologies	Professor G Davey, Professor D Faas, Professor A-M Healy, Mr I Mooney, Mr N Slater, Professor S Smith, Ms H Hughes.
In attendance	Acting Librarian, Secretary to the College, Academic Secretary, Interim Chief Operating Officer, Ms S De Brunner.
Observers	Ms J Chaisson (GSU), Secretary to the Scholars (Ms A P Worrall).
By invitation	Director of Communications and Marketing (for CL/13-14/069) Director of Human Resources (for CL/13-14/074)

SECTION A

The Provost welcomed all members to the first Council meeting of 2014, and introduced the Interim Chief Operating Officer. He requested that Council members declare any potential conflicts of interest in relation to the agenda items. None was declared.

CL/13-14/066 Minutes – Meeting of 20 November 2013
Subject to the amendment of 'module' to 'model' in the second last sentence of CL/13-14/047 (i): the minutes were approved and signed.

CL/13-14/067 Matters Arising:

(i)   CL/13-14/050: It was noted that the School of Pharmacy had been unsuccessful in its tender bid to deliver the interim Master of Pharmacy degree course.

(ii)   CL/13-14/047(iii): The Provost noted that the Strategy for Innovation and Entrepreneurship had been launched. He thanked the Dean of Research and all those who had been involved in the event.

(iii)   CL/13-14/047(iv): The Provost congratulated the Vice-Provost/Chief Academic Officer on the launch of the new strategic planning process and noted that the Strategic Plan would be published at the start of the 2014/15 academic year.

CL/13-14/068   Provost's Report

(i)   The Provost provided information concerning the recent Strategic Dialogue meeting with the Higher Education Authority (HEA) at which Trinity College was represented by the Provost, Vice-Provost/Chief Academic Officer, Academic Secretary, Academic Services Division Manager, Dean of Research, Treasurer and the Director of Communications and Marketing. The focus of the meeting was on College's Mission Based Performance Compact 2014-2016. The Provost reported that the HEA has accepted Trinity's position, that nothing in the existing Performance Compact could be allowed to constrain College in its development of the Strategic Plan 2014-2019, and further, that the Compact would be updated following the publication of the Plan. The meeting also covered the topic of Trinity's membership of the Dublin/Leinster Regional Cluster (Pillar I) along with University College Dublin (UCD), National College of Art and Design (NCAD), Marino Institute of Education (MIE) and the Dún Laoghaire Institute of Art, Design and Technology. He noted that the HEA is confident in their opinion that the higher education sector in Ireland would operate more efficiently if the regional clusters work well. He advised that Council and Board would be invited to consider how College should operate within the regional cluster noting that careful consideration must be given to safeguarding institutional autonomy under this framework. Speaking further about the Dublin/Leinster Regional Cluster (Pillar I), he stated that this has now overtaken the TCD-UCD Innovation Alliance with a broader focus over and above innovation. The HEA is due to conduct a review of the Innovation Alliance in 2014 and develop recommendations.

Responding to a query he confirmed that there was very little discussion on the rationalisation of courses. However, he noted that a key phrase used by the HEA was 'shared academic planning' and, as such, some rationalisation is to be expected; this is more likely to occur at the postgraduate level in universities. The Vice-Provost/Chief Academic Officer commented that there are higher levels of unfilled undergraduate courses in the Institutes of Technology (IoT) than in the university sector, therefore, rationalisation of undergraduate courses is unlikely to be the focus for the university sector. The Provost added that Trinity has strong collaborative links with UCD at the postgraduate level and is keen to see these grow.

Answering a question related to legislative developments, the Provost confirmed that draft legislation concerning the establishment of technological universities, and changes to the functions of the Higher Education Authority and higher education sector, are likely to be brought forward by the current Government. In relation to the former, concerns have been voiced regarding the eventual name of any Dublin-based technological university to protect against infringement of the University of Dublin title.

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CL/13-14/069   Trinity Identity Initiative - Update

The Provost welcomed the Director of Communications and Marketing to the meeting to provide an update on the Trinity Identity Initiative by way of a presentation.

The Director of Communications and Marketing reminded members of the main objectives of the initiative, which are to develop visual unity across College; to articulate a more powerful narrative in relation to education and research; and to identify what differentiates this institution from others in the context of the global higher education field. Summarising the methods of research and consultation used in the initiative he confirmed that 46 interviews with internal and external participants were conducted, 25 presentations had been delivered internally, five focus group meetings had been held and feedback was gathered from the Trinity Global Graduate Forum. In addition to these methods, a marketing research company, Behaviour & Attitudes, conducted a survey to which 1,007 members of the public, 934 Trinity staff members, and 955 Trinity students responded.

The Director of Communications and Marketing brought the meeting through the main findings of the survey and stated with the responses from the members of the public surveyed. On the whole, Trinity is perceived as ahead of its national competitors on a number of fronts but the institution is also considered snobbish. A high percentage of respondents indicated that College has a role to play to on the global stage and in assisting Ireland's economic and social development. Only a small percentage of public respondents thought that funding for the institution should come from private sources alone. There was clear favour within this group for the statement that Ireland should have at least one university ranked in the top 50 institutions globally. The majority favoured the name 'Trinity College Dublin' followed by 'Trinity College'. Turning to the responses from Trinity's staff and students, he noted that the words the institution is associated with most strongly are 'education', 'history', 'prestige' and 'excellence'. In terms of the institution's greatest strengths these were identified as its world renowned standing, history and tradition, and strong academic standards. There was a high degree of consonance among the two groups that College should aspire to be most like Harvard, Cambridge or Oxford. A significant number of staff and students thought that Trinity College Dublin should aspire to be like itself and the largest proportion in each group (29% in each) expressed that they had no opinion/did not know. There was strong support amongst both groups for an increased focus on delivering high quality education, and investment in research and research-led teaching. At the other end of the scale, there was less support for the institution being funded solely from non-exchequer sources. Few respondents thought that student numbers should be reduced and fewer still thought that numbers should increase fully to meet projected demand. In looking at options related to the name and brand of the institution, the words 'Trinity' and 'Dublin' were considered most important. There was strong support across the two groups to retain the title of 'Trinity College Dublin'. In relation to the current institutional logo, the majority of staff (52%) and student (62%) respondents felt that it captures adequately Trinity's identity in a modern context, however, a significant minority, 38% of staff and 27% of students, said it did not. There were strong levels of support (staff, 78% and students, 80%) for the retention of the College crest in any future logo or brand.

He outlined the next steps which are to: (i) seek approval for the name preferred by the Identity Initiative Steering group, 'Trinity College, the University of Dublin'; (ii) develop a consistent visual identity; (iii) create an identity toolkit for use throughout

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College; and (iv) complete these tasks within the agreed timeline, that is, by the start of the 2014/15 academic year.

Much of the ensuing discussion focussed on the reasons for the choice of 'Trinity College, the University of Dublin' and the process for approval. The Vice-President for Global Relations advised that there was anecdotal evidence to suggest that whilst the Trinity brand is quite strong in the United States it is not particularly strong in Asia or in South America. The use of 'College' alone in the title can be problematic as in many countries it is more commonly associated with second-level education. It is important that there is one brand and it was proposed that the preferred name of 'Trinity College, the University of Dublin' provides a workable solution. While recognising the importance of ensuring that Trinity College could compete on the international stage, some Council members questioned why the proposed name change did not reflect the outcome of the surveys. Others questioned the role of Council in approving a name change and felt that Council's role was not clear. If it is the case that Council is required to approve a name change, then it must be formally put to Council in writing. The usage for decades now of different names when referring to Trinity suggests that clarity is required. The Provost explained that the survey results had not been ignored but that the preferred name had been chosen by balancing all considerations, including international perceptions. He advised that if the use of the new title requires Council approval, it would come back to a future meeting of Council, but since no change was proposed to the name of the University he submitted that the ultimate decision would rest with Board. In response, it was commented that since the College Statutes provide specific common usage names for the College and the University, it might not be as straightforward as simply seeking the approval of Board.

The Provost thanked the Director of Communications and Marketing for providing an update to Council on the matter. He noted that the name, 'Trinity College, the University of Dublin', would be proposed to Board, the discussion at which would be informed by Professor O'Dell's expert opinion in relation to the College Statutes, and Council's discussion of the matter.

CL/13-14/070   Review of the Structure of Initial Teacher Education

A memorandum from the Vice-Provost/Chief Academic Officer, dated 7 January 2014, was circulated. Speaking to the document, she informed the meeting that a review had been conducted of the structure of initial teacher training (ITE) in Ireland. The subsequent report, 'The Report of the International Review Panel on the Structure of Initial Teacher Training in Ireland, 2012', commonly referred to as the 'Sahlberg Report', set out a number of recommendations for strategic collaborations in the delivery of ITE. As a result, Trinity will participate in a collaborative institute with MIE, NCAD and UCD. This report pre-dated and pre-figured the publication of the HEA's Report to the Minister for Education and Skills on System Reconfiguration, Inter-institutional Collaboration and System Governance in Irish Higher Education, 2013; the 'Clusters' document. During 2012/13, a Task Force was established with representatives from each institution to look at mechanisms for collaboration and coordination, to position itself as a leading body on ITE, thereby contributing to policy developments, and to build critical mass in research areas. Consequently, four working groups which were tasked to look at the following matters related to the new institute in more detail:

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(i)   the academic vision;
(ii)   course collaboration in ITE;
(iii)   research collaboration in ITE; and
(iv)   governance.

She noted that planning is underway on a number of fronts including: identifying opportunities to share expertise and resources; the creation of an innovative, jointly accredited and jointly delivered Professional Masters in Education; professional development for qualified teachers; and the identification of a number of areas in which research collaboration could take place. Commenting on the institute's governance structure she advised that the HEA has accepted that the institute will be collaborative but that it will operate on a dispersed basis. She noted that Board will be invited to consider, in due course, a proposal detailing the appropriate governance structure for the institute which will respect the institutional autonomy of each of the four partners. She commended the work of the School of Education and each institutional partner for their achievements to-date.

In response to queries it was noted that the term 'best European practice' came from the Department of Education and Skills and it is envisaged that exploration of best practice will form part of the new institute's research agenda; staff expertise will be safeguarded as the governance structure, when finalised, should allow Trinity to build on its strengths and specialisms and allow the other partners to do likewise; there is a strong possibility that the institutes of ITE, as recommended by the Sahlberg Report, could be used as a template for the establishment of regional clusters, therefore, it is imperative that great care is taken in crafting the correct governance structures; the terms and conditions of employment for staff members will not change as they will remain employed by their own institutions; and Trinity's School of Education will remain and continue a broad range of activities in addition to those earmarked for the new institute.

Dr O'Gara, President of MIE, thanked the Vice-Provost/Chief Academic Officer for her clear and steady leadership in the formation of the new institute.

The Vice-Provost/Chief Academic Officer commented that Council will be asked to consider course proposals emanating from this collaboration in due course.

CL/13-14/071   **Research Matters**
Memoranda, dated 12th November 2013, from the Dean of Research were circulated along with the following documents: (i) IUA Policy Statement on Ensuring Research Integrity in Ireland, dated 17 July 2013; and (ii) Principles for Open Innovation, Engagement and Knowledge Transfer, dated 15 October 2013.

(i)   **IUA Policy Statement on Ensuring Research Integrity in Ireland**
         This document had been circulated to the previous meeting of Council but had been deferred due to time constraints.

         Providing a brief summary, the Dean of Research noted that the policy document had been developed by the Irish Universities Association in collaboration with a significant number of higher education institutions, organisations and other bodies involved in research in Ireland. It commits each to the highest standards of integrity in carrying out their research. He noted

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that a previous version of the policy had included an appendix related to research misconduct, however, it was not entirely consistent with existing policies in College and was removed. He advised that the document had been considered by the Research Ethics Committee and the Research Committee and was recommended to Council.

Council noted and approved the policy.

(ii)   **Principles for Open Innovation, Engagement and Knowledge Transfer**
The Dean of Research noted that the document had been discussed at the last meeting of Council. Since that date, further consultation had been undertaken with stakeholders. He advised that the key issue raised at the previous meeting, the matter of where copyright resides, had since been resolved and confirmed that the first principle should be amended to read:

'Pursuant to applicable statutory provisions, TCD is entitled to claim ownership of all intellectual property developed by TCD employees in the course of their employment, and it does so to the extent provided in the 'Policy, Practice and Regulations on Intellectual Property'. In particular, that Policy explains the reward structure for patents; and it provides the circumstances in which, in accordance with long-standing academic tradition, College does not claim copyright in works of scholarship.'

Council noted the amendment and approved the revised Principles for Open Innovation, Engagement and Knowledge Transfer.

CL/13-14/072   **Proposal for a Joint Bachelor Degree in Diagnostic Radiography with the Singapore Institute of Technology**
A memorandum from the Senior Lecturer/Dean of Undergraduate Studies, dated 7 January 2014, was circulated along with a course proposal from the School of Medicine, also dated 7 January 2014.

The Senior Lecturer/Dean of Undergraduate Studies noted that the proposed course represents the fourth area of collaboration with the Singapore Institute of Technology; Council previously approved new courses in Physiotherapy, Occupational Therapy and Radiation Therapy. As with these previous courses, Council is asked to grant a derogation from the College regulation which requires students to complete two years in College to complete a degree. However, it differs from the other three proposals in that this document also concerns the joint awarding of the degree. It is expected that 30 students would register each year and would undertake five modules. Students would be required to come to Dublin to complete a six-week Overseas Immersion Programme and would be assessed using a wide variety of assessment methods. Commenting on the quality of the proposed course he noted that it received positive feedback from the external reviewer.

Council approved the new course to start in September 2014, leading to a joint Bachelor in Science in Diagnostic Radiography, with the Singapore Institute of Technology, and granted derogation from the regulation which requires students to complete at least two academic years in College in order to gain a degree.

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CL/13-14/073   Quality

Implementation plans for the School of Medicine and Therapy Disciplines, dated 6 December 2013, and for the Library, dated 5 December 2013, were circulated. In addition, the Progress Report from the School of Physics, dated 3 December 2013, was circulated. It was noted that these documents had been considered in detail at the Quality Committee meeting of 12 December 2013. The Vice-Provost/Chief Academic Officer commented that the Quality Committee now considers these documents in detail, heads of relevant units present in person to the Quality Committee and there is in-depth discussion on matters of importance. The minutes of the Quality Committee are circulated to the Council. She noted that it would now be timely to consider how best to present quality review documents and recommendations to Council.

(i)(a)   Implementation Plan - School of Medicine and Therapy Disciplines
The Dean of Health Sciences noted that the Therapy Disciplines had been reviewed ahead of the review of the School of Medicine. She brought the meeting through the recommendations made for each area and the progress achieved to date. In particular she highlighted progress concerning: performance management systems; greater integration of the Allied Healthcare Disciplines within the School; activities related to increasing philanthropic and other non-exchequer funding; Trinity Health Ireland (THI); and mechanisms for module review and student feedback. She noted that all actions are being progressed in relation to the Therapy Disciplines, though she added that a particular problem for Occupational Therapy is lack of senior academics in that Discipline.

In response to a query related to the election of the Head of School of Medicine and the Vice-Provost for Trinity Health, the Dean of Health Sciences confirmed that the positions would be held by the same person in the short term, at least.

(i)(b)   Implementation Plan – Library
The Vice-Provost/Chief Academic Officer brought Council through the main recommendations and progress achieved to date. She noted that College is in the process of appointing the Librarian and College Archivist and noted that s/he would be responsible for the strategic plan for the Library. She highlighted issues concerning storage and the legal deposit status held by the Library and advised that the review of the latter should be expedited. Consideration is being giving to the effect of diverting income from the Library to other academic activities. On this front work is being carried out through the Planning Group in relation to budgetary needs and she added that a position will be created in the Trinity Foundation dedicated to developing a plan to increase philanthropic funding to support the Library's collections. She noted that progress is being made on all recommendations.

(ii)   Progress Report from the School of Physics
The Dean of Engineering, Mathematics and Science noted that the review of the School of Physics had been generally positive and the recommendations made had been quite minor. He reported on the progress made on each recommendation. He emphasised that the School is quite small but attracts high levels of research funding and, therefore, feels the pressure to attract more researchers and research funding. Added to this, given the current interest in materials/nanoscience, there is now an imbalance in the School. In response to a query from the Provost in relation to standardising the availability of a research project in either Physics or Mathematics in

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the undergraduate Theoretical Physics course, the Dean commented that this was being discussed and progressed through the Theoretical Physics Course Committee.

CL/13-14/074   Revision of Review Procedures for Promotion of Academic Staff
The Director of Human Resources was welcomed to the meeting. A memorandum from the Vice-Provost/Chief Academic Officer and the Director of Human Resources, dated 6 January 2014, was circulated.

Introducing the item the Vice-Provost/Chief Academic Officer advised that a review was conducted of the academic promotion process 2012/13 to gain feedback on how the process could be improved for future rounds. She noted that extensive consultation occurred with the relevant committees and persons involved at different stages in the academic promotions process. Written feedback was sought from all candidates, whether they were successful or not, and the views of the Senior Dean, as Chair of the *ad hoc* Appeals Committee, were garnered. All comments and feedback were considered and informed a set of recommendations which were submitted to the Senior Promotions Appeal Committee ahead of circulation to Council. She emphasised that the proposed revisions relate to procedural issues and do not affect existing criteria or weightings.

The Director of Human Resources brought Council through the recommendations, and highlighted a number of procedural changes. Given the number of expected applicants, it is likely that quotas would have to be introduced. In this regard a proposal would be made to Board. Whilst there is no proposal to change the composition of the Faculty Review Committees, Senior Promotions Committee or the Personal Chairs Sub-Committee, it is recommended that the absence of members should not invalidate decisions of these bodies provided the committees are quorate. It is proposed that scoring would become clearer and that the methodology for scoring and ranking applicants would be agreed by the Senior Promotions Committee at the commencement of the process each year and would be consistently applied and explained to all candidates. Greater clarity would be brought to the status of recommendations coming from the Faculty Review Committees and information related to the scoring of candidates, successful or unsuccessful, should be provided to the Senior Promotions Committees. He noted certain changes to clarify the appeals process. He ended by confirming that if Council approves the proposed recommendations, a proposal would be presented to Board to proceed with an academic promotion round in this year.

CL/13-14/075   Any other urgent business
A query was raised in relation to the decision to withdraw from College students who had not completed their online registration by 20 December 2013. It was added that a number of these students had paid fees but had failed to complete the final stages of registration. In response, the Senior Lecturer/Dean of Undergraduate Studies confirmed that all such students would have received a number of e-mails informing them of their incomplete registration status. He noted that late registration fee waivers could be handled in the normal way through the Student Cases function.

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SECTION B

CL/13-14/076   Undergraduate Studies Committee
The Senior Lecturer/Dean of Undergraduate Studies drew Council's attention to items related to Fitness to Practise guidelines, the course proposal for Diagnostic Radiography, a presentation made by the Associate Dean for Online Education and the Northern Ireland Engagement Programme. Council noted and approved the draft minutes of the meetings of 12 November and 10 December 2013.

CL/13-14/077   Graduate Studies Committee
The Dean of Graduate Studies highlighted the update on PhD matters from the IUA Deans of Graduate Studies Group. The draft minutes of 5 December 2013 were noted an approved.

CL/13-14/078   International Committee
Council noted and approved the draft minutes of the International Committee of 21 November 2013.

CL/13-14/079   Quality Committee
In addition to the items already discussed by Council, the Vice-Provost/Chief Academic Officer highlighted discussions related to the progress report for the Treasurer's Office, discussions related to external examining processes, and the planned pilot programmatic review of Science TR071. The draft minutes of 12 December 2013 were noted and approved.

CL/13-14/080   Research Committee
The Dean of Research drew attention to items on broadening participation in EU Framework Programmes and the expansion of the types of research outputs captured by the Research Support System. The draft minutes of 3 December 2013 were noted and approved.

CL/13-14/081   Student Life Committee
Council noted and approved the draft minutes of 27 November 2013.

SECTION C

CL/13-14/082   Membership of the University Council – Co-opted Member
The Council noted the nomination by the Provost of Professor K U O'Kelly (Dean of Students from 1 February 2014) as a co-opted member of Council pursuant to the terms of 4 (1) (g) of the Chapter on Council in the 2010 Consolidated Statutes of Trinity College Dublin and of the University of Dublin, for approval at the next meeting of Council 12 February 2014.

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CL/13-14/083   **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 20 November 2013 and noted by Board on 11 December 2013.

MD	Laura Jane Durcan; Montasser Nadeem Gadelsayed.
DChDent	Logien Bashier Al Ghazal; Omar Amjad Alkaradsheh.
PhD	Aoife Cooke; Marialuisa Erby; Martin Fryer; Oliver Gleeson; Christine Grossjohann; Desmond James Hogan; Graham Kenny; Sha Liu; Nicholas James Mahony; Anh Thi Hong Nguyen; Virginia Kielty Oberlin; Timothy Pattison; Guoxian Yang.
MAI	Paul George Baggeridge.
MSc	Hanna Rose Marie Julienne; Michael Reilly; John Patrick Stapleton.

CL/13-14/084   **Nomination for appointment of an external examiner on the validated Master in Music Performance course in Royal Irish Academy of Music**
The Council noted and approved a memorandum from the Dean of Graduate Studies, circulated, dated 14 November 2013.

CL/13-14/085   **Head of School - Pharmacy and Pharmaceutical Sciences**
The Council noted that the Board had approved the nomination of Professor A M Healy, Professor in Pharmaceutics and Pharmaceutical Technology to the Headship of the School of Pharmacy and Pharmaceutical Sciences for three years from 1 November 2013.

CL/13-14/086   **School of Social Sciences and Philosophy – Director of Teaching and Learning (Postgraduate)**
The Council noted and approved the nomination of Professor P Muhlau as Director of Teaching and Learning (Postgraduate) in the School of Social Sciences and Philosophy from 1 January to 31 August 2014 during the leave of absence of Professor T Hicks.

CL/13-14/087   **Nomination of external examiners on the validated Professional Diploma in Education (Further Education) (Prof.Dip.(FE)) course in Coláiste Mhuire/Marino Institute of Education**
The Council noted and approved a memorandum from the Dean of Graduate Studies and the Senior Lecturer/Dean of Undergraduate Studies, circulated, dated 8 January 2014.

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SECTION D

In compliance with the Data Protection Acts this information is restricted

Signed   ……………………………………………

Date   ……………………………………………

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