**Trinity College Dublin
The University of Dublin**

A meeting of the University Council was held on Wednesday 8 March 2017 at 11.15 am in the Board Room.

Present	Provost, Vice-Provost/Chief Academic Officer, Registrar, Senior Lecturer/Dean of Undergraduate Studies, Dean of Graduate Studies, Senior Tutor, Dean of Students, Dean of Arts, Humanities and Social Sciences, Professor J Walsh, Dean of Engineering, Mathematics and Science, Professor J Jones, Professor C Gardiner, Professor S Murphy, Professor E O Nuallain, Professor C Comiskey, Professor M Clarke, Professor P Cronin, Ms S Cameron-Coen, Professor A O'Gara, Mr D Whelehan, Ms A MacPherson, Ms E Crespo.
Apologies	Dean of Research, Vice-President for Global Relations, Professor D Faas, Professor S Garrigan, Professor A Holohan, Dean of Health Sciences, Professor J P Spiers, Dr S Chandra, Mr N Cooke, Ms L Killeen, Ms E Ruiz Jiménez, Secretary to the Scholars (Mr S Johnston).
In attendance	Academic Secretary, Secretary to the College, Librarian and College Archivist, Dr A Oldam (Director of Student Services), Ms S De Brunner.
Observers	Mr M Kenyon.

SECTION A

The Provost requested that Council members declare any potential conflicts of interest in relation to the agenda. The Secretary to the College noted statements of interest, in relation to agenda item A4(ii) Implementation Plan: School of Computer Science and Statistics, from Professor J Jones, as Head of School, and from the Dean of Engineering, Mathematics and Science and Professor E O Nuallain, as academic staff members in the School. The Secretary to the College recommended that the Dean of Engineering, Mathematics and Science remain for the full discussion, that Professor J Jones should provide a summary statement in relation to the implementation plan before withdrawing for the remainder of the discussion and that Professor O Nuallain should withdraw for the full item. He noted that these recommendations had been discussed and agreed with the specific members. Council approved the recommendations.

CL/16-17/116   Minutes
          The minutes of the meeting of 8 February 2017 were approved and signed.

CL/16-17/117   Matters Arising
       (i)   **CL/16-17/104:** The Academic Secretary advised that a sectoral comparative analysis was being prepared in relation to the First Destinations survey data and would be presented to a future meeting of Council.
      (ii)   **CL/16-17/100:** The Registrar confirmed that 65% of the Fellows had returned assents to the proposed changes to the Statutes to allow for more flexibility in the scheduling

of examinations and, of these, 62% were valid. Following this outcome, the ordinance outlining the proposed changes was sent to the Visitors for their assent, which has also been given and, as a final step, this will be reported at the next meeting of Board.

CL/16-17/118   **Provost's Report**
In the dual contexts of the heavy agenda and the extensive report provided at the last meeting, the Provost did not provide a report.

CL/16-17/119   **Quality Assurance and Improvement**

(i)   **Progress Report on the Implementation of Review Recommendations: School of Languages, Literatures and Cultural Studies**
A report, from the Dean of Arts, Humanities and Social Sciences and the Head of the School of Languages, Literatures and Cultural Studies, documenting the progress made in the implementation of the recommendations arising from the quality review of the School, dated 1 March 2017, was circulated.

The Dean of Arts, Humanities and Social Sciences spoke to the item noting that Council previously approved the establishment of a taskforce to develop an implementation plan for the recommendations arising from the quality review of the School. He indicated that the first four recommendations related to addressing the serious concerns over the staffing levels in the School. He reported that significant progress had been made in this regard with two appointments in the Department of German; the Chair of German (1776) and a Professor in German (backfill). Recruitment is underway for the Chair of French (1776). An assistant professor has been recruited in the Department of Italian and recruitment is underway for a further post at the associate professor level. Academic staff members on fixed term contracts have had these converted to permanent contracts in line with Trinity procedures and an Ussher appointment has been made in the area of Literary Translation. A review has been conducted in relation to the high proportion of hourly paid staff and, where appropriate, these contracts have been regularised.

Speaking in relation to the streamlining of practices and rationalisation of structures in the School, the Dean noted that the centralisation of some functions had taken place, however, he commented on the deep and manifold linkages with TSM and on the resulting dependency on developments arising from the Trinity Education Project (TEP). Expanding on this point, he explained that School is one of the largest contributors to TSM in Trinity, leading to a number of complex arrangements. It is seen as more important that the School achieves a number of strategic goals, such as the implementation of TEP, rather than pushing through structural changes, at this juncture, which could precipitate some staff unrest. He noted that the remaining recommendations covered items like quality assurance matters, sabbatical leave and research, which are all being addressed.

The Provost queried how greater transparency was being achieved in relation to workload allocations within the School. The Dean noted difficulties in achieving equitable workloads and commented that he would explore how workloads are communicated in the School. The Provost also queried the receipt of expected philanthropic funding in the Department of Near and Middle Eastern Studies and whether or not sufficient resources were in place to deliver the new undergraduate course in Middle Eastern and European Languages and Cultures. He voiced concerns in relation to staffing levels, especially in the context of developing links with Columbia University. The Dean confirmed that the course would start in 2017/18 and that the specific philanthropic funding negotiations were nearing conclusion. In response to a

separate query, the Dean confirmed that he would find out if the student-staff committee referred to in the progress report had met.

Council noted the progress report for the School of Languages, Literatures and Cultural Studies.

Decision/Action
119(i).1: The Dean of Arts, Humanities and Social Sciences to report back to the next meeting of Council in relation to the publication of workload allocations across the School of Languages, Literatures and Cultural Studies, the status of discussions concerning specified philanthropic funding and the status of the student-staff committee referred to in the progress report.

Professor E O Nuallain withdrew for the following item

(ii) **Implementation Plan: School of Computer Science and Statistics**
An implementation plan containing recommendations arising from the quality review of the School of Computer Science and Statistics, dated 3 March 2017, from the Dean of Engineering, Mathematics and Science and the Head of School of Computer Science and Statistics, was circulated.

The Head of School, Professor J Jones, made a summary statement highlighting, in particular, the re-articulation of the School's strategy and the generally positive feedback received from the external reviewers in this regard; the work undertaken to replace the Chair of Statistics, permission for which had been granted; the rationalisation of postgraduate teaching in the School through the introduction of a new four-strand M.Sc. course in Computer Science, aligned to research activity in the School, to replace the now discontinued standalone courses in Interactive Entertainment Technology, Networks and Distributed Systems, Mobile and Ubiquitous Systems, Health Informatics and Technology and Learning.

Professor J Jones withdrew for the remainder of the item.

The Dean of Engineering, Mathematics and Science summarised the main features of the implementation plan and expanded on points highlighted by the Head of School. In addition, he commented on the restructuring of the leadership team in the School to ensure that senior academics occupy directorship roles and to enable the Head of School to devote more time to strategically-oriented activities. He noted that a working group is being established to review management within the School and to look at the role of individual disciplines; a new Head of School is due to take up the role in July 2017 and final decisions in this regard will await this appointment. He explained that senior academic staff members had undertaken other roles in College such as deanships, three were relatively recent appointees, whist another is a holder of SFI funding; these factors help to explain the low number taking up leadership positions in the School. He added that the new Thapar funded professorship should increase senior level capacity in the School. He noted that a mentoring programme has been instituted to help more junior members of academic staff to progress in their careers and to enhance their research profiles. Comments were made in relation to the challenges associated with sustaining strong leadership within schools and the importance the presence of leadership was highlighted in relation to driving forward TEP objectives.

The Vice-Provost/Chief Academic Officer queried the termination of the B.Sc. course in Information Systems. The Dean of Engineering, Mathematics and Science clarified that the course had been suspended but it was likely that it would be formally discontinued in the future since it does not attract sufficient interest; attention is being focused on

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the M.Sc. course in the Management of Information Systems instead. He noted that the language in relation to the termination of the undergraduate course in the implementation plan would be corrected and that the School will follow due procedures in this regard when a final decision is made.

Commenting generally in relation to students in the School, the Dean of Engineering, Mathematics and Science stated that the expected research numbers were realistic given that areas of research strength in the School tend to attract grants and other funding. Responding to a question about including Data Science as an offering at the undergraduate level he noted that this is already the case through the course in Management Science and Information Systems Studies, which has a strong brand nationally. Work is being done to enhance its presence internationally and highlighting the Data Science aspect of the course.

Decision/Action
119(ii).1: Council noted and approved the implementation plan for the School of Computer Science and Statistics.
119(ii).2: The Dean of Engineering, Mathematics and Science to ensure that the implementation plan wording is corrected in relation to the suspension of the B.Sc. in Information Systems.

Professors J Jones and E O Nuallain returned to the meeting.

CL/16-17/120   **Trinity-Columbia Dual Degree Pilot: European Studies**
This item was moved up the agenda.

A memorandum from the Senior Lecturer/Dean of Undergraduate Studies, dated 28 February 2017, was circulated with a proposal for a pilot dual degree programme with Columbia University in European Studies from the School of Languages, Literatures and Cultural Studies. The Senior Lecturer/Dean of Undergraduate Studies, speaking to the proposal, noted that Council, in October 2016, approved the structure and design of a pilot dual programme in European Studies, subject to full details returning to Council for approval (CL/16-17/035).

She confirmed that this pilot programme would be available to rising Junior Sophister European Studies students, in 2017/18 and 2018/19, to complete their final two years in the General Studies programme in Columbia. The curriculum completed in Trinity meets the core requirements in Columbia in a significant way, following which students undertake a major area of study in their final years from a choice of seven subjects related to European Studies: History, Political Science, Hispanic Studies, French, German Literature and Cultural History, Italian and Slavic Studies. In addition, students are required to complete additional modules carrying 60 ECTS to warrant the awarding of two degrees and to meet specific TEP and European Studies requirements; she referred to the module descriptors outlined in Appendix B to the document. A study abroad period, carrying 30 ECTS, will be undertaken in the summer between the Senior Freshman and Junior Sophister years, a 10 ECTS internship between the Junior Sophister and Senior Sophister years and the 20 ECTS dissertation capstone module, jointly supervised by the two institutions, leading to two assessment outputs; a dissertation to be submitted to Columbia and a written piece of work (6,000-8,000 words) and *viva voce* for Trinity. The elements for Trinity will be distinct from the dissertation but linked thematically.

All Senior Freshman students, in good standing, are eligible to apply for the pilot programme which involves producing their academic records, the submission of a written statement and references, and an interview. The evaluation of the applications by Trinity and Columbia are conducted separately followed by a joint admissions decision making meeting. Students will be registered with both institutions in the final two years and Columbia's regulations will generally

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apply, apart from in relation to the additional 60 ECTS, which will fall under Trinity's regulations. She noted that Trinity students had shown interest with six initiating applications.

Questions were raised in relation to student supports (e.g., Tutorial system), services and student numbers expected under the full programme. The Senior Lecturer/Dean of Undergraduate Studies noted that questions like these will be addressed in the full proposal which will be presented to students in due course. The Dean of Arts, Humanities and Social Sciences commented that Columbia has similar programmes in place with two other institutions, one of which is Science Po, and advised that embedding the processes will evolve and both institutions will learn from the experience.

The Provost noted the importance of learning from the pilot and stressed the importance of thoroughly reviewing the full proposal document, incorporating an external quality review stage, when it is developed and noted that updates and documentation would be presented to USC and Council in due course. He commended all those working towards the partnership with Columbia.

Decision/Action
120.1: Council approved the proposal for the Trinity-Columbia pilot dual degree programme in European Studies, as circulated, for entries in 2017/18 and 2018/19.
120.2: Council noted that the full course proposal would be subject to quality review and approval processes prior to presentation to Council.

The Dean of Arts, Humanities and Social Sciences retired from the meeting.

CL/16-17/121   **Review of Two-Subject Combinations: Terms of Reference**
A document from the Senior Lecturer/Dean of Undergraduate Studies, dated 3 March 2017, outlining the draft terms of reference for the Review of entry Routes to TSM and Two-Subject Combinations, was circulated.

The Senior Lecturer/Dean of Undergraduate Studies referred to the decision, made at the last meeting of Council, to decouple TSM entry routes and other two-subject combinations from TEP (CL/16-17/100) and that these matters should be considered instead by an external review panel. She also referred to the task of drawing up the terms of reference and noted that the circulated document had been sent to, and discussed with, the relevant heads of schools in the Faculties of Arts, Humanities and Social Science and Engineering, Mathematics and Science.

It was noted that a group would be convened to consider and appoint appropriate external reviewers to conduct the review. This panel is to comprise the Provost (chair), the Senior Lecturer/Dean of Undergraduate Studies, the Academic Secretary, the Dean of Arts, Humanities and Social Science, the Dean of Engineering, Mathematics and Science and the Director of TSM.

Decision/Action
121.1: Council approved the terms of reference, as circulated.
121.2: Council approved the establishment of a panel, as outlined, with the authority to appoint appropriate external reviewers.
121.3 Following their appointment, the names of the external reviewers will be presented to Council for noting.

CL/16-17/122   **Mind the Gap! Gender (In) Equality in Trinity College Dublin**
The Provost welcomed Professor Eileen Drew, Director of the Trinity Centre for Gender Equality and Leadership, and Ms Sarah Marshall, Programme Manager, to the meeting.

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A memorandum from Professor Drew, dated 23 February 2017, was circulated with a report, dated March 2017, and a related presentation. Before speaking to the report findings, Professor Drew noted that WiSER (Centre for Women in Engineering and Science Research) has developed into the Trinity Centre for Gender Equality and Leadership. She advised that this was the second survey of its kind to be conducted in Trinity and brought the meeting through its findings and recommendations.

She highlighted areas that had improved over the last decade, noting significantly greater parity between the number of male and female academics occupying all grades, apart from full professorship, and amongst those nominated for Annual Officer roles. Despite these improvements, there was still a pronounced imbalance in terms of those occupying the roles of Head of School and Faculty Dean, with far fewer women in these positions.

She highlighted workload concerns raised by all staff and the heavy administrative burden placed on academics, particularly through using the SITS and FIS systems. It was noted that over 40% of academics work more than 50 hours per week and work-life balance was not seen to be achievable. Slow career progression and promotion constraints are leading to morale issues, again for all academic staff. Women are far less likely to have served on, or chaired, a Trinity committee but not due to a lack of interest or ambition. Men are far more likely to apply for and succeed in promotion rounds and in going forward for Fellowship. Men also appear to have more time to attend meetings and conferences.

In terms of attitudes, most academic staff feel that the prevailing culture in schools is friendly and co-operative, however, more men than women perceive the culture to be non-sexist and respectful. Women reported critically on aspects of management styles in schools, in relation to a lack of transparency in decision making, gender bias and the lack of flexibility, among other things.

She summarised the recommendations arising from these findings, some of which are already being implemented in College:
  (i)   Set targets for female representation
  (ii)   Raise the profile of women academics
  (iii)   Invest in leadership development for women
  (iv)   Provision of annual promotions information sessions
  (v)   Provision of tailored mentoring programmes
  (vi)   Support staff to develop academic research portfolios
  (vii)   Introduction of an effective staff appraisal system
  (viii)   Provision of seminars on research funding sources
  (ix)   Establishment of an office to support postdoctoral researchers
  (x)   Formalise recruitment processes for postdoctoral researchers
  (xi)   Provision of one-term sabbatical for academics returning to work
  (xii)   Adoption of core hours (10 am – 4pm)
  (xiii)   Orientation for new academic/research staff
  (xiv)   Ensuring gender balance on committees and in Executive Officer posts
  (xv)   Training for aspiring Heads of Department, Heads of School, Faculty Deans and College Officers
  (xvi)   Gender-proof workload models
  (xvii)   Include gender in key performance indicators
  (xviii) Conduct exit interviews and surveys

The report was roundly commended by Council, however, the narrow focus on academic and research staff was queried, as was the pejorative language used in relation to administrative and professional staff, especially when their perspectives were not sought for the report. Discussing this further, it was suggested that the administrative workload is increasing for both academic and administrative staff, much of which is generated from external requirements. The need to differentiate between administrative workload and administative staff was stressed. Professor Drew explained that the parameters for this survey followed the practice

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outlined by Athena Swan and that the report provided a sample of actual comments made. She confirmed that the next survey would include more categories of staff. It was commented by a member that care should be taken to avoid labelling general work related issues as gender related issues where they are not experienced by one gender to a greater degree, such as in the case of the administrative burden on academic staff and the use of SITS. Categorising problems affects the ways in which they are addressed.

It was suggested by a member that the supports recommended for postdoctoral researchers should be extended to early career academics. Professor Drew commented that the recommendation is following best practice elsewhere but that supports offered would not be limited to postdoctoral researchers in actuality. It was noted that future collaboration with the Students' Union would be desirable and that the next phase for the new Centre would be to consider issues of intersectionality and a broader spectrum of genders.

The Provost thanked Professor Drew and Ms Marshall attending Council to speak to the report and encouraged them in their future work. He voiced concerns about the academic and administrative staff dichotomy presented in the report and noted that all staff should be involved in future surveys. He also noted that future reports should look at non-binary genders.

Decision/Action
122.1:   Council noted and approved the recommendations, as presented.

Professor Drew and Ms Marshall withdrew from the meeting.

CL/16-17/123   **Validation of Masters in Education Studies in Visual Arts**
A memorandum from the Dean of Graduate Studies, dated 1 March 2017, was circulated with a proposal for the validation of a new postgraduate programme in Education Studies in Visual Arts, developed by the Marino Institute of Education (MIE).

The Dean of Graduate Studies spoke to the proposal and explained that it has been designed to be delivered part-time over two years, with taught modules carrying 60 ECTS taken in the first year and a research module, which includes the dissertation, carrying 30 ECT, to be taken in the second year. The course leads to a Master in Education Studies in Visual Arts, with provision for an exit P.Grad.Dip., and is aligned to Level 9 on the National Framework of Qualifications. He noted that the School of Education has confirmed that it does not impinge on their current course offerings.

He advised that the proposal had been externally reviewed by Professor Richard Hickman, Professor of Aesthetic Development, Dean of Homerton College, Faculty of Education in the University of Cambridge who, whilst providing some minor suggestions, praised the new course. He added that these suggestions had been addressed by MIE through revisions to the document. The Registrar noted that the Associated Colleges Degree Committee had also reviewed and recommended the course proposal.

Decision/Action
123.1:   Council approved the proposal from MIE for the validation of a course leading to a Master in Education Studies in Visual Arts, with an exit award of P.Grad.Dip., and noted that it is due to start in September 2017.

CL/16-17/124   **Any Other Urgent Business**
There was no other business.

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SECTION B

CL/16-17/125   **Human Resources Committee**
The draft minutes of the meeting of 26th January 2017 were noted and approved with the following appended documents:
(i)   Process for employees on professional grades applying for internal recruitment competitions.
(ii)   Process for employees on Technical Staff Committee – Members of the Selection Committee for Technical Officer.

CL/16-17/126   **Quality Committee**
The draft minutes of the meeting of 6 February 2017 were noted and approved with the appended Implementation Plan for Trinity College Institute of Neuroscience (TCIN).

CL/16-17/127   **Research Committee**
The minutes of the meeting of 24 January 2017 were noted and approved.

CL/16-17/128   **Undergraduate Studies Committee**
The draft minutes of the meeting of 21 February 2017 were noted and approved.

SECTION C

CL/16-17/129   **Meetings of Board and Council 2017-2018**
The Council noted the memorandum from the Secretary to the College, circulated, dated 15 February 2017, noted by Board at its meeting of 22 February 2017.

CL/16-17/130   **Nominations for appointment of external examiners in Marino Institute of Education**
The Council noted and approved the Memorandum from the Dean of Graduate Studies and Senior Lecturer/Dean of Undergraduate Studies, circulated, dated 13 February 2017.

CL/16-17/131   **Higher Degrees—Reports of Examiners**
The Council noted and approved the reports of examiners on candidates for higher degrees, circulated, approved by the sub-committee of Board and Council on 8 February 2017 and noted by Board on 22 February 2017.

(i)   **Professional Higher Degrees by Research Alone**

DEd
Martin Anthony Kelly

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

PhD
Casey Anderson, Cristina De Persis, Daniel Doepke, Auren Ferguson, Orla Fleury, Emma Gray, Laura Marie Habbe, Sharon Harris-Byrne, Ciaran Harte, Judith Elizabeth Houston, Ben Hörz, Jay Kearney, Gillian Kingston, Julie Angelica Le Blanc, Ozhet Mauit, Cormac

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Mullen, Malgorzata Nowostawska, Patricia O'Connor, Sarah Otten, Cristina Paduano, Kathleen Sheehan.

MSc
Priyanka Mishra, Ramy Shosha, Danai Giolanta Angeliki Stefanaki

MLitt
Correction - student incorrectly approved by Higher Degrees Sub-Committee at meeting of 18 January 2017 for degree of PhD instead of that of MLitt:
Donata-Katharina Brunelli

CL/16-17/132   Head of School
The Council noted that on 22 February 2017 the Board had approved the nomination of Professor Andrew Loxley as Acting Head of School of Education until the end of Trinity Term 2017, replacing Professor Carmel O'Sullivan.

CL/16-17/133   Titles of Personal Chair
(i)   The Council noted the Memorandum from the Vice-Provost/Chief Academic Officer, circulated, dated 23 February 2017.
(ii)   The Council noted the Memorandum from the Vice-Provost/Chief Academic Officer, circulated, dated 1 March 2017.

CL/16-17/134   Nomination Committee – Head of School of Medicine
XX
The Council noted and approved the Memorandum from the Dean of the Faculty of Health Sciences, circulated, dated 7 March 2017.

CL/16-17/135   Senior Academic Promotions Committee – Faculty Review Committees Membership 2016/17
The Council noted and approved the Memorandum from the Acting Secretary, Senior Academic Promotions Committee, circulated, dated 1 March 2017.

CL/16-17/136   Nomination for the Burkitt Medal Award 2017
The Council noted that the Burkitt Medal Selection Committee, with the approval of the Provost, had nominated Professor Bert Vogelstein, Director of the Ludwig Center, Clayton Professor of Oncology and Pathology and a Howard Hughes Medical Institute investigator at The Johns Hopkins Medical School and Sidney Kimmel Comprehensive Cancer Center, as the recipient of the Burkitt Medal Award 2017.

SECTION D

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

Signed   ....

Date   ....

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