

*Incorporating any amendments approved at subsequent Board meetings*

**The University of Dublin**

**Trinity College**

**Minutes of Board Meeting, 15 May 2002**

*Present* Vice-Provost (Dr J B Grimson), Registrar (Mr R A Stalley), Bursar (Dr J W O'Hagan), Senior Lecturer (Dr S M Greene), Dr S P A Allwright, Mr B Connolly, Dr L E Doyle, Dr S Duffy, Ms E Drew, Dr J A Fitzpatrick, Dr H Gibbons, Mr H Kearns, Dr J G Lunney, Mr D Memery, Dr J M Mossman, Ms E Nic an Bhaird, Dr A N M Ní Chasaide, Mrs J O'Hara, Ms A Power, Dr J C Sexton, Dr F Shevlin, Ms E K Stokes, Dr D L Weaire.

*Apologies* Provost (Dr J Hegarty), Ms M Leahy, Dr T T West, Dr C Horn.

*In attendance*

*(ex officio)* Secretary, Treasurer, Assistant Secretary.

*(by invitation)* Director of Buildings (for Minute 11/252 and Minute 11/262)

**11/246 Minutes** The Minutes of the meeting of 17 April 2002 were approved and signed subject to the following amendments:

**09/224 Scholarship 2002** Remove the words 'the award of' on the line 1; delete the phrase 'there were' on line 2; insert the following phrase after the word *scholars* on line 2: 'were proposed for election on Trinity Monday'.

**09/231 Site and Facilities Committee – Building Capital Projects**

**(b) Community Youth Centre in Goldsmith Hall** Replace the words 'rent free' on line 7 with 'at a nominal rent'.

**(d) Arts Building** Insert the phrase 'in so far as is possible consistent with access issues' after the words *re-located* on line 8

**11/247 Matters Arising from the Minutes** A number of matters arising from the Minutes were discussed and have been recorded below, (see Minutes 11/248, 11/249).

**11/248 College Alcohol Policy (see Minute 09/222 of 17 April 2002)** In response to queries from a number of Board members, the Secretary advised Board that the Student Services Committee, in conjunction with the Capitation Committee, will be asked to develop a strategy for the implementation of the College's Alcohol Policy, identifying, where relevant, any associated loss of income to sports clubs and student societies.

**11/249 Personnel and Appointments Committee – Review of Staff Office (see Minute 09/220 of 17 April 2002)** In response to a query, the Secretary advised Board that of the 550 staff contracts examined to date, 5% may require further attention to bring them fully up-to-date and that in all there are over 100 contracts awaiting issue, including those to staff currently being recruited. The Board agreed that the matter would be kept under on-going review.

**11/250 Structure of the Agenda** The Vice-Provost invited Board's attention to the re-organisation of the Agenda as presented for the meeting, noting that the changes were proposed in order to focus the Board's discussions on strategic policy-driven issues arising from discussions at its Principal Committees. The Vice-Provost advised Board that policy papers would be prepared for discussion under Section A, as required by the Principal Committees, and that Board members could request, in advance, discussion on specific item(s) from the Minutes of these Committees, which it was proposed would, in future, be Section C items on the Agenda.

The Vice-Provost advised Board that this change had been proposed in view of the fact that the Board is responsible for the strategic development of the College and that its Committees, on which it is represented by at least two of Board members, are responsible for operational matters. The Vice-Provost further advised Board that once the Strategic Plan has been adopted, the Board will be circulated with policy/strategy papers deriving from the Plan for discussion under Section A of the Agenda, and suggested that Section B be reserved for items to which Board's attention will be drawn for future discussion, and Section C be devoted to items for noting and approval but on which Board members may request discussion under Section A.

In discussing the proposals many Board members expressed the view that the minutes as currently written, particularly from the Site and Facilities Committee, are not sufficiently detailed to give the Board the level of information it needs to approve decisions without clarification and discussion. The Board noted that the sequencing of Site and Facilities Committees has been amended so that there is now sufficient time to circulate committee minutes to Board in advance of its meetings. The Board was also advised that Officers are always available and willing to clarify issues for individual members: this would never preclude members raising issues of wider relevance to Board.

Following a long discussion, the Board agreed that the minutes of the Finance Committee and Site and Facilities Committee would be retained as Section B items until further notice and that the Registrar would prepare a paper, for discussion at a future Board meeting, on guidelines for the functioning and decision-making of Principal Committees, their relationship with the Board, and the role of the Board's representatives on these Committees.

**11/251 Estimates of Recurrent Income and Expenditure – 2002** The Treasurer advised Board that the Officers of the College having considered policy and other related issues had made recommendations to the Finance Committee for consideration at its meeting on 8 May 2002 on (i) the allocations for 2002, (ii) treatment of the Provost's Contingency Fund and any buoyancy arising in 2002 and (iii) changes to certain Committee reporting arrangements. The Treasurer invited Board's attention to the schedule of documentation which had been circulated to the Finance Committee as background to its discussions, noting that members of the Finance Committee had been advised that individual submissions to that Committee for funding in 2002 had been available on request in advance of the Committee meeting.

The Treasurer invited Board's attention to a memorandum, dated 8 May 2002, which had been circulated outlining the estimates process to date and the Finance Committee's recommendations to Board on allocations for 2002.

1. The Treasurer advised Board that the Finance Committee had based the proposed allocations on the following principles:
  - a) allocations arising from the 2002 estimates should aim to meet the College's strategic objectives
  - b) budgetary flexibility must be maintained in future years
  - c) College must retain budgetary capacity or ability to respond to unexpected financial crises or unforeseen necessary expenditure
  - d) the on-going need to ensure value for money across all College activities

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- e) maintenance of control over the pay:non-pay ratio
2. The Board noted the Finance Committee's recommendations on the allocations for 2002 which in its opinion best fit the strategic and other objectives of the College
  3. The following recommendations were proposed for Board's consideration, that:
    - a) the amount remaining in the Provost's Contingency Fund, and any buoyancy that might arise, should be retained to address flexibility requirements and to cope with unexpected financial crises/unforeseen expenditure and potential cost overruns on buildings under construction or in the pipeline
    - b) the Capitation Committee, which is currently a sub-committee of the Finance Committee, should become a sub-committee of the Student Services Committee
    - c) the High Performance Computing Development Committee should report to the Research Committee with the High Performance Computing Co-ordinating Committee being discontinued
    - d) an early meeting be held with the HEA secretariat to bring as much clarity and transparency as possible to the Trinity College recurrent allocation in the context of overall sectoral allocations
    - e) concern be expressed to the HEA regarding the late notification of the recurrent grant, outlining the implications which this has for good financial management throughout the College and the extent to which the ability of the Accounting Officer to meet his full obligations under the Universities Act 1997 is compromised
    - f) very strong recommendations be made to the HEA that the extent to which the College out-performs the University system average in the generation of miscellaneous income must be taken into consideration as part of the grant allocation process.

In response to a number of queries concerning the process whereby papers were prepared for the discussion at the Finance Committee, the Vice-Provost advised Board that the scale of the bids for funding in 2002 was almost four times the available funds and that the Officers of the College, taking cognisance of the needs of the College, made proposals on the allocation of funds to the strategic benefit of the College's academic development, noting that in future years such decisions will be based on the Strategic Plan.

The Board noted the regret of the President of the Students' Union concerning the failure of the Capitation Committee's submission to secure funds for 2002 and also noted the views expressed by a number of Board members on issues associated with the estimates process.

In response to queries from Board members, the Treasurer clarified a number of issues in relation to the proposed allocations.

Following a discussion on the implications for both the Student Services Committee and the Capitation Committee of the proposed change in reporting arrangements for the latter, the Board agreed to refer the proposal to the Student Services Committee for consideration and for subsequent discussion at the Finance Committee.

The Board approved the allocations as presented and, apart from the recommendation in relation to the Capitation Committee, approved all the recommended courses of action proposed by the Finance Committee.

The Board thanked the Treasurer and her staff for their extremely hard and diligent work in preparing the estimates within such a very short time-frame.

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**11/252 Capital Projects** The Bursar invited Board's attention to a memorandum entitled *Capital Projects*, dated 7 May 2002, which had been circulated. The Board agreed that the following procedures, as presented by the Bursar and discussed by members, will be followed in relation to future reporting to Board on capital projects, viz:

- (i) The submission of regular written reports, of an informational nature to the Site and Facilities Committee, the Finance Committee and the Board on the College's Capital Programme will be continued.
- (ii) The detail of these reports will be fully considered by the Site and Facilities Committee and where decisions are required these will be listed as separate agenda items for that Committee. Minutes of the Committee will be circulated to Board as a Section B item.
- (iii) Items for decision of, and specific discussion by, Board will be separately documented and presented as a Section A item as required, accompanied by any relevant documentation. The Site and Facilities Committee will, before the end of each meeting, indicate which items it considers should be included in this category.
- (iv) A Section A paper will from time to time be presented to Board on broad policy issues arising from the more detailed reports to the Site and Facilities Committee.

The Bursar invited Board's attention to the possible financial, commercial and operational risk exposures to College arising from the current capital programme. The Board noted in particular, the potential for cost overruns on the capital budget for any project arising from the unpredictable and imprecise nature of the building industry together with the relatively long time-lag between inception and completion of most projects. Given these potential cost overruns, the Bursar advised Board that in relation to some projects it would have to face the decision of whether or not overruns could be funded and, if not, make the difficult decision not to complete the building and/or postpone fitting-out until funding became available.

The Bursar advised Board that, with the possible exception of the North East Corner, where delays could prove very problematical, there is no exceptionally serious risk to the College arising from the current capital programme, provided strict financial control is maintained, noting that this is a matter under review at present by the Bursar, the Director of Buildings and the Treasurer, who will report to Board in due course.

The Director of Buildings, present by invitation, invited Board's attention to the recommendations of the Site and Facilities Committee in relation to the terms on which negotiations in relation to properties on South Leinster Street and Dunlop Oriel House should proceed with the Dublin Dental Hospital. The Director outlined for Board the details of the proposed arrangements as presented in Issue 3 of the paper on Building Capital Projects which had been circulated appended to the minutes of the Site and Facilities Committee meeting of 16 April 2002. In response to a query, the Director of Buildings advised Board that apart from the installation of necessary services to the buildings on South Leinster Street, the proposals will have no impact on the College's plans to re-open the Lincoln Inn as soon as possible. The Board noted that the proposed arrangements have been approved by the Department of Mechanical and Manufacturing Engineering and that, if brought to a satisfactory conclusion, would ensure the transfer of Dunlop Oriel House to College ownership, thus making the space therein available to College for immediate use and ultimately for long-term development. The Board approved the proposals as presented and agreed that planning permission for the Lincoln Inn to reopen as an (extended) licensed premises should be sought as soon as possible.

The Director of Buildings advised Board that there has been a cost over-run on the extension of the Arts Building, due solely to delays incurred as a result of the College's requests for the suspension of work for periods of time, noting that the final cost of the over-run is the subject of negotiation with the contractor. Having considered the available options and taking account of the extreme disruption experienced by the current occupants of the Arts Building,

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the Board agreed to pay the contractor the negotiated amount, noting that there is no income stream to cover this additional cost and it will be a first call on the budgetary allocations for 2003 unless alternative funds can be secured.

**11/253 Acta of the University Council**

- a) The Board confirmed the Actum from the meeting of the University Council of 30 April 2002
- b) The Board confirmed Acta of the University Council from its meeting of 1 May 2002 subject to further comment covering the following: 41/C, 42/A, 43/A, 43,B, 45/C

**11/254 Chair of Geology and Mineralogy (1843) (see Actum 39/A of 30 April 2002)** The Board noted that the University Council had nominated the following to the above Chair, from a date to be agreed:

Nicholas Jeremiah White, BA (Dubl), PhD (Cantab)

**11/255 Departmental Reviews: Department of Botany and Department of Psychiatry (see Actum 41/C of 1 May 2002)** The Senior Lecturer advised Board that the reviews of the Department of Botany and the Department of Psychiatry had been very favourable, noting that both reviews had concluded that the Departments were under-resourced by international standards.

**11/256 Size and Composition of the Student Body (see Actum 42/A of 1 May 2002)** The Senior Lecturer invited Board's attention to the discussion on the size and composition of the student body which had taken place at the Council meeting and to the views expressed by some Council members that, in the context of limited financial resources, it would be difficult to separate the consideration of the academic merit of proposals for new undergraduate courses being put forward by Departments/Faculties, and their alignment with strategic objectives, from resourcing issues. The Board noted the Council view that in the context of possible re-allocation of resources the question of the existing distribution of resources would have to be considered.

**11/257 Personnel and Appointments Committee (see Actum 43/A of 1 May 2002)** The Board confirmed the terms of this Actum arising from the memorandum from the Recruitment and Establishment Manager to Council, dated 24 April 2002.

**11/258 Nominations for Appointment (see Actum 43/B of 1 May 2002)** The Board, on the recommendation of the University Council, approved the appointments as summarised in Appendix 1 to these Minutes.

**11/259 Leave of Absence (see Actum 45/C of 1 May 2002)** The Board confirmed the following applications for leave of absence:

- (a) **Modern History**
  - (i) Dr Alan R Kramer – Michaelmas term 2002-03;

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- (ii) Dr David Dickson – academic year 2002-3 (Government of Ireland Fellowship);
- (iii) Professor David P B Fitzpatrick – academic year 2002-03 (Berkeley Fellowship).

(b) **Sociology** Dr Brian Torode – Michaelmas term 2002.

**11/260 Finance Committee** The Board noted and approved the minutes of the following meetings of the Finance Committee:

- a) 24 April 2002
- b) 8 May 2002

**11/261 Site and Facilities Committee** The Board noted and approved the minutes of the following meetings of the Site and Facilities Committee:

- a) 16 April 2002
- b) 2 May 2002

**11/262 Construction Work in Berkeley Library** Under Other Business Mr Memery advised Board that it would appear that agreements reached in relation to noise levels in the Berkeley and Ussher Libraries were not being implemented and that students studying for examinations were being severely inconvenienced as a result. The Director of Buildings advised Board that the initial plan to carry-out the construction work on the Berkeley Library when it would not be in use had not proved possible and that every effort was being made to ensure that the noise levels were being kept to a minimum when the Library was in use and that an arrangement had been made with the contractor to stop work when noise levels exceeded the agreed limit. The Board noting the extremely serious nature of this situation requested that the Director of Buildings ensure that agreements on noise levels with the contractor were being honoured. The Bursar and the Director of Buildings acknowledged the concerns and agreed to resolve this matter expeditiously.

**11/263 Librarian – Search Committee** Under Other Business the Board approved the membership of the following search committee:

Provost  
 Senior Lecturer  
 Dean of Arts (Letters)  
 Nominee of the Dean of Arts (Humanities)/Library User  
 Dean of Science  
 Director of IS Services  
 Dr B Meehan  
 External Assessors (2)

**11/264 Information Systems Services – Annual Report 2000-01** The Board noted and approved the Annual Report 2000-01, together with summary prepared by the Director of Information Systems Services, as circulated.

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**11/265 Museum of New Zealand – Te Papa Tongarewa** The Board noted and approved a request to enter into discussion with the Museum of New Zealand for the repatriation of artefacts currently in the possession of the College.

**11/266 Sealings** The Board noted:

- (a) **The Lincoln Inn** The Seal of the College was put to:
  - (i) An Assignment between (1) Patrick Molloy (2) Lincoln Inns Limited and (3) the Provost, Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth near Dublin and
  - (ii) A Memorial of Assignment. [17/04/02]
- (b) **NEOS Interactive** The Seal of the College was put to 11 copies of a confirmation of a Shareholding Agreement to the Schedule of Dilution involving the Provost, Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth near Dublin's shareholding in Neos Interactive Ltd. [30/04/02]

**11/267 Higher Degrees** The Board noted Higher Degrees, approved by the sub-committee of Board and Council on 7 May 2002, as circulated.

**11/268 Acting Headship of Department** The Board noted the following:

- (a) **Civil, Structural and Environmental Engineering** the appointment of Dr R P West as Acting Head of Department, pending an election to replace the late Professor S H Perry;
- (b) **French, 13 July to 1 September 2002** that Dr R Cox would serve as Acting Head of Department following the completion of Mr Parris's three year term and prior to the taking up of appointment of Professor J Gratton;
- (c) **Spanish and Portuguese** that Dr J Whiston would serve as Acting Head for Michaelmas term 2002, during Dr Cosgrove's leave of absence;
- (d) **Statistics** that Dr Myra O'Regan would act as Head of Department from 1 April to 30 September 2002, during Mr E Mullins's leave of absence.

**11/269 Bequests and Benefactions**

- (a) **Patrick Halligan Prizes** The Board noted and approved a *Calendar* entry, as set out in a memorandum from the Treasurer, circulated dated 1 May 2002;
- (b) **Dr Ernest Joseph Eric Topham Deceased** The Board noted that the College has received GBP500 bequeathed by the Will of the above named, which has been added to the Provost's Academic Development Fund.

**11/270 Prizes and Other Awards – Grace Lawless Lee Fund** The Board noted and approved a letter from the Provost, circulated dated 24 April 2002.

**11/271 Calendar Changes 2002-03 – Prizes in the Department of Chemistry** to approve changes in relation to Prizes in the Department of Chemistry as set out in a memorandum from the Treasurer, circulated dated 24 April 2002.

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**11/272 Tender for Audit of Financial Services** The Board noted and approved a memorandum from Secretary to the Audit Committee, circulated dated 1 May 2001.

**11/273 Financial Governance** The Board noted and approved memorandum from the Provost, circulated dated 7 May 2002.

**11/274 Board Minutes – Amendments**

(a) **20 February 2002 – Minute 07/157** The Board noted the amendment of the phrase ‘Dr Margaret O’Mahony be replaced as an Assistant Junior Dean’ to read ‘Dr Margaret O’Mahony, having resigned as an Assistant Junior Dean, will be replaced ...’.

(b) **13 March 2002 - Minute 08/197** The Board noted that the correct title of the Chair to be established in honour of Senator Edward Kennedy is the ‘Edward Kennedy Chair in Health Services Management and Policy’ and not the ‘Edward Kennedy Chair in Health Services Management’ as reported in Minute 08/197 of 13 March 2002.

**11/275 Technical Staff Committee – Recommendation for Promotion** The Board noted a memorandum from the Staff Secretary, circulated dated 26 April 2002, and approved the following promotion:

Mr Gabriel Nicholson (Mechanical and Manufacturing Engineering): to Senior Technician, with effect from 1 October 2001.

**11/276 Committees**

(a) **Administrative and Library Staff Review Committee** The Board noted the appointment of Ms Terry McDonald as a member of the Administrative and Library Staff Review Committee (replacing Ms Margaret Flood);

(b) **Senior Promotions Committee** The Board noted the appointment of Dr Seán Devitt as the non-Fellow Academic Staff Association representative (replacing Dr C O’Driscoll).

**11/277 Dublin Molecular Medicine Centre – Agreement** The Board noted that the College had signed a joint venture agreement on 17 April 2002 with University College, Dublin and the new joint venture company the Dublin Molecular Medicine Centre.

**11/278 Scholarship – Request for Intermission** The Board approved the request of the Senior Lecturer, with the support of the Dean of Graduate Studies, to permit a non-Foundation Scholar (96704012) to intermit during the academic year 2000-03, constituting a second year of intermission, having previously intermitted in 2001-02.

**11/279 Staff Matters – Early Retirement** The Board noted and approved the early retirement of:

(a) Ms Margaret Kelly (Housekeeping Department) on 30 September 2002 (normal retirement date: 30 September 2003);

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- (b) Ms Bernadette Redmond (Housekeeping Department), on 22 December 2002 (normal retirement date: 30 September 2003).

**11/280 Nominating Committees** The Board noted and approved the following membership:

- (a) **Staff Secretary (permanent)**
  - Vice-Provost
  - Secretary to the College
  - Treasurer
  - Mr H Kearns
  - Dr J B Foley
  - Nominee of the Dean of Arts (Letters)
  - Mr M Lenehan (PE Consulting)
  - Mr B Sutherland (Strathclyde)
  
- (b) **Recruitment Manager (permanent)**
  - Secretary to the College
  - Director of IS Services
  - Deputy Treasurer
  - Professor D F McAleese
  - Dr S P A Allwright
  - Staff Secretary
  - Mr C McNairney (NUI Galway)
  
- (c) **Faculty Secretary – Health Sciences**
  - Secretary to the College
  - Dean of Health Sciences
  - Dean of Health Sciences-elect
  - CEO Dublin Dental Hospital
  - Academic Secretary
  - Recruitment and Establishment Manager

The following item of business was deferred to the next meeting:

**A.6 Science Foundation Ireland**

Signed: .....

Date: .....

## Appendix 1 to Minute 11/258

Department	Post	Nominations for Appointment	Council	01/05/2002
		Name and Qualifications	Start Date	Termination Date (if contract)
Classics	Research Associate	VORWERK, Mattias, Ph.D. (Munster)	01/04/2002	30/09/03
Clinical Medicine	Lecturer (Part-time)	DONOHUE, Denis, M.B., B.Ch., BAO (NUI); D.Obst. (RCOG); MICGP	01/05/2002	30/04/2007
Clinical Medicine	Lecturer (Part-time)	FITZGERALD, Oliver, M.B., B.Ch., BAO (NUI); FRCP; FRCPI; MD (NUI)	01/05/2002	30/04/2007
Clinical Medicine	Lecturer (Part-time)	KEANE, Joseph, M.B., B.Ch. BAO (Dubl); M.D. (Dubl)	01/01/2002	31/12/2006
Clinical Medicine	Lecturer (Part-time) in Medical Physics/ Bioengineering	McMAHON, Barry, National Diploma in Electronic Engineering (NCEA); M.Sc. In Physical Sciences in Medicine (NCEA)	01/12/2001	30/11/2006
Clinical Medicine	Lecturer (Part-time)	O'REILLY, Maeve, M.B., B.Ch. BAO (NUI); MRCPI	01/03/2002	28/02/2007
Clinical Medicine	Lecturer (Part-time)	VEALE, Douglas James, M.B., B.Ch., BAO; LRCP&SI (RCSI); M.D. (NUI); FRCPI; FRCP	01/05/2002	30/04/2007
Clinical Medicine	Research Fellow	RYAN, Anthony, B.Sc. (NUI); Ph.D (NUI)	10/06/2002	09/06/2003
Community Health & General Practice	Lecturer in General Practice (Part-time)	HARKIN, Kieran, LRCP&SI; MRCPI; MRCGP; DCH (NUI); D.Obst. (NUI)	01/12/2001	30/11/2004
Genetics	Lecturer	MITCHELL, Kevin, B.A. (Mod) (Dubl); Ph.D. (California at Berkeley)	To be agreed	n/a
Germanic Studies	Language Assistant	GLASGOW, Boris (Student of English & French, Kiel University)	01/10/2002	31/05/2003
Haematology	Lecturer (Part-time)	CONNELLY, Eibhlin, M.B. (NUI); Ph.D. (Br. Col.)	01/11/2001	31/10/2006
Hebrew, Biblical & Theological Studies	Lecturer in Divinity (CITC)	JENSEN, Alexander Soenderup, Inter.Exam.Bac (Theology) (Tübingen); M.Th. (Oxon); Ph.D. (Dunelm)	01/09/2002	30/09/2007

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Histopathology	Lecturer (Part-time)	McMENAMIN, Moirin Eibhlin, M.B., B.Ch.,BAO (NUI); MRCPI; MRCPPath	01/02/2002	31/01/2007
Nursing & Midwifery Studies	Lecturer (Part-time)	KYLE, Geraldine Mary, RGN; RSCN; RNT; B.Sc. (Nursing Studies) (Lond); Postgraduate Diploma in Education for Nurses & Midwives (Ulster)	01/12/2001	30/11/2006
Obstetrics & Gynaecology	Clinical Professor of Obstetrics & Gynaecology	GEARY, Michael Patrick Pearse, M.B. (NUI); DCH (NUI); MRCOG; MRCPI; MD (NUI)	01/01/2002	31/12/2008 (or for the duration of his mastership of the Rotunda Hospital)
Obstetrics & Gynaecology	Clinical Teacher	ZAHID, Nayab, MBBS (Peshawar); MRCOG (Lond); DGO (Dubl)	01/0/2002	31/12/2002
Physics	Visiting Professor	GREGG, John Francis, BA (Oxon); D.Phil (Oxon)	01/05/2002	30/04/2007
Physics	Research Fellow	PETEJ, Ivan, BA (Cantab); M.Phys. (Cantab); D.Phil (Oxon)	01/05/2002	30/06/2006
Physics	Research Fellow	JOUGUELET, Eric, Maîtrise (U. Louis Pasteur, Strasbourg); Doctorat (U. Louis Pasteur, Strasbourg)	01/05/2002	30/06/2006
Psychiatry	Research Fellow	AFZAL, Ayesha Natasha, MBBS (Rawalpindi Medical College); DPM (RCS&PI); MRCPsych	01/07/2002	30/06/2003
Psychiatry	Clinical Teacher	BYRNE, Alan Paul, M.B., B.Ch., BAO (Dubl)	01/03/2002	28/02/2007
Psychiatry	Lecturer (Part-time)	LYONS, Declan, M.B., B.Ch. BAO (Dubl), M.Sc. MRCP (UK); MRCPsych	01/03/2002	28/02/2007
Statistics	Visiting Professor	XEKALAKI, Evdokia, B.Sc. (Athens) M.Sc. (Sheffield); Ph.D (Bradford)	01/10/2002	30/09/2003