

## Incorporating any amendments approved at subsequent Board meetings

### The University of Dublin

#### Trinity College

#### Minutes of Board Meeting, 18 December 2002

*Present* Provost (Dr J Hegarty), 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, Dr J A Fitzpatrick, Ms A-M Gatling, Dr C Horn, Mr H Kearns, Ms M Leahy, Dr J G Lunney, Dr A N M Ní Chasaide\*\*, Mrs J O'Hara\*\*\*, Mr W Priestley, Ms E K Stokes, Dr T T West.

*Apologies* Vice-Provost (Dr J B Grimson), Mr D Scammell, Dr H Gibbons, Dr J M Mossman, Mr I Moynihan, Dr J C Sexton, Dr F Shevlin, Dr D L Weaire.

*In attendance*

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

*(by invitation)* Mr D Kingston, Chairman of the Audit Committee and the Internal Auditor for items 6/111 and 6/125.

*(present for)* \*Minute 6/111-6/125; \*\*Minute 6/111; \*\*\*Minutes 6/111-6/129.

**6/111 Governance Procedures** Mr Kingston, Chairman of the Audit Committee, present by invitation, invited Board's attention to a report from the Audit Committee on College Governance Procedures with specific reference to the Board's Principal Committees which had been circulated with a letter dated 21 November 2002. Mr Kingston advised Board that the Audit Committee, as an independent committee reporting directly to Board, had been requested to prepare a report proposing procedures in relation to College governance (minute 12/285 of 12 June 2002 refers) and following consultation with College Officers, representatives of the Board, senior administrators and a number of Deans, presented its report to Board for discussion and consideration, noting that implementation of the recommendations would require further consultation with relevant College Officers.

Mr Kingston invited Board's attention to the main findings of the report which outlined the principles which the Audit Committee recommended should underpin the role of the Board and its relationship with the Principal Committees and the Executive Officers' Group. The Board noted in particular the role of the Board as the ultimate authority in the College, which is accountable to stakeholders and is responsible for determining College policy and ensuring its implementation. Mr Kingston also invited the Board's attention to the recommendation that the primary function of Principal Committees should be to review, on behalf of Board, proposals from Executive Officers on which the Principal Committees would report to Board in due course, noting that in order to fulfil this function effectively, consideration should be given to reviewing the membership of Principal Committees and to appointing Board members as their chairpersons. Mr Kingston advised Board of the Audit Committee's recommendation that, in order to provide adequate support for the Provost in carrying out his management functions, consideration should be given to the role and functions of the Executive Officers' Group, noting the importance of maintaining a balance between

formalising it and making it accountable to Board, and maintaining the flexibility which it currently employs in conducting its business. In conclusion, Mr Kingston invited Board's attention to the process of policy development on which the Audit Committee's recommendations were based and illustrated the operation of the recommendations using the Finance Committee by way of example. In response to a query, Mr Kingston advised Board that the apparent lack of definition of the decision-making process would be addressed if the proposed model, or some variant thereof, were to be adopted.

The Board, welcoming the report highlighted the following issues:

- (a) The importance of formalising the Executive Officers' group was emphasised by a number of speakers with a proposal that consideration being given to extending the membership of this group to include the Registrar; a concern was also expressed that if the Executive Officers' Group were to be formalised it might not function effectively.
- (b) If the report's recommendations were to be adopted there would be a need to amend the Statutes not only to take account of the proposed changes but also to address the pivotal role which the Executive Officers' Group would play in the management of the College.
- (c) The duration and timing of the terms of office of the Provost and Annual Officers and their roles need to be considered.
- (d) The responsibility of the Board needs to be articulated clearly and mechanisms developed for delegating to the Principal Committees and to the Executive Officers so that boundaries are fully understood.
- (e) The strengths and weaknesses of the current and proposed systems need to be defined, noting in particular the advantages of the currently high level of staff participation in the governance of the College, which results in greater trust among the College community than there might otherwise be.
- (f) The risk of de-stabilising the existing system in a period of financial difficulty needs to be considered.
- (g) The roles of Council and Deans, which were not addressed in the Audit Committee's report, need to be considered as part of the proposed process.
- (h) The roles of Principal and other committees and their inter-relationships need to be examined.
- (i) The proposed new system will not address the current information deficit in College.
- (j) Guidelines for Principal Committees should apply to all committees on which Board members sit.
- (k) The Partnership model could be used to sell the new process to the College community.

The Board, agreeing that an evolutionary approach to any new developments might be preferred way to proceed, agreed that any additional comments should be forwarded to the Secretary and that the Executive Officers would work with the Audit Committee to develop an action plan for implementation. The Board agreed that, in due course, discussions on the implementation of the report's recommendations would take place with non-Executive Board members.

The Board thanked Mr Kingston and the Audit Committee for their very significant contribution to its consideration of this matter.

**6/112 Minutes** The Minutes of the meeting of 20 November 2002 were approved and signed subject to the following amendment:

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- 5/82 **Student Centre** Replace the phrase 'introduction of' with the phrase 'proposal to introduce' in line 1 of point (a).
- 6/113 **Matters Arising from the Minutes** A number of matters arising from the Minutes were discussed and have been recorded below, (see Minutes 6/114, 6/115).
- 6/114 **Staff Matter (see Minute 5/79 of 20 November 2002)** In response to a query from Mr Connolly, the Secretary advised Board that the case involving an alleged case of bullying in College had been resolved before the case was due to be heard in the High Court.
- 6/115 **Financial Situation (see Minute 5/80 of 20 November 2002)**
- (a) In response to a query from Professor Fitzpatrick, the Senior Lecturer undertook to clarify the approach adopted by the emergency staffing group, which had been established to review all applications for new staff in the context of the current financial crisis, in relation to a specific post in the Department of Mechanical and Manufacturing Engineering.
  - (b) In response to a query from Mr Connolly, the Treasurer advised Board that indications are that funds will be available from PRTL I for the IITAC/Neurosciences building but not necessarily in 2003, noting that the Director of Buildings had been requested to forward details of all contractual commitments on capital developments to the HEA.
  - (c) In response to a query from Ms Leahy, the Secretary confirmed that posts for which advertisements had been placed prior to 14 November 2002 would not be subject to the freeze on appointments approved at the meeting on 20 November 2002.
- 6/116 **Provost's Report**
- (a) **Financial Situation:** The Board noted that the Financial Review Advisory Group will present proposals to Board at the end of January 2003 on how the College might address the current financial crisis in the short to medium term.
  - (b) **E-learning:** The Provost advised Board that there had been indications that the HEA would be seeking proposals for the development of e-learning to which CHIU would be preparing a sectoral response.
  - (c) **Strategic Plan:** The Provost invited Board's attention to the implications of the current financial situation for the Strategic Plan, noting that there would be a joint meeting of Board and Council to consider the final draft during Hilary Term.
  - (d) **Promotions 2002:** The Board approved the Provost's proposal that the Senior Promotions process for 2002, which was almost complete, would proceed to a conclusion and that proposals for promotion to Associate Professor and Senior Administrative grades would be considered by Council and Board early in Hilary Term. In view of the fact that the report from the Working Party on Academic Promotions was not yet complete the Board also approved the Provost's proposal that appointment to Personal Chairs should be considered on the basis of existing criteria.

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- (e) **HEA study on disciplines and subject choices:** The Senior Lecturer, inviting Board's attention to a report which the HEA had commissioned Dr D O'Hare to prepare on trends in discipline and subject choices in the third level sector, advised that a preliminary meeting had taken place with representatives from the university and Institutes of Technology sectors, industry and a number of government departments, at which she was one of the four CHIU representatives. The Board noted that CHIU would be seeking to incorporate university academic freedom and institutional autonomy as fundamental principles in the final report. The Board noted that, while a written response was not required from the College at this stage, the matter will be discussed at the Officers group early in Hilary Term with a view to preparing a full submission to the study.
- 6/117 Acta of the University Council** The Board confirmed Acta of the University Council from its meeting of 4 December 2002 subject to further comment covering the following: 16/D, 17/B, 17/C, 18/B, 19/A, 19/D, 20/A.
- 6/118 Departmental Reviews (see Actum 16/D of 4 December 2002)** The Senior Lecturer advised Board that five departmental reviews were now available on the College website for departments where site visits had been conducted after 1 January 2002 and where Council and Board had concluded their consideration of their reports.
- 6/119 Working Party on Teaching and Learning – Centre for Academic Practice and Student Learning (see Actum 17/B of 4 December 2002)** The Senior Lecturer advised Board that all academic staff had been invited to submit their comments on the draft report of the Working Party on Teaching and Learning, following receipt of which a final proposal will be brought to Council and Board which will include plans in relation to implementation.
- 6/120 Senior Lecturer's Annual Report 2001-02 (see Actum 17/C of 4 December 2002)** The Board agreed that in view of the importance of this report it would be considered in detail by the Board at its meeting on 19 February 2003. In response to a query from Mr Connolly the Senior Lecturer advised that the methodology for calculating gross staff:student ratios varies between universities.
- 6/121 Academic Affairs Committee (see Actum 18/B of 4 December 2002)** The Senior Lecturer invited Board's attention to the proposal from the Academic Affairs Committee that substitution with credit be available for any student wishing to pursue a Broad Curriculum course. The Board, noting that there had been a significant drop-out of students from the six Broad Curriculum courses which had been available since October 2002, approved the proposal that the lecturer posts associated with the further six such courses approved for 2003/2004 should not be filled until the issue of substitution had been resolved. In response to a query, the Senior Lecturer advised that so long as the College can fulfil its commitments in relation to the Broad Curriculum the donor's contribution to the initiative is secure.
- 6/122 Personnel and Appointments Committee (see Actum 19/A of 4 December 2002)** The Board confirmed the terms of this Actum arising from the memorandum from the Staff Secretary to Council, dated 27 November 2002.

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- 6/123 Nominations for Appointment (see Actum 19/D of 4 December 2002)** The Board, on the recommendation of the University Council, approved the appointments as summarised in Appendix 1 to these Minutes.
- 6/124 Leave of Absence (see Actum 20/A of 4 December 2002)** The Board confirmed the following application recommended by Dean and Head of Department concerned on the usual basis, satisfactory proposals having been made for provision for teaching and other needs:
- (a) **Biochemistry** Professor Keith F Tipton – Hilary term 2003;
  - (b) **Geography** Dr Andrew C MacLaran – Trinity term 2003;
  - (c) **Law**
    - (i) Ms Ivana C Bacik – academic year 2003-04;
    - (ii) Professor W R Duncan (see Actum 60/B of 26 June 2002) – the leave of absence approved for 2002-3 and 2003-04 (extension); should have read ‘from the academic year 2002-3 to 31 December 2004 (extension)’;
    - (iii) Mr Gerard F Whyte – academic year 2003-04;
  - (d) **Mechanical and Manufacturing Engineering – Extension** Dr James A McGovern – additional year’s leave for the calendar year 2003;
  - (e) **Sociology** Dr Evelyn Mahon – from the third week of Hilary term to 30 September 2003.
- 6/125 Haughton Institute** Introducing the item, the Provost advised Board that in addition to the Audit Committee’s report which focused on the College’s interaction with the Haughton Institute, the Dean of Health Sciences was preparing a review of the Faculty’s relationship with the Institute and that the Board of the Haughton Institute, at its meeting on 11 December 2002, had initiated a root and branch review of the Institute’s operations, noting that this review would be undertaken by the Chief Executive Officers of the two teaching hospitals and the Dean of Health Sciences.

Mr Kingston, Chairman of the Audit Committee, present by invitation, invited Board’s attention to the Audit Committee report on the Haughton Institute and his accompanying letter dated 13 November 2002, which had been circulated. Mr Kingston, noting the importance for the College and the Faculty of Health Sciences of a good working relationship with the teaching hospitals, drew Board’s particular attention to a number of issues which had arisen in the Audit Committee’s review of the Institute, and which if not addressed, left the College exposed to risks in a number of key areas. The Board noted the Audit Committee’s proposed recommendations to address the issues raised, including the suspension of any additional commitments to the Institute until the review of the College’s strategy for health sciences is completed.

Following a brief discussion, the Board agreed that the issues raised in the Audit Committee’s report and a proposed response, which would be prepared by the Executive Officers, would be considered at a future Board meeting to which the Dean of Health Sciences would be invited.

In response to queries from a number of Board members, the Secretary advised that the nomination for appointment of a Project Manager to the Cancer Prevention Unit was not associated with the Haughton Institute and that the approval of the Nominating Committee and the Nomination for Appointment for this post at the same Board meeting was the result of an unavoidable delay in submitting the proposed Nominating Committee to Board prior to the interviews being held.

The Board thanked Mr Kingston, the Internal Auditor and the Audit Committee for their very useful report.

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- 6/126 Advisory Committee on Honorary Degrees** The Board approved the nomination of the Advisory Committee on Honorary Degrees as presented by the Registrar noting that the person approved will be conferred with an Honorary Degree at Second Summer Commencements 2003.
- 6/127 Staff Development Office** In response to a query from Dr Fitzpatrick the Secretary undertook to advise Board on the procedures which had been adopted for the temporary replacement of the former Staff Development Manager.
- 6/128 Appeal to the Visitors** The Secretary advised Board that following the Board's adoption of the Panel of Enquiry's decision in relation to a specific student case (Minute 4/72 of 6 November 2002 refers) the student's legal advisors had indicated that the decision will be appealed to the Visitors. The Board noted that other issues of concern which had arisen during the hearing by the Panel of Enquiry had been referred to the relevant regulatory authority.
- 6/129 Finance Committee** The Board noted and approved the Minutes of the meeting of the Finance Committee held on 4 December 2002. Particular reference was made to the following:
- 2003/27 Estimates of Recurrent Income and Expenditure 2003** The Board noted Mr Kearns' request that the College do all it can to secure approval for those pay awards which have been out-standing since the agreement of the PCW.
- 6/130 Site and Facilities Committee** The Board noted the Minutes of the Site and Facilities Committee from its meeting of 3 December 2002 as circulated and approved the recommendations, noting in particular:
- 2.1 Biotechnology Building and Enterprise Centre** In response to a query from Dr Lunney the Bursar advised Board that there would be a Board discussion on future plans for the Enterprise Centre in due course.
- 2.3 Pearse Street Development** In response to a query from Mr Connolly the Provost advised Board that a strategy for communicating with the residents of Pearse Street had been agreed.
- 6/131 Audit Committee – Annual Report 2002** In response to a query from Dr Horn, the Provost advised Board that the financially-related issues raised in the Audit Committee's Annual Report would be considered by Board at its next meeting as part of its consideration of the annual financial statements for 2001/2002.
- 6/132 Senior Fellowship** The Board noted that Dr D J Simms has been co-opted to fill the current vacancy.
- 6/133 Sealings** The Board noted:
- (a) **Deed of appointment of New Trustees of the Societies Club** The Seal of the College was put to a Deed of Appointment of New Trustees of the Societies Club. [13/11/02]
- (b) **Parsons Building Extension** The Seal of the College was put:

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- (i) An agreement and Conditions of Contract for Building Work between the Provost, Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth near Dublin and Pierse Contracting Ltd.
- (ii) A Collateral Agreement between the Provost, Fellows and Scholars of the College of the Holy and Undivided Trinity of Queen Elizabeth near Dublin and ARS Ltd.  
[25/11/02]

- 6/134 Higher Degrees** The Board noted Higher Degrees, approved by the sub-committee of Board and Council on 26 November and 3 December 2002, as circulated.
- 6/135 Proctors' Lists for Winter Commencements** The Board noted that the Proctors' Lists were approved by the sub-committee of Board on 3 December 2002.
- 6/136 Nominations for Appointment** The Board approved nominations for appointment, as circulated (see Appendix 2 to these Minutes).
- 6/137 Panel of Enquiry** The Board noted that Mr James Connolly, SC, will become Chairman of the Panel of Enquiry in place of Mr Peter Charleton, SC, who has resigned.
- 6/138 Representation – An Chomhairle Leabharlanna (The Library Council)** The Board noted the nomination of the Librarian (Mr R Adams) as the College's representative on An Chomhairle Leabharlanna.
- 6/139 Chapel Committee** The Board noted that the following have been nominated as members of the above committee: Dr N Cox (staff representative), Ms M Dervan and Mr N Sloan (student representatives).
- 6/140 Prizes and Other Awards**
- (a) **Entrance Exhibitions** The Board noted further recommendations from the Senior Lecturer, circulated dated 9 December 2002;
  - (b) **Elrington Scholarship** The Board noted that Mr Fergal McCarthy has been recommended for this award, value €3,174;
  - (c) **Home Hewson Award** The Board noted that Ms Roisin Maher has been recommended for this award, value €2,500.
- 6/141 Graduate Students' Union – Executive Committee for 2002-03** The Board noted a letter from the Secretary to the Graduate Students' Union, circulated dated 22 November 2002.

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**6/142 Acting Headship of Department – Medieval History – 2002-03** The Board noted the nomination of Dr M K Simms as Acting Head of the Department of Medieval History from January 2003.

**6/143 Tutorship** The Board noted that Mr B O'Rourke (Centre for Language and Communication Studies) replaces Dr G Martin (Germanic Studies); Dr J Walsh (Pharmacognosy) replaces Mr M Harrison (Economics).

**6/144 Nominating Committees** The Board noted and approved the following:

(a) **Cancer Prevention Institute – Project Manager (3-year contract)**

Dean of Health Sciences  
Professor C O'Morain  
Professor K P C Conlon  
Professor R Conroy  
Dr H Enright

(b) **Faculty of Health Sciences – Web Community Support (permanent – administrative 2-3) and Heads of School Support (permanent – administrative 2-3)**

Dean of Health Sciences  
Dr P Yung  
Mr B Murray  
Ms A Anderson  
Ms A Flender  
Mr D Motherway

(c) **Secretary's Office – Web Designer (five-year contract)**

Assistant Secretary  
Mr M Nowlan  
Dr S M McMurry  
Ms M Horan

(d) **Staff Office – Employee Benefits Administrator (three-year contract - administrative 2-3)**

Staff Secretary  
Staff Secretary (designate)  
Ms L Power  
Ms M Keating  
Mr I Mathews

(e) **Student Counselling Service – part-time Counsellor (three-year contract)**

Dean of Arts (Humanities)  
Senior Tutor  
Dr M Daly  
Ms D Flynn

Signed: .....

Date: .....



## Appendix 1 to Minute 6/123

**Nominations to Council, 4 December 2002**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start Date</b>	<b>Termination date (if contract)</b>
Biochemistry	Part-time Lecturer	SMITH, Thomas, Patrick, B.A. (Dubl.), M.Sc. (Dubl.), Ph.D. (D.U.)	01/12/02	30/11/03
Biochemistry	Research Fellow	PARLE-MC DERMOTT, Anne, B.A. (Dubl.), Ph.D. (Dubl.)	01/11/02	30/09/03
Biochemistry	Research Fellow	DUNNE, Aisling, B.A. (Dubl.), Ph.D. (Dubl.)	01/08/02	31/07/07
Biochemistry	Research Fellow	LUDIDI, Phumzile, Lizwi, B.Sc. (Western Cape, S.A.), Ph.D. (Cantab.)	TBA	1 year
Biochemistry	Research Fellow	GIBNEY, Eileen, B.Sc. (Ulster), Ph.D. (Cantab.)	03/10/02	30/09/03
Centre for Deaf Studies/CLCS	Part-time Lecturer	DUFFIN, Dawn, Cert. Ed. (Sheff.), Dip. Ed. & Training. of People with Disabilities (NUI), M.Phil. (Dubl.)	01/10/02	30/09/03
Centre for Deaf Studies/CLCS	Part-time Lecturer	DUNNE, Senan, Dip. Deaf Studies (Brist.)	01/10/02	30/09/03
Centre for Deaf Studies/CLCS	Part-time Lecturer	COMAMA, John, Bosco, B.A. (NUI), M.Litt. (Dubl.)	01/10/02	30/09/03
Centre for Deaf Studies/CLCS	Part-time Lecturer	JONES, Alvean, B.A. (NUI), Dip Adult & Continuing Ed. (NUI)	01/10/02	30/09/03
Centre for Deaf Studies/CLCS	Part-time Lecturer	MC DONNELL, Patrick, B.A. (NUI), M.Ed. (NUI), Ph.D. (Dubl.)	01/10/02	30/09/03
Centre for Deaf Studies/CLCS	Part-time Lecturer	MC DONNELL, Joseph, B.A. (Dubl.), M.Phil. (Dubl.)	01/10/02	30/09/03
Centre for Medieval & Renaissance Studies	Research Associate	RADULESCU, Raluca, B.A. (Buch.), M.Phil. (Manc.), Ph.D. (Manc.)	01/12/02	31/11/05
Centre for Research in IT in Education	Visiting Research Fellow	BRENNAN, Eileen, B.A.(NUI), H. Dip. Ed. (NUI), MSc (Dubl.)	01/10/02	31/09/03
Centre for Research in IT in Education	Visiting Research Fellow	O'CONNOR, Theresa, B.A. (NUI), M.A. (Conn.), Ph.D. (Conn.)	01/10/02	30/09/03

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Chemistry	Research Fellow	QUINN, Susan, B.Sc. (NUI)	01/12/02	30/11/04
Civil, Structural & Environmental Engineering	Contract Lecturer	O'KELLY, Brendan, BE (NUI), ME (NUI), PG Dipl. Computers for Engineers (Dubl.), PG Dipl Highway & Geotechnical Engrg (Dubl.), Ph.D. (NUI), MIEI	11/11/02	10/11/05
Community Health & General Practice	Research Fellow	MONTOYA, Imanol, B.Sc. (Basque), M.Sc. (LSE)	14/10/02	13/10/03
Computer Science	Research Fellow	WEBER, Stefan. Ph.D. (to be conferred – Dubl.)	01/10/02	30/09/03
Computer Science	Research Fellow	CONLAN, Owen, B.A. (Dubl.) BAI (Dubl.)	01/12/02	01/07/04
Computer Science	Research Fellow	LEWIS, David, B.Sc. (S'ton), M.Sc. (Lond.), Ph.D. (Lond.)	01/10/03	01/07/04
Geology	Research Fellow	CUNNINGHAM, Michael, Jackson, Murray, B.Sc. (St And.), Ph.D. (Dubl.)	01/10/02	30/09/05
Histopathology	Research Fellow	FINN, Stephen, M.B., B.A.O., B.Ch. (NUI), BDS (NUI), FDS (RCSE) B.Med.Sc. (NUI)	01/07/02	30/06/04
Irish	Part-time Lecturer	MC KENNA, Malachy, B.A. (Belf.), Ph.D. (Belf.)	01/10/02	30/06/03
Irish	Part-time Lecturer	MAC UID, Audrey, B.A. (Dubl.)	01/10/02	30/06/03
Irish	Part-time Lecturer	Ó'RAGHALLAIGH, Muiris, B.A. (Dubl.)	06/01/03	30/06/03
Law	Part-time Lecturer	MC GOWAN, Fiona, BCL (NUI), B.L. (Kings Inns), Dip Acctg. (DCU)	01/10/02	30/09/03
Mechanical & Manufacturing Engineering	Research Fellow	HANN, David, Brian, B.Sc. (Edin.), Ph.D. (Edin.)	01/12/02	30/11/04
Mechanical & Manufacturing Engineering	Research Fellow	RUIZ, Gabriel, B.S. (Austral, Chile),	01/12/02	30/11/04
Microbiology	Research Fellow	FLEETON, Marina, B.A. (Mod) (Dubl.), Ph.D. (Karolinska, Sweden)	01/01/03	31/10/05
Microbiology	Research Fellow	SMYTH, James, B.Sc. (NUI)	01/01/03	30/09/03

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Pharmaceutics & Pharmaceutical Technology	Research Fellow	GOMEZ-ORTE, Eva, B.Sc. (Navarra), M.Sc. (Barcelona), Ph.D. (Barcelona)	11/11/02	11/02/03
Pharmacology & Therapeutics	Research Fellow	USHER, Cara, B.Sc. (NUI), Ph.D. (NUI)	01/11/02	31/10/05
Physics	Research Fellow	REPETOWICZ, Przemyslaw, Ph.D. (Chemnitz)	01/11/02	30/04/04
Physics	Research Fellow	WIERZBOWSKA, Malgorzata, Ph.D. (Toruń, Poland)	04/11/02	03/11/05
Physics	Research Fellow	SUN, Qicheng, B.Sc. (Beijing), M.Sc. (Beijing), Ph.D. (Chinese Academy of Science)	01/01/03	31/12/04
Physics	Research Fellow	MackERNAN, Donal, Ph.D. (Libre, Brussels)	01/10/02	30/09/04
Physics	Research Fellow	BABU, Padamatic, Ramesh, B.Sc. (Nagar.), M.Sc. (S. Krishna.), Ph.D. (Bom.)	02/01/03	01/01/04
Physics	Research Fellow	PRINA, Adriele, (Laurea, Turin), Ph.D. (submitted Dubl.)	01/10/02	30/11/03
Physiology	Part-Time Senior Lecturer	BAKHLE, Yeshwant, Shriharsh, B.A. (Oxon.), M.A.(Oxon), D.Phil (Oxon), D.Sc. (Oxon).	13/01/03	07/02/03
Psychology	Research Fellow	HOUDKOVA, Petra, B.A. (Dubl.), Ph.D. (Dubl.)	01/12/02	30/10/03
Pure & Applied Mathematics	Part-time Lecturer	McNAMARA, Cronan, B.Sc. (UCD), M.Sc. (TCD)	01/10/02	30/09/03
School of Physic	Curriculum Advisor	KELLY, Mary, M.B. (NUI), M.A. (NUI)	14/10/02	13/10/05
Social Studies	Lectureship – Social Policy (P/T)	CONNOLLY, John, B.A. (Dubl.), L.Dip (DIT), LL.M (Edin.)	01/10/02	30/09/03
Social Studies	Lectureship – Social Policy (P/T)	BROOKE, Simon, M.A. (Cantab.) P-G. Dip. Social Administration (Cantab.)	01/10/02	30/09/03
Social Studies	Lectureship – Social Policy (P/T)	CAREY, Sophie, B.A. (NUI), M.A. (NUI)	01/10/02	30/09/03
Social Studies	Lectureship – Social Policy (P/T)	O'SHEA, Judy, B.A. (Dubl.) Cert. Public Admin (IPA)	01/10/02	30/09/03
Social Studies	Research Associate	FITZGERALD, Eithne, B.A. (NUI), M.A. (NUI)	01/09/02	30/09/04

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Social Studies	Research Associate	CUNNINGHAM, Mary, B.A. (Dubl.), Dip Add.St. (Dubl.), M.Litt. (Dubl.)	25/11/02	24/11/05
Spanish & Portuguese	Language Assistant	SILVÉRIO, Angela, Sofia, Dias,	01/10/02	31/5/03

Lecturers in Professional Nursing Studies in the School of Nursing and Midwifery Studies appointed with effect from 1 August 2002:

**Name and Qualifications**

CORRY, Margarita, RGN, ENB198, BNS (NUI), RNT, M.Sc. (Manc.)

NEENAN, Kathleen, Teresa, RGN, RSCN, RNT, B.N.S. (NUI), M.Sc. (Manc.)

FLEMING, Sandra, Mary, RMHN, PPN, RGN, RCNT, RNT, M.Sc. (DCU), Cert Ed. (Wales)

See Appendix 2 to Minute 6/136

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Department	Post	Name and Qualifications	Start Date	Termination date (if contract)
Arts (Humanities)	Admin Support for Heads of Dept.	MURRAY, Amy, B.Sc. (Dubl.)	23/12/02	N/A
Cancer Prevention Institute	Project Manager	McNAMARA, Deirdre A., M.B. B.Ch., B.A.O. (Dubl.), M.R.C.P.I.	1/2/03	31/12/05
Neuroscience, Institute of	Associate Director	FITZGIBBON, Maria Cliona, B.Sc. (N.U.I.), M.Sc. (Dubl.)	3/2/03	30/9/07

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