

The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 17 February 2010 at 11.15 am in the Board Room.

<i>Present</i>	Provost, Vice-Provost/Chief Academic Officer, Senior Lecturer, Senior Tutor, Dean of Graduate Studies, Dean of Research, Dean of Arts, Humanities and Social Sciences, Dr C Laudet, Dr M Ó Siochrú, Dr J Wickham, Professor J Fitzpatrick, Dr V Kelly, Dr M Lyons, Professor M McCarron, Professor M Radomski, Dr A O’Gara, Ms D Flynn, Professor G Whyte, Ms M Furlong, Ms A Murphy.
<i>Apologies</i>	Registrar, Dr E O’Dell, Dean of Engineering, Mathematics and Science, Dr D O’Sullivan, Dean of Health Sciences, Dr D Brennan, Dr H Mannan, Mr A Cooke, Mr F Hughes, Mr A O’Callaghan, Mr N Timmon, Secretary to the Scholars (Mr B Devlin).
<i>In attendance</i>	Librarian, Secretary to the College, Academic Secretary, Interim Chief Operating Officer.
<i>Observer</i>	Ms M Uppal.

SECTION A

CL/09-10/098 Minutes of the meeting of the 20th January 2010 were approved subject to replacing the words ‘creative worker’ with ‘creative work’ in Actum CL/09-10/089.

CL/09-10/099 **Matters Arising** Responding to a query relating to Actum CL/09-10/089, the Vice-Provost/Chief Academic Officer informed Council that the College Board requested further consultation with the Heads of School on defining School research objectives. He noted that the Academic Freedom Group had been consulted and that a revised proposal on Research Quality Metrics would be brought to a future meeting of the College Board.

CL/09-10/100 **Provost’s Report**

- (i) *Expected College Budget for 2010*: The Provost informed Council that College has not received official notification of the overall budget position for 2010, but it is expected that the core grant will be reduced by 23%. This reduction will be offset by the decrease in the pay budget, and an increase in the grant *in lieu* of fees and in the student charge because of the overall increase in student numbers. When these are factored into the total budget received, the overall decrease is expected to be about 7%.
- (ii) *Employment Control Framework*: The Provost made a presentation on the final version of the Employment Control Framework (ECF) for the higher education sector. He noted that the general conclusion by the Irish

Universities Association (IUA) is that the revised version of the ECF is an adequate working solution for the year, and will operate for 2010 only. While Universities are not required to seek permission to recruit, they are required to notify the Higher Education Authority (HEA) of their recruitment intentions. Universities can only recruit staff in 2010 if they achieve a budgetary balance, and a 6% reduction in head count by December 2010 relative to their December 2008 figures. Provided these targets are met, universities can recruit on a contract basis without HEA engagement, and on a permanent basis, but with HEA engagement.

The Provost explained that exchequer funding included the block grant, the student charge, and EU postgraduate fees. Non-exchequer posts must be based on a contract period corresponding to the funding period and College must notify the HEA when filling these posts. The position in respect of promotions is less clear and this should be clarified in the near future. The revised ECF does not infringe University autonomy as universities must have regard to policy and pay conditions in the public sector. The Provost concluded his presentation by noting that the Planning Group, chaired by the Vice-Provost/Chief Academic Officer, will consider the implications of the 2010 budget on staffing and resources.

In response to a query, the Provost confirmed that if the College is on target to reduce the head count by 6%, then it is in a position to proceed with recruitment under the conditions explained. He clarified that the 6% reduction is in terms of FTEs (full-time equivalent staff), and that research contracts are outside the ECF. Council noted the importance of promotions on staff morale and staff retention.

CL/09-10/101 Strategic Planning Implementation The Vice-Provost/Chief Academic Officer informed Council that a series of meetings is taking place with the School Executives on developing an operational level School Strategic Plan. Resource Planning Model (RPM) data will be circulated in the coming weeks to assist Schools prepare their staffing and financial plans for the next five years. The RPM includes student and staff projections up to 2014 for each School. The Vice-Provost/Chief Academic Officer commented that the Administrative and Support Areas have completed a strategic planning template, coordinated by the Interim Chief Operating Officer, outlining supports and resources to underpin the College's strategic objectives.

CL/09-10/102 Graduate Studies Two postgraduate course proposals were circulated with papers for the meeting.

- (i) *M.Sc in International Politics*: The Dean of Graduate Studies introduced this item noting that the course proposal had undergone a number of iterations, and following the incorporation of amendments and suggestions made as part of the process, the course proposal now has the approval of Graduate Studies Committee and the external reviewer. The objective of the course is to develop students' knowledge of a variety of topics in contemporary world politics. The course aims to bridge the inter-state perspective of international politics and the domestic perspective of comparative politics. It also aims to equip students with the research training required to conduct independent political research. The course will provide a solid foundation for students wishing to progress to do research, but will also be useful for any student wishing to acquire the skills and knowledge needed for a range

Incorporating any amendments approved at subsequent Council meetings

of research-related careers in fields of applied policy research, business, government, law, media, international aid, and international governmental and non-governmental organisations. The Dean of Graduate Studies provided a brief overview of the modules, noting that the course is one year on a full-time basis and two years on a part-time basis. The School of Social Sciences and Philosophy wishes to offer the course commencing in September 2010. The Dean of Graduate Studies recommended the proposal to Council.

In discussing this proposal Council noted the imposition of the Employment Control Framework and the HEA definition of exchequer funds to include fees from postgraduate programmes. One Council member commented that there was an overlap of provision between the School of Social Sciences and Philosophy and the School of Histories and Humanities. The importance of avoiding duplication and using existing expertise in the delivery of programmes was noted, and the Dean of Graduate Studies undertook to pass these comments to the Course Director. The Dean of the Faculty of Arts, Humanities and Social Sciences, in response to a question, noted that it was the School's call to make a decision on delivering the course within existing resources.

Council noted and approved the course proposal leading to the award of a M.Sc. in International Politics with an exist award of a Postgraduate Diploma, commencing in September 2010.

- (ii) *M.Phil in Intercultural Theology and Interreligious Studies*: The Dean of Graduate Studies introduced this course proposal. The course is a radical re-interpretation of the Irish School of Ecumenics' (ISE) historic understanding of 'Ecumenics' as the disciplined interaction of Christian theologies, interreligious studies, and sociological and political theoretical approaches to conflict and reconciliation. The new course is intended to replace the existing M.Phil. and P.Grad.Dip. in Ecumenics. Intercultural theology and interreligious studies constitute a growing and internationally-acknowledged field of specialisation that has emerged from theological and religious studies scholarship. By reframing existing strengths in ecumenical theologies and Christian social ethics, the new course consolidates existing research and teaching expertise. The course will be attractive to students from a range of backgrounds, including, education, religious professionals, and workers in the NGO (non-governmental organisations) sector. The course will be attractive to students from overseas.

The Dean of Graduate Studies drew Council's attention, in particular, to the modularisation of the ISE's courses which allows this course to offer modules from the International Peace Studies course also delivered by the ISE. The new course consolidates and expands ISE's capacity to provide high-quality postgraduate education in the field of Ecumenics. The Dean noted that the ISE expects to deliver this course within the existing staffing complement, and recommended the proposal to Council.

Council noted and approved the course proposal leading to the award of a M.Phil. in Intercultural Theology and Interreligious Studies with an exist award of a Postgraduate Diploma, commencing in September 2010.

CL/09-10/103 New Mentoring Initiatives for Academic Staff A memorandum from the Vice-Provost/Chief Academic Officer dated 9th February 2010 was circulated with papers for the meeting. The Vice-Provost/Chief Academic Officer introduced this item and drew Council's attention to the membership of the focus group that was established to assist in the development of the initiatives. The new mentoring programme comprises two initiatives, (i) The Early Career Mentoring Initiative aimed at new/recently appointed academics, and (ii) The Momentum Programme aimed at more senior academic staff looking to the next stage in their academic careers. The Vice-Provost/Chief Academic Officer took Council through the goals of both initiatives, the responsibilities of the different parties involved, the target groups, and the process itself. He noted that both initiatives will be introduced on a pilot basis initially, running until the end of 2010 with a mid-term review in July 2010 with a view to extending the programme in the new academic year. A Steering Group will be established to help promote the two mentoring initiatives and to oversee their implementation and evaluation. The membership of the Steering Group will be the Vice-Provost/Chief Academic Officer, the Faculty Deans, the Staff Secretary, the Staff Development Manager, and representatives from the Focus Group.

The Vice-Provost/Chief Academic Officer concluded by acknowledging the work of the Focus Group and, in particular, Mr Ronan McDermott, the Staff Development Manager.

Responding to queries, the Vice-Provost/Chief Academic Officer clarified that for workload reasons, it is proposed that the Vice-Provost/Chief Academic Officer would oversee the Momentum Initiative, and the Faculty Deans would oversee the Early Career Mentoring Initiative. The Deans are in a better position to match new employees as they are involved in the appointment process and have a better understanding of their specific needs. It was felt that it might be counterproductive to pilot the initiatives over the summer months as many staff may not be readily available. The Vice-Provost/Chief Academic Officer commented that the working group felt that this was a good time to pilot the initiatives as staff would be under less pressure and would, therefore, be freer to engage in and to develop the initiatives. Council expressed some concern that the Mentoring Initiatives might cut across the traditional role of the Head of Discipline, Head of School, or other senior staff, and stressed the importance of maintaining established boundaries in this respect. The Vice-Provost/Chief Academic Officer confirmed that this was not the intention of the mentoring initiatives, noting their voluntary and confidential nature. He added that they build on the experience of the WiSER mentoring programme launched in 2008, which has been very successful to-date.

In discussing the relationship between the Mentoring Scheme and the PMDS (Performance Management Development Scheme), the Vice-Provost/Chief Academic Officer clarified that there was no formal relationship. The Interim Chief Operating Officer added that staff conducting the PMDS could advise on the availability of the Mentoring Initiatives, if it were deemed useful for a staff member's professional development. Following considerable discussion on the relationship between the Mentoring Initiatives and the PMDS, Council felt that because one is voluntary and the other is mandatory, the two processes should be kept separate, and requested that this delineation be clearly articulated.

Council welcomed the Mentoring Initiatives, in general, but felt that they should not become institutionalised. It was noted that the success of the scheme depended on the clarity of the mentor and mentee roles.

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Subject to the Mentoring Initiatives being discrete confidential initiatives and not part of the PMDS process, Council approved the implementation of (i) The Early Career Mentoring Initiative, and (ii) The Momentum Programme as proposed.

CL/09-10/104 Any Other Business

- (i) **Academic Appeals Committee for Graduate Students (Research) (see Actum CL/08-09/205 of 24 June 2009)** Under Any Other Business the Council approved the membership of the Academic Appeals Committee for Graduate Students, as set out in a memorandum from the Registrar, dated 16 February 2010, tabled, as follows:

Registrar (Chair)
 Senior Tutor (Secretary)
 Professor J Saeed (CLCS), Faculty of Arts, Humanities and Social Sciences
 Professor D Murray (Engineering) Faculty of Engineering, Mathematics and Science
 Dr R McManus (Medicine), Faculty of Health Sciences
 Dr C Donnelly (Law)
 Mr A Frenda, Research Students' Representative

- (ii) In response to a query, the Vice-Provost/Chief Academic Officer commented that Schools will be notified within three weeks of the outcome of the selection of the new blood posts.

SECTION B

CL/09-10/105 Graduate Studies Committee The Council noted and approved the recommendations as set out in the minutes of the Graduate Studies Committee from its meeting of 17 December 2009, which had been circulated.

CL/09-10/106 Student Services Committee The Council noted and approved the recommendations as set out in the minutes of the Student Services Committee from its meeting of 3 November 2009, which had been circulated, subject to the following:

SS/09-10/24 Referring to this Actum, the Vice-Provost/Chief Academic Officer noted that the development of a one-stop-shop facility was not a matter for the Vice-Provost/Chief Academic Officer to pursue. It was an issue pursued by the former Chief Operating Officer, and should now be included in the Development Control Plan by the administrative areas concerned.

CL/09-10/107 Research Committee The Council noted and approved the recommendations as set out in the minutes of the Research Committee from its meeting of 19 January 2010, which had been circulated.

SECTION C

CL/09-10/108 Joint Meeting of Board and Council - Statutes Review The Council noted that a joint meeting of Board and Council had been scheduled for **Wednesday 10 March 2010, at 10 a.m.** in the Innovation Academy, 3-4 Foster Place.

CL/09-10/109 Higher Degrees—Reports of Examiners The Council noted and approved the reports of examiners on candidates for higher degrees, approved by the sub-committee of Board and Council on 16 December 2009 and 20 January 2010 and noted by Board on 3 February 2010.

(i) **16 December 2009**

(a) **Higher Degree by Publication**

ScD Thomas Clive Lee.

(b) **Higher Degrees by Research alone**

PhD Omran Kenshel; Brenda Ann Mc Manus; Jennifer Gwendolyn Daverth; Leonardo Baccini.

(ii) **20 January 2010**

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

MD Ai-Vyrn Chin; Aoife Caitriona Lally; Dalia Tobbia; Desmond Paul Toomey.

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

PhD Mohammed Ali Al-Kalbani; Barry Luke Brogan; Jennifer Pearl Coppins; Eamon Peter Darcy; Jason Wesley Daverth; Richard John Flavin; Shadeed Gad; Kieran John Guinan; Celine Healy; Laura Isabel Jansen Skipper; Trudy Meehan; Sile Molloy; Abdurrazag Nami; Áine Ní Léime; Mary Josephine O'Donnell; Aldo Olivieri; Francis Peter Roche; Maria Jose Santos Martinez; Afaq Shoaib; Colin Veach.

MSc Victoria Susan Andrews; Daniel McNamee.

MLitt John Machale.

CL/09-10/110 School of Medicine - Haematology - Acting Headship The Council noted and approved the nomination of Dr P Browne as Acting Head of Haematology pending an appointment to the Professorship of Haematology.

CL/09-10/111 Graduate Studies - Business of the Graduate Studies Committee requiring approval of the University Council The Council noted a memorandum from the Dean of Graduate Studies, circulated, dated 5 February 2010, and approved the following:

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- (i) Change of title from 'MPhil in Ethnic and Racial Studies' (Code 262) to 'MPhil in Race, Ethnicity, Conflict', from September 2010;
- (ii) Amendment to the MSc in Neuroscience (Code 746) to introduce a Postgraduate Diploma in Neuroscience as an exit award only.

CL/09-10/112 Supplementary List of Teaching Assistants and Assistant Examiners The Council noted and approved a memorandum from the Senior Lecturer, circulated, dated 10 February 2010.

CL/09-10/113 Admissions - Scoring System for pre-2010 A Level Grades The Council noted and approved a memorandum from the Admissions Officer, circulated, dated 10 February 2010.

CL/09-10/114 Provost's Teaching Award Review Panel 2010 The Council noted and approved the membership of the Panel for 2010, as follows:

- Professor A Hyland (external examiner)
- Professor J O'Hagan (Economics)
- Dr S Clarke (Computer Science)
- Professor C Brady (History)
- Dr J McLoughlin (Dental Science)
- Dr A-M Healy (Pharmacy)
- Professor S Draper (Chemistry)
- Ms A Anderson (Office of the Vice-Provost/Chief Academic Officer)
- Ms A Murphy (Vice-President, GSU)
- Mr A Cooke (Education Officer, SU)

CL/09-10/115 Academic Year Structure

- (i) **Examinations held outside the annual examination period** The Council noted and approved a memorandum from the Examinations Officer, circulated, dated 11 February 2010.
- (ii) **Request for approval by Council of courses to be taught outside the two-term teaching structure** The Council noted and approved a memorandum from the Head of the School of Business, circulated, dated 4 February 2010.

Referring to comments on the academic year structure, the Academic Secretary informed Council that she would be bringing a proposal to a future meeting of Council on issues relating to examinations and teaching of postgraduate courses outside the academic year structure. She also confirmed that a review of the academic year structure would be held after its third year in operation.

SECTION D

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

Signed

Date

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