

Incorporating any amendments approved at subsequent Council meetings

The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 28 May 2003 at 11.15 am in the Board Room.

Present Vice-Provost (in the chair), Senior Lecturer, Registrar, Senior Tutor, Dean of Graduate Studies, Dean of Arts (Humanities), Dr P C Conroy, Dr M H Adams, Dean of Arts (Letters), Dr S J Matterson, Dr N McLelland, Dean of Business, Economic and Social Studies, Dr J C Stewart, Dean of Engineering and Systems Sciences, Dr J K Vij, Dr D W O'Dwyer, Dean of Health Sciences, Dr A W Kelly, Dean of Science, Dr P Coxon, Dr C Benson, Mr J Walsh, Ms H Fychan, Dean of Dental Affairs.

Apologies Provost, Dr N Persram, Dr M G Barry, Dr B Espey, Ms G E Fallon, Mr I Moynihan, Ms T Cox, Mr Inderhaug.

In attendance Librarian, Secretary, Academic Secretary.

47/A Minutes

- (i) The minutes of the joint meeting of Board and Council held on 2nd April 2003 were approved.
- (ii) The minutes of the Council meeting held on 2nd April 2003 were approved subject to the following amendment:

43/A (ii) Broad Curriculum Amend final sentence to read ' ... both in respect to the filling of posts and in terms of taking action aimed to secure participation of all undergraduate programmes in College.'

47/B Matters Arising from the Minutes A number of matters arising from the Minutes were discussed and have been minuted under appropriate headings hereafter.

47/C Centre for Academic Practice and Student Learning (see Actum 40/E of 2nd April 2003) The Senior Lecturer advised that interviews for the post of Director of the Centre were scheduled for early June. As noted at the previous meeting, a new committee had been established to promote the learning development aspect of the Centre's activities and the first meeting of that committee had taken place.

47/D Provost's Report – Financial Situation (see Actum 41/A of 2nd April 2003) The Senior Lecturer advised that the Deans' Committee had agreed a distribution of the €500,000 made available to Faculties as non-pay and/or equipment funding.

The Senior Lecturer also advised that as Chair of the Unit Cost Management Working Party, she would be presenting a report to Board and Council shortly on the implications of budget reductions on College activities.

- 48/A Provost's Report** In the absence of the Provost, the Vice-Provost reported under the following headings:

Financial Situation The annual budget meeting with the HEA had taken place some weeks previously at which College had been advised that budgetary restrictions were likely to continue in 2004.

Strategic Plan 2003-08 Following the joint meeting of Board and Council on 2nd April 2003, the Strategic Plan had been made available through the web and comments had been invited from members of the College community. A number of changes had subsequently been made to the Plan which would be considered at a meeting of the Board scheduled for 4th June 2003.

Academic Promotions Working Party It was noted that the Report of the Working Party will be discussed at the next meeting of the Personnel and Appointments Committee.

- 48/B Academic Affairs Committee** The minutes of the meeting of 22nd April 2003 had been circulated and the Senior Lecturer invited attention to the following issues:

Broad Curriculum – Cross-Faculty courses Following discussion it had been agreed to proceed with the recruitment of four lecturers to deliver cross-faculty courses in 2003-04 in the Departments of English, Botany, History of Art and Geography/Sociology. The Department of Modern History was proposing to defer recruitment until next year and the situation in Business Studies had yet to be clarified. In 2003-04, four new cross-faculty courses would be offered in addition to the existing six courses that had been offered for the first time in 2002-03.

Bologna Declaration The Senior Lecturer advised that discussions were ongoing both within College and at the CHIU Registrars' Group regarding developments associated with implementation of the Bologna Declaration.

The Senior Lecturer noted that several items arising from the minutes would be dealt with under separate headings later on the Council's agenda.

- 48/C Withdrawal of Course – Business Studies and Japanese/Chinese** A memorandum from the Senior Lecturer dated 23rd April 2003 had been circulated together with a paper from the Dean of the Faculty of Business, Economic and Social Studies dated 9th April 2003. It was noted that the proposal to withdraw the degree programme in Business Studies and Japanese/Chinese had been approved by the Academic Affairs Committee at its meeting on 22nd April 2003.

The Dean of Business, Economic and Social Studies advised Council that the programme had been established some years ago in anticipation of targeted funding from the HEA for Asian Studies and also in anticipation of successful recruitment of students to the programme. No funding had been forthcoming from the HEA for this programme, which is fairly resource intensive, and student recruitment had been disappointing. In the circumstances, it had been decided that the programme should be withdrawn. Subject to the availability of funding, it is proposed to add Japanese and Chinese to the existing language programmes available in the BESS Faculty whereby Freshman students can choose a language from a list which will in future include French, German, Japanese or Chinese. The Dean advised that the School of Business Studies wished to maintain and extend its commitment to Asian business studies and noted that several exchange programmes existed with universities in China and Japan.

Council noted and approved the withdrawal of the undergraduate degree programme in Business Studies and Japanese/Chinese with immediate effect.

Incorporating any amendments approved at subsequent Council meetings

49/A Departmental Review – Anatomy A report from the Provost dated 18th May 2003 had been circulated. In introducing the report, the Vice-Provost stated that the view of the external reviewers was that the Department had been developed as a specialised teaching facility rather than as a typical academic department, and that the lecturers are clearly highly dedicated teachers who are much appreciated by the students. The reviewers made a number of observations regarding the teaching programme which they considered to be very traditional. In relation to staffing, the reviewers stated that the academic staff had an extremely high teaching load. They considered that the number of demonstrators in the department is too low and that the duration of their appointment should be increased from nine months to one year to allow development of their teaching skills. They acknowledged that the medical curriculum is in the process of reform and that this will have implications for the teaching of anatomy and they emphasise the importance of integrating anatomy with other disciplines in the curriculum. The reviewers were critical of the publication output of the department and noted that there were no PhD students in the Department. They commented that the facilities and general infrastructure in the department needed to be upgraded. The reviewers observed that a review of Anatomy Departments in Britain had been carried out and that lessons could be learned from that experience. They considered that the Department of Anatomy in TCD is not really viable as an independent academic department and suggest that merger or close collaboration with another department be considered.

The Department welcomed the report of the reviewers and agreed with most of its findings and recommendations. Chronic under-staffing was cited by the Department as a key problem and it noted that for many years it has not been possible for staff to take leave of absence. It acknowledged its heavy reliance on practical teaching by demonstrators and agreed that the term of appointment should be twelve rather than nine months. The Department stated that its main area of research is in the area of Sports and Exercise Science and it considered that it has done a reasonable amount of research in this area. The Department considered that the Chair of Human Anatomy and Embryology (1922) should be filled and that there should be an increase in departmental staffing as recommended by the reviewers.

The Dean of Health Sciences stated that the teaching of Anatomy will be considered in the context of the proposed revision of the medical curriculum from a six-year to a five-year programme. The Dean indicated that the School of Physic is currently considering the rationalisation of its departments in the context of curricular reform and research promotion. It was acknowledged that there were very significant resource issues to be confronted both in relation to the Department of Anatomy and other departments in the Faculty. The Dean advised that issues concerning the appointment of demonstrators were currently being addressed by the Faculty.

Council noted and approved the following recommendations:

- (a) that the College should:
 1. Recognise the difficult circumstances that have prevailed in the Department in recent years and appreciate the strong commitment to teaching that is highlighted in the report of the reviewers
 2. Work closely with the Faculty in the review process
 3. Appreciate the important role of anatomy teaching in the medical and other Health Sciences curricula
 4. Ask, as a matter of urgency, the Faculty to address the serious organisational issues raised by the reviewers before making any decision on the filling of the Chair of Human Anatomy and Embryology (1922).
- (b) that the Faculty should work with the Department to:
 1. Examine the organisational issues raised by the reviewers:

Incorporating any amendments approved at subsequent Council meetings

- Possibility of merger with another department
 - Needs of the other Schools and Departments in the Faculty in relation to the teaching of anatomy
 - Appropriate size of the resulting complement of staff
 - Appropriate focus
2. Take the opportunity presented by the current review of the medical curriculum to support the Department in developing a modern approach to curriculum content and delivery
 3. Develop a plan to ensure that all staff have the appropriate opportunity to carry out research
 4. Develop plans to provide the appropriate resources.
- (c) that the Department should:
1. Work closely with the Faculty in the review process
 2. Begin (i) to revise its curriculum and teaching methodologies in the light of the reviewers' suggestions and (ii) to develop a departmental research strategy.

In recognition of the difficulties faced by the Department of Anatomy, the Dean of Health Sciences was requested to report to Council before the end of Michaelmas Term 2003 on progress in relation to the recommendations noted under (b) above.

50/A Junior Freshman Pass Rates 2001-02 A memorandum from the Senior Lecturer dated 12th May 2003 had been circulated. In introducing this item, the Senior Lecturer advised that following consideration of these data as part of the Senior Lecturer's Annual Report, the Deans' Committee annually reviews courses that have a pass rate of below 80%. The Senior Lecturer indicated that the data included those who had withdrawn, transferred or did not present for examinations and that therefore the pass rates were understated. Among the issues cited by Deans as contributing factors to low pass rates were that students were entering programmes with low entry points; students had been admitted to a low preference course; poor motivation and attendance; poor career guidance. The Senior Lecturer noted that an Undergraduate Student Recruitment Advisory Group had been established and would be advising, among other things, on the provision of appropriate information on courses and the improvement of our web presence.

The following points were among those raised in the discussion

- the reasons for failure in Junior Freshman examinations or non-completion of the year were complex and often included a combination of the reasons noted above by Deans
- another contributing factor may be that students are working in a part-time capacity and that this is having a negative impact on their studies
- an earlier study had indicated that while there is a correlation between points on entry and pass rates, this diminishes as the student progresses through his/her undergraduate career
- it might be useful to undertake further analysis to identify whether the same courses have consistently low failure rates and subsequently to consider further the specific issues involved
- in several areas, successful efforts had been made to improve pass rates
- over the last three years, 95% of students admitted had 400 points or more
- the Undergraduate Student Recruitment Advisory Group might consider promoting the idea of students taking a 'gap' year prior to entry to College
- the importance of career guidance was recognised
- in addition to acknowledging the issues cited above, individual departments should review the quality of their teaching, including the quality and modernity of the curriculum

Incorporating any amendments approved at subsequent Council meetings

- as many students consulted the website, it would be important to develop and improve our web pages.

On behalf of Council, the Vice-Provost thanked the Senior Lecturer and the Deans for reviewing the pass rates and for presenting the report to Council.

51/A Role of Careers Liaison Staff A memorandum from the Senior Tutor dated 23rd April 2003 had been circulated together with a paper from the Director of the Careers Advisory Service dated 17th April 2003. In introducing the proposal, the Senior Tutor stated that it represented an attempt to formalise a system already in place whereby a member of the teaching staff is assigned by the Head of Department to act as a liaison with the Careers Advisory Service. The purpose of the proposal was to formalise and clarify the role of academic staff particularly where newly appointed members of staff were asked to undertake this role. Council noted and approved the proposal as presented.

51/B Graduate Studies – proposals for new postgraduate degree courses Covering memoranda from the Dean of Graduate Studies dated 19th May 2003 had been circulated together with course proposal documentation for each of the following courses.

- (i) **MSc (Mgmt) in International Business** In introducing this proposal, the Dean of Graduate Studies stated that it represented a new addition to the four existing part-time graduate courses in management offered by the Faculty of Business, Economic and Social Studies in conjunction with the Irish Management Institute. It was noted that Enterprise Ireland had been collaborating with the School of Business Studies over the last 18-24 months with a view to shaping an appropriate postgraduate programme in management that would address significant competency gaps faced by Irish organisations when competing in an increasingly international business programme.

In the discussion, it was agreed that the entry requirements as stated in section 5 (i) of the circulated documentation should be amended to state that applications for admission will be accepted from 'Graduates of the University of Dublin with a first or second class degree'. It was noted that the programme will draw upon the expertise of specialists both from within the School of Business Studies and from international academic institutions including IMD (Switzerland), University of Pittsburgh (USA) and Babson College (USA). Some concern was expressed that no modern language course was being offered on the programme. Arising from this discussion, it was suggested that the Academic Affairs Committee might in future consider the impact of the introduction of a postgraduate programme on undergraduate programmes in a Department and/or Faculty.

The course will be offered on a part-time basis over two years, with a quota of 30 students admitted on a biennial basis. Council noted and approved the introduction of the MSc (Mgmt) in International Business with effect from 2003, subject to the approval of the Finance Committee, and congratulated the School of Business Studies on successfully concluding discussions with Enterprise Ireland and on launching the course.

- (ii) **Postgraduate Diploma/MSc in Management of Information Systems**
 (iii) **MSc in Computer Science (Ubiquitous Computing)**

The Dean of Graduate Studies advised Council that the Department of Computer Science had been successful in submitting proposals for the above two courses to the HEA in response to an invitation for proposals for the provision of part-time education and upskilling within the IT sector. The HEA had assessed proposals on a competitive basis and funding had been allocated from the IT Investment Fund. In

addition to start up funds, the HEA had committed to supporting the courses for the first five years.

Postgraduate Diploma/MSc in Management of Information Systems The aim of this programme is to facilitate graduates of Information Systems/Information Technology (IS/IT) or cognate disciplines to develop their professional and management knowledge and skills with a view to assuming senior managerial roles within the IS/IT sector. The course will add to the College's portfolio of Continuous Professional Development courses, and will be available as postgraduate qualification to students completing the undergraduate evening degree programme in Information Systems.

It will be offered on a part-time basis over two years with an annual intake of 30 students.

Council noted and approved the introduction of the Postgraduate Diploma/ MSc in Management of Information Systems with effect from 2003, subject to the approval of the Finance Committee.

Postgraduate Diploma/MSc Computer Science (Ubiquitous Computing) This course will provide a comprehensive grounding in advanced distributed systems engineering together with an in-depth understanding of the technologies and development strategies used in building wireless and ubiquitous computing systems. Students will be selected from technical backgrounds and from the humanities and the courses will encourage both creative and technical development. This approach follows the model offered by the MPhil in Music and Media Technologies and the MSc in Multimedia Systems.

The course will be offered on a full-time basis over two years with an annual intake of 20 students. Council noted and approved the introduction of the Postgraduate Diploma/MSc in Computer Science (Ubiquitous Computing) with effect from 2003, subject to the approval of the Finance Committee.

Arising from the discussion, it was suggested that the Graduate Studies Committee might wish to review postgraduate taught programmes to consider consistency in terms of duration of courses; workloads; whether a course is available on a full-time or part-time basis; qualification awarded. Council acknowledged the significance of such issues, particularly in the context of discussions regarding the Bologna Declaration and length of the undergraduate/masters cycle.

52/A Personnel and Appointments Committee Council noted and approved the recommendations arising from the meetings held on 14th April 2003, 30th April 2003 and 19th May 2003 as set out in the circulated memoranda dated 23rd April 2003, 6th May 2003 and 20th May 2003 from the Acting Secretary to the Committee.

Council also approved a tabled memorandum dated 25th May 2003 from the Acting Secretary to the Committee relating to the replacement of an Administrative Officer in the Graduate Studies Office.

In response to a question, the Vice-Provost stated that once submissions from Faculty Deans and Heads of Administrative Areas regarding achievement of pay savings targets had been approved by the Unit Cost Management Working Party, the Personnel and Appointments Committee would give approval for replacement appointments as a matter of routine.

Incorporating any amendments approved at subsequent Council meetings

53/A Nominations for Appointment Council noted and approved the circulated information which is attached as Appendix 1 to the minutes.

53/B Senior Promotions Committee – Senior Lectureship Council noted and approved the tabled memorandum from the Staff Secretary dated 13th May 2003 setting out the recommendations for promotion to Senior Lecturer with effect from 1st October 2003, as follows:

(i) **Senior Lecturer**

Dr J Barkhoff (Germanic Studies)
 Dr C A O’Sullivan (Computer Science)
 Dr D A Mac Dónaill (Chemistry)
 Dr M M Smith (Clinical Speech and Language Studies)
 Dr J J McDonagh (Business Studies)
 Dr D P O’Donovan (Pure and Applied Mathematics)

(ii) **Part-time Staff in the Faculty of Health Sciences**

Dr H Kennedy (Psychiatry)
 Dr G R J Swanwick (Psychiatry)
 Dr D Sullivan (Oral Surgery, Oral Medicine and Oral Pathology)

53/C New Blood Lectureships – two permanent posts Under Other Business a memorandum from the Vice-Provost dated 28th May 2003 was tabled. The Vice-Provost stated that the Board had approved the establishment of two permanent new-blood lectureships in order to allow lecturers currently on contract posts to apply for a permanent position. A copy of the draft advertisement was attached to the tabled documentation. The Vice-Provost stated that the two new lecturer posts would not have an impact on existing arrangements regarding achievement of pay savings. It was noted that if the contract posts held by the individuals appointed to the permanent lectureships are *cista communis* funded posts, the contract posts will be made available to the relevant Faculty Dean for re-allocation.

Council noted and approved the proposals as presented and agreed the membership of the nominating committee, as follows:

Senior Lecturer (chair)
 Six Faculty Deans (or their nominees)
 Professor Kevin Ryan, University of Limerick

53/D Lectureship in Law (Part-time) Council noted and approved the tabled memorandum from the College Secretary dated 26th May 2003 which indicated that Matheson Ormsby Prentice had agreed to fund for five years a part-time lectureship in Company and Partnership Law, to be known as the Matheson Ormsby Prentice Lectureship.

53/E Graduate Studies Committee The Council noted and approved the minutes of the following meetings:

- (i) 6 March 2003;
- (ii) 3 April 2003;
- (iii) 8 May 2003.

53/F 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 1 April 2003.

Incorporating any amendments approved at subsequent Council meetings

(i) **Professional Higher Degrees by Research Alone**
MD Deirdre Ann McNamara.

(ii) **Higher Degrees by Research Alone**
PhD Francesco Bigagli; Mary Theresa Breen; Fiona Sheena Brennan; Jacqueline Connolly; Karen Echeverri; Ceiridwen Jane Edwards; Fraser Hosford; Emmet McCormack; Thomas James McDonald; Aoife Josephine Monks; Linda Murphy; Karen Ann O'Donoghue; Michelle O'Reilly; Breffni O'Rourke; Dawn Ronan; Gabriel Ruiz; Richard Shah.

MSc Marion Ann Claire Barrett; Victor Chaves; Mark Joseph Colgan.

MLitt Colin Patrick Andrews; Cathal Kennedy; Patrick Joseph Lyons; John Anthony Mary O Cadhla; Kirsten Jane Roberts; Eve Van Bergen

54/A Integration of Trinity Access Programmes within the Senior Lecturer's Area The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 22 April 2003.

54/B Admissions – Change in Entry Requirements for Computational Chemistry/ Computational Physics (TR074) The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 23 April 2003.

54/C Admissions – Bachelor in Nursing Studies (BNS) Quota The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 23 April 2003. In noting the increased quota in Nursing, the Senior Tutor stated that additional funding should be directed to student services in recognition of the increased number of students using the services.

54/D Staff Matters – Career Breaks The Council noted and approved requests from the following for career breaks, with no additional cost implications for the departments, and supported by the Deans and Heads of Department:

- (i) **Business Studies** Dr P Butler, 1 January 2004 to 31 December 2005;
- (ii) **Nursing and Midwifery Studies** Ms M Grubb – 1 July 2003 to 30 June 2004.

54/E Board and Council Sub-Committee on Staffing The Council noted that the Board and Council Sub-committee on Staffing approved an application for leave of absence from 1 October 2003 to 30 September 2005 for Dr J Jackson, French Department.

54/F Faculty of Health Sciences – Name/Title Changes The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 23 April 2003, as follows:

<i>From</i>	<i>To</i>
Department of Community Health and General Practice	Department of Public Health and Primary Care
School of Therapeutic Radiography	School of Radiation Therapy
Chair of Community Health	Chair of Public Health
degree course in Therapeutic Radiography	degree course in Radiation Therapy

Incorporating any amendments approved at subsequent Council meetings

The Council noted that modification to the degree title associated with the course will be notified at a later date.

- 55/A Law School – Registrarship** The Council noted that Mr E O'Dell has been nominated as Registrar of the Law School, in place of Mr P R Coughlan.
- 55/B Admissions – Proposal for Establishment of pre-entry course to Medicine and Dentistry for Students from Kuwait** The Council noted and approved, subject to Finance Committee approval, a memorandum from the Registrar, circulated dated 21 May 2003.
- 55/C Leave of Absence** The Council noted and approved the following applications recommended by Deans and Heads of Department concerned on the usual basis, satisfactory proposals having been made for provision for teaching and other needs:
- (i) **Civil, Structural and Environmental Engineering** Dr A O'Connor – Michaelmas term 2003;
 - (ii) **Computer Science** Dr A Butterfield – 1 July to 31 December 2003;
 - (iii) **Economics** Professor K O'Rourke – academic year 2003-04;
 - (iv) **Hebrew, Biblical and Theological Studies** Dr A Fitzpatrick, academic year 2003-04;
 - (v) **Law** Dr R Byrne – academic year 2003-04;
 - (vi) **Modern History**
 - (a) Professor J Horne – academic year 2003-04;
 - (b) Dr G J Livesey – Michaelmas term 2003;
 - (c) Professor E O'Halpin – Hilary term 2004;
 - (vii) **Nursing and Midwifery Studies** Ms H Nicholl – Michaelmas term 2003;
 - (viii) **Spanish and Portuguese** Professor J Whiston – Michaelmas term 2003;
 - (ix) **Zoology** Dr J Reynolds – Michaelmas term 2003.
- 55/D Supplementary List of Teaching Assistants/Assistant Examiners 2002-2003** The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 23 April 2003.
- 55/E Representation on Council – 2003-2005** The Council noted the following nominations:
- (i) **Faculty of Business, Economic and Social Studies** Dr L Brennan (replacing Dr J C Stewart);
 - (ii) **Faculty of Engineering and Systems Sciences** Professor P J Prendergast (replacing Professor J K Vij).
- 55/F Visiting Academic** The Council granted recognition to:
- Business Studies** Professor Suk-woo Lee, KyungHee University, Korea – 1 September 2003 to 31 December 2003.
- 55/G Lecturer Fellows on the Senior Lecturer Scales – Change of Title (see Actum 47/B of 22 January 1997)** The Council noted and approved that Dr J R Graham be listed as a Senior Lecturer in the *Calendar*.
- 55/H Deans' Committee** The Council noted and approved the recommendation of the Senior Lecturer, following consultation with the Provost, that the Dean of Research should become a member of the Deans' Committee with immediate effect.

Incorporating any amendments approved at subsequent Council meetings

56/A Student Cases

- (i) The Council noted and approved the recommendation of the Executive Committee of the School of Physic that Mr Shwan Kadare (01107607) and Ms Srwa Khalid (01107615), having completed medical studies at least equivalent to the first four years of the medical course, should be permitted to proceed to the award of the degree of Bachelor in Arts (Calendar O2, paragraph 6). (The students have successfully completed their clinical attachment and passed their final examinations).

Under Other Business the Registrar advised Council that the following students should also be permitted to proceed to the award of the degree of Bachelor in Arts:

Chow, Tak Kuan (00108740)
 Foo, I Wei (00107221)
 Ho, Wen Lyn (00108936)
 Mak, George Jen Wei (00108758)

- (ii) The Council approved the request of the Senior Lecturer, with the approval of the head of department and Dean, that a named student be permitted to repeat the Junior Sophister year in full in a different course in 2003-04 constituting a third attempt.

56/B Nominating Committees The Council approved the membership of the following committees:

- (i) **Lecturer – Forensic Psychiatry**
(one year initial contract – renewable thereafter up to two years)
 Dean of Health Sciences (or nominee)
 Professor M Gill
 Dr M Lynch
 Dr H Kennedy (IPTC and CMH)
- (ii) **Centre for Academic Practice and Student Learning – Director**
(3-year, fixed term contract)
 Senior Lecturer
 Secretary to the College
 Dean, Engineering and Systems Sciences
 Director of Staff Education and Development (School
 of Nursing and Midwifery Studies)
 Academic Secretary
 Dr D Baume (Open University)

Signed

Date

Appendix 1 to Actum 53/A

Nominations for Council -

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry	Research Fellow	GREENE, Lisa, BSc. (Lond. Inst.), PhD (NUI)	01.05.2003	30.04.2005
Biochemistry	Research Fellow	O'SULLIVAN, Jeffrey, BSc (DIT)	01.04.2003	31.07.2003
Biochemistry	Research Lecturer	TODRYK, Stephen, BSc (Birm.), PhD (Lond.)	11.12.2001	10.12.2006
Botany	Research Associate	JACKSON, Peter Sherlock Wyse, BA (Dubl.), MA, (Dubl.), PhD. (Dubl.)	08.09.2003	07.09.2006 Renewable
Business Studies	Lecturer (Part-Time)	KING, Martin, MBA (DCU)	01.10.2002	30.09.2003
Business Studies	Research Associate	REGAN, Philip, BSc (NUI), Dip. Psch. (NUI), MA (Lond.)	01.06.2001	31.05.2002
Classics	Research Associate (Honorary)	ALDEN, Maureen Joan, BA (Liv.), PhD (Liv.)	01.05.2003	N/A
Classics	Research Associate (Honorary)	JACKSON, Stephen, MA (Belf.), PhD (Dubl.)	01.05.2003	N/A
Classics	Research Associate (Honorary)	WILLIAMS, Frederick John, MA (Oxon), PhD (Lond.)	01.05.2003	N/A
Clinical Medicine	Research Fellow	DALY, Jacqueline, Dip. in Applied Biology (DIT), PhD (Dubl.)	01.02.2003	31.07.2003
Economics	Lecturer	THIJSSSEN, Jacco, BA (Tilburg), PhD (Tilburg)	01.09.2003	30.08.2007
Electronic & Electrical Engineering	Research Fellow	KOCOT, Antoni, PhD (Silesian Uni.), Dr. Hab. (Silesian Uni.)	01.06.2003	31.05.2004
English	Lecturer (Part-Time)	MURPHY, Sharon, BA (NUI), MA (NUI), PhD (Dubl.)	01.10.2003	30.06.2004
Genetics	Research Fellow	DURIEZ, Patrick, DEA (MSc Equiv.) (Rennes, France), PhD (Queb.)	12.05.2003	11.05.2004 Renewable
Genetics	Research Fellow	RUNKER, Annette E, Dip. Biology (Bielefeld, Germany), PhD (Hamburg)	19.05.2003	20.05.2004
Haematology	Consultant Haematologist	O'RIORDAN, Joan M, MB, BCh, BAO, UCC (NUI.), MRCP (UK), FRCPath.	01.12.1995	Category 1 Contract

Hebrew, Biblical & Theological Studies	Research Fellow	DIEMLING, Maria, Mag.Phil. (Vienna), Dr.Phil. (Vienna)	01.10.2003	30.09.2004
Histopathology	Research Fellow	SILVA, Ivan, BA (NY)	01.04.2003	12.02.2004
IIS	Research Fellow	BEGLEY, Jason, PhD (NUI), BA (NUI)	28.03.2003	28.03.2005
IIS	Research Fellow	GRECO, Lidia, BA (Bari, Italy), MPhil (N'cle), PhD (Dunlem)	01.04.2003	01.04.2005
Mechanical & Manufacturing Engineering	Lecturer (Part-Time)	BYRNE, Brian, BSc (NUI), MA (NUI)	01.01.2003	31.12.2003
Mechanical & Manufacturing Engineering	Lecturer (Part-Time)	DAVIS, Paul, BSc (DCU), MA (NUI), MBA	03.06.2003	02.06.2008
Microbiology	Research Fellow	MEEHAN, Mary, BA (Dubl.), PhD (Dubl.)	01.06.2003	31.03.2004
Oral Surgery, Oral Medicine & Oral Pathology	Lecturer in Oral Surgery	CLARKE, Mary, BA, B.Dent.Sc., FDSRCPs (Glas.), FFDRCSI, M.Dent.Ch. (Oral Surgery)	01.01.2003	31.12.2004
Oral Surgery, Oral Medicine & Oral Pathology	Lecturer in Oral Surgery	FISHER, Veronica, BDS (Lond.), FDSRCS Eng., FFDRCSI	01.01.2003	31.12.2004
Oral Surgery, Oral Medicine & Oral Pathology	Lecturer in Microbiology	MORAN, Gary, BA (Dubl.), PhD (Dubl.)	01.03.2003	N/A
Physics	Research Fellow	BELTON, Colin, BA (Dubl.), PhD (Dubl.)	01.04.2003	31.03.2005
Physics	Research Fellow	GIORDANI, Sylvia, PhD (Miami), MS Organic Chem. (Miami), Doc. Chem. & Pharmaceutical Tech. (Milan)	01.09.2003	31.08.2005
Physics	Research Fellow	MAIER, Stefanie, Dip. Eng. Chem. (Idstein, Germany), PhD (Dubl.)	01.05.2003	30.09.2003
Physics	Research Fellow	NAKAJIMA, Kentaro, PhD (Tohoku, Japan)	01.04.2003	30.09.2003
Physiotherapy	Lecturer	O'SHEA, Eamon, BA (NUI), MA (NUI), MSc (York), PhD (York)	01.04.2003	31.03.2004
Psychiatry	Research Fellow	CULLEN, Brenda, BA (NUI), MA (Dubl.)	14.04.2003	13.07.2003
Psychology	Lecturer (Part-Time)	GREY, Ian, BA (NUI), PhD (NUI), Clin.Psy. (Dubl.)	14.11.2001	N/A
Restorative Dentistry & Periodontology	Senior Lecturer in Restorative Dentistry	OMER, Osama, BDS (Khart.), MSc (Manc.), PhD (Manc.), FFDRCSI	01.01.2003	31.12.2003

Restorative Dentistry & Periodontology	Senior Lecturer in Restorative Dentistry	QUINLAN, Paul, BA, B.Dent.Sc (Lond.), FDSRCPS (Glas.)	03.02.2003	31.01.2005
Restorative Dentistry & Periodontology	Lecturer in Restorative Dentistry (Part-Time)	SUGRUE, Colm, BDS (NUI), MS (Roch.)	28.08.2002	31.07.2007
Sociology	Research Fellow (Part-Time)	HOLTON, Sandra Monica Janet, BA (Sus.), Cert.Ed (Liv.), PhD (Stir.)	09.06.2003	08.06.2005
Surgery	Visiting Lecturer	RAOUF, Ali Arif, BSc (Salahaddin, Iraq), PhD (Dubl.)	01.07.2003	30.06.2004
Zoology	Research Associate	MARTENS, Koenraad Roger Lilian Marc	01.10.2003	30.09.2006
Zoology	Research Associate	MORIARTY, Christopher, BA (Dubl.), MSc (Dubl.), PhD (Dubl.)	01.03.2003	28.02.2006
Zoology	Research Associate	NOLAN, Conor Paul, PhD (Hull), MSc (Dubl.), BA (Dubl.)	01.01.2003	31.12.2005
Zoology	Research Associate	POOLE, William Russell, BA (Dubl.), PhD (Dubl.)	01.04.2003	30.03.2006