

Incorporating any amendments approved at subsequent Council meetings

The University of Dublin

Trinity College

A meeting of the University Council was held on Monday, 21 February at 11.15 am in the Board Room.

Present Provost, Senior Lecturer, Registrar, Senior Tutor, Dean of Graduate Studies, Dean of Arts (Humanities), Professor D M Singleton, Dr E V Patten, Dean of Business, Economic and Social Studies, Dr M L Brennan, Dr M L Rhodes, Dean of Engineering and Systems Sciences, Dr A Kokaram, Dean of Health Sciences, Dr A W Kelly, Professor C M Begley, Dean of Science, Dr N Marples, Ms F M Haffey, Mr C Larkin, Mr D McCormack, Mr D Mac Síthigh, Mr A Payne.

Apologies Vice-Provost, Dean of Arts (Letters), Dr P C Conroy, Professor E O'Halpin, Dr S P Wilson, Professor P Coxon, Dr C Benson, Dean of Dental Affairs, Ms M McMahon, Ms D McClean, Ms K Gibson.

In attendance Librarian, Secretary, Academic Secretary.

Student observers Ms F Van Der Puil, Mr J Bertram.

By invitation Bursar, Dean of Research.

SECTION A

CL/04-05/089 Minutes The minutes of the meetings of the 19th January 2005 and of the 1st February 2005 were approved and signed.

CL/04-05/090 Matters Arising from the Minutes There were no matters arising.

CL/04-05/091 Provost's Report The Provost informed Council of a colloquium on 14 February 2005 which was convened by Minister for Education and Science and attended by representatives of the Department of Education and Science, the HEA, the University sector and the Institutes of Technology at which the implementation of the OECD report was the major focus of discussion. The OECD Report of Higher Education in Ireland was a primary focus of the meeting, but it is hoped that through this level of engagement a common platform between the Government and the higher education sector will emerge leading to greater development on key issues affecting the sector.

CL/04-05/092 Academic Structures A discussion paper from the Senior Lecturer on academic structures dated 9th February 2005 had been circulated. The Provost introduced this item noting that it had already been considered by Board at its meeting on the 14th February 2005 and that the Board wished to hear the advice and comments from Council before

making its final decision. A draft minute of the Board's discussion had been circulated for information.

In introducing the paper, the Senior Lecturer rehearsed the seven bases of consensus that had been endorsed by Council and Board at their meetings of the 1st and 2nd of February respectively. Following these meetings, the Senior Lecturer, Deans and other Officers were requested to focus on the issue of federated schools, and whether Heads of Schools or Deans should be budget holders for those departments that were not part of an integrated school. It was considered that satisfactory resolution of these matters would bring the discussion on structures to a close. The circulated discussion paper represented the outcome of discussions with Deans, Officers and others on this matter. The fundamental criteria to be considered in reaching a solution were (i) the College's best interest, and (ii) the desire to maintain consensus and to avoid division. The Senior Lecturer commented that arguments against federated schools indicated a qualitative rather than material sense of difference about membership of such a school versus a faculty.

The Senior Lecturer advised that there were three possible responses to the dilemma of how to find consensus and cater to the differing views on faculties, schools and departments, as follows:

1. *Schools Only* Under this model all departments become members of either integrated or federated schools. Integrated schools would have fully devolved academic and budget holding responsibility. In federated schools the Head of School would be the budget holder, and devolution of budget within the federated school would be a matter to be decided by the Head of School in consultation with the School Executive. The Faculty Dean would play the role of 'honest broker' and would not have a direct role in academic planning and resource allocation to the Schools. This model had been advanced to-date as the most appropriate structural arrangement. However the Senior Lecturer commented that there was significant resistance to the idea of federated schools embodied in this option.
2. *Mixed Model* In this model, schools have fully devolved academic and budgetary authority, and the Faculty Dean adopts the role of 'honest broker.' All other departments in a faculty would not become part of any new school structure. The Faculty Dean would become the budget-holder for these departments and in consultation with Heads of Department, would decide on matters of academic and resource planning. This model would create significant problems in implementation, especially with regard to the role of Dean which would be divided between that of 'honest broker' for schools and Executive Dean for departments.
3. *Deans and Vice-Deans* In this formulation, schools that have formed, and that may form in the future, would have fully devolved academic and budgetary authority, and the Faculty Dean would have the role of 'honest broker'. Other departments in a Faculty would not become part of a school structure and their budget would be devolved to a Vice-Dean who would act as budget holder and as the locus of academic decision-making. Matters of academic and resource planning for the departments would be decided by the Vice-Dean in consultation with the Heads of Department. The Senior Lecturer noted the advantages of this

model which accommodated new schools with fully devolved academic and resource planning and management, those departments that did not wish to be part of a federated school, and/or those who expressed a preference for a Faculty-based ARAM type arrangement. It also maintained the integrity of the Faculty Dean in having, and being seen to have, an equal relationship with all units in the Faculty. The Senior Lecturer commented that this response emerged following discussions with Deans, College Officers and others and it was recommended for adoption by College as the structural arrangement that provides for consensus, avoids division, and which can operate functionally and in the College's best interest.

The Senior Lecturer advised that if this option (Deans and Vice-Deans) were agreed, it would be necessary to give further consideration to the manner of appointment and the appointment process for Deans and Vice-Deans; the formation of interim school executives for new schools; the number and composition of faculties; the ARAM Transition Plan; academic strategy and the ARAM Transition Plan.

He noted that the ARAM Transition Plan and academic strategy would now take on considerable importance. In implementing the ARAM and the proposed new structures, due consideration must be given to the underlying principles of ARAM and of structural reform. Final decisions on resource allocation must reflect the College's mission and not merely be a mechanical application of ARAM.

The Senior Lecturer elaborated on the three separate but related implementation processes, namely (i) the implementation of ARAM, (ii) the implementation of the ARAM Transition Plan, and (iii) the implementation of a College level strategic oversight of the ARAM implementation and transition plan. With respect to (i) he noted that outputs from the literal application of ARAM would be available shortly, (ii) the ARAM Task Force will propose a Transition Plan in the near future, and (iii) academic and resource plans for schools, and groups of departments working with the Vice-Dean, would be approved by the Resource Management Working Group and recommended to Board for approval. The Senior Lecturer added that in this process the situation of academic units in difficulty even under the ARAM Transition Plan must be considered and their role in fulfilling the College mission taken into account. Where additional support was provided for strategic reasons, it must be provided in a transparent manner with clarity concerning objectives and requirements. It would be important that funding was available, at least in the initial years, to allow the exercise of strategic oversight. Such funds might be identified by reserving an element of the Strategic Fund and/or Change Fund for this purpose.

The Provost thanked the Senior Lecturer for introducing the paper and the Deans for their assistance with its preparation, and invited comments from Council.

In response to a question, the Senior Lecturer provided Council with an update on the position regarding the formation of Schools. He advised that there were ten schools proposed, as follows:

1. A school comprising the Departments of Modern History, Medieval History, History of Art, Classics and the Centre for Gender and Women's Studies
2. A school comprising the Departments of Economics, Political Science, Sociology and Philosophy

3. A school of Physics
4. A school of Chemistry
5. A school of Pharmacy
6. A school of Dental Science
7. A school of Physic
8. A school of Nursing and Midwifery Studies
9. A school of Engineering, comprising the three engineering departments
10. A second school in the Faculty of Engineering and Systems Sciences, which included the Departments of Computer Science and Statistics.

In addition, there were five aspiring schools and a further two schools that were currently discussing integration options.

The Senior Lecturer stated that in order to form a School, a minimum of 30 full-time staff equivalents (FTSEs) was required. Of these, at least 20 FTSEs should relate to academic staff, and the balance could be made up of postdoctoral and other senior research appointments.

In response to a question on funding, the Senior Lecturer clarified that the budget holder for an academic unit would have responsibility for the totality of funding in a School. In the Deans and Vice-Deans model (3 above), Deans would have the role of 'honest broker' and would not have a role in budgetary matters. The Vice-Dean would be the budget holder for departments in a faculty that do not become part of any new school structure, and distribution of the budget would be in consultation with the relevant Heads of Department.

The Senior Lecturer stated that the Deans' Committee was currently considering issues such as the appointment of Dean and Vice-Dean, the formation of interim school executives, and the number and composition of Faculties. However he envisaged that the appointment process for a Vice-Dean would be similar to that of Head of School. He commented that if the current proposals were approved, the election/appointment processes for Deans, Vice-Deans and Heads of School could be initiated in April/May.

The Senior Lecturer re-iterated that the ARAM could not be implemented in a purely mechanical manner, and that there must be strategic oversight and some level of discretion in the final allocation of resources.

It was noted that within College, the estimates process was almost completed and it should be possible shortly to proceed with the establishment of a Change Fund. The Provost advised Council that the HEA was proposing a new funding model which included a Strategic Initiatives Fund (formerly the Targeted Initiatives Fund) to address national social and economic needs, and to respond in part to recommendations arising from the recent OECD Report on Higher Education in Ireland. The proportion of funding available under the Strategic Initiatives heading was likely to increase in the coming years and institutions will be required to bid for funding. Applications will be assessed on a competitive basis. The Provost also indicated that the College should focus on non-governmental sources of funding, and in that context it was necessary to build and strengthen our fund-raising activities.

The Bursar advised Council that a first draft of his paper on transition issues had been prepared and would be discussed by the Resource Management Working Group later in

the week. In terms of the length of the transition period, he commented that Schools and Departments in surplus may have a different view of the length of the transition period to those in deficit, and it would be important to strike a balance between these two views that was in the College's best interest. It was noted that the Senior Lecturer and the Bursar had hosted two briefing meetings for Heads of Department on the ARAM and on academic structures in the previous week. Arising from discussion at these meetings, Heads had indicated that they would like to verify departmental data prior to general release. It was envisaged that release of preliminary data to individual Heads of Department would be followed up with workshops on the ARAM, following which the outputs of the ARAM would be released more generally. In the interim, it was envisaged that indicative data would be made available to Board and Council.

Professor Singleton stated that his impression was that the circulated document, which attempted to incorporate and respond to the various concerns raised, was widely welcomed by the College community. He noted that there were some matters of detail yet to be considered such as the relationship between the Dean and the Vice-Dean.

It was suggested that while academic structures were now reasonably well mapped, there was a lack of clarity about possible changes in the administrative and support areas. The Senior Lecturer advised that there were three strands to the change process: (i) the ARAM, (ii) reform of academic structures, and (iii) reform of the administrative and support services. The nature of the reform of the administrative and support services would depend to a large extent on the final shape of academic structures, and could proceed once agreement on academic structures was reached.

The view was expressed that the administrative and support areas should also have the opportunity to make bids to the Change Fund, as these areas were vital to the success of the change process. It was noted that details of the Change and Strategic Funds would be available shortly, and that funding would be available for innovation as well as to provide support for areas in difficulty.

It was suggested that the ARAM should include some measurement of outputs within the model. It was noted that the number of research student graduations were included in the model as well as research expenditure (which provided a measure of success of the department in securing research income). The Dean of Research confirmed that work was in progress to establish a fair and objective method of measuring publication output across all disciplines and that he would report further on this in the coming year. He added that plans were also afoot to benchmark a number of research centres in College to international standards.

In concluding the discussion, the Provost thanked the Senior Lecturer and the Deans for having brought the discussions on structures to this stage. He invited Council's attention to the proposals and recommendations in the Senior Lecturer's paper of the 9th February 2005.

Council approved the proposals in the Senior Lecturer's paper of the 9th February 2005 and recommended specifically that option 7.3 be adopted, which incorporated the Deans and Vice-Deans into the structure. Dr Marples and Professor Singleton expressed reservations, their view being that a number of details had yet to be clarified. It was noted that a number of issues of detail remain to be worked through which will be central to achieving continuing and final consensus.

Incorporating any amendments approved at subsequent Council meetings

CL/04-05/093 Departmental Reviews – Provost’s Reports to Council

- (i) **Biochemistry** A report from the Provost dated 19th January 2005 on the review of the Department of Biochemistry had been circulated. The reviewers were impressed by the quality of teaching and research and considered the high level of integration of teaching and research as particularly noteworthy. While they felt that the balance of teaching programmes was satisfactory and did not recommend any curricula change, they suggested that Biochemistry should be better integrated into the new five-year medical course. They commented on the overall positive quality of the student experience, and felt that the Department should consider additional opportunities for student placement in industry or institutions outside of Ireland. They recommended the introduction of some provision of formal postgraduate teaching to research students as well as a structured evaluation of research students’ progress, and supported the establishment of a Faculty Graduate School.

The Reviewers commended the contribution of research staff on contract appointments and recommended that strategies be developed to address the future employment of these staff. They reported a high quality of publication among the leading research group in the Department and were of the opinion that future research of the Department should aim to strengthen its existing three major research areas. The Reviewers considered the funding levels of the Department as good for international standards, however, added that there was considerable pressure on resources and that refurbishment and provision of quality research space is needed to maintain and enhance the research output. They recommended that the Department in discussion with cognate disciplines seek the most effective structures in which biomedical science at Trinity can achieve world-class status and financial viability.

The Pro-Dean of Science (Dr Brian Foley), commended the positive findings of the Reviewers. He also noted the relatively high number of staff on contract appointments and suggested that this issue needs a more structured consideration. While the Reviewers had commented on the absence of a formal departmental Research Plan for 2005-2010, the Pro-Dean explained that the Department decided not to formalise a Research Plan until after the review had taken place. He agreed that given the Department’s success to-date, it should focus on continuing to strengthen its existing research areas.

Council noted and approved the following recommendations:

- (a) that the Department should:
1. In its planning for 2005 onward, consider the issues raised with regard to: greater involvement in Socrates exchange and the use of problem based learning; a staged expansion in international student recruitment and specialist taught postgraduate programme(s); development of the support framework for postgraduate students across the Department; the opportunities presented by any new academic structures and resource allocation for the exploitation of its research focus and staffing plans.

Incorporating any amendments approved at subsequent Council meetings

- (b) that the Faculty should:
 - 2. In the context of proposals for new academic structures and resource allocation, support the Department in positioning itself to best effect to facilitate its teaching and research mission.

 - (c) that College should:
 - 3. Respond to the concerns about the career path for excellent staff on contract appointment. These concerns will grow with the expansion and deepening of the Department's and the College's research activity and a satisfactory response will require College level commitments as well as negotiation with funding agencies.
- (ii) **Electronic and Electrical Engineering** A report from the Provost dated 19th January 2005 on the review of the Department of Electronic and Electrical Engineering had been circulated. The Reviewers referred to the high quality of the undergraduate degree and the success of the postgraduate programmes. They felt that the Department provided a good broad bachelor degree and that the postgraduate programmes offered a balanced approach to the disciplines and were highly relevant to the related industries. They suggested that the drop in the number of students to both the Computer Engineering and the Electronic and Computer Engineering streams in the Sophister years as well as the low uptake for the M.Sc. in Integrated Systems Design could be as a result of the downturn in the IT sector and the adverse publicity about future job possibilities. However, they felt that promotion of the Department's courses could be invigorated through international student exchange.

The Reviewers considered the overall research performance of the Department was 'reasonably good' but observed a level of unevenness in research output, which they felt may be in part caused by the change of focus of the major funding institutions from small project funding to the funding of very large projects and they suggested ways to address this. The student experience was positive overall and the reviewers suggested that consideration be given, in some areas, to replacing the writing of a Ph.D thesis by a thesis consisting of a collection of high-quality international conference and journal papers. A member of Council expressed the view that the traditional Ph.D. should be protected.

The Reviewers recommended that an output-based resource allocation model be considered.

The Pro-Dean of Engineering and Systems Sciences (Professor Colm Kearney), commented that the report was a balanced and comprehensive assessment of the Department and that the Department had started already to address many of the issues highlighted. He noted the Reviewers' suggestion that there would be some merit in amalgamating the four Departments within the Faculty into one Department of Engineering.

Council noted and approved the following recommendations:

Incorporating any amendments approved at subsequent Council meetings

- (a) that in the context of the proposed new structures in engineering the Department should:
 - 1. Undertake a broadly based review of curricula at undergraduate and postgraduate levels involving all members of staff and student representatives.
 - 2. Develop a strategy for research and publication for the next five years that addresses the issues raised by the Reviewers, the opportunities presented by new structures, and that includes a planned approach to research funding.

- (b) that the Faculty should:
 - 3. Support the department in responding to the recommendations for development, especially by facilitating coordination at teaching and research levels within and between such new schools as are formed, and by supporting a more structured and broadly based approach to curriculum review.

- (c) that College should:
 - 4. Consider any appropriate proposals for spatial re-organisation among the departments in any new school structures.
 - 5. In the context of any such new school structure, pay particular attention to innovative plans for curriculum, teaching and research development that might be supported through a College-wide change fund.

CL/04-05/094 Graduate Studies - Proposal for an MSc Course in Mechanical Engineering (Erasmus Mundus) A memorandum from the Dean of Graduate Studies dated the 8th February 2005 had been circulated together with supporting documentation. In introducing the proposal, the Dean of Graduate Studies advised Council that the course had been proposed by the Department of Mechanical and Manufacturing Engineering, and had been approved by the Faculty of Engineering and Systems Sciences, the Graduate Studies Committee, the Library Committee and the Finance Committee.

The Dean of Graduate Studies advised Council that the course would be delivered in conjunction with the INSA de Lyon and the Escola Tècnica Superior d'Enginyeria Industrial de Barcelona. The course would be offered on a full-time basis over two academic years commencing in October 2005. Details of the course structure, admissions requirements, assessment, examination procedure and progression had been included in the circulated documentation.

The Dean of Graduate Studies noted that following a meeting with the partner universities in the MSc in Mechanical Engineering (Erasmus Mundus programme), issues regarding the academic administration of the course had been agreed. He noted that graduands from the University of Dublin would receive two separate awards of recognition from each of the two partner universities, and would be eligible for the award of MSc from the University of Dublin.

The Dean of Engineering and Systems Sciences noted his full support for the proposal. Council noted and approved the proposal as presented.

Incorporating any amendments approved at subsequent Council meetings

CL/04-05/095 Nominations for Appointment Council noted and approved the circulated information (see Appendix 1).

CL/04-05/096 Chair of Psychiatry (1968) Under Other Business the Council noted and approved the appointment of Professor Michael Gill, MB, BCh, BAO, MRCPsych, MD to the Chair of Psychiatry (1968) on the Professorial Consultant scale, with pension provision, and from a date to be agreed.

SECTION B

CL/04-05/097 Academic Affairs Committee The Council noted and approved the recommendations as set out in the minutes of the Academic Affairs Committee from its meeting of 8 February 2005, which had been circulated.

CL/04-05/098 Personnel and Appointments Committee The Council noted and approved the recommendations as set out in the minutes of the Personnel and Appointments Committee from its meetings of 21 January and 4 February 2005, which had been circulated.

SECTION C

CL/04-05/099 Headship of Department – Geology The Council noted that Dr J R Graham has been elected to Headship of the Department of Geology from 1 December 2004 to 12 July 2007 or until Council and Board shall have approved for implementation any reorganization arising from discussions currently in progress.

CL/04-05/100 Minutes – Corrections The Council noted the following:

- (i) **Meeting of 23 June 2004, page 12 (Actum 58/C)** The dates of appointment for Ms C M Mulhall to read, '01-07-2004', and '30-06-2005' respectively;
- (ii) **Meeting of 10 November 2004, page 10 (Actum CL/04-05/038)** 'Troll, Valentine' to read 'Troll, Valentin'.

CL/04-05/ 101 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:

- (i) **22 June 2004**
 - (a) **Professional Higher Degrees by Research Alone**
MD Paul Jude Balfe.
 - (b) **Higher Degrees by Research Alone**
 - PhD Joanna Balding; John Robert Britton; Marta Bustillo; Nicola Creighton; Svjetlana Galamic Mulaomerovic; Fiona Galway; Jamie Goggins; Siobhan Margaret Mary MacCobb; Brian David MacNamee.
 - MSc Alan Vincent Cummins; Grace Margaret O'Gorman.
 - MLitt Deirdre Maria Ide D'Auria.
 - (c) **Actum 59/B (ii) of 23 June 2004** The Council noted that the name of 'Catherine Ann Tracey' should be corrected to 'Catherine Ann Brenda Tracey'.
- (ii) **18 January 2005**

- (a) **Professional Higher Degrees by Research Alone**
MDentSc Darius Sagheri
- (b) **Higher Degrees by Research Alone**
PhD Stephen Gerard Butler; Oscar Cespedes Boldoba; Diego Doval; Basma Salah El Din El Homasany; Jérôme Fakhry; David Feeney; Ciara Bridget Fitzgerald; Carole Jones; Gillian Kenny; David Brendan James Lambert; Jun Li; Francesca Maresca; Michael Finbarr Mulvey; Kevin Murphy; Caitríona Méabh Ní Dhubhghaill; Emilie Ruth Alice Pine; Syed Ahmad Shah; James Smyth; David Frederick Styles; Claire Tuttlebee.
MSc Ronan Patrick McGuirk; Eva Maguire.
MLitt Jennifer Kay Cochran.
MDent Ch Atef Hashem.

CL/04-05/102 Graduate Studies Committee—Minutes of 16 December 2004 The Council noted and approved the minutes of the meeting of the Graduate Studies Committee of 16 December 2004 as circulated.

CL/04-05/ 103 Leave of Absence – Education – Ms C O’Sullivan [see Actum CL/04-05/028 (iii) (d)] The Council noted that Ms O’Sullivan’s leave of absence was for Michaelmas term 2004, rather than Michaelmas term 2005.

CL/04-05/104 Nominating Committees for Posts in the Church of Ireland Theological College The Council noted and approved a memorandum from the Registrar, circulated dated 2 February 2005.

CL/04-05/105 Graduate Studies – Reformulation of Studentships The Council noted and approved the request of the Dean of Graduate Studies for the re-formulation of postgraduate studentships from a maintenance provision of €4,000 and EU fees only to a maintenance provision of €8,000 and waiver of fees (including non-EU fees where required) (approved by the Finance Committee on 12 January 2005); the studentship to be named, ‘Trinity Postgraduate Studentship Awards’ and the academic elements to be stated in the *Calendar, Part 2 2005-2006*.

CL/04-05/ 106 Church of Ireland Theological College The Council noted that an inspection of the Church of Ireland Theological College has been initiated by the House of Bishops of the Church of Ireland, and will take place from 28 February to 5 March 2005.

CL/04-05/107 Chair in Ecumenics – Search Committee The Council noted and approved the membership as follows:

Provost
 Senior Lecturer
 Registrar
 Professor N Biggar
 One College nominee
 Two nominees from the ISE Trust
 Two external assessors

CL/04-05/108 Nominating Committee The Council approved the membership of the following committees:

- (i) **Lectureship in Operations Management (contract of indefinite duration [see Actum CL/04-05/084 (iii)]** The Council noted that the external member of the committee, Mr Davis (DCU) has been replaced with Mr B Fynes (UCD).

- (ii) **Lecturer in Molecular Microbiology – Clinical Microbiology (5-year contract)**
Pro-Dean of Health Sciences (Professor C Feighery)
Professor T R F Rogers
Dr U Bond
Dr F R Falkiner

- (iii) **Lecturer/Senior Lecturer – Molecular Medicine (Permanent Post)**
Dean of Health Sciences
Professor D P A Kelleher
Professor F Mulcahy
Professor J Donegan
External Assessor (to be advised)

Signed

Date

Appendix 1 to Actum CL/04-05/095

Nominations for Appointment

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry	Research Fellow	JARNICKI, Andrew, B.Sc. (Murd.), Ph.D. (W.Aust.)	11-03-2002	30-09-2006
Biochemistry	Research Fellow	BAKER, Nicole Duarte Vigar, B.Sc. (Univ Ibirapuera), M.Sc. (Univ di Sao Paulo), Ph.D. (Lond.)	10-01-2005	31-12-2006
Biotechnology – Enterprise Ireland	Consultant Support	WILLIAMS, Samantha Catherine, BSc (Univ. of Wales), DPhil (Oxon.)	15-02-2005	30-06-2005
Botany	Visiting Research Fellow	VALLIUS, Elisa Maria, M.Sc., Ph.D. (Univ. of Jyvaskyla),	01-04-2005	30-09-2006
Centre for IT in Education	Research Fellow	JENNINGS, Kevin, HDipEd (Dubl.), MA (NUI), BMusPerf, BSc (DIT)	01-02-2005	31-09-2005
Centre for Language & Communication Studies	Visiting Academic	WANG, Jianmei, B.Sc. (Xi'an Inst. Of Tech.), M.A. (Shanghai Univ. of Tech.)	01-10-2005	30-09-2006
Centre for Language & Communication Studies	Visiting Academic	WANG, Bin, B.A. (Jilin Univ.)	01-10-2005	30-09-2006
Centre for Language & Communication Studies	Visiting Academic	YORULMAZ, Gulizar, BA (Ankara Univ.)	20-01-2005	30-09-2005
Centre for Research in IT in Education	Research Fellow	VAUCELLE, Cati, M.S. (MIT), DEA, MST, Certificate Photography (Paris VIII), DEUG (Saint Quentin)	01-02-2005	30-09-2005
Chemistry	Research Fellow	HEIDELBERG, Andreas, Ph.D., Dip. in Chemistry, Pre-Dip in Chemistry (Heinrick-Heine Univ.)	01-02-2005	01-09-2005
Chemistry	Research Fellow	SERGEEVA, Natalia, M.Sci (St –Petersburg State Univ.), Dr. rer. Nat (Leipz.)	01-03-2005	28-02-2006
Classics	Research Associate	COULSTON, Jonathan C.N., M. Phil, Ph.D (Newcastle UK)	01-02-2005	30-06-2006
Clinical Medicine	Research Fellow	TOOMEY, Sinead, BA (Dubl.), Ph.D (RCSI)	10-01-2005	31-12-2005
Computer Science	Marie Curie Fellow	SOTIROVA, Kalina, MA (Univ. of Sofia)	01-03-2005	30-06-2005
Dublin Dental School (Oral Medicine)	Research Fellow	SPIERING, Martin, Ph.D. (Massey Univ.), M.Sc. (Freie Univ. Berlin)	01-04-2005	31-03-2009
Education	Research Associate	LYNCH, Jean, B.A. (American College), Ph.D. (Dubl.)	01-01-2005	31-12-2007

Incorporating any amendments approved at subsequent Council meetings

English	Research Associate	INGMAN, Heather, BA, Ph.D (Lond.), Ph.D. (Lough.), MA (Dubl.)	01-10-2004	30-09-2005
Genetics	Research Fellow	WOOLFIT, Megan, B.Sc (Qld.)	01-02-2005	31-01-2006
Genetics	Research Fellow	CONANT, Gavin, B.S., Ph.D.(Univ. of New Mexico)	10-01-2005	31-12-2005
Genetics	Research Fellow	MC EVOY, Brian, BA Mod (Dubl.)	01-12-2004	30-09-2007
Genetics	Bioinformatics Research	O'KEEFFE, Sean, B.Sc, Grad. Dip. Computing (UL), Nat. Cert. Applied Chem. (LIT)	01-02-2005	01-09-2005
IIS	Research Fellow	BRUFF, Ian, BA, MA (Univ.of Leeds),	01-02-2005	31-01-2006
Immunology	Clinical Lecturer	ABUZAKOUK, Mohamed, MB B Ch, Ph.D. (Dubl.)	01-07-2004	30-06-2007
Law School	Part-time Lecturer	NEWMAN, Jonathan, LLB (Dubl.), LLM (Cantab), BL (Hon Soc King's Inns)	17-01-2005	23-04-2005
Mathematics	Visiting Academic	YAN, Baoqiang, B.Sc., M.Sc., Ph.D. (Shandong University)	01-03-2005	31-03-2006
Medical Gerontology	Part-time Lecturer	CASEY, Miriam, MD (NUI), MRCPI, MRCPUK	01-03-2005	28-02-2008
Occupational Therapy	Lecturer	COLLINS, Bethan, B.Sc. Cur. Occ, PG Dip. Stats (Dubl.)	01-02-2005	31-01-2007
Pharmacology and Therapeutics	Research Associate	SIDDIQUI, Ishrat Ali, MBBS, BSc (Univ. of Sindh)	01-01-2005	30-09-2005
Pharmacology and Therapeutics	Part-time Lecturer	MAHMUD, Azra, MB (Lahore), Ph.D. (Dubl.)	01-07-2005	01-02-2008
Physics SFI Trinity Nanoscience Laboratory	Research Fellow	MALINOWSKI, Grégory, Maîtrise de Physique, DEA, Ph.D. (Univ. Of Nancy)	01-02-2005	31-12-2006
Physics	Research Fellow	WITHERICK, Dugan Kenneth, M.Sc., Ph.D. (Lond.)	07-02-2005	29-02-2006
School of Nursing & Midwifery Studies	Part-time Lecturer	SMALL, Valerie, PG Dip CHSE, M.Sc. (Dubl.)	18-01-2005	17-01-2008
School of Nursing & Midwifery Studies	Part-time Lecturer	BARRY, Maebh, RGN RM (An Bord Altranais), Dip Management (RCSI), M.Sc., PGDCHSE (Dubl.)	01-02-2005	01-02-2008
School of Nursing & Midwifery Studies	Part-time Lecturer	NALLEN, Kathleen, RGN, RM, RNT, M.Sc. (Dubl.) PG Dip. Clinical Practice, PG Dip Clinical Health Sciences in Education	01-02-05	01-02-2008
School of Nursing & Midwifery Studies	Part-time Lecturer	BIESTY, Linda, Registered Midwife, Registered Nurse, Registered Tutor (An Bord Altranais), PG Dip. Clinical Health Sciences Education, M.Sc. (Dubl.), B.Sc. (Thames V.)	01-02-05	01-02-2008

School of Nursing & Midwifery Studies	Part-time Lecturer	GALLAGHER, Louise, RGN (Sligo General Hospital), B.Sc. ,RM (Kings College London), M.Sc. (NUI)	01-02-2005	01-02-2008
School of Nursing & Midwifery Studies	Part-time Lecturer	ATKINSON, Jill Elizabeth, B.Sc. (Thames V.), M.Sc. (Dubl.)	01-02-2005	01-02-2008
School of Nursing & Midwifery Studies	Part-time Lecturer	BRADY, Vivienne, RGN (Beaumont Hospital), R.M. (Rotunda Hospital), Dip Health Promotion (R.S.C.I.), B.Sc., M.Sc. (NUI)	01-02-2005	01-02-2008