

Incorporating any amendments approved at subsequent Council meetings

The University of Dublin

Trinity College

A meeting of the University Council was held on Wednesday 6 December 2006 at 11.15 am in the Board Room.

Present Provost, Vice-Provost, Senior Lecturer, Registrar, Senior Tutor, Dean of Graduate Studies, Dean of Arts and Humanities, Mr D L Parris, Dr M Stuart, Dr H Gibbons, Dean of Health Sciences, Dr V A Campbell, Dr J P Gormley, Dean of Science, Dr M E G Lyons, Dr M J F Brown, Dean of Social and Human Sciences, Dr B M Lucey, Ms F M Haffey, Dr A O'Gara, Mr P Laird, Professor N M Claffey.

Apologies Registrar, Dr G Biehler, Dr P Coleman, Dean of Engineering and Systems Sciences, Dr M L Brennan, Librarian, Ms H Allen, Mr R Kearns, Mr C Reilly, Ms N McGarrigle, Mr D Macken, Mr D Wallace, Mr W Tobin.

In attendance Secretary, Acting Academic Secretary.

Observer Dr M H Adams.

By invitation Dr V J Scattergood (for CL/06-07/052).

SECTION A

CL/06-07/046 Minutes The Minutes of the meeting of 8 November 2006 were approved and signed subject to the following corrections:

CL/06-07/035 Postgraduate Diploma in Management In the third line of the third paragraph the word 'Professor' to read 'Academic'.

CL/06-07/042 Headship of Department (ii) Germanic Studies The initials of Dr Carr were corrected to read 'G J'.

CL/06-07/047 Matters Arising from the Minutes A number of matters arising from the Minutes were discussed and have been minuted below.

CL/06-07/048 Restructuring (see Actum CL/06-07/032 of 8 November 2006) The Senior Lecturer briefed Council on the consultation process to-date in respect of the report of the Working Group on Restructuring. A number of key issues have arisen in the course of the consultation process that will need to be addressed if the Board approves the introduction of a three-cluster governance model. These include issues of representation, devolved budgets and decision-making, governance of a cluster, costs and administration, nomenclature, and other issues of more local relevance. The Senior Lecturer informed Council that it is the view of the College community that a definitive decision, one way or the other, should be made without further delay, and he stressed the importance of achieving stability in the governance and management of the University.

In the discussion that followed, the issue of using polls to measure the will of the community was raised, and disappointment expressed that this matter was not given due importance as part of the consultation process. The Senior Lecturer noted that while polls were valuable in themselves, they were not considered useful in reaching a decision about a matter as complex as the future of the University's governance structure. In response to a question, the Senior Lecturer confirmed that a proposal to institute a five-plus cluster model would not be presented to Board as an option because such a proposal would not satisfy the key principles identified in the report of the Working Group on the future academic restructuring of the university.

In response to a question whether Council should vote on a three-cluster model, the Provost reminded Council of due process, noting that Council at its meeting on 28 June 2006 approved in principle a federal structure, and Board at its meeting of 5 July 2006 recommended the establishment of a working group with representation from Board, Council, Heads, Deans and students. The Working Group is charged with reporting to Board, and outcomes of the Board decision that will have academic consequences will be referred to Council for consideration.

It was suggested that the cost implications of a three and a five-plus cluster model might be considered. The view was expressed that the disciplines within a cluster of Arts, Humanities and Social Sciences and within Health Sciences were as diverse, if not more so, than the disciplines within a cluster of Engineering and Science.

The Provost thanked Council for its input into the consultation process and noted that the minutes of the special meeting of Council on the 29 November 2006 on this matter will be circulated to the Board for its meeting on the 12 December 2006.

CL/06-07/049 Postgraduate Diploma in Management (see Actum CL/06-07/035 of 8 November 2006) Council sought and received assurance that in the future course proposals from the Business School and the IMI (Irish Management Institute) will adhere to College regulations and will follow due process.

CL/06-07/050 Chairs (see Actum CL/06-07/039 (i) of 8 November 2006) The Secretary noted that the full title of the Mitchell Chair was the 'Thomas N. Mitchell Chair in Neuroscience.'

CL/06-07/051 Provost's Report The Provost noted that as planned the staff recruitment schedule for 2006-07 will be recommended to the Board at its meeting of 12 December 2006.

CL/06-07/052 Implementation in College of the National Qualifications Framework: inclusion of the non-major awards and changes to existing awards arising from alignment with the Framework A proposal dated 28 November 2006 from Dr V J Scattergood and Ms A Anderson on the implementation in College of the National Qualifications Framework was circulated with papers for the meeting.

Dr Scattergood attended for this item.

Dr Scattergood introduced the background to the National Qualifications Framework and explained the rationale behind the inclusion of non-major awards in the Framework. The National Qualifications Authority of Ireland (NQAI) defines non-major awards as three types, namely: minor awards, special purpose awards, and supplemental awards. Dr Scattergood described each award type, and explained the programmes delivered by Trinity College that fall into either minor awards or special purpose awards. Trinity College has no supplemental awards. He drew Council's

attention to the changes in existing awards arising from alignment with the framework that will come into effect from 2006/07.

Council noted that the Diploma in the History of European Painting and the Diploma in Information Systems are defined as minor awards at Level 7, and noted eight special purpose awards at Level 7 as follows; Diploma in Dental Hygiene; Certificate in Dental Nursing/Diploma in Dental Nursing; Diploma in Dental Technology/Bachelor in Dental Technology; Diploma in Addiction Studies; Diploma in Irish Sign Language/English Interpreting; Diploma in Irish Sign Language; Teaching, Diploma in Deaf Studies and Diploma in Theology. Council also noted that the Heads of Education in relevant higher education institutions are required to clarify the postgraduate status of the existing Higher Diploma in Education. It is expected that this course will carry the title 'Postgraduate Diploma in Education.'

Following discussion on several issues relating to the level of non-major award descriptors and the outcome of each of the Trinity College courses categorised in the template provided, as well as clarification on a number of points, Council approved the classification of the non-major awards as presented. Council also endorsed the procedure established by Dr Scattergood and Ms Anderson in classifying Trinity's non-major awards for placement on the National Qualifications Framework. In addition, Council requested that Dr Scattergood begin to classify legacy and historical awards as appropriate.

Dr Scattergood informed Council that it may be necessary to map Trinity's courses onto the European Meta-Framework of qualifications, and noted that this may be difficult as an ordinary degree (Level 7) is not commonly recognised across Europe. He advised, however, that this task might be better accomplished at a sectoral level and noted the possible role of the Irish Universities Association in managing this.

The Provost, on behalf of Council, thanked Dr Scattergood and Ms Anderson for their work to-date and noted the value to students, in particular, of classifying our major and non-major awards.

CL/06-07/053 Senior Lecturer's Annual Report The Senior Lecturer's Annual Report 2005-06, including Admissions Data for 2006, was circulated with papers for the meeting. The Senior Lecturer highlighted a number of key issues. Trinity College continues to attract a substantial proportion of first preference applications to undergraduate degree courses. Five hundred and thirty one students (531) were awarded an entrance exhibition in 2006 representing 23% of the Junior Freshman class for 2006-07. Mature students, students with a disability and students who are socio-economically disadvantaged are classified as non-traditional students, and 14% of EU new entrants to Junior Freshman in 2006 were of this category.

In 2005-06 there were 15,322 registered students of which 61% were female (61% also in 2004-05). There were 78 new academic appointments made, eight to chairs, one to a Senior Lectureship, and 69 to Lectureships. Of those appointed 59% held a doctoral degree, however, 83% of those appointed to permanent positions held a doctoral degree. The overall College staff student ratio of 1:17 has only slightly improved on 2004-05 figures (1:18 in 2004-05), and this ratio ranges from 1:14 in the Faculty of Engineering and Systems Sciences to 1:21 in the Faculty of Social and Human Sciences.

The Senior Lecturer noted issues in respect of student retention, quality, academic restructuring, the Strategic Innovation Fund, the Working Group on Modularisation and Academic Year Structure, Broad Curriculum, the Bologna Process, and the work of the Centre for Academic Practice and Student Learning. He invited the Academic Secretary (Acting) to brief Council on the admissions data for 2006.

The Academic Secretary (Acting) drew Council's attention to a number of specific issues relating to admissions 2006. There was a decrease of 4% in first preference applications to Trinity College, but despite this the vast majority of courses filled their quota, and minimum points have remained steady. Undenominated courses in Natural Science, Business, Economic and Social Studies, and Engineering, all with a quota in excess of 160, have retained a strong sectoral position, whereas some denominated courses in the Faculty of Engineering and Systems Sciences and the Faculty of Science struggle to fill their quota. In 2006 the minimum points for Two-subject Moderatorship subjects were published in grid format. This permitted the Admissions Officer to make additional offers to fill places in selected TSM combinations without overfilling popular TSM subjects, resulting in a more balanced spread of places filled across TSM. Interest in both TSM Latin and Greek increased dramatically in 2006, and both subjects have almost filled their quota of ten each. Sixty-eight percent of CAO new entrants to Trinity achieved 475 points or above, and only six percent had less than 400 points. The acceptance rate of places offered in the first round of CAO offers varies from as low as 33% to as high as 100%, and the acceptances to offers trends for individual courses over a five year period show a high degree of unpredictability.

Council in discussing the Senior Lecturer's Annual Report noted the low student interest in a number of subjects, especially in languages, denominated Science and Engineering courses. Concern was expressed at the very low completion rate for Junior Freshman full-time students for Manufacturing Engineering with Management Science, Business Studies and a Language, and Computer Science, Linguistics and a Language. It was suggested that a review of these courses to ascertain reasons for such low completion rates should be undertaken. Council was informed that the Quality Office has completed a study of completion rates for the 2001-02 new entrants full-time student cohort and the Quality Committee will refer the outcome of this study to the Undergraduate Teaching and Learning Committee for discussion and feedback. It was felt that the continuing decline in the number of applications to courses in Engineering and Systems Sciences and in Science required immediate attention, and it was suggested that this might be better addressed at a Faculty level.

The use of the term 'quality assurance' was considered to be outdated and it was suggested that the term 'quality improvement' should be used instead. In response to a request, it was agreed that a copy of the Kogan and Henkel report on quality models in other universities would be circulated to Council members. Council was informed that the new cycle of academic reviews will commence in 2007, and that a new procedure will be implemented whereby Council will consider the School's 18 month progress report as part of the review process. It was noted that the participation in the centralised student feedback facility to support the systematic evaluation of teaching through student surveys was voluntary.

The Dean of Arts and Humanities noted the appreciation of the TSM Committee for the successful implementation of the new TSM admissions procedures in 2006.

In concluding the discussion, the Provost noted the value of having a detailed report of activities in the Senior Lecturer's Area and thanked all those involved for their contribution to the report.

CL/06-07/054 Heads' of School Committee Council noted the minutes of the Heads' of School Committee of the 21st November 2006 which were circulated with papers for the meeting.

CL/06-07/055 Publication in full of the Reports by External Examiners of Quality Reviews of Academic Units. A memorandum from the Senior Lecturer dated 24 November 2006

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on quality reviews was circulated. The Senior Lecturer informed Council that the Quality Committee at its meeting of 19 October 2006 recommended to Council that reports by external reviewers arising from the quality review process should be published in full on the Quality Office webpage. This practice has been recommended by the Irish Universities Quality Board and is in place in other Irish universities.

Council noted and approved the publication on the Quality Office webpage of reports by external reviewers arising from the quality review process effective from 2006-2007.

CL/06-07/056 Creation of a Master in Science in Research Degree Award A memorandum from the Dean of Graduate Studies dated 7 November 2006 was circulated. The Dean of Graduate Studies spoke to this item and noted that it is necessary for College to address an anomaly that exists in respect of the award of the Master in Science. Currently a student cannot be awarded both a taught Masters and a research Masters because both programmes lead to the same award, i.e. a Master in Science [M.Sc.], and a student can be conferred only once with a particular degree title. It is not possible to use the award of M.Phil. to designate masters awards by research because this title is already utilised for taught programmes in the Arts and Humanities. The Dean proposed that a new award be created to address this anomaly.

Council noted the proposal and invited the Registrar to consider the establishment of a new award for students on the research register who have satisfied the requirements for the award of a Masters degree in Science, and to bring a proposal to a future meeting of the Council.

CL/06-07/057 Chair in Construction Innovation Council noted and approved the establishment of a Chair in Construction Innovation as detailed in a memorandum from the Provost dated 27th November 2006 which was circulated with papers for the meeting.

CL/06-07/058 Nominations for Appointment Council noted and approved the circulated information (see Appendices 1 and 2).

CL/06-07/059 Chairs Under Other Business the Council noted:

- (i) **Meetings to elect to Chairs** Council would meet to interview for the following Chairs:
 - (a) Thursday 11 January 2007 – Chair in Cancer Biology;
 - (b) Thursday 18 January 2007 – Chair in Molecular and Cellular Immunology.
- (ii) **Thomas N Mitchell Chair in Cognitive Neuroscience** This Chair would be advertised by 8 December 2006.

CL/06-07/060 Resource Management Committee The Council nominated Dr M J F Brown to represent it on the Resource Management Committee.

SECTION B

CL/06-07/061 Information Policy Committee The Council noted and approved the recommendations as set out in the minutes of the Information Policy Committee from its meeting of 31 October 2006, which had been circulated.

CL/06-07/062 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 18 October and 15 November 2006, which had been circulated.

CL/06-07/063 Research Committee The Council noted and approved the recommendations as set out in the minutes of the Research Committee from its meeting of 19 October 2006, which had been circulated.

CL/06-07/064 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 20 October 2006, which had been circulated.

SECTION C

CL/06-07/065 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 24 October 2006 and noted by Board on 22 November 2006.

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

MD John Cosgrave; Ruth Evelyn MacRedmond.

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

PhD Francesco Amico; Stephanie Dawn Armstrong; Gareth Joseph Bennett; Aileen Bright; Elizabeth Gray; Marie McNulty; Terence Meagher; Robert John Murphy; Stephen Sean Toner; Caitríona Maria Walsh.

MSc James Bligh; Andrew Murray Brosnan; Kevin Joseph Carroll; David Frankel; Valerie Smith.

MLitt John Aengus Burke.

CL/06-07/066 Chair in Construction Innovation – Search Committee The Council noted and approved the following membership:

Provost
Senior Lecturer
Head of the School of Engineering
Professor M M O'Mahony
Professor J H Ohlmeyer
Professor D E O'Mahony
External Assessors (2)

CL/06-07/067 Senior Promotions Committee – Personal Chairs (see Actum CL/06-07/012 of 11 October 2006) The Council noted and approved that Professor I S Robinson should hold the 'Lecky Chair of History (1913)', with effect from 1 October 2006, and further approved that this appointment is for the current holder only.

CL/06-07/068 Nominating Committees The Council approved the membership of the following committees:

(i) **Lectureship in Botany (permanent)**

Dean of Science (or nominee)

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- Professor D Taylor
 Professor M B Jones
 Dr T R Hodkinson
 Dr V A Campbell
 Professor I Alexander (Aberdeen)
- (ii) **Chemistry and Physics -CRANN Principal Investigators (maximum 5) – Professor/Associate Professor/Senior Lecturer/Lecturer (permanent)**
- (a) **Nanomaterials**
 Pro-Dean of Science (Dr J R Graham)
 Professor J Boland
 Professor J M D Coey
 Dr A Kelly
 Professor J G Lunney
 Professor I Chvets
 Professor J Corish
 Professor G W Watson
 Professor D Schiffrin (extern)
- (b) **Nanophotonics**
 Pro-Dean of Science (Dr M J Carroll)
 Professor J Boland
 Dr D O'Brien
 Dr H V Smith
 Professor J G Lunney
 Professor E M McCabe
 Professor J Corish
 Professor J M Kelly
 Professor W Graham (extern)
- (c) **Nanobio**
 Pro-Dean of Science (Dr M J Carroll)
 Professor J Boland
 Professor J M D Coey
 Dr L E Doyle
 Professor J G Lunney
 Professor E M McCabe
 Professor J Corish
 Professor M Senge
 Professor I Nabiev (extern)
- (d) **Nanoelectronics**
 Dr M J Carroll
 Professor J Boland
 Professor J M D Coey
 Professor C O'Sullivan
 Professor J G Lunney
 Professor J F McGilp
 Professor J F Donegan
 Professor J Corish
 Professor B Hickey (external)
- (iii) **Genetics/AMiNCH – Lectureship in Medical Molecular Genetics (permanent)**
 Dean of Science
 Professor D J McConnell
 Professor P Humphries
 Professor S Martin
 Dr G J Farrar
 Dr P Murphy
 Professor I M Graham (AMiNCH)
 Dr J Geraghty (AMiNCH)

Professor H M C V Hoey (AMiNCH)
 Professor C A O'Moráin (AMiNCH)
 Professor M P Lawler (St James's Hospital)
 Professor M Comer (Queen's University Belfast)

- (iv) **Human Geography – Lectureship (permanent)**
 Dean of Science (or nominee)
 Professor D Taylor
 Dr M E Hennessy
 Dr A Davies
 Professor J H Ohlmeyer
 Professor A Gilbert (London)
- (v) **Nursing – Senior Lecturer/Associate Professor (3) (permanent)**
 Dean of Health Sciences (or nominee)
 Senior Lecturer
 Professor C M Begley
 Ms F M Timmins
 Professor B Parfitt (Glasgow Caledonian)
 A N Other
- (vi) **Zoology - Lectureships (2) (permanent)**
 Dean of Science (or nominee)
 Professor D Taylor
 Professor J G Wilson
 Dr P Murphy
 Professor T C Lee
 Professor I Montgomery (Belfast)

Under Other Business:

- (vii) **Civil, Structural and Environmental Engineering – Conversion of Contract Lecturer posts (2) to permanent posts**
 Dean of Engineering and Systems Sciences
 Professor J A Fitzpatrick
 Professor M M O'Mahony
 Dr R P West
 Professor B Basu
 Professor J G Lunney
 Dr D O'Conneide (UCC)
- (viii) **Mechanical and Manufacturing Engineering – Conversion of Contract Lecturer posts (2) to permanent posts**
 Dean of Engineering and Systems Sciences
 Professor J A Fitzpatrick
 Professor A A Torrance
 Professor D B Murray
 Mr T D Geraghty
 Professor J G Lunney
 Dr D Finn (UCD)

Signed

Date

Appendix 1 to Actum CL/06-07/058

Nominations for Appointment

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Centre for Global Health	Research Fellow	SAMMAN, Emma, D.Phil. (Oxon.), M.Sc. (Lond), B.A. (Swarthmore College, England)	01-11-2006	31-08-2007
Chemistry	Research fellow	EICHLER, Matthias, Ph.D. (Dubl.)	01-11-2006	30-09-2007
Chemistry	Post-Graduate Course Coordinator	QUINN, Susan Jane, B.Sc., Ph.D. (N.U.I.)	01-10-2006	Indefinite duration
Chemistry	Research Fellow	CALDWELL, Lorraine, B.Sc. (Qld.), Ph.D. (ANU)	20-12-2006	19-12-2008
Children's Research Centre	Research Fellow	DOYLE, Erika, B.A. (Open (UK))	01-09-2006	18-06-2009
Clinical Medicine	Research Fellow	DUNICAN, Dara James, Ph.D. (Dubl.)	15-11-2006	14-11-2007
Clinical Medicine	Visiting Part-time Lecturer	WALSH, Ronan, MRCPI, FRCPC, MB., B.Ch., B.A. (N.U.I.)	01-02-2007	31-01-2010
Clinical Microbiology	Research Fellow	WALSH, Fiona, B.Sc. (N.U.I.), Ph.D. (Edin.)	01-10-2006	20-09-2009
CRANN/Medicine	Research Fellow	O' DOWD, Frank, B.Eng, M.Sc. (N.U.I.)	01-10-2006	30-09-2007
CRANN/Physics	Research Fellow	DE, Sukanta, Ph.D. (Jad.), M.Sc. (Calc.)	01-12-2006	30-11-2007
CRANN/Physics	Research Fellow	SUN, Zhenyu, Ph.D. (Chinese Academy of Sciences)	01-11-2006	31-10-2007
CRANN/Physics	Research Fellow	GUNNING, Robert Denis, B.A. (Dubl.)	01-11-2006	31-10-2007
CRANN/Physics	Research Fellow	SOFIN, Sumesh, B.Sc., M.Sc. (M.Gandhi)	01-11-2006	31-10-2007
Drama	Part-time Lecturer	FLANAGAN, Orla, B.A. (Dubl.), Advanced Dip. (Institute of Music, Hungary)	01-10-2006	30-09-2007
Economics	Part-time Lecturer	COLLINS, Michael, B.A., Ph.D. (Dubl.)	01-01-2007	30-06-2007
Engineering	Part-time Lecturer	DOYLE, Eamonn, B.Sc. (N.U.I.), M.Phil. (Dubl.)	09-10-2006	08-10-2007
Engineering	Research Fellow	PERSOONS, Tim, M.Sc., Ph.D. (Katholieke Universiteit, Leuven)	01-11-2006	31-10-2007
Engineering	Research Fellow	OWENS-PERICÉVIĆ, Ian, B.Eng. (Salf.)	13-11-2006	12-02-2008
English	Part-time Lecturer	STEVENS, Julie Anne, B.A., M.A. (N.U.I.), M.Phil., Ph.D. (Dubl.)	29-09-2006	28-09-2007
English	Lecturer	SLOTE, Samuel, B.A. (Wesleyan), M.A., Ph.D. (Wis.)	01-01-2007	Permanent

Genetics	Research Fellow	JESTER, Brian, B.Sc., M.Sc. (Milwaukee), Ph.D. (Dubl.)	01-09-2006	31-08-2007
Genetics & Microbiology	Research Fellow	CAMPBELL, Matthew, B.Sc., Ph.D. (N.U.I.)	01-10-2006	30-09-2007
Genetics & Microbiology	Research Fellow	O'SEAGHDHA, Maghnus Niall, B.A. (Dubl.)	01-01-2007	31-12-2010
Haematology	Research Fellow	CUNNINGHAM, Sarah Moya, M.B., B.S. (Belf.)	01-10-2006	30-09-2008
Hispanic Studies	Visiting Language Assistant	GONZÁLEZ, Virginia Segura, B.A. (Seville), M.Phil. (Dubl.)	01-10-2006	31-07-2007
Histories & Humanities	Research Associate	RUSSELL, Ian Alden, B.A. (Dubl.)	06-11-2006	05-04-2007
Irish & Celtic Studies	Part-time Lecturer	DE PAOR, Padraig, B.A. (N.U.I.), Ph.D., PaCE. (Belf.)	01-10-2006	30-06-2007
Irish & Celtic Studies	Part-time Lecturer	LYONS, Patrick Joseph, B.A., M.Litt. (Dubl.)	01-10-2006	30-06-2007
Irish & Celtic Studies	Part-time Lecturer	DOHERTY, Jim, B.A. (Belf.), M.Phil. (Dubl.)	01-10-2006	30-06-2007
Irish & Celtic Studies	Part-time Lecturer	NI FHRIGHIL, Riona, B.A., Ph.D. (N.U.I.)	01-10-2006	30-06-2007
Mathematics	Research Fellow	KOVACS, Stefano, B.A., Ph.D. (Rome)	01-09-2006	31-08-2008
Medical Gerontology	Clinical Research Nurse	DILLON, Sheila, M.Sc. (Dubl.)	01-12-2006	30-11-2007
Medicine	Clinical Skills Tutor	MORRIS, Marie, RGN, Dip. in Professional Practice (Luton), B.Sc. (Hatfield)	13-11-2006	12-11-2009
Medicine	Clinical Skills Tutor	MARTIN, Clare, RGN, BSN, Dip in Nursing Studies (Belf.), B.Sc. (Dubl.)	13-11-2006	12-11-2009
Nursing & Midwifery	Lecturer	DONNELLAN, Claire, RGN, B.Sc. (Lond.), Dip. Statistics (Dubl.),	01-01-2007	31-12-2007
Nursing & Midwifery	Lecturer	KELLY, Jacinta, M.Sc. (N.U.I.), H.Dip. (Waterford I.T.), Cert. in General Nursing (Cork Regional Hospital)	09-10-2006	08-10-2007
Nursing & Midwifery	Lecturer	SHEERIN, Fintan, BSN, RGN, Pg.Dip.Ed., Ph.D. (Ulster.)	13-11-2006	Permanent
Social Work & Social Policy	Research Fellow	O' DWYER, Ciara, B.A., M.Sc. (Dubl.)	16-11-2006	15-11-2009
TCIN / Genetics	Research Fellow	ORSO, Genny, B.Sc., Ph.D. (Padova)	01-12-2006	30-11-2008
TCIN / Genetics	Research Associate	KIM, Susy, B.Sc. (College of William and Mary)	19-10-2006	15-02-2007

Appendix 2 to Actum CL/06-07/058

Research Fellows converted to Contracts of Indefinite Duration in compliance with the Protection of Employees (Fixed-Term Work) Act, 2003

Department	Post	Name and Qualifications	Start date	Termination date (if contract)
Biochemistry & Immunology	Research Fellow	KEATING, Sinead, B.Sc. (N.U.I.), Ph.D. (Wales)	01-12-2006	Indefinite duration
Biochemistry & Immunology	Research Fellow	CARTY, Michael, B.Sc., Ph.D. (Belf.),	01-12-2006	Indefinite duration
Histopathology and Morbid Anatomy	Research Fellow	GALLAGHER, Michael, B.Sc., Ph.D. (N.U.I.)	01-01-2007	Indefinite duration
Physics	Research Fellow (Part-time)	CHANDOLA, Sandhya, B.Sc. (Delhi.), M.Sc., Ph.D. (Dubl.)	01-01-2007	Indefinite duration