

*Incorporating any amendments approved at subsequent Council meetings*

**The University of Dublin**

**Trinity College**

**A meeting of the University Council was held on Wednesday 14 February 2007 at 11.15 am in the Board Room.**

*Present* Vice-Provost, Senior Lecturer, Registrar, Senior Tutor, Dean of Graduate Studies, Dean of Arts and Humanities, Dr G Biehler, Mr D L Parris, Dean of Engineering and Systems Sciences, Dr M Stuart, Dr H Gibbons, Dean of Health Sciences, Dr V A Campbell, Dr J P Gormley, Dean of Science, Dr M J F Brown, Dean of Social and Human Sciences, Dr M L Brennan, Dr B M Lucey, Ms F M Haffey, Mr R Kearns, Mr P Laird.

*Apologies* Provost, Dr M E G Lyons, Dr A O'Gara, Ms H Allen, Mr C Reilly Professor N M Claffey.

*In attendance* Librarian, Secretary, Acting Academic Secretary.

*Observers* Dr M H Adams, Dr P Coleman.

*By invitation* Dr E O'Dell, Mr D MacSithigh (for CL/06-07/091).  
Dr V P Kelly (for CL/06-07/093).

**SECTION A**

**CL/06-07/085 Minutes** The Minutes of the following meetings were approved and signed subject to the amendments noted below:

- (i) **11 January 2007** The Senior Tutor was present and apologies had been received from Dr M H Adams.
- (ii) **17 January 2007** Mr P Laird and Dr M H Adams were present.
- (iii) **18 January 2007** Apologies had been received from the Dean of Science.

**CL/06-07/086 Matters Arising from the Minutes** A number of matters arising from the minutes were discussed and have been minuted under appropriate headings hereafter.

**CL/06-07/087 Restructuring (See Actum CL/06-07/071 of 17 January 2007)** The Senior Lecturer informed Council that Board at its meeting of 31 January 2007 approved the establishment of a restructuring advisory group, and noted the membership of the group as follows:

Professor E J O'Halpin	Board
Dr D P O' Donovan	Board
Ms M Leahy	Board
Dr M E G Lyons	Council
Dr V A Campbell	Council

Professor T P McC Brown	Deans
Professor J A Fitzpatrick	Heads of School
Professor M A Marsh	Heads of School
Senior Lecturer	Chair
Academic Secretary (Acting)	Secretary

The restructuring advisory group will consider draft proposals on academic and administrative restructuring and will make recommendations to Council and Board.

Council noted that the possibility of having three Vice-Deans in the proposed Faculty of Arts, Humanities and Social Sciences is currently being discussed at several fora in College.

**CL/06-07/088 Bachelor in Acting Studies (see Actum CL/06-07/072 of 17 January 2007)** It was commented that there were many reasons for the discontinuation of the Bachelor in Acting Studies, (BAS) and that the minute, by ascribing the primary reason as being pedagogical, did not reflect the multitude of reasons, including financial, for the programme's discontinuation. It was noted that all proposals for establishing masters programmes must be considered by the Graduate Studies Committee and approved by Council. One member expressed concern that perhaps College was becoming too directive in the management of communication and public relations issues, and felt that a 'spin' was being put on many issues including consultation on restructuring. The Senior Lecturer commented that the consultation process in place on restructuring was comprehensive and inclusive and that there was ample opportunity for staff to be actively involved in the process. It was confirmed that the statement in the minute referring to a College-wide policy on handling communication related to the need for Schools to consider the consequences of decisions taken at School level on College's overall interests. Some surprise was expressed that a programme could be discontinued without Council's approval. The Senior Lecturer noted that Board at its meeting of 31 January 2007 also expressed concern that undergraduate programmes could be discontinued without reference to the University Council. He informed Council that his Office would review the procedures and bring recommendations to a future meeting of Council. The Dean of Graduate Studies noted that proposals for discontinuing postgraduate programmes are considered by the Graduate Studies Committee, the Heads' Committee and Council.

**CL/06-07/089 HEA Funding Allocation Model (see Actum CL/06-07/072 of 17 January 2007)** The Senior Lecturer informed Council that the IUA Registrars and the Senior Lecturer were currently considering how individual universities have interpreted and applied the HEA guidelines for returning student numbers to the HEA for funding purposes. There is some evidence of inconsistency of interpretation and application across the universities, which gives rise to concern about the reliability of the model. He reiterated his concern that the absence of a base price per student within the model posed a significant risk to College and to the university sector generally. He noted that a feature of the allocation model is to achieve uniformity across the sector. The majority of Arts and many Science undergraduate degree programmes in other universities are three years in duration, and funding for the fourth year of Trinity's programmes may be at risk. He confirmed in response to a question, that the allocation model does take into account e-learning and distance education provision provided that the programme leads to a level 8 award.

**CL/06-07/090 Heads' of School Committee** Minutes of the meeting of the Heads' of School Committee held on 23 January were circulated with papers for the meeting. The Senior Lecturer drew Council's attention to minute HC/06-07/33 and informed Council that

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Mazars Consultants will be making a presentation to the SAS Steering Committee on 15 February 2007 and following this the SAS Steering Committee will prepare a report and recommendations for consideration by the Information Policy Committee (IPC). In response to a question, the Senior Lecturer confirmed that the cost to-date of the project would be included in the report to the IPC.

**CL/06-07/091 Statutes Review** Dr E O'Dell and Mr D Mac Síthigh attended Council for this item. Dr O' Dell introduced the work of the Statutes Review Working Party which was established by Board at its meeting of the 25 October 2006. The membership of the Working Party comprises Dr E O'Dell (Chair), the Registrar, Dr S Boyce (TRSA), Mr P Guinness (Maxwells Solicitors), Ms M Sharp (Lecturers' Forum), Dr T D Spearman and Professor D M Singleton (Fellows). The Statutes represent the academic interests of the College and assert its core values. They were last revised in 1966, and since then there have been many changes to College and to society which are not reflected in the Statutes. While the Statutes have served College well, they are out of step with the existing legal structures and College governance, and they have the potential to prevent development. Their revision is now necessary in order to, among other things, achieve consistency in language, and to prevent future legal difficulties arising from on-going development. The Statutes Review Working Party is responsible for drafting the revisions and Council's role in relation to the Working Party is to advise on policy changes. There will be a College wide consultation process including a series of open meetings and regular public meetings. Information will be posted on the College website.

In response to questions, Dr O'Dell explained that Board must first approve the final draft of the revised Statutes. Following this, the Fellows must approve the changes by a majority vote, which, if approved, will be considered by the Visitors. He noted that in so far as the Statutes must be consistent with the provisions (where relevant) of the Act, the Universities Act, 1997 does not constrain the Statutes and that it is permissible to both add to and remove sections during the revision process. Dr O'Dell commented that the Universities Act, 1997 and the Trinity College, Dublin (Charters and Letters Patent Amendment) Act, 2000 make provision for College Statutes, and that the State has no further interest in the Statutes. The existing Statutes need to be changed in relation to the composition of Council in order to bring it in line with the Universities Act, 1997.

The Vice-Provost thanked Dr O'Dell and Mr Mac Síthigh for presenting this item, and encouraged Council members to participate fully in the consultation process. It was noted that the Working Party will make further presentations to Council on proposed revisions in due course.

**CL/06-07/092 Chairs** The Secretary reported as follows:

- (i) **Chair in Construction Innovation** The Council noted and approved that Professor S M Greene should replace the Senior Lecturer as pro-Senior Lecturer on the Search Committee for the seminars and interviews. The Council noted that the seminars and interviews would be held on 25 and 26 May 2007.
- (ii) **Chair of Biochemistry (1960)** The Council noted and approved that Professor M A Lynch should replace Professor J A Fitzpatrick on the Search Committee. The Council noted and approved the appointment of two external assessors. The Council noted that the seminars and interviews would be held on 26 and 27 April 2007.
- (iii) **The Thomas N Mitchell Chair in Cognitive Neuroscience** The Council noted that the seminars and interviews would be held on 9 and 10 May 2007.

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**CL/06-07/093 Course Proposal – BA (Mod) in Molecular Medicine** A joint proposal from the School of Biochemistry and Immunology and the School of Medicine to establish an undergraduate course in Molecular Medicine together with a memorandum dated 7 February 2007 from the Senior Lecturer was circulated with papers for the meeting. The Senior Lecturer introduced this item and noted that the proposal was considered by the Undergraduate Teaching and Learning Committee (UTLC) at its meeting of 6 February 2007. The UTLC agreed to recommend the proposal to Council on the understanding that (a) the Schools involved would consult further with the Bologna Desk and revise the ECTS weightings to bring these in line with College standards and regulations, (b) the stated learning outcomes would be revised to be more student focussed, and (c) that the award title be revised.

Dr V P Kelly attended Council to present the course proposal. He informed Council that the aim of the course is to educate students in the molecular basis of human disease by bridging the principles of basic science and clinical medicine and by providing a strong training in the understanding of translational research. The course is aligned with the strategic direction of both Schools involved and with College's strategic plan.

Students will be admitted to the course from the Senior Freshman year of Natural Sciences (TR071) commencing Michaelmas 2007 with a proposed annual intake of ten. The School of Biochemistry and Immunology already offers courses in immunology, cell biology, and structured biology and it proposes to spread the 45 student intake across these courses and the proposed course in molecular medicine. Dr Kelly drew Council's attention to the curriculum and noted that he has scheduled a meeting with the Bologna desk to address the issues raised by the UTLC.

Council in discussing the course proposal commented on the need to make provision for international fee-paying students. Dr Kelly confirmed in response to a question that medical and dental students would be eligible to apply for a place on this course as part of an intercalated year, and that these students would be ex-quota. It was noted that the degree award would be a BA (Mod) in Science. It was pointed out that clinical medicine is a discipline and not a School as referenced in the proposal.

Council approved the course proposal subject to the award title being a BA (Mod) in Science; the ECTS and learning outcomes complying with College regulations and standards; financial arrangements being approved.

**CL/06-07/094 Retention and Academic Promotion** A memorandum dated 9 February 2007 from the Vice-Provost on retention and academic promotion was circulated with papers for the meeting. The Vice-Provost introduced this item noting that the memorandum was strictly confidential. College's ability to retain excellent academic staff was now threatened due to an environment of increased head-hunting and aggressive recruitment by other institutions nationally and internationally. A key mechanism in the retention of excellent staff was promotion. Trinity considers applications for academic promotion once annually and it was now necessary to introduce an additional element to the College's promotion procedures to allow for greater flexibility in responding to the threat of losing excellent staff.

The Vice-Provost drew Council's attention to the new academic promotions procedures approved by Board in 2004, noting in particular that Board approved the removal of quotas from all academic promotions commencing in the academic year 2006-07. She invited Council to consider the proposal that in exceptional circumstances such as the need to retain a member of staff, that the Provost may convene the Senior Promotions Committee or Personal Chairs Sub-Committee of the Senior Promotions Committee at any time throughout the year to consider a candidate. She outlined proposed

procedures that should be employed in considering candidates for promotion to Associate Professor or Personal Chair outside the annual process.

Council discussed the proposal at length. It was suggested that destination data of academic staff who have left College would be useful. It was generally accepted that academic staff tend to advance their career by taking up positions in different universities. Poaching of staff of all levels has been a practice for many years both nationally and internationally. It was commented that the proposal may give cause for concern about equity of treatment of staff, and argued that staff have different loyalties, some to their subject, some to the institution, and some to their own interests. Those who have a loyalty to the institution will be less prepared to move to another institution, and as a result their career advancement may be slower. It was further felt that this procedure is only likely to be used for a select number of disciplines, and it was argued that this also resulted in different treatment for different staff depending on their subject area.

Council discussed the operations of this procedure and sought assurance that it would not be used to bring pressure on College to fast-track staff through the system. It was felt that perhaps a single procedure operating throughout the year might address some of the concerns expressed and would obviate assertions of favourable treatment of some staff. It was held that the promotion system was unduly demanding and that for some Trinity staff it would be easier to apply for positions elsewhere than to put themselves forward for promotion. It was commented that the need to be progressed over the merit bar on the lecturer grade existed only in Trinity and that this created an additional hurdle for Trinity staff.

The Vice-Provost in responding to Council's concerns and comments, noted that the promotion process was very rigorous and this ensured that standards and quality were maintained. Candidates being considered for promotion outside the annual process would be assessed in the same way as any other candidate being put forward for promotion. This special procedure would not be open to staff who were previously unsuccessful in their application for promotion in the annual promotion system and who were subsequently successful in obtaining a higher position elsewhere. It was noted that this procedure would only be activated in extremely rare circumstances and only when strategically necessary.

Council approved the proposal that in exceptional circumstances the Provost may convene the Senior Promotions Committee or Personal Chairs Sub-Committee of the Senior Promotions Committee at any time throughout the year to consider a candidate. In the case of candidates to be considered for promotion to Associate Professor or Personal Chair outside the annual process, the procedure employed annually will apply, and:

1. The Provost will decide whether a *prima facie* case exists to warrant convening a meeting of the Senior Promotions committee in the case of a candidate for Associate Professor, or the Personal Chairs Sub-Committee of the Senior Promotions Committee in the case of a candidate for a Personal Chair, with the advice of senior academics in the candidate's area, e.g., the Head of School, Dean of Faculty, or Chair in the discipline.
2. If a *prima facie* case exists, the Provost will convene a special meeting of the Senior Promotions Committee in the case of a candidate for Associate Professor, or the Personal Chairs Sub-Committee of the Senior Promotions Committee in the case of a candidate for Personal Chairs, to consider the candidate's application and academic references.
3. In the case of a candidate for a Personal Chair, the candidate will be invited to meet with the Provost and the Personal Chairs Sub-Committee. Given the need

for timely decision-making in such circumstances, the meeting may proceed provided 50% of the members of the Personal Chairs Sub-Committee attend. The Personal Chairs Sub-Committee makes a recommendation about the nomination of the candidate for a Personal Chair to the Council and Board.

It was recommended that the procedure be implemented as soon as possible and be reviewed at the end of a three-year period.

**CL/06-07/095 Nominations for Appointment** Council noted and approved the circulated information (see Appendix 1 and 2).

**CL/06-07/096 Any Other Business** Council approved the recommendation that Professor R A Stalley should act as pro-Dean to conduct an independent review of a postgraduate student complaint. It was felt that there is potentially a conflict of interest in the two roles held by Dean of Graduate Studies, one to uphold rules and regulations and one to act on disciplinary matters, and suggested that the latter role should be carried out by an appointed pro-Dean.

#### SECTION B

**CL/06-07/097 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 14 December 2006, which had been circulated.

**CL/06-07/098 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 meeting of 22 January 2007, which had been circulated.

**CL/06-07/099 Student Services Committee** The Council noted and approved the recommendations as set out in the minutes of the Student Services Committee from its meetings of 8 December 2006 and 1 February 2007, which had been circulated.

#### SECTION C

**CL/06-07/100 Senior Promotions – Sub-Committee on Personal Chairs (see Actum 56/A of 23 June 2004)** The Council noted and approved the membership of the following committee:

Provost (Chair)  
 Vice-Provost  
 Senior Lecturer  
 Representatives of Academic Staff (Professor C F Brady and Dr D A Mac Dónaill)  
 Representative of Non-Fellow Academic Staff: Dr J A Redmond  
*Representing Council*  
 Professor M M O'Mahony  
 Professor T P McC Brown  
 Dean of Research (Professor I H Robertson)  
 Professor M Ramaswami

**CL/06-07/101 Higher Degrees—Reports of Examiners** The Council noted and approved the circulated reports of examiners on candidates for higher degrees, approved by the sub-

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committee of Board and Council on 16 January 2007 and noted by Board on 31 January 2007.

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

**MD** Philip Charles Dodd.

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

**PhD** Mohamed Abdalla; Yasser Mohamed Shaker Abdelrahman; Charles Laurence Patrick Brady; Karen Brophy; Eoin Christopher Carolan; Peter James Crooks; Michael Brian Doherty; Edel Duffy; Susan Patricia Foran; John Gleeson; Isobel Claire Gormley; Martina Joan Hennessy; Paul Francis Kenna; Richard Kirwan; Anne Markey; Brendan Philip McHale; David McInerney; Brian O'Driscoll; Victoria Peart; Francois Pitie; Ian Russell; Stuart Anthony Smith; Annemarie Thijms; Martha Christina Elisabeth van der Blij.

**MSc** Shane Cahill; Colette Marie Choiseul; Geoff David Hamilton; Rosemarie Waltraud Soellner.

**MLitt** Ross Aylward; Anthony Joseph Forde; Sara Rosemarie Siebert.

**CL/06-07/102 Minutes - Nominations for Appointment**

- (i) **Meeting of 11 October 2006 - Actum CL/06-07/010, Appendix 4, p 22** to note that the appointment of Mr A J Brooks (Geography) has been resubmitted as 'Part-time Lecturer' (see Nominations for Appointment, page 2, circulated for this meeting);
- (ii) **Meeting of 8 November 2006 – Actum CL/06-07/037 – (Appendix 1) (p 8)**
- (a) to note that the appointment of Dr E Collins (Chemistry) has been resubmitted as 'Temporary Lecturer' (see Nominations for Appointment, page 1, circulated for this meeting);
- (b) to note that the reference to Ms S A Corr (Chemistry) should be deleted.

**CL/06-07/103 Title of Personal Chair** The Council noted and approved the title of the Personal Chair awarded to Professor M T Gallagher: 'Professor of Comparative Politics'.

**CL/06-07/104 Dublin Dental School and Hospital – Senior Lecturer/Consultant in Oral Medicine – Selection Board** The Council approved the membership of the Selection Board for the above post in accordance with Hospital's Establishment Order (S.I. 129 of 1963):

Dr W A Watts *Chair*

Professor N M Claffey and Professor S R Flint (Hospital nominees)

Professor C A O'Moráin and Professor L F Stassen (TCD nominees)

Dr C McCreary (Cork) and Professor A M Schmidt-Westhausen (Berlin) (Minister for Education and Science nominees – external assessors)

Professor P A Reichart (Berlin) (alternate)

**CL/06-07/105 Consolidated dated List of Teaching Assistants and Assistant Examiners, 2006-2007** The Council noted and approved a memorandum from the Senior Lecturer, circulated dated 6 February 2007. The Senior Lecturer confirmed that not all Schools have

returned their lists of teaching assistants and examiners, and that Council would receive a separate report on these in due course.

**CL/06-07/106 Church of Ireland Theological College** The Council noted and approved the appointment of the Rev Patrick Comerford, B.D., Dip.Ecum., F.R.S.A.I. to the post of Director of Spiritual Formation in the Church of Ireland Theological College.

**CL/06-07/107 Nominating Committees** The Council approved the membership of the following committees:

- (i) **Histories and Humanities – Lecturer in Irish Studies (permanent)**  
Dean of Arts and Humanities  
Professor J H Ohlmeyer  
Dr M K Simms  
Professor D Taylor  
Professor N Canny (NUI Galway)
- (ii) **Histories and Humanities – Senior Lecturer in Medieval History (permanent)**  
Dean of Arts and Humanities  
Professor J H Ohlmeyer  
Dr M K Simms  
Professor I S Robinson  
Professor M A Marsh  
Professor C Wickham (Oxford)  
Professor J Green (Edinburgh)
- (iii) **Languages, Literatures and Cultural Studies – Half-time Lectureship in German (3-year contract)**  
Dean of Arts and Humanities  
Professor M Junker-Kenny  
Dr G J Carr  
Dr J Barkhoff  
Professor N M McGowan  
Professor F Krobb (NUI Maynooth)  
The recommendation to replace Dr C Leahy with Dr J Barkhoff because of a possible conflict of interest in respect of a candidate was approved.
- (iv) **Linguistics, Speech and Communication Sciences – Lecturer in Applied Linguistics and Co-ordinator of Language Modules (permanent)**  
Dean of Arts and Humanities  
Professor D G Little  
Professor D M Singleton  
Dr M M Smith  
Dr S M S Devitt  
Professor H Komorowska (Warsaw)
- (v) **Nursing and Midwifery – Lecturers/Senior Lecturers (4) in Intellectual Disability**  
Dean of Health Sciences  
Professor C M Begley  
Mr C Griffiths  
Dr P O'Brien  
Dr O Barr (Ulster)
- (vi) **Paediatrics – Lecturer/Registrar in Paediatrics (3-year contract)**  
Dean of Health Sciences  
Professor H C M V Hoey  
Dr E Roche  
Dr V A Campbell  
Professor D Gill (Children's University Hospital, Temple Street)



- (vii) **Academic Posts - Physics/Chemistry and Principal Investigators – CRANN**  
 Pro-Dean of Science (Dr J R Graham)  
 Professor C O’Sullivan  
 Professor J Boland  
 Dr D O’Brien  
 Professor J Corish  
 Professor J M Kelly  
 Professor J G Lunney  
 Professor J F Donegan  
 Professor W Milne (Cambridge)
- (viii) **Physiotherapy**
  - (a) **Education Co-Ordinator – Senior Physiotherapist Scale (permanent)**
  - (b) **Regional Placement Facilitator – Senior Physiotherapist Scale (half-time, 3 years)**  
 Dean of Health Sciences  
 Ms J Hussey  
 Dr J P Gormley  
 Dr M M Smith  
 Ms A Quinn (St Colmcille’s Hospital, Loughlinstown)
- (ix) **Social Sciences and Philosophy – Lecturer in Political Science (permanent)**  
 Dean, Faculty of Social and Human Sciences  
 Professor M A Marsh  
 Professor M T Gallagher  
 Dr R S Chari  
 Dr V Timonen  
 Professor S Croft (Warwick)
- (x) **Lecturer in Greek Literature and Philosophy (permanent)**  
 Dean of Arts and Humanities  
 Professor R A Stalley  
 Dr C E Morris  
 Professor B McGing  
 Dr V Politis  
 Professor K Sidwell (UCC)
- (xi) **Lecturer in Greek History (3-year contract)**  
 Dean of Arts and Humanities  
 Professor J H Ohlmeyer  
 Dr C E Morris  
 Professor B McGing  
 Dr M Hennessy  
 Professor R Osborne (Cambridge)

**CL/06-07/108 School of English – Directors** The Council noted and approved the nomination of the following Directors in the School of English, from 13 July 2006 to 12 July 2008:

- (i) Teaching and Learning Undergraduate: Dr D O Jones;
- (ii) Teaching and Learning Postgraduate: Professor N Grene;
- (iii) Research: Professor I C Ross.

Signed .....

Date .....

## Appendix 1 to Actum CL/06-07/095

**Nominations for Appointment**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Biochemistry	Research Fellow	TOOMEY, Deirdre, B.A., Ph.D. (Dubl.)	16-01-2007	15-01-2008
Biochemistry & Immunology	Research Fellow	DONOGHUE, Pamela, B.Sc., Ph.D. (N.U.I.)	08-01-2007	07-01-2008
Chemistry	Research Fellow	GRACZYK, Angelika, B.Sc. (Institute of Technology, Dansk), Ph.D. (Dubl.)	08-01-2007	16-03-2007
Chemistry	Temporary Lecturer	COLLINS, Emily, B.Sc. (Lond), Ph.D. (E Anglia)	01-10-2006	30-06-2007
Chemistry	Research Fellow	WHELAN, Aine, B.A., Ph.D. (Dubl.)	16-11-2006	15-11-2007
Computer Science & Statistics	Research Fellow	DE, Prithwjit, B.Stat., M.Stat. (I.Stat.I.)	01-02-2007	01-07-2009
Computer Science & Statistics	Research Fellow (Part-time)	MORVAN, Yann, Ph.D. (Dubl.), D.E.A. in Computer Science, E.N.S. (Lyon.)	01-10-2006	30-09-2007
Education	Clinical Tutor	BABAR, Mahwash, M.B.BS. (Punjab, Pakistan), M.R.C.S.I.	01-10-2006	30-09-2009
Engineering	Research Fellow	MC NABOLA, Aonghus, B.A. (Dubl.)	01-01-2007	31-12-2007
Engineering	Research Fellow	SWEENEY, Conor, B.Eng. (N.U.I.), Ph.D. (Dubl.)	01-11-2006	28-02-2007
Engineering	Research Fellow	PITIE, Francois, Ph.D. (Dubl.)	01-01-2007	31-12-2007
Engineering	Research Fellow	PARSONAGE, Philip, M.Eng. (Oxon.)	05-02-2007	05-08-2007
Engineering	Lecturer	SZETO, Wai Yuen, B.Eng., M.Phil., Ph.D. (HKUST)	01-02-2007	Permanent
Engineering	Lecturer	PAVIA, Sara, B.Sc., Ph.D. (Zaragoza)	01-02-2007	Permanent
Genetics	Research Associate	GRACIET, Emmanuelle, Ph.D. (Paris)	01-04-2007	31-03-2009
Geography	Part-time Lecturer	BROOKS, Anthony James, B.Sc. (Dunelm.)	20-09-2006	19-09-2007
Geology	Research Associate	DEVUYST, François-Xavier, B.Sc., M.Sc., Ph.D. (U Catholique de Louvain), M.Sc. (U Libre de Bruxelles)	01-01-2007	30-12-2010
History	Research Associate	HORGAN, John, B.A., Ph.D. (N.U.I.)	01-01-2007	31-12-2008
Medical Gerontology	Clinical Director of TRIL Programme	FAN, Chie Wei, M.B., D.M.E. (Dubl.) M.R.C.P.I	01-02-2007	31-12-2007
Medicine/ Surgery	Non-Clinical Lecturer	PIDGEON, Graham, B.Sc., Ph.D., (D.C.U.),	02-01-2007	Permanent

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Pharmacy & Pharmaceutical Sciences	Research Fellow	BYRNE, Adam, B.Sc. (Dubl.)	01-02-2007	30-04-2007
Social Sciences & Philosophy	Visiting Academic	MC GUIRK, Pauline, B.A., H.Dip., Ph.D. (Dubl.)	19-03-2007	12-07-2007
Social Work & Social Policy	Research Fellow	MANNAN, Hasheem, B.Sc. (Madr.), M.Sci. (Lond.), Ph.D. (University of Kansas), Dip. in Special Education (Spastics Society, Tamilnadu)	05-03-2007	05-03-2008

## Appendix 2 to Actum CL/06-07/095

**Nominations for Appointment**

<b>Department</b>	<b>Post</b>	<b>Name and Qualifications</b>	<b>Start date</b>	<b>Termination date (if contract)</b>
Biochemistry & Immunology	Research Fellow	BRADY, Miriam, B.Sc., Ph.D. (N.U.I.)	01-01-2007	Indefinite Duration
Biochemistry & Immunology	Research Fellow	JARNICKI, Andrew, B.Sc. (Murd.), Ph.D. (W.Aust.)	01-01-2007	Indefinite Duration