

# ***ifut* 2003**

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Annual Conference, Dublin, 21 June 2003

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**CÓNAIDHM ÉIREANNACH NA MÚINTEOIRÍ OLLSCOILE**

## A. FRATERNAL DELEGATES & GREETINGS AT 2003 ADC

### **FRATERNAL DELEGATES**

Mr Jim Dorney, General Secretary, Teachers' Union of Ireland.

Mr Don McCluskey, Past President, Association of Secondary Teachers, Ireland.

Dr Paul Hudson, President, Association of University Teachers, QUB.

Ms Margaret Baumann, Regional Secretary, National Association of Teachers in Further & Higher Ed, N.I.

### **FRATERNAL GREETINGS**

#### **Irish Congress of Trade Unions (ICTU)**

"I wish you every success for your Conference and look forward to maintaining close fraternal relations between our two organisations."

*David Begg, General Secretary*

#### **Norwegian Association of Research Workers (NARW)**

"Thank you for the kind invitation to the annual conference on Saturday. We will not be able to attend the meeting, but send our warm greetings. Please convey our message of greetings to the delegates.

"On behalf of the Norwegian Association of Research Workers (NARW), I would like to express our best wishes for the conference, hoping for a good meeting and success for your union also in the future. NARW wishes you all the best and hope to maintain close fraternal relations between our two organisations in the continued work for better conditions for our members."

*Kari Kjenndalen, General Secretary*

#### **National Association of Teachers in Further & Higher Education (NATFHE) [UK]**

"Can I take this opportunity to send you NATFHE's good wishes for your forthcoming conference. As always, I hope our two organisations can go on working together in what is becoming an increasingly globalised environment."

*Paul Bennett, National Official*

#### **Opetusalan Ammattijärjestö (OAJ) [University Teachers Union – Finland]**

"Thank you very much for the invitation to participate CÉMO-IFUT's Annual Delegate Conference on 21 June 2003 in Dublin.

"Unfortunately, we are unable to attend.

"On behalf of OAJ and its' membership I send our warmest greetings and good wishes for a successful Conference."

*Erkki Kangasniemi, President*

**B. ANNUAL REPORT 2002/2003**  
(As amended at ADC)

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**NOTE:** *As always, the contents of the various Parts of Annual Report can overlap in significance to a certain extent. That is to say, a number of items under Education and Research can have at least implications with regard to Remuneration or Conditions of Employment. Otherwise, material is located as much as possible by main content.*

## I. EDUCATION & RESEARCH

### 1. University Legislation & Statutes

There were no major developments reported during the session concerning direct follow-through to the Universities Act 1997. However, in the related matters of Grading Structures and Nomenclature, there were some developments in UCD and NUIG in particular, which are reported on under Conditions of Employment below (p 15).

### 2. Research

A *National Research Conference* was held by the HEA on 31 October 2002. The agenda was as follows: Creating and Sustaining the Innovation Society; Higher Education and Research - Key Drivers in an Advanced Innovation Society; Enhancing Competitiveness in Basic Research - the Importance of Strategic Planning and Collaboration; Programme for Research in Third-Level Institutions; and Round Table Discussion Forum. Case Study Sessions were as follows: Integrating Bio-Discovery - Basic and Clinical Sciences; Exploring and Understanding our World - Environment and Society; Inventing and Enabling the Technologies of the Future.

A copy of the publication *Research and Developments in Education - Projects 1994-2000*, published by the Department of Education and Science (DES), was sent to IFUT on 31 January 2003.

### 3. Skilbeck Report & IFUT Conference

The Presidential Address to last year's ADC was taken as a first public and documented opportunity to put forward certain reactions to this report from IFUT.

An IFUT Working Group on the Skilbeck Report was set up under the Convenorship of the President, Pat Burke, with Gerald Mills of UCD acting as rapporteur and drafter of the IFUT response. This item, entitled *Facing University Challenges - An IFUT View*, has just been brought to a conclusion and will be published in the forthcoming edition of *ifut news* as well as being circulated widely otherwise.

The Skilbeck Report was also taken into account at the IFUT Conference on *The University Teacher* which was held on 18 and 19 October 2002 in St Patrick's College, Drumcondra. The agenda was as follows:- The University Teacher in 2002 - David Bridges, Professorial Fellow, Centre for Applied Research in Education, University of East Anglia; Teaching & Research - Jens Vraa-Jensen, Danish Masters' [MA/MSc] Association; Open Forum; and Contexts and Pressures: the Role of IFUT - Phyllis Gaffney, French, UCD.

The proceedings of the conference along with some other related material are being put together at present under the editorship of the President for

publication and this should take place early in the new session.

In a related area, IFUT was informed of a conference on *Gateways, Hubs and Higher Education* organised by the Institute of Technology, Sligo, on 23 May 2003. The speakers on the theme came from that Institute, the Galway/Mayo Institute of Technology, Skills Initiative Unit, DES, HEA, IDA Ireland, Enterprise Ireland, and Masonite Irl Ltd.

### 4. Bologna Process

This is the term that has become attached to developments at Ministerial level across several European countries, which began with the Sorbonne Declaration of 1998 and proceeded through Declarations at Bologna in 1999 and Prague in 2001. These were published in the Spring 2002 edition of *ifut news*. With the next follow-through meeting of Ministers due in Berlin in September 2003, various groups have been preparing responses to what has happened so far and submissions in relation to what will be considered in Berlin.

IFUT was involved in two major events of this nature in 2003. First of all, the Education International Europe (EIE) and the GEW<sup>1</sup> organised a *Forum on Shaping the European Area of H E and Research* from 10 to 12 April 2003. Vice President, Breandán Ó Cochláin of NUIG and the General Secretary, Daltún Ó Ceallaigh, attended. Maureen Killeavy of UCD had been engaged by the organisers of the conference to prepare two papers in respect of Ireland entitled *Accreditation in the Framework of Evaluation Activities - A Study of Practice and Procedures in Higher Education in the Irish Republic* and *An Overview of Recent Changes and Development in the Working Conditions of Academic Staff in Ireland*, and duly presented these at the conference. The General Secretary was asked to act as rapporteur for the session on the Saturday morning.

The agenda of the conference was as follows:- GATS and the Internationalisation of Higher Education and Research; Accreditation in the Framework of Quality Assurance Activities - Country Reports: Northern Europe, Eastern Europe, Southern Europe, Western Europe; The International Attractiveness of the Academic Workplace in Europe: Country Reports; EURO STUD - A Survey on the Social and Financial Situation of Students in Europe; Social Change by Social Dialogue; Discussion on Trade Union Expectation and the Bologna-Process; Berlin Statement: Shaping the European Area for Higher Education and Research.

IFUT was also invited to an important conference of the European University Association (EUA) entitled *EUA Convention of Higher Education Institutions - Strengthening the Role of Institutions*,

<sup>1</sup> Gewerkschaft Erziehung und Wissenschaft - Union of Education and Science [Germany]

again aimed principally at the Berlin Ministerial Conference. The President, Pat Burke, and General Secretary, Daltún Ó Ceallaigh, attended this from 29 to 31 May 2003. The agenda was as follows: European Higher Education in the Globalised World; Revisiting the Links between Higher Education and Research; Consolidating a Quality Culture in Europe's Universities; Improving Institutional Governance and Management; Pushing Forward Bologna and Prague; From Salamanca to Graz - A View from the Universities; and Educating for the Future Europe - Expectations and Issues.

Key documents on the Bologna Process emanating from these sources and also from the Higher Education and Research Standing Committee (HERSC) of the EIE will be published in *IFUT News*.

### 5. UNESCO and OECD & Higher Education

On 5 September 2002, the Education International (EI) wrote to its higher education affiliates as follows:

"As you may know, UNESCO will organise in June 2003 a meeting of higher education partners, on the one hand, to assess the impact of the World Conference on Higher Education (WCHE) on the development of higher education at global level and, on the other hand, to examine the new developments in higher education.

"Therefore, UNESCO circulated, to its Member States, the attached questionnaire which had to be returned by 30 June 2002. We would invite you to contact your authorities to get information on their reply if they have not yet done so."

IFUT wrote accordingly on 17 September 2002 to the Minister for Education and Science:

"We are advised that UNESCO circulated the enclosed copy questionnaire to its Member States with a request that it be completed and returned by 30 June 2002.

"We therefore seek your advice on the response of Ireland to this."

On 30 September 2002, the Minister replied:

"I can advise that the questionnaire referred to, has been circulated to relevant officials for consideration. It should be noted that the questionnaire was received after 30 June 2002."

In the same context, IFUT was invited to the 8<sup>th</sup> UNESCO/NGO Collective Consultation on Higher Education from 13 to 15 January 2003. This was attended by the President, Pat Burke, and General Secretary, Daltún Ó Ceallaigh. The agenda was as follows: New UNESCO Initiatives in Higher Education: Preparations for WCHE+5; Global Forum on International Quality Assurance, Accreditation and the Recognition of Qualifications in Higher Education; Teacher Education; UNITWIN<sup>1</sup>/UNESCO

Chairs Strategy; Forum on Higher Education, Research and Knowledge; Academics Across Borders; Post-WCHE Trends and Challenges in Higher Education as Defined by Member States; Preliminary Analysis of the Replies to the UNESCO Questionnaire of May 2001; Follow-up of the World Conference on Higher Education: Draft Synthesis of NGO Action - 1998/2002 & NGO Proposals for Future Action to Strengthen the Follow-up Strategy; The Contribution of Higher Education to EFA<sup>2</sup>; The Contribution of Higher Education to Sustainable Human Development; and Internationalisation of Higher Education.

The Trade Union Advisory Committee (TUAC) of the OECD held a Working Group on Higher Education on 7 May 2003 and the President, Pat Burke, attended. The agenda was as follows: OECD Forum/OECD Ministerial [Meeting], 28-29/4/03; Schooling for Tomorrow, OECD Workshop; Consultation with the OECD Directorate on Education 19/2/03; Meeting of the OECD Education Committee 9-10/4/03; Workplace for Learning for High Performance Work Systems; Preparation for a LMP Meeting on *A Learning Workforce, new challenges for policies, provision and financing* - a follow-up to the TUAC-BIAC<sup>3</sup> Survey on Lifelong Learning; Policies to Strengthen Incentives and Mechanisms for the Co-Finance of Lifelong Learning; Transforming Disability into Ability - Policies to Promote Work and Income Security for Disabled People; and Information on forthcoming OECD Education Activities.

### 6. GATS & Globalisation

The flow of documentation from various sources concerning the General Agreement on Trade in Services (GATS) continued during the year, with the President specialising in this area for IFUT.

Further to a letter of 20 November 2002 from the European Trade Union Confederation (ETUC), together with a document entitled *Statement on GATS Negotiations*, it was decided to write to the General Secretary of ICTU advising that IFUT endorsed this. It will be reproduced in *ifut news*.

The Education International has also set up a Task Force on Globalisation of Higher Education and IFUT is keeping in close touch with this.

The *EFA Global Monitoring Report 2002* of UNESCO was received during the year.

### 7. National Council for Curriculum and Assessment

On 9 July 2002, the NCCA wrote to IFUT about an initiative on Interculturalism and the Curriculum, involving the setting up of a Steering Committee with two education officers attached to it, one for

<sup>1</sup> University Twinning & Networking Scheme

<sup>2</sup> Education For All

<sup>3</sup> Business & Industry Advisory Committee

primary and one for post-primary level. This was referred to the IFUT nominee to the NCCA for this area, James Norman of MDIE. On 29 July 2002, James Norman reported on the activities in question as follows:

"I had a meeting last week with the NCCA coordinators of the Steering Committee on Interculturalism in Education. The purpose of the meeting was for the NCCA to consult with IFUT regarding its views on interculturalism in education and to find out what is happening in the Colleges of Education regarding this area in teacher training. I told the NCCA representatives that IFUT:

- considered the issue of interculturalism in education very important;
  - was anxious that interculturalism be interpreted in the broadest sense and not just in terms of asylum seekers and refugees;
  - recognised that interculturalism was best approached in terms of the criteria used by the National Equality Authority i.e.:
    - marital status;
    - family status;
    - age;
    - disability;
    - race;
    - sexual orientation;
    - religious belief; and
    - membership of the Traveller Community
- and that the issue must be approached in terms of both staff and pupils' rights.

"The NCCA representatives have asked me to report back to them by September 11<sup>th</sup> with information on what is going on in the Colleges of Education regarding teacher training and interculturalism."

Following liaison with Head Office, James Norman then communicated with the IFUT Branches concerned as follows on 30 July 2002:

"As you may be aware, the NCCA has established a Steering Committee on Interculturalism in Education. As part of the work of this committee all of the major partners in education are being consulted on the issue of interculturalism and education. One of the organisations being consulted is the Irish Federation of University Teachers (IFUT) and it is on their behalf that I am writing to you.

"We are trying to find out what type of training in interculturalism is available in each of the IFUT Colleges of Education. Secondly, we are also interested in finding out what are the issues of concern to lecturers and students in your college concerning the increasingly intercultural nature of education in Ireland.

"I would be very grateful if you could write to me as soon as possible with the above information which will only be used to make a representation to the NCCA Steering Committee on Interculturalism in Education. The information you send me will be treated confidentially and no specific college will be

identified as part of the representation to the Steering Committee.

"If you wish to discuss the above in any way please contact me at james.norman@materdei.dcu.ie"

On 9 September 2002 he advised the NCCA as follows:

"Further to our meeting earlier in the Summer I contacted all of the Colleges of Education to find out 1) was there any intercultural dimension to the training of teachers in these colleges and 2) what issues might be arising for staff and students in these colleges.

"The replies were very few but those colleges that replied reported that there was a move to have an intercultural dimension to the teacher training programmes in their college and also on post-grad programmes. One college covered it as a specific module while others brought it in as an aspect of other modules.

"The main issues arising are 1) lack of guidelines for teachers 2) lack of resources 3) occasional prejudice encountered by lecturers among a small number of student teachers.

"The colleges that replied to my letter were: National University of Ireland, Maynooth; Mary Immaculate College, University of Limerick; and Mater Dei Institute of Education, Dublin City University."

A letter was received from the ICTU in relation to a Congress National Forum on *Towards a National Action Plan Against Racism in Ireland* on 26 July 2002.

Further to an invitation from the Higher Education Equality Unit to its launch of *Creating an Intercultural Campus*, scheduled to take place on 16 November 2002, James Norman of MDIE represented IFUT.

On 17 October 2002, a communication from the NCCA enclosing *Draft Guidelines for Teachers of Students with General Learning Disabilities* was received and an IFUT input requested. The Executive decided to ask Daire Keogh of SPCD to deal with this. Information was also sent to Brendan Spelman of UCD, the IFUT nominee to the NCCA Primary, Social, Political and Health Education Committee.

Further to a letter from the Educational Disadvantage Committee of the DES, Daire Keogh was nominated to represent IFUT on the *Forum to Address Educational Disadvantage*, and its first meeting was scheduled for 18 November 2002. The printed report of this was subsequently received.

On 5 November 2002, the DES wrote to IFUT asking it to submit the name of its nominee to the newly constituted NCCA and the Executive decided that Eugene Wall of MICL should be appointed following on his service on the previously constituted NCCA.

On 14 February 2003, the NCCA wrote enclosing a paper from that organisation entitled *Develop-*



ing *Senior Cycle Education: Consultative Paper on Issues and Options*. This was noted as being dealt with through the existing IFUT involvement in the national committee.

IFUT representatives on the Council and the Committees otherwise of the National Council for Curriculum and Assessment are as follows:-

**COUNCIL:**

Eugene Wall, MICL;

**PRIMARY CURRICULUM CO-ORDINATING**

**COMMITTEE:**

Eugene Wall, MICL;

**PRIMARY ASSESSMENT WORKING GROUP:**

Eugene Wall, MICL;

**EARLY CHILDHOOD & PRIMARY COMMITTEE:**

Eugene Wall, MICL;

**STEERING COMMITTEE FOR SPECIAL EDUCATION:**

Brendan Spelman, UCD;

**STEERING COMMITTEE FOR PILOT PROJECT ON MODERN LANGUAGES IN THE PRIMARY SCHOOL:**

Anne O'Keeffe, MICL.

## 8. Teacher Education Reports

In regard to the document *Preparing Teachers for the 21<sup>st</sup> Century - Report of the Working Group on Primary Pre-service Teacher Education*, Branches were written to on 18 October 2002 to see if they wished to make nominations to an IFUT Working Group on the subject. None was forthcoming. However, the APSCEH Committee considered the matter at its meeting on 18 December 2002. At another meeting on 7 February 2003, with an expert in attendance in the person of Damian Murchan of the Education Department in TCD, a thorough discussion took place about the Report. Subsequently, Frank Flanagan of MICL composed a lengthy letter to all members of APSCEH seeking their comments. By 3 March 2003, he reported that he had received two responses, only one of which made suggestions in regard to the content of his draft.

In the matter of the Second-Level Report, the Minister for Education and Science was written to on 14 October 2002 saying that IFUT understood that it had been finalised in 2001, and asking what was happening to it. This was acknowledged by the Minister's Private Secretary on 25<sup>th</sup> of the month. On 6 November 2002, the Minister wrote to state that: "The position in this regard is that a copy of the final Report was received in my Department in October 2002. The Report is currently at printing stage and will be published shortly." A copy of this letter was sent on to the Branches. On 20 December 2002, IFUT wrote again to the Minister inquiring as to what the situation then was. This was acknowledged by the Private Secretary on 9 January 2003. On 28 February and 14 March 2003, IFUT received letters from the Minister which were identical and stated: "I wish to inform you that my Department has now received the Report. I requested that my officials contact you when arrangements

have been finalised for a publication date."

Lastly, through the good offices of Olwyn Enright TD, Spokesperson on Education of Fine Gael, a question was tabled and answered in the Dáil on 10 April 2003. However, little light was thus shed upon the state of affairs in the reply: "The advisory Group to which the Deputy refers was established to carry out a review and make recommendations on the content, organisation and structure of programmes in pre-service education and training for second-level teachers. The Report is currently being considered by officials in my Department with a view to its wider dissemination in the near future."

## 9. NQAI & Quality Assurance

At a Council meeting on 7 December 2002, the General Secretary said that two documents about a Joint Quality Initiative in Europe from the National Qualifications Authority of Ireland (NQAI) had been received and passed on to the Executive for its guidance. These were *Joint Quality Initiative - Report of Working Meeting* and *Towards Share Descriptors for Bachelors & Masters*. They also needed to be looked at in connection with what had so far been termed the Bologna Process (see p 6). It was decided that Council would deal with these matters in the light of Executive advice.

In a related area, a joint agenda from the NDP<sup>1</sup>/CHIU/HEA for the event entitled *Quality Improvements in Irish Universities - Inaugural Conference of Irish Universities Quality Board* of 7-8 February 2003 was considered by Council. The agenda was as follows: Defining and Implementing Quality in Higher Education; Improving Learning by Enhancing Teaching; Launch of *Framework for Quality in Irish Universities*; Promoting Excellence in Research in the Sciences, Engineering & Technology; Promoting Excellence in Research in the Humanities and the Social Sciences; The Campus Experience and Student Engagement; and A European Quality Area. Particular attention was given by IFUT to the publication *A Framework for Quality in Irish Universities: Meeting the Challenge of Change* from CHIU; hard copies (which were supplied to the Executive) are no longer available, but it is downloadable from the internet.

Information was also received during the year about the Higher Education & Training Awards Council (HETAC) - INQAAHE<sup>2</sup> Conference on *Quality and Standards* on 14 to 17 April 2003. The Pre-Conference Workshops were: Fundamentals of Quality Assurance; and The Self-Evaluation Process. The agenda otherwise was as follows: Quality and Standards - The National Perspective; Quality and Standards - The Regional Perspective; and

<sup>1</sup> National Development Plan

<sup>2</sup> International Network for Quality Assurance Agencies in Higher Education

Quality Standards - Global Perspective.

Council asked the Executive to consider setting up a Working Group on this subject. Initially, the Executive decided to follow the matter through by requesting a meeting with the Chief Executive of the Irish Universities Quality Board, Professor Don McQuillan. Efforts are being made to arrange this at present.

### 10. Ardoideachas agus An Ghaeilge

Information was received during the year about a seminar being organised on 21 November 2002 by Conradh na Ghaeilge on *Ardoideachas trí Ghaeilge*. The agenda was as follows: Ardoideachas trí Ghaeilge - an ród seo romhainn?; Cad is ardoideachas ann? - Forléargas ar an earnáil; Cad iad na riachtanais agus na héilimh ag pobail na Gaeilge? - Dearcadh na dTomhaltóirí; agus Cad iad na modhanna seachadta don todhchaí? - Bealaí forbartha a d'féadfaí a fheidhmiú.

On 7 and 8 February 2003, Fiontar, Dublin City University, with support from the Higher Education Authority, organised a conference entitled *Ollsco-laíocht Ghaeilge: Dúshlán agus Léargais*. The agenda was as follows: Small is Beautiful - Bringing Higher Education Closer to the People; Idir ár féin agus ré seo na húire; The Needs of the Language Community and Creating Demand for Irish-Medium Third-Level Education; UCC's BCL (Law and Irish) - A Case Study; An Irish Language University - Let us Avoid 'White Elephants'; University Education in Irish with Particular Emphasis on the Requirements of the Gaeltacht; The Irish World Music Centre - Cultural Strengths and Contemporary Issues; Lessons from Gaelic-Medium Higher Education in Scotland; University Support for Irish - Rationale and Provision; Resource Management and Bilingual Education; and University Education and the Basque Language. Vice President, Breandán Ó Cochláin of NUIG attended this event.

### 11. University Cutbacks

The situation in regard to the above was monitored constantly by Council during the year. There were reports of cuts in staff on fixed-term contracts, freezes on new posts, and suspension of building projects. In TCD, there was also the suspension of early retirement due to problems with the pension fund. The position will continue to be watched and assessed in the coming session.

### 12. General Information & Publications

The following publications were received during the year: *Concrete Future Objectives of the Education Systems in Europe*, ETUCE; *Teacher Education*, ETUCE; *Teacher Supply in Europe: A Time for Action!* ETUCE; *Quality in Education*, ETUCE; *Quality in Education - Presentation of ETUCE's Work 1995-*

*2001*, ETUCE; *Teacher Shortage in Europe*, ETUCE; *Education for All – Is the World on Track?*, UNESCO; and *Scientific & Technological Education (Investment) Fund*, DES.

The following items were sent to Branches: *Education International Magazine*, EI; *World Teachers' Day Brochure*, EI; *EI Declaration on Professional Ethics*, EI; and *Modernisation in the Education Sector*, Education Sector Quality Assurance Group (under PPF)\*.

### 13. General

Further to a letter of 7 April 2003 from the ASTI, which enclosed a copy of its letter of 3<sup>rd</sup> of that month to the Minister for Education and Science, IFUT agreed to write to the Minister giving support requested. This concerned the new syllabus for Junior Certificate Science and inadequate in-service training and laboratory facilities and the demand that its introduction thus be delayed.

During the year, a Europe-Wide Network on the Internet of Higher Education Trade Unions was developed with the General Secretary, Daltún Ó Ceallaigh, being the contact person for same in Ireland. He had attended two courses in connection with this organised by the EIE and the European Commission. In this way, a flow of information, in various forms, is being maintained, with appropriate feedback into IFUT.

Further to a letter of 30 April 2003 from the TTLIC (Tuismitheorí/Teagascoirí Le Chéile - Parents/Teachers Together) in relation to its response to the Government's lack of financial commitment to the upgrading of national schools nationwide, IFUT Council decided at its meeting on 24 May 2003 to support its campaign.

## II. REMUNERATION

### 1. 'Sustaining Progress'

The final phase of the Programme for Prosperity and Fairness (PPF) of a 4% salary increase with effect from 1 October 2002 was paid in all IFUT institutions. Earlier, the Quality Assurance Group (QAG) for the Education Sector, on which the General Secretary, Daltún Ó Ceallaigh, sat, had completed its work of verifying that the necessary steps had been taken under this heading to merit a payment of the salary increase in question (see also above on previous page, \*.)

IFUT decided to vote at a Special Conference of ICTU on 17 September 2002 in favour of opening talks about a possible new agreement. A document of September 2002, emanating from the Department of Taoiseach and entitled *Summary Report on Progress to-date under the PPF* was circulated to Council in December 2002. A document coming from the ICTU in the same month of 2002 entitled *Executive Council Discusses Impact of Budget on*

the *New Agreement Talks* was distributed to the Executive.

Eventually, the talks produced the draft agreement entitled *Sustaining Progress* and this was distributed to all members with an *Explanatory Memorandum* in connection with a ballot on whether or not to endorse same. Council recommended a 'No' vote, particularly in view of the benchmarking element in it. A total of 91% in the ballot voted 'No' and 9% 'Yes'. Therefore, IFUT cast its vote accordingly at the Special Delegate Conference of ICTU on 26 March 2003. However, a majority of the affiliates of Congress voted to accept *Sustaining Progress*. Council then adhered to its commitment, given in the course of the ballot leading up to 26 March 2003, to go back to the members with the options that it saw available in this situation. As a consequence, 53% then voted in a ballot to accept *Sustaining Progress* and 47% 'No'. Nonetheless, subsequently, Council passed a Resolution stating: "Council reaffirms its assessment of the benchmarking process as flawed and unfair and its commitment to obtain equitable conditions for its members." A Special Sub-committee was also established to consider urgently the strategic and tactical approaches to protecting and advancing members' interests in the context which now exists. The benchmarking aspect is dealt with more fully in the next section.

The general salary increases under *Sustaining Progress* are: 3%, 1 January 2004, 2%, 1 July 2004, and 2%, 1 December 2004. The current agreement will come to a close on 31 December 2004 and, therefore, talks should get underway later this year or early in the New Year on a possible successor to same. The benchmarking increases have already been explained fully to members in documentation, but an illustration is as set out below using UCD as an example.

## 2. Benchmarking

A matter that was undecided at the time of the last Annual Conference was how non-academic grades on List 'B' (i.e. not being directly benchmarked) would be treated in the light of the main benchmarking exercise. As it transpired, the position of the Department of Education and Science was that linkage would continue to be with civil service grades. IFUT members, following consultation, had tended more in the direction of academic linkage, but throughout the whole university spectrum (i.e. including DCU and UL) the majority of persons affected, as represented by MSF (AMICUS) and SIPTU, preferred the civil service connection, and that was affirmed by the DES.

The Report of the Public Service Benchmarking Body was finally issued at the end of June 2002. Despite all its glossy presentation, it was one of the most shoddy pieces of work to pose as a professional exercise which has emerged in Ireland in a long time. Most of it was taken up with what were the equivalent of chunky quotations from text books on job evaluation. The actual Report just consisted of lists of tables of salary figures before and after benchmarking with no reasoning or substantiation offered for the awards recommended.

It has been said that the unions agreed at an early stage that the raw data gathered by the Benchmarking Body would not be released. However, this should not be confused with the total absence of justification for the conclusions of Body. Apart from that, within a short time of publication, the Body had to admit to no less than 42 errors in its treatment of the grades under consideration. Indeed, the ultimate absurdity was the invention of an 'Assistant Lecturer' grade in TCD, meaning that, in trying to translate the Body's Recommendations in that respect into reality, moving from the 12<sup>th</sup> to the 13<sup>th</sup> point of the Lecturer scale would involve a salary cut!

Following an Emergency Meeting of the Executive, a News Statement was issued, among other things highlighting errors and anomalies in regard to IFUT grades, and despatched to all members as well. On 10 July 2002, another News Release was issued criticising the Benchmarking Body for the sloppiness of its work as revealed in all the errors that had been identified, with some being admitted by the Body and others not. The Minister for Finance was also written to calling for reasoning and substantiation to be given in relation to the conclusions of the Body. However, the Minister's position was that it was for the Benchmarking Body to decide on the question. Nonetheless, two requests were put to the Minister for Finance and Minister for Education and Science under the Freedom of Information Act for information in the possession of their Departments concerning the Benchmarking Body. The Body itself was not covered by FOI. The material supplied, however, did not shed much light

	Benchmarking			
	Asst Lect 11%	Coll Lect 3%	Sen Lect 3%	Assoc Prof* 6.1%
1.12.01	1/4	1/4	1/4	1/4
1.01.04	+1/2	+1/2	+1/2	+1/2
1.06.05	+1/4	+1/4	+1/4	+1/4

\*With exception of NUIG Associate Professor

on the situation. On 13 July 2002, IFUT Council met and further denounced the Report in a News Release. On the 18<sup>th</sup> of that month, Branch Secretaries were written to encouraging them to use the material that they had received to organise letters to the editors of newspapers.

On 20 July, a letter from the President of IFUT appeared in the Irish Times as follows:

“University teaching is a noble calling, embodying a cultural and educational mission of the highest importance to individual students and to the community. Part of that importance is political in the broadest sense. Because they work with some of the ablest, most intelligent, not to say demanding of our country’s third-level students, university teachers nowadays have to be very highly qualified academically (normally of PhD standard at recruitment) and be also, at the very least, effective teachers, whose dedication makes them available to their students in a pastoral context.

“Moreover - especially since the Universities Act of 1997 - high-quality research is not merely a desideratum but an employment requirement. For people of such calibre, the recent salary increase of 3 per cent, as proposed for the majority of them by the Benchmarking Body, is derisory and literally degrades the university sector.”

On 1 August, a comprehensive memorandum on the state of affairs was sent to all members. The essence of the situation, particularly in regard to those academics in the universities who had received a recommendation for a 3% increase, was that it both reversed the previous situation in regard to equivalent grades in the Institutes of Technology, in percentage *and* absolute monetary terms, and created an anomalous situation with regard to increases for several non-academic grades, in putting them well ahead of their previous academic equivalents. The ridiculous nature of the Benchmarking Report is that, in the case of academics, it is in danger of creating some of the problems that it was designed to solve, namely recruitment and retention. It should also be noted that the bulk of the IFUT membership is in the 3% category and that UCD Assistant Lecturer and equivalent, while receiving a recommendation for an 11% increase, would eventually spend most of their working careers in the 3% band.

Initially, it was thought that the Public Services Committee of ICTU would hold a meeting sometime around October 2002 at which a vote of affiliates would be taken on the Benchmarking Body Report, and that a ballot of IFUT members would therefore be needed towards that end in which Council decided it would recommend rejection. Later, the Executive also decided to seek legal advice on the Report. In fact, it later emerged that the PSC was not going to proceed in this way. Indeed, another meeting was not convened until 15 May 2003. During the month of August 2002, liaison was struck up

with other unions which were dissatisfied with the Benchmarking Report. Opinions of Legal Counsel were shared in that regard.

In the Autumn of 2002, it was decided, on the basis of legal advice, to seek leave in the High Court to argue for a Judicial Review of those Sections of the Benchmarking Report concerning IFUT members with the aim of having them struck down. In the course of this, it was investigated whether or not it would be possible to have only some Sections struck down in respect of those who had received a recommendation for 3% (i.e. excluding those who had been awarded 11% etc), but this was deemed not to be legally feasible. A 172-page Brief was then put together by IFUT for legal Counsel. In order to be able to say that one had exhausted all possibilities, IFUT also wrote to the PSC seeking that an appeal mechanism concerning benchmarking be inserted into any new Social Partnership Agreement. This was not responded to. In similar vein, on 14 November 2002, the PSBB was formally written to by IFUT seeking reasons and substantiations in regard to the conclusions about IFUT members. This was responded to negatively as expected. On 17 October 2002, a memorandum was sent to Branches updating them on the situation.

In the meanwhile, IFUT was called to three meetings with other education unions variously involving the Department of the Taoiseach, the Department of Finance, the Department of Education and Science, the HEA, and some employing institution representatives. This was to hear the official side’s view on the ‘modernisation’ measures that would be needed to secure benchmarking awards, even where they were regarded as unsatisfactory. Although a lot of detail was referred to, when *Sustaining Progress* was finalised, the references to the HEA Sector were as follows:

“24.1 All staff employed in the HEA sector agree to ongoing co-operation with, and adoption of, new and more flexible work patterns arising from the broadening of roles and responsibilities of third level educational institutions and the challenges facing them from the ever more diverse student base.

“It is accepted that the change agenda will include measures arising from the implementation of:

- institutional planning and strategic development;
- specific initiatives arising from Quality Assurance and the developing ethos of continuous quality improvement and service delivery;
- changing structures and reporting relationships arising from new research institutes and other organisational developments; and
- performance development and management to ensure alignment of performance and effort with organisational goals and strategies.

“24.2 These changes will be implemented through local consultation and discussion.”

These sections are in marked contrast, regarding detail, to those for the IT Sector.

On 16 December 2002, while other unions had decided not to seek leave for Judicial Review, IFUT proceeded in that direction and secured this from the High Court. At that stage, talks were underway towards a new Social Partnership Agreement and appeared to be running into the ground. A News Release in relation to Judicial Review was sent to members along with full legal documentation.

However, the talks eventually did not collapse and a Draft Agreement was produced. There was then the question of whether or not it would be endorsed by affiliates of Congress. The position here has already been described in the previous Section. Further advice was sought from a second Senior Counsel, both by way of consultation and written Opinion, in the circumstances then obtaining. This was to the effect that the prospects of succeeding in Judicial Review, which might only be heard anyway well into 2004, were not good in view of the status of the Benchmarking Body's conclusions as strictly recommendations from a legal point of view, whatever about industrial relations realities. Council then decided not to proceed with high court action. Court appearances and exchanges of legal documentation had continued to take place until 25 March 2003. As already noted, the last phase in this episode was the 'Yes' vote for *Sustaining Progress* at the ICTU Congress on 26 March 2003 and the subsequent 'Yes' vote of IFUT members to accept that decision.

The context in which the position can now be reviewed is reflected first of all in a statement from the Council Memorandum to Members of 1 August 2002: "Apart from anything else, an examination of developments in the university career experience might be forced, which are not excluded by the Report - grade and scale point of recruitment, enhanced incremental progression, allowances, opening up of higher grades for career path instead of just competitive promotion, and accelerated movement in relation to the latter."

There is also Section 19.25 of *Sustaining Progress* which refers to future benchmarking:

"Over the period of this Agreement, the parties will engage in consultations, in the light of the experience of the benchmarking exercise, in relation to matters such as:

- the terms of reference of a further benchmarking exercise;
- the modus operandi of a further benchmarking exercise; and
- the establishment and timescale of a further exercise.

"These issues will be settled in the context of the discussions on whatever arrangements on pay and conditions are to be put in place on the expiry of this Agreement."

As for the Performance Verification Group

(PVG) for the Education Sector related to 'modernisation', IFUT has now sought membership of this along with the other two teacher unions in Congress (INTO and TUI).

Finally on 14 April 2003, *The Irish Times* published a letter which the General Secretary had had to write to the editor as follows:

"In the supplement to your edition of 4 April 2003, entitled 'Working in Education', there is a quotation attributed to me as follows: "There may be cogent reasons why the [Benchmarking Body] Recommendations were made, but we just don't know them.

"In fact, I do not believe that there can be any such cogent reasons. What I endeavoured to convey in a telephone conversation was that, even for those who may allege that they could exist, there is no reasoning or substantiation in the Benchmarking Body Report that can be referred to, one way or the other."

### 3. Salaries in RIA

After a process of investigation, Consultants were finally engaged by the Royal Irish Academy to undertake a review of the above and this was notified on 4 November 2002 to the union. Interactions have subsequently taken place involving the Consultants, IFUT Head Office, and the members in the Academy, both individually and at general meetings. The union is currently pressing the RIA for an indication as to when the report will be forthcoming, because, even allowing for all the work that has to be done in connection with it, it should be due around now.

### 4. Assistant Librarians in UCC

An item entitled *Application Documents* submitted by members of the Library Group of the UCC Branch was drawn up on behalf of the Assistant Librarians there and following interaction with Head Office. This was then handed in to Human Resources in UCC as part of activating the Job Evaluation arrangement which was in place in the College. Members were subsequently advised that they also had to make personal submissions in order to have the evaluations take place, although this could involve a considerable amount of repetition from the generic document.

### 5. MLS Relativity

This refers to the relativity which our Chief Technician I (CT I) and Senior Experimental Officer (SEO) grades in TCD have with Medical Laboratory Scientists outside the universities. Although IFUT managed to have these grades designated for direct examination by the Benchmarking Body which, it was hoped, would lead to a fresh consideration of claims for regrading that had already been brought to the Labour Court, but had been dealt with incon-

clusively there, the Body decided not to make any recommendations, one way or the other, apparently alluding to discussions about the last MLS relativity increase which were underway involving MSF (Amicus) and SIPTU. However, it did recommend benchmarking awards for technician grades in Government Departments ranging from 3% to 3.8% and on top of awards forthcoming from the Expert Review Group in this area. This would mean increases from 10.6% to 13.8% in all.

Towards the end of 2002, a Working Group came into being in order to review the situation for university technician grades in the light of the Expert Review Group and Benchmarking Body Reports. This involved the HEA and employer representatives along with the Departments of Finance, Education and Science, and the unions SIPTU and MSF (Amicus). IFUT subsequently sought and secured membership of this Group and has been in attendance at meetings of it in the person either of the General Secretary, Daltún Ó Ceallaigh, or the CT I Convenor in TCD, Chris O'Donovan. An Expert Group was set up under the auspices of the Working Group to deal with both principles of grading structure and technical salary details. IFUT has just sought a meeting of the Working Group in order to review the existing situation, and is interacting with the TCD authorities about the implications of various considerations for our members in that College.

One of the ideas raised by the MLS Expert Review Group was the creation of a grade of Laboratory Manager which would be above the level of the CT I in TCD. This is being taken into account in contemplating ways of meeting the earlier claims for regrading by CT I and SEOs.

### III. CONDITIONS OF EMPLOYMENT

#### 1. Freedom of Information Act

On 25 June 2002, IFUT wrote to Tom Parlon TD, Minister of State at the Department of Finance, who has responsibility for the Freedom of Information Act, seeking its extension to the Dublin Institute for Advanced Studies and the Royal Irish Academy. On 12 July 2002, the Minister replied: "While there are no immediate plans to include the DIAS or RIA, we are committed to consider other bodies in the third-level education sector in the context of the Government's wider plans to continue extending FOI to remaining public bodies up to end-2005. The Minister for Education and Science has indicated that he is positively disposed to the inclusion of these other bodies within this context." IFUT has recently written to the Minister raising this issue once more in order to maintain the pressure towards action.

On 10 March 2003, the NUJ wrote to IFUT, presumably as part of a general approach to other un-

ions, seeking support for its objections to the Freedom of Information (Amendment) Bill 2003. The main contents of the communication were as follows:

"I am writing on behalf of the Irish Executive Council to seek your support for this union's campaign against the Freedom of Information (Amendment) Bill 2003.

"We regard this Bill as a serious undermining of the Freedom of Information Act. The Government has attempted to present the Bill as a series of minor amendments to the Act. We regard the Bill as an attempt to undermine the principle of Freedom of Information.

"The trade union movement has always defended the right to open and transparent government and the unions representing civil servants at all levels have been especially supportive of the concept of Freedom of Information. It is disturbing, therefore, that the impression has been given that the impetus for this Bill has come from civil servants.

"It is worth noting that while the Bill reflects the work of a high level group (five secretaries general) it also contains a number of provisions clearly designed by Cabinet.

"The fact that the Government chose not to engage in a consultation process prior to publication of this Bill should be of concern to all trade unions. There was no consultation with the unions directly representing workers in the public service, no consultation with the ICTU and no consultation with the NUJ or other representative groups. There was no pretence at public consultation. When the NUJ sought meetings with the Taoiseach, the Tánaiste and the Minister of State at the Department of Finance, Mr Ahern through his secretary declined to meet us on the basis that it was not possible to do so before the Bill was presented to cabinet and then to the Houses of the Oireachtas. Representations by David Begg, General Secretary ICTU, were treated in a similar manner.

"The Bill was published February 21 and posted on that day to members of the Oireachtas. It arrived at their homes on Monday February 24 and was debated in Seanad Éireann the following day. The debate ended at 2:30am on Wednesday 26 February. During the course of the debate it emerged that some rural senators had not in fact received the Bill at all. It is now scheduled to be debated on Tuesday and Wednesday at Committee stage in Seanad Éireann. The Oireachtas Committee on Finance and the Public Service will debate the review of the Act on Thursday and the NUJ is one of a small number of groups invited to make submissions to this committee.

"The indecent haste with which the government is proposing to rush this Bill through the Oireachtas is consistent with the attitude the Fianna Fáil Progressive Democrat coalition to the entire process.

The fact that the sponsoring Minister and his Minister of State are likely not to be available for Committee stage at Seanad Éireann is further proof that the concerns of ordinary citizens are being set aside in the interests of political expediency.

"There is a clear belief among both parties that the issue of Freedom of Information is of minority interest and is unlikely to provoke public reaction. We believe however, that the issues involved and the manner in which the undermining of the Freedom of Information Act has been carried out should be of concern to all citizens and especially to the trade union movement.

"We are therefore asking that you make representations to the Taoiseach asking even at this late stage, that the Bill should be withdrawn with a view to conducting a proper public consultation process."

IFUT wrote to the Taoiseach on 9 April 2003 as follows:

"The national Executive of the Irish Federation of University Teachers has requested that the Freedom of Information (Amendment) Bill 2003 be withdrawn in order to allow for a proper public consultation process.

"We look forward to hearing from you in due course."

This was acknowledged on 11 April 2003 with the indication that the matter had been referred to the Office of the Minister for Finance. The Private Secretary to the Minister replied on 24 April simply referring to the speech by Charlie McCreevy TD at the second stage debate on the Bill in the Seanad on 4 March 2003.

When the Freedom of Information (Amendment) Act was passed, a copy was obtained and passed on to Jerry Harpur of NUIM, Convenor of the IFUT Working Group on FOI. At the Council meeting of 24 May 2003, it was decided that he should examine this and advise accordingly, and convene a meeting of the Working Group in question.

## **2. Grading Structures in NUIG & UCD**

Changes in the above being made during the year were reported on to Council and Executive.

In UCD, it was confirmed that, in addition to Professors and Associate Professors, there would be two other grades of Senior Lecturer (instead of statutory Lecturer) and Lecturer (instead of College and Assistant Lecturer).

In NUIG, a similar situation was confirmed with Junior and College Lecturers becoming Lecturers and statutory Lecturer becoming Senior Lecturer.

## **3. APSCEH Grading Claim**

Correspondence continued on this matter during the year and it was further examined by the APSCEH Committee. On 18 December 2002, IFUT had to take the decision to threaten MICL and SPCD with members strictly adhering to contract

unless a Conciliation Conference at the LRC was agreed to. Finally, a Conciliation Conference took place on 2 April 2003.

Although the HEA had earlier stated in a letter that: "We are prepared to consider proposals from the Colleges in relation to the senior:junior ratio in the context of the 2003 budget", the DES representative at the Conciliation Conference did not indicate any movement on the matter, despite the fact that the Presidents of the Colleges expressed favour towards the basic union position. This is that 40% of academic posts should be at the level of Senior Lecturer and upwards. The Conciliation Officer then gave the official side six weeks to come up with proposals. However, the deadline expired without any being forthcoming and the LRC was then contacted accordingly. The Conciliation Officer has decided to convene another Conference in order to explore the matter.

The LRC has just been written to again inquiring as to when the reconvened Conciliation Conference will be.

## **4. Future of St Catherine's**

Around the middle of 2002, the Consultant which the DES had engaged delivered his Report to the Department on the future of St Catherine's. The union wrote to the DES seeking release of the Report and the reaction of the Department to same. On 13 November 2002, as there had been no substantive response, the Executive decided to write to the Minister seeking a meeting with him in order to discuss the situation. There was also a general meeting of members with the General Secretary on 24 October 2002 in order to review the state of affairs.

Despite further correspondence with the Minister's Office, there has still been no release of the Report or indication of the Department's intentions in relation to same. As a result, IFUT got Olwyn Enright TD, Fine Gael Spokesperson on Education, to ask a question in the Dáil about the state of affairs. However, as with other Dáil questions, it did not shed much light upon the situation. On 10 April 2003, the Minister replied as follows:

"The consultancy study report on the future of St Catherine's College of Education for Home Economics is currently under active consideration in my Department. When the process is completed I will be happy to meet with the Irish Federation to discuss the way forward.

"On the issue of the employment status of staff in St Catherine's College, I understand that there are currently 25 full-time staff employed in the College, 7 of whom are on temporary contracts. In addition to the full-time staff, I understand that there are 12 staff members employed by the College on a part-time basis."

One begins to think here of the situation which began as long ago as 1990, when the issue of the

future of the College was raised then as well, only to lead to no significant developments whatsoever.

A 97-page Brief was also put together for legal Counsel in order to secure advice and an Opinion in respect of the employment status of members in the College. A consultation took place on 11 March 2003 as a result of which further information was requested. This was put together and subsequently despatched, through the union solicitor, to the Counsel. An Opinion is expected imminently.

## 5. UCD Promotions

Despite the concerns reported on last year about how realistic the criteria were concerning opening up access to Senior Lectureships in UCD, the exercise did not generally prove as difficult as had been thought. However, a group of members was disadvantaged by deficiencies in the selection of appropriate criteria for promotion, and the application of the equitable criteria selected. Around 120 people were given access to Senior Lectureships on the first attempt and, of 28 Appeals, 20 were successful. In the latter instance, Head Office supplied a considerable amount of assistance to several people in the Appeals process.

In respect of the persons who were unsuccessful, local negotiations are taking place with a view to securing recognition of their distinctive career profiles and seeking special arrangements to accommodate same.

The general precedent which has thus been set in UCD is an important one and fits into the perspective raised above under benchmarking of making Senior Lectureship the normal career grade throughout the university spectrum. However, there is clearly serious work to be done in this regard as brought home by TCD representatives during the year who pointed to the contrast in that College whereby only 11 Senior Lectureships and 6 Associate Professorships had become available by way of promotion in 2002/3 and this total number of 17 would drop to 10 for 2003/4.

## 6. Ex-Carysfort Members

Two legal Counsel Opinions on Ex-Carysfort members making pension contributions were secured during the year. These were examined, both centrally and locally, and Council decided on 24 May 2003 to initiate legal proceedings on foot of them. The papers are now with the union solicitor towards that end. Joe Brady of UCD contributed a useful memorandum on the subject.

## 7. Pensions

In regard to the Public Services Committee of ICTU and the *Report of the Commission on Public Services Pensions*, there were no substantive developments during the year apart from the reference to

this issue in *Sustaining Progress*. This was as follows:

“Following Government consideration of the Report of the Commission on Public Service Pensions, a Working Group was established under the Programme for Prosperity and Fairness (PPF) to advise on the implementation of the relevant Government decisions. The parties are agreed on the need for the completion of the Report of the Group by 1 April 2003. Any changes in public service pensions decided on by Government will be implemented as quickly as possible.”

However, the April 2003 deadline has not been met and the matter is still ongoing.

Pension provision for contract staff is being looked at in this context and that of legislative developments at both EU and national level.

## 8. Personal Cases

Forty-four cases were finalised during the year in the areas of: attendance at meetings, non-appointment to permanent post, general responsibilities, permanency and salary proportion, working conditions, extension of post to full-time, mentoring, contractual provisions, sick leave, complaints, Bank Holiday arrangements, research fund, salaries, pensions, pilot project, renewal of contract, job description, academic position and title, regrading, clarification regarding HoD statute, sickness and work commitments, relativities, maternity leave, quality assessment, advertisement for post, part-time teaching rates, library restructuring, moving above bar, selection process for full-time post, dispute with other member[s], salary scale, consultancy, examinations and FOI, pay increases, exam appeals.

Thirty-one cases are still ongoing in the areas of responsibility and workload, salaries, pensions, added years, staff development policy, promotions, non-appointment to permanent post, grade placement, complaint, remuneration, principal lectureship, remuneration for Chairs, employment status, grievance, regrading, duties, harassment, inter-staff relations, creation of posts, difficulty in workplace, maternity leave, contract, and promotion appeal.

An important development during the year was the achievement by IFUT of securing a Rights Commissioner Recommendation for the reinstatement of a person who had been dismissed, which is very unusual as distinct from compensation. However, the employer is appealing to the Employment Appeals Tribunal.

## 9. Services to Members

A letter of 30 September 2002 from the Hospital & Medical Care Association (HMCA) confirmed that 151 members of IFUT were currently in the Hospital Sickness and Injury Cash Plan.



## 10. Other Items

Apart from items reported on elsewhere, the following were received and sent to Branches during the year: *Making Welfare Work For You*, ICTU; *Access to Part-time Work - Family Friendly Project*, ICTU; and *UCD Certificate in Safety and Health at Work 2003/2004*, ICTU.

## IV. GENERAL CONTACTS

### 1. Irish Congress of Trade Unions

Listed below are the Congress committees on which IFUT has representatives.

*Women's Committee* - Joan Byrne, HRB, and Marie Clarke, UCD.

*Health & Safety Committee* - Michael McKillen, TCD.

*Public Services Committee* - Daltún Ó Ceallaigh, General Secretary.

*Solidarity [3rd World] Committee* - Iain Atack, TCD.

*Retired Workers Committee*, Seán Tobin, NUIG.

*Trade Union Task Force on Minority & Ethnic Groups* - Marie Clarke, UCD.

A document entitled *Strategic Plan 2002-2005* from ICTU was noted at a meeting of the Executive on 24 July 2002. Also noted at this meeting was a letter of 19 July 2002 from ICTU with its submission to Government entitled *A New Approach to Community Employment - Recommendation by Congress*. The Executive later noted a letter of 22 November 2002 from the ICTU in relation to the reconstitution of its Youth Committee. The programme for a *Trade Union Youth Forum* on 28-29 September 2002 was sent to Branches as was information on a *Shop Stewards Introductory Course* on 5-7 November 2002. At its meeting on 5 April 2002, the Executive noted a letter from ICTU, together with a document entitled *Global Solidarity Pack - Campaigning for Workers' Rights in the Global Economy*. The *People's College Syllabus 2002/3* was distributed to Branches. Likewise, the *HETAC Certificate in Business and Trade Union Studies 2002/3*, following receipt of information from ICTU.

### 2. Trades Councils Representatives

IFUT is entitled to representatives on the following Trades Councils: Cork, Dublin, Galway, Kildare, and Limerick.

Representatives are as follows:

Cork - none.

Dublin - none.

Galway - Liam Carroll, NUIG.

Kildare - Mícheál MacGréil, NUIM.

Limerick - Seosamh MacÉinrí, MICL.

## 3. Inter-Union Committees

These exist formally in a number of colleges and institutions, but the regularity of meetings tends to vary. In other instances, there is a less formal set-up with occasional liaison taking place among unions as need be.

### 4. Other Teacher Union Congresses

IFUT was represented at these in 2003 as follows: Hugh Gibbons, at TUI; the President, Pat Burke, SPCD, at INTO; Colum Ó Cléirigh, SPCD, at ASTI; Dónall MacDónaill, TCD, at Ulster Teachers' Union.

### 5. EIE Equal Opportunities Committee

A meeting of the EIE Equal Opportunities Committee took place on 24 and 25 April 2003 and IFUT was represented at this by Maureen Killeavy, UCD. The agenda was as follows: EU Process of Enlargement - Its Implications for Gender Equality; Developing a Trade Union Strategy to Preserve Acquired Rights on Gender Equality and to Promote Gender Mainstreaming in Teachers' Trade Union Agendas in Central and Eastern Europe; European Economic & Social Council; Report from ETUC Women's Committee; and The Right to Teach - The Right to Learn.

### 6. HERSC & Related

The agenda for the Higher Education and Research Standing Committee (HERSC) of the European Trade Union Committee for Education (ETUCE) on 13 to 15 January 2003 was as follows: Preparation of Forum - Update on the Ministerial Conference, September 2003; Update on National Developments; Update on EIE/GEW Forum April 2003; Update on the Reinforcement of the Dialogue with ESIB<sup>1</sup> and EUA; Articulation with Globalisation and GATS Process; Code of Research Ethics; Guidelines on Transnational Higher Education, NATFHE; Manifesto for Co-operation 'Seven Principles for Higher Education Governance'; Draft Agreement for Co-operation between Member Organisations; Preparation of the UNESCO NGO Collective Consultation on Higher Education 13 to 15 January 2003; and other ETUCE matters. The President, Pat Burke, and General Secretary, Daltún Ó Ceallaigh, attended this.

The following were received during the year: a letter of 1 July 2002 from the Human Rights Unit of the Department of Foreign Affairs inviting IFUT to participate in the Fifth Annual NGO Forum on Human Rights; a letter of 21 June 2002 from the European Movement, Ireland, together with a copy of the *Charter of Fundamental Rights of the European Union* and an *Explanatory Document* on same; a letter of 10 July 2002 from the Education

<sup>1</sup> European Students' Information Bureau

International together with a *Questionnaire on EI & ILO Recommendation on Human Resources*; and documentation concerning an information seminar which took place on 24 March 2003 under the auspices of the Irish Centre for European Law in association with the Department of Foreign Affairs, Department of Enterprise, Trade & Employment and the Council of Europe on the *Social Charter & Its Significance in Ireland*.

## 7. British & Irish Group of Teacher Unions

The President, Pat Burke of SPCD, and Paddy O'Flynn of UCD attended a meeting of this body on 25 November 2002 for which the agenda was as follows: Report of Global Campaign Working Group Meeting and Ensuing Action; Report of GTCs<sup>1</sup> Working Group and Ensuing Action; World Teachers' Day; EI Developments - Relations with WCT<sup>2</sup>, GATS, EI(Europe); ETUCE Developments - Enlargement, European Convention and General Secretaryship; Solidarity Action Reports - Colombia, Ethiopia, and Palestine.

Maureen Killeavy of UCD represented IFUT at a second meeting on 24 March 2003 for which the agenda was as follows: EI World Developments (Report and Papers from World Executive Meeting, including Report of EI Mission to Palestine and Israel, and letter from EI); Threat of War (Letter from UK General Secretaries to Tony Blair on Threatened War with Iraq, and TUC General Council Statement); Global Campaign for Education Working Group Report; EI(Europe) Developments - Preparation for European Conference; ETUCE Developments - Electoral Implications of Enlargement and Resolution of Relations with WCT; Preparations for the June Meeting and General Assembly; GATS Update; and Solidarity Issues.

## 8. IFUT-AUT Co-operation

The proposed All-Ireland Conference to be organised by IFUT-AUT(NIAC)<sup>3</sup> was cancelled in view of overlapping conferences being organised by the Centre for Cross Border Studies (CCBS). On 10 and 11 October 2002, one on *Ireland as a Centre for Excellence in Third-Level Education* was convened with the agenda being as follows. Opening Addresses were given by the two Ministers, Carmel Hanna and Noel Dempsey. Addresses were then given by the following: Howard Newby, Chief Executive, English Higher Education Funding Council; Professor Malcolm Skilbeck, Author of *The University Challenged - A Review of International Trends with Particular Reference to Ireland*; Richard Riley, Former US Secretary of Education; Nikolaus Van

Der Pas, Director General, Education and Culture, European Commission; Panel Discussion - Dr Art Cosgrove, UCD, Professor Áine Hyland, Vice President, UCC, Professor Robert Osborne, Applied Policy Studies, University of Ulster, and Dr Mary Meaney, Director, Institute of Technology, Blanchardstown.

Another conference on 15 and 16 May 2003 with the theme *International Education: A Capacity Builder for the Island of Ireland?*, was attended by Philomena Donnelly of SPCD. The agenda was as follows: Opening by two Ministers, Noel Dempsey and Jane Kennedy; Economic Development through International Education; Higher Education and the Global Market Place: the Quality Imperative; Marketing UK Education Internationally: The Education UK Brand; Two Views from the Island of Ireland; and How Overseas Students see Higher Education on the Island of Ireland.

IFUT has been in contact with the CCBS with a view to seeking an input into the agendas for future conferences of this nature.

## V. ORGANISATION & COMMUNICATIONS

### 1. Membership

The total membership of IFUT is 1,632 compared to 1,585 last year. The breakdown of this is as follows (last year's figures are in brackets): 1,346 (1,326) on higher rate of subscription, 43 (52) on lower, 27 (18) on leave of absence and 216 (189) retired. Details of Branches are given in Appendix A.

A development during the year was the recruitment of Nurse Teachers who were being integrated into the universities. The INTO wrote to IFUT about a joint membership arrangement, but, with the help of ICTU, it was established that the proper approach was for IFUT to represent them.

During the year, a Membership Data Form was sent out in an effort to bring our data base up to date as much as possible. Immediate response was good, but some returns were slow, with some still coming in. However, even if response was not comprehensive, the data base will be reshaped in the near future and a report on IFUT membership produced which should identify more precisely its character and likely needs. It is this exercise which should also better quantify and locate part-time and fixed-term contract members.

### 2. Executive and Trustees

The Council (see Appendix B) elected the following Vice Presidents for 2002/2003: Michael Mansfield, UCC; Joe Brady, Maureen Killeavy, UCD; Hugh Gibbons, TCD; Breandán Ó Cochláin, NUIG; and Daire Keogh, SPCD. Hugh Gibbons, was also elected by the Executive as Vice President-Finance. The Executive met ten times during the

<sup>1</sup> General Teachers Councils

<sup>2</sup> World Confederation of Teachers

<sup>3</sup> Northern Ireland Advisory Committee

session. At its meeting 24 July 2002, the Executive decided to co-opt Jerry Harpur of NUIM and Paul McElwee of St Catherine's.

The Trustees elected at the last ADC to serve for 2002/2003 were as follows: Seán Tobin, NUIG; John Lewis, DIAS; and Mícheál MacGréil, NUIM.

### 3. Council

Council met six times during the year. There were no co-options.

### 4. IFUT Equality Committee & Related

This Committee met twice during the session, on 7 September 2002 and 15 May 2003. The agenda was: NWCI, Occupational pension Schemes, Disability, Sexual Harassment, Anti-racism, Equality Network, and Health and Safety.

Further to a letter of 4 July 2002 from the Department of Education and Science, Maureen Killeavy of UCD was nominated on behalf of IFUT to its National Advisory Council - Gender Equality, and Marie Clarke of the same college was nominated as an alternate.

A Conference on 8 and 9 November 2002 organised by NUIG and entitled *Gender Matters in HE* was attended by Joan Byrne of the HRB. The agenda was as follows:- Keynote Address - Áine Hyland, UCC; Setting the Context; Women at Work; Undergraduate Issues; Community & Higher Education; Higher Education Processes; Access to Higher Education; and Promoting Change. She also attended two Equality Authority meetings on *Equality Matters* on 26 June and 5 September 2002. Likewise, in the case of an ICTU Equality Network Committee.

It was noted at a Council Meeting on 7 December 2002 that the Higher Education Equality Unit (HEEU) based at UCC had been closed down.

Marie Clarke of UCD attended the National Women's Council of Ireland AGM on 14 June 2003. The main agenda was as follows: Launch of Report on Accommodation Disadvantage; Update on 2002 AGM Motions; Special Resolutions; Launch of Fundraising Campaign 'To Empower 500 Women to Take up 500 Decision-Making Decision Making Positions by 2005'; and 2003 Motions.

It was noted by the Executive at its meeting on 18 December 2002 that an extract from the *ICTU Submission on Implementation of EU Directives* of November 2002 had been sent to the Secretary of the IFUT Equality Committee.

The following information was also distributed to the Equality Committee during the year: *Equality News, Summer, Autumn 2002 and Spring 2003,*

*Equality Authority; Implementing Equality for Lesbians, Gays & Bisexuals, Equality Authority Report; Equality Authority Guidelines on Equality and Diversity Training in Enterprises, ICTU; Women's Position with Trade Unions, ICTU; Equality and the Policies, Institutions and Programmes of the European Union, ICTU.*

### 5. Other IFUT Committees & Working Groups

Included here are Groups or Committees whose work or areas of concern are reported on elsewhere: APSCEH, Ex-Carysfort Staff; Freedom of Information; and Skilbeck.

### 6. Disputes Between Members

Work continued on this item during the session and it is hoped to complete it shortly. In fact, the sections which have been relevant to actual tasks in the past year are finalised.

### 7. Communications

Communications to all members included *IFUT 2002* and several documents, circulars and memoranda reported on elsewhere. A marked feature of the year was the use of e-mail and attachments in the case of almost all members. This has allowed an increased and more up to date flow of information. *Ifut news* will therefore be employed more in future for feature material, but certain basic data will continue to be printed in it for reference purposes. Due both to the new pattern of communication and pressure of the benchmarking issue during the year, this session's edition of *ifut news*, as indicated elsewhere, will be published before the Summer recess. The motions of last year's ADC were distributed as appropriate and action on them is reflected otherwise in this report under appropriate headings.

Attention should be drawn again to the IFUT web site at [www.ifut.ie](http://www.ifut.ie).

### 8. Seanad Éireann

A letter of 9 May 2003 was received from the Committee on Procedure and Privileges of Seanad Éireann concerning reform of that House. It will be recalled that IFUT is a nominating body to same. The matter has been raised at Council and is being examined by the Executive.

*Daltún Ó Ceallaigh,*  
General Secretary,  
16 June 2003

## IFUT INITIALS

<b>APSCEH</b>	Association of Professional Staffs in Colleges of Education & Humanities
<b>CB</b>	Central Branch
<b>CICE</b>	Church of Ireland College of Education, Rathmines, Dublin
<b>DDH</b>	Dublin Dental Hospital
<b>DIAS</b>	Dublin Institute for Advanced Studies
<b>FCE</b>	Froebel College of Education, Sion Hill, Dublin
<b>HRB</b>	Health Research Board
<b>MIE</b>	Marino Institute of Education
<b>MDIE</b>	Mater Dei Institute of Education
<b>MICL</b>	Mary Immaculate College, Limerick
<b>NUIG</b>	National University of Ireland, Galway
<b>NUIM</b>	National University of Ireland, Maynooth
<b>RCSI</b>	Royal College of Surgeons in Ireland
<b>RIA</b>	Royal Irish Academy
<b>ST A</b>	St Angela's College, Lough Gill, Sligo
<b>ST C</b>	St Catherine's College of Home Economics, Sion Hill, Dublin
<b>SPCD</b>	St Patrick's College, Drumcondra, Dublin
<b>SPM</b>	St Patrick's College, Maynooth (Pontifical)
<b>TCD</b>	Trinity College Dublin
<b>UCC</b>	University College Cork
<b>UCD</b>	University College Dublin

APPENDIX A

**BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2002/2003**

*(First figure in brackets, current; second figure, last year's.)*

- 1 Trinity College Dublin (325/316) & Dublin Dental Hospital (15/14)**  
*Secretary* - Hugh Gibbons, Computer Science  
*DDH Contact* - Frank Houston, Restorative Dentistry
- 2 University College Dublin (367/347)**  
*Secretary* - Gerald Mills, Geography
- 3 University College Cork (306/306)**  
*Secretary* - Richard Moloney, Economics
- 4 National University of Ireland, Galway (79/82)**  
*Secretary* - Mary Cawley, Geography
- 5 National University of Ireland, Maynooth (172/158)**  
*Secretary* - Andrew Sliney, Library
- 6 Royal College of Surgeons in Ireland (65/60)**  
*Secretary* - Alice McGarvey, Anatomy
- 7 St Patrick's College, Drumcondra (122/124) & Church of Ireland College of Education (7/5)**  
*Secretary* - Daire Keogh, History, (SPCD)  
*CICE Convenor* - Valerie Coghlan, Library
- 8 Mary Immaculate College, Limerick (114/112)**  
*Secretary* - Breandán Ó Cróinín, Gaeilge
- 9 St Catherine's College of Home Economics, Sion Hill (18/19)**  
*Secretary* - Clare Corish, Science
- 10 Central (42/42)**  
HEALTH RESEARCH BOARD (5/6)  
*Convenor* - Joan Byrne, Microbiology  
DUBLIN INSTITUTE FOR ADVANCED STUDIES (15/13)  
*Convenor (Senior Professors/Registrar Group)* - Luke O'Connor Drury, Cosmic Ray Section  
*Convenor (Non-Sen.Prof. Staff Group)* - Malachy McKenna, Celtic Studies  
MATER DEI INSTITUTE OF EDUCATION (8/9)  
*Convenor* - Brendan McDonnell, History  
ROYAL IRISH ACADEMY (11/10)  
*Convenor* - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources  
MARINO INSTITUTE OF EDUCATION - c/o Head Office (1/1)  
FROEBEL COLLEGE OF EDUCATION, SION HILL, (1/0) c/o Head Office  
EX-CARYSFORT(1/1) - c/o Head Office

## APPENDIX B

## COUNCIL &amp; EXECUTIVE 2002/2003

\*(Executive members: President and 8\* Vice Presidents)

## BRANCH, REPS &amp; ENTITLEMENT

## DEPARTMENT

**TCD 7/8**

Dónall A MacDónaill  
 \*Hugh Gibbons  
 Peter Conroy  
 Valentine Rice  
 Pat Wall  
 Anne Clune  
 Cormac Ó Cuilleanáin

*Chemistry*  
*Computer Science*  
*Education*  
*Education*  
*Education*  
*English*  
*Italian*

**UCD 8/8**

Paddy O'Flynn  
 Peter O'Connor  
 John Dunnion  
 Donal Fitzsimons  
 Marie Clarke  
 \*Maureen Killeavy  
 \*Joe Brady  
 Gerard Mills

*Chemical Engineering*  
*Civil Engineering*  
*Computer Science*  
*Education*  
*Education*  
*Education*  
*Geography*  
*Geography*

**UCC 4/8**

Michael Creed  
 Manfred Schewe  
 \*Mike Mansfield  
 Patrick Bourke

*Civil & Environmental Engineering*  
*German*  
*Physics*  
*Statistics*

**NUIG 4/4**

Donal Leech  
 \*Breandán Ó Cochláin  
 Jane Conroy  
 Seán Tobin

*Chemistry*  
*Chemistry*  
*French*  
*Mathematics*

**NUIM 2/7**

\*John (Jerry) Harpur  
 Andrew Sliney

*Computer Science*  
*Library*

**RCSI 3/3**

Tom Farrell  
 Alice McGarvey  
 Celine Marmion

*Anatomy*  
*Anatomy*  
*Chemistry*

**MICL 5/5**

Michael Finneran  
 Seosamh MacÉinrí  
 Stiofán Newman  
 Eugene Wall  
 Michael Culhane

*Education*  
*Education*  
*Gaeilge*  
*Registrar*  
*Theology & Religious Studies*

**ST P.D/CICE 4/5+1**

Therése Dooley,  
 Jones Irwin  
 \*Pat Burke (*Pres*)

*Education*  
*Education*  
*English*

\*Daire Keogh  
Colum Ó Cléirigh

*History*  
*Music*

**ST C 2/2**

\*Paul McElwee  
Clare Corish

*Education*  
*Science*

**CENTRAL 2/3**

Lean Ní Chuilleanáin  
Joan Byrne

*Editorial, RIA*  
*Microbiology, HRB-TCD*

**NOTE**

The above information indicates that there were entitlements to 53 representative places of which 41 were filled. The provision for up to 4 co-options was not used. Therefore, along with the President ex officio, there were 42 people on Council out of an overall potential of 58.

## APPENDIX C

## IFUT COMMITTEES &amp; WORKING GROUPS 2002/2003

**Standing Committees***APSCEH*

Patrick Burke ( <i>Convenor</i> )	English, SPCD
Gerard Enright	Mathematics & Computer Studies, MICL
Philomena Donnelly	Education, SPCD
Therése Dooley	Education, SPCD
Michael Finneran	Education, MICL
Frank Flanagan	Education, MICL
Daire Keogh	History, MICL
Máire Uí Mhaicín	Irish, CICE

*EQUALITY*

Joan Byrne ( <i>Convenor/Secretary</i> )	Microbiology, HRB
Marie Clarke	Education, UCD
Maureen Killeavy	Education, UCD
Anne Clune	English, TCD
Grace Neville	French, NUIG
Angela Ryan	French, UCC
Colum Ó Cléirigh	Music, SPCD
Noreen Kearney	Social Studies, TCD

**WORKING GROUPS***EX-CARYSFORT STAFF*

Séamus MacGabhann ( <i>Convenor</i> )	English, NUIM
Daltún ÓCeallaigh	General Secretary
Maureen Killeavy	Education, UCD
Pat Wall	Education, TCD
Joe Brady	Geography, UCD

*FREEDOM OF INFORMATION ACT*

Jerry Harpur ( <i>Convenor</i> )	Computer Science, NUIM
Daltún ÓCeallaigh	General Secretary
Peter O'Connor	Civil Engineering, UCD
Michael Murphy	Music, MICL

*SKILBECK*

Patrick Burke ( <i>Convenor</i> )	English, SPCD
Gerald Mills ( <i>Rapporteur</i> )	Geography, UCD
Paddy O'Flynn	Chemical Engineering, UCD
Maureen Killeavy	Education, UCD
Valentine Rice	Education, TCD
Seán Tobin	Mathematics, NUIG



**APPENDIX D**

**IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2002/2003**

- Irish Congress of Trade Unions (ICTU)  
& its Councils of Trade Unions in Dublin, Cork, Limerick, Galway and Kildare
- British and Irish Group of Teacher Unions (BIGTU)  
& its Island of Ireland Group (IIG)
- IFUT-NIAC [AUT] Liaison - (N Ireland Advisory Cttee/Association of University Teachers)
- Education International (EI)  
& its Education International Europe (EIE) section  
& its Higher Education & Research Standing Committee (HERSC)
- European Trade Union Committee for Education (ETUCE)
- Educational Studies Association of Ireland (ESAI)
- People's College [ICTU]
- National Women's Council of Ireland (NWCi)
- Network for Education and Academic Rights (NEAR)
- Society for Research into Higher Education (SRHE)
- Irish Labour History Society (ILHS)

### C. ADDRESS BY OUTGOING PRESIDENT AT 2003 ADC

**Dr Patrick Burke,  
St Patrick's College, Drumcondra, Dublin**

I'd like, if I may, to present what I want to say today, in relation to the year just past, under a number of possibly provocative headings, using, initially, the colloquial idiom of 'highs' and 'lows', followed by a word or two about challenges.

The psychotherapists all seem to agree nowadays on the importance of so-called *positivity*, so let me begin with the 'highs': two of those go together, the conference on 'The University Teacher', held last October at St Patrick's College, and our response to the Skilbeck Report, presented to the most recent meeting of IFUT Council in Galway. In the discussions which attended on both of those phenomena, there was, from the IFUT point of view, a high and reassuring degree of consensus in relation to a number of fundamental issues. One, university-level education matters *in itself*, is still, in Newman's terms - and I don't apologise for mentioning him, *pace* Malcolm Skilbeck! - *its own end and justification*, not to be reduced to a commodity or a mere market entity. Two, good teaching and meaningful research, whether we're speaking of thermodynamics or of Shakespeare's sonnets, are in symbiosis; the best teaching is informed by research and scholarship, the best research, even the purest, is informed, in the profoundest sense, by accountability to the human domain. Three, neither of the foregoing should be taken to mean that members of an association such as this are 'elitist', in the negative sense - we are unashamedly elitist in relation to standards of excellence in our own work and that of our students - or blind to the public domain, which, at the end of the day, pays most of our wages: we care about public concerns such as access to university for all who might benefit therefrom; we have always held ourselves professionally accountable to our students, our respective disciplines and our employers; we remain open to such aspects of so-called 'modernisation' as will genuinely enhance our professionalism as scholars. Ireland has a lot to be proud of in its university teachers. But, to paraphrase my great namesake, Edmund Burke, far too much of the discourse around definitions of the university nowadays is dominated by the banalities of what he called 'sophists, economists and calculators': as one delegate put it to me after the University Teacher conference, 'if IFUT doesn't defend university values, no one will.'

My biggest 'low' of the year was, predictably, benchmarking: more precisely, there were *two* 'lows'. The first was this time last year when, following what by any fair-minded assessment, was an excellent submission from IFUT to the benchmarking body, reinforced by an oral submission in December 2001, which seemed to go very well, the same body, as the world now knows, recommended an unjust and insultingly paltry increase of a mere 3% to most of our lecturers, one of the lowest awarded to any sector, and 8% below that given to lecturers in the ITs. I have been in IFUT for 24 years, and I cannot ever recall a more demoralised time than June-July of 2002, especially that sense that the work most of us so conscientiously do, seemed, if benchmarking was to be taken as any kind of public indication, to be held in such low public esteem. My second 'low' was, following strong IFUT opposition to benchmarking, for most of last year, led by Council and, if I may say so, by me - opposition which included, for as long as it seemed tactically appropriate to use it, the weapon of a judicial enquiry, and which culminated in an overwhelming rejection by our members, prior to the ICTU vote in March, of *Sustaining Progress* (which, in a sly piece of footwork, by then incorporated benchmarking), - that, in the most recent ballot, in the wake of ICTU acceptance of *Sustaining Progress*, our members endorsed that acceptance by a slender majority. But this is a democratic organisation, the ballot was impeccably conducted, and we must abide by its result. Moreover, there will be scope at today's ADC to hear your suggestions as to where we might go from here. When I spoke of challenges earlier, that is obviously one of them, not least given the possibility of benchmarking being revisited. We need to hold our nerve, proceed with integrity and in good faith, and, above all, maintain solidarity: there are no hidden agendas, we simply want justice.

The second challenge relates to what I might call the 'international dimension'. It is very clear to me, after my three years as President, that IFUT is held in very high regard in such international *fora* as EI, ETUCE and TUAC; it was noticeable, for example, at the very prestigious meeting of university rectors and presidents, the European University Association, held recently at Graz, that the only union invited, *qua* union, was IFUT. To break my earlier ordinance about positive and negative, and to start this time with the negative: there *are* dangerous rocks in the waters ahead - the commodification of higher education through GATS, especially emanating from the United States, and the severe dilution of educational richness through the so-called 'e-university'; the reduction of the totality of university education to a preparation for employment in the so-called 'knowledge economy'; excessive bureaucratisation. On the positive side, to pursue the nautical imagery, we can opt to ride the waves and not drown in the challenges posed by the

Bologna Process; the continuation and development of the SOCRATES and COMENIUS programmes; definitions and actualizations of quality assurance, to which we can give our professional assent.

I began today by referring to the 'highs' of last year; my biggest 'high' of the last three years derived from the opportunity to serve as President of IFUT. Thank you.

**D. RESOLUTIONS & REMITTED MOTION OF 2003 ADC**

**(1) Proposal to Divide University Sector into Two Distinct Groupings**

This ADC condemns as anti-intellectual and inimical to the functions of the university as stipulated in the Universities Act (1997) the proposal that the university sector be divided into two distinct groupings based on the ability of the institutions to enter the highly competitive global market.

**(2) Bologna Process [Remitted]**

This ADC welcomes the Bologna Process as it assists the further development of a European Community of scholars.

**(3) Forum of Third-Level College Unions**

To call on IFUT to consider how liaison with other Third-Level College unions might be developed so as to address issues of common concern.

**(4) APSCEH Grading Claim**

That this ADC of IFUT reaffirms the urgency of introducing a proper career structure into the Colleges of Education and Humanities.