

Irish Federation of University Teachers

IFUT
2007

Cónaidhm Éireannach na Múinteoirí Ollscoile

IFUT 2007

<i>Part</i>		<i>Page</i>
A	Annual Report 2006/07	4
B	Presidential Address 2007	25
C	Resolutions & Remitted Motion of 2007 ADC	30

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CÓNAIDHM ÉIREANNACH NA MÚINTEOIRÍ OLLSCOILE

A. ANNUAL REPORT 2006/07

I. EDUCATION & RESEARCH

1. Bologna Process.....	6
2. GATS & Private Higher Education Services.....	6
3. Hibernia College.....	7
4. Discontinuation of Early Irish at UCD.....	7
5. Lisbon Agenda.....	7
6. European Sectoral Social Dialogue in Education.....	7
7. University Governance.....	7
8. European Credit Transfer System (ECTS).....	7
9. NQAI Quality Review.....	8
10. National Council for Curriculum and Assessment.....	8

II. REMUNERATION

1. 'Sustaining Progress' Increases	8
2. Towards 2016.....	8
3. O'Brien Review & Benchmarking.....	10
4. University President's Pay Claim.....	11

III. CONDITIONS

1. Tenure.....	11
2. Closure of St Catherine's.....	11
3. Tax Allowances for Academics.....	12
4. Fixed-Term Contracts.....	12
5. APSCEH Grading Claim.....	12
6. Ex-Carysfort Members & Pensions.....	12
7. UCD Senior Officers – FOI Requests.....	12
8. Workload Models.....	13
9. Employment Appeals Tribunal/Reinstatement of an IFUT Member in UCC/ Appeal by College to Circuit Court.....	13
10. Intellectual Property Rights.....	13
11. Assistant Librarians in NUIM.....	13
12. Health & Safety at Work.....	13

IV. GENERAL CONTACTS

1. Irish Congress of Trade Unions	13
2. Trades Councils Representatives	14
3. Inter-Union Committees	14
4. Seanad Éireann Elections 2007.....	14
5. IFUT-TUI Meeting.....	14
6. Employment Appeals Tribunal.....	14
7. Teacher Union Conferences.....	14
8. BIGTU.....	14
9. Standing Committee of Heads of Education & Teacher Unions.....	15
10. Conferences of ETUCE & EIPES, Luxembourg, 4-6 December 2006.....	15
11. EI Equality Standing Committee Meeting.....	15

V. ORGANISATION & COMMUNICATIONS

1. Membership	16
2. Recruitment of Researchers.....	16
3. Executive.....	17
4. Council.....	17
5. Communications	17
6. IFUT Equality Committee.....	17
7. Post of General Secretary.....	18

IFUT Initials.....19

APPENDICES

APPENDIX A: BRANCHES, BRANCH SECS & CENTRAL BRANCH CONVENORS 2006/0720

APPENDIX B: COUNCIL & EXECUTIVE 2006/0721

APPENDIX C: IFUT COMMITTEES & WORKING GROUPS 2006/0723

APPENDIX D: IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2006/0724

I. EDUCATION & RESEARCH

1. Bologna Process

The Bologna Process has caused a policy change in Colleges in that they are shifting their costing mechanisms from Unit Cost (i.e. cost per student) to ECTS (European Credit Transfer System) which bases costs on the cost of each course. The ECTS approach may be more accurate, but as a consequence it is much more bureaucratic and time consuming. Despite the enormous quantities of paperwork, draft reports, conference proceedings and agendas etc. which were distributed throughout the year in connection with the Bologna Process – all of which were monitored by IFUT Head Office and supplied to Executive members – the fact is that there were few, if any, significant specific developments under this heading in the course of the year.

Hugh Gibbons, Vice President-Finance, IFUT, accepted the responsibility for monitoring developments in this area, and he maintained communication with Professor John Scattergood in TCD, who also did a lot of work in this topic area.

2. GATS & Private Higher Education Services

This issue was a cause of concern nationally and indeed internationally, and as a consequence, we received the following letter from Fred van Leeuwen, General Secretary, Education International:

“Colleagues,

I am writing to you with regard to an urgent matter requiring your immediate attention.

As you are aware, negotiations are continuing at the World Trade Organization with the aim of expanding the coverage and scope of services included in the General Agreement on Trade in Services (GATS). Discussions on including education services under the rules of GATS are already at a very advanced stage.

We have recently learned that your country has been explicitly targeted to include “private” higher education services under the GATS. A collective demand to this effect has been made by New Zealand, the United States, Australia, Japan, Malaysia and Chinese Taipei.

EI has serious concerns about the impact of including education services – public or private – in the GATS. It is not clear how the commercial rules of GATS will affect the autonomy, quality and accessibility of higher education. The GATS can

enforce open higher education markets and give institutions and companies from other countries the legal right to enter the market. Local authorities, including accreditations and quality assurance agencies, might have little control.

I want to urge you to contact your government, including both the relevant ministry or department responsible for trade and that responsible for education. Specifically, we would like you to do three things:

1. Seek clarification on your government’s intention with respect to the collective GATS request they have received. Is your government considering or is it preparing to make commitments on private higher education services as demanded?
2. Underline the education community’s concerns with GATS. At its heart, the GATS is much more than a trade agreement. It is a legally-binding instrument that not only reduces barriers to trade an investment, but also encourages and locks-in domestic liberalisation in the form of privatisation, deregulation, and the contracting out of public services.
3. Urge your government to adopt a precautionary approach. Given that there are so many unanswered questions about the impact of GATS on education, and given there is so much at stake, it is imperative that countries neither make nor seek any further commitments on education services.

To assist us in our continuing work on this matter, please inform the EI office of the response you receive from your government.”

Following discussion at Executive level in IFUT, the General Secretary wrote to the Secretary-General of the Department of Education and Science in October 2006 asking for her Department’s response to issues raised by Education International. The Department responded on 8 March 2007 as follows:

“I refer to your letter of 11th October 2006 regarding GATS and Private Higher Education Services. As I understand it, the agreement wishes to ensure that foreign-owned private providers of education get treated on the same basis as domestically-owned private providers of education. This already exists in the area of higher education in Ireland and we have no difficulties with proposals designed to eliminate discrimination between foreign-owned and domestically owned private service providers in higher education. Ensuring parity between foreign-owned and domestically owned private providers of higher education is

unproblematic.

Please note that we would have concerns in relation to any proposals which would seek to secure parity between private institutions and publicly-funded higher education institutions in Ireland, particularly in relation to their entitlement to public funding.”

3. Hibernia College

IFUT continued to be concerned about the adverse effects this private online institution is having on standards in higher education. Our concerns regarding the implications for security of tenure – indeed for basic respect for those working in the area – appear more than justified in the light of the following publicly quoted statement from Hibernia College’s Director.

“The idea of a forty-year job would never happen here, and if people feel the need to criticise us, its usually from behind the high academic walls where they have forty-year jobs. We hire faculty on a needs basis, which allows us to cherry-pick the best people. If somebody is not working out, we don’t have to wait until they retire in twenty-six years’ time to get rid of them.”

In October 2006 we instituted the request to HETAC under the Freedom of Information Act for full disclosure of all records relating to their dealings with Hibernia College. This process is ongoing.

4. Discontinuation of Early Irish at UCD

IFUT Council expressed deep concern at the discontinuation of the course in Old & Middle Irish at UCD. A public letter of criticism of this decision signed by the President of IFUT and eighteen members of Council was sent to The Irish Times. This letter had not yet been published by The Irish Times at the time of writing this report.

Council also expressed serious concerns at the discontinuation/curtailment of other academic courses such as Gender Studies in NUIG and a BA in Acting Studies in TCD. It was agreed that these latter issues should be dealt with at Branch level.

5. Lisbon Agenda

IFUT nominated Maureen Killeavy, Colum Ó Cléirigh and Hugh Gibbons to attend a conference hosted by the National Qualifications Authority of Ireland (NQAI) in November 2006. The Conference was entitled ‘Towards the Lisbon Agenda for 2010 and Beyond – Implementing Change in Education and Training in Ireland in a European Context’.

6. European Sectoral Social Dialogue in Education

Education remains as the only major employment sector in the European Union which does not have a Social Dialogue structure. These structures – which are supported by the EU Commission, create forums where employer bodies and trade unions (the ‘social partners’) can meet to discuss and agree on measures of benefit to their particular Sector.

One of the particular problems which has inhibited the establishment of a Social Dialogue structure in education, has been the multiplicity of models of education delivery in Europe and hence the very high number of different employer bodies – and more problematically, confusion over who in certain areas is the actual employer.

In April 2007, the General Secretary participated in a seminar convened by ETUCE (the European Trade Union Committee for Education), which had as its aim the advancement of Sectoral Social Dialogue in Education and which to that end included representatives of various teacher unions and employer bodies from a number of EU countries. As no Irish employer body attended this seminar, IFUT agreed – in conjunction with other Irish teacher unions, to endeavour to act as a persuader of such employer bodies, to agree to participate in Social Dialogue. IFUT has arranged for ETUCE to invite the HEA to attend future Social Dialogue related events. Our colleagues in the TUI, ASTI and INTO will similarly be encouraging the employer bodies at first and second-level to engage in this process.

7. University Governance

A document, apparently issued by the Irish University Association, was tabled for discussion at the Governing Bodies of various universities. The document contains clauses referring to staff and codes of conduct. IFUT Council took the view that it was contrary to good practice for such documents to be promulgated without consulting with, and including the responses from, staff as represented in our case by this union. Not only is this contrary to accepted norms of employee/employer relations, it is directly in conflict with the letter and spirit of the EU Directive on Employee Consultation.

It was agreed by Council that the General Secretary would write to each university management reminding them that, before changes affecting the terms and conditions of employment of IFUT members could be adopted, such changes would have to be negotiated and agreed with us.

8. European Credit Transfer System (ECTS)

Council discussed and monitored the ECTS and its likely effects on the comparative value being ascribed to modules which we teach and deliver. In

particular, Branches were asked to be vigilant in reporting any developments whereby the ECTS might be employed in a manner which denied full credit value to courses and qualifications.

9. NQAI Quality Review

In January 2007, the National Qualifications Authority of Ireland (NQAI) advised us of an intention to view its activity and invited submissions by 2 February 2007. Following discussion at Council, and in view of the short timeframe allowed for, it was agreed that IFUT's representatives on the NQAI, Colum Ó Cléirigh of SPCD and Maureen Killeavy of UCD, should articulate our views and perspective as part of the review process. The opinion was voiced that the NQAI appeared to be more oriented towards the IoTs, but nevertheless, there were serious implications for the universities as well.

It was agreed that the effects on qualification delivery in Ireland, emanating from the Bologna Process, needed careful scrutiny. IFUT also felt that the NQAI and its systems did not provide sufficient flexibility in respect of mature students.

10. National Council for Curriculum and Assessment

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;

Early Childhood Committee:

Philomena Donnelly, SPCD;

Language Committee (English & Gaeilge) Primary:

Pádraig Ó Duibhir, SPCD;

Steering Committee for ICT:

Maureen Killeavy, UCD;

Steering Committee for Special Education:

William Kinsella, UCD;

Steering Committee for Pilot Project on Modern Languages in the Primary School:

Anne O'Keeffe, MICL.

II. REMUNERATION

1. 'Sustaining Progress' Increases

The remaining phases of 'Sustaining Progress' (1.5% w.e.f. 1 December 2005 and 2.5% w.e.f. 1

June 2006) were paid to all IFUT members. In certain cases, it had been necessary for the General Secretary to liaise directly with the Secretary of the ESPVG regarding sanction for payments in connection with Progress Reports on the earlier Actions Plans.

2. Towards 2016

Following the most protracted and difficult negotiation process since the current series of National Agreements commenced in 1987, the ICTU negotiated a final draft agreement entitled 'Towards 2016'.

The pay terms of T2016 are as follows:

- It is a 27-month agreement which takes effect from the expiry of 'Sustaining Progress'
- 3% w.e.f. 1 December 2006
- 2% w.e.f. 1 June 2007
- 2.5% w.e.f. 1 March 2008
- 2.5% w.e.f. 1 September 2008

The Council of IFUT discussed the draft agreement at length and was very dissatisfied with its terms. In particular, the conditions attaching to the salary increases were deemed to be unacceptable.

Although it was noted that, primarily through the efforts of IFUT and SIPTU, some improvements had been secured to the original draft – for instance a reference to severance arrangements had been dropped and a clause allowing for the limited, exceptional treatment of Minor Claims had been agreed – nevertheless it was IFUT's view that the discussions between the Official Side and the unions (particularly regarding clauses likely to effect our conditions of employment) had been inadequate and the outcome was disappointing.

Particular disquiet was felt regarding the clauses dealing with 'Modernisation' and fears were expressed at the implications of these, not only in respect of unwelcome changes to our conditions of employment, but also as a source of negative implications for academic freedom.

It was decided to ballot the membership and strongly to recommend a 'No' vote.

The result of the ballot (after the inclusion of some late ballots) was:

Number of ballot papers issued	1,717
Votes in favour of T2016	65
Votes against T2016	557
Spoiled votes	1

On 12 September 2006 a letter was sent to each IFUT member from the President as follows:

"The dust has now settled around the new national agreement *Towards 2016* and it has been ratified by a large majority of trade unionists who are affiliated to the Congress of Trade Unions. This is a disappointing outcome but it became increasingly clear over the summer that the large

unions, especially SIPTU, were content with what had been achieved and were going to support the agreement.

One important fact, however, is that the education sector is deeply unhappy with the agreement. Almost 90% of the IFUT ballot was against the agreement. The TUI and ASTI both rejected it and even in the INTO, whose Executive recommended acceptance, some 45% of members voted against *Towards 2016*.

It is clear that the education sector feels let down by the process that produced *Towards 2016*. Quite frankly, our needs and concerns were sacrificed in the drive to obtain a new national agreement. If my experience of what passed for 'negotiations' about the special conditions attaching to the agreement in relation to us within the HEA sector was replicated in the other areas of the education sector, then it is easy to see why people are deeply unhappy.

We were faced with special conditions that will do nothing to improve the environment in which we work. They diminish our professional standing and seek to micro-manage our work in a manner that would not be accepted by any other profession. The conditions betray a lack of trust in us as academics and instead seek to constrain and confine the creativity that should characterise a university. Fundamentally, it is a blunt, one size fits all view that will not make things better for staff or students. This makes risible the high flown rhetoric in the media of recent days about the pursuit of excellence and the soaring ambitions for the sector.

So what is to be done now? We rejected the agreement by an unprecedented margin and a visceral reaction would be to walk away from *Towards 2016* and all that it implies. While this is a seductive option and one that might be emotionally satisfying, the view of the National Executive is that it is not in our best interests at the moment to do so. Instead we shall refocus our efforts on the implementation of the agreement.

The last agreement was characterised by the work of a body called the Education Sector Performance Verification Group (ESPG), whose job it was to ensure that the terms of the agreement had been adhered to before releasing the salary increases due. It is no secret that we were most unhappy with the ESPVG. We found that all their energy was spent on securing our compliance and no meaningful attention was devoted to the parallel obligations of the universities.

This time, buoyed up by the strength of our ballot result, a key element in our approach will be a positive but robust engagement with the employers and the ESPVG. We will meet our obligations but so too should the universities, the HEA and the Department of Education and Science. Despite our view of *Towards 2016*, we will

now attempt to make it work. However, this is a stance that we will keep constantly under review.

Given the response of the other teacher unions, there is obviously common cause to be made with them. We will take steps in the near future to maximise the effectiveness of our common positions and to develop areas of mutual co-operation.

I would like to take this opportunity to thank you for giving such a clear mandate in relation to *Towards 2016*. The vote will not have the immediate effect that we might have hoped for. However, it is of great importance strategically. It shows clearly to all and sundry how we feel about the important matters of academic freedom and university education and it provides the Executive of IFUT and the Council with the mandate it needs to pursue the union's agenda."

Notwithstanding IFUT's vote – and indeed the rejection of T2016 by the other teacher unions – the agreement was endorsed by the majority of ICTU affiliates.

IFUT – after much discussion – took the view that the wisest course of action was to accept the outcome of the ICTU ballot and now to focus our attention on mitigating the most objectional aspects of the agreement by vigorous participation and engagement in the negotiation process in each college and institution.

Among the reasons for arriving at this decision, was a realisation that the negotiation of an alternative agreement was an unrealistic prospect and also that refusal to accept the terms of T2016 would lead to the non-payment of its increases to our members.

Action Plans & ESPVG

Attention now turned to the task of negotiating the best outcome in respect of the various Action Plans which were required to be concluded in order to secure payment of the terms of T2016.

It was agreed that no Branch should proceed with an Action Plan until and unless its terms had been seen and approved for endorsement by the Executive.

To assist local Branches in their negotiations – and to put down a 'marker' to management regarding IFUT's attitude to the negotiation of changes envisaged in local Action Plans – the President wrote to the Personnel Office of each institute as follows:

"The Irish Federation of University Teachers, in a ballot of its members, decided to reject the new national agreement *Towards 2016* by a margin of 9 to 1. However, the Irish Congress of Trade Unions decided democratically to accept *Towards 2016* and IFUT remains a member of ICTU.

Our criticisms of the agreement remain as does our position that it will damage the third level sector. However, we will engage with you in a positive and constructive manner to implement the agreement while ensuring that our concerns are met.

Central to our engagement will be the concept of partnership as articulated in earlier agreements and confirmed in *Towards 2016*. We will wish to see partnership become more deeply embedded in the life of the universities and other institutions where we organize, reflecting the concerns articulated in clause 6.4 of that document.

The partnership committee will continue to be a central element in our approach. The processes surrounding the action plan are critical and it is our intention to give them the seriousness they deserve. To that end, it is important to outline the following.

- The people that we send to the partnership committee are there in a representative capacity. Their mandate will be limited by the local executive committee of IFUT and they will be expected to report back to that committee to facilitate discussion before decisions are made. *Towards 2016* is not a model of clarity in terms of its aims and objectives and it will take time to come to a common position on what has been agreed.
- This means that adequate time must be given for the discussion of any proposal or document. It will not be possible to agree documents that are tabled at meetings or circulated very close to the meeting. Deadlines for submission of reports or plans to bodies such as the EPVG are usually known well in advance and we expect our need for adequate discussion time to be factored into the preparation schedule.
- Our members on the partnership committee will change from time to time in line with our internal structures but we may find it necessary to effect changes outside these timescales.

It is our belief that the partnership process will be enhanced by the foregoing and we look forward to a positive engagement with you during the course of *Towards 2016*." (This letter was sent to TCD, UCD, UCC, NUIG, NUIM, RCSI, SPCD, MICL, St C, CICE, RIA, DIAS, MDIE, MITP).

Although eventually agreement was reached on the various Action Plans, the process highlighted the role of the Education Sector Performance Verification Group (ESPVG) and many aspects of this role raised concerns. In particular was the belief that there appeared to be an unhealthy level of liaison between the individual Personnel Officers and the ESPVG. The secrecy attaching to these contacts simultaneously made it impossible to quantify their significance, but also aroused even

greater levels of concern.

Responding to these considerations, Head Office circulated to all Branches the names and members of the ESPVG. They are:

Séamus McGuinness, Chairman
Pat Burke, Assistant Secretary, DES
Joe McGarry, Council of Directors, IOTs
Helena Acheson, Forfás
Fionnuala Kilfeather, NPS Primary
Peter Nolan, IMPACT
Jim Dorney, TUI
John Carr, INTO
Michael Moriarty, IVEA
Tony McDonnell, Student
Pat Pykett, Secretariat
Anne Maher, Secretariat

Furthermore, a formal decision was taken to seek direct IFUT representation on the ESPVG and an official request to that effect has been sent to the ICTU. In addition, the General Secretary has discussed the matter directly with the other teacher unions. (ASTI is also seeking membership).

Finally, a decision was taken to make direct contact with all members of the ESPVG (or at least with its trade union nominees) in respect of any occasion when a negative experience is being encountered relating to Action Plans and Progress Reports.

3. O'Brien Review & Benchmarking

IFUT Submissions to the Benchmarking Body and the O'Brien Review Body were circulated to Executive and Council members and Branches. Similarly, the Submissions of the Irish Universities Association to the Benchmarking Body were also distributed.

A request was received from the Benchmarking Body on 21 September 2006 seeking nominations of persons in various grades and institutions for sample interviews between 10 and 12 October 2006. Council decided that certain members would be asked to take responsibility for seeking to put together the nominations requested and giving guidance to interviewees accordingly. These Council members were: Marie Clarke, UCD; Breandán Ó Cochláin, NUIG; Hugh Gibbons, TCD; Michael Creed, UCC; and Anthony O'Farrell, NUIM.

The Oral Hearing with the Benchmarking Body took place on 22 November 2006 with the President, General Secretary, Vice President-Finance, Hugh Gibbons, and Associate Professor, P J Drudy of TCD present, along with a Consultant from Indecon. AMICUS and SIPTU were also represented. The main speaker for the other side was an Assistant Secretary from the DES. It was felt that the Hearing had been satisfactory. There had also been communication from the DES about a shortfall in the numbers of persons being brought

forward for evaluation by the Benchmarking Body's Consultants. This arose in the case of UCD, TCD, and NUIM. This information was communicated to the Branches concerned for their attention. It was felt that while the university authorities had supported the IFUT position, the DES had tended to be against us. The Chair honed-in on the issue of research, teaching and administration. Also, it was stressed to the Body that all changes that had taken place in the university, could not be regarded as being already paid for under 'SP'. A problem was the Body's understanding of the grading structure in the universities.

There was also an Oral Hearing on 27 November 2006 in connection with Senior Experimental Officers and Chief Technician I in TCD with the same three unions present.

The Oral Hearing with the O'Brien Review Body took place on 8 December 2006. The unions present were IFUT, SIPTU and AMICUS. The employers were not represented. IFUT representatives were the President, General Secretary, and Professor Vincent Comerford of NUIM. Robert Watt of Indecon Consultants also attended.

The principal speaker was the General Secretary. It was stated that, as with the PSBB Oral, it had to be stressed that the changed circumstances which had led to enhanced performance by Professors, could not be construed as simply those which were to be expected on foot of National Wage Agreements and had gone beyond that. On the question of Civil Service comparisons, the grade of Secretary General was mentioned by IFUT. Performance Related Pay came up to an extent, but it was pointed out that this had not proved altogether realistic in the case of the Civil Service where it had been tried.

4. University Presidents' Pay Claim

A curious and perhaps telling indication of the current unsatisfactory situation regarding fair recognition and remuneration in our universities emerged when it became known, that university Presidents were claiming a pay increase of about 150%, at a time when some IFUT members were facing the prospect of even their 3% increase due to them under the terms of T2016 on 1 December 2006, might be withheld due to non-finalisation of agreement on Action Plans.

III. CONDITIONS OF EMPLOYMENT

1. Tenure

Following a Conciliation Conference at the LRC on

22 September 2006, all the Nurse Lecturers in UCD who are members of IFUT, received tenure in the latest round of awards.

On the broader issue of the existence of, and the definition of Tenure per se, an important High Court Judgement was issued concerning an attempt by DCU to dismiss Professor Cahill (not an IFUT member).

The High Court Judgement, while not defining exactly what tenure is, did clearly rule that it amounted to more than simple or ordinary "permanency of contract". This was a clear vindication of IFUT's efforts and successes in having the concept of tenure inserted in the 1997 Universities Act. In view of this it was agreed to re-circulate to members the document 'IFUT Triumphs' which contrasted the ultimate outcome in the Act with the original Bill.

As DCU has appealed the High Court Judgement to the Supreme Court, and given the importance of this issue to IFUT members, we have offered, through the medium of the respective legal representatives, to provide information and support to Professor Cahill in the conduct of his appeal.

Council has decided to set up a small Working Group to deal with all issues pertaining to tenure, and as a first step, strenuous efforts are being made to get Branches to supply to the General Secretary, copies of all contracts of employment of members so that a clear picture can be established regarding the current applicability of tenure and more importantly, as a means of ensuring that we are equipped to deal with the inevitable attempts to undermine the concept and practice of tenure.

2. Closure of St Catherine's

The process of dealing with the consequences for IFUT members of the closure of St Catherine's (scheduled for August 2007) continued all year. The attitude of the DES in this regard left much to be desired. Long delays were routinely experienced in getting replies to correspondence and the orderly conduct of business was severely disrupted by repeated changes of the staff given responsibility in the Department for dealing with the closure. This practice of chopping and changing created difficulties for the Department's own staff (at one stage we were expected to deal with an official who had been relocated to Brussels!). But the real disadvantage fell upon our members who were the victims of the Government's original regrettable decision to close this College.

In February 2007, Council asked the General Secretary to write to our St Catherine's members as follows:

"I have been asked by Council to place formally on record its solidarity and support for all members in St Catherine's College of Home Economics, Sion

Hill, in connection with the efforts being made to secure a viable future for the staff and to assure you that every effort will be made to achieve a suitable outcome in that regard by IFUT.”

As we approach the end of St Catherine’s last term (and with the current General Election in full swing), the pace of activity relating to finding acceptable outcomes for all IFUT members affected by this closure has quickened. IFUT is determined to do all in its power to force the Department fully to discharge its legal and moral obligations to staff who have given loyal, diligent and dedicated service to the College and its students.

3. Tax Allowances for Academics

Following representations from IFUT, the Revenue Commissioners have offered to increase fixed-rate tax allowances as follows:

- Professors/Heads of Schools/Departments	€608
- Senior Lecturer	€518
- College Lecturer	€518
- Assistant Lecturer	€518
- Part-time Lecturer (on full hours)	€518
- Part-time Lecturer (not on full hours)	€279
- Physical Education Teachers	
(a) engaged fully in teaching P.E.	€518
(b) engaged mainly in teaching general subjects but also doing part-time P.E. (additional allowance)	€126

4. Fixed-Term Contracts

Three outstanding cases in UCC which had either been before the Rights Commissioner or scheduled to be heard in that forum, were settled on the basis of Contracts of Indefinite Duration being awarded.

A number of other cases of entitlement under the FTWA are in process.

5. APSCEH Grading Claim

In SPCD, additional Principal Lectureships had been introduced with retrospection to September 2006. Also, new additional Senior Lectureships (9 point scale) are being filled.

On 13 October 2006, a lengthy formal offer document was presented to us by Management in respect of our dispute in MICL. This had arisen from ongoing negotiations including an LRC Conciliation Conference on 13 July 2006. Following a vote of our members in MICL, the General Secretary wrote confirming acceptance of Management’s offer on 1 November 2006.

The agreements and progress recorded above provides scope for IFUT to build upon these developments and further to enhance the position of our members in light of our overall grading demands.

6. Ex-Carysfort Members & Pensions

On 16 June 2006 a letter was received from Solicitors acting on behalf of UCD, the principle parts of which were as follows:

“Our clients would wish to settle the case if mutually agreeable terms can be agreed and, to that end, have instructed us to make the following offer of settlement. ...

We set forth below the sums that the University is willing to pay to settle all of the claims of your clients, and to illustrate the manner in which the settlement figures are computed, please note that in relation to [person] that the suggested settlement figure of €17,314.35 is arrived at by applying interest of 2% per annum to the total of [person’s] contributions of €15,598.51 for a period of 5½ years from January 2001 to June 2006 inclusive.

In order that all issues may be concluded, if possible, at the same time, the University have asked for details of the plaintiff’s costs at this juncture in order to ascertain if a settlement can be achieved.

Please note that this offer is made on a without prejudice basis and without admission of liability.

We set forth hereunder the names of plaintiffs and opposite the amounts offered in settlement. ...”

Legal advice having been taken, IFUT indicated that it was not prepared to accept the offer of 2% interest payment on the amounts legally owed to our members arising from wrongful deductions from their pay.

Our legal representatives proceeded to issue a Motion for Discovery, and this was listed for hearing in the Masters Court on 23 February 2007. This provoked a further response from UCD which proposed outline terms of settlement. These, it was intimated to us, would provide for most of the union costs being covered save for a residual amount of about €1,000 to €1,500. IFUT Council following deliberations, decided that we should insist on this amount being paid also. The matter therefore appears to be close to final resolution.

7. UCD Senior Officers – FOI Requests

The union decided to institute Freedom of Information Act proceedings for disclosure regarding the terms and conditions of employment and remuneration of the Deputy President and Vice Presidents in UCD. Whilst this move was initially obstructed by UCD and by the HEA, it does appear that we are now close to achieving full disclosure.

In the same vein, similar FOI requests have been pursued in the case of Senior Officers in NUIG, NUIM, TCD and UCC.

Confirmation was also received that the FOI Act would apply in DIAS, RIA, RCSI, FETAC, HETAC, Irish Research Council for Science, Engineering & Technology (IRCSET), Irish Research Council for

the Humanities and Social Sciences (IRCHSS) and Science Foundation Ireland (SFI).

8. Workload Models

In the Autumn of 2006, at a seminar under the auspices of the IUA, a document had been presented from UCD which set out to specify hours of work per week, number of weeks leave and days off beyond that. After protests, this document was taken off the table.

This incident was symptomatic of a growing trend towards Managerialism in our universities, which carries with it a real threat to academic freedom and independence. In TCD, it was reported that Nurse Academics were expected to fill in spreadsheets in relation to work times and commitments. In RIA, attempts had been made to record attendance of staff by means of recording their computer logging-in and logging-off times. A monitoring model was reported to have been suggested in the Science Faculty in UCC some years ago.

IFUT's position is that we support the idea of allocating activities, but not rigid micro-management of times. In any instance where there is any genuine reason to believe that academic staff are not working consciously, this should be tackled on a case by case basis. It is quite another thing altogether to seek to introduce a crude form of Managerialism which will have as its ultimate outcome the stifling of academic life all in the interests of making bureaucracy easier and more pervasive.

9. Employment Appeals Tribunal/Reinstatement of an IFUT Member in UCC/Appeal by College to Circuit Court

This case has suffered a number of unfortunate postponements ever since August 2006 through December 2006 and is now scheduled for final hearing this month (May 2007).

10. Intellectual Property Rights

This issue has been raised in NUIG and UCD. It is a matter over which IFUT will have to exhibit great vigilance on behalf of our members.

11. Assistant Librarians in NUIM

A claim is being developed to respond to the lack of recognition for ALs with long service.

12. Health & Safety at Work

Council agreed that this is an issue which merits more attention by Branches. It was

recommended that Branches should raise the issue with their local Personnel Office. It may be useful in the coming year to set up a meeting between IFUT and the Health & Safety Authority to discuss the issue and agree protocols.

IV. GENERAL CONTACTS

1. Irish Congress of Trade Unions

Council has agreed to the submission of the following Resolutions to the BDC of ICTU in July 2007.

(1) Academic Freedom & Diversity

"This Conference rejects the view that university and third-level education is a commodity to be purchased rather than a right to which all qualified citizens are entitled.

This same ideology views education courses in our universities and third-level colleges in a narrow, purely economic context without regard to the social benefits of a diverse and challenging range of studies.

We believe that education courses certainly do contribute to the economic development of our country, but they do much more than that – they build an active, inquiring, articulate, informed society which understands that not all values can be expressed on a financial balance sheet.

Therefore, this Conference declares that the maintenance of a free and independent culture of learning in our universities is vital for the social and democratic development of our country.

In this respect we pledge our support for the principles Academic freedom and Academic diversity and declare that we will not allow our universities to be treated as merely the R+D departments of powerful corporations.

We live in a society not just an economy and therefore we demand the retention of a broad-range of study opportunities in our education system."

(2) Privatisation of Education

"This Conference believes that the provision of good quality education at all levels is A responsibility which should be willingly accepted by any progressive State which cares about the quality of life of its citizens.

We believe therefore that it is wholly inappropriate that the provision of education should be perceived as a 'for profit' business. And so we reject the idea of 'privatised' education delivered under the spurious grounds of 'competitiveness'."

Council has also agreed to contribute €100.00 to a Congress initiative aimed at providing health screening for union delegates.

The following people continue to represent IFUT

on ICTU Committees:

Health & Safety Committee - Michael McKillen, TCD.

Public Services Committee – Mike Jennings, General Secretary.

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

Retired Workers Committee, Colum Ó Cléirigh, SPCD.

Women's Committee - Colum Ó Cléirigh, SPCD.

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 – Michael Delargey, UCC;

Dublin - none;

Galway - William Carroll, NUIG.

Kildare - Mícheál MacGréil;

Limerick - Tony O'Grady, 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. Seanad Éireann Elections 2007

IFUT has decided to support the candidature of Paddy Healy, former President of the TUI, on the NUI Panel. As IFUT also has entitlement to be a Nominating Body for the Cultural & Educational Panel, it was agreed to ask all candidates seeking our support for this panel, to provide brief policy statements outlining why IFUT should endorse them. Final decisions on nominations will be taken by Council.

5. IFUT-TUI Meeting

This took place on 2 March 2007 with the General Secretary, Daltún Ó Ceallaigh and the Incoming General Secretary, Mike Jennings, Vice President-Finance Hugh Gibbons of TCD, Vice President Daire Keogh of SPCD and Michael Delargey, Branch Secretary, UCC, present on the IFUT side. There was a substantial representation from the TUI, both from its Head Office and the IOTs, with about ten TUI personnel in all being present. A substantial discussion about tenure, PMDS and Strategic Innovation Funds (SIFs), took place. It was proposed that there should be three scheduled meetings of IFUT and the TUI per annum, one on

either side of Easter, and another around Christmas/New Year. This was agreed by Council. Another suggestion was that, in the light of the other three teacher unions being engaged in talks about a structure for the purposes of liaison in terms of policy information, and certain aspects of servicing such as a single Equality Committee etc, IFUT might wish to become involved in these. Council agreed that this was acceptable in principle and on a without prejudice basis. The TUI was then advised accordingly and will ask the other two unions concerned if that is acceptable to them. The ex-President of the TUI, Paddy Healy, has said that the third-level members in TUI would not be enthusiastic about continuing the current talks with the other two unions if IFUT did not become involved as well. It can be recollected that IFUT had taken an initiative of this sort twenty odd years ago with the Council of Education Unions, which had met for a while and produced one issue of a journal.

The issue of links with UL and DCU was raised, but there is no enthusiasm for involving AMICUS and SIPTU. Rather it is felt that the proper place for academics in those institutions is in a third-level education union. In time, the prospect of recruitment might be raised again, even given the difficulties to be overcome regarding Congress Rules.

6. Employment Appeals Tribunal

The re-nomination of Anne Clune ex-TCD to the EAT was accepted by ICTU. It was also suggested that IFUT should nominate the outgoing General Secretary, Daltún Ó Ceallaigh, but Daltún declined this offer with thanks saying that it would be too much of a work commitment in terms of his own plans for the future.

7. Teacher Union Conferences

The Incoming General Secretary attended the national Annual Conferences of INTO, ASTI and TUI as a fraternal delegate.

8. BIGTU

The agenda for the meeting of the British & Irish Group of Teacher Unions (BIGTU) which took place on 18 September 2006 and was attended by the General Secretary, was circulated to Council in advance. The main issue dealt with of interest to IFUT was the ongoing situation of the EU Services Directive and its potential effect in the education area, including third-level. Council was kept briefed with other documentation of relevance being circulated. Apart from that, elections to the Education International Pan-European Structure (EIPES) due for December 2006 were discussed.

Voting pacts were being designed, hopefully to get as President, the General Secretary of the Education Institute of Scotland, which body has a certain third-level dimension to it. It is also hoped that one of the Vice Presidents will be the International Officer of the University & College Union (UCU) – the new combination of AUT and NATFHE. There are also country seats on the EIPES Executive and it is hoped that John Carr of the INTO will continue to occupy one of those on behalf of Ireland. Linked moves are also afoot to try to get one of the BIGTU delegates on to the World Executive of EI. In regard to the World Congress of EI in July 2007, the deadline for motions was 22 April 2007. A matter that has also come up is a proposal that 0.7% of union subs should be devoted towards Third World development education. Further proposals on this will be forthcoming and will be passed on to the IFUT delegate on the ICTU Third-World Committee. Any such proposal will of course have to come before the IFUT Executive and probably Council.

9. Standing Committee of Heads of Education & Teacher Unions

A meeting of this body held on 29 November 2006 was attended on behalf of IFUT by Marie Clarke of UCD. It was agreed that Marie would continue as the IFUT nominee on this body. A further meeting of the body held on 1 February 2007 was attended on our behalf by Peter Conroy of TCD.

10. Conferences of ETUCE & EIPES, Luxembourg 4-6 December 2006

Paddy O'Flynn of UCD represented IFUT at these conferences, and also at a HERSC meeting in London in February 2007 and a Bologna seminar. In regard to the EIPES and ETUCE meetings in December 2006, Paddy said that an important development had been that the President who had been elected in this area was Ronnie Smith of the Education Institute of Scotland which had a third-level dimension and he also sat in BIGTU along with all the other Irish unions and liaised there.

The HERSC meeting in London in February 2007 had largely been concerned with preparing for the subsequent seminar on the Bologna Process. There had been 47 countries represented at that and the ESIB had also been present. The discussions had been in the context of the European Higher Education Area (EHEA) and the consideration of the structure of degrees, particularly in regard to the duration of courses, in respect of undergraduate and postgraduate phases. The different patterns of student mobility had been discussed as well as difficulties in funding and, in some cases, visa problems. One thing that

had to be considered was the inflow of cheap staff and its impact on tenure.

11. EI Equality Standing Committee Meeting

Maureen Killeavy of UCD attended a meeting of the Education International Equality Standing Committee on 23 and 24 April 2007.

Report

The following report was supplied by Maureen Killeavy.

Fifty seven participants from 25 different countries took part in the meeting which was chaired by Veronica Rankin, Scotland and addressed by Charlie Lennon EI.

The meeting reviewed the recommendations of the last meeting. The following items were discussed.

Pension Reform and Gender Equality

Discrimination in pensions is still a major feature of pensions

Globally and this results in the lowering of the material status of women

Each delegate was required to present an outline of the policy of their union on equality with particular reference to the following questions

The persistent obstacles to equality

The strategies that have been used to deal with them

On the basis of this discussion it was proposed to devise a European strategy to be debated by each national union

EI Pan European Women's Network

The structure was explained and work of the network outlined

European Year of Equal Opportunities for All

Introduced by Brigitte Degan EU DG - Employment Social Affairs and Equal Opportunities

Gender Equality within the Unions

The over representation of men in senior positions in most unions was discussed. This is particularly noticeable in teacher unions many of whom have up to 80% female membership

ETUCE Action Programme 2007 - 2008

To explore the impact of the Directive on the Implementation of the Principle of Equal Opportunities and Equal Treatment of Men and Women in Matters of Employment.

Proposal to - Develop ETUCE policy on current [EU](#) Education/anti-discrimination policy with reference to minority groups in EU

Proposal to - Seek to influence the implementation of the Commission's New Social Agenda 2005 – 2010.

Working Groups Sessions

The following areas were addressed by 7 the groups
Child Labour
Equal Access to Education

Sexual Orientation

Violence Against Women
Disabled
Indigenous people and Cultural Diversity
Gender Awareness

Discussion on EI Pan European Equality Structures

EIE/ETUCE Structures rationalization
To deal with problems of duplication and overlap
Now one group with a combination of Executive Board and regional committee 65 members one from each country
Constitution agreed 2003

Currently 2 Standing Committees operate:

1. Higher Education and Research
2. Equality Standing Committee

Proposal from the Executive Board re Structure of Pan European Equality Structure

Smaller representative standing committee (15 – 20 people)
Working group (from standing committee)
Annual* Meeting
Networks to operate between members

Discussion

Unanimous disagreement on new proposals on the following basis;

When there was less than 20 members there were efforts to disband the committee and there was a constant fear that it would not be allowed to continue

While there may be a need for the Equality Standing Committee to be more efficient this should not at the cost of losing the single most important opportunity for women in particular to get involved in equality matters

The proposal is an attempt at top down reform rather than involving the committee in developing more efficient structures and ways of working

The proposal is trying to organize the committee in the way a multinational company is organized which has much in common with democratic centralism.

The Proposal was rejected.

World Congress Berlin - Arrangements and Report

Recommendations of working groups

The 9 areas related to discrimination covered in all the recommendations of each of the working groups. This was of particular importance for those countries in which these are not adhered to

Items proposed to EI included the following:

That EI should encourage an equality audit among each of the member union;

That mentoring within the union be put in place to encourage active membership;

That the gender balance of each union's executive board should reflect the gender composition of the membership. It is important to be aware of the old boy's network obvious both in promotion at work and in the leadership positions of unions;

That equality audits at all levels of each union and of EI be put in place;

One particular recommendation related to local issues

Proposal - In the context of the 2007 European Year of Equal Opportunities, the Pan European Equality Standing Committee meeting at Krakow Poland, 23 – 24 April 2007 expresses support for the effort of the Polish Teacher Unions to advocate for tolerance and non discrimination in education and in society

Recommendation - The Equality Standing Committee supports the right of the Polish teacher unions to guarantee the respect of human rights and to improve the working conditions and professional development of teachers.

V. ORGANISATION & COMMUNICATIONS

1. Membership

The total membership of IFUT is 1,715 compared to 1,711 last year. The breakdown of this is as follows (last year's figures are in brackets): 1,399 (1,395) on higher rate of subscription, 41 (40) on lower, 22 (24) on leave of absence and 252 (251) retired, associate member 1 (1). Details of Branches are given in Appendix A.

2. Recruitment of Researchers

Council took a very clear and definite position during the year that for both ethical and pragmatic reasons, IFUT must energetically embark on a campaign to recruit the huge number of unorganised Researchers into our union. A leaflet directed at Researchers has been drawn up and it is likely that this important issue will be high on our work agenda for the coming year.

3. Executive and Trustees

The Council elected the following Vice Presidents for 2006/07: Marie Clarke, UCD; Hugh Gibbons, TCD; Daire Keogh, SPCD; Anthony Harvey, RIA, Gerald Mills, UCD; and Anthony O'Farrell, NUIM. Hugh Gibbons, was also elected by the Executive as Vice President-Finance. The Executive met ten times during the session.

The Trustees elected at the last ADC to serve for 2006/07 were as follows: Breandán Ó Cochláin, NUIG; Pat Burke, SPCD; and Maureen Killeavy, UCD.

4. Council

Council met eight times during the year.

The Council formally decided, on the recommendation of the President, that the Executive be fully empowered to act in the name of IFUT in between Council meetings. This is in keeping with Rule 12 of the IFUT Rules.

5. Communications

A high volume of communications to representatives at all levels within the union and on a huge variety of topics, continued to be issued throughout the year.

We continued to discuss creating a facility whereby all individual IFUT members can be e-mailed directly from Head Office. However, so far, we have not succeeded for a variety of reasons in bringing this to fruition. We will have to attend to this in the coming year.

Another area deserving of much attention and revamping is the IFUT [website](#). Plans are well advanced for a major overhaul and it is hoped to complete this task shortly.

An *IFUT Diary* was successfully published and a copy was sent to all members. This initiative was well received. Thanks are due to Gerald Mills of UCD for his work in this regard.

6. IFUT Equality Committee

The following report was submitted by Marie Clarke, Secretary, and Maureen Killeavy, Convenor, IFUT Equality Committee.

Introduction

The Equality Committee of the Irish Federation of University Teachers (IFUT) has represented IFUT in a number of national and international contexts and meetings during 2006/07. These bodies include the Irish Congress of Trade Unions (ICTU), Women's Committee the National Women's Council

of Ireland (NWCI), and the Equal Opportunities Committee of Educational International (EI).

1.1 ICTU Women's' Committee

Care issues, in particular childcare, continue to be a key issue for the trade union movement. Reconciling work and family life and the provision of equal opportunities, particularly in the context of gender proof agreements; practices and policies continue to be central objectives in the achievement of gender equality. Another major objective of this debate is the encouragement of active participation by women at all levels of the Trade Union movement. These issues and related matters are central to the work of the Equality Committee in IFUT, and continue to form a central focus of the work of the Equality Committee of IFUT during the coming year 2007/08.

1.2 National Women's' Council of Ireland

The large number of groups nationally who have an interest and who are involved in the equality agenda, and who work to promote the recognition of this work, are represented by the NWCI. IFUT's representative on the National Women's' Council of Ireland (Anne Lodge, NUIM), takes part in activities and meetings in support of these issues. The National Women's Council has focussed on a range of very important objectives and issues in relation to equality, which was reflected in their submissions to Government departments and agencies during the past year.

1.3 Education International

IFUT was represented at the Education International and EIE Equality Standing Committee (Formerly the ETUCE Equality Opportunities Standing Committee) meeting held in Krakow on 23/24 April 2007 by Maureen Killeavy. The theme of the meeting concerned gender and migration where the representatives of twenty-four countries presented the national contexts to the meeting.

1.4 Committee Profile

The members of the Committee are: Marie Clarke, UCD; Maureen Killeavy, UCD, Ann Clune, TCD; Noreen Kearney, TCD, Grace Neville, UCC, Angela Ryan, UCC, Anne Lodge, NUIM, Catherine Emerson, NUIG, Maeve O'Brien, SPCD, Colum Ó Cléirigh, SPCD; and Nóirín Ní Nuadháin, SPCD, and have variously contributed to the work of the Equality Committee during the past year. They represented the Committee in various bodies, contributed to the promotion of the equality agenda in their various institutions and ASAs, and they are currently continuing in their roles.

1.5 Note to Branches

All Branches who do not have a representative on

the IFUT Equality Committee are urged to elect a member at the first meeting of their Branch Committee in the coming academic year 2007/08.

7. Post of General Secretary

After 27 years of faithful, dedicated and hugely effective service as General Secretary of IFUT, Daltún Ó Ceallaigh, retired at the end of March 2007. A review of Daltún's incomparable contribution to IFUT will occur elsewhere at ADC and otherwise.

On 2 April 2007, the new General Secretary, Mike Jennings, commenced his employment.

*Mike Jennings,
General Secretary,
19 May 2007*

IFUT Initials

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

APPENDIX A

BRANCHES, BRANCH SECRETARIES & CENTRAL BRANCH CONVENORS 2006/07

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

- 1 Trinity College Dublin (353/360) & Dublin Dental Hospital (14/14)**
Secretary – Anthony McCashin, Social Studies
DDH Contact - Frank Houston, Restorative Dentistry
- 2 University College Dublin (338/356)**
Secretary - Marie Clarke, Education
- 3 University College Cork (330/324)**
Secretary - Michael Delargey, Education
- 4 National University of Ireland, Galway (76/79)**
Secretary – Michael O’Connell, Botany
- 5 National University of Ireland, Maynooth (191/183)**
Secretary - Andrew Sliney, Library
- 6 Royal College of Surgeons in Ireland (64/62)**
Secretary – Elizabeth Doyle, Student Affairs
- 7 St Patrick’s College, Drumcondra (131/129) & Church of Ireland College of Education (15/13)**
Secretary - Daire Keogh, History, (SPCD)
CICE Convenor - Valerie Coghlan, Library
- 8 Mary Immaculate College, Limerick (139/125)**
Secretary - Tony Bonfield, Education
- 9 Central (64/66)**
ST CATHERINE’S COLLEGE OF HOME ECONOMICS (16/16)
Acting Convenor - Mary Anne O’Carroll, Home Economics

HEALTH RESEARCH BOARD (3/3)
Convenor - Joan Byrne, Microbiology

DUBLIN INSTITUTE FOR ADVANCED STUDIES (15/12)
Convenor (Senior Professors/Registrar Group) - Fergus Kelly, Celtic Studies
Convenor (Non-Sen. Prof. Staff Group) - Malachy McKenna, Celtic Studies

MATER DEI INSTITUTE OF EDUCATION (7/6)
Convenor - Brendan McDonnell, History

ROYAL IRISH ACADEMY (13/12)
Convenor - Anthony Harvey, Dictionary of Medieval Latin from Celtic Sources

MILLTOWN INSTITUTE OF THEOLOGY & PHILOSOPHY (8/2)
Convenor - Bernadette Flanagan, Spirituality

EX-CARYSFORT - c/o Head Office (1/1)
ST ANGELA’S COLLEGE - c/o Head Office (1/1)

APPENDIX B

COUNCIL & EXECUTIVE 2006/07

*(Executive members: President and 6 Vice Presidents)

BRANCH, REPS & ENTITLEMENT

DEPARTMENT

TCD 6/8

Dónall A MacDónaill
*Hugh Gibbons (VP-Fin)
Pat Wall
Liam Dowling
Caitríona Leahy
Cormac Ó Cuilleanáin

Chemistry
Computer Science
Education
Electronic & Electrical Engineering
Germanic Studies
Italian

UCD 8/8

Paul Ryan
Paddy O'Flynn
John Dunnion
*Marie Clarke (VP)
Donal Fitzsimons
Maureen Killeavy
*Joe Brady (Pres)
*Gerard Mills (VP)
Russell Higgs (*alternate*)
Regina Joye

Banking & Finance
Chemical Engineering
Computer Science
Education
Education
Education
Geography
Geography
Mathematics
Nursing & Midwifery

UCC 5/8

Michael Creed
Michael Delargey
Tom Andrews
Michael Mansfield
Patrick Bourke

Civil & Environmental Engineering
Education
Nursing & Midwifery
Physics
Statistics

NUIG 4/4

Breandán Ó Cochláin
Gerard Jennings
Catherine Emerson
Seán Tobin

Chemistry
Experimental Physics
French
Mathematics

NUIM 5/7

Andrew Sliney
*Anthony O'Farrell (VP)
Yvonne Barnes-Holmes
Mary Corcoran
Colin Coulter

Library
Mathematics
Psychology
Sociology
Sociology

RCSI 2/3

Denise O'Mara
Elizabeth Doyle

Clinical Teaching
Student Affairs

MICL 5/6

Michael Finneran
Frank Flanagan
John O'Flynn
Deirdre McMahon
Gerard Enright

Education
Education
Education
History
Maths & Computer Studies

SPCD/CICE 5/6

Therése Dooley,
David Millar
Pat Burke
*Daire Keogh (VP)
Colum Ó Cléirigh

Education
Educational Research Centre
English
History
Music

CENTRAL 4/4

*Anthony Harvey (VP)
Mary Anne O'Carroll
Joan Byrne
Bernadette Flanagan

Dict. of Medieval Latin Celtic Studies (DMLCS) RIA
Home Economics, St Catherine's
Microbiology, HRB-TCD
Spirituality, MITP

NOTE

In addition to the President ex officio, there were entitlements to 54 representative places, of which 44 were filled. Therefore, there were 45 people on Council out of a potential 55.

APPENDIX C

IFUT COMMITTEES & WORKING GROUPS 2006/07

Standing Committees

APSCEH

Daltún Ó Ceallaigh (<i>Convenor</i>)	General Secretary
Philomena Donnelly	Education, SPCD
Therése Dooley	Education, SPCD
Ciarán Sugrue	Education, SPCD
James Kelly	History, SPCD
Tony Bonfield	Education, MICL
Michael Finneran	Education, MICL
Frank Flanagan	Education, MICL
Deirdre McMahon	History, MICL
Gerard Enright	Mathematics & Computer Studies, MICL
Máire Uí Mhaicín	Irish, CICE

EQUALITY

Maureen Killeavy (<i>Convenor/Sec</i>)	Education, UCD
Nóirín Ní Nuadháin	Adult Education-English, SPCD
Anne Lodge	Education, NUIM
Maeve O'Brien	Education, SPCD
Marie Clarke	Education, UCD
Anne Clune	English, TCD
Catherine Emerson	French, NUIG
Grace Neville	French, NUIG
Angela Ryan	French, UCC
Colum Ó Cléirigh	Music, SPCD
Noreen Kearney	Social Studies, TCD

APPENDIX D

IFUT AFFILIATIONS, MEMBERSHIPS & ASSOCIATIONS 2006/07

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)

IFUT-NIAC Liaison - [N Ireland Advisory Cttee/Association of University Teachers]

Education International (EI)
& its EI Pan-European Structure (EIPES) *
& its Higher Education & Research Standing Committee (HERSC)
European Trade Union Committee for Education (ETUCE) *

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)

* EIPES covers all of Europe, while ETUCE operates as an autonomous unit within this on the basis of EU-EFTA membership.

B. PRESIDENTIAL ADDRESS

Dr Joe Brady, Geography, UCD

Fraternal Delegates, Delegates, Colleagues and Friends, it is a great pleasure to welcome you to the Annual Delegate Conference of the Irish Federation of University Teachers. I have been coming to these events for many years now, and I cannot recall one in which the President's Address has not focused on the challenges facing Third Level Education and this year is no different.

Knowledge Economy or Knowledge Society?

The Universities and Colleges that make up IFUT have been called upon to become instruments of economic policy. There is now a global economy and Ireland has seen the drift from its shores of industrial enterprises, especially those with low to medium levels of skill, to economies where wage rates are lower and conditions more accommodating to the needs of the companies involved. Ireland's response, and the response of every country in the western world, has been to focus on higher value, higher skill enterprises. This is our new 'Knowledge Economy' where the outputs of intellectual endeavour are the exports on which we will pin our future economic growth. 'Knowledge' has always been power but now it is money as well, and 'money' and 'power' have always been a potent combination.

It is natural that the university sector should be seen as important in the development of such an economy. Whatever we might think about the principle of selling knowledge, rather than disseminating it for the good of humanity, the universities have the people, the intellectual power house, to undertake this role. Our universities will become research intensive with a global focus and ambitions to scale the heights of academic rankings. We have adopted the language of business, we have outputs and deliverables, resource allocation mechanisms, key performance indicators and we positively leverage our synergies across multiple platforms. Many of our members welcome the recognition given to their research standing, they welcome the improved funding environment and they and the universities have benefited from the development of a large community of research students and post-doctoral fellows.

You are, of course, waiting for the 'BUT' and indeed there is one. The issue arises from the confusion of the term 'Knowledge Economy' with 'Knowledge Society'. The terms are used interchangeably as if they mean the same thing. Government Ministers, media commentators, even some in the education sector, confuse 'economy' with 'society'. To them, the needs of society are coincident with the needs of the economy and, by extension, only what benefits the economy can benefit society. It is a narrow view. The reality is that in any civilized country, the economy that should serve society, producing the levels of living that the members of society require. In education, we endorse the concept of the 'Knowledge Society'. This is a world in which the acquisition of knowledge and the extension of educational opportunity is recognized as a social good. This is the world in which education, formally the preserve of the well-to-do, is made available to all. This is the world that recognizes that education is a life-long journey that must be facilitated by different pathways at different times in a person's life. This vision of education is not controversial. Look at any of the strategy statements of government departments or the strategic plans of universities and you will see these very sentiments given equal status to those aspects that will develop the economy of knowledge. It is recognized that a society, particularly a wealthy one such as ours, can and should facilitate the development of the person, its citizens, not for narrow economic gain but to produce a better world.

So, if this is not a contentious issue, why is there a problem? It comes back to a failure to translate the difference between 'Knowledge Economy' and 'Knowledge Society' into policy. Universities have been chronically under funded for generations, a position made dramatically worse by the strange budgetary decisions made during Minister Dempsey's period in office. The leap to world-class research-intensive universities from where we are currently demands resourcing on a vast scale. The facilitation of a knowledge society requires more modest resourcing, perhaps, but the amounts of money needed are still significant. There is no sign of this money. Of course, one can point to the funding provision made under the National Development Plan or various other strategic initiatives. These total many hundreds of millions of euro and the impression is given, supported by an uncritical media, that the university sector is swimming in cash. However, when you strip away the funding diverted from other sources, that which was already committed and the usual smoke and mirrors, the amounts involved are relatively small and come nowhere near what is needed to redress the neglect of generations. Not for the first time, the State intends to realize its ambitions on the cheap.

Most, though not all, funding initiatives serve the 'Knowledge Economy' in the convenient belief that they also serve the 'Knowledge Society'. Education, rather than economy, remains particularly under

funded and unloved by our fund masters. Now, you will find no suggestion of this in any of their utterances, indeed the opposite will be the case. The weasel words will all acknowledge the importance of education in society but their deeds betray another reality. Neglect of the education role of universities and colleges is not as bad as it gets. To meet their economic mission, colleges find themselves having to divert resources provided for their education role to support their economic role. Make no mistake about it, colleagues, the education role of the university sector is under threat. There is no way that we can provide world class teaching in a world-class learning environment when the already inadequate funding is being further diluted. You already see the first signs, the attempt at rationalization of subject choices in the Humanities and more is to come. Is it not bizarre that, in one of the richest nations on earth, our talk is about narrowing educational opportunity, of closing off areas of enquiry at the same time as we talk about inclusion, flexibility, life-long learning and the importance of a knowledge society?

We are on a slippery slope, whereby our universities may become successful producers of valuable research outputs – export industries - but lose our credibility as educators. IFUT will resist this. We see our universities and colleges as multi-faceted; powerhouses of world-class research and of world-class education. There is no essential or necessary opposition between the two, in fact the one should and must support the other. The conflict only arises because Ireland Inc. is trying to achieve its ambitions on the cheap as it has always done but Ireland, Irish society, deserves better and this is the message that we will be getting across in the months to come. It will not be an easy task. The press provides ready access to those who elevate worship of the economy as the highest good and denigrates those who argue that it should serve, not dominate, society. It is pretty tedious stuff to read for the most part but hardly surprising. For the moment, there are still a few days of campaigning in the current General Election. Ask your local candidate if s/he knows the difference between the 'knowledge economy' and the 'knowledge society' and prepare yourself to be amazed.

The University Academic

The University Academic is often characterized in the media as being lazy, enjoying extremely short hours, plutocratic conditions of service and holidays that encompass half the year. Like the coming and going of the seasons, news stories pedalling this view emerge from time to time, usually on a slow news day or when benchmarking or some other review is about to report. We have put up with this caricature with a patient shrug but we will do so no more. If this image of an academic was ever true, and I really doubt it, it is true no longer and we are not prepared to listen to it. Most academics these days are busy people, pulled this way and that by conflicting demands to be world class researchers while simultaneously being world class educators who embrace not only the gifted student but also those from disadvantaged socio-economic backgrounds or who have physical or mental challenges. They are bowed down by a weight of administration, which under the guise of accountability, has simply produced mountains of useless and soul-destroying paper. All this without the resources necessary – compare for example the level of academic support in QUB with that in TCD, institutions of comparable size. This cannot go on and it will not go on.

Benchmarking

Yet, we have restructured our universities, reformed our curriculums – torn ourselves apart and put ourselves together again. Uniquely among professions, we have restructured, reoriented ourselves without having received any financial rewards for it. Nor have we received any public recognition for what we have done. Much commentary would appear to suggest that all that has happened in the Universities and Colleges in recent times has happened in the absence of the academic staff, when nothing, absolutely nothing, would have changed if the academics were not to the forefront. Perhaps we have been foolish in this, it seems to me that in most other professions, you get the money first and then you restructure but we see ourselves as being 'the University', not just employed by it, and this has given us a commitment to our profession that marks us as being apart.

We await this recognition in the report of the Public Sector Benchmarking Body. The case we have put to the Body for substantial increases to academic salaries in recognition of the sterling work undertaken in restructuring our universities is evidence-based and solidly grounded. We are looking for recognition for what we have already done, not what we promise we might do in the future. Benchmarking must deliver for us. Our experience of the first benchmarking process was not good. We feel that we were sacrificed to the interests of larger, more powerful, groups in order to make the sums add up. We do not expect, and will not tolerate, similar treatment this time.

Partnership

We have signed up to *Towards 2016*. We have done so with the greatest reluctance. Indeed a ballot of you, the members, rejected the agreement by a margin of 9/1. We voted against *Towards 2016* at the ICTU's Special Delegate Conference and our view of it has not changed in the slightest. It is bad for the education sector and it is bad for our members. We are working it because we remain a member of ICTU and that body agreed to accept the agreement. However, such is the depth and intensity of feeling about what were required to stomach that we reflected for some time on whether we could continue to be members of the Congress.

It is a bad agreement for us. There is a view out there that public sector workers should offer concessions for basic cost of living pay increases. This is a view that we do not share. We are as entitled as anyone to share in the growth and prosperity of the economy; growth and prosperity that we have done much to support.

Towards 2016 is not a good agreement because it was not negotiated. We did not enter into negotiations; we were presented with a *fait accompli*. Now, through dogged persistence and some direct speech, we managed to moderate what was required of us. Yet, our perception is that there was a marked difference in how we, and the other teacher unions, were treated in the development of this agreement. Whether it was as a result of fatigue in the face of negotiations that dragged on for months or something else, we found ourselves in a hostile environment with our employers, the Department of Education and Science, without the active support of the ICTU. In essence, the DES attempted to require that we put our conditions of service on the table in order to obtain the same salary as we currently enjoyed. They attempted to specify in some detail how we would perform our tasks, even to the point of specifying the technology that we would use. They presented us with clauses, the meaning of which they could not explain but to which they required our unconditional agreement. I can think of no other profession that would tolerate this.

So it was with the greatest reluctance that your Executive decided to recommend that we work within *Towards 2016* and why I felt it was necessary to write to members individually to explain our reasons. We are working the agreement but our engagement is robust and under constant review. It must not be taken for granted that we will see out this agreement.

Member were angry and are angry about many aspects of *Towards 2016*. Some aspects are outside our control but some things we can change. We join with our sister union, the TUI, in looking to Congress to recognize the inequity of having other unions vote on changes to our conditions of service. The President of the TUI at his recent address on the occasion of the TUI's Annual Congress noted that in future negotiations: "It would be unacceptable to have other unions effectively decide on changes that might have profound implications for our conditions of service". I echo and endorse that view and we will work with the TUI and other unions on this and other issues, better to inform and persuade Congress that they have become part of the problem and that this needs to change and change quickly.

You might properly object to my criticism of *Towards 2106* by noting that it is a partnership agreement and that there is a commitment that all issues will be sorted out on a partnership basis. We have a problem with partnership. Gandhi was once asked what he thought about Western Civilization and he replied that he thought that it would be a good idea. Partnership would be a good idea too but we have yet to see it. Sure, we have partnership committees at local level and the members work to sort out local issues but where it really matters, the implementation of *Towards 2016* and similar agreements, there is no partnership. The process of implementation of *Towards 2016* is under the oversight of the Education Sector Performance Verification Group (ESPVG), comprising representatives of unions and employers. We have had no relationship with this body. The only communications have been via the various personnel departments and have been in the form of diktat. There has been no discussion, no debate, no dialogue, no partnership. If this partnership was a relationship we would be in the divorce courts. This has to change and we are determined that it will change. Because of a particular set of circumstances that pertained when the first benchmarking awards were being debated, IFUT is not a member of the ESPVG and we feel that we have suffered because of this. The composition of the ESPVG is soon to be reviewed and we have asked for a seat at the table. We expect that our sister unions will recognize the justice of our position and the importance for the future of partnership in the universities that our voice be heard and facilitate our request.

Daltún Ó Ceallaigh

Things have changed within IFUT too and will continue to change. I was but a wet week in the position of President when the General Secretary, Daltún Ó Ceallaigh announced that he intended to retire early from

his post to pursue his interests in writing and lecturing. This was a stunning shock. I have been a member of IFUT for 25 years and Daltún has been General Secretary for over 27 years. He and IFUT have always been inextricably linked in my mind; it was impossible to contemplate one without the other. Additionally, IFUT in its current form was a young organization when Daltún joined it. The organization is the organization that he has done so much to develop and it bears his stamp.

We are a strong, energetic organization that punches above its weight and which has an enviable reputation abroad. We owe a great debt of gratitude to Daltún for his sterling service; service above and beyond the call of duty. Daltún is a skilled organizer, a skilled negotiator and a dedicated trade unionist. Those of us who have had the privilege to sit with him in committee or to accompany him on delegations can attest to how good he is. His grasp of detail is legendary which, combined with his ability to present this in a clear and cogent manner, makes him formidable in debate. Many are the opponents who have retired hurt from the field, having suffered Daltún's rapier-like argument (and occasional put-down). He was tested in the fire early in his career when he had to deal with the fallout of the crazy decision of the then Fine Gael-led government to close Carysfort College. There are many now senior academics who owe their careers to what he achieved for them at that time. The Universities Act, 1997 is another of his successes. A comparison of the Bill with the Act shows just how much was changed. This occurred only because of an intense process of lobbying and of putting thoughts into the minds of others. Daltún drafted and redrafted and was pleased to see some, at least, of his drafts in the final Act. I was there, I saw it happen, and we were fortunate and remain fortunate that Daltún was the man in the gap; an appropriate metaphor for an Ulsterman. More recently he fronted our presentations to the Benchmarking Body and the O'Brien Review with the same skill that we have come to take for granted.

IFUT is a member of many international bodies. We play a full part in their debates and discussions and we are greatly respected. This is primarily due to the work of Daltún and the genuine outpouring of affection for him that has come from these organizations on hearing the news of his retirement has been marvellous to behold. He will be a hard act to follow.

But all of this is the public face of Daltún Ó Ceallaigh. He was at his most effective when dealing with the personal issues of members. This activity is never reported, except obliquely, and members will rarely speak publicly of their problems. It is only the select few of the Executive Committee who would have any sense of how involved he has been in vindicating the rights of our members. He was good, very good, and we rarely lost an argument; just look at the higher profile cases that ended up in the LRC or Labour Court to see Daltún's record.

He will be missed. Daltún delivered for me when I needed the support of the union and I regard him as a close friend; somebody you could rely on no matter what. The union will celebrate his contribution on another occasion when the focus will be on Daltún and not mixed in with other union business. For the moment, I could not let this opportunity pass without recording the deep affection and appreciation of the members of IFUT for his dedication to their interests over more than a quarter of a century. We wish him well.

I will admit to having had less charitable thoughts when Daltún first announced his retirement. I knew that finding a replacement was not going to be easy, to put it mildly, and I wished he had waited for my successor to take up office before he announced his intention to leave. However, we have been fortunate and we are truly delighted that Mike Jennings has joined us as General Secretary. Mike joins us from SIPTU, as Daltún did in his time, and brings a wealth of trade union experience with him that has been developed over many years. He has been in the post less than a month but already we have seen at work his wisdom, experience and common sense together with an energy and enthusiasm for the task ahead that will see IFUT scale new heights in the future.

The Future

And we face many challenges. We have seen the erosion of our terms and conditions of employment, we have seen attacks on our professionalism. We recognize that some of our employers would prefer us to be casual employees dismissible at the drop of a hat in the best nineteenth-century Dickensian traditions. The development of the research agenda for the universities has seen the creation of a community of researchers whose conditions of employment are disgraceful. We are ready to meet these challenges and to secure the conditions of our current members and of the researchers who will soon be part of our ranks. At the same time, our commitment to education in the widest sense remains undimmed. We will work hard to ensure that the people of Ireland have the third level education system that they want and deserve, one that serves their needs and not the needs of an abstract noun – the economy.

To do this, we need to take a critical look at how we do business. We have been criticized for being too quiet. I recall the snide comment made about us in the *Irish Times* of three weeks ago, a newspaper I used

to respect for its even-handed commentary. While it would be a mistake to equate quietness with ineffectiveness, we recognize that the world in which we live is as much about the message as about the action. We will be quiet no longer.

An earnest of this is our decision to support with enthusiasm the candidature of Paddy Healy, former President of the TUI, for a seat in Seanad Éireann on the NUI panel. This is a departure for IFUT but it reflects our increasing co-operation with the TUI. We both recognize the need for a strong voice for third level education in all of the corridors of power to counterbalance the siren songs of the economy-driven arguments. We believe that Paddy's is such a voice.

Our own structures need to evolve to meet the needs of a modern union. Over the next few months we will undertake a consultation process with members that will lead to changes in how we do business; recognizing the need to streamline our decision-making and responsiveness to the issues that our members identify as important.

We also recognize that we cannot do it all alone. We welcome the moves within the other teacher unions towards greater co-operation. We have particular connections with the TUI who have a large third level membership. We are in active discussions about how best to promote and develop our common agenda, details of which will emerge in the coming months. Together we will be strong.

C. RESOLUTIONS

(1) Gaeilge mar Mheán Múinte

Cáineann an Chomhdháil seo de Chónaidhm Éireannach na Múinteoirí Ollscoile an fhaillí atá déanta ar an nGaeilge mar mheán múinte ag an tríú leibhéal ag na húdaráis oideachais le fada, leis an dtoradh nach féidir anois céim iomlán ins na príomh-ábhair léinn a dhéanamh trí mheán na Gaeilge in Institiúid ar bith sa tír.

Iarann an Chomhdháil seo ar an Aire Oideachais, an Roinn Oideachais agus na húdaráis tríú leibhéal feabhas a chur ar an scéal go luath.

This ADC deplores the continuing neglect of the Irish language as a teaching medium at third level by the education authorities, with the result that it is now impossible to take a full degree course in any of the major academic subjects through Irish.

The ADC asks the Minister for Education, the Department of Education and the third level education authorities to urgently remedy this situation.

(2) Centrality of Academic Work

That IFUT seek to re-establish the centrality of academic work (teaching and research) in the duties of academic staff, with the consequent reduction of routine administrative responsibilities, which have increased dramatically in recent years.

(3) Recognition & Support for Academic Work

This ADC resolves that in any future negotiations on national social partnership IFUT will demand that the issue of proper recognition and support for academic work be given a higher priority.

(4) National Wage Agreements & Aggregate Vote of All Unions in ICTU

This ADC asks the Executive to inform the ICTU that in any future national wage agreement negotiations, conditions of service of IFUT members should not be subject to an aggregate vote of all ICTU unions. We ask Congress to respect our view that IFUT members alone should vote and decide on their own conditions of service.

(5) Application of VAT to Research in Third-Level Institutions

This ADC calls upon the Government to change the VAT system, so that the VAT rate applied to research carried out in third-level institutions, is lowered from 21% to 13.5%.

(6) Solidarity with INO & PNA

That this conference expresses the solidarity of the Irish Federation of University Teachers with our fellow trade unionists in the Irish Nurses' Organisation (INO) and the Psychiatric Nurses' Association (PNA) in their current industrial difficulties. IFUT supports the rights of the INO and PNA members to further negotiations on pay and working hours outside of the restrictive confines of the benchmarking process.

(7) Closure of Academic Departments in Universities

This Annual Delegate Conferences notes with alarm the recent series of decisions to close down academic courses in our universities (e.g. Early Irish in UCD, Women's Studies in NUIG, BA in Acting Studies in TCD).

We believe that such decisions reflect a increasingly narrow and short-sighted view of the importance of university education in society.

IFUT restates its commitment to academic freedom and academic diversity and asserts clearly that decisions on the continuation or otherwise of university courses should be based on the contributions such courses make to the cultural and intellectual health of our country and not on mere narrow economic or business grounds.

(8) IFUT Membership Recruitment

This Annual Delegate Conference is proud to assert that ever since its foundation, IFUT has been the most effective, most articulate voice on behalf of all those employed as university teachers and in related grades.

IFUT has fought successfully on behalf of its members in areas such as tenure, academic freedom, protection from redundancy, and the maintenance and enhancement of pay and conditions of employment.

The ADC also recognises however, that IFUT and its members are today facing a whole new set of challenges. Amongst the most serious of these are: attacks on job security (tenure), undervaluation of the

role of university teachers, restrictions on academic diversity, undermining academic freedom and a general threat to worsen pay and conditions.

We recognise that if we are to continue to be effective on our members' behalf, then it is essential that our organisation is strengthened. In practical terms, this means that we must commit ourselves to significant growth in our membership numbers.

Therefore, this ADC mandates the IFUT Executive – in conjunction with the General Secretary – to draw up a recruitment plan aimed at significantly increasing IFUT membership.

Furthermore, this conference recognises that growing the organisation is a shared, individual, responsibility of every single member of IFUT and calls upon all members to engage with the recruitment plan and to play his/her part in making it a success. As a basic first step, every IFUT member should see it as their role to welcome new members into our ranks and, in fact, to be the person who invites eligible non-members to join.

(9) Staff on Fixed-Term Contracts

This Annual Delegate Conference declares that the employment by Colleges of large numbers of researchers and other staff on fixed-term contracts is unacceptable to IFUT for two reasons.

Firstly, such contracts are an ongoing source of insecurity for those who work under them, while being used to deny to many of these employees rights and benefits which IFUT has won for permanent employees over many years.

Secondly, we recognise that the proliferation of large numbers of less favourable contracts poses an inevitable – if unspoken – threat to the standards and conditions of pay and employment of all existing staff.

IFUT therefore commits itself to a vigorous campaign of organising into our union as many as possible of eligible employees on such contracts. The primary purpose of bringing them into our ranks being to work and campaign with these new members to secure decent, secure, non-discriminatory contracts of employment, and thus giving them equality of treatment and removing a significant threat to existing agreed standards.

(10) Threat to the Teaching of Early Irish at UCD

In deploring the shameful lack of support accorded by various University decision-makers to the systematic teaching of Early Irish in this country, this Annual Delegate Conference affirms and draws attention to the points made in a letter on the subject that was sent by IFUT National Council to the *Irish Times* on 21st April 2007, but which has not been published. That letter reads as follows:

A Chara,

Concerning the threat to the teaching of early Irish at UCD, we wish to add our voices to those of the Irish scholars and the Classical experts who, together with a number of others, have of late expressed their anxiety in the columns of the Irish Times.

As a democratically elected, interdisciplinary group responsible for steering the Irish Federation of University Teachers (IFUT), which is organized throughout most of the HEA sector in Ireland as well as in some other third-level institutions, we are dedicated to the preservation of traditional scholarly values such as academic freedom and the need for pure research. We cannot help but see that, if our young people lose the opportunity to acquire the skills necessary for the study of Irish medieval texts in the original, then our society as a whole will become dependent for its knowledge of our people's own past upon someone else's interpretation, or representation, or misrepresentation of those texts.

A decision to allow this to happen would, at best, display a cultural inferiority complex on the part of the decision-makers that would be unique in Europe.

At worst — well, was it not George Orwell who pointed out that he who controlled the past controlled the future?

Is sinne, le meas,

Dr JOE BRADY, President, IFUT

Dr MICHAEL CREED, Dept of Civil and Environmental Engineering, UCC

Mr JOHN DUNNION, School of Computer Science and Informatics, UCD

Dr FRANK M. FLANAGAN, Dept of Education, Mary Immaculate College, UL

Dr HUGH GIBBONS, Dept of Computer Science, TCD

Dr ANTHONY HARVEY, Dictionary of Medieval Latin, Royal Irish Academy

Dr GERALD MILLS, School of Geography, Planning & Environmental Policy, UCD

Professor ANTHONY G. O'FARRELL, Dept of Mathematics, NUI Maynooth

Dr PÁDRAIG DE BHAL, School of Education, TCD

Dr JOHN O'FLYNN, Dept of Music Education, Mary Immaculate College, UL

Dr JOAN BYRNE (rtd.) formerly of Dept of Microbiology, Health Research Board

Dr DÓNALL A. MACDÓNAILL, School of Chemistry, TCD

Mr WILLIAM DOWLING, School of Engineering, TCD

Dr GERARD M. ENRIGHT, Maths & Computer Studies, Mary Immaculate College, UL

Professor PATRICK D. BOURKE, Department of Statistics, UCC

Professor SEÁN TOBIN, Professor Emeritus, NUIG

Professor BREANDÁN Ó COCHLÁIN, Professor Emeritus, NUIG

Dr CATHERINE EMERSON, Department of French, NUIG

Dr PAT BURKE, Department of English, St Patrick's College, Drumcondra, (DCU)

Council of the Irish Federation of University Teachers.

REMITTED MOTION

Administrative Support for Academic Staff

That IFUT campaign for greater individual administrative support for academic staff in order to allow academics to engage more freely in their core responsibilities of teaching and research.