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THE NATIONAL INSTITUTE FOR HIGHER EDUCATION, DUBLIN

DRAFT REPORT AND REACTION
ON
THE WORKING PARTY REPORT
ON
HIGHER TECHNOLOGICAL EDUCATION IN THE DUBLIN AREA
PREAMBLE

Together with a letter dated 11th March, 1977, the Minister for Education Mr. Peter Barry released the Report of the Working Party on Higher Technological Education in the Dublin Area for circulation to members of the Governing Body of the Institute. In his letter he suggested "...that a meeting be arranged with officials of his Department when the Governing Body has had an opportunity of studying the Report".

This draft report has been prepared as a response to this letter and to the verbal request which the Minister made of the Governing Body at its informal luncheon meeting with him on June 1st, 1977.

It is proposed that the final response of the Governing Body will be forwarded to the Minister directly following the meeting of the Governing Body on 7th June, 1977.
This Response and Comment is the result of discussions at Governing Body meetings, Committee meetings (Management and Education & Planning) and Working Party meetings (in Science, Business & Professional Studies, including Hotel Management, Humanities, Engineering & Environmental Studies, including Art & Design). Each meeting studied the Working Party Report from its own particular standpoint and has commented accordingly. The responses from the subject-based Working Parties were processed through the Education & Planning Committee where they were amended slightly.

This Response is consequently, an amalgamation of the deliberations and recommendations of:

The Governing Body Seminar & Meeting of May 6th 1977
The Management Committee meeting of May 19th, 1977
The Education & Planning Committee Meeting of May 27th 1977
GOVERNING BODY'S RESPONSE

Sections 1, 2, 3, and 4

The Governing Body has noted the content of each of these sections but has not commented on them as they are introductory in nature.

Section 5

The Statement of Principle upon which the Working Party Report is based and which is contained in this section is accepted in the following form by the Governing Body.

"Levels of Academic Activity

Generally, the levels of activity appropriate to NIHE Dublin and the new VEC Institution should be along the following lines:

NIHE Dublin

(i) Advanced or professional level courses, including Degree and post-graduate

(ii) Diploma courses:
    - Both post-Certificate One-Year and ab-initio Three-Year

(iii) Some Certificate courses of two years full-time or equivalent duration, complementary to Certificate courses in the new VEC Institution. They should be closely related to and supportive of the higher level courses in NIHE

(iv) Adult Education.

New VEC Institution

(i) Specialised second-level courses
    - Craft/Apprentice courses both at junior and senior levels.

(ii) A comprehensive range of craft-based Technician courses and other Certificate courses of two years duration or part-time equivalent. There should be provision for a large number of part-time courses at this level.

(iii) Some Diploma or other Advance courses of a post-Certificate nature.

(iv) Adult Education."
It should be stressed that this statement of principle is acceptable in so far as it refers to a basis for the apportionment of courses. While it would also find its place in a general statement of intent by the Institute, for the future, the Governing Body would see its philosophy being broader and more all-embracing with an ability to develop as required to meet changed circumstances, emphases, demands and needs.

The remainder of this section of the Working Party Report has been noted by the Governing Body but, since it is not directly pertinent to the apportionment of courses, it has been decided not to comment on it.
6. **Apportionment of Courses:**

The detailed remarks of the Governing Body on this Section of the Working Party Report are contained in Appendix I, attached.

The Governing Body supports the general content of the Report but suggests certain modifications to its content - these modifications are highlighted in the Appendix.
7. **The Apportionment of Buildings**

Much of the quantitative work on apportionment of buildings can only be undertaken when the apportionment of courses has been finally agreed.

The Governing Body considers the temporary leasing of certain Colleges and Buildings under the control of the City of Dublin Vocational Education Committee (CDVEC) as suggested in the Report to be acceptable as a basis for the initiation of the Institute's programmes.

It also notes the remarks contained in the Report on the siting of the Commerce Building on the Ballymun site.

The Governing Body is also in agreement with the proposals regarding the College of Catering, Cathal Brugha Street in so far as they relate to Hotel and Catering Management. The amalgamation of Business Studies within this College with Hotel & Catering courses is a matter for the CDVEC; consequently the Governing Body has no comment to offer on this matter nor, indeed, on the matter of additional accommodation for the CDVEC which is referred to in this section.
8. Transfer of Staff

The extent of staff transfer will be a function of the degree of apportionment of courses and will follow this apportionment. The Working Party Report has outlined, to a fair extent, many of the issues which such transfers must raise and has suggested some solutions to these issues.

There are, moreover, many other issues which must be considered and resolved in advance of such transfers being made. These include, conditions of service for staff, the process by which staff are transferred etc.

It is our strong view that a Joint Committee be established as soon as possible, to consider this total issue - which will make recommendations to the appropriate authorities regarding the provisions which must be made in such transfers. It is recommended that the Committee should have an independent Chairman, nominated by the Minister, and that its membership should consist of representatives of the Department of Education, the Higher Education Authority, the Institute and the City of Dublin Vocational Education Committee.

We recognise the valid interest which the appropriate Trades Unions will have in the deliberations and recommendations of the Committee and would, consequently, envisage the operation of a consultative process between this Committee and the Trade Unions, as appropriate.

The Governing Body considers it important that the Committee be established as suggested at an early date in order to give all parties concerned in the Transfer process the maximum period possible in which to debate, agree and present findings and proposals.
The Governing Body regards this aspect of the apportionment process as being one of the most important and sensitive issues which must be handled. It feels that the apportionment and transfer of staff must be approached from a point of view of sensitivity to the hopes, fears, aspirations and individual needs of each member of the lecturing, administrative, technical support and other staff transferees. The establishment of the Staff Transfer Committee as recommended above, is a vital element in this process.

We note the suggestion in this Section of the Working Party Report regarding the desirability of making assignments or appointments to the senior posts in the Institute in advance of transfer and we support the view expressed.

On the question of alignment of salaries scales as between the two National Institutes, the Governing Body does not have a view on the matter.

The Governing Body regards this aspect of the apportionment process as being one of the most important and sensitive issues which must be handled. It feels that the apportionment and transfer of staff must be approached from a point of view of real sensitivity to the hopes, fears, aspirations and individual needs of each member of the lecturing, administrative, technical support and other staff transferees. The establishment of the Staff Transfer Committee as recommended above, is a vital element in this process.

We note the suggestion in this Section regarding the desirability of making assignments or appointments to the senior posts in the Institute in advance of transfer.

On the question of alignment of salary scales as between the two National Institutes, the Governing Body does not have a view on the matter at the moment. It recognises the need to establish salary scales for the Institute on a rational basis taking into account existing established salary structures in Institutes of
Higher Education structures. Since salaries are not a fundamental component of the apportionment of courses it is suggested that this matter be deferred pending decisions being taken by the Minister, on the apportionment.

The Governing Body supports the suggestion that "all staff should ... be seconded from VEC employment until NIHE has the necessary legal status...", as a basis for the commencement of NIHE activity. If, however, the necessary legal framework is established prior to the apportionment being implemented, this provision need not be implemented.
9. Student Transfer:

This matter was considered to be a highly important one by the Governing Body. The questions which arise from under this item, particularly in regard to course validation, awards structures and recognition are vitally important to the future welfare of the Institute and its students while appreciating this importance and being sensitive to it, the Governing Body felt that it may be a little premature at this stage to attempt to anticipate all of the problems in this area with a view to proposing solutions for them. It is the view of the Governing Body that decisions on this item should be deferred pending decisions being arrived at regarding the apportionment of courses, staff and buildings.

It is the view of the Governing Body, nonetheless, that this matter must be considered and decisions arrived at in regard to it prior to any transfer of students.
10. Governing Structure of New VEC Institution
   (including the Co-Ordination Committee)

   The Governing Body is of the opinion that it should not comment on those Committees and Boards whose function it may be to regulate, co-ordinate and otherwise administer the CDVEC College System, since these are matters which are not the direct concern of this Institute. Nevertheless, it would be our intention to release members of staff, including the Director, to serve on such bodies should the Minister wish.

   The Governing Body envisages a real and relevant role for the Co-ordination Committee referred to on Page 20 of the Report. Its establishment could mean the creation of a forum at which joint ventures as between the Institute and the CDVEC could be proposed, discussed and developed; in addition, it could also act to assist in resolving any potential overlapping or competitive developments as between the NIHED and CDVEC College.

   The Governing Body, therefore, supports the establishment of such a Co-ordination Committee when the apportionment and transfer of courses, staff and premises have occurred. It envisages the membership of this Committee as follows:

   Chairman
   An independent person nominated by the Minister 1
   
   NIHE, Dublin
   Members nominated by or from the Institute's Governing Body 4
   
   CDVEC
   Members nominated by the CDVEC 4
   
   9

   It will be noted that this proposed membership is slightly at variance with that proposed in the Working Party Report.
APPENDIX

Apportionment of Courses

The Governing Body has considered the Apportionment of Courses under the following headings:

A. Humanities
B. Business & Professional Studies
C. Science
D. Engineering & Environmental Studies, including Art & Design

The views and comments of the Governing Body are recorded on the following pages in the order given above. This should not be taken to mean that the Institute has a particular view on its Academic Structure in the future; it is an approached devised merely to look at the recommendations in a clear, structured manner.
A. HUMANITIES

A.1 LANGUAGES
The Governing Body accepts the recommendations for this area and feels that its implementation will provide a basis for the future development of languages in the Institute.

A.2 COMMUNICATIONS
The Governing Body supports the recommendations contained in the Working Party Report and notes the potential for the future development of courses in this area.

A.3 TEACHER TRAINING
The Governing Body raises no objection to the apportionment of courses in this area. However, it is stressed that this concurrence with the proposed apportionment should, nonetheless, leave to the Institute the option of developing In-Service Teacher Training courses for its teaching staff and for staff from Regional Technical Colleges and Colleges of Technology.

A.4 MUSIC
The Governing Body notes that the Working Party Report does not contain any reference to music and the College of Music. This is surprising, the more so since Music was referred to in the original proposals as developed by the CDVEC and since the College of Music provides third-level courses in its own right, thereby making its courses a valid concern of the Working Party. The Governing Body feels it important to refer to this omission and to emphasise the desirability of the Institute developing facilities and courses in this area; it suggests that the establishment of a Music 'Faculty' for NIHE be agreed and that appropriate third-level and related courses be transferred to the Institute.
B. BUSINESS & PROFESSIONAL STUDIES

B.1 The Governing Body accepts the recommendations in the Report apart from those in the Accountancy and Company Secretaryship area; in addition, some reservations are expressed in relation to courses in advertising.

Following an extensive discussion it was decided to recommend that all elements of the Accountancy courses and the Company Secretaryship course should be transferred to NIHE. It was also considered desirable that the Certificate and Diploma courses in Advertising should be transferred to the Institute - together with the course in Journalism they would form the basis for developments in Media-Studies.

B.2 The following matters were specifically referred to during the discussion:

B.2.1. The provision of the advanced stages of the Professional courses alone would not generate the number of staff and range of expertise which would be necessary in order to ensure that the Institute could be considered to be seriously involved in this area.

B.2.2. While there are separate syllabi for each programme, the various Professional Bodies examine particular subjects at different stages in their examinations structure, e.g. Data Processing for one course whereas it might appear at a more advanced stage of another course, while having the same syllabus content.

As a consequence of this structure and of its implication for the utilisation of staff it was considered important that all stages of the Professional courses referred to should be catered for by one Institution.

B.2.3. It is considered important to indicate the necessity to evolve structures within the Institute which, while catering for the needs of the accountancy profession, would ensure that it would not be over-concerned with this area alone.

B.2.4. The Institute is concerned to emphasise that its recommendation should not be interpreted as meaning that the VEC College should be prevented from providing courses for the accountancy profession. Particular mention is made of the emergence of a two-tier structure within that profession; this structure is already in force in relation to Certified Accountancy(A.C.C.A.)
and the second tier would certainly be of a standard appropriate to the role of the VEC College.

In addition, the VEC College might consider providing pre-accountancy courses; this has been an aspect of the College of Commerce provision for some time but further development of the service had been hindered by accommodation problems.

The Institute also conceives of the likelihood that demands may be made, in the future, on the VEC College to provide part-time courses for the accountancy profession.

B.2.5. The Governing Body envisages a very significant role for the Co-ordination Committee (page 20 of the Working Party Report) in future relationships with the CDVEC, particularly in the development of joint projects and in helping to rationalise any potential overlap of course provision.
C. SCIENCE

C.1 DIETETICS

The Governing Body recommends that this course should be transferred to NIHE.

In arriving at this recommendation, the Governing Body has considered the following:

(i) Although the course had its origins in the College of Catering it had been transferred to the Kevin Street College ca. 1969 for a number of reasons including the expressed desire of the British Dietician Association that the course should be located in a Science-based institution - in keeping with general practice in the U.K.

(ii) The course subjects in this course are science-based and, although food studies are included in the course they form a small element of the course.

The course subjects are:

- Physics
- Chemistry
- Mathematics
- Biology
- Food Preparation
- Applied Nutrition
- Dietetics
- Biochemistry
- Physiology
- Nutrition
- Microbiology
- Food Science
- Medicine
- Food Services Administration

(iii) The course is currently taught for the most part by staff recruited by the Kevin Street College.

(iv) This course had been considered by previous meetings of the Working Party which had considered that the course should be a part of the Science activity for NIHE and that the possibility of degree recognition for the course could be considered.
C.2 FOOD SCIENCE

The Governing Body recommends that this course should be transferred to NIHE.

The following points were considered in arriving at this recommendation:

(i) The Course is post-graduate in nature

(ii) It is intended for Science graduates who require a special knowledge of food science

(iii) The course content revolves around Applied Chemistry and Bacteriology. Some reference is made to food legislation and codes of practice but these form a rather small part of the programme.

(iv) The course deals with the Chemistry and Bacteriology of foods with particular emphasis on research and quality control in the food processing industry.

C.3 SCIENCE TECHNICIAN COURSE (Part-time)

While the Governing Body does not have a very strong view on the location of this course, it considers, however, that the Governing Body should be aware of the cost implications of the recommendation contained in the Working Party Report i.e. allocating this course to the VEC College.

It is the view of the Governing Body that other VEC Colleges do not have adequate Science Laboratories to cater for the course. Consequently, these facilities would have to be developed at a considerable cost - for equipment alone, this could amount to £100,000.

The Governing Body feels, that in agreeing to the relocation of the course in the VEC College, the Governing Body might be seen to be proposing an unnecessary duplication of expensive facilities and equipment in order to service the needs of a part-time programme. It could, thereby, adversely affect the financial feasibility of having the Working Party Report implemented.
It is the recommendation of the Governing Body that this course should transfer to NIHE with the condition that it would be transferred to the VEC College when that College has developed appropriate Science Laboratories — presumably, on the basis of whole-time course activity. This transfer could be effected, in the Working Party's view, through the establishment and effective support of the Coordination Committee (see page 20 of Working Party Report). Alternatively, — should it prove possible to provide facilities in the Dublin Colleges immediately, the Governing Body would raise no objection to the course being transferred to the CDVEC College.

C.4 PHOTOGRAPHY

An approach similar to that adopted in relation to (iii) above has been agreed by the Governing Body in relation to Photography.
The Governing Body addressed itself to the recommendations in relation to Electrical and Electronic Engineering and related areas.

D.1.1. Recommendations:

The Governing Body recommends that the following courses should be transferred to the NIHE - in addition to those which have been assigned already:

- Radio Electronics Diploma - 3 year whole-time
- Communications Technician Certificate - 3 year whole-time
- Marine Radio Electronics Certificate - 3 year whole-time
- Marine Radio Certificate - half year whole-time
- Radio, T.V. Electronic Technician Certificate - 4 year part-time

D.1.2. These recommendations are based on the following information:

That there are certain courses which have a definite Craft element as part of them. The Governing Body agrees, therefore, with their assignment to the VEC College. They are as follows:

- Electrical Technician Certificate - 2 year part-time
- Post Office Employees' Technical Certificate - 2 year part-time
- Post Office Trainee Technician Certificate - 3 year part-time
- Radio, T.V. and Electronic Technician Certificate - 4 year part-time

D.1.3. That two of the courses listed have not been conducted for a number of years

- Electrical Technician Certificate - 3 year part-time
- Marine Radio Electronics Officer Certificate - 4 year part-time

D.1.4. That many of the courses listed depend heavily on facilities which are associated with the Professional and Advanced level courses and which have been assigned to NIHE. To support the apportionment of courses is to suggest the provision of additional laboratories and workshops in the VEC College when those facilities are available at the Kevin Street College.
D.1.5. That some courses which have been assigned to the VEC College are almost identical - in content and level - to those being assigned to the NIHE.

e.g. the Diploma in Telecommunications and Electronics - to be assigned to the NIHE but an almost identical Diploma in Radio Electronics is assigned to the VEC College.

D.2 ENGINEERING AND ENVIRONMENTAL ENGINEERING

D.2.1. Recommendations:

The Governing Body recommends the acceptance of the apportionment as a basis for more detailed, technical discussion in relation to certain part-time courses referred to above.

D.2.2. That a number of part-time courses which are being conducted currently at Bolton Street were omitted from the Report. These include:-

- Diploma in Civil Engineering (Municipal)
- Council of Engineering Institutions (CEI) - D41 Course
- Computer Programming - 2 year

D.2.3. That some amalgamations had occurred as between certain part-time courses, several courses have major elements in common while others are being phased out by the City and Guilds of London Institute.

D.2.4. That some courses assigned to the VEC College are linked with professional or quasi-professional bodies:-

- Engineering Works Manager Course
- Domestic Heating Engineering Certificate
- Fire Engineering Certificate

The Governing Body would question whether these bodies would be happy with the proposed apportionment particularly since they would be separated from the higher-level courses at the NIHE.

D.3 DESIGN COURSES

Recommendations:

While this range of courses was not discussed in great detail it would seem appropriate to endorse their assignment to NIHE pending discussion with, and their eventual placement in the National College of Art & Design.

1/6/77