

THE ASSOCIATION OF GRADUATE CAREERS SERVICES IN IRELAND – AGCSI

A REVIEW OF THE YEARS 1969-1999

In this last year of a decade, and indeed of a millennium, AGCSI is a strong organisation with wide university and college participation, undertaking a range of activities in the service of students and the higher education system.

It was established in 1969 with the original title of The Association of Irish University Careers and Appointments Services, affiliation to which was open to all universities and publicly funded institutions awarding degrees or qualifications at an equivalent level and providing a Careers and Appointments Service.

The idea of closer co-operation between University Careers Services was first raised the year before when the Appointments Officers – the generally accepted title in those days – met together in University College Galway in May as organisers of a conference dealing with '*The Graduate in Education*'. It was a two day meeting attended by representatives from a wide cross-section of educational interests and there was a stimulating discussion. Mr Patrick McDermott, Careers and Appointments Officer for UCG, was the host.

At that time the Appointments Officers expressed the collective view that they felt they had much to contribute in terms of effectiveness of education both to the benefit of the individual student and the community. They indicated their willingness to discuss all matters relevant to career guidance, studies, career paths and employment opportunities. Significantly, in the light of what future years might bring, they expressed concern that so much attention was being given to student intake and practically no attention to the problems of graduate output.

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Perhaps it is not out of place at this point in the review to look back even further and see where some of these concerns originated, at the beginning of this century!

At that time most university graduates, almost exclusively men, became parsons, schoolmasters or civil servants. Some went into politics, some into law or medicine and some into nothing at all. There was no need for Appointments Boards and their Officers because older universities were part of a social pattern in which academics, undergraduates and parents all knew what careers were approachable from the university and how to get into them.

The university-educated world was indeed out of touch with industry and commerce, and businessmen were not particularly interested in graduates. They thought in terms of 'the university of hard knocks', shop floor experience and a bright lad from school.

However, the managerial society began to build up, notably between the two great wars, and it became more apparent that graduates could be useful to business. The need for a 'bridge' between the universities and business began to take place. Oxford introduced an Appointments Service in 1892, followed by Cambridge.

The first steps in Ireland were taken by Trinity College Dublin where in 1902 a University Appointments Association was formed *"to assist students and graduates of the University to obtain appointments and employment at home and abroad"*.

Similar steps were taken by Queens University Belfast in 1920.

In 1934 the National University of Ireland Graduates Committee, representing the three NUI Colleges, was deeply concerned that many important posts were being filled by 'foreigners' to the detriment of Irish graduates who clearly faced the 'experience barrier'. They made a strong statement:-

"Whatever excuse may have existed in the past for this policy of making the Irish graduate a pariah in his own land, none exists today."

The outcome was the establishment of an Appointments Bureau at Newman House, Dublin, with the support of the three constituent Colleges. This is documented in the publication *'The Graduate News'*, official organ of the National University Graduates Committee, Vol.1, No.1, October 1934. As the years unfolded the work of this central bureau, such as it was, devolved to the constituent Colleges.

At this time there was little or no provision for personal careers guidance, the objective being to promote the employment of graduates together with opportunity identification.

Fortunately, we have come a long way since those years, but these were our beginnings as Careers Services.

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Prior to 1953 all appointments work activities were carried out by interested academics and administrative staff with other responsibilities. However, in that year Trinity College Dublin established the first Appointments Office with full-time staff. The first Officers were A.H.B. McClatchey and J. Hudson, with Dermot Montgomery taking up his post in 1957. University College Dublin had an Appointments Bureau with services offered by Brian Farrell and later Aidan Duggan, before Derek Scholefield became the first full-time Officer in 1968. Paddy McDermott was the Officer at University College Galway and Norman Buller at Queens University Belfast.

There are records of an Appointments Officers Meeting in 1964, attended by some two dozen representatives of Irish industry and commerce, concern being expressed at the over-cautious approach to graduate recruitment.

But let us come back to 1969, as mentioned earlier, for it was in this year that the personal association of the Appointments Officers was put in a more tangible form, as the Association of Irish University Careers and Appointments Services – AIUCAS for short – began to take shape, leading to some clearly defined aims:

1. *To work towards ensuring that Universities and other equivalent institutions offer a comprehensive Careers and Appointments Service directed towards the needs of students.*
2. *To encourage and develop the role of the graduate in the Irish community and to help those who seek to make their careers abroad on either a temporary or a permanent basis.*
3. *To encourage and facilitate the exchange of views and information and to liaise with other bodies concerned with the guidance and placement of students.*
4. *To foster and coordinate such investigations as will promote improvements in Careers and Appointments Services.*
5. *To express a collective viewpoint as required and to organise conferences and seminars from time to time.*
6. *To encourage training in the skills and techniques appropriate to Careers and Appointments Officers.*

These founding ideas have surely served well as the years have unfolded.

Equally of great significance is the fact that AIUCAS was founded as an all-Ireland body made up originally of two regional groups, a Republic of Ireland group and a Northern Ireland group, with coordination through a Standing Committee. Derek Scholefield was elected first Convenor for the Republic group and Norman Buller for the Northern group.

At this time we were a very small group of Officers. We knew that much effort lay ahead but there was a wonderful feeling of understanding and cooperation.

The scene was set for the establishment and expansion of Careers Services in both the northern and southern universities and colleges, and in the late 1960's and early 1970's new names and faces made contact with each other: Brian Linden, Caroline George and Terry Mills at the Ulster Polytechnic; Charles Queckett, Doris Staines, Andrea Henderson and Jean Downes at the New University of Ulster, Coleraine; Richard Graham and Tim Clifford at Queens; Neville Keery and Anne Connolly at TCD; Sarah Mageean, Colm Tobin, Sandra Walker and Joan Gallagher at UCD; Peter Keane in Galway and Nick Leonard in Cork. Together with the Careers and Appointments Officers mentioned earlier, all had a part to play in the early years of AIUCAS. It is quite possible that some names have been overlooked, as records are limited.

It is perhaps worth recording that Careers and Appointments Services in Britain had in 1967-68 coordinated their efforts through the establishment of the Standing Conference of University Appointments Services – SCUAS, later to become AGCAS. So, we were not far behind and our actions set the seal on cooperation which has continued over the 30 years. Indeed, both organisations have very many activities in common and have the same criteria for the acceptance of new members.

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In May 1970 the Association, in cooperation with the Irish Management Institute, organised a seminar under the heading '*The Graduate in Business*'. This was the first effort to meet one of the defined aims of the Association – to encourage and develop the role of the graduate in the Irish community. The subjects covered included the graduate contribution in business and graduate recruitment methods, together with career planning for graduates within the company. Derek Scholefield was in the Chair and speakers included Dr W Murray, Mr Dermot Montgomery and Mr A N O'Brien.

It must not be thought that individuals were not active in appropriate liaison work and, as an example, records show that at the invitation of the then National Science Council and on behalf of Careers Services, Dermot Montgomery and Derek Scholefield served on the Manpower Committee and also on a Joint Committee with the Royal Irish Academy to develop a permanent register of scientific and technical personnel.

It seems as though 1971 was a year for reflection on the general inadequacy of careers service resources. Records show that "friendly and cooperative relations were maintained between UCD, Trinity, Cork, Galway, Belfast and Coleraine, and that further cooperation through joint projects could prove beneficial, but while individual services remain so pitifully small little progress can be made". In essence, we had ideas for the future but not much else!

Records also show that the Standing Conference of University Appointments Services in Britain (SCUAS) was due to hold their Biennial Conference at Queens University Belfast early in September, but due to troubled times transferred to Cambridge.

After a somewhat quiet year in terms of careers work, the advent of 1972 brought developments which consolidated a programme of individual activity. The offices of the four Universities/Colleges in the Republic agreed on a common format for seeking information on the first employment of university graduates covering the academic year 1971-72. It was recorded that this was the first time that such cooperation had been attempted and that if successful the country would have a pattern of graduate employment in a given year. Indeed, a unique occasion.

In September 1972 the Association organised a seminar under the title '*Working Together*'. There was some external participation and University College Cork were the hosts. Colm Tobin presented a paper on guidance.

Brian Linden records that this was the year when the Polytechnic Careers Advisers began to get organised as a forerunner to their acceptance into SCUAS. Fortunately, we had no such distinctions as regards AIUCAS – we were as one from the start.

As forecast in the previous year, 1973 saw our publication of the first report on the first destinations of graduates under the title of *Graduate Placement*, covering full-time first degrees in Arts, Social Science, Science, Engineering, Commerce and Business Studies. There was no particular financial support for this effort and, whereas a copy of the report has not been located – some Careers Service may have one – the total graduating group was probably near 3,000.

Following an approach from the President of Maynooth College, Derek Scholefield agreed to provide some advice to students on a very limited basis and it is from this and the continuing contact that a Careers Service was eventually established there, so bringing a new member to the Association.

The Biennial Conference of the Association was held at the New University of Ulster, Coleraine, in September 1974. Charles Queckett was the host with the theme '*Careers Guidance in a Nil Growth Society*'. For some time there had been an awareness of the need to produce some Information Sheets as handouts at the various colleges. Co-operative effort produced the following titles:- *Careers for Arts Graduates, Careers in the Public Service, Careers in Education, Careers in Irish Industry and Social Work Opportunities in Ireland*.

This was the second year in which the joint statistics were published (for the year 1972-73), covering 3,006 graduates with a response rate around 85%. It is recorded that the Higher Education Authority showed some interest.

The year 1975 saw further consolidation of the Association. Members met at University College Cork for what was described as "an unstructured meeting, somewhat experimental in its approach in endeavouring to make some assessment of role, objectives and effectiveness". It focused attention on the necessity for developing an in-service training programme. The year also saw the HEA providing 'research grants' towards extending the graduate survey to all who graduated with full-time primary and higher degrees across all Faculties. This survey covered 3,932 first degrees, 535 higher degrees and 1,311 higher diplomas in education. During the year the range of Information Sheets was extended to include: *Careers in the Legal Profession, Opportunities for Biological Scientists and Personal Service Overseas*.

During 1976 the Association organised a conference at Trinity College Dublin. This was a two-day event under the title '*The Pattern of Graduate Employment*'. Papers were presented by Dermot Montgomery, Nick Leonard and J. Sheehan. There was external participation and a particular welcome for colleagues from the universities and colleges in Northern Ireland.

The range of Information Sheets was again extended to include: *Accountancy, Journalism, Radio and TV, and Applications and Interviews*. There was a major development in cooperation with the National Manpower Service of the Department of Labour, who agreed to issue some of the titles in booklet form for availability in schools and universities.

The following year, 1977, brought a possible change in our relationship with the HEA when the Authority decided that the initial sponsorship for the graduate survey should cease and that responsibility for continuation should lie with the Colleges. Cooperation with the National Manpower Service saw the production of seven booklets for

distribution to schools, colleges and universities: *Careers for Graduates in Arts, Biology, Education, Irish Industry, Public Service, Social Work and Going to University*. This was regarded as a most significant development as a stepping-stone for the much wider availability of relevant careers information.

We were all saddened at the death of Charles Queckett early in this year. We had lost a very experienced colleague and friend.

Dermot Montgomery represented the Association on a committee established by the Department of the Public Service to examine arrangements for the selection of candidates for posts as Administrative Officers and Inspectors of Taxes. He records that he attended 17 meetings.

These years also saw the Association and its individual members in continuing and developing contact with universities in Britain. Their Association, formerly known as the Standing Conference of University Appointments Services (SCUAS), changed its title to the Association of Graduate Careers Advisory Services (AGCAS). We were attending their conferences and we participated in a Mutual Aid Scheme for graduates and supported an ill-fated scheme for Computer Assisted Placement (CAPS – Britain).

Records indicate that the HEA grant for statistics work continued in 1978 and this year saw the production of the handbook *'Postgraduate Awards for Irish Graduates – with special reference to awards for Arts and Social Science Graduates'*. The author was Colette Aungier of TCD and the HEA gave financial support.

There was an Irish Biennial in Belfast in 1978 at the end of which was a two-day training period for the APU Tests. This seems to have set the pattern for future conferences to include training sessions and/or company visits.

Co-operation within the Association continued in 1979 when University College Cork initiated the production of two directories, known as the REGISTER OF EMPLOYERS OF GRADUATES IN IRELAND (REGI) and a more detailed DIRECTORY OF OPPORTUNITIES FOR GRADUATES IN IRELAND (DOGI).

With support from the HEA in 1980, Derek Scholefield produced a report *'Arts Graduates : Five Years On'*, relating to UCD graduates, which was made available to all the Services. There was an Irish Biennial meeting in Galway when Mary Sweeney presented her paper on *'The Future of the Arts Graduate'*.

The Association organised a Careers Education Seminar in 1981, held at TCD. This was to be our introduction to Computer Aided Careers Guidance Systems – CACGS.

The 1982 Biennial Conference of the Association was held at Jordanstown. This marked the merger of the NUU and the Ulster Polytechnic and saw the origination of the term O'Biennial. This year saw the establishment by the HEA of the Advisory Group on Labour Market Trends as a coordinating body for graduate statistics and subsequent analysis and publication. This development was viewed with mixed feelings. Through our association with AGCAS in Britain we had access to *Gradscope*, the first development in computer aided career guidance.

This year also saw the publication of the report '*Career Patterns of Biological Science Graduates of University College Cork, 1970-1980*' by Nicholas Leonard.

Throughout these years the Association had a very informal structure. There was little note taking, with appointed Convenors calling and organising meetings, and these included Dermot Montgomery, Derek Scholefield, Peter Keane and Nick Leonard. We took pride in our all Ireland membership and whereas most of the administration (such as it was!) was in the south, it was truly a partnership of interests and provided a platform for the fullest co-operation and sharing as the years unfolded. The initially proposed group structure had disappeared.

The 1984 Biennial Conference of the Association was jointly hosted by UCD and TCD with the theme '*Graduate Employment – the Role of the State*'. The principal speaker was Mr Kevin Murphy, Secretary of the Department of the Public Service. For some time the Association had been concerned about the 'experience barrier' encountered by students and it took encouragement from the AnCO scheme for graduates to gain technical and managerial experience and the scheme for young scientists and technologists sponsored by the Youth Employment Agency.

There was a further step forward in cooperation in 1985 when Sandra Walker of UCD and Colette Aungier of TCD devised and produced a comprehensive *Student Guide to Job Hunting*, generously sponsored by Ernst & Whinney, Chartered Accountants. This was to become a continuing exercise over many years ahead and proved the value of personal cooperation within the Association. More recently the authors have produced updated versions (*Student Guide to Job Seeking*), with changed format and content and now sponsored by the ESB.

The 1986 Biennial Conference was held at University College Cork, with Nicholas Leonard as the host. We were all charmed to hear his daughter, Catherine, playing the violin. Indeed, we were privileged in the light of her subsequent career as a distinguished musician. The same year saw the strengthening of our relationship with AGCAS in Britain when their Standing Committee held a meeting in Dublin with TCD and UCD as the joint hosts.

This was the year the Association changed its name to the Association of Graduate Careers Services in Ireland (AGCSI) to allow more flexibility for membership and to emphasise the role of services for students and graduates.

In 1987 the Association held a liaison meeting at the then National Institute of Higher Education, Dublin, now Dublin City University, which had joined AGCSI the previous year.

The universities in the north organised the Belfast Graduate Summer Recruitment Fair at Queens University Belfast. This was very successful and set the pattern for future events with the venue alternating between Queens and Jordanstown.

This year also saw the first development of European cooperation in respect of Careers Services. Derek Scholefield, representing the universities, attended a meeting in Rome at which the ground work was done for the establishment of an appropriate international body.

At a European Conference on University Guidance held in Greece in October 1988, the decision was taken to establish FEDORA (Forum Europeen de l'Orientation Academique) as a formal association for individuals involved in student guidance within the European Community states. Derek Scholefield was the Irish representative on the planning committee and he joined the Executive Committee until the next conference which took place in 1991. Later Irish members of the Committee were Colette Aungier of TCD, who became Vice President in 1993 and Secretary in 1995, in which year she organised a major Summer School at TCD. Colm Tobin organised a workshop in Amsterdam in 1996. At the end of Colette's terms of office she was succeeded by Loretta Jennings of Maynooth. The Irish input to FEDORA has been significant and from a handful of members the organisation now numbers over 500, extending to countries outside the EU.

The 1988 Summer Recruitment Fair took place at UU Jordanstown and in this year the National Institute for Higher Education, Limerick, now the University of Limerick, formally joined the Association. *Graduates and Their Careers* was first published in February 1988 as a guide for school leavers and third level students, based on first destination data by subject contributed by member institutions. It was compiled by Colette Aungier and Nick Leonard and sponsored by the Investment Bank of Ireland (now Bank of Ireland Asset Management). Since then three further editions have been published, with Joan Gallagher joining the group responsible. A fifth edition is in progress for 1999, Jerry Cronin having replaced Nick Leonard following Nick's retirement.

The Biennial Conference in 1988 was held at the University of Ulster, Coleraine. Nick Leonard was AGCSI Convenor and Colette Aungier and Andrea Henderson were Joint Secretaries.

Taking stock of AGCSI, the 1988 Report of the UCD Careers Service makes the following comment:

"Throughout the years great emphasis has been placed on cooperation among the Careers and Appointments Services of the Irish universities and AGCSI, with members north and south of the border, has played a vital role in the maximum utilisation of resources. This is a most extraordinary example of personal and inter-university liaison. Without a bank account and without a penny to its name, this Association has cooperated to produce registers of employers, directories of employer information, careers booklets and leaflets, reviews of graduate employment according to area of study, cooperation with a summer recruitment fair and a published guide for non-technical graduates. It has sought outside sponsorship for well planned useful work and in return it has always delivered on its promises."

1989 saw the publication of a guide to postgraduate courses, which later became *Further Studies and Professional & Vocational Courses*, compiled and produced annually by Eileen Cosgrove of UCC from information supplied by all Careers Services. With the increase in the range and variety of taught postgraduate courses available and in numbers of graduates going on to further study, this has proved to be an invaluable resource in all services.

The 1990 Biennial Conference was held at University College Galway, hosted by Peter Keane and colleagues. The AGCSI business meeting in December of that year at Maynooth was followed the next day by an AGCAS Information Writers' Training Course held at UCD.

Also in 1990, AGCSI entered into an agreement with FAS for the joint production of a DIRECTORY OF EMPLOYERS OF GRADUATES IN IRELAND (DEGI), with FAS providing the start-up funding. This directory would cover employers in the south and was based on a similar project already in progress by the northern universities in cooperation with the Training and Employment Agency (T&EA) to produce DEGNI – DIRECTORY OF EMPLOYERS OF GRADUATES IN NORTHERN IRELAND. Anne Colgan was one of the DEGNI Project Managers. Linda Gaughran became Project Manager for DEGI and a steering committee was formed with a representative from each Careers Service and two from FAS. The first edition of DEGI was published in autumn 1991 and DEGNI was published in 1992. DEGI was later expanded to include universities and colleges and became DOGI and then GOI – GRADUATE OPPORTUNITIES IN IRELAND. It has been published annually, with the ninth edition due in autumn 1999. Linda Gaughran continues as Project Manager and over the years the steering committee has been chaired by Nick Leonard, Eric Guiry and Joan Gallagher, with active participation of all its members and ever helpful input from Jim Reid of FAS.

The Biennial Conference in 1992 was held at the University of Limerick under the title '*Strategies for the 90's*'. Mary Sweeney and colleagues were the hosts and with supporting sponsorship it was a memorable occasion. Muireann Ni Dhuigneain of DCU was the Convenor at this time, with Sandra Walker and John Copelton the Joint Secretaries.

In 1991 work began in earnest on the computerisation of the First Destinations Report, via a centralised system to be developed for the HEA and all the institutions involved. The system was piloted at DCU, UCC, NCEA and the HEA in 1992, with Muireann Ni Dhuigneain and Nick Leonard taking a major role on AGCSI's behalf in the initial development stages, and all services in the south computerised their FDR returns from the 1993 survey of 1992 graduates onwards. Representatives from each Careers Service and from the HEA meet several times a year as the FDR Users Group to oversee this work. With the growth in graduate numbers and complexity of the survey, this is now a major annual exercise in all the Careers Services. A full review and evaluation of the First Destinations Report is under way in 1999, coinciding with the necessity to develop new computer systems for the survey in each of the colleges.

For the years 1992-94 Peter Keane was Convenor, supported by Mary O'Shea and Jean Stirrup as Joint Secretaries. By 1992 an AGCSI working group on Mature Students had been established with north/south participation. This was later to lead to seminars for mature students, employers and careers advisers being organised, in Belfast (Deirdre Deery) and Dublin (Eric Guiry).

In 1994 a new series of graduate career information booklets, comprising 14 titles, was launched by AGCSI and sponsored by employing organisations and professional bodies. Titles cover major subject areas, i.e. Arts, Business Studies/Commerce/Economics, Engineering, Science, and specialist employment areas such as Financial Services, Computing and Information Technology, Legal Profession, Accountancy, and

Postgraduate Studies. The booklets, which had input from almost all careers advisers in a major cooperative endeavour, and which were surveyed by academics, graduates whose profiles are included and professional bodies, are a valuable resource for Careers Services throughout Ireland.

The Biennial Conference was held at Queens University Belfast, with the theme '*The Changing Face of Graduate Employment*'.

For the years 1994-96 the Association was guided by Eric Guiry (TCD) as Convenor, with Emma Maher and Jean Stirrup as Joint Secretaries.

A Fulbright training day on Presenting Opportunities for Study in the USA was held at Queens in March 1995, to coincide with a short AGCSI business meeting.

This year also a PROSPECT sub-committee for the southern universities was formed, with a view to tailoring the PROSPECT (HE) computer aided career guidance system for the Irish scene (Eileen Fitzpatrick, Sean Gannon, Mark Cumisky). Damian McGivern (UUJ) was already actively involved in the AGCAS Prospects Committee.

Dublin City University hosted the 1996 Biennial Conference with the challenging title '*From the Old Bog Road to the Information Superhighway*'. The Careers Services in Queens and the University of Ulster, with support from the Training and Employment Agency, hosted a joint employer/higher education conference in Belfast entitled '*Recruiting Graduates in the 21st Century*'.

For the next two years Mary Sweeney was Convenor, with Eileen Fitzpatrick and Deirdre Deery as Joint Secretaries.

In 1997, AGCSI forged a commercial alliance with a publishing house, who undertook to sell and distribute updated versions of the careers information booklets to schools and other interested parties. This venture, along with generating income for AGCSI, disseminates graduate careers information more widely and strengthens links with second level schools who are among the major purchasers. A small committee undertakes responsibility for the information booklets project: Sandra Walker (Chair) UCD, Mary McNulty (Secretary) UCC, and Colette Aungier (TCD).

In the same year AGCSI secured the agreement of the Conference of the Heads of Irish Universities (CHIU) to its proposal for a two-year PROSPECT(HE) project to modify the occupational profiles. A project officer and secretary started work in 1998, located at NUI Maynooth and supervised by the Prospect Sub-Committee. This project was submitted for and won an AGCAS Innovation Prize in 1997.

In another significant development in information technology, the AGCSI website, hosted at UU Jordanstown and developed by a group of members led by Damian McGivern, went live during 1998 (www.ulst.ac.uk/agcsi/).

The 1998 Biennial was held at the University of Ulster at Magee College, Derry, under the title '*Fit for the Future*' with Grainne McGregor and colleagues hosting.

In this year the Association organised a national conference for employers, academics and careers staff from all the Irish higher education institutions, sponsored by the Irish

Times. The title was *'Bridging the Gap : Preparing Graduates for the 21st Century'*. Held in Dun Laoghaire, some 160 people attended and another conference is planned for the year 2000.

Also in this year the Association entered into a formal relationship with AIB Bank and the Irish Times to work with AIESEC in organising the Graduate Careers Fair held in UCD in the autumn. This agreement is to run for a three year period for a Dublin fair.

Among its many activities and projects, 1999 sees AGCSI working on developing an IT/Information strategy, and undertaking a Strategic Directions review to assess its structure and operations, challenges and priorities, and to plan for the future.

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The Association enters the new millennium under the Convenorship of Eileen Fitzpatrick, Head of Service at the Dublin Institute of Technology, the newest institution to join. She is supported by Jerry Cronin and Anne Colgan as Joint Secretaries.

This review of thirty years is an attempt to show what progress has been made and what has been achieved from very small beginnings. Sharing, friendship and personal enthusiasm have been the keys. The door is wide open for the future.

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I am greatly indebted to Brian Linden, Dermot Montgomery, Mary Sweeney, Sandra Walker, Joan Gallagher, and others, who significantly responded to my request for help in preparing this review.



Derek A Scholefield
Howth
June 1999

THE ASSOCIATION OF GRADUATE CAREERS SERVICES IN IRELAND - AGCSI

MEMBERS, JUNE 1999

Careers Services:

Dublin City University
Dublin Institute of Technology
National University of Ireland Galway
National University of Ireland Maynooth
Queens University Belfast
Trinity College Dublin
University College Cork
University College Dublin
University of Limerick
University of Ulster

Members:

Jill Adrain	Queens University Belfast
Colette Aungier	Trinity College Dublin
Jill Barrett	Dublin Institute of Technology
Christiane Brennan	Dublin Institute of Technology
Judy Clarke	University of Ulster Coleraine
Phil Clarke	Queens University Belfast
Anne Colgan	Open University Northern Ireland
John Copelton	Queens University Belfast
Eileen Cosgrove	University College Cork
Cora Cregan	St Patrick's College Drumcondra
Jerry Cronin	University of Limerick
Mark Cumisky	University College Dublin
Deirdre Deery	University of Ulster Jordanstown
Eleanor Donoghue	University College Cork
Jayne Dunlop	University of Ulster Coleraine
Eileen Fitzpatrick	Dublin Institute of Technology
David Foster	Queens University Belfast
Joan Gallagher	University College Dublin
Padraic Gallagher	University of Limerick
Sean Gannon	Trinity College Dublin
Linda Gaughran	Trinity College Dublin
Pauline Glasgow	Queens University Belfast
Eric Guiry	Trinity College Dublin
John Hannon	National University of Ireland Galway
Andrea Henderson	University of Ulster Coleraine
Loretta Jennings	National University of Ireland Maynooth
Peter Keane	National University of Ireland Galway
Carol Kelehan	Dublin Institute of Technology
Lorraine Kelly	National University of Ireland Maynooth
Kathleen Kennedy	Trinity College Dublin
Marina Lennon	Open University Dublin
Brian Linden	University of Ulster Jordanstown
Seamus McEvoy	University College Cork
Damien McGivern	University of Ulster Jordanstown
Grainne McGregor	University of Ulster Magee
Aisling McHugh	Dublin Institute of Technology

Mary McNulty	University College Cork
Ena Maguire	University College Dublin
Muireann Ni Dhuigneain	Dublin City University
Mary O'Donnell	Trinity College Dublin
Grace O'Mahony	University College Cork
Niamh O'Sullivan	University College Cork
Thomas Patton	University of Ulster Jordanstown
Helen Quinn	University of Ulster Jordanstown
Anne Rowe	University of Ulster Coleraine
Rhona Sherry	Dublin Institute of Technology
Jean Stirrup	Queens University Belfast
Mary Sweeney	University of Limerick
Colm Tobin	University College Dublin
Orlaith Tunney	Dublin City University
Patrice Twomey	University of Limerick
Sandra Walker	University College Dublin
Kaye White	Queens University Belfast

Retired Members:

Tim Clifford	(Queens University Belfast)
Jean Downes	(University of Ulster Coleraine)
Nicholas Leonard	(University College Cork)
Patrick McDermott	(National University of Ireland Galway)
Dermot Montgomery	(Trinity College Dublin)
Derek Scholefield	(University College Dublin)