

NCIR Dublin BULLETIN

Vol. 1 No. 2

SPRING 1995



NCIR REPRESENTED IN WORLD DEBATING COMPETITION

NCIR was represented at the 15th Annual World Debating Competition which was held in Princeton University, New Jersey, USA in January. The NCIR debaters were Una O'Donoghue and Eoin O'Shea, both first year students in the College. Eoin and Una did exceptionally well, coming 33rd out of 660 competing teams and the best of Irish teams. *Pictured above are Una and Eoin with Sean FitzPatrick, Chief Executive, Anglo Irish Bank Corporation plc, sponsors of the NCIR team at the World Debating Competition.*

NCIR AND CAO

As and from 1995/96, full-time courses offered by the NCIR will appear in the CAO/CAS Handbook, including full-time courses offered in NCIR Outreach Centres.

CAO/CAS Codes

- B.A. in Accounting and Human Resource Management – NC001
- B.A. in European Business and Languages – NC 002
- National Certificate in Business Studies – NC101

- National Certificate in Business Studies (Greendale) – NC102
- Institute of Chartered Accountants Commencement Course-Year 1 – NC104

HIGHER EDUCATION GRANTS SCHEME FOR NCIR COURSES

As and from this (1994/95) academic year all NCIR full-time undergraduate and postgraduate courses,

including full-time courses run in NCIR Outreach Centres, qualify for grants under the Department of Education's Higher Education Grants Scheme. The NCIR courses currently covered by this scheme include:

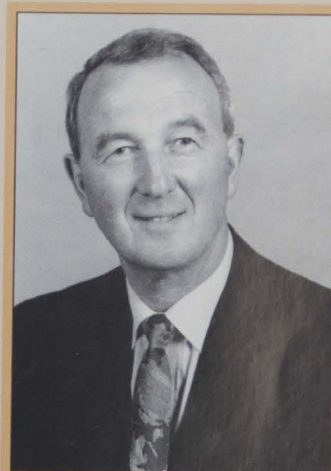
- B.A. in Accounting and Human Resource Management
- B.A. in European Business and Languages
- National Diploma in Business Studies
- National Certificate in Business Studies (also offered in NCIR Outreach Centres)
- M.A. and Ph.D. (by research)

The Higher Education Grants Scheme is administered by local authorities and full details of the Scheme are available from these authorities. As the availability of these grants will be of enormous benefit to future students of the College we would appreciate your help in bringing it to the notice of anyone you think may be interested in attending the NCIR on a full-time basis.

GRADUATES ASSOCIATION DEBATE - CHANGE AND THE FUTURE OF WORK

On Thursday 30 March the NCIR Graduates Association will host its inaugural event in the College. The event will take the form of a Questions and Answers Forum and topic to be explored is "Change and the Future of Work". The forum will be chaired by Prof. Joyce O'Connor, President of the College and main speakers will include Finbarr Flood, Vice Chairman of the Labour Court and former Managing Director of Arthur Guinness and Son (Dublin) Ltd, Dr. Mary Redmond, a solicitor specialising in labour law, David Begg, General Secretary, Communication Workers' Union and Ms. Mary O'Rourke, T.D., Deputy Leader of the Fianna Fáil party and Spokesperson for Enterprise and Employment. Active participation from the floor in the form the questions and answers is also sought and welcomed. The event, which will take place in the College and begins at 8.00pm, is open to all and there will be a

cheese and wine reception sponsored by Bord Gáis Éireann following the Forum. This will enable those present, particularly graduates of the College and members of the Graduates Association, to renew old acquaintances. Further information is available from Cathleen Hartnett, NCIR's Graduate Liaison Officer or from any members of the NCIR Graduates Association Steering Committee.



Finbarr Flood recently appointed Vice Chairman of the Labour Court and member of the NCIR Governing Body will be one of the speakers on the NCIR Graduates Association Question and Answers Forum. The Forum will be held in the College on Thursday 30 March beginning at 8.00 p.m.

NCIR VENUE FOR BOOK LAUNCH

The NCIR was the venue for a number of book launches during the past year. One of the most recent publications to be launched at the College was

'The Family: Love It and Leave It' written by Dr Tony Humphreys, the well-known writer, lecturer and educational psychologist to mark the International Year of the Family. Copies of the book, which provides valuable insights and practical guidelines to enable people to get the most out of family relationships, are available from bookshops around the country.

LAUNCH OF NCIR DEBATING SOCIETY

This year NCIR is actively supporting the establishment of a broad range of new Clubs and Societies to cater for the interests of the increasing number of students.

As a result of this, the NCIR Debating Society was launched recently. The Society, whose Auditor is Eunice O'Raw, a member of NCIR Faculty, got off to a very successful start with a Debate on the Motion "What Interests the Public is Not Necessarily in the Public's Interest". Speakers included Conor Bowman and Martin O'Connor (former Irish Times champion debaters), Moore McDowell (UCD), Ivana Bacik (NCIR Faculty), Eoin O'Shea and Una O'Donoghue (NCIR students), Anthony Madden (TCD) and Karen Brosnan (NCIR Graduate). Debates will take place in the College each month and a team representing the College competed in the Irish Times debating competition in January. Any readers of the Bulletin who would like to become involved will be made very welcome. Contact Eunice O'Raw in the College for details of the Debating Society.

NCIR BOOK LAUNCHED



Member of NCIR Faculty Dr Noel Harvey, pictured at the recent launch of his book entitled "Effective Supervisory Management in Ireland" with the then Minister for Labour Affairs, Ms Mary O'Rourke, T.D. The book, the first of its kind to be written for the Irish market, is designed to help people become better supervisors by providing both the theory and the skills that are required of today's supervisor. Copies are available to readers of the NCIR Bulletin at a price of £16.00 including p&p. Please send orders to Catherine Clarke in the College.

OCCUPATIONAL PENSIONS COURSES

The second in the series of NCIR's "early-bird" Occupational Pensions courses concluded recently with the presentation of certificates to successful participants. The next course, which is designed to meet the information needs of personnel responsible for medium to large sized pension schemes, began on Wednesday 8 February. It will run over ten weeks from 8.00am to 10.00am each Wednesday morning. Course brochures are now available from Conor Heagney, Course Administrator in the NCIR.



Pictured after the presentation of certificates, at the conclusion of the recent Occupational Pensions course are, back row, left to right, Gerard Rooney, PDFORRA, Phil Power, Dominican Sisters, Sr. Catharina Tarpey, Dominican Sisters, Conor Daly, Coopers & Lybrand, Ciaran McNamara, Coillte and David McCabe, ESB. Front row, left to right, Oran Kennedy, Becton Dickinson, John Everett (Presenter), Coopers & Lybrand, Catherine McCarthy, Department of Enterprise and Employment, Sr. Catherine Barry, Presentation Sisters and Lt. Col. P Nash, Defence Forces HQ.

NCIR SHORT COURSE

PROGRAMME

NCIR has a long tradition of responding to the educational and training needs of industry, Trade Unions, voluntary organisations, schools and others by providing a comprehensive programme of short courses. These courses are designed on an individual basis after a series of consultations between members of NCIR faculty and the client. Courses, vary in length from 1/2 day to one week, depending on the

specific requirements and are run on campus in the NCIR Conference Centre or on the premises of the client. Courses offered recently under the Short Course Programme include Negotiating Skills, Occupational Pensions, Health and Safety and Social Leadership. Full details of the Programme are outlined in a special brochure which is available from the College.

OUTREACH SUCCESS

This year's Outreach Programme has attracted over 600 students, a threefold increase

Pictured at the meeting of Outreach Centre Directors held in the College recently were, left to right, front row, David Hallahan (Baltinglass), Robbie Harrold (Malahide), Niamh Crowley (Waterford), Cathleen Hartnett, Manager, NCIR Outreach Programme), Margaret McCarthy (Carrigaline), Bob Keating (Clonmel) and Brian Glennon (Tallaght). Left to right, back row, Chris Honan (Drogheda), Pat Burns (Tullamore), Mark Flynn (Bray), Bernard Horgan (Douglas, Cork), Sam Shiels (Kilbarrack), Breandán De Róiste (Leixlip), Noel Dalton (Newbridge) and Jim Mulligan (Whitehall).



on 1993/94 figures. The primary objectives of the Programme, which now operates in more than twenty-five centres around the country, are to nurture a culture of learning in the community and increase access to education for all on a regional basis. At the moment NCIR offers five courses (Diploma in Management and Industrial Relations, Diploma in First-Line Management (Supervision), National Certificate in Business Studies, Access to Education and Foundation Studies) through the Programme. However, it is planned to expand both the number of Outreach centres and the range of courses in the Programme in the coming academic year. Full details of the Outreach Programme are available in the NCIR Outreach Prospectus and from Cathleen Hartnett, Manager of the Outreach Programme in the College.

A EUROPEAN SYSTEM OF INDUSTRIAL RELATIONS: MYTH OR REALITY?

This is the title of a one-day Conference to be held on Monday 27 March 1995 at the European Foundation Conference Centre in Dublin. The keynote speaker at the Conference, which is jointly sponsored by the NCIR, the Centre for Enterprise and Labour and EIRI, will be Professor Wolfgang Streeck from the University of Wisconsin-Madison. Professor Streeck is one of the leading authors on European Industrial Relations. He will be joined by a panel of speakers from Ireland and Britain.



Laura Magahy, Managing Director, Temple Bar Properties was a recent guest speaker at the NCIR lunchtime lecture series. Laura (centre) whose talk was entitled "The Art in Ireland" is pictured here with John Brady S.J. NCIR Faculty (Left) and members of the audience.

NCIR HUMAN RESOURCES DAY

As part of NCIR Careers Advisory Programme for students, the College will be hosting a special Human Resource Day on Tuesday 28 February. During the course of the day, practitioners and specialists from a wide range of careers and courses in the general area of Human Resource Management will be available to meet and

advise students on careers and/or further study in Human Resource Management. Further information on Human Resource Management courses offered by the NCIR is available from the Academic Affairs Office.

NCIR OPEN DAY

The NCIR Open Day, which was held in November, was very successful with school-

leavers, parents and Guidance Counsellors from all parts of the country visiting the College. Of particular interest was the full-time day courses on offer, the individual support and attention offered to students, the eligibility of NCIR full-time courses for Higher Education Grants and the NCIR's recent membership of the CAO.

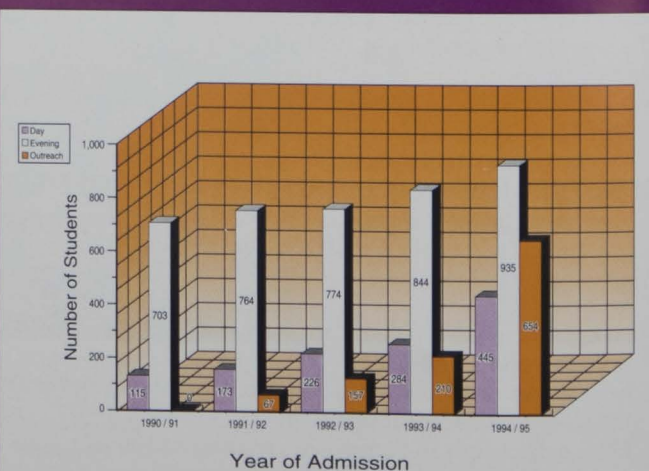
MEMORIAL MASS FOR NCIR PAST PRESIDENT

A special memorial Mass to celebrate the life and work of Fr. Kevin Quinn, S.J., former President of the NCIR, will be held in the College on Tuesday 21 March at 12.30 p.m. Family members, friends, colleagues and graduates of the College are invited to attend.



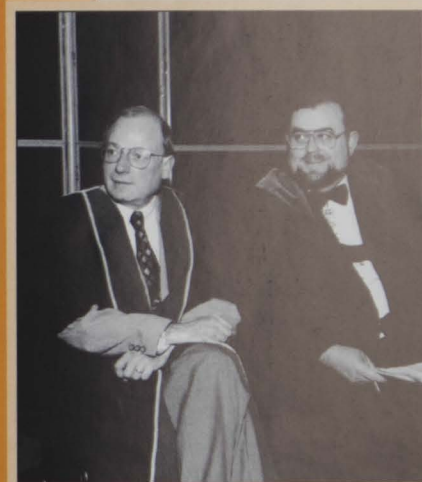
Gerry Martin, M.A. became the first recipient of a postgraduate degree from the NCIR when he was conferred with an M.A. degree at the November Graduation ceremony. The degree was awarded for Gerry's research into the foundation of the St. Vincent De Paul Society in Ireland in 1844. Gerry (centre) is pictured here with John Brady SJ, NCIR Postgraduate Programme Administrator and Dr Donal Kerr, supervisor of the M.A. project (left).

INCREASE IN NCIR STUDENT NUMBERS



NCIR GRADUATION CEREMONIES

This year over 2000 guests, graduates and their invitees attended four Graduation ceremonies held in the College over two days. In all, more than 800 NCIR students were conferred with Certificates, Diplomas and Undergraduate and Postgraduate Degrees, an increase of over 20% on 1993 numbers. Included in this number was the College's first cohort of graduates of the full-time B.A. in Accounting and Human Resource Management course.



Keeping a careful eye on the proceedings at NCIR's Autumn Graduation ceremony are left to right: Kevin Duffy, Assistant General Secretary of the Irish Congress of Trade Unions and Michael Barry, Senior Lecturer in the College and Master of Ceremonies at the event.

COLLEGE AWARD WINNERS

- NCEA Student of the Year Award presented to Aisling Kelly, B.A. in Accounting and Human Resource Management.
- Labour Relations Commissions Awards. Presented to graduates of the B.A. courses who submit outstanding



Ellen Byrne, B.A. Industrial Relations and Personnel Management 1994 was the winner of the first prize in the 1994 Labour Relations Commission Awards. Ellen is pictured here on Graduation Day with her son Jody and daughter Sinead. Congratulations and continued success!

dissertations which may be used by the LRC in its work.

- 1st Ellen Byrne, B.A. in Industrial Relations and Personnel Management
- 2nd John Eustace, B.A. in Industrial Relations and Personnel Management
- Joint 3rd Adrian Kane, B.A. in Industrial Relations and Personnel Management and Ian McFadden, B.A. in Accounting and Human Resource Management

We heartily congratulate all award winners and graduates. We wish them every success in the future and welcome them as members of the NCIR Graduates Association.



Aisling Kelly, B.A. in Accounting and Human Resource Management has been awarded a Greencore Human Resources Research Scholarship. Aisling, who graduated from the NCIR with first class honours, will use the scholarship to undertake research in performance related pay leading to an M.B.S. degree at Dublin City University. Aisling is pictured at the presentation of the award with Pat Lunny, Group Director of Human Resources, Greencore Group.



Carol Phelan, Senior Secretary in the President's Office in the NCIR, was one of the five finalists in the 1994 Dublin Chamber of Commerce Super Secretary of the Year competition. Carol is pictured here being interviewed by RTE's Pat Kenny.



NCIR External Certification

Students of the Diploma in First-Line Management (Supervision) course which is being run by the Eastern Health Board Nurse Education Centre through the NCIR External Certification Programme. Front row, left to right, Brenda Wynne, Imelda Noone, Cora McKenna, Edel Galvin, Ann Shelton, Kathleen Gaffey, Olive Madigan, Eithne Doogan, Marie Gogan, Diane Walsh, Liah Chambers, Margaret Noonan and James Walsh (Course Administrator, Nurse Education Centre). Back row, left to right, Marie Wallace, Ann O'Keeffe, Concepta Sheridan, Tim Lynskey, Tina Sheridan, Adrian Corr, Eddie Marron, Shay Manton, Brendan Kilduff, Jim Brosnan, Kevin Tyrell, Rebecca Murphy, Melissa Doyle, Teresa Kearns, Teresa Burke, Ann Maher.

NCIR EXTERNAL CERTIFICATION PROGRAMME

The issues of the validation and accreditation of courses is very much under discussion at the moment. The recognition by all involved, particularly institutions offering courses and students taking courses, are very concerned that the courses offered are recognised and that they have currency value in the pursuit of further education and/or employment. As a result of these concerns and to cater for the needs of these institutions and students, the NCIR has developed an External Certification Programme (ECP). Organisations already linked into the ECP include Aer Lingus and the Eastern Health Board. Through this Programme, NCIR has been sanctioned by the NCEA to validate and certify a range of external courses. External certification of a course by the NCIR will result in the awarding of ACCS credits to students who successfully complete the course. These credits, which are recognised

by all NCEA-accredited institutions, in the UK and in other countries of the EU, can be used to build an award to National Certificate, National Diploma or Degree level. For full details of the ECP contact Cathleen Hartnett in the College.



Turlough O'Sullivan, Director of IBEC, one of the speakers in the 'Managing Change: Industrial Relations in Action' lecture series

MANAGING CHANGE: INDUSTRIAL RELATIONS IN ACTION

Managing Change: Industrial Relations in Action is the title of the 1994/95 series of lectures currently being run in the NCIR for final-year degree students. Speakers in the series, which is run on an annual basis, come from a variety of backgrounds and

professions. All have a common interest in the practical implications of good Industrial Relations practice. **Speakers include:** Aidan Flaherty, Head of Personnel, Cadbury's Ireland Limited, Ron Gass of the European Commission, John Hynes, Chief Executive, An Post, Leif Beck Fallesen, Editor-in-Chief, Borsen the Publishing House, Denmark, Rory O'Donnell, Director of NESC, Dr Eddie Molloy, Consultant, Paul Jones, Director and Senior Vice-President, Human Resources, SmithKline Beecham Consumer Healthcare, Steve McCarthy, Industrial Officer, ICTU, John Carroll, Member of the Economic and Social Council (Europe), Shea Coady, IMPACT, Charles Douglas, ATGWU, Turlough O'Sullivan, Director of IBEC, Tom Pomfret, Labour Relations Commission, Dr Miriam Hederan O'Brien, Herman Van Zonnerveld, European Commission, Carmel Foley, Chief Executive, Employment Equality Agency, Michael McDonnell, Director, Institute of Personnel and Development, Finbarr Flood, then Managing Director, Arthur Guinness and Son (Dublin) Limited, Prof Bill Roche, Director of Research, Michael Smurfit Graduate School of Business, UCD, David Begg, General Secretary, Communications Workers Union, Declan Madden, Director of IBEC, John McAdam, Consultant, Gerry Dempsey, IBEC, Billy Attley, General Secretary, SIPTU and Kevin Duffy, Assistant General Secretary, Irish Congress of Trade Unions,



Graduates of the Parents in Education Programme from Clondalkin and Tallaght pictured after their recent Graduation ceremony. The Parents in Education Programme is a community-based programme designed to create a supportive environment where education is seen as challenging and attractive. The Programme, which is sponsored by the Department of Education, is currently being run by the NCIR in Ballymun, Finglas, Farranree (Cork) and Dublin South Inner City.

SPECIAL FUNDING FOR CEO

The Centre for Educational Opportunity, a joint initiative between the NCIR and UCD, was the recipient of a special £10,000 grant from UCD recently. This money will be used to help fund the staffing of the Centre and to support the Centre's projects and initiatives. The primary objective of the CEO, now in its second year of operation, is to draw people with different educational histories, backgrounds and needs back into the educational system. This includes both second-level students who may not otherwise consider third-level education as a viable option and mature students who have previously missed out on the opportunity of third-level education.

NCIR TO PILOT APEL

NCIR is one of the five Colleges in the country selected by

the National Council for Educational Awards to pilot its APEL (Assessment of Prior Experiential Learning) programme. APEL is a system which facilitates the awarding of academic credit for the skills and experience people have acquired through their work and/or life experience. Though still in the early stages of implementation, NCIR has already offered exemptions to a number of students on the basis of APEL. This number is expected to increase substantially in the coming year. If you would like further information on this innovative form of assessment please contact Ronan Rowley, B.A., M.A., who heads up the APEL team in the NCIR.



Pictured at the SRI Conference, left to right, John Everett (Coopers & Lybrand), Stephen Wald (US-based expert on Socially Responsible Investing) and Sr. Magdalen Fogarty (Bursar General of the Presentation Order).

NCIR HOSTS CONFERENCE ON SOCIALLY RESPONSIBLE INVESTING

A recent conference held in the NCIR Conference Centre was the first Irish national conference on the topic of Socially Responsible Investing and its potential for Ireland. The Conference, which NCIR organised in association with Coopers & Lybrand, was unique in that it considered investment within the totality of social values as well as highlighting the potential of financial investment in its role as an agent of social change. It also attempted to strengthen individual and collective action to improve Irish society in a practical and tangible way. The Conference, which was addressed by national and international experts, attracted a capacity audience and national media coverage. It is intended to present a plan to set up a Socially Responsible Investment fund in the future. For further information on this topic or NCIR Conference Centre facilities please contact Deirdre Ní Chonghaile in the College.



"No! Wait till I tell you"
Recalling memories of student day is part of the fun of a Graduates Association! Pictured above are three graduates enjoying the launch of the Association, left to right, Delia O'Donovan, Phil Rennick and Bernadette Condon, all holders of the B.A. in Industrial Relations and Personnel Management

SUCCESSFUL LAUNCH OF NCIR GRADUATES ASSOCIATION

Over 200 NCIR graduates and past students from many courses and many years turned out to celebrate the launch of the NCIR Graduates Association in September. The launch of the Association is a response to the desire expressed by many past students to develop and continue their relationship with the College. The main aims of the Association are to provide a network of support for the NCIR, students and graduates and to cater for the interests of all graduates of the College, particularly in relation to continuing professional education. Since the successful September launch, a Steering Group has been meeting to plan activities for 1995 and a programme of activities will be sent to all paid members in the future. The membership fee for 1995 is £10 and the concessionary fee is £5 (unwaged and students). Readers of the Bulletin who are graduates and past students of the College from any course, any year, are

invited to join the Association and become actively involved in the Association's projects and activities. Contact Rhona Preston in the College for membership forms and further details.

GRADUATES' USE OF NCIR LIBRARY

Paid members of the Graduates Association are invited to use the NCIR Library on production of their Graduates Association membership card. If members wish to borrow, as well as use the reference, facilities, an annual fee of £15 is payable directly to the



Pictured at the launch of the Graduates Association, left to right, Lorna Smith (1993), Finola Connolly (1986) and Margaret Redmond (1994), all holders of the National Diploma in Personnel Management.

Correction from Last Issue
The paragraph headed "LRC Award Winners" featured on page 4 of NCIR Bulletin Vol. 1 No. 1 listed the winners of the 1993 Labour Relations Commission awards as Thomas Clancy, John Flanagan and David Costello. This should have read Thomas Clancy, Desmond Coleman and David Costello. Desmond Coleman was in fact the winner of the 1993 Gold Medal award. We congratulate him on his achievement and apologise for the error.

Library in addition to the Graduates Association membership fee.

GRADUATES DISCOUNT DIRECTORY

The Graduates Association is currently examining the feasibility of publishing an NCIR Graduates Association Discount Directory. This Directory will list various commercial organisations who offer discounts or concessions to members of the Association on production of the Association's membership card. Any reader of the Bulletin who would like their product or service to be listed in the Discount Directory should send details of the discount and/or concession being offered to Rhona Preston in the College. Copies of the Discount Directory will be circulated to over 4,000 graduates on a regular basis.

NCIR'S ACCOUNTING DAY

Faculty members from NCIR's School of Accounting and Business Studies recently organised a special Accounting Day in the College. The primary aim of this event was to enable NCIR Accounting students to meet and get to know major accounting institutions. The number of students studying accounting in the NCIR has increased dramatically this year with a doubling of the number of first-year students taking the B.A. in Accounting and Human Resource Management course. Part of this significant increase is attributable to the recognition that this course is particularly relevant and closely linked to current needs in the accounting field. This view is supported by a recent review of the course carried out by the University and College Journal and published in the 1995 issue.



The end result of study in the NCIR! Baby Hannah Eames (5 1/2 months) is pictured with her parents Colette Moyles and Norbert Eames, both graduates of the B.A. in Industrial Relations and Personnel Management course, pictured at a recent NCIR Graduation Ceremony

NCIR POSTGRADUATE STUDENT'S STUDY VISIT TO SOUTH AFRICA

Brendan McEvoy, a NCIR postgraduate student, has recently undertaken a study visit to South Africa in his capacity as Chairman of the Institute for Foreign Trade. Brendan was commissioned by the Business and Export magazine to write a number of research articles on the

likely development of trade and business education in post-apartheid South Africa. While in South Africa, Brendan also addressed Members of the International Association of Institutes of Exporters who are holding their Annual Conference in Johannesburg and gave a lecture on Irish Trade Education at the Stellen Bosh University in Cape Town. We look forward to hearing about Brendan's research findings at a future date.



Professor Bob Payton, main speaker at the Forum on the Non Profit Sector held in the NCIR recently, pictured with Professor Joyce O'Connor, President of the College.

FORUM ON THE NON-PROFIT SECTOR

A special session of the Forum on the Non-Profit Sector was held in the NCIR recently. It examined the culture of American philanthropy, the historical context that has produced it and its relevance for societies seeking to develop their own philanthropic cultures. The specific aims of this session of the Forum were to:

- acquaint academics and policy makers in the non-profit sector
- to enable people to get together and give focus to this very important but neglected area.
- to consider priorities for research and initiatives at European, U.S. and international levels.

The main speaker at the forum was Professor Bob Payton, Professor of Philanthropic Studies and Indiana University and Senior fellow of the Centre on Philanthropy which is located on the campus of Indiana University - Purdue University at Indianapolis. The session was judged to be an outstanding success with a large turnout of invited delegates from the non-profit sector and a very lively and informative discussion.

SOCIAL AND PERSONAL

- **NCIR staff and students** were enthusiastic participants in the recent Irish Hospice Foundation Coffee Morning, making a significant contribution to this major fund-raising effort.
- **Mairéad Dinnigan**, a student on the B.A. in Industrial Relations and Personnel Management course is taking leave of absence from her studies in the NCIR to take up a position with the British Police Force. We wish her the best of luck.
- Our sympathy to the family, friends and classmates of **Sinéad Treacy** who graduated with a Diploma in Management and Industrial Relations (day-release course) in 1993. Sinéad died earlier this year at the age of 30.
- **Louise Drew**, a student in the Bray Outreach Centre, left for Tanzania in November to work with Concern. We wish her



Congratulations! Pictured at NCIR's Autumn Graduation ceremony are left to right; Hugh Reddy who was conferred with an NCIR Diploma in Management and Industrial Relations, Hugh's daughter Sinéad (3) and Hugh's wife, Réiltinn.

well and look forward to her return in March.

- Our best wishes go with **Eamon Kelly** also from the Diploma in Industrial Relations class in Bray. Eamon has gone to Ghana working as a volunteer for two years with UNICEF. Eamon suggests that we extend the Outreach Programme to Ghana to facilitate the completion of his studies.....!
- **Pat Fanning**, a member of the 1992 Access to Education class, was profiled in a special feature on second-chance and adult education published by the Sunday Tribune earlier this year. We wish Pat continued success in her studies.
- **Phil Killeen BA94**, a member of the Steering Group of the NCIR Graduate Association, is the Managing Director of ISS Ireland, the new Irish subsidiary of the International Service System A/S, the world's largest contract cleaning company. The company, which employs over 130,000 people worldwide, was officially launched at Dublin Castle on 15 February. We wish Phil every success in her new venture.
- **Jackie Gallagher**, a former student of the NCIR, has recently taken up the position of Senior Advisor to Mr. Bertie Ahern, T.D., Leader of the Fianna Fáil party. Prior to this appointment, Jackie had been Industrial Correspondent with the Irish Times newspaper.

APPOINTMENTS

The President of the NCIR, Professor Joyce O'Connor, has recently been appointed as the incoming chairperson of the NCVA (National Council for Vocational Awards). The appointment was made by the Minister for Education, Ms Niamh Bhreathnach T.D. Professor O'Connor has also been recently appointed a Director of the ICS Building Society.

ADVERTISING WITH THE NCIR BULLETIN

The NCIR Bulletin is published quarterly and has a circulation list of over 7000. Advertisements are accepted in half-page, full-page or insert/flyer format. An advertising rate card is now available from Cathleen Hartnett, Editor, NCIR Bulletin.

NCIR Bulletin

The NCIR Bulletin is published quarterly and distributed free of charge to staff, students, graduates, sponsors, donors, Corporate Members, schools, Colleges and friends of the NCIR.

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